

# Headquarters Intercom



## Message From the Administrator

### *FAA Still Working to Streamline Operations*

I know you are reading and hearing about the budget debates in Washington. The voters have sent a message supporting smaller government and a balanced Federal budget — and their elected officials are working hard to accomplish those mandates. Whatever the outcome, FAA will face a considerable battle in obtaining an adequate level of resources.

I am proud to say that the FAA has led the Department of Transportation and the Government in streamlining our operation without compromising our mission to provide safe, secure and efficient air transportation.

We are looking at every option available as we work to manage the FAA within the drastically reduced funding levels that we are facing. The choices are difficult. Without the option of the U.S. Air Traffic Services Corporation, or a similar creative funding scheme, we will have to reduce and eliminate some of the services we now provide. And while we will try to protect FAA employees, unless we get funding relief we will also have to reduce the number of jobs at FAA.

The mission of the FAA is, and will always be, an important element of public safety. You need only read the papers or watch the news to know that the public expects strong regulation and oversight of aviation and air traffic control. We are putting our case together and we will present to Congress the unacceptable consequences of these budget cuts on our safety mission. In the end, I believe we will convince the Congress and the public that the mission of the FAA deserves stronger support.



*David Hinson*

David Hinson

## Highlights

**Express One.** The FAA recently entered into a consent order with Express One International to ensure that the operator meets all requirements of the federal aviation regulations. The cargo and passenger air carrier ceased operations on June 4 following an FAA investigation.

The Dallas-based carrier voluntarily agreed to keep its fleet of 39 aircraft on the ground following an FAA National Aviation Safety Inspection Program audit of the airline. At that time, FAA inspectors found systemic problems with systems that control and track the day-to-day airworthiness of the operator's fleet.

The consent order imposes a \$500,000 civil penalty as a result of violations found by the FAA investigation. It also outlines specifically what steps the carrier needs to take to resume operations.

Express One International is a passenger and cargo domestic air carrier operating a fleet of 39 aircraft, comprised of Boeing 727s and DC-9s. It conducts passenger charters for tour operators and scheduled cargo service for Roadway Freight Company and the Post Office.

**Safety Initiative.** The Regional Airline Association (RAA) recently created an Aviation Safety Committee to examine all aspects of aviation safety for member airlines and RAA staff.

The committee—comprised of the safety directors of its 73 member airlines—was created during the RAA's annual meeting in May. It will pro-

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## Highlights from page 1

vide a forum for the exchange of safety information, a body of expertise for regional airlines to examine safety issues and determine appropriate action, and a resource on safety issues for member airlines and RAA staff.

FAA Administrator David Hinson praised the association for taking its approach to enhancing safety. "Aviation safety is a shared responsibility between government and industry—I applaud the RAA for keeping safety its top priority. Without a strong partnership with associations like RAA, we cannot achieve our goal of zero accidents."

**Evaluating Safety.** The FAA recently reported significant increases in the number of new internal safety evaluation programs and safety officer positions created voluntarily by industry, since the unprecedented national aviation safety summit convened last January.

The internal safety evaluation plans are industry-created, self-audits that enable holders of FAA certificates to continually monitor and ensure safe operations and compliance with federal aviation regulations. The safety officer positions facilitate the moni-

toring process, while also promoting internal safety programs.

At the time of the January summit, there were 46 evaluation programs in existence. With the renewed emphasis and attention on the need for enhancing air safety, the number of voluntarily-created programs has jumped to 66—a 45 percent increase in just five months. The number of safety officer positions created by industry increased 30 percent between February and June of this year.

**End-of-Year Purchases.** The Office of Acquisitions reminds employees that all procurement requests must now contain the "approved as necessary for fourth quarter spending" statement and have appropriate approval-level signatures.

September 20 is the cutoff date for all procurement requests that need to be awarded by September 30. Requests received after that date will not be awarded in fiscal year 1995, regardless of funding year.

For more information, employees can contact their servicing branch in the Office of Acquisitions.

**Security Line.** The General Services Administration (GSA) has established a toll-free telephone number for employees to obtain information on security matters in buildings controlled by GSA.

The number, 1-800-215-8419, will be answered by a security specialist between 8 a.m. and 8 p.m., Monday through Friday. Along with answering caller questions, specialists will respond to general and personal concerns about security in federal buildings. The number is not for reporting emergencies.

Callers can leave messages at other times, and calls will be returned the next business day.

**No More Imprest.** Due to the closing of the FAA's imprest fund on June 30, reimbursement for local travel and small purchases will be handled as follows:

Local travel is reimbursed by direct

deposit to the employee's banking institution; where an employee does not have a bank account, a treasury check is issued. Employees who make frequent local trips are asked to request a single payment on a quarterly basis.

Small purchases are made on an exception basis via third party drafts. The issuance of these drafts will be kept to a minimum.

The Financial Services Branch, ABA-110, will keep employees up to date of any changes to the system.

**New Locations.** The Administrator's Hotline and Executive Secretariat staffs are in new locations.

The hotline, AOA-20, is now located in room 512. The Executive Secretariat, AOA-3, is now in room 1030.

**IT Workshop.** The FAA's Offices of Information Technology and Airway Facilities, along with AT&T, recently hosted an Information Technology workshop in Atlantic City, NJ, to address the utilization of technology tools in solving daily business problems.

The event featured current, cutting-edge technologies available under the DOT's Office Automation, Technology and Services (OATS) contract, which is in its sixth year of providing information technology and solutions to the department. Products available on OATS include color laptop computers, Pentium workstations, local and wide-area network components, and multiprocessor services. OATS allows for the acquisition of current technology with competitive pricing through a contract vehicle awarded in 1989.

The workshop also provided an opportunity for customer feedback on current issues, and an educational forum for sharing information on advanced applications.

Through this partnership, the FAA hopes to work together with industry to seek effective solutions and approaches to information technology initiatives significantly impacting operations and the information resource management environment.

### Headquarters Intercom

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## Best-In-Class

### FAA Organizations Honored for Procurement Performance Measures

FAA procurement organizations in Headquarters and Northwest Mountain and Central Regions were among 10 DOT offices honored recently for being the "best-in-class" for their successful business practices.

In a recent Washington, DC, ceremony, DOT Deputy Secretary Mort Downey recognized the offices, saying "these awards do more than recognize excellence, they recognize teamwork. You've all set the benchmark for achievement that others should aspire to in the future."

Developed by an interagency team, the procurement performance measurement process assesses procurement effectiveness from the perspectives of customer satisfaction, employee

empowerment, and management assessments. In March and April of this year, 28 DOT procurement offices volunteered to be measured with a customer survey, employee survey, a management self-assessment survey, and a statistical analysis. DOT offices were then compared to each other to determine best or optimum practices.

Participants were recognized as winners or runners-up in one or more of 11 performance measurement categories: timeliness, quality, service/partnership, executive leadership, quality work environment, quality work force, acquisition excellence, accurate, timely, and efficient data collection, mission goals, maximize value at least cost, and maximize cost savings. During the ceremony, employees from the best-in-class offices

shared their best practices.

The Northwest Mountain Region's logistics office was the winner in the executive leadership and quality work environment categories, and was a runner-up in the timeliness and service/partnership categories. Central Region's procurement office was recognized as a runner-up in the executive leadership area. Headquarters' contracting division was the winner in both the maximize value at least cost and cost savings categories.

In closing the ceremony, Downey said, "I look forward to seeing how positive changes being made today in DOT procurement offices help to make improvements in the future."

## Collecting Evidence

### Hinson Attends Alcohol Testing Demonstration

FAA Administrator David Hinson recently received a first-hand demonstration of the DOT evidential breath testing device, kicking off the agency's alcohol testing program for employees in safety sensitive positions.

The program requires that all FAAers in, or applicants for, positions with safety-sensitive functions be alcohol tested. It also includes extensive alcohol awareness education and training, and implementation of an alcohol testing and rehabilitation program.

An employee found to have engaged in alcohol misuse or prohibited drug-related conduct will not be permitted to perform or continue to perform a safety-

sensitive function and will be subject to disciplinary action.



Rick Wrobel, program manager with Tracor Technology Resources and Company, right, explains the evidential breath testing device used by the DOT to FAA Administrator David Hinson.

Alcohol testing for the agency is conducted by Tracor Technology Resources and Company.

Federal Air Surgeon Jon Jordan said that the agency realizes that substance abuse testing programs are highly sensitive issues. "We want to assure employees that the programs have been designed with the utmost concern for maintaining the privacy and dignity of each individual. Implementing and achieving a drug and alcohol-free departmental workplace is a goal we owe ourselves, our families, and the traveling public."

## Airborne Ash

### FAA and National Weather Service Establish Research Program

The FAA and the National Weather Service signed an agreement on June 13, 1995, establishing a cooperative research program to improve methods to detect volcanic ash, a serious and potential hazard to aircraft. Robert Lewis, FAA Alaskan region executive manager, Louis Pelish, metrics manager of the agency's Oceanic and Offshore Integrated Product Team, and Richard Hutcheon, director of the National Weather Service's Alaska region, signed the agreement.

Under the terms of that agreement, the FAA and the National Weather Service will establish a real-time processing system in the Alaska Region. The FAA will provide initial funding and support for the project, and the National Weather Service will operate the station and disseminate data products to the FAA and other interested groups.

The ability to detect volcanic ash in the atmosphere is important. According to Lewis, "an airborne ash cloud is often indistinguishable from meteorological (water) clouds when observed by conventional means. Using new technologies, the FAA

and National Weather Service will determine how aircraft can be re-routed to avoid volcanic clouds." Hutcheon added that "the agreement is part of continuing cooperation and interaction with the FAA in providing timely and accurate warnings and advisories to insure the safety of the

all four engines to flame out. The engines could not be restarted until the aircraft lost approximately 25,000 feet of altitude. Estimates of damage to the aircraft ranged as high as 80 million dollars. Further, although the September 17, 1992, eruption of Mt. Spurr in Alaska was not considered by volcanologists to be a major eruption, the subsequent "old ash" that drifted over Ohio and Pennsylvania caused a significant number of aircraft to be diverted from this high volume air traffic area to avoid the cloud.

Later this summer, NASA will launch an Earth Probe satellite, carrying a total mapping spectrometer sensor. The sensor will provide a unique real-time data base to monitor and track airborne volcanic hazards, and will improve aircraft cruise altitude wind forecasts. The FAA's Oceanic and Offshore Product Team, and both the agency's and the National Weather Service's Alaskan regions will use the data to upgrade volcanic ash cloud hazards detection and tracking systems and to process and display that data collected throughout the Alaska region.



From left to right are, FAAer Robert Lewis, Alaskan region executive manager, Richard Hutcheon, director of the National Weather Service's Alaska region, and FAAer Louis Pelish, metrics manager, Oceanic and Offshore Integrated Products Team.

aviation community."

In recent years there have been many volcanic eruptions throughout the globe that have caused significant aviation disruptions. In December 1988, for example, a KLM 747 in Anchorage, Alaska, airspace encountered an unreported volcanic ash cloud at cruise altitude. The cloud caused

## Retirement Information

The contract for the FAA's Retirement Estimate System has been officially extended until September 30 to accommodate the increased demand for early-out and buyout retirement estimates.

During the month of February, the number of requests rose significantly due to buyout announcements—1,610 estimates were done for 437 employees. The total number of requests in the system's first year of operation stands at 27,200 for 9,664 FAAers nationwide. Of the more than 27,000 estimates, more than half have



been for retirement dates in 1996 and beyond.

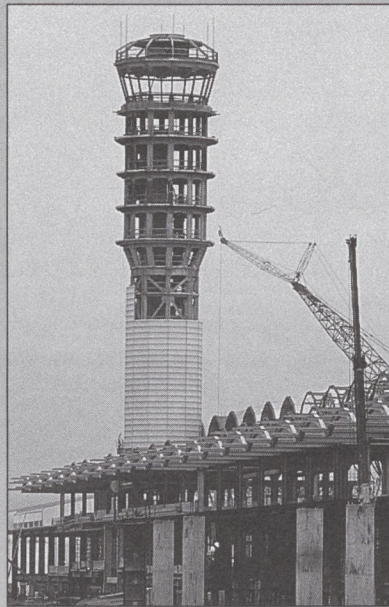
The Office of Labor Relations encourages all employees, including managers and supervisors, to use the telephone retirement system—1-800-888-4412—for retirement planning purposes.

Employees can request as many estimates as they want, and can project a retirement date until the year 2030.



U.S. Department  
of Transportation  
Federal Aviation  
Administration

# Headquarters Intercom



## A New Look

Washington National Airport will soon be sporting a new look. The Metropolitan Washington Airports Authority expects the nearly \$4 million project to be completed in the spring of 1997. The existing air traffic control tower, shown on the left, is still in use. The new, 213-foot tower is shown on the right. Turn to pages 4 and 5 for a look at the airport's history since 1940.

## Highlights

**Bilateral Agreement.** Taking a major step in what will be a historic agreement, FAA Administrator David Hinson and Netherlands Director of Civilian Aviation Jan Weck, confirmed the terms of the world's first bilateral aviation safety agreement (BASA) at a meeting in Amsterdam.

The BASA is a new type of agreement designed to promote the highest standards of aviation safety by increasing cooperation. When signed it will form a regulatory partnership between the two countries improving efficiency and expanding each nation's ability to respond to changes in the international aviation industry.

Hinson said the agency "is looking forward to this opportunity to work closely with the Netherlands to enhance safety and meet the challenges posed by the globalization of aviation." The agreement, he said, "will increase cooperation on a number of aviation safety matters including airworthiness approvals, environmental testing, and evaluation of flight simulators."

The agreement will also encompass the approval and monitoring of maintenance facilities and personnel, airmen, aviation training establishments, and flight operations.

**New Software.** The FAA is proposing new software for certain commercial aircraft to eliminate potential delays in windshear warnings during takeoff and landing.

Windshear, which involves sudden changes in wind speed and direction, can cause flight control prob-

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## Straight Story

### Hinson Address Employees on the State of the Agency's Budget Situation

As part of a continuing effort to keep employees informed on agency issues, FAA Administrator David Hinson recently held a town hall meeting on the agency's budget and its impact on FAAers.

Employees in both Headquarters and field facilities had the opportunity to ask questions of Hinson, and a panel consisting of Deputy Administrator Linda Hall Daschle, Associate

Administrator for Air Traffic Services Monte Belger, Acting Chief Financial Officer Ruth Leverenz, and Acting Director for Human Resource Management Kay Frances Dolan.

Hinson told the group, "you're going to start hearing a lot of different theories about the potential consequences of current budget proposals, but I don't want you to have to

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## Highlights *from page 1*

lems, such as an abrupt loss in an airplane's lift as it nears the runway. The windshear warning system is designed to alert pilots that they are encountering windshear in time for them to take corrective action.

The proposed airworthiness directive would require various transport category airplanes equipped with Honeywell Standard Windshear Detection and Recovery Guidance Systems, to replace existing software with new software that eliminates delays in the warning systems of the windshear detection devices. With the existing software, delays in the windshear warning system may occur during takeoffs and landings, when the aircraft's wing flaps are in motion while changing position.

Approximately 2,320 airplanes worldwide—1,618 of them U.S. registered—would be affected by the proposed directive.

**High Marks.** The FAA recently reported that the nation's seventh busiest airport—the new Denver International—quickly has become one of its most efficient. In the airport's first three months of operation, its record of operations and delays show

it performing four to nine times more efficiently than several other major U.S. airports, and seven times better than the airport it replaced on February 28.



*The new Denver International Airport has quickly become one of the nation's most efficient.*

In Denver International's first 93 days, it handled 121,224 takeoffs and landings, but reported only 487 delays, an average of just one delay for every 248.9 flights. In the same 93-day period last year, Denver's Stapleton International Airport recorded one delay for every 35 operations. Weather conditions in both years were substantially the same, but Denver International's state-of-the-art design and technology allows it to outperform Stapleton by a substantial margin.

**Current Records.** FAA officials at the Civil Aviation Registry in Oklahoma City, OK, remind aircraft owners that current address information is an important part of flying safely.

Out-of-date mailing information cuts off the important flow of airworthiness directives, service difficulty reports, and other safety materials. Certificate holders are required to

notify the Registry of any change of permanent address within 30 days of that change.

Certificate holders are also reminded that only validly and effectively registered aircraft may be operated. Operation of an invalidly registered aircraft or one whose registration has become ineffective may subject the certificate holder to civil penalties.

For more information call (405) 954-3116.

**Safety Workshop.** The FAA's Office of System Safety recently sponsored a 2 1/2 day workshop on Flight Crew Accident and Incident Human Factors. The purpose of the workshop was to hear from human factors experts, safety analysts, and accident investigators concerning their human factors data collection and analysis activities. Christopher Hart, assistant administrator for System Safety, and Mark Hofmann, chief scientific and

technical advisor for Human Factors, provided the opening remarks. Sixty professionals from government, industry, and academia attended the event.

Inputs from the workshop will be used to develop a process to access, integrate, and analyze flight crew accident and incident human factors data relevant to safety. Attendees agreed that the workshop was an important milestone towards standardizing human factors data and analysis requirements to support accident and incident prevention.

**Duplicating Plant.** The FAA and the General Services Administration (GSA) in Oklahoma City, OK, recently signed an agreement for joint-use duplicating facilities, as part of the nationwide effort to reinvent government.

The inter-agency deal is between the GSA's Oklahoma City duplicat-

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ing plant—formerly located near the bombed-out Alfred P. Murrah federal building—and the FAA’s duplicating facility at the Will Rogers World Airport. The FAA will provide building space, telecommunications, and mail and distribution services in exchange for the use of GSA resources.

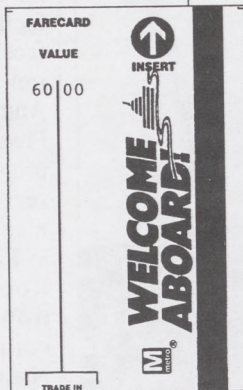
The FAA duplicating facility is the agency’s largest, producing 37 million impressions in-house, and contracting out another 264 million.

**Transit Benefits.** The FAA’s transit benefit and parking sticker office is now located in room 536A.

Transit benefit cards are issued each day between 8:30 and 11:30 a.m., and parking stickers are sold between 1:30 and 3:30 p.m.

Employees receiving parking stick-

ers are reminded that they must pay parking each month, even if they are not actually parking at work during that particular month. Employees may purchase up to three months of parking in advance, and are requested to be prepared with the following information when purchasing stickers: parking permit number, number of months being purchased, and method of payment—exact change is appreciated when paying by cash, and employees are asked, if paying by check, to arrive with the check already filled out.



**Open Season.** The Thrift Savings Plan (TSP) open season at the FAA runs through the end of the month. During this time, eligible employees may sign up to contribute to the plan, or change the amount of contributions to the three funds.

Civil Service Retirement System (CSRS) of Federal Employees Retirement System (FERS) employees with continuous service who were hired between July 1 and December 31, 1994, are eligible to participate in this year’s open season.

For more information or questions on the open season, contact Charlene Warren, 267-3872, or Barbara Williams, 267-3873, in the Office of Human Resource Management.

## Budget Situation *from page 1*

rely on rumors or media speculation for information on what might happen to the FAA under the new budget plan. I want you to hear the straight story directly from me.”

Hinson warned that several FAA program areas would be affected if funding is reduced, but that it is still too early to predict what the budget will be over the coming years. He pointed to charts depicting the severe reduction of FAA staffing and resources for the next six years if the scenarios now being discussed in Congress come true.

“These projections clearly show that the FAA must consider smarter, more efficient ways of doing business,” Hinson said.

He stressed to employees that he, along with the Deputy Administrator and other key FAA execu-

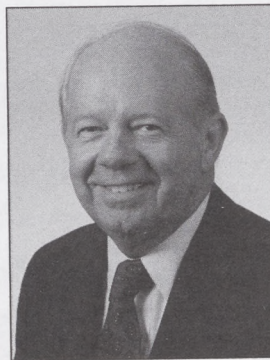
tives, have been working to clearly inform Congress of the impacts of the reduced budget proposals, and develop plans to manage the FAA as effectively as possible under various reduced funding levels.

Hinson reflected on recent agency accomplishments, and thanked all FAA employees for their dedication, professionalism, and ability to remain focused on their jobs. “As the agency works its way through budget challenges, it will become increasingly important for all

employees to continue that focus,” Hinson said.

He confirmed that the all-out efforts to improve the FAA’s budget picture will continue, and promised to continue giving periodic updates to employees so that everyone is clear on the FAA’s progress.

**“The mission of the FAA is, and always will be, an important element of public safety.”**



David Hinson  
FAA Administrator



President Franklin D. Roosevelt officially places the first trowel of mortar to set the cornerstone of Washington National Airport Terminal Building into place, September 26, 1940.

Washington, DC's, 54-year-old National Airport is trying hard not to show its age. The facility is currently undergoing a facelift as part of the Metropolitan Washington Airport Authority's Capital Development Program. The nearly \$1 billion program is designed to improve service and customer convenience at area airports.

President Franklin D. Roosevelt placed the first trowel of mortar to set the cornerstone of the Washington National Airport Terminal Building in place on September 26, 1940. Over a year later, Eastern Airlines' Silverliner Peachtree DC-3 aircraft was the first to touch down at the new National Airport. The facility handled 79,164 air operations in its first full year,

ranking second in the nation in scheduled flights.

In the late 1980s, construction picked up at National Airport with the building of a 500-vehicle capacity taxicab dispatch facility, and continued with the transformation of an aircraft hangar into the current interim terminal which houses USAir and Delta airlines. Other projects include rehabilitation of a hangar to serve general aviation needs, resurfacing and relighting of the main runway, and the first phase of the new roadway system. During the 1990s, the first parking garage was opened, and a temporary roadway system was constructed for use during terminal construction.

In December 1994, ground was broken for a new, 35-gate, three-level terminal, which is now being touted as "the centerpiece" of the capital development program. The new terminal will be located between the existing main terminal and the interim terminal. When complete, the nearly 1 million square-foot-facility will have three levels: upper (ticketing), middle (concourse), and lower (baggage claim). An airport-wide roadway system will deliver passengers to the parking garage or curbside at the new terminal. The parking garage will be connected to the terminal by pedestrian bridges equipped with moving sidewalks. The bridges will pass from the garage, through the Metro station, and into the concourse level of the new terminal.

The Airport Authority hopes to see the \$400 million facility completed by the spring of 1997.

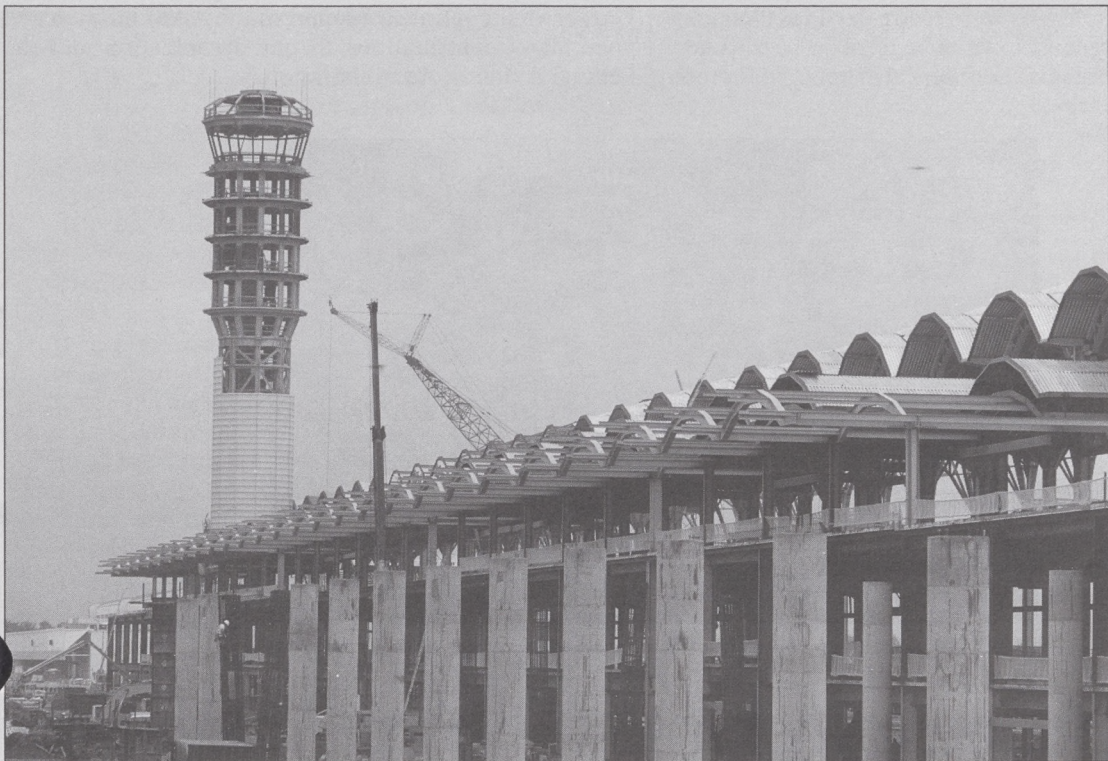
*A model depicting the 35-gate new terminal and connector to the existing main terminal. Environmentally-controlled pedestrian bridges, with moving walkways, provide convenient access to the new terminal from Metrorail and the parking garages.*

# Then and Now

Washington National Airport Gets a New Look



Kenneth Champin



*Above: National's new tower will rise 213 feet above lower street level when completed.*



*Architectural rendering showing concourse level of National Airport's new terminal.*

*Courtesy of the Metropolitan Washington Airports Authority*



*The actual steel structural frame of the new terminal, including modular domed ceiling, is currently under construction.*

*Courtesy of the Metropolitan Washington Airports Authority*

# Aviation Medicine Honors

## Third Annual Awards Program Recognizes Employees

During the Office of Aviation Medicine's (AAM) third annual awards program, 10 FAAers were honored for their contributions to the mission of the organization.

Eight AAM employees were recognized for their contributions to the organization's strategic plan. Two FAAers from outside the organization were also honored for their

contributions to the role and mission of AAM.

Dr. Jon Jordan, federal air surgeon, handed out recognition plaques to the winners, saying, "I want to thank you for your continued support of the AAM mission and your many contributions to our organization and the Federal Aviation Administration."



Award recipients at the Office of Aviation Medicine's third annual awards ceremony.

This year's award recipients were:

**Flight Surgeon of the Year**

Dr. Christopher Taylor  
*Northwest Mountain Region*

**Administrative Excellence**

Katherine Wade  
*Civil Aeromedical Institute*

**Outstanding Innovator**

David Nelms  
*Civil Aeromedical Institute*

**Outstanding Leader**

Douglas Burnett  
*Civil Aeromedical Institute*

**Outstanding Manager**

Rogers Shaw  
*Civil Aeromedical Institute*

**Outstanding Team Player**

Barbara Lucich-Biehl  
*Northwest Mountain Region*

Jeffrey Marcus

*Civil Aeromedical Institute*

**Technical or Scientific Publication**

Roy Van Gowdy  
*Civil Aeromedical Institute*

**Friend of AAM**

Dr. H.C. McLure  
*Director, Mike Monroney Aeronautical Center*

John Clabes

Public Affairs Officer  
*Mike Monroney Aeronautical Center*

**AAM Office of the Year**

Aeromedical Education Division  
*Civil Aeromedical Institute*

## Mode S Data Link On-Line

### Flight Information Services Operational at Dulles

Marking the first operational use of the Mode S data link, the next generation secondary radar recently began providing flight information services in the 60 mile radius surrounding Dulles International Airport.

The data link is being utilized as part of a general aviation flight information services product evaluation. This is the first example of a new wave of free-flight advisory services that are provided at no cost to the user through a public-owned data link.

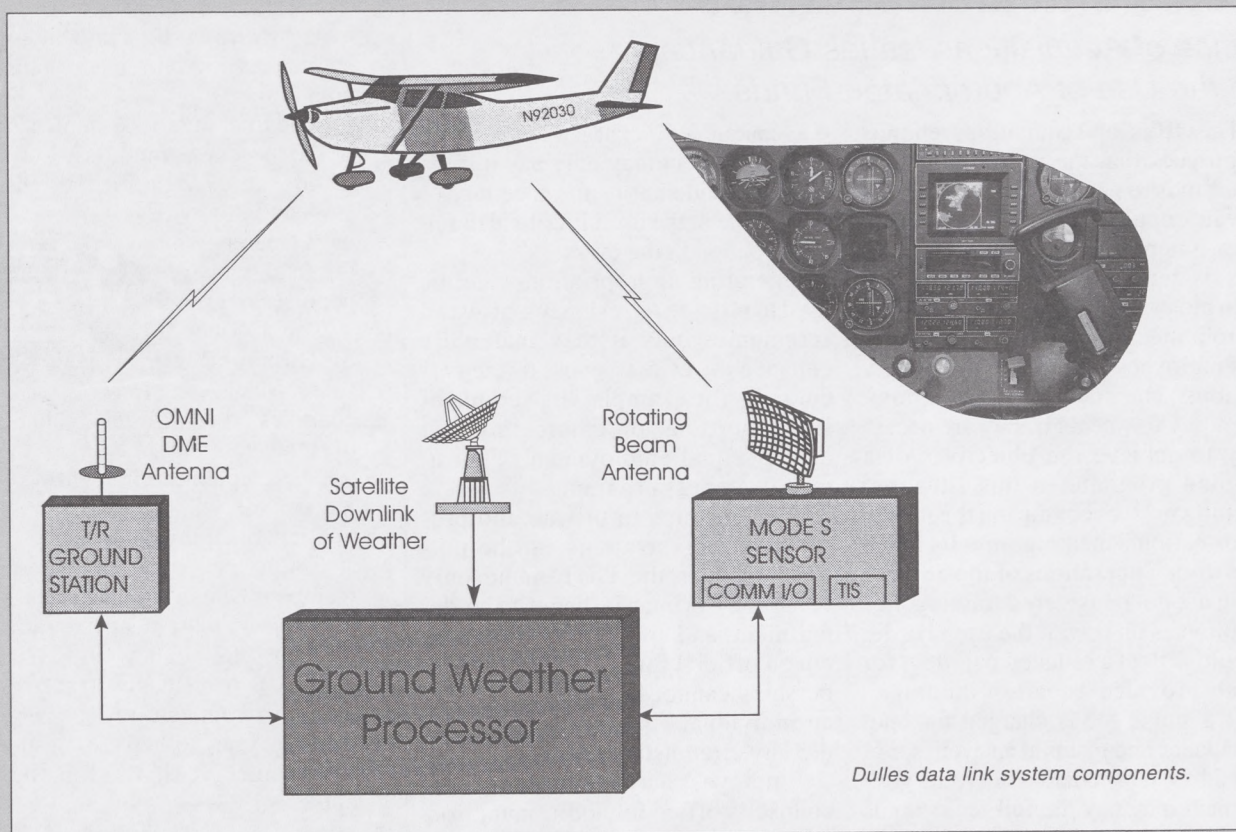
The Mode S data link is an integral part of the surveillance system being deployed nationally. Aircraft equipped with a data link capable Mode S transponder and a control and display unit with specified software will have free access to any data link service provided via Mode S.

Over the next six months, the FAA, along with industry organizations like the Aircraft Owners and Pilots Association, will evaluate three flight information service products—traffic information, graphical weather, and text weather services. Traffic information service increases pilot awareness by warning

them when other aircraft are nearby. Utilizing Mode S surveillance data, the service identifies potential conflicts with other aircraft and displays the surrounding traffic situation to the pilot. Graphical weather service provides pilots with precipitation weather information in a graphical grid format similar to that of an airborne weather radar. The text weather service will give pilots text weather information including surface observations and terminal forecasts.

This evaluation will provide user input which will help greatly in the refinement of the initial services and in the development of additional applications. Other services that may be available via Mode S in the near future include windshear alerts, pre-departure clearances, and automatic terminal information services. Mode S offers a vehicle to quickly and cheaply provide next generation air traffic control services to the entire flying population.

Widespread availability of Mode S data link services will be possible by next summer when the Mode S infrastructure is fully deployed and operational.



## Flightplan

**Airspace Conference.** The FAA is hosting the 10th annual Pacific Oceanic Airspace Conference, *November 6 through 9*, in Los Angeles, CA.

Interested employees are invited to submit papers on Pacific Rim aviation issues for presentation and distribution at the conference.

For more information, contact Ann Moore, (202) 267-9375.

**Technology Transfer.** The FAA's Office of Research and Technology Applications is sponsoring a two-day training course as part of the agency's Technology Transfer Program, *Wednesday, July 26 and Thursday, July 27*, in the Nassif building, room 4236.

The course, called "Intellectual Property and Cooperative Research and Development Agreements," is open to

agency scientists, engineers, and technical managers. It will run from 8:30 a.m. until 4 p.m. each day. The course is being conducted at no cost to federal employees.

There are 30 slots available for the course. The name, routing symbol, and phone number of interested employees must be submitted to Sharon Moore, (609) 485-5006, no later than July 19.

**Training Conference.** The National Hispanic Coalition of Federal Aviation Employees is hosting its annual training conference *Tuesday through Thursday, August 8 through 10*, at the Hyatt Regency Hotel in Long Beach, CA.

The theme of this year's event is "Hispanic Leaders for Progress."

The goal of the conference is to help build a quality partnership with FAA management and the community that will promote equal employment oppor-

tunities for Hispanics and other minorities and women employed in the FAA.

For more information, contact Maria Sanchez, (310) 297-1309.

**Summer Camp.** The George Washington University is sponsoring a summer sports camp for children between the ages of seven and 12, *Saturday, July 10 through Friday, August 4*, at the school's Smith Center, 22nd and G Streets, NW.

The camp consists of four separate one-week sessions, beginning at 8:30 a.m. and ending at 5:15 p.m. each day. Campers are treated to supervised sports activities, including soccer, softball, swimming, and relay races.

Enrollment is \$165 per week. For more information on the camp, employees may contact the school's Department of Athletics and Recreation, (202) 994-6251.

## Meals and Memberships

### *Office of Acquisitions Issues Guidance on the Use of Appropriated Funds*

The Office of Acquisitions reminds employees that the use of appropriated funds to pay for memberships in private or public organizations, or for refreshments at meetings or ceremonies, is generally prohibited.

In most situations, the government is prohibited from furnishing free food to employees at their official duty stations. The government can, however, pay for meals if they are necessary to achieve the objectives of a training program. In this situation, training must occur during the meals. Informational meetings involving the day-to-day operations of the government are not considered training. For employees on travel, the travel order should reflect a reduced per diem for meals provided as part of training.

If a single fee is charged for both attendance and meals at an event sponsored by a non-federal entity, the government may pay the full fee if funds are otherwise available for attendance.

If a separate fee is charged for the meal, the government may only pay it if the meal is incidental to the meeting, or attendance at the meal is critical to full participation in the event.

Operating appropriations may be used to provide refreshments at award ceremonies only if they materially enhance the effectiveness of the ceremony—for example, the service of small portions of ethnic foods at agency equal employment opportunity awareness programs.

Memberships in private and professional organizations can be purchased under the DOT name only when they primarily benefit the department, and are necessary to carry out an official function. These memberships cannot be purchased under an individual employee's name under any circumstances.

Employees may contact their legal counsel's office for additional information.

## Retirement Information

The FAA's Retirement Estimate System is still available to employees for retirement planning purposes.

The total number of requests in the system through last May stands at 27,200 for 10,892 FAAers nationwide—or 23 percent of the total agency population.

The Office of Human Resource Management encourages all employees, including managers and supervisors, to use the telephone retirement system—1-800-888-4412—for retirement planning purposes.

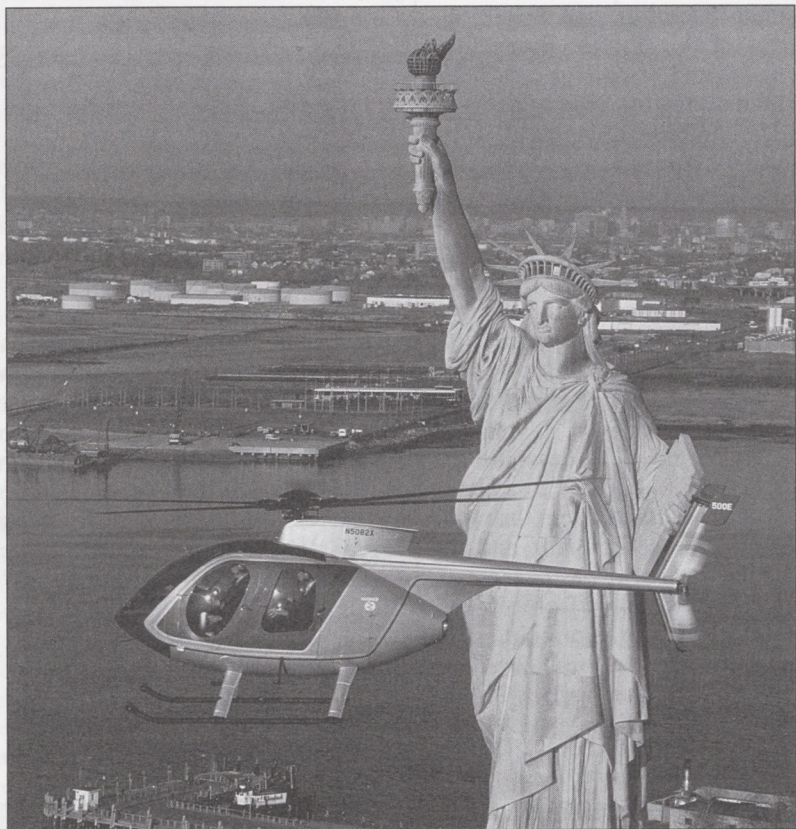
Employees can request as many estimates as they want, and can project a retirement date until the year 2030. They can even include a percentage of salary increase, from zero to four percent per year, to make the estimate more realistic for the outyears.





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

# Headquarters Intercom



*Air tour operators will now fly no closer than 500 feet from either Ellis or Liberty islands.*

## Reaching an Agreement

### *Cooperative Effort Results in Reduced Noise*

The federal government and New York air tour operators recently reached an agreement that will enhance safety and reduce the impact of noise around the Statue of Liberty and Ellis Island.

Under the agreement, tour operators will fly no closer than 500 feet from either Ellis or Liberty islands. The FAA, the Interior

Department's National Park Service, and the tour operators will also work together to remedy future noise and safety problems if they arise.

"The noise from aircraft flying above two of the nation's most treasured historical sites has diminished the experience for many

*turn to Tours on page 3*

## Highlights

**Open Skies.** Recently-concluded open-skies agreements with eight European countries will significantly increase transportation options between these countries and the U.S., according to DOT Secretary Federico Peña. Agreements were signed last month with Austria, Denmark, Finland, Iceland, Luxembourg, Norway, Sweden, and Switzerland.

Peña noted that under these new agreements, U.S. airlines will have new opportunities to participate in the globalization of air services, and U.S. communities will have new opportunities to attract international air services. The agreements are part of an overall departmental effort to create a free market for aviation services with a number of like-minded European countries.

Each of the open-skies agreements gives the airlines of both countries the right to operate air services from any point in one country to any point in the other, as well as to and from third countries.

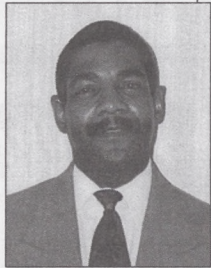
The eight countries, said Peña, "share the U.S. vision that open-skies agreements provide substantial benefits for travelers, shippers, and communities, as well as the economy of each country."

**New Manager.** Leonard Hopkins is the new air traffic manager at the Miami Automated International Flight Service Station (AIFSS). He comes to his new position from the Air Traffic Requirements Division at Washington Headquarters.

Hopkins began his FAA career in  
*turn to Highlights on page 2*

## Highlights from page 1

1977 as an air traffic control specialist at the Danville, VA, Flight Service Station. After moving to a position as a controller at the Teterboro, NJ, Flight Service Station, he returned to Danville in 1985 as acting air traffic manager. He also held positions in Columbia, MO, and Grand Forks, ND, before coming to Washington in 1992.



Leonard Hopkins

"I have pledged," said Hopkins, "to ensure that the agency's mission is carried out in Miami in a safe and efficient manner while providing the quality service that maintains Miami AIFSS as the nation's premier facility."

The facility provides more than 1,170,827 domestic and international flight services each year. There are 85 employees at Miami AIFSS—65 are controllers.

**Human Factors.** The FAA recently sponsored a two-day confer-

ence to identify and prioritize human factors issues in free flight.

Seventy of the nation's leading experts from industry, the airlines, academia, and aviation interest groups were invited to participate in the event. Present from the FAA were Neil Planzer, program director of Air Traffic Plans and Requirements Service; Mark Hoffman, chief scientist and technical advisor for Human Factors; Lane Speck, director of Air Traffic Procedures Service; and Chris Hart, assistant administrator for System Safety.

The conference was divided into four work groups, each addressing a specific air traffic control area—specifically terminal, enroute, oceanic, and traffic flow management. Several issues were raised including information display, allocation of roles, system failure procedures, situational awareness, transition to free flight, and crew selection and training.

The next step is to describe the technical efforts required to address the issues, coordinate them throughout the aviation community, and adjust the research effort as necessary. The goal behind this effort is to ensure that human factors principles are incorporated into, and remain an integral part of, the planning and implementation of free flight.

**Learning Network.** The Alliance for Redesigning Government is going on-line with its own database called *The Public Innovator Learning Network*, to provide information on government reform at all levels.

Users can browse the network, as well as download and purchase information and publications on topics including quality management, benchmarking, rightsizing, and performance. Tips on the latest reinventing government initiatives are also available. The network will eventually include help sessions on reinvention issues, a calendar of events, and a bulletin board for sharing information.

The home page is accessible at

<http://www.clearlake.ibm.com/Institute/>.

The Alliance also offers a fax-on-demand service for back issues of its newsletter, the *Public Innovator*, as well as contents of the network. The toll-free number for this service is 1-800-344-7853.

For more information on the Alliance or the Learning Network, employees can call (202) INNOV8R (466-6887).

## People

**Leave Donations.** Sandra Buchanan-Sumter, Flight Standards Service, and Laura Swanson, System Architecture and Program Evaluation, are approved recipients in the FAA's leave donor program.

Buchanan-Sumter has several medical conditions that require continuing medical attention and treatment. Swanson is recovering from major abdominal surgery. Both have exhausted all of their leave.

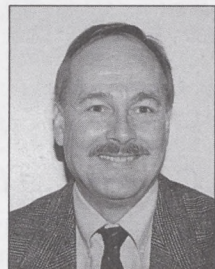
FAAers wishing to donate annual leave to either employee can contact Paulette Randolph, AHR-100, 267-3897.

## FAA Remembers

**Leo Scanlon**, a management analyst in the Office of Budget, died unexpectedly on March 18. He was 48 years old.

Prior to his FAA career, Scanlon held analytical positions at Washington National Airport and the Department of Defense, and also performed congressional liaison work at the Department of Labor.

A native of Massachusetts, Scanlon earned a Bronze Star in Vietnam, and was a second lieutenant in the Maryland National Guard.



## Headquarters Intercom

July 25, 1995  
No. 95-28

**Diane Spitaliere**  
Manager  
Media and Internal Communications  
Division

**Briar S. Haggett**  
Editor

**Michael A. Malden**  
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# Realignment Realities

## Airway Facilities Moves From Five Organizational Levels to Three

After several years of planning, Airway Facilities (AF) has begun implementing its realignment plan to reduce the levels of organization, consolidate management and administrative functions, and streamline operations. The plan, developed by over 3,000 AF managers, supervisors, and employees in partnership with the employee union, the Professional Airways Systems Specialists, was approved by FAA Administrator David Hinson just about a year ago.

"To minimize the impact on employees, take advantage of retirement opportunities, and reduce the total number of employees without resorting to reductions-in-force," said Airway Facilities Director Archie Archilla, "our plan calls for completion of the realignment by September 30, 1998."

Regional offices have found it essential to move ahead much quicker than originally planned. All employees are being offered in-grade reassignments in the realigned organization. A moderate number of management, supervisory, and staff employees are also being asked to relocate at agency expense.

Once fully realigned, the organization's structure will be reduced from five levels to three—Regional Office, System Management Office, and System Support Center. Southern Region declared its headquarters realignment in place on May 28. The remaining eight regional offices will be realigned by September 30, 1995. The new regional design includes three branches—AXX-420, Resource Management, formerly Resources and Planning; AXX-450, NAS Implementation, formerly called the Establishment Engineering Branch; and AXX-470, Operations, a consolidation of the former Systems Maintenance and Telecommunica-

tions Management branches. Engineering functions previously assigned to the sectors are being transferred to the regional office.

Central Region was the first to declare both of its' system management offices in place on June 25.

New England followed with two additional system management offices early this month.

These are the first of 33 eventual system management offices resulting from the consolidation of 77 sector offices. This new organizational structure is designed for

on-site, periodic, first-level maintenance of numerous facilities characterized by solid-state systems, remote maintenance monitoring, and a limited number of manned facilities. Headquarters locations were decided based on the level of aviation activity; utilization of existing space; utilization of present sector headquarters locations; and consideration for minimal relocation costs. Program and technical support functions will remain in the system management office. The majority of these offices will be in operation by the end of fiscal year 95.

The third level of the AF field organization, the System Support Center, is responsible for the maintenance program of assigned facilities. It replaces sector field offices or units and is defined more by its service area than by a specific office location. Only one supervisor is assigned to each support center, and as supervisory changes take place, the primary address for some centers will change to reflect the location of the new supervisor.

The organization hopes that the realignment will reduce overhead, provide an employee-supervisor ratio of 15 to 1, and establish 33 system management offices averaging 230

employees rather than 77 sector offices averaging about 110 employees each. The plan will provide a substantial reduction in supervisors and employees occupying SES, and GS-14 and 15 positions. AF also expects the percentage of total employees involved in direct technical work to rise as overhead positions are converted.

"It is our hope that meeting the mandates of Vice President Gore's National Performance Review will lead to a streamlined, efficient and effective organization that is able to meet the demands of the aviation system for at least the next few years," said Archilla.



## Tours *from page 1*

visitors," said DOT Secretary Federico Peña. "The agreement balances the needs of air tour operators and their customers while allowing everyone to enjoy these monuments."

The agreement, signed last month, primarily affects tours operated by the National Helicopter Corporation of America and Liberty Helicopters.

The DOT and Interior Department have worked together to reduce noise impacts from overflights of national parks since December 1993 when they formed an interagency working group to focus on flights over the Grand Canyon. Several major operators subsequently entered into a voluntary agreement to limit flights over the canyon. In March 1994, the departments announced that they would work jointly to develop measures, both voluntary and regulatory, to reduce the impact of overflights at the Grand Canyon and other national parks.

# Committed to Excellence

## Hinson Praises Agency Partnership with HBCU's

Strengthening the agency's partnership with historically black colleges and universities (HBCUs), FAA Administrator David Hinson recently spoke to more than 90 participants from academia, industry, and the FAA, at the first HBCU symposium held at Tuskegee University in Alabama.

"On the threshold of a new century, we realize that we must strengthen the proven partnership with historically black colleges and universities by enhancing the quality of programs already underway, and by establishing new ties with institutions that share our commitment to the future of aviation," said Hinson.

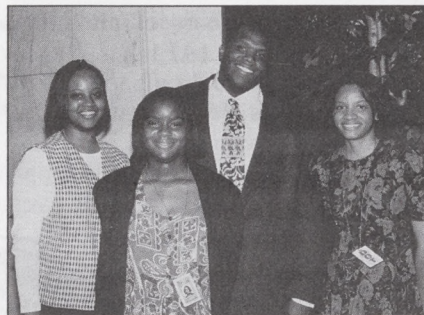
The event was designed to form agency and private sector partnerships to strengthen HBCU's and increase opportunities for them to benefit from federal grants, contracts, and other agreements. The theme of this year's event was "Promoting Progress through Partnerships."

Hinson told participants that the "FAA is relying on students from institutions like the HBCU's to lead both the agency and the aviation industry into the future. We are diligently working with institutions such as the HBCU's, who consistently produce highly qualified and energetic graduates."

In March, the FAA instituted a new HBCU intern program. "Created within the spirit of the White House Executive Order and FAA's diversity goals," said Hinson, "the

program enables HBCU students to supplement their academic course work with study-related work experience in FAA facilities." The program is open to students of both two- and four-year institutions.

"The historically black col-



Four of the Headquarters summer interns said they are "overjoyed, thrilled, and excited" to be a part of this year's program.



During the Tuskegee symposium, from left to right, are Southern Regional Administrator Carolyn Blum, Tuskegee University President Dr. Benjamin Payton, FAA HBCU Program Manager Margaret Powell, and FAA Administrator David Hinson.

leges and universities are an excellent source for the high quality professionals the FAA must be able to recruit in this period of unprecedented innovation in technology," Hinson said.

The agency currently has 36 HBCU summer interns working in different organizations throughout four regional offices and Washington Headquarters. "I am proud of the FAA's long relationship with the historically black colleges and universities," said Hinson, "and I look forward to building and even stronger partnership in the future."

## Flightplan

**Airspace Conference.** The FAA is hosting the 10th annual Pacific Oceanic Airspace Conference, November 6 through 9, in Los Angeles, CA.

Interested employees are invited to submit papers on Pacific Rim aviation issues for presentation and distribution at the conference.

For more information, contact Ann Moore, (202) 267-9375.

**Training Conference.** The National Hispanic Coalition of Federal Aviation Employees is hosting its annual training conference Tuesday through Thursday, August 8 through

10, at the Hyatt Regency Hotel in Long Beach, CA.

The theme of this year's event is "Hispanic Leaders for Progress."

The goal of the conference is to help build a quality partnership with FAA management and the community that will promote equal employment opportunities for Hispanics and other minorities and women employed in the FAA.

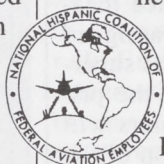
For more information, contact Maria Sanchez, (310) 297-1309.

**Technology Transfer.** The FAA's

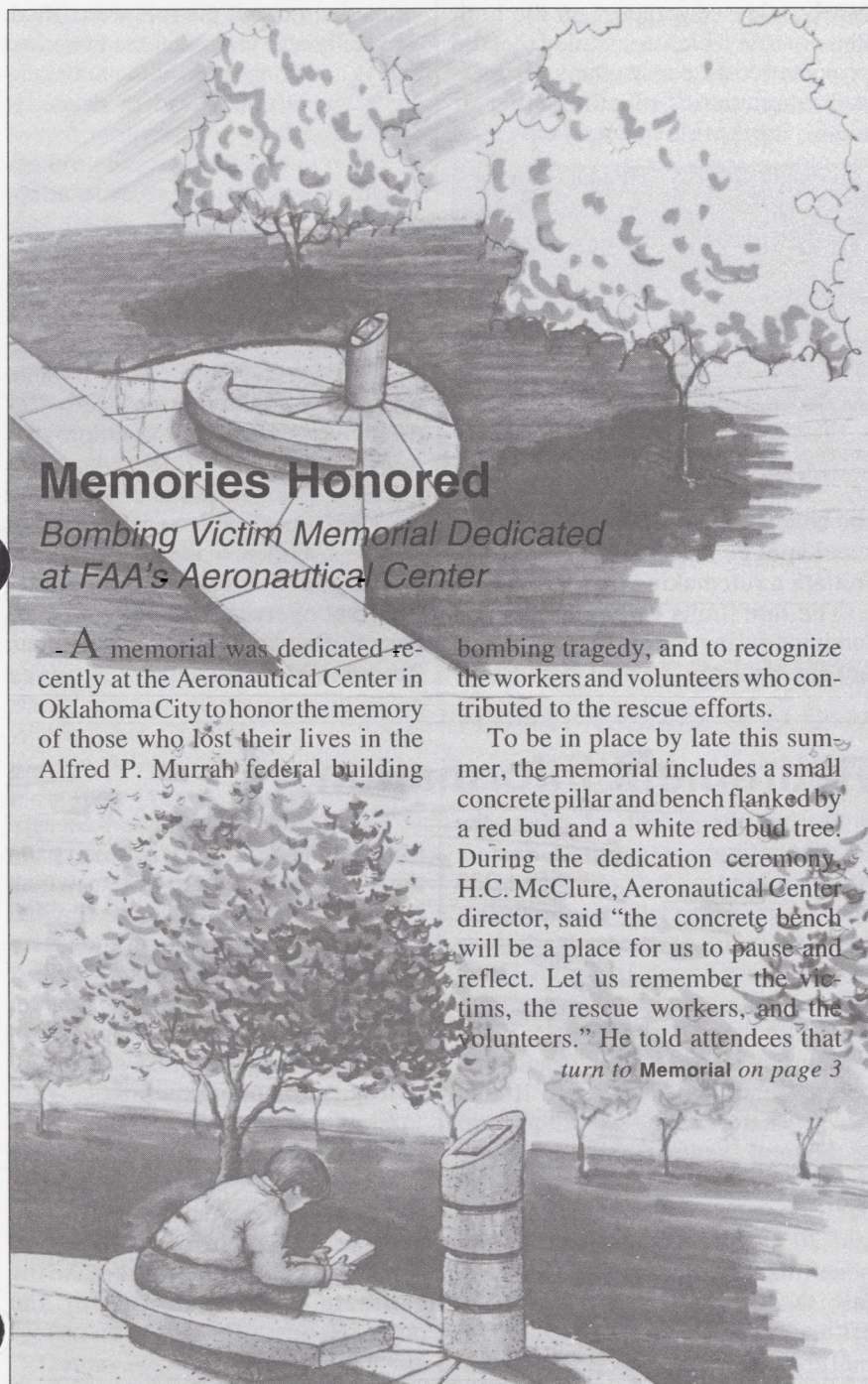
Office of Research and Technology Applications is sponsoring a two-day training course as part of the agency's Technology Transfer Program, Wednesday and Thursday, July 26 and 27, in the Nassif building, room 4236.

The course, called "Intellectual Property and Cooperative Research and Development Agreements," is open to agency scientists, engineers, and technical managers. It will run from 8:30 a.m. until 4 p.m. each day. The course is being conducted at no cost to federal employees.

For more information contact Sharon Moore, (609) 485-5006.



# Headquarters Intercom



## Memories Honored

*Bombing Victim Memorial Dedicated at FAA's Aeronautical Center*

A memorial was dedicated recently at the Aeronautical Center in Oklahoma City to honor the memory of those who lost their lives in the Alfred P. Murrah federal building

bombing tragedy, and to recognize the workers and volunteers who contributed to the rescue efforts.

To be in place by late this summer, the memorial includes a small concrete pillar and bench flanked by a red bud and a white red bud tree. During the dedication ceremony, H.C. McClure, Aeronautical Center director, said "the concrete bench will be a place for us to pause and reflect. Let us remember the victims, the rescue workers, and the volunteers." He told attendees that

*turn to Memorial on page 3*

## Highlights

**Statistically Speaking.** The DOT's Office of Airline Statistics was recently transferred to the Bureau of Transportation Statistics (BTS) from the department's Research and Special Programs Administration.

BTS, headed by Dr. T.R. Lakshmanan, was established in December 1992 as a multi-modal statistical agency.

The Office of Airline Statistics will be renamed the Office of Airline Information to emphasize its role in providing accurate data, data analysis, and customer services. The office collects and analyzes airline passenger, cargo, traffic, and financial data. This information provides the government with consistent and comprehensive economic and market data on individual airline operations and is used in negotiating international bilateral aviation agreements.

Timothy Carmody has been named acting director of the new BTS office, located in the Nassif building, room 4125.

**Acting Regional Administrator.** Great Lakes' Deputy Regional Administrator Bill Withycombe is now acting regional administrator for that region. He replaces Gerry Franklin, who recently left the region to become the deputy associate administrator for Civil Aviation Security at Washington Headquarters.

Withycombe has been the region's deputy administrator for the past three years, and prior to that he served in Flight Standards.

*turn to Highlights on page 2*

## Highlights from page 1

**NAA Secretary.** FAAer Elizabeth Matarese was recently elected secretary of the Board of Directors of the National Aeronautic Association (NAA).

Matarese will serve in a voluntary role as NAA's secretary, in addition to her current position at the FAA as an airport safety certification specialist. While at the FAA, she has also served as a technical program analyst, airport certification inspector, and accident prevention program regional coordinator.

Matarese received a BA in English from Rutgers University and a MA in English from the University of New Hampshire. She also holds an FAA pilot license and instrument flight instructor certificate.

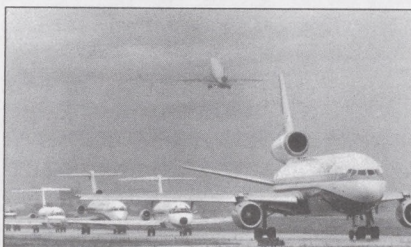
**Happy Anniversary.** The telecommuting program at FAA Headquarters recently passed the first one-year mark, with 75 employees participating.

Telecommuting enables employees to work from a station that is physically removed from the Headquarters building. Some participating employees work at telecommuting

centers, while others work at home. The program is one of the family-friendly workplace initiatives sponsored by Vice President Gore and supported by DOT Secretary Federico Peña.

Employees interested in telecommuting may contact Nancy Hurmence, 267-3903.

**High Density Rule.** The DOT recently released a report on the high density rule which concluded that the projected costs to consumers, airlines, and communities of eliminating or modifying the rule currently outweigh



*The high density rule limits takeoffs and landings during certain periods at four of the nation's busiest airports.*

the benefits. The report stated that it would not be in the public interest to initiate a rulemaking on this issue.

The rule limits daily takeoffs and landings during certain periods at four of the nation's busiest airports—

Washington National, Chicago O'Hare, and New York's LaGuardia and Kennedy International.

According to the report, lifting the rule would produce net dollar benefits at only Chicago O'Hare; however, these benefits would be accompanied by an expected doubling of flight delays at the airport. Delays would also increase at each of the three other flight-restricted airports if the rule were lifted. The study also notes that the increased delays and congestion at the high density airports could lead to delays at other airports.

The report is the first comprehensive review of the rule since its adoption over 26 years ago.

**Open Season.** The Thrift Savings Plan (TSP) open season at the FAA runs through the end of the month.

Civil Service Retirement System (CSRS) of Federal Employees Retirement System (FERS) employees with continuous service who were hired between July 1 and December 31, 1994, are eligible to participate in this year's open season.

For more information contact Charlene Warren, 267-3872, or Barbara Williams, 267-3873, in Human Resource Management.

## Headquarters Intercom

July 18, 1995  
No. 95-27

**Diane Spitaliere**  
Manager

Media and Internal Communications  
Division

**Briar S. Haggett**  
Editor

**Michael A. Malden**  
Art Director

Published weekly by  
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## Retirement Information

During the month of May, the FAA's retirement estimate system processed and mailed more than 1,200 personalized estimates to employees. More than 200 estimates were done in the larger regions, including Great Lakes, Eastern and Southern.

The total number of requests in the system between March 1994 and May 1995, stands at 27,200 for 10,892 FAAers nationwide — or 23 percent of the total agency population. More than 55 percent of the estimates have been done for dates between 1996 and 2030. Since the severance pay benefit feature was implemented last fall, the system has processed 534 estimates for severance pay.

The Office of Human Resource Management is attempting to expand the retirement estimate system, which is due to expire September 30, through a sole source contract and on a five-year basis. All employees, including managers and supervisors, are encouraged to use the telephone retirement system—1-800-888-4412—for retirement planning purposes.

Employees can request as many estimates as they want, and can project a retirement date until the year 2030. Employees can even include a percentage of salary increase, from zero to four percent per year, to make the estimate more realistic for the outyears.

## Air Navigation

### FAA Begins Operational Trials of Oceanic Data Link

The FAA and Qantas Airlines recently began operational trials of a satellite-based communication, navigation, and surveillance system that will improve dramatically communications between pilots and air traffic controllers on flights over oceanic and other remote areas. Called the Future Air Navigation System (FANS), the system uses two-way satellite communications to provide, for the first time, accurate, timely, and direct pilot-to-controller communications over oceans and other remote areas that are normally out of range of ground-based stations.

"When fully operational, FANS will allow pilots to fly more flexible and direct routes and will reduce separation between trans-oceanic flights, resulting in increased capacity and lower fuel consumption," said FAA Administrator David Hinson.

U.S. domestic air traffic control is currently based on the use of radar surveillance and very high frequency (VHF) communications. Oceanic air traffic control, which usually begins where radar and VHF are no longer useable, relies on hourly position reports filed verbally by the pilot using high-frequency radio. Because of the large time gap between position reports and the potential for error using the radio, separations of up to 120 miles between individual flights are maintained to assure safety, forcing aircraft to operate on less than optimal routes.

The new technology is dependent upon compatible computer technologies on the ground and in the aircraft, and, for both controllers and pilots, represents a marked improvement over the current system that has been the standard for oceanic air traffic control since World War II. FANS will enable airlines to achieve important safety and capacity advances, fuel savings, and efficiency gains.

Qantas initiated the test on a route

between Sidney and Los Angeles, using a Boeing 747-400 aircraft equipped with a new onboard computer communications software package designed by Boeing and Honeywell. During the test, controllers at the FAA

Technical Center, working with members of FAA's Oceanic and Offshore Integrated Product Team, used the ongoing air traffic control communications on the existing high frequency radio to verify the proper operation of the new satellite-based communications network.

FANS is a product of international cooperation. The U.S., along with Australia, New Zealand, Fiji, Papua New Guinea, and French Polynesia, earlier made the policy and financial commitments to build and maintain the ground systems that will support and communicate with aircraft outfitted with the appropriate computer equipment.



## Unbalanced View

### Hinson Addresses U.S. News & World Report Article

In a recent letter to all employees, FAA Administrator David Hinson expressed his disappointment with the article that appeared in the June 26 issue of *U.S. News & World Report*. Called "Flying Blind," the article alleges that the FAA is not doing an appropriate job of "policing commercial aviation."

Usually, said Hinson, "we welcome media attention as an important part of the ongoing public debate on improving air safety, which is the FAA's highest priority." He went on to say that the article "presents an unbalanced view of the safety of the nation's airspace and the efforts of the work force that labors diligently to assure travelers of the highest level of safety."

The article neglects to mention that

## Memorial from page 1

"we are unified by a special bond as federal employees, and we mourn the loss of far too many of our co-workers."

A plaque on the concrete pillar of the memorial will read, "In honor of the victims of the Alfred P. Murrah federal building bombing, April 19, 1995. In recognition of rescue workers and volunteers who gave of themselves to help others."

In a June letter to all Aeronautical Center employees, FAA Administrator David Hinson said, "it is only fitting that we honor the memory of those loved ones lost. Our continuing strength and resolve are reflected in this memorial service."

The trees and memorial bench were donated by Southway Services, Inc., cafeteria, grounds, and maintenance contractors at the Aeronautical Center.

on any given day, 1.5 million passengers will be carried safely and securely to their destinations, said Hinson. While those passengers are airborne, he noted, FAA inspectors will conduct 1,000 safety inspections. "Those flights will use more than 30,000 pieces of equipment that are operated and maintained by FAA air traffic controllers and maintenance technicians."

"It is important that you know the time you spend doing your job is appreciated," Hinson told employees. "Not only by me, but also by the millions of travelers who will fly this country's skies safely to their destinations."

He thanked all FAAers for their commitment, dedication, and professionalism, saying "our continued efforts to ensure aviation safety is ultimately our strongest message."

## Group Meetings

Here is a list of the meeting dates, times, and places for several FAA employee groups. Membership in all groups is open to FAAers and members' guests.

**Black Coalition.** The National Black Coalition of Federal Aviation Employees meets the *first Tuesday* of each month, 12 noon to 1 p.m., conference room 8ABC. Next meeting: *August 1*. Contact Carrie Wood, x78411.

**FWPC.** The Federal Women's Program Committee meets the *first Wednesday* of each month, 11 a.m., 10th-floor Civil Rights conference room. Next meeting: *August 2*. Contact Doretha Robinson, x75842.

**Headquarters EPG.** The Headquarters Employee Participation Group meets the *second Thursday* of every month, 9 to 11 a.m., McCracken room. Next meeting: *August 10*. Contact Bob Cripe, x78211, or Gerrie Robinson, x79678, for meeting location.

**Hispanic Coalition.** The National Hispanic Coalition of Federal Aviation Employees meets the *first Wednesday* of each month, 12 noon. Next meeting: *August 2*, room 5C. Contact Mark Rios, x79339.

**International Training.** The Federal Aviation Club, International Training in Communication, meets *every Wednesday* from 12 noon to 1 p.m.

The group provides instruction on how to communicate effectively, build self-confidence, stimulate the exchange of ideas, express individual thoughts, learn skills to use at work, and receive training to increase individual effectiveness. All efforts will be constructively evaluated by the group.

Contact L'Tanya Talley, x79330, or Sylvine Blackwell, (202) 529-2573, for meeting location.

**Managers Association.** The Federal Managers Association, FAA Headquarters Chapter 265, meets the *second Thursday* of each month, from 12 noon to 1 p.m., in the MOC room. Next meeting: *August 10*. Contact Warren Davis, x79224.

**NA-AN.** The Native American-Alaskan Native Coalition meets the *third Wednesday* of each month from 1 to 2 p.m. Next meeting: *August 16*. Contact Rob Paul, x77045 or Mark Blazy, x73949, for meeting location.

**NAPA.** The National Asian and Pacific American Association of Federal Aviation Employees meets the *second Tuesday* of each month, 12 noon to 1 p.m., conference room 408. Next meeting: *August 8*. Contact Al Kaulia, x78317.

**NCFAED.** The National Coalition of Federal Aviation Employees with Disabilities meets *every Thursday* from 12 noon to 1 p.m., in conference room 937C. Contact Jeri Dimaggio, x65124.

**Quality Meetings.** The FAA Headquarters Quality Network meets the *first Tuesday* of each month from 2 to 3:30 p.m., conference room 8ABC. Next meeting: *August 1*. Contact Ted Criswell, x77925, or Pat Bosco, x79889.

**Single Parents.** The Single-Parent Support Group meets the *first and third Thursday* of every month from 12 noon to 1 p.m., room 327. Next meetings: *August 3 and 17*. Contact the Employee Assistance Program, x73945.

**Toastmasters.** The FAA chapter of Toastmasters—the FAA Speechmasters—meets the *first and third Tuesday* of every month from 12 noon to 1 p.m., MOC room. Next meetings: *August 1 and 15*. Contact Caprice Lloyd, x79881, or Steve Black, x79094.

**TWO.** The Headquarters Technical Women's organization meets the *third Thursday* of each month, 12 noon to 1 p.m., conference room 815. Next meeting: *August 17*. Contact Genia Embrey, x77197.

**Volunteer Committee.** The FAA Volunteer Committee meets the *second Tuesday* of each month at 11:30 a.m., conference room 812C. Next meeting: *August 8*. Contact Margaret Powell, x67037.

## Healthbeat

**Blood Screenings.** Occupational Health Services, Inc., will provide blood chemistry screenings on Wednesday, July 26, from 8 to 11 a.m., in the Headquarters clinic, room 327. The program is sponsored by the Headquarters Health Awareness program.

Here is a listing of the program components and their corresponding fees.

### Venipuncture Blood Draw

A. Lipid Panel	\$33
B. Lipid Panel, Chemistry 24	\$37
C. Complete Blood Count (CBC)	
If purchased with option A or B	\$10
If not purchased with option A or B	\$15
D. Blood group and type	
If purchased with option A or B	\$10
If not purchased with option A or B	\$15
E. Prostate Specific Antigen (PSA)	\$38

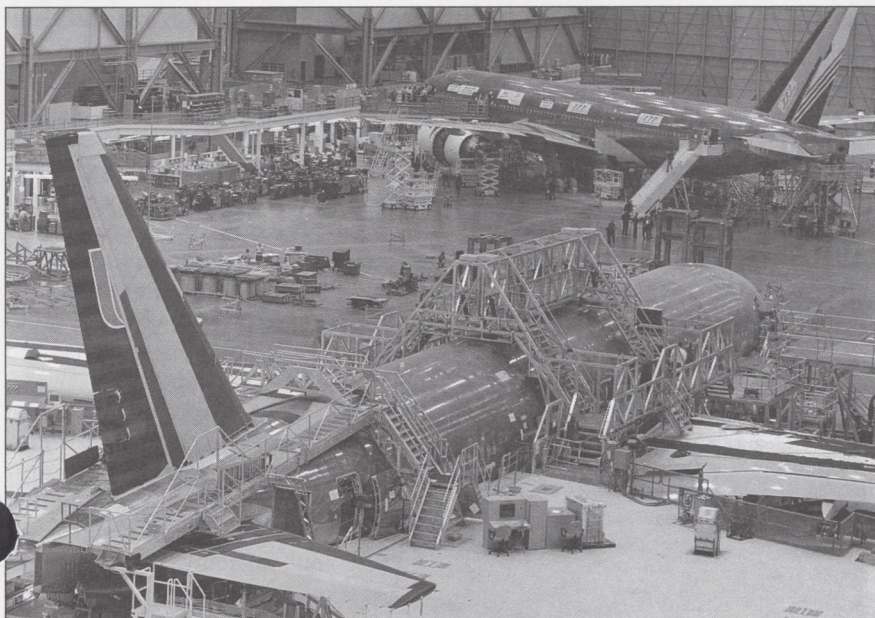
A sign-up sheet is available in the clinic. No appointments can be made by phone. Since employees must pay for this service, spouses and adult children are also invited to participate.

For more information, contact Peggy Gray, 267-3405.



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

# Headquarters Intercom



During a recent Washington, DC, press conference, FAA Administrator David Hinson praised agency employees for their work on the certification of the Boeing 777, which required the FAA to develop a new process for the first computer designed airplane in the U.S.

## Challenge 2000

### FAA Announces Comprehensive Review of Regulation and Certification Capabilities

During a recent press conference at Washington Headquarters, FAA Administrator David Hinson announced Challenge 2000, a review he called "essential" to determine what the agency will need to do to overcome the increasing challenges of regulating the aviation industry and certifying rapidly changing technologies as America enters the 21st century.

Challenge 2000 will involve a comprehensive review of the agency's regulation and certification policies and procedures. To do this, Hinson commissioned a high-level task force, chaired by Assistant Administrator for Policy, Planning, and International Aviation

Barry Valentine. The task force and the Challenge 2000 initiative will consist of three components—a team of private management consultants and aviation experts to conduct an independent review of the regulation and certification processes; Gen. James Abrahamson, chairman of the FAA Research and Development Committee, and other committee members who will evaluate the FAA's relationship to the technology environment and its ability to respond strategically to rapid technological changes; and a team of senior FAA officials who will assist other members of the task force, pro-

turn to **Challenge** on page 3

## Highlights

**Consumer Report.** The nation's largest airlines improved their baggage handling performance in May, but posted a lower on-time arrival record, according to the DOT's monthly Air Travel Consumer Report.

The airlines reported a mishandled baggage rate of 4.48 complaints per 1,000 passengers in May, an improvement over April's rate of 4.58.

The 10 largest air carriers posted an 80.7 percent on-time arrival record in May, down from April's 81.3 percent. Delays caused by mechanical problems are included in the data.

Consumers filed 552 complaints with the department concerning airline service in May, compared to the 424 complaints filed in April.

**Joint Plan.** Taking another step to prevent the use of unapproved parts, the FAA recently recommended a joint industry-FAA plan to create an industry-operated authorization program for brokers and distributors of aircraft parts.

The plan was developed by a joint industry-FAA task force as a means of developing a voluntary accreditation program for the distributor/dealer network throughout the country. There are currently approximately 2,500 distributors/dealers who may offer materials and parts to the civil aviation market.

Under the plan, the task force—called the Aerospace Industry Registration of Distributors—would select highly recognized auditing firms to train, manage, and certificate audi-

turn to **Highlights** on page 2

## Highlights *from page 1*

tors. Parts distributors and dealers seeking accreditation would contact the task force and ask to be audited.

The plan also calls for "special enforcement consideration" for airlines and air carrier operations that used accredited brokers. For instance, if an unapproved part was installed in an airliner that used an accredited parts distributor, only the distributor would face enforcement action. However, if an unapproved part was found in an airliner that used an unaccredited parts distributor, both the airline and the distributor would be held accountable.

**Nations Air Express.** Nations Air Express, Inc., a Smyrna, GA-based airline, recently voluntarily agreed to stop flying following an FAA inspection that uncovered serious deficiencies in pilot training and proficiency checking and record keeping.

The inspection revealed that the airline's records are insufficient to determine training and qualifications of its pilots and flight attendants. The inspection also found deficiencies in the airline's pilot training programs, pilot proficiency checks, and crew manuals.

Under a consent order signed by

Nations Air Express and the FAA, the airline agreed to stop flying until the FAA determines that it is in compliance with the Federal Aviation Regulations. The agency will work closely with the carrier to bring it into compliance.

Nations Air Express has operated as a Part 121 air carrier since March. It operates two Boeing 737-200 aircraft on approximately 30 scheduled flights daily between Boston, Pittsburgh, Philadelphia, and Myrtle Beach, SC.

**Spanish Delegation.** A five-member delegation from the Spanish Civil Aeronautics Authority recently visited the U.S. as part of their effort to

to assure the safety of their airports.

### **Automated Correspondence**

Two new versions of the Automated Correspondence Express (ACE) software—an application macro to automate the preparation of official FAA letters, memorandums, and route slips—are now available.

ACE version 2.1 is available to users of Microsoft Word 2.0, and ACE version 6.0 is available to users of Microsoft Word 6.0. Both versions are network compatible. The 2.1 version of ACE has several enhancements to permit users to receive documents created by users of ACE 6.0. Those ACE system managers who previously ordered the program will automatically receive the 2.1 version, however, everyone will have to order version 6.0.

The program is designed for use by all agency employees and requires minimal training. It generates the appropriate letterhead original, official file copy grid, courtesy copies, Congressional courtesy copies, and small envelopes.

Technical assistance is provided through the ACE customer service hotline, (405) 954-4517. The hotline is run by the Aeronautical

Center's Office of Information Services in Oklahoma City, OK.

For more information in Headquarters, contact Sheri Martin, ACE project manager, 267-7003.

**Right Number?** At FAA Headquarters, the *Intercom* is distributed on an "all employee count" basis.

This means that each employee should receive one copy.

If your office is not receiving the proper number of newsletters, it may not be getting the right number of other mailings.

Contact *Bernida Williams*, AIT-400, x78735, or the distribution representative for your office or service to update your organization's distribution.



Members of the Spanish delegation participate in a Part 139 inspection of the fuel farm at Washington National Airport.

establish a program modeled after the FAA's Part 139 airport certification program.

FAAer Ben Castellano, Airport Safety and Compliance branch manager, gave the delegation an overview of the agency's program, and accompanied them on several airport visits—which included Washington National, San Antonio, and Seattle-Tacoma Airports—to observe the procedures involved in Part 139 inspections.

The delegation, headed by Jose Antonio Moreno, the sub-director general of Air Navigation and Airport Systems for the Spanish Civil Aeronautics Authority, hopes to use the information they obtained to develop an airport certification program

## Headquarters Intercom

August 1, 1995  
No. 95-29

**Diane Spitaliere**  
Manager

Media and Internal Communications  
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**Briar S. Haggett**  
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(202) 267-3441

## Challenge *from page 1*

wide essential expertise and perspective on the FAA and its current practices, and facilitate the review.

"The only assumption we're starting with," said Hinson, "is that it's always possible to do a better job. We want to take a hard look at every aspect of our regulation and certification work—not only what we do, but also how and why we do it." Hinson said he expects the review to take six to nine months to complete.

Stressing that Challenge 2000 is not aimed at a specific problem or intended to bring a predetermined result, Hinson said that "it's an effort to avoid future problems by applying breakthrough thinking to regulation and certification."

In addition to the Challenge 2000 review, Hinson said that he and Associate Administrator for Regulation and Certification Tony Broderick have been working on several near-term initiatives. Among them are an aggressive public education program to enhance safety by encouraging passengers to remain seated with seat belts fastened during flights; a fast-track process for the FAA's top five rulemaking initiatives to enhance safety; voluntary accreditation of parts suppliers; and a status report on the safety action initiatives that were developed jointly by government, labor, and industry following the January Safety Summit.

Hinson praised FAAers for their extraordinary dedication in helping to create and maintain the world's safest aviation system and their success in responding to changes in the aviation industry. He cited as an example FAA certification of the Boeing 777, which required the agency to develop a new certification process for the first computer designed airplane in the U.S.

"As the global economy quickly creates an international aviation system, the FAA is a model for civil aviation authorities around the world," said Hinson. "For that to continue, the FAA must prepare now to meet the combined challenges of rapidly changing technologies, limited resources, and unprecedented growth in air travel."

## Landmark Agreement

### *Framework Developed for the Aeronautical Telecommunication Network*

Continuing the Clinton Administration's effort to reinvent government, the FAA and 11 U.S. airlines announced the establishment of an unprecedented government-industry consortium to develop the framework for a worldwide Aeronautical Telecommunication Network (ATN). The state-of-the-art ATN system will enable airlines and other airspace system users to communicate rapidly and reliably worldwide well into the 21st century.

The agreement, which completes an action item set forth in the Clinton Administration's National Performance Review, establishes a working model for government/industry cooperation in the development of a world-wide standard for aviation communication.

"This is an example of government/industry cooperation at its best because it is designed to speed delivery of a system to improve safety and service, and at the same time reduce the costs of the system's development to the users and taxpayers," said FAA Administrator David Hinson. "By demonstrating a clear need for the network and a commitment to work together, the FAA and aviation industry hope to reduce the risk for equipment manufacturers and create an early market for ATN products.

Under the consortium agreement, the airlines have formed a corporation, ATN Systems, Inc., that will work with the FAA to develop the systems to meet the requirements of the various airspace users.

The FAA and the airlines will work together to foster commercial development of the equipment

and systems required for the network rather than taking the traditional approach of having the aviation industry and the government conduct separate lengthy and costly development programs.

"This type of working relationship was a recommendation of the President's 1993 National Commission to Ensure a Strong, Competitive Airline Industry. It enables us to save money and time in the development of standards for systems such as the ATN," said Hinson. "The result of this particular effort will be faster, more efficient and more reliable communication of data for the improved safety and benefit of all users of the airspace system—airlines, military, business, private pilots and the flying public."

ATN Systems, Inc. president Bill Cotton, formerly a captain for United Airlines, reflected the Administrator's enthusiasm for the project. "ATN data communications are the key to meeting the air traffic management needs of the future," he said. "The ATN will be an interconnected, worldwide system that will verify and communicate accurate information about the location of all users, including aircraft in flight, to all users of the network."

This effort has broad support within the industry as well. "We are excited with this innovative approach to new technology development, and ATA is pleased we were able to play a part in the project," said Air Transportation Association (ATA) president Carol Hallett. "Technology and new ways of doing business go hand-in-hand, and the industry will be looking at the ATN system as a model for future efforts."

## Flightplan

**Airspace Conference.** The FAA is hosting the 10th annual Pacific Oceanic Airspace Conference, November 6 through 9, in Los Angeles, CA.

Interested employees are invited to submit papers on Pacific Rim aviation issues for presentation and distribution at the conference.

For more information, contact Ann Moore, (202) 267-9375.

**Overseas Jobs.** The International Civil Aviation Organization (ICAO) has several job announcements open to FAA employees.

Positions are being advertised under the following vacancy numbers:

**Dakar**

PC-95/05/P-2

*Technical Officer, AIS/MAP*

PC-95/08/P-4

*Technical Officer, Operations*

**Montreal**

PC-95/06/P-5

*Chief, Statistics Section*

PC-95/12/P-5

*Chief, Aerodromes, Air Routes and Ground AIDS Section*

**Cairo**

PC-95/07/P-4

*Technical Officer, Operations*

**Lima**

PC-95/09/P-4

*Technical Officer, Operations*

**Mexico**

PC-95/10/P-4

*Technical Officer, Operations*

**Nairobi**

PC-95/11/P-4

*Technical Officer, Operations*

Initial appointments are three years for all assignments. Government employees accepting positions with ICAO are entitled to reemployment rights.

Applications are due in Administrative Systems and Overseas Support, API-19, by *Friday, September 1*, for vacancy number PC-95/12/P-5. Applications for all other vacancy numbers are due in API-19 by *Thursday, August 3*.

For more information about sal-

## Shaping the Future

### Review of the Agency's Mission and Vision

During a recent Management Board retreat, top FAA officials reinforced the agency's commitment to its mission and vision statements.

The FAA's 1994 Strategic Plan states that "in an era of reinvention, government itself is being challenged to unleash the talents of its people to do better with less. The FAA can either step up and help shape aviation's future or wait to react to events. In light of the FAA's mission, vision, values, and the needs of its customers and stakeholders, the FAA chooses to shape the future."

Employees are reminded of the mission and vision that drive the agency.

#### FAA Mission:

*The FAA provides a safe, secure, and efficient global aviation system that contributes to national security and the promotion of U.S. aviation.*

*As the leading authority in the international aviation community, the FAA is responsive to the dynamic nature of customer needs, economic conditions, and environmental concerns.*

#### FAA Vision:

*To provide the safest, most efficient and responsive aviation system in the world, and to be the best federal employer, continuously improving service to customers and employees.*

ary, qualifications, applications, and benefits, employees can contact their servicing personnel office, or API-19, (202) 267-9085.

**Joint Symposium.** The National Transportation Safety Board (NTSB) and National Aeronautics and Space Administration (NASA), are co-sponsoring a symposium on transportation fatigue and how it can be avoided on *Wednesday and Thursday, November 1 and 2*, at the Sheraton Premiere Hotel, Tysons Corner, VA.

This first-ever symposium will examine fatigue in all transportation modes—land, sea, and air. The event is a "nuts and bolts" meeting zeroing in on how fatigue significantly contributes to accidents and will highlight the Fatigue Countermeasures Program developed by scientists at NASA Ames Research Center.

For more information, contact the NTSB Office of Public Affairs, (202) 382-0660.

### Retirement Information

During the month of May, the FAA's retirement estimate system processed and mailed more than 1,200 personalized estimates to employees.

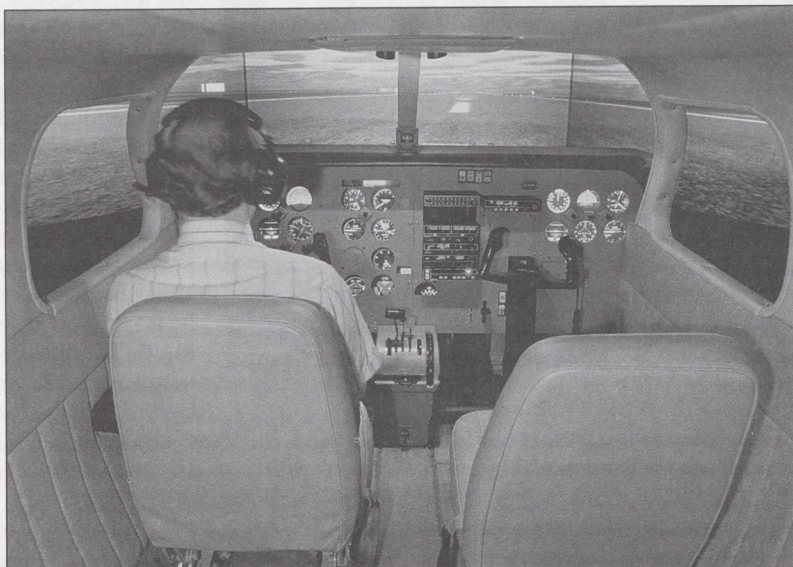
The total number of requests in the system between March 1994 and May 1995, stands at 27,200 for 10,892 FAAers nationwide — or 23 percent of the total agency population. More than 55 percent of the estimates have been done for dates between 1996 and 2030. Since the severance pay benefit feature was implemented last fall, the system has processed 534 estimates for severance pay.

The Office of Human Resource Management is attempting to expand the retirement estimate system, due to expire September 30, through a sole source contract and on a five-year basis. All employees, including managers and supervisors, are encouraged to use the telephone retirement system—1-800-888-4412—for retirement planning purposes.



U.S. Department of Transportation  
Federal Aviation Administration

# Headquarters Intercom



A view from inside the new advanced general aviation research simulator, now fully operational at the FAA's Civil Aeromedical Institute in Oklahoma City, OK.

## Research Simulator

### Facility Operational For Human Factors Testing

The advanced general aviation research simulator is now operational at the FAA's Civil Aeromedical Institute in Oklahoma City, OK, in support of the

agency's human factors research program.

This reconfigurable flight deck simulator will be used to represent  
*turn to Simulator on page 3*

## Significant Step

### FAA Awards Contract for Air Traffic Control Automation

The FAA recently took a major step toward the modernization of the air traffic control (ATC) system by awarding a \$207.1 million contract to produce, install, and support the operational software for the agency's new ATC automation systems. The contract, which is for three years and two additional one-year options, was

awarded to the Computer Sciences Corporation (CSC) of Falls Church, VA.

"This is a significant step forward for us because CSC will be writing software for air traffic systems that are designed to deliver major benefits in safety, capacity, and efficiency

*turn to Contract on page 3*

## Highlights

**New Manager.** JoEllen Casilio is the new air traffic control manager at the Dallas/Fort Worth Tower/Terminal Radar Approach Control Facility, making her the first woman to hold that post. She was previously the assistant air traffic manager for that facility.

Controllers at the Dallas/Fort Worth Tower handled over 840,000 airport operations last year, making it the nation's second busiest airport in 1994.

Casilio began her FAA career in 1979 as an air traffic control specialist at the DuBois, PA, Flight Service Station. From there she moved to the air traffic control tower at Dulles International Airport, where she worked as an air traffic control specialist and an automation specialist. In 1990, Casilio came to Washington Headquarters as a staff specialist in the Air Traffic Requirements Service. She then served as an area manager at Washington National Tower between 1992 and 1993.

Casilio graduated from the University of Pittsburgh in 1977 with a bachelor's degree in psychology.

**Post-Employment Problems.** A former FAAer was recently sentenced to a year's probation and a \$5,000 fine after pleading guilty to a charge of violating statutory restrictions on  
*turn to Highlights on page 2*



JoEllen Casilio

## Highlights *from page 1*

post-government employment activities.

The former employee was charged with representing a competing contractor by appearing on its behalf within two years of his participation in the procurement as an FAA employee. The employee faced a possible one-year jail sentence and a maximum fine of \$50,000. The two-year ban against participating in negotiations as a representative of a competing contractor under the procurement integrity statute also carries with it a possible civil penalty of \$100,000.

The former FAAer had been a procurement official on a major contract where he helped develop the statement of work for that contract.

**Race for the Cure.** For the second year in a row, the DOT received the Federal Agency Team Champion Silver Cup Trophy for being the leading federal participant in the Race for the Cure.

This year, the DOT boasted 1,864 participants who contributed more than \$33,200 to the fight against breast cancer.

### Headquarters Intercom

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**Walk America.** The FAA was recently recognized by the March of Dimes for its participation in the June 20 Walk America '95 Campaign for Healthier Babies.

Although the scheduled 10-mile walk was canceled due to severe thunderstorms, 15 FAA Walk America



FAA Walk America team members in the lobby of the Headquarters building.

team members participated in a shorter walk around the Washington Monument. The team raised over \$2,900 from its sponsors, and the FAA Volunteer Committee raised \$500 by selling Walk America t-shirts.

FAAer Rita Nelson, of the Office of Human Resource Management, chaired the event for the third year in a row.

Next year's walk is scheduled for April 28.

**Terrific Turnaround.** FAAers in the Maintenance Automation Program—with help from the Technical Center's National Communications Systems Field Engineering Division, the Alaskan Region, and Raytheon—were recently able to turn an unsuccessful maintenance control console system into one that is now operational.

Known as the maintenance control center, the system is used to monitor 13 areas in the air route traffic control center including the computer display channel, fire and door alarms, the national airspace data interchange network, enhanced direct access ra-

dar channel, power conditioning systems, and high capacity voice recorders.

The new program—the air route traffic control center maintenance control center—is an all-FAA project with no new contracts issued and the Maintenance Automation Program

Office functioning as the systems contractor. FAAers in the Alaskan Region developed the production prototype using as much of the equipment from the old system as possible. Production modification, site preparation, and installation was done by Raytheon. Training on the new system was developed by the FAA Acad-

emy and is being conducted in 22 centers in the contiguous U.S., Honolulu, and Anchorage, AK.

Four systems have already been installed, and all systems are scheduled to be operational by October 1996.

**EAP Help.** FAAers are reminded that the Employee Assistance Program (EAP) offers help dealing with personal relationships.

According to the EAP, relationships—including those with spouses, children, co-workers, or bosses—take work. If unpleasant situations develop as a result of these relationships, the EAP can help employees develop effective ways to restore communication.

EAP services are prepaid by the FAA, and are available to all employees. For a confidential appointment, contact Kim Brams, EAP manager, or Cary Cook, EAP counselor, 267-3945, or call toll-free 24-hours a day, 1-800-234-1EAP.

**Research Awards.** Awards of up to \$6,000 for developing a paper on public sector aviation issues will be granted to as many as seven graduate

students under a program sponsored by the FAA. The program, now in its tenth year, is administered by the Transportation Research Board, a unit of the National Research Council.

The program is intended to stimulate thought, discussion, and research on public sector aviation issues by those who may become the future managers and decisionmakers in aviation. Its focus is on technical and management innovations that will help the public sector provide quality civil aviation services and facilities into the next century.

Completed applications must be received by October 25 at the board's Washington, DC, Headquarters.

For more information, brochures, and applications, contact:

*Graduate Research  
Award Program  
Room GR-326E  
Transportation Research Board  
National Research Council  
2101 Constitution Ave., NW  
Washington, DC 20418  
(800) 424-9818, ext. 3206*

## People

**Bye-Bye Briefcase.** FAAer Marisa Mullen's briefcase recently took a ride without her on the Metro's yellow line to Huntington, then mysteriously returned to her office the next day.

Mullen, an employee in the Office of Rulemaking, was running to catch the yellow line last month when her briefcase got stuck in the train door. Her briefcase, along with all of her personal items, was soon on its way home, while she remained on the platform in the L'Enfant Plaza station.

The next morning, Mullen was prepared to call the Metro's lost and found service. To her disbelief, she arrived at work to find her briefcase with all her personal items still intact. "My faith in the honesty and thoughtfulness of humanity was restored," said Mullen. "Many thanks to the unknown deliverer for going out of their way."

## Software Contract *from page 1*

for system users," said Dr. George Donohue, associate administrator for research and acquisition. "With the contract we will be able to begin moving key programs from prototype to production."

The En Route Software Development and Support (ERSDS) contract, an expansion to the original ERSDS contract, contains greatly expanded requirements and responsibilities. Among its responsibilities under the contract, CSC will write operational software for: the Display System Replacement, the new air traffic control workstations; Tower Control Computer

Complex, for air traffic control automation; Departure Sequencing Prototype, a tracking and planning system for aircraft departures; Center-Tracon Automation System, a tracking and planning system for aircraft arrivals; Automated En Route ATC Automation, computer software that predicts potential midair collisions and provides controllers with information on how to resolve them; and Enhancements to the Traffic Management System, which does strategic planning and adjusts traffic flows at the nation's airports to compensate for local delay conditions.

## General Aviation Simulator *from page 1*

complex interactions of environment, hardware, communications, crew resource management, and situational and risk variables in simulated general aviation flight protocols. The initial emphasis is on single-pilot, high-performance, pressurized, single-engine aircraft. However, the simulator's design allows it to be quickly reconfigured for multi-engine and multi-crew applications, such as a turboprop or business jet.

The simulator is equipped with a high-fidelity visual system that includes a 150 degree-wide field-of-view (both day and night), with taxiway and full weather and ground environment control. The system also permits variations in runway lighting, airport and terrain characteristics, and atmospheric conditions.

The visual data base currently provides for line-oriented flight from Oklahoma City, to Albuquerque, NM, via Amarillo, TX. Highly accurate terrain and cultural information is provided about the three airports, as well as for Oakland International in Oakland, CA, which can be used when over-water approaches are desired.

The cockpit panels and consoles are also reconfigurable to support

human factors studies or current aircraft displays, as well as testing various innovative display/control layouts, functional groupings, and informational display architectures conceived for future general aviation cockpit systems.

In addition to a fully equipped experimenter operator's console, the simulator also has an air traffic control workstation, a pseudo vehicle operator's workstation, and other positions to help provide a realistic simulation.

Aircraft and aircraft systems that may be simulated through reconfiguration include Class I (non-complex aircraft); Class II (high performance, complex, single-engine aircraft with pressurization); Class III (twin-engine reciprocating or turboprop aircraft); Class IV (turbojet aircraft); and Class V (advanced general aviation aircraft cockpit concepts).

The simulator can also interface with other simulators—either at CAMI or elsewhere—to permit joint simulation of major FAA research projects. CAMI's flight simulation facility is also available for joint aviation research projects with other government agencies and the private sector.

## Flightplan

**Overseas Jobs.** The International Civil Aviation Organization (ICAO) has a job announcement open to FAA employees.

The position is being advertised under the following vacancy number:

### Montreal

PC-95/12/P-5

Chief, Aerodromes, Air Routes and Ground AIDS Section

Initial appointments are three years for all assignments. Government employees accepting positions with ICAO are entitled to reemployment rights.

Applications are due in Administrative Systems and Overseas Support, API-19, by *Friday, September 1.*

For more information about salary, qualifications, applications, and benefits, employees can contact their servicing personnel office, or API-19, (202) 267-9085.

**Seminar Series.** The Flight Standards Service is sponsoring a presentation on "The National Transportation Safety Board and Flight Standards Service—Working Together to Improve Aviation Safety," as part of its speaker seminar series, *Thursday, August 10*, from 10 to 11 a.m., in the Headquarters auditorium.

The keynote speaker will be Jim Hall, chairman of the National Transportation Safety Board.

All FAAers are welcome to attend. For more information, contact Ruth Ann Hodges, 267-7480.

**Training Conference.** The National Black Coalition of Federal Aviation Employees' 19th annual training conference

will be held *Tuesday through Saturday, September 12 through 16*, at the Rosslyn Westpark Hotel in Rosslyn, VA.

The theme of this year's confer-



## Gulfstream Gang

They helped program the airplane for flight, double-checked the landing gear, and gave the thumbs up for takeoff. They're not pilots though—they are four interns working in the FAA's Office of Communications, Navigation, and Surveillance Systems for the summer. Shown above from the top are James Stadler, Dodie Armstrong, Christine Devey, LeeAnn Davies, and Omar Capellan.

Not only did the group participate in the pre-flight examination of the Gulfstream, but they also had the opportunity to sit in the jump seat and observe as air traffic controllers relayed information to the flight crew, who then took the appropriate action.

Calling the flight an "enlightening experience," the students noted that being able to "see exactly how things happened in the air as a result of what is being done on the ground," really added to their understanding of the FAA at work.

ence is "And Still We Rise." Students from area colleges and high schools, government officials, and representatives from national civic and social organizations have been invited to participate in the event.

The mission of the coalition is to promote the advancement of equal opportunities for black, female, and minority employees; improve employee-management relations; and provide an effective liaison between the FAA, its employees, and the community.

For more information, contact Carrie Wood, 267-8411.

**Joint Symposium.** The National Transportation Safety Board (NTSB) and National Aeronautics and Space Administration (NASA) are co-sponsoring a symposium on transportation fatigue and how it can be avoided on *Wednesday and Thursday, November 1 and 2*, at the Sheraton Premiere Hotel, Tysons Corner, VA.

This first-ever symposium, called "Managing Fatigue in Transportation: Promoting Safety and Productivity," will examine fatigue in all transportation modes—land, sea, and air.

The event is a "nuts and bolts" meeting zeroing in on how fatigue significantly contributes to accidents and will highlight the Fatigue Countermeasures Program developed by scientists at NASA Ames Research Center.

For more information, contact the NTSB Office of Public Affairs, (202) 382-0660.

**Three Weeks, Please.** Intercom gladly runs announcements in *Flightplan*.

To make sure the information gets to FAAers in a timely manner, submit all items *at least three weeks in advance* of the event.

Bring announcements to room 909B, or call x73441.



U.S. Department of Transportation  
Federal Aviation Administration

# Headquarters Intercom

## Quality First

### FAA Technical Center Receives Agency's 1994 Quality Improvement Award



FAA Administrator David Hinson, right, presents the Quality Improvement Award to Acting Technical Center Director Frank Elbertson, center. Also present during the ceremony was Congressman Frank LoBiondo of New Jersey.

Employees at the Technical Center in Atlantic City, NJ, were recently touted by FAA Administrator David Hinson for "creating an environment where every employee has a personal commitment to quality," as he presented the group with the agency's Quality Improvement Award for fiscal year 1994.

Selected from nominees agency-wide, the Technical Center was recognized for creating an environment where labor and management work hand-in-hand to improve work processes, and the customer is a valued contributor to the overall efforts of the facility.

"That spirit of cooperation and commitment to excellence is especially important in today's political

climate," said Hinson. "We are going to have to learn to do more with less—and do it better. This award recognizes your ability to do just that."

The groups' significant accomplishments resulting from "quality" initiatives include a reduction of \$212,000 annually in the cost of office automation maintenance and a 90 percent reduction in the time required to resolve certain software problems.

In addition, the center established baseline measures for all customers and suppliers.

Accepting the award on behalf of all center employees was Frank Elbertson, acting director of the Technical Center. Also present during the ceremony was Congressman Frank LoBiondo of New Jersey.

The award, which is presented annually, recognizes agency organizations for significant achievements in the area of quality improvements, particularly where both managers and employees are involved in achieving customer satisfaction. Nominees undergo a rigorous examination process that emphasizes measurable results of increased quality of products or services to customers.

## Highlights

**Tower Dedicated.** The FAA recently dedicated a new air traffic control tower and terminal radar approach control facility at Moisant Airport in New Orleans, LA.

The new tower and radar control facility will support 15 surrounding airports with a service area extending up to 60 miles from Moisant. The \$16 million tower is 209 feet tall, and has a cab of 625 square-feet. The base building is 13,000 square-feet, with an environmental support building of 1,800 square-feet. Construction of the facility began in October 1991. Equipment in the facility includes airport surveillance radar, airport surface detection equipment, and sophisticated communication equipment.

FAA Administrator David Hinson touted the new facility as "the best the FAA has to offer in terms of technology." *turn to Highlights on page 2*

## Insurance Policy

### FAA Will Replace Aging Air Traffic Control Computers

During a recent Washington, DC, press conference, FAA Administrator David Hinson announced the agency's decision to go forward with the development and implementation of the Display Channel Complex Rehost (DCCR) to replace aging computers in five FAA air route traffic control centers—Chicago, Dallas/Fort Worth, Washington, Cleveland, and New York.

"When we reorganized the Advanced" *turn to Computers on page 3*

## Highlights from page 1

ogy. It represents the FAA's commitment and continuing efforts to improve safety by modernizing the national airspace system."

The old tower and radar facility, built in 1950, will be demolished after all equipment has been removed.

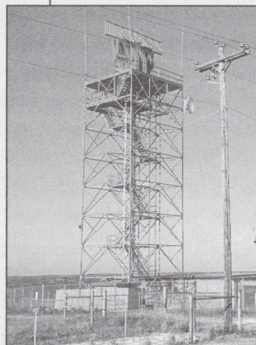
**MarkAir Suspended.** The FAA recently suspended the air carrier operating certificate held by Denver-based MarkAir.

The agency alleges that MarkAir has failed to maintain an adequate staff of maintenance personnel and that its continuing analysis and surveillance system is not being adequately maintained. Following these allegations, the agency determined that MarkAir did not have the capability to perform maintenance in accordance with its FAA-approved programs.

MarkAir has a fleet of six B-737 aircraft. According to the *Official Airline Guide*, it provides scheduled service to Denver, Anchorage, Seattle, Reno, Oakland, Minneapolis/St. Paul, Phoenix, Los Angeles, Dallas/Fort Worth, Atlanta, New York, San Diego, and Chicago.

**ASR at Azle.** Another major element of the Dallas/Fort Worth Metroplex Air Traffic System Plan—the airport surveillance radar or ASR-9—was recently commissioned in Azle, TX.

The ASR-9 antenna and the accompanying Mode S radar beacon antenna rest on a 77-foot-tall steel frame tower. The system supports the radar coverage for all the airports in



The ASR-9 antenna and the accompanying Mode S radar beacon antenna at Azle, TX.

the western half of the Dallas/Fort Worth terminal area including, but not limited to, Alliance, Meacham, Spinks, and the Naval Air Station Fort Worth. The Azle ASR-9 also provides the required overlapping radar coverage between the termi-

nal and en route environments supporting the expansion of the Dallas/Fort Worth terminal area.

**Open Letter.** In an open letter to passengers, air carriers, manufacturers, private pilots, and other members of the aviation community, FAA Administrator David Hinson recently detailed the challenges the agency faces as it prepares to serve aviation in the 21st century.

He noted that technology changes, agency restructuring, the 1994 General Aviation Action Plan, Safety Action Plan, and Challenge 2000, were some of the ways the FAA has responded to these challenges.

"Ultimately," said Hinson, "I want the legacy of my tenure as FAA Administrator to be an FAA that is a trusted repository for operational data and the central player in making aviation accidents a thing of the past." He said he felt strongly that "we cannot regulate our way to zero accidents. We can only cooperate our way to zero accidents."

Hinson encouraged those involved

in aviation "to make several intellectual shifts to help the agency and the aviation community face the challenges of today and tomorrow."

**Homebuilt Video.** The FAA and the Experimental Aircraft Association recently released a video called "First Flight in your Homebuilt," as an educational tool to raise safety awareness for experimental aircraft users.

The video—released as part of the Association's annual Fly-In, the world's largest general aviation event—addresses questions regarding first flights in homebuilt or experimental aircraft. Statistics show that approximately one-fifth of all accidents involving this type of aircraft occur during the initial flights.

The 24-minute video includes tips on how to build an aircraft commensurate with the pilot's level of experience, determine the type of flying the pilot plans to do, determine the type of airfield that will be used, and maintain and improve flying skills.

**Oceanic Data Link.** The FAA recently began using a new enhanced oceanic sector workstation for air traffic controllers' operations at the Oakland, CA, Air Route Traffic Control Center.

The new workstation—called the telecommunications processor—represents the first phase of the FAA's Oceanic Data Link system. The processor provides controllers an improved capability to manage flight plan data, aircraft position reports, and flight service data. This advancement in the oceanic system replaces the existing Flight Data Input/Output subsystem which dates back to 1960s technology.

Each new workstation uses an IBM commercial off-the-shelf operating system and allows for future software enhancements. New York's air route traffic control center is scheduled for installation this fall.

**At-Home Telecommuter.** FAAer Cindy Breshears, a computer specialist at the Aeronautical Center, is that

## Headquarters Intercom

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No. 95-31

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Manager

Media and Internal Communications  
Division

**Briar S. Haggett**  
Editor

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Art Director

Published weekly by  
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Office of Public Affairs  
Employee Communications Branch  
APA-340

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facility's first agency-approved telecommuter.

Breshears works four 10-hour days each week, with Monday as her regular-day-off. She spends Tuesday and Wednesday telecommuting, and Thursday and Friday in the office. She is currently supporting the departmental accounting and financial information system fiscal year-end process.

"To ensure that I am always available," said Breshears, "I voluntarily installed a second phone line at home for mainframe access. The first line is always available to talk to the office." A site visit to her home showed

that Breshears was working in an appropriate office setting using a 486 IBM compatible personal computer, with a cordless phone in reach of her workstation.

She estimates that her productivity has increased at least 20 percent, due to the quiet atmosphere and lack of interruptions.

**Team Spirit.** FAAers in the agency's New Orleans Airway Facilities Sector—winner of the General National Airspace System Category 2 award—were recently touted by Airway Facilities Director Archie

Archilla as the "best of the best" in Category 2.

During an awards luncheon in New Orleans, Archilla told the group that "in spite of an aging infrastructure, you are doing a fine job, getting 99.4 percent reliability out of equipment." The sector is responsible for facilities and services in the southern two-thirds of Louisiana which encompasses 40,000 square-miles.

The group was recognized for exhibiting the highest achievement in facility/service performance, human resource management, and general programs during fiscal year 1994.

## Air Traffic Control Computers *from page 1*

Automation Program in 1994, we realized that the new systems might not reach the field before we started having problems with the old equipment," said Hinson. "As an insurance policy, we decided to go forward with DCCR development. Recent events have demonstrated the wisdom of that decision. The program has been under way for almost a year, and we are now moving the development into the production stage."

He noted that while this action is being undertaken as quickly as possible, "current procurement rules mean the first replacement will not occur until early 1997, and that's too long to wait. The current cumbersome procurement and contracting system argues for a whole new way of doing business, one in which our air traffic control system can take truly expedient action to put safety measures on-line immediately and not have them sitting on the shelf indefinitely."

Hinson stated that display channel complex performance has deteriorated over the past three years as the number of computer outages and the time it takes to correct them have increased.

The cost of acquiring and installing five systems is estimated at \$65 million, of which \$30 million has

already been requested and partially funded. With the decision to proceed into production, an additional \$35 million will be necessary, and the agency will work closely with Congress to identify the appropriate funding source.

The first site delivery of DCCR will be to the Chicago en route center in early 1997, with systems placed in the other four facilities approximately one per month. The sites will be operational for at least 16

months prior to delivery of the Display System Replacement (DSR), the automated air traffic control workstation of the future. The first DSR is scheduled for delivery in the fall of 1997.

In the past four months, the FAA has encountered 20 display channel complex failures at the five sites, most recently in its Chicago-area air route traffic control center. This has caused the agency to take a closer look at

increasing the level of activity on the DCCR program. The display channel complex rehost will replace IBM 9020E computers that create the displays on the air traffic controllers' radar screens. The 9020Es have been the primary radar data processing computers at those five sites since the early 1970s.



*Air traffic controllers at Dallas/Fort Worth, shown here in 1989 with the old equipment, are scheduled to get the Display Channel Complex Rehost.*

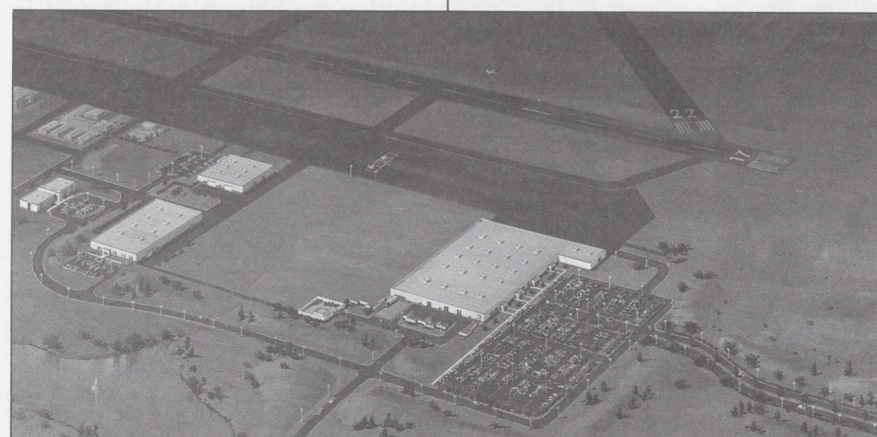
## Increasing Production

### Cessna Breaks Ground for New Aircraft Plant

Cessna Aircraft Company, of Wichita, KS, recently broke ground for its new single-engine, piston-powered aircraft manufacturing facility at the Independence Municipal Airport in eastern Kansas.

FAA Deputy Administrator Linda Hall Daschle participated in the cer-

emony, saying, "the men and women of the FAA want to be partners in making this airport even safer and more useful for Kansas and Cessna. It is another strong statement of our desire to promote general aviation in this country."



An architectural rendering of Cessna's Independence, KS, single-engine, piston-powered aircraft manufacturing facility.

emony, saying, "the men and women of the FAA want to be partners in making this airport even safer and more useful for Kansas and Cessna. It is another strong statement of our desire to promote general aviation in this country."

The 322,469 square-foot facility is scheduled to open in July 1996. It will include a 93,554 square-foot

painting and finishing hangar, and a 50,080 square-foot flight test and delivery center. Cessna plans to roll out its new Cessna 172—the first manufactured since 1986—next fall. The Independence plant will be the final assembly location for the C182, C206, and the

T206 models. By 1998, Cessna anticipates the production of 2,000 aircraft per year from the new plant. Three new models—the C152, C172RG, and C182RG—will eventually be added to the production line.

During the groundbreaking ceremony, Daschle noted that she and FAA Administrator David Hinson "are committed to delivering and commissioning an instrument landing system at the Independence airport in the very near future." The system will be a critical part of Cessna's new aircraft flight testing program, and will allow the airport to accommodate the expected rise in air traffic to 30,000 operations per year.

The new plant is expected to create thousands of jobs in Kansas and surrounding states—Cessna plans to employ 1,000 workers at the Independence site alone.

Cessna Aircraft Company, founded in Kansas in 1927, has produced more than 178,000 aircraft—including nearly 140,000 single-engine aircraft—during its 68-year history.

## Flightplan

**Open Season.** This year's open season for Senior International FAA Representative positions, GS-301-15, runs through *October 2*. All selections for the next two years will be made following this open season, under vacancy announcement number 1-API-95-1805.

Opportunities are available in places like Dakar, Beijing, and London. All selectees will undergo medical and security screening, and will receive cross-cultural and orientation training. FAAers stationed overseas can receive benefits that include housing subsidies and cost-of-living allowances.

Interested employees can contact their servicing personnel office for more information, or a copy of the vacancy announcement.

**Software Seminar.** The Office of Communications, Navigation, and Surveillance is sponsoring a one-day seminar on commercial off-the-shelf/non-developmental items, *Thursday, September 7*, in the Headquarters auditorium, from 8:30 a.m. until 3:30 p.m.

The session will include a tutorial, and discussions on lessons learned in communications, automation, life cycle support, testing, and software issues. The target audience for this event is members of integrated product teams and life-cycle supporting organizations.

Seating will be on a first-come, first-served basis. For more information, contact Ann Waring, AND-20, via cc:Mail.

## Healthbeat

**Blood Drive.** The Red Cross blood drive will be held on *Wednesday, August 23*, from 9:30 a.m. to 3:15 p.m., in conference room 5ABC.

The Red Cross will give a 10-minute, pre-paid calling card to all donors.

Eligible employees may sign up in the lobby of the clinic, room 327.

## Safety Awareness

The Headquarters Employee Assistance Program (EAP) reminds FAAers to report any incidents of harassment or threats from individuals near the building, to 911 and the Emergency Response Division, (202) 727-0717. If necessary, employees may also contact DOT Security, 366-4677, or the EAP, 267-3945.



# Headquarters Intercom



Over 30 trees near the Aeronautical Center in Oklahoma City, OK, were knocked down or severely damaged by recent storms.

## Wild Winds

### Severe Thunderstorms Damage FAA's Facilities in Oklahoma City

Recent thunderstorms with winds of up to 100 miles-per-hour did an estimated \$1 million damage to the Will Rogers World Airport—including leased FAA Aeronautical Center facilities—in Oklahoma City, OK. An additional \$600,000 damage was done to other

government facilities as the storms cut a path of destruction through the area.

An FAA Academy air route surveillance radar (ARSR-1) beacon antenna blew from a 40-foot tower and damaged a building in its path,

*turn to Storm on page 3*

## Quantum Leap

### FAA Awards Contract to Develop and Install Satellite Navigation System

The FAA recently awarded a \$475 million contract for the development of the Wide Area Augmentation System (WAAS) that will utilize the revolutionary Global Positioning System (GPS) to achieve a quantum leap in aviation safety, navigation, and fuel

efficiency. The contract to develop and field a network of ground stations across the U.S. was awarded to a consortium led by Wilcox Electric, which will team up with Hughes Aircraft and TRW.

*turn to Satellite on page 4*

## Highlights

**Voice Switch.** The FAA recently awarded a \$69 million contract to build and install the Enhanced Terminal Voice Switch to Denro, Inc., of Gaithersburg, MD.

The contract—to upgrade the communications capability at air traffic control towers and approach and departure control facilities—represents a 30 percent savings over the system's originally-projected costs.

The system will provide the same benefits to FAA tower and terminal facilities that the Voice Switching and Control System gives to enroute centers. It will replace aging voice communication systems that are difficult to maintain with a highly reliable and easily maintainable system using state-of-the-art, off-the-shelf components.

The contract, a joint FAA/Department of Defense procurement, calls for the production, testing, installation, and continuing maintenance of an automated voice communication system that will be placed in 336 FAA and Defense air traffic terminal operations beginning next year.

**Limited Service.** The FAA recently permitted Denver-based MarkAir to resume limited service—allowing it to fly three of its six aircraft on eight city-pairs.

The agency will allow the airline to resume more service as it demonstrates its capability to do so.

MarkAir was grounded earlier this month for failing to maintain an adequate staff of maintenance personnel and inadequate maintenance of

*turn to Highlights on page 2*

## Highlights from page 1

its continuing analysis and surveillance system.

**Task Force.** The FAA recently established a special task force to thoroughly review the issue of unapproved aircraft parts, and to submit a report in early October evaluating the agency's efforts to prevent any potential risk to aviation safety.

Nicholas Sabatini, the FAA's Flight Standards division manager in Eastern Region, will head the Suspected Unapproved Parts Task Force. The group's goals include developing organizational processes or structures that support effective surveillance and enforcement of suspected unapproved parts; defining roles, responsibilities, and working relationships with other law enforcement agencies; suggesting rulemaking or policy guidance that would assist in the surveillance and enforcement processes; and assisting the agency in prioritizing all recommendations according to the impact on reducing the potential safety impact on suspected unapproved parts.

Joining Sabatini on the task force will be experts in aviation maintenance, manufacturing, engineering

and aircraft evaluation disciplines, as well as a security investigator, and the FAA's assistant chief counsel from New York.

**Airship Certificated.** The FAA's Flight Standards District Office in Orlando, FL, recently approved the first commercial passenger-carrying airship operation—The Lightship Group.

The Orlando-based group is the first airship operator to be certificated to operate as an air carrier under Federal Aviation Regulations Part 135.

The company will conduct worldwide operations utilizing eight A60+ airships manufactured by the American Blimp Corporation. Eighteen pilots and 16 maintenance technicians, along with 85 other ground personnel, are required to conduct the labor-intensive flight operations.

The Lightship A60+ is certified to carry five persons including the pilot. It travels at 35 knots, carries fuel for 15 hours of flight, and contains 70,000 cubic feet of non-flammable helium gas.

There are currently five Lightships operating in the U.S.—three others are located in Germany, Brazil, and the United Kingdom.

**Safe Landing.** Controllers at Boeing Field, WA, recently took quick action to safely land a Bonanza that was headed for the runway with its landing gear up.

As the aircraft flew near the tower, controllers noticed that the gear doors were open and the landing gear was up. They quickly broadcast for the pilot to rock his wings if he could hear them—when nothing happened, the controllers determined that the pilot had possibly experienced an electrical failure, and was unaware that the gear was up. In a move of desperation to keep the Bonanza from

landing, controller Glenn Lytle ran onto the catwalk and began waving his baseball cap at the pilot. Seeing this, the pilot broke off his approach and again headed for the tower. This time, as the aircraft went by, Lytle gestured to the pilot that his landing gear was up.

With the message finally conveyed, the pilot manually extended the gear and received the green light for landing. After a safe landing, the pilot called the tower to express his gratitude to "that guy on the catwalk."

**Air Transport Seminar.** At the request of the Russian Department of Air Transport (DAT), members of the FAA's Flight Standards Service and Office of the Chief Counsel's International Affairs and Legal Policy Staff, recently attended a three-day seminar on state regulation of air transport in St. Petersburg, Russia.

More than 80 Russian representatives attended the meeting, and briefed FAA representatives on the Russian system for certifying air carriers and the provisions of a new air code. The FAAers in attendance briefed their Russian counterparts on the U.S. system for regulating air transportation.

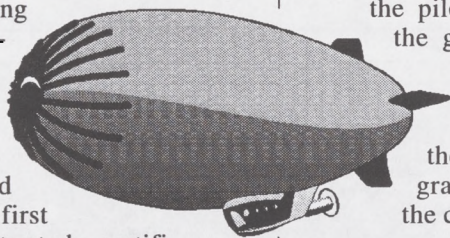
Also part of the event was a follow-up meeting of the FAA/DAT Safety Working Group, where members were briefed on Russia's progress in addressing the recent recommendations from the Joint System Safety Evaluation.

Russian DAT and airline personnel are planning to visit the U.S. in 1996 to participate in a safety seminar.

**Tuesday Deadline.** *Headquarters Intercom* is published weekly. The deadline for items is *no later than 2 p.m. every Tuesday* for inclusion in the following issue.

But don't wait until the last minute. Get items in as soon as possible.

Bring them to room 909B or call x73441.



### Headquarters Intercom

August 22, 1995  
No. 95-32

**Diane Spitaliere**  
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**Briar S. Haggett**  
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**Michael A. Malden**  
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## New Faces

### Interns Gain Experience During a Summer at the FAA

More than 100 students—from programs like the Historically Black Colleges and Universities, DC Summer Youth Employment, Cardozo High School Transportation Academy, High School High Tech, FAA Summer Hires, Urban League, Volunteer Law Students, Organization of Chinese Americans, and the Hispanic Association of Colleges and Universities—enhanced their knowledge of aviation this summer by working at the FAA.

Earlier this summer, to kick off their stay, several agency executives briefed the students on the FAA mission, organizational structure, sexual harassment in the workplace, appro-

appropriate behavior and attire, interview techniques, completing a job application, security, building evacuation procedures, and Headquarters and DOT facilities. Some of the students also attended training on office automation.

The Office of Human Resource Management then conducted four agency facility tours to the Leesburg Center/Flight Service Station, Air Traffic Control System Command Center in Herndon, VA, and an area air traffic control tower.

The students will be working throughout several regional and Headquarters offices through the end of the summer.

## Flightplan

**Software Seminar.** The Office of Communications, Navigation, and Surveillance is sponsoring a one-day seminar on commercial off-the-shelf/non-developmental items, *Thursday, September 7*, in the Headquarters auditorium, from 8:30 a.m. until 3:30 p.m.

The session will include a tutorial, and discussions on lessons learned in communications, automation, life cycle support, testing, and software issues. The target audience for this event is members of integrated product teams and life-cycle supporting organizations.

Seating will be on a first-come, first-served basis. For more information, contact Ann Waring, AND-20, via cc:Mail.

**Training Conference.** The National Black Coalition of Federal Aviation Employees' 19th annual training conference will be held *Tuesday through Saturday, September 12 through 16*, at the Rosslyn Westpark Hotel in Rosslyn, VA.

The theme of this year's conference is "And Still We Rise." Students from area colleges and high schools, government officials, and representatives from national civic and social organizations have been invited to participate in the event.

The mission of the coalition is to promote the advancement of equal opportunities for black, female, and minority employees; improve employee-management relations; and provide an effective liaison between the FAA, its employees, and the community.

For more information, contact Carrie Wood, 267-8411.

**Lecture and Video.** The FAA's Health Awareness Program is hosting a lecture and video on the signs, symptoms, and prevention of heart attacks, on *Wednesday, August 30*, from 10 to 11 a.m., in the clinic, room 327.

For more information, contact Peggy Gray, 267-3405.

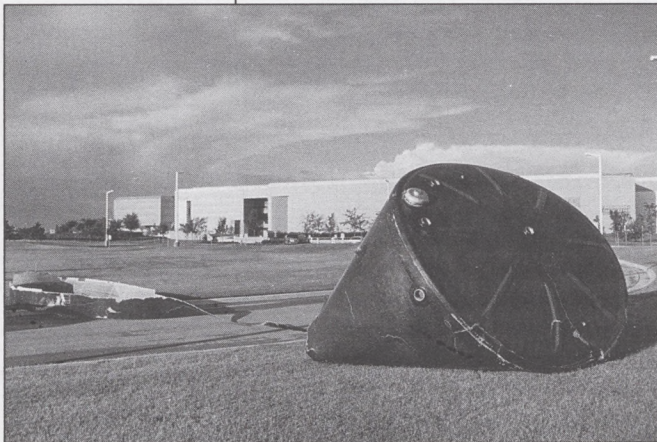
## Storm Damage from page 1

and an FAA Logistics Center ARSR-3 mobile radar was knocked over, damaging a government vehicle. Over 30 trees near the Center were knocked down or severely damaged by the storms.

The Civil Aeromedical Institute's leased B-747 shell, parked on an unused taxiway, was turned 45 degrees by the winds. The air traffic control tower at the Will Rogers World Airport was evacuated when winds reached 85 miles-per-hour. When the tower resumed operation, it had sustained some light damage to navigation aids and landing lights.

Controller Tom Honeycutt, who was on duty in the tower cab during the storms, said "it was the hardest

I've ever seen the wind blow. The tower was rocking slightly, warning light guns hanging from the ceiling were swaying, and the window glass was flexing. There was a roaring



Pieces of a large fiberglass holding tank blew into the vicinity of the Aeronautical Center from over a mile away.

noise, and lots of lightning, but you couldn't see anything else."

No employees were injured during the storms, and overall Center operations were not affected. Several FAAers are, however, coping with damage to their homes.

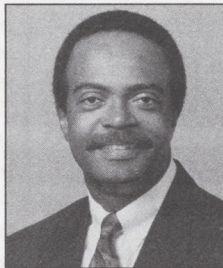
## New 'Line of Business'

### Office of Commercial Space Transportation Joins the FAA

The Office of Commercial Space Transportation (OCST) will soon move from the DOT's Office of the Secretary to the FAA, making it the agency's seventh "line of business." The OCST, under the direction of Frank Weaver, will officially become part of the FAA on October 1.

"The safety licensing activities of OCST for launches of launch vehicles and operation of spaceports share a common safety objective with FAA's aircraft, airspace, and airport safety regulatory activities," said DOT Secretary Federico Peña. "This move is consistent with the Clinton Administration's goals for the enhancement of the nation's high technology industries, including an internationally competitive U.S. commercial space transportation industry."

The U.S. commercial space transportation industry is comprised of aerospace companies and entrepreneurial businesses that provide launch services to foreign and domestic customers and the U.S. government. Since



OCST Director  
Frank Weaver

1989, the year of the first licensed commercial space launch, the industry has steadily expanded and OCST has issued licenses for more than 50 U.S. commercial launches, both orbital and suborbital.

According to FAA Administrator David Hinson, "the FAA is well positioned to advance OCST's goals of ensuring safety, promoting the development of new markets and customers for U.S. products, and maintaining U.S. technological leadership."

This year's agenda of 15 licensed U.S. commercial launches could, for the first time, exceed the number of government launches in a single year. "To meet the regulatory demands of new launch systems and a growing industry, combining the resources and skills of OCST with the FAA allows us to address those challenges," said Weaver. "I am delighted that we will be moving to the FAA and look forward to advancing the goals of the commercial space launch industry to position it competitively for the next century."

The OCST was established in 1984 to license and regulate all U.S. commercial launch activities to ensure that they are conducted safely and responsibly, and to promote, encourage, and facilitate commercial space transportation.

## Satellite Navigation System *from page 1*

"This is the beginning of a new era. In the near future, satellites in space will guide how planes take off, fly, and land—replacing ground-based navigation systems, some of which have been around since the 1940s," said DOT Secretary Federico Peña. "With this project, we will not only become the world leader, but we will also help create what experts project to be a \$30 billion GPS industry in a decade, generating thousands of new American jobs."

FAA Administrator David Hinson said that the transfer of the current ground-based navigation system to a space-based one is in keeping with the FAA's mission to install advanced technology to guide the nation's airspace system into the 21st Century. "When fully implemented as an integrated, global system, the possibilities be-

come virtually unlimited," he added.

The contract calls for the development and fielding of a network of ground stations across the U.S. These stations will receive, analyze, and

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**'This is the beginning of a new era.'**

Federico Peña  
DOT Secretary

---

refine signals from the GPS satellites and transmit the information via communication satellites to all aircraft flying within U.S. airspace. The WAAS ground stations will be located at approximately 35 air traffic control facilities across the country.

Under the WAAS, aircraft will be able to fly more direct routes to their destinations, saving time, fuel, and money; precision approaches will be

possible into nearly any airport in the U.S. that is properly configured; older ground-based navigation systems, which are expensive to maintain and operate, can be gradually decommissioned; system capacity will be significantly improved by safely allowing more aircraft to occupy a given airspace without increased risk; system congestion and passenger delays will be reduced as a result of more efficient airspace management and scheduling; and navigational equipment on board aircraft can be reduced and simplified.

"This is the kind of revolution in navigation that we saw in computers in the 1980s," said Peña. "An augmented GPS system will benefit land and maritime transportation, atmospheric research, weather forecasting, surveying—in fact, almost every phase of American life."



# Headquarters Intercom

## Working Together

### *NTSB Chairman Jim Hall Praises FAAers for Their Safety Efforts*



*At the recent seminar are Flight Standards Director Tom Accardi, left, and NTSB Chairman Jim Hall, right.*

"The FAA and the National Transportation Board (NTSB) must work together to improve air safety, and Flight Standards personnel are the

is largely on the basis of your vigilance that our nation has the safest aviation system in the world."

*turn to NTSB on page 4*

'soldiers on the front line' in the quest for aviation safety," NTSB Chairman Jim Hall told FAAers recently.

"Your efforts set the pace regarding flight safety attitudes for everyone from the student pilot and the kit-aircraft builders to major operators," Hall said of Flight Standards personnel during a seminar in the auditorium at FAA Headquarters where he was the guest speaker.

Continuing his praise of Flight Standards, Hall said, "your staff is responsible for the safe operation of 120 air carriers, 3,100 regional carriers, 670,000 pilots, 4,800 repair stations, and 202,000 aircraft. Last year, you conducted 400,000 safety inspections. It

## Highlights

**ATF Recognition.** The FAA Technical Center was recently recognized by the Bureau of Alcohol, Tobacco, and Firearms (ATF) for its contribution to the investigation of the bombing of the Alfred P. Murrah federal building in Oklahoma City, OK.

FAAers at the agency's Atlantic City, NJ, facility provided an EGIS trace explosive detection unit to ATF forensic chemists who used it to examine samples from the bomb site to determine the type of explosive used. This same unit is currently being evaluated for potential use to screen luggage for explosives at airports.

According to Paul Jankowski, program lead for trace detection at the Technical Center, "much of the technology being developed at the center will have applications for protecting federal buildings in the future."

Also honored during the ceremony for their "unselfish assistance of the ATF in the aftermath of the Oklahoma City tragedy," were law enforcement agencies, private companies who donated equipment, charitable organiza-

*turn to Highlights on page 2*

## Stricter Standards

### *FAA Increases Security Measures at U.S. Airports*

The FAA recently increased security measures at U.S. airports following a Clinton Administration directive to all cabinet agencies to review their security practices to assure the continued safety and security of the American people.

The FAA measures are being implemented by all airports and air carriers in the U.S. to ensure the safety of the traveling public. While there is currently no information to suggest that airlines, or other modes of transpor-

tation are specifically threatened, it is reasonable and prudent to ensure that additional measures are in place to prevent or deter possible criminal or terrorist acts against the U.S. transportation system.

Travelers are encouraged to be on the alert for any suspicious or unattended bags, parcels, and other items. Passengers may be required to answer questions about their luggage and should be aware that both carry-on and checked baggage are subject to inspection.

## Highlights from page 1

tions who donated food, and citizens who donated their time and energy.

**Master Mechanic.** In a recent ceremony at FAA Headquarters, Jeremiah



During the ceremony, from left to right, are Associate Administrator for Administration Dale McDaniel, Adaline Miller, Frank Miller, Jeremiah Miller, and Flight Standards Service Deputy Director Bill White.

Miller was honored with the Charles Taylor "Master Mechanic" award for his 55 years in aviation maintenance.

During his aviation maintenance career, Miller maintained numerous aircraft, both civilian and military. He received the Air Force Commendation Medal for his development and implementation of a corrosion control program, along with a process of production line maintenance,

### Headquarters Intercom

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primarily on Convair 340 aircraft.

During the ceremony, Miller named his son Frank—a principal operations inspector for the FAA's Fresno, CA, Flight Standards District Office—as his "most prized achievement for aviation."

The award is named in honor of Charles Taylor, the original aviation mechanic who designed and built the first aircraft engine and maintained subsequent engines for the Wright brothers.

**Consumer Report.** The nation's largest airlines posted lower on-time arrival and higher mishandled baggage rates in June of this year, according to the DOT's monthly Air Travel Con-

sumer Report.

The 10 largest U.S. carriers posted a 75.9 percent on-time arrival record in June, down from both May's 80.7 percent mark, and June 1994's 81.8 percent. Since January 1, 1995, delays caused by mechanical problems have been included in the data.

The airlines reported a mishandled baggage rate of 4.97 complaints per 1,000 passengers in June, up from May's 4.48 rate and June 1994's 4.80.

Consumers filed 616 complaints with the department concerning airline service in June, up from May's total of 552 and June 1994's 583.

**Web Debut.** The FAA went online recently with the Headquarters News and Public Affairs Home Page on the World Wide Web, providing the public with news releases, speeches, the Headquarters *Intercom*, and other information.

The new home page is accessible to anyone with an Internet connection and "web-browser" software such as Mosaic or Netscape.

The page will include news releases from the FAA and DOT, selected speeches by FAA Administrator David Hinson and Deputy Administrator Linda Hall Daschle, bio-

graphical sketches of key FAA officials, agency historical data, the Headquarters *Intercom*, an organizational overview, and an FAA phone list.

To reach the page, enter <http://www.faa.gov/apa/apahome.htm>.

The agency's Northwest Mountain Region also debuted a home page recently, which contains regional news releases, an introduction to the FAA, and other information that may be useful to pilots and the general public. This page can be accessed by entering <http://www.tc.faa.gov/NM/anm-hp.html>.

## Happy Anniversary Flight Service Celebrates 75 Years

The U.S. airway/air traffic system celebrated its 75th year of operation on August 20. On this date in 1920, the Post Office Department issued orders to establish four Air Mail Radio Stations along a proposed day-night route from New York to San Francisco.

From this tiny network of radio stations, today's FAA Flight Service Stations (FSS) have evolved into a sophisticated communications system. From Morse code machines, FSS equipment has moved to radar, direction-finding equipment, and computer-linked displays. Where once the station manager ran out to greet a lone plane and pass along advisories to the pilot, the FSS specialist now can supply face-to-face, telephone, airborne radio, and remote briefings. And the weather information they provide is not only timely and accurate, but can be given for anywhere in the U.S. in a matter of seconds.

Even with this advanced capability, the FAAers who staff the stations haven't lost any of the devotion of those early pioneer station keepers who helped bring aviation out of its infancy. Their dedication to the safety of pilots who seek their assistance is as strong as it was 75 years ago.

## Preparing for the Future

### *Career Development Training on Tap for FAAers*

Twenty-seven FAAers from across the country have been selected to participate in the agency's 1995 Women's Executive Leadership Program (WEL). They have been approved by the Office of Personnel Management and were chosen from candidates from the FAA's regions, centers, and Washington Headquarters.

The group has already begun a year-long career development program of supervisory and managerial training, which includes opportunities to prepare for future high-

level positions.

The WEL program, which is focused on the development of non-supervisory male and female employees at the GS-11/12 level, consists of an orientation session; a one-week shadowing assignment; a 30- and 60-day developmental assignment outside of the WEL participants' normal work area; leadership development team activities; three executive interviews; transitioning workshop; and graduation.



### *Women's Executive Leadership Program*

<b>Mayte Agosto</b>	<i>Washington Headquarters</i>
<b>Lisa Anderson</b>	<i>Washington Headquarters</i>
<b>Deborah Bacon</b>	<i>Central Region</i>
<b>Yvonne Bates</b>	<i>Northwest Mountain Region</i>
<b>Mary Boden</b>	<i>Alaska Region</i>
<b>Kimberley Branch</b>	<i>Washington Headquarters</i>
<b>Diane Bredehoft</b>	<i>Northwest Mountain Region</i>
<b>Adrian Castor</b>	<i>Washington Headquarters</i>
<b>Vicky Charriere</b>	<i>Central Region</i>
<b>Patricia Divis</b>	<i>Aeronautical Center</i>
<b>Mary Lou Wojtalik Dordan</b>	<i>Alaska Region</i>
<b>Connie Fruits</b>	<i>Washington Headquarters</i>
<b>Frances Gasko-Gullo</b>	<i>Southern Region</i>
<b>Carol Goodsell</b>	<i>New England Region</i>
<b>Harry Hale</b>	<i>Alaska Region</i>
<b>Dyana Kelley</b>	<i>FAA Technical Center</i>
<b>Patricia Larimore</b>	<i>Central Region</i>
<b>Malissa Larremore</b>	<i>Southwest Region</i>
<b>Rubystine McClinton</b>	<i>Southern Region</i>
<b>Joelle Marble</b>	<i>Northwest Mountain Region</i>
<b>Marlene Mills</b>	<i>FAA Technical Center</i>
<b>Jenny Perez</b>	<i>Washington Headquarters</i>
<b>Mia Ratcliff</b>	<i>Western Pacific Region</i>
<b>Michele Tennant</b>	<i>FAA Technical Center</i>
<b>Michelle Turner</b>	<i>Western Pacific Region</i>
<b>Valencia Washburn</b>	<i>Southern Region</i>
<b>Sheila White</b>	<i>Southwest Region</i>

## Outstanding Accomplishments

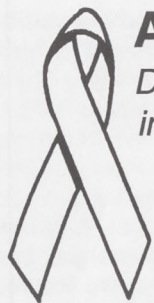
### FAA Work and Family Life Program Honored

The FAA was among three federal agencies recognized recently with the 1995 Office of Personnel Management Director's Award for its outstanding accomplishments in enabling employees to balance work and family obligations.

During the "Caregivers at the Workplace: Children Our Future—Elders Our Heritage" conference, the FAA was touted for its Work and Family Program which includes alternative work schedules, the voluntary leave transfer program, child care, dependent care seminars, Employee Assistance Program, Human Resource Management Information

Center, part-time employment, and telecommuting. The agency also created a work and family life program team to examine various ways the agency can be more responsive to the needs of its diverse work force throughout the nation.

The award is designed to recognize federal agencies that are providing innovative and effective work family programs, encourage the establishment and improvement of highly effective work and family programs throughout the government, and publicize exemplary work and family programs so they may serve as models for other federal agencies.



## Aidswalk '95

### Daschle Encourages All FAAers to Participate in This Year's Event

FAA Deputy Administrator Linda Hall Daschle invites all employees to join her and DOT Secretary Federico Peña in the AIDSWALK

Washington, on Saturday, September 23. This year's event is a five kilometer fun walk, which will begin in front of the U.S. Capitol.

In a recent letter to all employees, Daschle encouraged FAAers to walk in the event, saying, "I hope you will participate in AIDSWALK Washington, because we can't do this without you."

The goal of the event is to promote HIV awareness in the Nation's Capital, and to raise \$2 million for AIDS services, education, and research. AIDSWALK Washington has received permission from the Office of Personnel Management to conduct fundraising within the federal workplace. This does not include the solicitation of donations from "prohibited sources," including those who are regulated by or do business with the FAA, or who have a stake

in an employee's performance of their official duties.

Pledge sheets to record contributions are available from display racks near the second floor cafeteria. Employees are reminded to record FAA's team number—10349—on their pledge sheets. Employees may also participate by sponsoring another walker.

For more information, employees can contact FAA team captains Brooke Collins on 267-3516, or James Stein via cc:Mail.

## Flightplan

**Bowling League.** The FAA's Mixed Bowling League is recruiting new members to bowl on *Wednesday nights* at 6:15 p.m., at the Bowl America Duke in Alexandria, VA.

The 1995-6 season begins on *Wednesday, September 6.*

Interested employees can contact Jerry Sandors, 267-9729, or Darlene Hickox, (703) 922-3669.

## NTSB *from page 1*

Hall explained to the crowd of about 125 — the largest audience in recent memory for a Flight Standards Seminar — how the FAA and the NTSB work together when there is an accident investigation.

"The full independence of the NTSB from the Department of Transportation took place in 1974 with the passage of the Independent Safety Board Act. Congress had the wisdom to specifically appoint the FAA as a mandatory participant in all NTSB investigations," Hall said.

When an accident occurs, Hall said, an NTSB go-team, led by an investigator in charge, is dispatched from Washington to the accident site within two to three hours of notification.

Sometimes, such as in the case of the Roselawn ATR-72 tragedy, the NTSB issues recommendations of an urgent nature, before an accident investigation is completed.

In nearly every facet of an NTSB investigation, Hall said, an FAA representative has some degree of involvement. He stressed that the FAA's participation in these investigations is vital.

Hall also praised the current Advanced Qualification and Flight Operations Quality Assurance Programs. He noted that "in some cases, you may believe that our findings and recommendations are harsh and uncompromising toward Flight Standards performance, but we should all recognize that our recommendations are made with the benefit of complete hindsight. I am here to tell you that we know your job is not easy. We do recognize and give you credit for your proactive stance toward accident prevention."



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

# Headquarters Intercom

## Working Together

*Hinson Addresses General Aviation Community at Annual Oshkosh Fly-In*



FAA Administrator David Hinson learns to fly an ultralight aircraft at Oshkosh, while members of the local news media look on.

During the recent 43rd annual Experimental Aircraft Association Fly-In and Convention held in Oshkosh, WI, FAA Administrator David Hinson told the general aviation com-

munity that, "One of the most satisfying parts of my job has been seeing how the FAA and the general aviation community are working together.

*turn to Oshkosh on page 4*

## Reinventing Ratings

*FAA Proposes New Performance Planning and Recognition System*

To allow organizations more flexibility in the performance appraisal and recognition areas, a team of representatives from across the FAA recently proposed a completely new Performance Planning and Recognition System (PPRS).

"The current performance appraisal system is uniformly disliked

by both supervisors and employees," said Karen Shupe, team leader and representative from the Office of Human Resource Management, in a briefing to senior agency officials on the proposed system.

Last year, when the Office of Personnel Management (OPM) an-

*turn to Performance on page 3*

## Highlights

**Firm Selected.** The FAA recently selected Booz-Allen&Hamilton Inc. to help the agency conduct Challenge 2000—the comprehensive review of FAA regulation and certification processes announced last month.

"Booz-Allen&Hamilton is one of the most highly respected management consultant firms in the world, and we're fortunate to have their expertise for Challenge 2000," said FAA Administrator David Hinson. "They know aviation, they know good management, and they know how to evaluate and improve complex processes."

The company expects to complete its report by the end of the year.

Challenge 2000 was initiated to keep the FAA on track toward its goal of 100 percent safety—zero accidents—and to help the agency determine the best way to manage the increasing challenges of regulating the aviation industry as the U.S. enters the 21st century.

**Carrier Repairs.** The FAA recently barred two Japan Airlines repair stations from performing maintenance work on U.S.-registered air carrier aircraft after discovering the stations conducted unauthorized repairs.

A recent letter to the airline from the FAA stated that two repair stations—located at Narita and Haneda Airports in Japan—were deviating from FAA-approved practices. According to the FAA, the stations were also turning work over to contractors operating non-certified facilities, re-using parts that should have been

*turn to Highlights on page 2*

## Highlights from page 1

discarded, failing to provide proper training to repair personnel, and using parts supplied from unapproved vendors. Officials at Japan Airlines have expressed a willingness to work with the FAA to clear up the concerns that prompted the action.

**Successful Work.** FAAer Rowena Mendez, oceanic telecommunications processor controller workstation



From left to right are, Rowena Mendez, oceanic telecommunications processor controller workstation project manager, Joe Fee, oceanic integrated product team manager, and George Donohue, associate administrator for Research and Acquisition.

project manager, was recently touted for her work on implementing the workstation at the Oakland, CA, Air Route Traffic Control Center.

## Headquarters Intercom

September 5, 1995  
No. 95-34

**Diane Spitaliere**  
Manager  
Media and Internal Communications  
Division

**Briar S. Haggett**  
Editor

**Michael A. Malden**  
Art Director

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(202) 267-3441

The new workstation represents the first phase of the FAA's Oceanic Data Link system. The processor provides controllers an improved capability to manage flight plan data, aircraft position reports, and flight service data. This advancement in the oceanic system replaces the existing Flight Data Input/Output subsystem which dates back to 1960s technology. Each new workstation uses an IBM commercial off-the-shelf operating system and allows for future software enhancements.

Mendez has been with the FAA since 1991, and is a graduate of the University of Puerto Rico's College of Engineering.

**NoIntercom.** The Headquarters *Intercom* will not be published next week. The next issue will be dated September 19.

The deadline for items for that issue is no later than 2 p.m., Tuesday, September 5.

Bring them to Briar S. Haggett, room 909B, or send them via cc:Mail.

**Calling Cards.** The Headquarters Facilities Management Staff reminds employees that federal calling cards are for official use only.

Employees that are on travel must use their personal calling/credit card to call home, and claim as a reimbursable expense on their travel voucher upon their return. Employees are also reminded not to claim the allowable daily deduction for telephone charges indicated on their FTS2000 billing.

For more information, contact Edythe Stewart-Schilling, AAD-51, 267-7944.

**Scholarship Fund.** President Clinton recently established the President's OKC Scholarship Fund to provide for the educational needs of children whose parent(s) died or

were severely disabled in the bombing of the Alfred P. Murrah federal building in Oklahoma City.

The fund will accept donation from all sources, and 100 percent of the contributions will be distributed for the benefit of the eligible children.

Anyone wishing to contribute should send donations to the following address: *The Federal Employee Education and Assistance Program, Suite 200, 8441 West Bowles Avenue, Littleton, CO, 80123.*

**Aidswalk '95.** FAA Deputy Administrator Linda Hall Daschle invites all employees to join her and DOT Secretary Federico Peña in the AIDS WALK Washington, on Saturday, September 23. This year's event is a five kilometer fun walk, which will begin in front of the U.S. Capitol.

The goal of the event is to promote HIV awareness in the Nation's Capital, and to raise \$2 million for AIDS services, education, and research.

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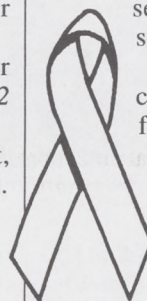
For more information, contact FAA's team captains Brooke Collins, 267-3516, or James Stein via cc:Mail.

**Right Number?** At FAA Headquarters, the *Intercom* is distributed on an "all employee count" basis.

This means that each employee should receive one copy.

If your office is not receiving the proper number of newsletters, it may not be getting the right number of other mailings.

Contact *Bernida Williams*, AIT-400, x78735, or the distribution representative for your office or service to update your organization's distribution.



## Historic Flight

### FAA Approves GPS as Primary Means of Oceanic Navigation

The FAA recently approved a historic first flight over the Atlantic Ocean, using an orbiting satellite system—the Global Positioning System (GPS)—as the primary means of navigation. “This use of GPS for oceanic navigation represents an important step in our move toward improved aviation safety and efficiency in the 21st century,” said FAA Administrator David Hinson.

The GPS consists of three components: 24 satellites in their orbits emitting signals; ground-based facilities monitoring and adjusting the satellite signals; and the receivers used by navigators. It is a space-based system.

Sun Country Airlines, a Minne-

apolis-based air charter company, flew a Boeing 727 from Boston to Santa Maria, Portugal, and returned, using dual FAA-certified Trimble TLN 8100 GPS receivers. During that flight, the plane navigated to a typical accuracy of 0.1 nautical miles. Some traditional navigational aids have an allowable drift rate of two miles per hour. Sun Country is the first airline certified by the FAA to conduct this type of operations.

The FAA’s Satellite Operational Implementation Team, members of the aviation community, and representatives of the GPS manufacturing industry worked together to develop

the GPS performance standards necessary for oceanic operations. The FAA had endorsed the concept of using GPS as a primary means of navigation for over-the-ocean and remote aircraft operations last December.

The onboard receivers use the GPS satellites as precise reference points to triangulate the aircraft’s position anywhere on or near the earth. The satellites transmit their position and time. The receiver measures the signal travel time from each satellite. Four satellites are required to determine the aircraft’s latitude, longitude, altitude, and time. The FAA certified the first GPS receiver in 1994.

## Performance Ratings *from page 1*

nounced a revision in their regulations to allow agencies more flexibility in the performance appraisal and recognition areas, the FAA’s Human Resource Management Division compiled a team of representatives from throughout the agency to review and revise its performance appraisal and recognition systems. Members included Shupe, Nancy Welch and Debbie Conway, Office of Human Resource Management; Beth Hill, Flight Standards Service; Tom Bryan, System Architecture and Program Evaluation; Bill McAndrew, Office of Aviation Medicine; Marco Lozada, Information Technology; and Fred Cooley, Air Traffic Service.

The team discovered that the two FAA orders which cover the Performance Management and Recognition topics totaled nearly 200 pages. In the spirit of “reinventing government,” the proposed system would replace these orders with a single PPRS document, totaling less than 20 pages. The result: a 90 percent reduction in the amount of regulations and the flexibility necessary to allow organizations to tailor their program to best meet their needs. This document, which will be issued as an Federal Aviation Personnel Manual letter, rather than an order, will contain all agency policy on these topics and will be distributed to all employees.

Within the system guidelines, each organization will be able to develop their individual performance appraisal and recognition programs. For those organizations who do not wish to develop their own programs, model programs have been developed for both the performance management and the recognition systems, which organi-

zations can adopt without additional work.

Some of the main features of the proposed PPRS system are:

- ➔ A flexible framework for performance management and recognition,
- ➔ A two level rating system—“Meets Expectations” and “Does Not Meet Expectations,”
- ➔ Awards are “de-linked” from performance ratings—meaning ratings will not automatically “trigger” an award,
- ➔ Performance and incentive awards combined into a single, streamlined recognition system,
- ➔ Communication between supervisors and employees is emphasized as the major source of feedback, and
- ➔ The opportunity for organizations to design programs which reflect how they work, including increased use of teams, accomplishment of strategic objectives, a strong customer service focus, and attention to bottom-line outcomes rather than processes.

OPM recently published regulations in the Federal Register that will be implementable after 30 days. At this time, full briefings and training sessions will be offered to all FAA employees, managers, and supervisors.

Until final FAA approval and union negotiations, all organizations should continue working under the current system, and supervisors should ensure that employees have plans in place for the current performance period which began April 1, 1995.

Employees with questions regarding this program can contact the team member from their organization, or Nancy Welch at 267-7664.

## Group Meetings

Here is a list of the meeting dates, times, and places for several FAA employee groups. Membership in all groups is open to FAAers and members' guests.

**Black Coalition.** The National Black Coalition of Federal Aviation Employees meets the *first Tuesday* of each month, 12 noon to 1 p.m., conference room 8ABC. Next meeting: *September 5*. Contact Carrie Wood, x78411.

**FWPC.** The Federal Women's Program Committee normally meets the *first Wednesday* of each month. For this month's meeting information, contact Doretha Robinson, x75842.

**Headquarters EPG.** The Headquarters Employee Participation Group meets the *second Thursday* of

every month, 9 to 11 a.m., McCracken room. Next meeting: *September 14*. Contact Bob Cripe, x78211, or Gerrie Robinson, x79678, for meeting location.

**Hispanic Coalition.** The National Hispanic Coalition of Federal Aviation Employees meets the *first Wednesday* of each month, 12 noon. Next meeting: *September 6*, room 5C. Contact Mark Rios, x79339.

**International Training.** The Federal Aviation Club, International Training in Communication, meets *every Wednesday* from 12 noon to 1 p.m.

Contact L'Tanya Talley, x79330, or Sylvine Blackwell, (202) 529-2573, for meeting location.

**Managers Association.** The Federal Managers Association, FAA Headquarters Chapter 265, meets the *second Thursday* of each month, from

12 noon to 1 p.m., in the MOC room. Next meeting: *September 14*. Contact Warren Davis, x79224.

**NA-AN.** The Native American-Alaskan Native Coalition meets the *third Wednesday* of each month from 1 to 2 p.m. Next meeting: *September 20*. Contact Rob Paul, x77045 or Mark Blazy, x73949, for meeting location.

**NAPA.** The National Asian and Pacific American Association of Federal Aviation Employees meets the *second Tuesday* of each month, 12 noon to 1 p.m., conference room 408. Next meeting: *September 12*. Contact Al Kaulia, x78317.

**NCFAED.** The National Coalition of Federal Aviation Employees with Disabilities meets *every Thursday* from 12 noon to 1 p.m., in conference room 937C. Contact Jeri Dimaggio, x65124.

**Single Parents.** The Single-Parent Support Group meets the *first and third Thursday* of every month from 12 noon to 1 p.m., room 327. Next meetings: *September 7 and 21*. Contact the Employee Assistance Program, x73945.

**Toastmasters.** The FAA chapter of Toastmasters—the FAA Speechmasters—meets the *first and third Tuesday* of every month from 12 noon to 1 p.m., MOC room. Next meetings: *September 5 and 19*. Contact Caprice Lloyd, x79881, or Steve Black, x79094.

**TWO.** The Headquarters Technical Women's organization meets the *third Thursday* of each month, 12 noon to 1 p.m., conference room 815. Next meeting: *September 21*. Contact Genia Embrey, x77197.

**Volunteer Committee.** The FAA Volunteer Committee meets the *second Tuesday* of each month at 11:30 a.m., conference room 812C. Next meeting: *September 12*. Contact Margaret Powell, x67037.

## Oshkosh Fly-In from page 1

We have our differences, but we share a common goal: to keep revitalization of this important segment of aviation moving forward."

Hinson touted several FAA and general aviation accomplishments from the past year including the General Aviation Revitalization Act, groundbreaking for the new Cessna plant in Independence, KS, and the General Aviation Action Plan.

Also during the Fly-In, the FAA announced a partnership with the National Aeronautics and Space Administration (NASA) and more than 100 industry representatives, to establish the Advanced General Aviation Transport Experiments (AGATE) consortium. Representatives from the FAA, NASA, and industry participated in a signing ceremony. University and non-profit organizations are also part of AGATE.

The purpose of the group is to enable market growth for inter-

city transportation in small aircraft. AGATE members share resources and risks, and are committed to developing safer aircraft and more efficient flight systems to improve pilot training and operations in and near congested airports.

"This program is designed to key the application of emerging technologies to the unique needs and requirements of general aviation," said Dr. George Donohue, associate administrator for Research and Acquisition. "GA manufacturers and users need new equipment to be cost-effective, light weight, simple to certify and install, and easy to use. The AGATE consortium's mission is to accomplish that."

The FAA has contributed \$500,000 to the development of an avionics box that will help integrate functions like the global positioning system and data link, and has planned further funding to support the AGATE program.

September 12

issue not

published.



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

# Headquarters Intercom

## New-Generation Radar

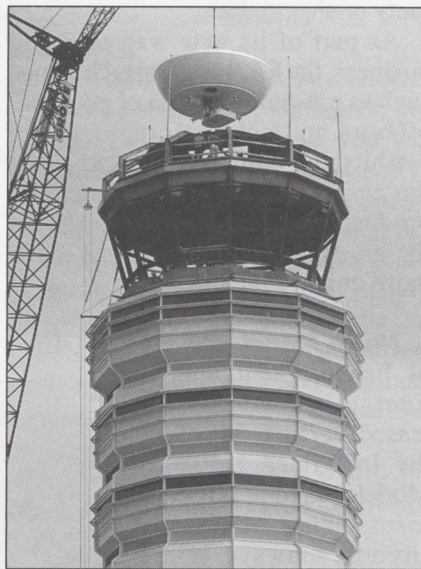
### *Airport Surface Detection Equipment Lands at Washington National Airport*

The FAA recently added the Airport Surface Detection Equipment—commonly known as ASDE-3—to Washington National Airport. Not yet operational, the advanced digital radar system was placed atop the new tower, which is still under construction.

The FAA is currently accepting delivery of this advanced ground surveillance radar at 34 other airports across the country.

ASDE-3 penetrates rain, snow, fog, and darkness to show FAA air traffic controllers in the airport tower a picture of all airplanes and vehicle traffic moving on ramps, taxiways, and runways. The system brings together three state-of-the-art technologies—radar, mechanical engineering, and computer engineering—into one

turn to **Surface** on page 4



*The Airport Surface Detection Equipment—commonly known as ASDE-3—lands safely atop the new tower at Washington National Airport.*

## New Appointments

### *Hinson Names Regulation and Certification Deputy and Chief of Staff*

FAA Administrator David Hinson recently appointed Lynne Osmus as his chief of staff and Margaret Gilligan as deputy associate administrator for Regulation and Certification. In her new position, Osmus serves as Hinson's key assistant and Gilligan serves as second-in-command for regulating and certifying all facets of the aviation industry.

"The American people are extremely fortunate to have such dedi-

cated professionals working to improve civil aviation. Throughout their careers, Osmus and Gilligan have diligently worked to enhance safety and security in our nation's skies. I am pleased they have accepted these appointments, and am confident both will be tremendous assets to the FAA and the traveling public," Hinson said.

As chief of staff, Osmus' work  
turn to **Executives** on page 4

## Highlights

**Ozone Layer.** The Office of Environment and Energy reminds FAAers that Ozone Layer Awareness Week—which provides an opportunity to learn more about the Earth's stratospheric ozone layer—runs through Saturday, September 23.

Events scheduled for the week celebrate the signing of the Montreal Protocol, a global treaty with 150 countries to protect the stratospheric ozone layer which protects the Earth from harmful solar radiation.

The ozone layer, which forms a thin shield about six to 30 miles above the Earth's surface, blocks out most of the sun's harmful ultraviolet radiation, and protects against skin cancer, cataracts, and suppression of the immune system.

For more information, contact the Stratospheric Ozone Information Hotline, 1-800-296-1996.

**New Guide.** The FAA recently unveiled the *Human Factors Guide for Aviation Maintenance*—a guide book designed to enhance air safety by offering ways to reduce human error and improve performance levels of airline maintenance technicians, managers, and safety inspectors. The book will be released in both hard copy and CD-ROM.

Until recently, most of the research on human factors directed at the aviation industry has been aimed primarily at cockpit and flight crew issues. "However, the more we looked at problems in maintenance operations, and particularly those of aging aircraft," said FAA Deputy Administra-

turn to **Highlights** on page 2

## Highlights *from page 1*

tor Linda Hall Daschle, "the more we saw human factors as some part of the problem."

In preparing the book, FAA officials and contractors interviewed maintenance technicians and their line supervisors; set up laboratories in maintenance facilities; examined workplaces, shift records, personal and work related accident records; and examined a variety of human and environmental factors related to human performance.

For more information, or a CD-ROM version of the book, contact the Office of Aviation Medicine, 366-6910.

**Reform Contract.** The FAA recently awarded a contract worth \$34.5 million to Denro, Inc., of Gaithersburg, MD, under the agency's pilot acquisition program to test innovative procurement practices that save the government and industry time and money.

Under the contract, Denro will deliver a commercial Digital Voice Recorder System (DVRS), which is designed to replace aging analog recording systems at as many as 800 FAA and Department of Defense air

traffic control facilities.

As the FAA's pilot program under the Federal Acquisition Streamlining Act, the system was exempt from several government procurement regulations and the FAA was allowed to evaluate products the way a private business would. Consequently, the contracting process took about seven months rather than the typical 12 months. Installation of off-the-shelf DVRS equipment will start within three months, as opposed to the typical multi-year time frame. The contract also includes a cost-effective extended warranty on the product.

As part of its new way of doing business, the FAA is using techniques such as pre-qualification of potential offerors, oral technical proposals, and establishing requirements that allow the agency to purchase commercial products. The result is that state-of-the-art equipment gets to users much more quickly than in the past.

**Noise Model.** The FAA's Office of Environment and Energy recently released version 5.0 of the Integrated Noise Model—used in noise assessments of new airports, runways, arrival and departure routes, flight procedures, and fleet forecasts.

More than 600 organizations from 35 nations currently use the model for airport planning and development. The model is required for FAA environmental assessments and environmental impact statements.

The new version offers improved and faster noise calculations, additional metrics, and easier data preparation in a Windows environment. New graphics and plotting capabilities include combined displays of noise contours, terrain, population, streets, radar tracks, airport layouts, and special points.

During its three-year development,

the designing and testing of version 5.0 was accomplished with the help of a 25-member technical advisory group made up of FAA representatives, along with experts from the fields of aviation, acoustics, and computer modeling.

For more information, contact Jake Plante, 267-3539, or John Gulding, 267-3654.

**AOPA EXPO '95.** For the first time in the Northeast in 30 years, the Aircraft Owners and Pilots Association (AOPA) Expo '95 will be held in Atlantic City, NJ. The event runs from October 19 to 21.

During this year's event, attendees will be treated to a tour of the FAA Technical Center, where the agency develops and tests future navigation, air traffic control, aircraft systems, and airworthiness concepts.

FAA Administrator David Hinson will give the keynote address to the general session on October 20.

This year's Atlantic City location



During World War II, Civil Air Patrol subchasers in Atlantic City, NJ, don heavy rubber "zoot suits" for missions of up to 200 miles at sea.

gave Expo '95 the inspiration for a tribute to general aviation's "Flying Minutemen" of World War II, the Civil Air Patrol and its World War II Coastal Patrol, which was developed and pioneered in New Jersey. During the event, AOPA will honor three veterans of the Civil Air Patrol who flew in World War II. Some of the equipment used during the war will be on display as well.

For more information, call 1-800-942-4269.

### Headquarters Intercom

September 19, 1995  
No. 95-35

**Diane Spitaliere**  
Manager

Media and Internal Communications  
Division

**Briar S. Haggett**  
Editor

**Michael A. Malden**  
Art Director

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APA-340

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## Retirement Information

Through the end of July, the FAA's retirement estimate system processed more than 30,000 personalized estimates to 11,606 employees. The current monthly rate is between 1,500 and 1,700 estimates each month.

The Office of Human Resource Management and the Director of Acquisitions recently negotiated an expansion to the retirement estimate system. The extension will provide for more than 23,000 retirement estimates, and has provisions to cover potential legislative changes in retirement calculations, specifically to high four or five salary averages. The new contract will extend from the beginning of next month to September 30, 1996, depending on the availability of fiscal year 1996 funding.

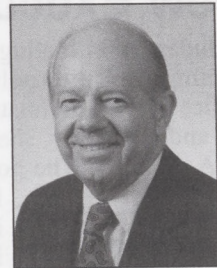
If the FAA should go into a shut-down mode in fiscal year 1996, the system will continue to provide retirement estimates based on obligated funding from fiscal year 1995.

All employees, including managers and supervisors, are encouraged to use the telephone retirement system—1-800-888-4412—for retirement planning purposes.

Employees can request as many estimates as they want, and can project a retirement date until the year 2030.

## Message from the Administrator

### *Increased Security Measures in Effect at U.S. Airports*



As you know, Secretary Peña has asked us to review security procedures and take the necessary steps to ensure the continued safety of air commerce. On the basis of this review, I have directed U.S. domestic airports and air carriers, and FAA facilities to increase security measures.

As FAA employees, we are charged with ensuring the safest, most efficient and responsive aviation system in the world. Now, more than ever, we must provide that service with an increased awareness in security.

I would like your cooperation in these efforts. Security measures will affect everyone—passengers, crews, airport and air carrier workers, and FAA employees. If you work on an airport, your ID's will be revalidated. You may be asked to park in another location or remove your vehicle. You may be challenged out on the ramp. Within your workplace, including regional offices and headquarters, you are being asked to be more alert, to heighten security awareness and to work with our managers and security officials.

I recognize that you may be inconvenienced by these measures but I assure you that these measures are required out of necessity. By demonstrating increased vigilance and setting the best example, we continue to affirm our commitment to maintaining the safest aviation system in the world.

We need to lead this effort. I know I can rely on you and, together, we will meet this latest challenge.

*David Hinson*

David Hinson

## Helping Hand

### *Employee Assistance Program Offers Guidance to FAAers*

The FAA's Employee Assistance Program (EAP) reminds employees that help is available to individuals and families going through difficult times.

According to the EAP, a family affected by divorce brings crisis to all of its members.

For adults going through a divorce, there are likely to be feelings of rejection, anger, guilt, and loss. For children, there may be unrealistic feelings of responsibility for the family

break-up. Each change in family routines will remind them that their family has changed.

The EAP offers help dealing with these feelings through confidential counseling services. Experienced therapists—trained to give personal, effective help—are available to both the employee and the employee's family members to help them through transitional periods such as these.

Services are provided at no cost to the employee, and generally take

place at the worksite or nearby, and may even be available at other locations near the employee's home.

Referral to other appropriate resources will be provided when diagnosis indicates the necessity for long-term counseling.

To arrange a confidential appointment, contact Kim Brams, EAP Manager, or Cary Cook, EAP Counselor, at 267-3945. Employees may also reach the EAP 24-hours a day by calling 1-800-234-1EAP.

## New Executives Named *from page 1*

includes coordinating activities for the administrator relating to aviation policies, and managing the staff of the Office of the Administrator. As the administrator's advisor and counselor, she is required to confer with senior FAA officials. The position also involves representing



Lynne Osmus

Hinson on major agency issues, including negotiations and briefings with Congress, industry, special interest groups, state and local officials, and other federal agencies.

"I am pleased to have the opportunity to be involved in the full scope of FAA activities. I am continually impressed with the caliber of folks that we have at the FAA, and the level of energy and professionalism that they bring to their jobs every

day," said Osmus.

Prior to her appointment as chief of staff, Osmus served since March 1992 as director of the FAA's Office of Civil Aviation Security Operations. Beginning in May 1991, she worked as special assistant to the administrator. In April 1989, she was named acting director of the agency's Office of Civil Aviation Security Policy and Planning. Her career at the FAA has also included various supervisory and management positions relating to aviation security in the agency's Western-Pacific Regional Office. She received a bachelor of arts from the Virginia Polytechnic Institute and State University in 1976.

As deputy associate administrator for Regulation and Certification (AVR), Gilligan is second in command for the certification, production approval, and continued airworthiness of aircraft. Her responsibilities include

assisting Associate Administrator Tony Broderick in licensing pilots, mechanics, and others in air safety-related positions. Gilligan's work also involves certifying and regulating U.S. air carriers and air operators, as well as aviation maintenance firms.



Margaret Gilligan

"The issues facing us in the areas of regulation and certification, especially as we look toward the next century, are among the most important matters facing the agency. I am looking forward to working with the AVR team during these challenging times," said Gilligan.

The Office of Regulation and Certification has approximately 4,600 employees located at FAA head-

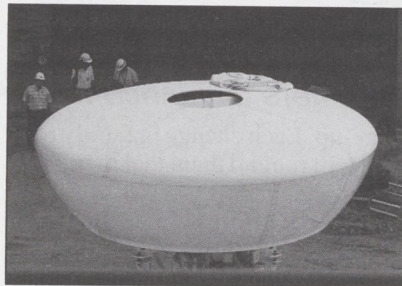
quarters, nine regional offices, and over 125 field facilities throughout the world. Their work is augmented by some 16,000 persons in the private sector designated to perform certain aviation safety functions on behalf of the agency.

Since 1988, Gilligan served in the FAA's Administrator's Office and was chief of staff to four FAA administrators. During November 1991 to June 1992, she served as special counsel to the deputy secretary at the Department of Transportation. In 1987, she was appointed as special assistant to the FAA's chief counsel. She also served as general attorney in the agency's Eastern Region from 1980 to 1987. Gilligan earned a bachelor of arts degree in political science at Manhattanville College in 1975, a law degree from Boston University in 1979, and was admitted to the New York State Bar in 1980.

## Surface Detection Equipment *from page 1*

safety-enhancing device. The radar produces a clear and accurate display even during the severest weather conditions. The display system superimposes an enhanced radar picture on top of a map of the airport so that the controller can see the position of the target radar image and a geographical position on the airport surface. A new radar image is produced each second.

Controllers can "zoom in" on particular targets, add trails behind targets to highlight target motion, and insert information blocks to help identify targets. For



The radar provides a visual display of traffic moving on the airport surface in all weather conditions.

larger airports with extensive runway and taxiway layouts, two ASDE-3s can be coupled into a single, seam-

less mosaic display.

By mid-1998, the ASDE-3 at National Airport will be coupled with an advanced software intensive tracking and warning system which will give warning of potential runway incursions. This system—called the Airport Movement Area Safety System—is currently undergoing development and testing.

The new radar technology replaces the 30-year-old ASDE-2 radar. Washington National's tower, complete with ASDE-3, is expected to be in operation by the spring of 1997.

## Employee Express

### Helping FAAers Change Their Personnel and Payroll Information

The Office of Human Resource Management reminds Headquarters FAAers that Employee Express—a system that allows employees direct access to discretionary payroll information—is still available.

The system was initiated to reduce the time and effort needed to make payroll changes, and is currently being piloted on about 10,000 employees within the FAA and the DOT's Office of the Secretary.

To access the system, call 1-800-827-6289, or visit the kiosk in the Nassif building, PL402. Employees are reminded to keep their social security number and PIN handy when calling the system.

The following information will make it easier for FAAers to use the system:

TO:	PRESS:
return to main menu	0
change direct deposit/allotment	1
change tax information	2

change home address	3
repeat any message	8
back up one step	9
exit the system	*

Employees will need specific information before calling to change the following:

**Direct Deposit:**

bank account number, financial institution routing code

**Federal Tax Withholding:**

filing status, number of exemptions, any additional amount to be withheld

**Home Address:**

new address, including county and zip code

For more information, contact Debbie Clough, 267-3272.

## Merit Awards

### Air Traffic Control Association Recognizes 'Outstanding' FAAers

Several FAAers and agency organizations recently received 1995 Air Traffic Control Association (ATCA) merit awards during the organization's annual award luncheon held earlier this month in Las Vegas, NV.

→ **John Butler**, Boston Tower, New England Region, received the General E.R. Quesada Memorial Award for outstanding achievement as a manager in the air traffic control system.

→ **Clarence Newbern**, retired FAAer, received the George W. Kriske Memorial Award for an outstanding career in air traffic control management.

→ **Washington National Airport Tower**, Eastern Region, received the Earl F. Ward Memorial Award for outstanding group achievement in air traffic control.

→ **Jerald Naylor**, Dulles Tower, Eastern Region; **James Ashe**, Memphis Air Route Traffic Control Center, Southern Region; and **Sandra Teague**, Reno Flight Service Station, Northwest Mountain Region, received the ATCA Air Traffic Control Specialist of the

Year Award in the areas of terminal, en route, and flight service station, respectively. This award recognizes individuals who perform in an exemplary manner in support of the air traffic control system.

→ **David Roop**, Albuquerque Air Route Traffic Control Center, Southwest Region, received the ATCA Airway Facilities Technician of the Year Award for performing in an exemplary manner in support of the air traffic control system.

→ **Edward Timm**, Technical Center, Atlantic City, NJ, received the Clifford Burton Medallion Award for his outstanding support of the National Airspace System.

→ **Logistics Center**, Oklahoma City, OK, received the ATCA Life Cycle Management Award for its outstanding support of the air traffic control system.

→ **Mark Rodgers**, Civil Aeromedical Institute, Oklahoma City, OK; and employees of the **Memphis Tower**, Southern Region; **Albuquerque Air Route Traffic Control Center**, Southwest Region; **Denver Air**

**Route Traffic Control Center**, Northwest Mountain Region; and **Denver Tower/Terminal Radar Approach Control Facility**, Northwest Mountain Region, received the ATCA Special Medallion Award for outstanding contributions to aviation safety and air traffic control achievement.

→ **Dennis Cooper**, FAA Representative to Moscow, received the ATCA Chairman's Citation of Merit Award for his contributions in support of air traffic control.

→ **David Laschinger**, Denver Air Route Traffic Control Center, Northwest Mountain Region, and **Randy Carlson**, Denver Terminal Radar Approach Control Facility, Northwest Mountain Region, received the President's Merit Citation for their contributions in support of air traffic control.

The association's yearly award ceremony recognizes the achievements and contributions of persons engaged in the development, operation, and maintenance of the nation's air traffic control systems.

## DOT Fellows Named

### *Eight FAAers Selected for the 1995-96 Program*

Eight FAA employees have been selected for the 1995-96 DOT Fellows Program.

The program, sponsored by the Council for Excellence in Government, is designed to enhance leadership skills of mid-level managers through a series of interactions with successful leaders from major business and government organizations.

The candidates will continue in their current jobs while participating in a series of monthly seminars, retreats, site visits, and other developmental activities. Several times throughout the year, the DOT Fellows will meet with representatives from the Government-wide Fellows Program to explore the challenges confronting public and private sector managers in the decade ahead.

FAAers selected for this year's program are:

**Renee Anderson**

*Supervisory Personnel Management Specialist*  
Headquarters

**Christine Comer**

*Employee Relations Specialist*  
Headquarters

**Robert Graham**

*Aviation Safety Inspector*  
FAA Academy

**Carol Ann Key**

*Supervisor*  
Washington Section, Seattle Airports District Office  
Northwest Mountain Region

**David Montgomery**

*Supervisory Computer Scientist*  
Technical Center

**Calvin Miles**

*Runway Visual Range Project Team Leader*  
Headquarters

**Mark Rios**

*International Procedures Specialist*  
Headquarters

**Libby Strugatch**

*Contracting Officer*  
Headquarters



**The 1995  
Combined Federal  
Campaign begins  
next month at FAA  
Headquarters.  
Watch *Intercom* for  
more information  
and upcoming events.**

1995 Combined Federal Campaign of the National Capital Area.

## Group Meetings

Here is a list of the meeting dates, times, and places for several FAA employee groups. Membership in all groups is open to FAAers and members' guests.

**Black Coalition.** The National Black Coalition of Federal Aviation Employees meets the *first Tuesday* of each month, 12 noon to 1 p.m., conference room 8ABC.



Next meeting: *October 3*. Contact Carrie Wood, x78411.

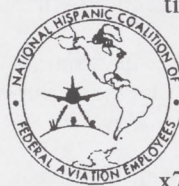
**FWPC.** The Federal Women's Program Committee normally meets the *first Wednesday* of each month. For next month's meeting information, contact Doretha Robinson, x75842.



**Headquarters EPG.** The Headquarters Employee Participation Group meets the *second Thursday* of every

month, 9 to 11 a.m., McCracken room. Next meeting: *October 12*. Contact Bob Cripe, x78211, or Gerrie Robinson, x79678, for meeting location.

**Hispanic Coalition.** The National Hispanic Coalition of Federal Aviation Employees meets the *first Wednesday* of each month, 12 noon. Next meeting: *October 4*, room 5C. Contact Mark Rios, x79339.



**International Training.** The Federal Aviation Club, International Training in Communication, meets *every Wednesday* from 12 noon to 1 p.m.

The group provides instruction on how to communicate effectively, build self-confidence, stimulate the exchange of ideas, express individual thoughts, learn skills to use at work, and receive training to increase individual effectiveness. All efforts will be constructively evaluated by the group.

Contact L'Tanya Talley, x79330, or Sylvine Blackwell, (202) 529-2573, for meeting location.

**Managers Association.** The Federal Managers Association, FAA Headquarters Chapter 265, meets the *second Thursday* of each month, from 12 noon to 1 p.m., in the MOC room. Next meeting: *October 12*. Contact Warren Davis, x79224.

**NA-AN.** The Native American-Alaskan Native Coalition meets the *third Wednesday* of each month from 1 to 2 p.m. Next meeting: *October 18*. Contact Rob Paul, x77045 or Mark Blazy, x73949, for meeting location.

**NAPA.** The National Asian and Pacific American Association of Federal Aviation Employees meets the *second Tuesday* of each month, 12 noon to 1 p.m., conference room 408. Next meeting: *October 10*. Contact Al Kaulia, x78317.



**NCFAED.** The National Coalition of Federal Aviation Employees with Disabilities meets *every Thursday* from 12 noon to 1 p.m., in conference room 937C. Contact Jeri Dimaggio, x65124.

**Toastmasters.** The FAA chapter of Toastmasters—the FAA Speechmasters—meets the *first and third Tuesday* of every month from 12 noon to 1 p.m., MOC room. Next meetings: *October 3 and 17*. Contact Caprice Lloyd, x79881, or Steve Black, x79094.



**TWO.** The Headquarters Technical Women's organization meets the *third Thursday* of each month, 12 noon to 1 p.m., conference room 815. Next meeting: *October 19*. Contact Genia Embrey, x77197.

**Volunteer Committee.** The FAA Volunteer Committee meets the *second Tuesday* of each month at 11:30 a.m., conference room 812C. Next meeting: *October 10*. Contact Margaret Powell, x67037.

## Aidswalk '95

### Daschle Encourages FAAers to Walk This Year

FAA Deputy Administrator Linda Hall Daschle invites all employees to join her and DOT Secretary Federico Peña in the AIDSWALK Washington, on Saturday, September 23. This year's event is a five kilometer fun walk, which will begin in front of the U.S. Capitol.

In a recent letter to all employees, Daschle encouraged FAAers to walk in the event, saying, "I hope you will participate in AIDSWALK Washington, because we can't do this without you."

The goal of the event is to promote HIV awareness in the Nation's Capital, and to raise \$2 million for AIDS services, education, and research. AIDSWALK Washington has received permission from the Office of

Personnel Management to conduct fundraising within the federal workplace. This does not include the solicitation of donations from "prohibited sources," including those who are regulated by or do business with the FAA, or who have a stake in an employee's performance of their official duties.

Pledge sheets to record contributions are available from display racks near the second floor cafeteria. Employees are reminded to record FAA's team number—10349—on their pledge sheets. FAAers may also participate by sponsoring another walker.

For more information, employees can contact FAA team captains Brooke Collins on 267-3516, or James Stein via cc:Mail.

## Flightplan

**Open Season.** This year's open season for senior international FAA representative positions, GS-301-15, runs through *October 2*. All selections for the next two years will be made following this open season, under vacancy announcement number 1-API-95-1805.

Opportunities are available in places like Dakar, Beijing, and London. All selectees will undergo medical and security screening, and will receive cross-cultural and orientation training. FAAers stationed overseas can receive benefits that include housing subsidies and cost-of-living allowances.

Interested employees can contact their servicing personnel office for more information, or a copy of the vacancy announcement.

**Joint Symposium.** The National Transportation Safety Board and National Aeronautics and Space Administration are co-sponsoring a symposium on transportation fatigue and how it can be avoided on *Wednesday and Thursday, November 1 and 2*, at the Sheraton Premiere Hotel, Tysons Corner, VA.

This first-ever symposium will examine fatigue in all transportation modes—land, sea, and air. The event is a “nuts and bolts” meeting zeroing in on how fatigue significantly contributes to accidents and will highlight the Fatigue Countermeasures Program developed by scientists at NASA Ames Research Center.

For more information, contact the NTSB Office of Public Affairs, (202) 382-0660.

**Overseas Jobs.** The International Civil Aviation Organization (ICAO) has two job announcements open to FAA employees.

The positions are being advertised under the following vacancy numbers:

### Montreal

PC-95/13/P-5

Chief, Accident Investigation and Prevention Section

### Mexico

PC-95/14/P-5

Deputy Representative

Initial appointments are three years for all assignments. Government employees accepting positions with ICAO are entitled to reemployment rights.

Applications are due in Administrative Systems and Overseas Support, API-19, by *Wednesday, November 1*.

For more information about salary, qualifications, applications, and benefits, employees can contact their servicing personnel office, or API-19, (202) 267-9085.

**Ground School.** The FAA Flying Club is offering private pilot ground school on Tuesdays and Thursdays beginning *Tuesday, September 19*, in conference rooms 5ABC, from 6 to 9 p.m. The course will run through November 14.

Topics include flight theory, engines, air traffic control procedures, communications, weather, federal aviation regulations, and other pertinent issues.

For more information contact Brian James, (703) 739-3870, or Patti Johnson, (301) 292-2825.

**Flights of Fancy.** “Flights of Fancy: Photographs by Jacques-Henri Lartigue, 1904-1922” opens *Saturday, September 30*, at the Smithsonian's Air and Space Museum. It will be in the Flight in the Arts gallery, and closes March 3, 1996.

The exhibit, featuring modern prints from 84 negatives, shows the evolution of flight in France through one man's camera. Lartigue became interested in aviation at the age of 10, and by 15 he had taken more than 1,000 photographs of different flying machines. He also kept a journal from the day he took his first photograph, until his death in 1986, describing and sketching what he had seen.

The National Air and Space Museum is located at 6th Street and In-

dependence Ave., SW, and is open to the public seven days a week, from 10 a.m. until 5:30 p.m. Admission is free.

**Three Weeks, Please.** *Intercom* gladly runs announcements in *Flightplan*.

To make sure the information gets to FAAers in a timely manner, submit all items *at least three weeks in advance* of the event.

Bring announcements to room 909B, or send them to Briar S. Haggett via cc:Mail.

## Healthbeat

**Lectures and Videos.** The Headquarters Health Awareness Program is sponsoring lectures and videos on preventing heart attacks and understanding cholesterol.

The first, called “Heart Attack: Signs, Symptoms, and Prevention,” will be shown *Wednesday, September 20*, in the clinic, room 327, from 10 to 11 a.m. The second, called “Cholesterol: The Good, the Bad, and the Ugly,” will be shown *Wednesday, September 27*, in the clinic, room 327, from 10 to 11 a.m.

All employees are invited to attend. For more information, contact Peggy Gray, 267-3405.



**Allergy Injections.** Allergy injections are given in the clinic, room 327, on *Tuesdays and Thursdays*, from 9 to 11 a.m., and from 2 to 3 p.m.

**Clinic Hours.** The Headquarters health clinic, room 327, is open daily from 8:30 a.m. until 5 p.m., with normal lunch time from 12 noon to 1 p.m. If an emergency occurs, the lunch hour may vary.

In case of an emergency when the clinic is not covered, employees can dial 9-911.



# Headquarters Intercom

## It's Up to You

### Federal Government Kicks Off the 1995 Combined Federal Campaign

Asking federal employees if they were "ready to break more records than Cal Ripken and have more fun than David Letterman," Secretary of Health and Human Services Donna Shalala recently kicked off the federal government's 1995 Combined Federal Campaign (CFC).

As this year's Campaign Chair, Shalala hosted the CFC rally at the Andrew W. Mellon auditorium in downtown Washington. The theme for the 1995 cam-



At the recent CFC kickoff rally are Deputy Associate Administrator for Regulation and Certification Peggy Gilligan, left, and Secretary of Health and Human Services Donna Shalala.

paign is "It's Up To You!"

"We're here to win," said Shalala, "for the disabled child in Maryland  
*turn to CFC on page 3*

## Fundamental Changes

### Hinson Supports Legislation to Reform the FAA

FAA Administrator David Hinson recently offered his support for legislation that proposes to reform the agency by giving it "the resources and the flexibility we need to continue the United States' unparalleled record of aviation safety, efficiency, and security."

Simply put, said Hinson, "the FAA must have meaningful reform and greater flexibility in personnel, procurement, and financing if we are going to continue to provide the same high level of safety and service that

the American people depend on every day."

Hinson complimented Senators McCain and Ford, and Congressman Clement, as well as their staffs for the hard work they put into the bill.

The bill proposes fundamental changes to the aviation system—"precisely the kind of changes we need to ensure that the United States will have the safest, most efficient aviation system in the world," said Hinson. It allows personnel, procurement, and  
*turn to FAA Reform on page 3*

## Highlights

**Special Assistant.** Ava Robinson has been named special assistant to Thomas McSweeney, director, Aircraft Certification Service.

Robinson replaces Dan Salvano who left Headquarters to become the director of the Aircraft Certification Service, Rotorcraft Directorate, in the Southwest Region.

In her new position, Robinson will assist the director and deputy director in developing and implementing policy and international strategies. She will also oversee the service's research and development activities and aviation rulemaking projects.

Robinson began her FAA career in 1990 as an aviation safety inspector in Long Beach, CA. For the past three years, she has held several positions in Washington Headquarters. In 1992, she worked as the program manager for Production and Airworthiness Certification of Airborne Software. Her most recent position was manager of the Policy and Procedures Branch. Before coming to the FAA, Robinson worked for the Department of Defense in Los Angeles, CA, as a quality assurance manager.



Ava Robinson

**Chairman and CEO.** Former FAA Deputy Administrator Barry Harris was recently elected chairman and chief executive officer of Atlanta-based Independence Air.

*turn to Highlights on page 2*

## Highlights from page 1

Though the airline is still awaiting government approval to begin service, it plans to use Airbus A-300B planes with room for 270 passengers when it is able to begin flying. The airline will offer low-cost flights between Atlanta and Los Angeles and New York.

Harris was most recently a senior partner with the consulting firm Cole, Harris, and Carr, and will continue in that position in conjunction with his new duties at Independence.

Harris served as the FAA's deputy administrator from March 1990 to January 1993.

**Closer Cooperation.** In the first of a three-phase program of FAA/General Administration of Civil Aviation of China (CAAC) cooperation, the Flight Standards Service recently hosted a meeting on FAA safety oversight in the operations and maintenance arenas with 10 of their counterparts from the CAAC.

The first two weeks of the meeting were dedicated to FAA Headquarters Flight Standards functions and responsibilities, including a series of technical presentations on topics like air carrier certification, flight proce-

dures development, inspector qualification and training, and mechanic certification. The final week was hosted by Western-Pacific Region's Flight Standards Division, and was dedicated to regional program management and the roles of FAA Flight Standards field facilities in providing direct oversight of industry operations.

The three-phase program of FAA/



Members of the Chinese delegation with FAA Administrator David Hinson, middle, and Flight Standards Director Tom Accardi, second from right.

CAAC cooperation is outlined in the 1995 *Work Plan for Cooperation in the Area of Flight Standards Operations and Maintenance Safety*. The goal of the plan is to help China develop operational and maintenance regulations, policies, and procedures, as well as regulatory oversight infrastructure to improve operational safety.

The second phase—scheduled to take place later this year—will include a cooperative on-site review of China's system of safety oversight. The final step will address the recommendations that arise from phase two.

**Safety Analysis.** The FAA will use the newly developed Safety Performance Analysis System (SPAS) to better and more cost effectively translate and compare information from the nearly 365,000 airline surveillance/inspection activities done each year.

The system—designed to support the "zero accidents" initiative to enhance air safety—is currently operational at FAA Headquarters, Eastern Regional Headquarters in Jamaica, NY, and the Technical Center in Atlantic City, NJ. The agency expects to have more than 2,500 aviation

safety inspectors on line by 1998.

SPAS allows inspectors to do in hours what once took several days by comparing an air carrier's own current-to-past performance or comparing the records of similar-sized carriers. Using Microsoft "Windows 95" technology, inspectors will be able to identify potential concerns in the aviation industry and take swift action to gain compliance with the rules when necessary.

SPAS information is displayed in user-friendly graphs or tables that indicate trends and point to potential areas of concern. The initial system examines repair stations, schools, and all air carriers. In the next several months the ability to evaluate and compare aircraft types and air personnel will be added.

**Observation Gallery.** Baltimore-Washington International Airport recently opened an Observation Gallery on the upper level of the terminal building.

Located between Piers B and C, the gallery offers views of air traffic from two levels, along with an exhibit on the history of commercial aviation in the U.S., interactive computer access to nationwide weather and air traffic conditions, and a flight simulator that lets patrons actually "land" a plane.

Accompanying the gallery are a cafe, Smithsonian Museum shop, and a children's play area.

For more information on the gallery, call 1-800-435-9294.

**Tuesday Deadline.** *Headquarters Intercom* is published weekly. The deadline for items is *no later than 4 p.m. every Tuesday* for inclusion in the following issue.

But don't wait until the last minute. Get items in as soon as possible.

Bring them to room 909B or call x73441.

## Headquarters Intercom

September 26, 1995  
No. 95-36

**Diane Spitaliere**  
Manager  
Media and Internal Communications  
Division

**Briar S. Haggett**  
Editor

**Michael A. Malden**  
Art Director

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Washington, DC 20591  
(202) 267-3441

## CFC Kickoff *from page 1*

who dreams of running the 100-yard dash in the Special Olympics; the community in Zaire, desperately in need of clean water and clean sanitation; and the woman in Washington, DC, with breast cancer who's counting on a treatment and praying for a cure. We're here to win for the healing spirit of public service and the proud legacy of public servants."

Despite the current climate in Washington, DC, Shalala said there has never been a better time for federal employees to show the country their compassion, leadership, and dedication. "Out of 420 CFC campaigns," she said, "our federal workers continue to set the pace for the entire nation."

The Banks family, whose son Michael has cerebral palsy, was also on hand during the rally to express their gratitude for the help they have received through the CFC. Michael's father, Marine Major Dave Banks, volunteers his time to talk to federal workers about the campaign. "This is



Members of the Banks family with Secretary of Health and Human Services Donna Shalala, far left.

a chance for me to give back to the agencies that have given me and my family so much," he said.

FAA Administrator David Hinson is serving as this agency's campaign chairman, and Associate Administrator for Regulation and Certification Tony Broderick is serving as vice chairman. The FAA will officially kick off its campaign next month.

More than 2,500 local, national, and international volunteer agencies are participating in this year's effort.

Look for more detailed information about upcoming events at Headquarters in future issues of *Intercom*.

## FAA Reform *from page 1*

financing processes flexible enough to take advantage of new technologies, match resources with real personnel needs, respond quickly and effectively to unexpected changes, and necessary resources for the FAA to plan, implement, and complete long-term strategies in a timely and efficient manner.

The FAA is one of the few non-defense government services that operates 24 hours a day, 365 days a year. Today, the agency is facing the

dual challenge of keeping pace with unprecedented growth in aviation while trying to manage a steadily declining budget.

"The FAA is prepared to meet the challenges—and the responsibilities—of the future," said Hinson, "but we cannot fulfill that mission if our personnel, procurement, and financing processes are mired in the past. We can only ensure public safety and system efficiency if we have the tools we need to do the job right."

## Flightplan

**Golf Classic.** The FAA Volunteer Committee is sponsoring the agency's first annual Fall Golf Classic on *Wednesday, October 11*, at 1:30 p.m. at the Augustine Golf Club in Stafford, VA.

A \$60 entry fee includes 18 holes of golf with a cart, and prizes for the top teams. Checks can be made payable to FAA Volunteer Committee.

The deadline for entries is October 5. Entries should be sent to Roger Martino, ASU-100, room 435. He can be reached on 267-8506.

**Flights of Fancy.** "Flights of Fancy: Photographs by Jacques-Henri Lartigue, 1904-1922" opens *Saturday, September 30*, at the Smithsonian's Air and Space Museum. It will be in the Flight in the Arts gallery, and closes March 3, 1996.

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Interested employees can contact their servicing personnel office for more information, or a copy of the vacancy announcement.

# Congratulations, Graduates!

## 20 FAAers Complete Mid-Level Manager Development Program

Twenty agency managers from across the country recently graduated from the FAA's Mid-Level Manager Development Program during a ceremony held in Washington, DC, the site of the group's final workshop.

The two-year program—which targets GS-14s and 15s with managerial and supervisory experience—is designed to sharpen skills for upper-management positions. Its goal is to enrich the selection pool for these high-level jobs by developing candidates throughout the agency's diverse work force.

Developmental activities included an orientation work-

shop, assessment workshop by the Center for Creative Leadership, rotational and shadowing assignments, career planning, action learning projects, and topical workshops. During the two-year program, senior executives throughout the agency acted as mentors for program participants.

The FAA is currently reengineering its management and executive development programs, and will soon determine plans for this and all other similar programs in the future.

Graduates from the 1993 program include:

**George Baty**

*Seattle System Management Office  
Northwest Mountain Region*

**George Bloomingbird**

*Airway Facilities Operations Branch  
Great Lakes Region*

**Judy Branting**

*Great Lakes Special Programs  
Headquarters*

**D. Alan Bryan**

*Airway Facilities Operations Branch  
Southern Region*

**Deborah Carlson**

*National Materiel Management Systems  
Headquarters*

**Kris Conquergood**

*Resource Management Branch  
Alaskan Region*

**Marcia Corey**

*Airway Facilities Training Division  
Headquarters*

**Felix Enriquez**

*San Juan Airway Facilities Sector Office  
Southern Region*

**Michael Faltermeier**

*Planning and Programming Branch  
Central Region*

**Rosa Marie Flores**

*Air Traffic Control System  
Command Center Program Manager  
Headquarters*

**Paul Gallup**

*Maintenance Operations  
Western-Pacific Region*

**Michael Henry**

*General Aviation and Commercial Division  
Headquarters*

**Deborah Johnson**

*Trenton System Management Office  
Eastern Region*

**John Lukaszewicz**

*Communications Section  
Southern Region*

**Jeanne Martin**

*Airway Facilities Technical Support Staff  
Central Region*

**Terry Page**

*Washington Airports District Office  
Eastern Region*

**Ellis Powell**

*Syracuse Airway Facilities Sector Office  
Eastern Region*

**Robert Rovinsky**

*Program Analysis  
Headquarters*

**Gilbert Thompson**

*Los Angeles Aircraft Certification Office  
Western-Pacific Region*

**John Zalenchak**

*NAS Operations Program  
Headquarters*



U.S. Department of Transportation  
Federal Aviation Administration

# Headquarters Intercom

## Outstanding Example

### Daschle Named 'Manager of the Year' By Professional Women Controllers

FAA Deputy Administrator Linda Hall Daschle was recently named "Manager of the Year" by the Professional Women Controllers, Inc. (PWC), for ensuring the equal treatment of all FAA employees.

Cited as "an outstanding example of how management leadership can motivate action on issues that have previously laid dormant," Daschle was recognized for her leadership and emphasis on several employee issues.

Over the past year, Daschle met with employee groups to hear their concerns and challenged managers

and bargaining unit leaders when their positions did not support equal opportunity and fairness for all employees. She also created a position in the

*turn to Manager on page 4*



Lance Strozien

FAA Deputy Administrator Linda Hall Daschle, center, receives the Manager of the Year Award from PWC members Kari-Ann Drye, left, and Yvonne Leung, right.

## Improving Service

### FAA and NASA Form Partnership to Improve Air Transportation Efficiency

FAA Administrator David Hinson and National Aeronautics and Space Administration (NASA) Administrator Daniel Goldin recently signed a memorandum of understanding to initiate joint research and development activities that will improve the efficiency of the nation's airspace system. Using the latest aerospace technology, FAA/NASA initiatives will ultimately improve service to the flying public by decreasing delays through increased airspace user flexibility.

Speaking before a luncheon hosted by the American Institute of Aeronautics and Astronautics, Hinson said the initiative will be managed by a NASA/FAA Integrated Product Team. The team will focus on improvements that can be implemented within the next 10 years. "I'm confident that this partnership will help bring aviation into the 21st century," said Hinson.

The combination of NASA's aeronautics and FAA's air traffic man-

*turn to Partnership on page 4*

## Highlights

**Outstanding Service.** The FAA's Washington Air Route Traffic Control Center (ARTCC) was recently honored by AirLifeLine—a non-profit, emergency medical evacuation group—for its outstanding air traffic services support over the past 16 years. The award was presented by Jon Wurtzburger, a member of AirLifeLine's national board of directors.

AirLifeLine provides free air transportation to patients who must be transported to a distant medical facility for treatments, transplants, or operations. Patients who do not have the financial resources to afford commercial transportation are flown by private pilots who donate their time, skill, aircraft, and fuel. Since 1978, the organization has flown over 8,000 missions and five million miles. In 1994 alone, Washington ARTCC handled 2,360,549 operations.

Accepting the award for the center was Sabra Kaulia, the facility's air traffic manager. "We are very honored to be recognized by such a meaningful and necessary organization such as AirLifeLine," said Kaulia. "Without dedicated employees like our air traffic controllers at Washington ARTCC, the FAA would not be able to support such organizations. We are very pleased to contribute to its life-saving mission."

**Presidential Honors.** The FAA's Northwest Mountain Region was recently named the 1995 President's Employer of the Year for its outstanding achievements toward im-

*turn to Highlights on page 2*

## Highlights *from page 1*

proving employment opportunities for people with disabilities.



Despite severe hiring restrictions, the region has developed policies and guidelines that will help improve employment opportunities for people with disabilities. The region has printed several brochures and guidebooks including "Discover Abilities—How to Employ Persons with Disabilities," "Understanding Reasonable Accommodations," and "Guidelines for Recruitment and Appointments of Persons with Disabilities." The region has also provided sign language training for its employees and developed standard operating procedures for the appointments of people with disabilities.

The award will be presented at an awards banquet at the Oregon Convention Center in Portland, OR, in May.

The region also received the 1994 Washington State Governor's Award for Large Employer of the Year.

### Headquarters Intercom

October 3, 1995  
No. 95-37

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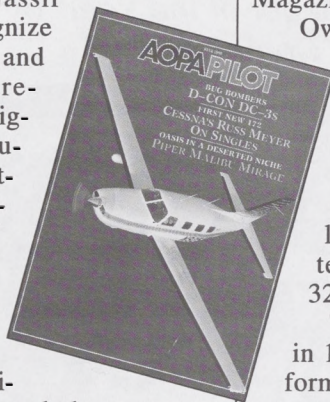
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**Minority Business.** The DOT recently celebrated Minority Enterprise Development Week to recognize the accomplishments of minority entrepreneurs. Every year since 1983, the President has selected one week to honor these accomplishments.

This year's theme was "Minority Business: Building America's Future through Economic Growth and Job Creation."

DOT hosted a trade fair in the plaza of the Nassif building to recognize those minority and women entrepreneurs who made significant contributions to the department. "These entrepreneurs," said DOT Secretary Federico Peña, "continue to make outstanding contributions in our workplace, bringing products and services into our



economy and creating thousands of job opportunities for today's workers."

During the fair, DOT's operating administrations also presented awards to minority and women-owned enterprises who have made outstanding contributions in the transportation field.

**Most Popular.** Recent Audit Bureau of Circulation figures for June of this year show that AOPA Pilot Magazine—published by the Aircraft

Owners and Pilots Association—is the world's largest circulation aviation magazine.

The publication reaches an audience of 331,218 pilots and aircraft owners exclusively through home delivery. The second place contender has a circulation of 320,092.

The association was founded in 1939 to provide pilots the information, education, and representation to keep flying safe, productive, affordable, and fun.

## People

**Great Save!** A small civil aircraft flying recently near Kennebunkport, ME, owes its safe landing at Bangor Airport to FAAer Fran Heil and several Air Traffic employees in the New England Region.

On his way to Brunswick, ME, for training, Heil—an attorney in Headquarters' Office of the Chief Counsel and a Naval Reserve pilot—received word that a Cessna 210 had lost electrical power and needed assistance. At the time, Heil was the pilot-in-command of a Navy P-3C Orion aircraft. The Cessna was believed to be lost along the Atlantic Coast with no equipment to navigate at night. John Foster, a controller at Boston Air Traffic Control Tower in the New England Region, vectored Heil to a position about 50 miles east of Bangor in the hopes that the two could locate the smaller aircraft. Foster told Heil that he had been looking for the lost

aircraft for nearly an hour. When Heil got within 10 miles of the estimated position, he turned on all his lights and tried to establish communication with the lost aircraft. The pilot of the smaller aircraft eventually saw Heil's strobe and landing lights, and using a hand-held radio, established limited radio communication with Heil.

After confirming a landing for the small aircraft at Bangor Airport, Heil slowed his aircraft to match the speed of the Cessna, and the smaller craft followed him safely the 50 miles to the runway.

Following the incident, Heil commended the efforts of all the Air Traffic employees in the New England Region who were involved in the rescue of the Cessna 210. "Their professional attitude and resourcefulness directly contributed to the safe and successful conclusion to a potentially disastrous situation," said Heil. "I applauded them all."

It's up  
to you!

## It's Up to You

*Combined Federal Campaign Runs Through December 15*

A rally in support of this year's Combined Federal Campaign (CFC) at Headquarters will be held on Wednesday, October 11, from 1 to 2 p.m., in the auditorium.

The theme for the 1995 campaign, which runs through December 15, is "It's Up To You."

FAA Administrator David Hinson is the agency's campaign chairman, and Associate Administrator for Regulation and Certification Tony Broderick is serving as vice chairman. This year's CFC leadership team, headed by Regulation and Certification's Julie Beckham, consists of Jeanette Atchinson, Teresa Bradshaw, Susan

Dawson, Wendy Donaldson, Jawana Harrison, Regina Jones, Margo Olson, Theresa Payne, Delores Powers, Faye Schubert, and Jim Witeck. The CFC "loaned executive" for the FAA and the U.S. Coast Guard is Charles Ming, campaign communicator is Briar Haggett, and the building management liaison is LaDora Armbrister.

More than 2,500 local, national, and international volunteer agencies are participating in this year's campaign.

During the next several weeks, numerous CFC activities will take place at Headquarters. Employees are encouraged to get involved in the effort, and help raise funds for the CFC. Look for more detailed information about upcoming events in future issues of Headquarters *Intercom*.

## Respecting Our Differences

*FAA Hosts a Celebration for Hispanic Heritage Month*

"The celebration of Hispanic Heritage Month is about pride in our own background and educating others," said Gloria Gutierrez, keynote speaker at the Headquarters kickoff of National Hispanic Heritage Month.

Gutierrez, who is the deputy assistant secretary for Administration at the Department of Commerce, told FAAers that a fundamental underpinning of Hispanic



From left to right at the recent celebration are Cesar De Leon, Research and Special Programs Administration, DOT Secretary Federico Peña, and Gloria Gutierrez, Department of Commerce.



The mariachi band "Los Amigos" provides musical entertainment to FAAers during the kickoff of Hispanic Heritage Month.

society is "respect for the rights of others is peace." She spoke of the struggles Hispanics have faced over the years, saying that "the challenges that face us will not go away as quickly as this month will."

Gutierrez asked FAAers to "turn from each other, to each other," and use this month to raise the awareness of all employees about Hispanic heritage.

During the ceremony, DOT Secretary Federico Peña

reminded FAAers that "we can use our differences to make us globally competitive and the finest country in the world." By putting issues in perspective, said Peña, "we can move our country forward into the next century and not be distracted by the highly sensationalized issues."

This year's master of ceremonies was Cesar De Leon, deputy associate administrator for Pipeline Safety for the Research and Special Programs Administration.

Hispanic Heritage Month runs through October 15. In a recent proclamation to honor the event, President Clinton called upon government officials, educators, and all the people of the United States "to honor this observance with appropriate programs, ceremonies, and activities, and encourage all Americans to rededicate themselves to the pursuit of equality."

## 'SWIFT'er Selections

### HR Reengineers Position Classification Process

In an effort to improve service delivery, the Office of Human Resource Management recently reengineered the position classification process. This is the first in a set of products to enable managers to make Selections WithIn Faster Times (SWIFT).

The SWIFT system will be easier to use than traditional HR services. The new position classification system includes a delegation of classification authority to the requesting organization; increased use of nationally classified standard position descriptions; and an automated library of the standard position descriptions.

Under the new process, FAA lines of business will be able to request a formal

delegation of authority to classify their own positions. "Once employees in these organizations are trained in the basics of position classification, it will be easier for them to respond to their own program needs," said Kay Frances Dolan, the agency's acting director for Human Resource Management.

The use of nationally classified standard position descriptions (SPD) will also simplify the process. These are pre-classified position descriptions that contain information applicable to many different positions and allow the same SPD to be used for employees performing similar work throughout the FAA.

These standard position descriptions will be accessible via an automated

library system. Managers will be able to quickly look at available SPD's and select the one that most closely fits their needs. "SPD's, since they are already classified, require no processing time and allow supervisors to move immediately to recruitment and staffing activities to help them fill positions more quickly," said Dolan.

The SWIFT system is an integral part of the HR vision to "be a dynamic, streamlined, entrepreneurial enterprise that is our customers' first choice and a model for others."

For more information on the reengineered position classification process, contact Nancy Hurmence, 267-3903, or Cindy Medlock, 267-3850.

## Flightplan

**Overseas Jobs.** The International Civil Aviation Organization (ICAO) has two job announcements open to FAA employees.

**Montreal**  
PC-95/13/P-5

Chief, Accident Investigation and Prevention Section

**Mexico**  
PC-95/14/P-5  
Deputy Representative

Initial appointments are three years for all assignments. Government employees accepting positions with ICAO are entitled to reemployment rights.

Applications are due in Administrative Systems and Overseas Support, API-19, by *Wednesday, November 1*.

For more information about salary, qualifications, applications, and benefits, employees can contact their servicing personnel office, or API-19, (202) 267-9085.

**Golf Classic.** The FAA Volunteer Committee is sponsoring the agency's first annual Fall Golf Classic on *Wednesday, October 11*, at 1:30 p.m. at the Augustine Golf Club in Stafford, VA.

A \$60 entry fee includes 18 holes of golf with a cart, and prizes for the top teams. Checks can be made payable to FAA Volunteer Committee.

The deadline for entries is October 5. Entries can be sent to Roger Martino, ASU-100, room 435. Martino can be reached on 267-8506.

## Manager *from page 1*

Office of Civil Rights to manage diversity issues and ensure that FAA managers are proactively promoting diversity in the agency. Along this same line, Daschle created diversity report-out meetings with different FAA organizations and invited employee groups to attend and ask questions of managers on their diversity plans.

Daschle was also recognized by the group for "encouraging and supporting participation in PWC while demonstrating a high commitment to PWC goals."

## Partnership *from page 1*

agement expertise will build upon the recent successes of the National Route Program, which is already providing airspace users with the flexibility to choose the

**'I'm confident that this FAA/NASA partnership will help bring aviation into the 21st century.'**

David Hinson  
FAA Administrator

most efficient routes, saving time and fuel. The FAA's long-term goal of Free Flight will eventually allow pilots, whenever practical, to choose their own route and file a flight plan that follows the most efficient and economical trajectories.



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

# Headquarters Intercom



The FAA's modernization efforts include improving staffing, training, and communications throughout the nation's air traffic system.

## Improving Operations

### FAA Takes Action To Improve the Nation's Air Traffic Control System

As part of a modernization effort he called "the backbone of the air traffic system of the future," DOT Secretary Federico Peña recently spoke to members of the media about the FAA's efforts to improve staffing, training, and communications throughout the nation's air traffic system.

Peña opened the Washington,

DC, press conference by saying that "our skies are the safest in the world, and I'm committed to doing whatever it takes to keep it that way."

The Secretary stressed that the nation's air traffic control system is now operating better than at any time in the past twelve years, with

turn to **Improving** on page 3

## Temporary Tower

### Amarillo Airport Gets the First of Eight Mobile Air Traffic Control Facilities

FAAers in the Amarillo Airport Control Tower recently moved to a "mobile" home while their facility undergoes a \$1.8 million asbestos removal and remodeling.

The temporary facility, called a

Mobile Air Traffic Control Tower, is the first of eight such towers scheduled to be constructed for use during natural disasters like hurricanes and earthquakes which may disable a per-

turn to **Mobile** on page 3

## Highlights

**Top ARAC Posts.** The FAA recently announced the appointments of Sarah MacLeod and Steven Brown, as chair and vice chair, respectively, of the Aviation Rulemaking Advisory Committee (ARAC).

MacLeod is currently the executive director of the Aeronautical Repair Station Association, and Brown is senior vice president of government and technical affairs for the Aircraft Owners and Pilots Association.

According to FAA Administrator David Hinson, the concept of various organizations working together with the FAA in the rulemaking process is in keeping with the agency's belief in a "shared responsibility between the FAA and the aviation community to further enhance safety."

Chartered by the FAA in 1991, the ARAC is comprised of 64 aviation organizations representing the entire aviation community—including air carriers, airports, manufacturers, general aviation groups, labor groups, environmental groups, universities, corporations, associations, and public interest groups. The group provides advice and recommendations to Hinson on the full range of the FAA's rulemaking activity with respect to aviation-related issues.

**New Radar.** The FAA recently commissioned the airport surveillance radar—or ASR-9—at Cumberland, ME, to help air traffic controllers track aircraft through all types of weather conditions.

The new system will provide priority to **Highlights** on page 2

## Highlights from page 1

mary radar coverage for Portland and satellite airports located within a 55-mile radius of Cumberland. The ASR-9 shows aircraft and weather activity simultaneously, enabling air traffic controllers to track aircraft at a wide range of altitudes.

The radar is part of the FAA's multi-billion dollar plan to modernize the National Airspace System. It replaces tube-type equipment installed in the early 1960s.

**CFC Goals.** The FAA's goal for this year's Combined Federal Campaign (CFC) is \$337,682. The total goal for the entire DOT is \$1,273,939.

Throughout this month, in the lobby of the Headquarters building, tables will be set up for several of the volunteer agencies participating in the campaign to answer employee questions.

A campaign rally has also been scheduled for Wednesday, October 11, from 1 to 2 p.m. in the auditorium.

The theme for the 1995 campaign,

It's up  
to you!



which runs through December 15, is "It's Up To You."

**Workers' Comp.** The Office of Human Resource Management reminds FAAers of the proper procedures for filing workers' compensation claims.

Employees who are injured on the job or while on travel in official duty status should report the incident to their supervisor and to Barbara Williams, the agency's compensation specialist.

Several forms must first be completed before the entire package is forwarded to the Department of Labor, who manages the Workers' Compensation program. Williams is available to counsel employees and provide them with the required forms.

FAAers are also reminded that if a claim is denied, annual, sick, or leave without pay must be retroactively substituted for any continuation of pay leave taken.

Williams can be reached on 267-3873.

**Permanent Closing.** The FAA's Flight Service Station in Red Bluff, CA, closed its doors on September 28, making it the last to do so in the Western-Pacific Region.

The continuation of the services

previously provided by the Red Bluff facility will be assumed by the Rancho Murieta Automated Flight Service Station located just outside Sacramento, CA.

The Red Bluff facility was established in 1943. Prior to its recent closing, the facility employed eight personnel who handled nearly 56,000 operations in the 12-month period ending August 31.

Closure of the facility is part of a nationwide project to consolidate all flight service stations into 61 automated facilities that will better serve the demands of aviation.

## Healthbeat

**Flu Shots.** The FAA health clinic, room 327, will administer flu shots on the following dates:

- *Monday, October 16 and 23,* from 9-11 a.m. and 2-4 p.m.
- *Wednesday, October 18 and 25,* from 9-11 a.m. and 2-4 p.m.
- *Friday, October 20 and 27,* from 9-11 a.m., and 9-11 a.m. and 2-4 p.m., respectively



Employees must present their ID card in order to receive the flu vaccine. The clinic does not recommend the shot for those persons allergic to eggs or egg products; sensitive to Thimerosal; with an active neurological disorder; or with fever, acute respiratory, or other active infections or illness.

**Blood Drive.** The FAA Blood Drive will be held *Wednesday, October 18,* from 9:30 a.m. until 3:30 p.m. in conference room 5ABC.

Interested employees are asked to sign up for an appointment in the clinic, room 327.

## Headquarters Intercom

October 10, 1995  
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## People

**Leave Donations.** Gale Harrell, a member of the Benefits Functional Team in the Office of Human Resource Management, is an eligible recipient for the FAA's leave donor program.

Harrell has been out of the office for several weeks caring for her mother, who has undergone four major surgeries in the past month, and requires full-time care.

She will soon have exhausted all of her leave.

Anyone wishing to donate annual leave can pick up the appropriate form—Office of Personnel Management optional form 630-A—in room 109, or contact Veronica Stover, leave donor coordinator, 267-3908.

## Improving the System *from page 1*

99.4 percent availability. "But at the same time," he said, "our concern about the system's aging equipment means we must ensure we are doing all we can to improve safety."

Carol Hallett, president of the Air Transport Association, agreed with the Secretary's assertion that the nation's air traffic control system is the safest in the world. "The administration's efforts to speed up and streamline the installation of new equipment to maintain the high level of safety have not gone unnoticed by the industry," said Hallett, "and it is important that the public recognize those efforts as well."

Peña talked about the FAA's recent system-wide review of all 21 of its major air traffic centers, which utilized seven teams of agency engineering and air traffic experts to review plans and contingencies for handling equipment malfunctions. The review was headed by Associate Administrator for Air Traffic Services Monte Belger.

During the conference, Belger said he "shares the frustration of controllers and technicians in dealing with aging equipment and cumbersome, bureaucratic red tape." These equipment problems, he said, "underscore the agency's need for real reform that would provide flexibility in personnel, procurement, and funding."

The review team interviewed more than 500 employees at the 21 centers, and is preparing a final report which

is due to the Secretary November 1.

Preliminary findings illustrated a need to focus action on six fundamental areas:

- Staff levels, particularly of equipment maintenance personnel in key centers.
- Controller and technician training.
- Contingency planning.
- Emergency communications capabilities.
- Fragile, aging equipment.
- Communication between facilities.

The agency has also accelerated the deployment of new computers in the nation's five busiest air traffic control facilities, at a cost of \$65 million.

According to Belger, the first delivery of the new computer will be in Chicago in early 1997.

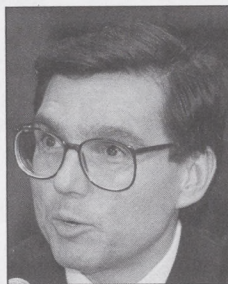
"This new system will be the backbone of our nation's air traffic control in the next decade," said Peña. "But as existing equipment will only get older, it is vitally important that the FAA take every available measure to maintain a safe and reliable system."

Peña reasserted his be-

lieief that legislation recently introduced in the Senate by Senators McCain, Ford, and Hollings, and in the House by Congressman Clement, will give the FAA the power to fundamentally reform its personnel, procurement, and financing functions.

***'Our skies are the safest in the world, and I'm committed to doing whatever it takes to keep it that way.'***

Federico Peña  
DOT Secretary

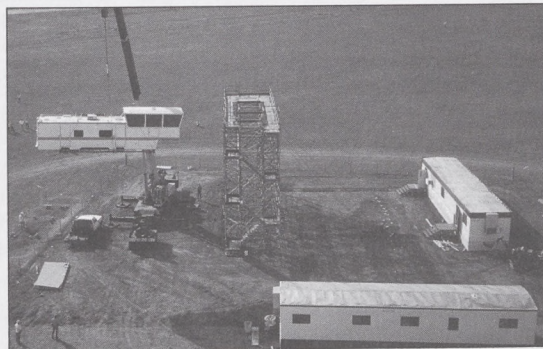


## Mobile Air Traffic Control Facility *from page 1*

manent facility.

Designed to function as a visual flight rules tower, the facility has been modified to work as a terminal radar approach control in tower cab at Amarillo. It sits on a 40-foot scaffold located 250 feet closer to the airport than the old facility. The complete unit consists of the mobile tower and two single-wide mobile homes—one for equipment and the Airway Facilities sector office, and the other for administrative offices and a breakroom.

The facility, which costs \$650,000,



A crane lifts the mobile tower to its new home atop a 40-foot scaffold.

has almost 20 miles of wiring and 11,700 radio channels. It is also equipped with digital bright radar in-

Amarillo personnel will be in the temporary facility for about eight months.

# Honoring Employees

## Research and Acquisitions Hosts First Annual Awards Ceremony

During the first annual Research and Acquisitions (ARA) award ceremony, nearly 200 employees were recognized for their accomplishments in the areas of diversity, technology, safety, productivity, capacity, customer satisfaction, and empowerment. There was also an "other" category to recognize those accomplishments that didn't fit into any of the other set categories.

Dr. George Donohue, associate administrator for the year-old organization, and host of the recent event in Washington, DC, said the ceremony was designed to "put our money where our mouth is." According to Donohue, one of the keys to changing the corporate culture is "to reward the behavior we are looking for. I want to place more emphasis on teams. Teamwork is the cornerstone of

what we are trying to build here at the FAA because it is the key to quickly moving quality products to the field that meet customer needs."

During the ceremony, more than \$150,000 in cash and roughly the equivalent of \$50,000 in time-off was awarded to 11 teams and seven individuals who represented a cross-section of the FAA. The 39 winners from outside ARA were from other agency organizations, including Air Traffic and Airway Facilities.

Winners included FAAer Rodger Mingo, who received the diversity award for his work in developing and implementing a diversity plan for the Technical Center, and Jim Monnie, who received the technology award for his leadership in implementing the first voice switching and control system at the FAA's air route traffic control center in Seattle. Another technology award went to the 37-member team who implemented a prototype oceanic data link system. A separate 12-member team also received a technology award for their contribution to office automation, technology, and services. The final award in this category went to the agency's General Aviation

and Vertical Flight Office for developing and completing the helicopter Global Positioning System non-precision approach project.

FAAer Richard Lyon received a safety award for authoring a piece called "Fire—Safe Aircraft Cabin Materials." Also under the safety category, a seven-member team from the Office of Aviation Research was recognized for successfully completing certification tests for a new explosives detection system. FAAer John Scardina received the customer satisfaction award for his

work on the automated en route air traffic control and terminal air traffic control automation programs, and a 19-member customer satisfaction team received a customer satisfaction award for their work in quality management. The 47-member Oceanic and

Offshore Integrated Product Team received the empowerment award for its work in developing new business processes. FAAer Calvin Miles received the capacity award for his work on the new generation runway visual range and transponder landing system projects, which helped contribute to increased system capacity.

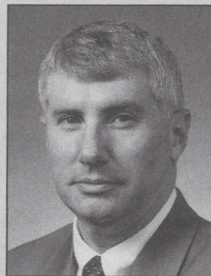
Four teams were selected to receive productivity awards for "improving the generation of quality products or services that meet or exceed customer needs." They were the 33-member voice switching and control system team; a nine-member team which pioneered the use of videotaped proposals; a seven-member team which developed a unique source selection process; and a four-member buoy communications system team.

Those recognized in the "other" category, for their significant accomplishments to the ARA mission, included Gerald Taylor, Kathleen Meader, and a 12-member human factors team.

Closing the ceremony, Donohue congratulated all of the winners, and thanked all ARA employees for their hard work and patience during the past year in getting the new organization "up and running."

**'One of the keys to changing the corporate culture is to reward the kind of behavior we are looking for.'**

Dr. George Donohue  
Associate Administrator  
for Research and Acquisitions





# Headquarters Intercom

## Cooperative Clean-Up

*FAA Lends a Hand in Wake of Hurricane Marilyn*

In the wake of Hurricane Marilyn—one of several severe storms to hit the Caribbean last month—FAA employees mobilized immediately to restore air service to the Virgin Islands to facilitate the delivery of food, water, and other assistance to the victims.

With winds of up to 100 miles per hour, Marilyn destroyed hundreds of homes and businesses in its path, and severely damaged the airport on St. Thomas. Working together with the U.S. Air Force, the FAA mobilized a C-5 military transport aircraft to deliver a mobile air traffic



*A mobile air traffic control tower is delivered to Cyril E. King Airport on St. Thomas after Hurricane Marilyn rendered the existing tower inoperable.*

control tower and radar antenna to the stricken Cyril E. King Airport. Along with the air traffic control equipment on the transport aircraft,

nearly 2,800 pounds of food, 200 gallons of water, and other repair parts were delivered to St. Thomas.

The FAA mobilized teams to assess damage to the airports, and to determine what equipment and supplies were necessary to restore the airports to full operation so that travelers could be evacuated, and relief equipment and supplies could be delivered as quickly as possible. “Be-

cause air service is the lifeline for people who live on or visit islands like St. Thomas and St. Croix,” said *turn to Hurricane on page 2*

## Going the Extra Mile

*Gulfstream V Aircraft Makes Its Debut In Georgia*

Gulfstream Aerospace Corporation’s new Gulfstream V aircraft—the world’s longest range corporate jet—was recently unveiled in Savannah, GA, with FAA Administrator David Hinson in attendance.

The Gulfstream V is the first large-cabin business jet to be built entirely by computer-aided design. This streamlines development by designing and validating specifications and flight characteristics before wind-tunnel testing occurs.

The new aircraft will fly nearly 50 percent farther than any other business jet, enabling travelers to fly from New York to Tokyo or Los Angeles to Sydney, Australia without stopping to refuel.

“The FAA gave Gulfstream a great deal of latitude in developing this airplane under an expanded authority for

FAA designees,” said Hinson. “Gulfstream management has demonstrated a willingness to go the extra mile to assure the quality of the product and has worked well with the FAA in administering the expanded authority.”

Hinson also expressed his willingness to work with the group throughout the final certification process, saying, “Gulfstream is



*FAA Administrator David Hinson, left, and Gulfstream Aerospace Corporation President Fred Breidenbach, right, in front of the new aircraft.*

*turn to Gulfstream on page 3*

Jan Johannes

## Highlights

**Oceanic Systems.** The FAA recently awarded a contract to the Hughes Aircraft Company to upgrade and automate the agency's oceanic air traffic control systems. The contract will provide significant benefits to oceanic airspace users, including improved fuel economy, increased capacity, and shorter transit times to Europe and Asia.

The \$140.8 million contract calls for initial capabilities to be ready for delivery by the summer of 1997. Hughes will provide for the development, deployment, support, and maintenance of the advanced oceanic automation system at the Oakland, New York, and Anchorage air route traffic control centers and a supporting system at the FAA Technical Center.

The system will include a broad range of data link services and use automatic dependent surveillance, a satellite-based tracking system that provides controllers with precise position information of each aircraft in the system. It will also feature air traffic controller work stations that take advantage of the

highly-capable hardware system that was developed for use in domestic air traffic control modernization.

**New Museum.** The College Park Airport—the world's oldest continuously operated airport—recently broke ground for a new \$6 million College Park Aviation Museum.



The College Park Airport recently broke ground for a new \$6 million aviation museum.

College Park Airport Photo

Though it will take about two years to build, the museum will contain a main gallery and four smaller exhibit rooms with displays of vintage aircraft, photographs, and other memorabilia.

The College Park Airport was established in 1909, when Wilbur and Orville Wright used the field to teach the first Army officers to fly. In that same year, the first female passenger flew from the airport. The facility is currently owned and operated by the Maryland-National Capital Park and Planning Commission.

The airport handles about 16,000 operations each year.

**Child Care.** The FAA's Southern Region recently dedicated the "Flying Start" child development center at the Memphis Air Route Traffic Control Center.

The facility includes a 6,600 square-foot building and two playgrounds. The center focuses on child development, in addition to child care. It also provides the necessary tools to prepare children for school. The center is staffed with 14 child development specialists, and can enroll up to 99 children.

The facility is the third of its kind

in the agency's Southern Region.

**Continuing CFC.** Events promoting the Combined Federal Campaign (CFC) at the FAA are continuing throughout this month.

This year's CFC committee has designated Wednesday, October 18, as "60s day." A band will be playing 60s music on the C Street side of the headquarters building, and several volunteer agencies will be on-hand to answer employee questions. Sandwiches, sodas, and cookies will also be sold to benefit this year's campaign.

The "Apollo at the FAA" talent show will be held on Thursday, October 26, from 2 to 3 p.m. in the auditorium. Employees with "hidden talents" are encouraged to participate. The proceeds from this event will go to support the

FAA's child care center.

This year's campaign runs through December 15 at the FAA.

**High Handicap.** A Central American golfer—with a high handicap—recently destroyed his small country's entire air force with one sliced drive.

The misdirected golf ball struck the windshield of a fighter jet preparing for takeoff at a military airport. The jet swerved out of control, hitting the parked fleet of four aircraft, and caused \$126,000,000 worth of damage.



## Hurricane from page 1

FAA Administrator David Hinson, "FAAers worked aggressively to restore that vital service to the people in the Virgin Islands."

The Alexander Hamilton Airport in St. Croix, and the Luis Muñoz Marin International Airport in San Juan sustained only minor damage.

## Headquarters Intercom

October 17, 1995  
No. 95-39

**Diane Spitaliere**  
Manager

Media and Internal Communications  
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## Furthering Goals

### October is National Disability Awareness Month

To help eliminate bias in the workplace and encourage employment of the skills and talents of people with disabilities, the DOT is participating in the recognition of October as National Disability Awareness Month.

Nationwide, this year's theme is "Profit From Our Experience." DOT's theme for this year is "ADA+5—Value Added: Barrier-Free DOT," to commemorate the fifth anniversary of the passage of the Americans With Disabilities Act. As part of the celebration, the DOT Technology & Resource Fair will be held on Wednesday, October 25, from 10 a.m. to 2 p.m., in the courtyard of the Nassif building. There will be exhibits, guest speakers, and a performance by children who are deaf from Kendall Elementary School.

The DOT's 1994-1995 Council for Excellence in Government Fellows developed a handbook—"Employment of People with Disabilities: A Handbook for Leaders"—to support the department's vision of enhancing work life for people with disabilities. In it, Secretary Federico Peña fully endorsed all efforts to open the federal workplace to all Americans, including people with disabilities. "It is my intent," he said, "to have people with disabilities contribute to transportation policies and decisions as we make our system relevant and more accessible to all users."

The handbook is designed to provide federal leaders with guidance in the hiring, placement, and advancement of people with disabilities. It also provides general information on working with people with disabilities and "attempts to address the concerns and issues that federal leaders may have."

According to the handbook, there are an estimated 48 million people with disabilities in this country. About two in three adult men with disabilities and four in five adult women with disabilities are not working. It is important to remember that disabili-

ty status is only one variable in the full-range of human experience. Positive language empowers when writing or speaking about people with disabilities. Catch-all phrases like "the blind," "the deaf," and "the disabled," do not reflect the individuality, equality, or dignity of people with disabilities.

The handbook suggests several terms that are acceptable for use when writing or speaking about people with disabilities:

- people with disabilities
- individuals with disabilities
- people who use wheelchairs
- people with mental retardation
- people with epilepsy
- individuals who are hearing impaired

- people who are blind
- people who are deaf
- people who are quadriplegics or paraplegics

The Headquarters chapter of the National Coalition of Federal Aviation Employees with Disabilities meets every Thursday from 12 noon to 1 p.m. All employees are welcome. To contact the coalition through the internet, employees can send a message through `smtpgate to ABLENET@mail.hq.faa.gov`. The activities of the coalition can also be found on-line on the `cc:Mail` bulletin board #NCFaed Information. Employees who have difficulty accessing these systems can contact Ric Foster, Headquarters Coalition president, 267-9027.



## Gulfstream *from page 1*

one of our most highly valued industry partners, and I know this aircraft will usher in a new era of Gulfstream success."

Four of the aircraft are sched-

uled to begin flight tests next month.

Headquartered in Savannah, Gulfstream has produced more than 900 aircraft since 1958.



The new Gulfstream V aircraft makes its debut in Savannah, GA.

Jan Johannes

## Dedicated to Excellence

### Airway Facilities Holds Sixth Annual Awards Ceremony

More than 40 Airway Facilities employees were recognized recently during the group's sixth annual National Honorary Awards for Excellence program for demonstrating a "dedication to excellence in their jobs."

During the ceremony, Airway Facilities Director Archie Archilla commended the winners, saying,

"it gives me great pleasure to recognize the contributions of so many outstanding employees."

The program provides a means of expressing appreciation by peers and subordinates for superior or special individual or group performance.

This year's winners in their respective categories were:

#### Administrative Excellence

*Sam Crowell*

#### Community and Volunteer Service

*Frances Edwards*

#### Equal Employment Opportunity for Excellence

*Albert Kaulia*

#### Facilities and Equipment Technical Employee of the Year

*James Scott*

#### Human Relations Achievement

*Belinda Strazzini*

#### Mentoring Frank Corpening

#### Operations Technical Employee of the Year

*Dave Joyce*

#### Outstanding Contribution to the AF Mission

*MCI LINC'S Team: Jerry Edgerton, Mike Serbousek, Joe Cassano, Dennis Bailey, Kevin Gahan, and Preston Anderson*

#### Outstanding Employee of the Year

*Katherine Ponchock*

#### Secretarial/Clerical Excellence

*Ponjola Short*

#### Leadership

*George Williams*

#### Supervisory/Managerial

*Michael Heflin, and the ARTS 3A/PAM Modernization Team: Dennis Emerick, Thanh Dang, Dave Harrell, Walter Dickerson, Tom Poussart, Robert Korsak, Brian Dougherty, Randy Garcia, Robert Kennedy, and David Dosch*

#### Director's Key for Excellence

*Virginia Embrey, Mark Hoover, John Harris, Michael Heflin, James Pritchard, Marie Borillo, Nancy Olufs, Robert Frazier, Gerald Markey, Brandy Lohse, D. Marlene Thomas, Linda Perrelli, Mark Schneider, and Janis Hooten*

## Retirement Information

Through the end of July, the FAA's retirement estimate system processed more than 30,000 personalized estimates to 11,606 employees. The current monthly rate is between 1,500 and 1,700 estimates each month.

The Office of Human Resource Management and the Director of Acquisitions recently negotiated an expansion to the retirement estimate system. The extension will provide for more than 23,000 retirement estimates,

and has provisions to cover potential legislative changes in retirement calculations, specifically to high four or five salary averages. The new contract will extend from the beginning of next month to September 30, 1996, depending on the availability of fiscal year 1996 funding.

If the FAA should go into a shutdown mode in fiscal year 1996, the system will continue to provide retirement estimates based on obligated fund-

ing from fiscal year 1995.

All employees are encouraged to use the telephone retirement system—1-800-888-4412—for retirement planning purposes.

Employees can request as many estimates as they want, and can project a retirement date until the year 2030. Employees can even include a percentage of salary increase, from zero to four percent per year, to make the estimate more realistic for the outyears.



# Headquarters Intercom

## Making a Difference

### FAA Hosts Combined Federal Campaign Rally at Headquarters

During the recent Combined Federal Campaign (CFC) rally at Headquarters, Deputy Associate Administrator for Regulation and Certification Peggy Gilligan reminded FAAers of the "tremendous opportunities presented by the campaign to make a difference in the lives of others in need."

Standing in for this year's vice chairman for the FAA effort—Associate Administrator Regulation and Certification Tony Broderick—Gilligan

encouraged employees to join the ranks of thousands of federal workers who support the CFC. "A minute of your time," she said, "can mean meals for hungry families, shelter for the homeless, further work on cures for diseases, and environmental protection."

The FAA's goal this year is \$337,682. The goal for the entire DOT is \$1,273,939. "I know that by working as a



At the recent CFC rally, from left to right, are MIX 107.3's Barbara Britt, CFC "loaned executive" Charles Ming, Red Cross representative Sally Stewart, and Deputy Associate Administrator for Regulation and Certification Peggy Gilligan.

choose a charity that is near and dear to your heart."

Sally Stewart, a representative from the Red Cross, spoke to FAAers about the "real life" applications of CFC contributions by explaining how her organization uses the funding to help disaster victims and others in need. DOT's CFC "loaned executive" Charles Ming was also present at the rally.

team, we can meet and even exceed these goals," said Gilligan. "With over 2,500 local, national, and international volunteer agencies to choose from, there's surely something for each and every one of you."

Barbara Britt, from radio station MIX 107.3's Diamond in the Morning Show, was also on hand to help kick off the agency's campaign. She encouraged employees to participate, saying, "the best thing about the CFC is that you can

## Exemplary Performance

### FAAers Go Beyond the Call of Duty to Keep the Nation Flying

Air Traffic Services employees nationwide took extraordinary action on October 4 to move passengers quickly and safely while directing air traffic impacted by Pope John Paul II, Hurricane Opal, and O.J. Simpson. "I am proud of our employees' exemplary performance," said FAA Administrator David Hinson. "It is their dedication that has made the U.S. the world's leading aviation system."

In New Jersey, both the Pope John II and President Clinton arrived at Newark International Airport. FAAers

enacted air traffic contingency plans to ensure the safety of the VIP's with minimum inconvenience to others at airport. An already complex situation was then compounded by bad weather. In spite of the heightened activity, there were only 141 delays, most of which were attributable to the weather. Continental Airlines congratulated FAA's air traffic management team at Newark for "accomplishing the impossible."

In Florida, FAA employees acted quickly to avert potential damage from Hurricane Opal. As the storm ap-

proached, employees shut down numerous air traffic control and airway facilities to prevent possible loss of life and property damage. Within 30 minutes after the storm passed through Pensacola, the FAA had reestablished the radar as area airports and air traffic control towers began to reopen.

In California, air traffic controllers worked with temporary flight restrictions in the Los Angeles area due to the Simpson trial. Airborne media coverage was conducted safely and without inconveniencing passengers.

## Highlights

**High Marks.** The FAA's latest report card on Denver International Airport shows that the nation's 11th-busiest airport continues to reduce air traffic control-related flight delays for air travelers in Denver.

During the airport's first six months of operation (February 28 through August 28) the facility logged 241,200 takeoffs and landings, with only 1,030 air traffic delays—a rate of about four-tenths of one percent. Denver's performance was a vast improvement over the 2.4 percent delay rate at the old Stapleton International Airport for the same period in 1994.

The FAA report noted that Denver's 0.43 percent delay average was much better than most of the nation's airports with comparable traffic levels.

FAA reportable air traffic delays are those of 15 minutes or more that begin only after an aircraft leaves the gate and the crew first seeks clearance from air traffic controllers to start the flight.

**New Manager.** Donna Gropper is the new air traffic manager at the

Orlando International Air Traffic Control Tower. She comes to the facility from her position as assistant air traffic manager at Washington National Tower.

Gropper began her FAA career in 1975 as an air traffic controller at New York International Flight Service Station. A year later she accepted a position at the New York Terminal Radar Approach Control facility.



Donna Gropper

In 1980, she was named to a supervisory position at the Worcester, MA, Tower. She also held positions at the Quonset, RI, Terminal Radar Approach Control facility, and the Providence and Hartford Towers.

In 1990, Gropper began working at the Eastern Regional Office as both a system effectiveness and operations specialist, before moving to Washington National in 1993.

Orlando handles about 580,000 takeoffs and landings each year. There are 102 employees at Orlando Tower—65 of whom are controllers.

**Multiple Services.** Three Human Resource Management (HRM) multiple services contracts—which include three functional areas that cover all HRM activities—were recently awarded.

These contracts reduce the resources previously needed for contracting activities, and eliminate the need to start from scratch every time a new requirement is identified. Covered areas include training, personnel operations and analysis, and employee benefits.

The training contract includes technical, non-technical, management and staff, and executive, and executive candidate staff employees. The personnel area includes staffing, and position and pay policies, career planning, performance assessment, organization development, human resource planning and evaluation, and

business process reengineering. The employee benefits contract covers workers' compensation, the work and family life initiative, service benefit process, and interpreter services.

The program manager overseeing the three contract areas is Betty Rose. The representative for training is Minnie Brown; personnel operations and analysis is Michele Moorehead; and employee benefits is Kevin Dermody.

## EEO Counselors Needed

### Office of Civil Rights Seeking Interested Employees

The FAA's Office of Civil Rights is seeking employees who are interested in becoming collateral duty Equal Employment Opportunity (EEO) counselors.

"The assignment provides employees the opportunity for professional growth, to interact with FAAers at all levels in a variety of settings, and help the agency save money through the early resolution of issues," said Acting Assistant Administrator for Civil Rights Fanny Rivera.

A collateral duty assignment means that managers commit duty time to allow counselors to perform the necessary functions. Organizational commitments do, however, take precedence over counseling duties.

All counselors are required to attend a four-day training session to learn about the EEO complaint process, how to assist and determine the basis of the complaint and the issues involved, conduct a limited inquiry, seek early resolution, document the resolution, and prepare a report on the issue.

Vacancy announcements can be obtained from the Offices of Human Resource Management or Civil Rights. For more information, contact Lorraine Harris, (202) 267-3250.

## Headquarters Intercom

October 24, 1995  
No. 95-40

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## EAP Expansion

### *Additional Services Now Available to FAAers Nationwide*

The FAA's Employee Assistance Program (EAP) now provides up to eight brief counseling sessions, as well as consultations on legal matters to employees and their family/household members nationwide and overseas.

Services are provided by Personal Performance Consultants, Inc., under a new contract that went into effect earlier this month.

By providing up to eight brief counseling sessions, the EAP hopes to help more than 70 percent of employees resolve personal concerns without the need to refer them to other community resources. The number of sessions does, however, depend on the issue being addressed, whether the issue is appropriate for brief counseling sessions, and/or whether a referral is necessary.

If a client needs long-term counseling, it is likely that he or she will be referred within the first

three sessions to an appropriate community resource.

The EAP also provides a new service called "Lawline," which can be used for both telephone and office consultations on certain legal matters. Excluded from this service are matters related to employment; disputes with Personal Performance Consultants, Inc.; matters involving a spouse or dependent in which the employee has an adversary interest; and any matter that, according to the EAP, is "frivolous, harassing, or otherwise a violation of ethical rules."

During the consultation, an attorney will explain the client's rights, discuss options, and recommend a course of action. If representation is recommended, a written fee statement will be provided in advance. The client may choose to retain the Lawline attorney at his or her own expense, seek outside assistance, or choose a separate course of action.

There are no restrictions on the

number of times an employee may use this service, although the EAP reminds FAAers that the service is not available to provide users with continuing access to an attorney if the employee intends to represent him or herself. To reach Lawline, employees may call the regular EAP number—1-800-234-1EAP—and they will be given the name and number of a nearby attorney along with an authorization number for use when the consultation takes place.

Last year, over 5,000 FAAers contacted the EAP for information or assistance in dealing with personal problems. Headquarters employees with questions concerning on-site services may contact Kim Brams or Cary Cook, 267-3945.

For off-site and 24-hour services call 1-800-234-1EAP. Overseas employees can reach the EAP by dialing 314-275-71771.

## People

**Leave Donations.** FAAers Leslie Haener, an employee in the Program Guidance Branch of Airports, and Kimberly Young, a secretary in the Office of the Chief Counsel, are approved recipients in the agency's leave donor program.

Earlier this year, Haener underwent surgery for a malignant brain tumor. Although it was a success, she is still undergoing radiation and chemotherapy, and has exhausted all of her leave.

Young is experiencing complications due to her pregnancy, and will be out of work for several weeks.

Employees interested in donating annual leave to either of these employees may contact Veronica Stover, 267-3908.

**New Officers.** The National Hispanic Coalition of Federal Aviation Employees recently selected the new members of its executive board. Serving this year are:

**Myrna Rivera, president.** Rivera works in the Great Lakes Region, Human Resource Management Division, and can be reached on (708) 294-7856.

**Roger Trevino, vice president.** Trevino works in the Southwest Region, Air Traffic Division, and can be reached on (817) 222-5595.

**Rubdys Santiago, director of administration.** Santiago works in the Southern Region, Miami Air Route Traffic Control Center, and can be reached on (305) 716-1272.

**Carlos Otero, director of resources.** Otero works in the Southern Region, San Juan Combined Center Radar Approach Control facility, and can be reached on (809) 253-8701.

**Diana Lopez Story, director of education.** Story works at the Aeronautical Center, Office of Human Resource Management, and can be reached on (405) 954-3532.

**Gail Reed, director of public affairs.** Reed works in the Western-Pacific Region, Financial and Management Resources division, and can be reached on (310) 725-6714.

All officers, with the exception of Otero, are also accessible via cc:Mail.

## Group Meetings

Here is a list of the meeting dates, times, and places for several FAA employee groups. Membership in all groups is open to FAAers and members' guests.

**Black Coalition.** The National Black Coalition of Federal Aviation Employees meets the *first Tuesday* of each month, 12 noon to 1 p.m., conference room 8ABC. Next meeting: *November 7*. Contact Carrie Wood, x78411.



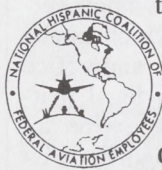
**FWPC.** The Federal Women's Program Committee normally meets the *first Wednesday* of each month. For next month's meeting information, contact Doretha Robinson, x75842.



**Headquarters EPG.** The Headquarters Employee Participation Group meets the *second Thursday* of every month, 9 to 11 a.m., McCracken

room. Next meeting: *November 9*. Contact Bob Cripe, x78211, or Gerrie Robinson, x79678, for meeting location.

**Hispanic Coalition.** The National Hispanic Coalition of Federal Aviation Employees meets the *first Wednesday* of each month, 12 noon. Next meeting: *November 1*, room 5C. Contact Mark Rios, x79339.



**International Training.** The Federal Aviation Club, International Training in Communication, meets *every Wednesday* from 12 noon to 1 p.m.

The group provides instruction on how to communicate effectively, build self-confidence, stimulate the exchange of ideas, express individual thoughts, and receive training to increase individual effectiveness. All efforts will be constructively evaluated by the group.

Contact L'Tanya Talley, x79330, or Sylvine Blackwell, (202) 529-2573, for meeting location.

## Early Retirement

### FAA Announces Authority for Fiscal Year 1996

The FAA is again offering early retirements to selected segments of the workforce during fiscal year 1996. A chart specifying early out coverage is available from the Office of Human Resource Management.

Coverage determinations will be based on an employee's official position of record as of the effective date of retirement. Employees in covered positions are eligible for early retirement if they have at least 20 years of service and are at least 50 years old, or 25 years of service regardless of age. A permanent reduction of two percent of the annuity per year for every year the employee

is under 55 years old still applies.

At the time *Intercom* went to press, Congress had not made any changes to either the Civil Service Retirement System or the Federal Employees Retirement System. The Office of Human Resource Management will keep employees informed of any changes that are enacted.

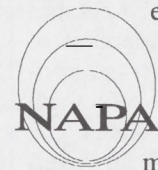
FAAers can obtain annuity estimates by calling the Retirement Information Line—1-800-888-4412.

Eligible employees can contact their Human Resource Management Division retirement specialist for forms and additional information.

**Managers Association.** The Federal Managers Association, FAA Headquarters Chapter 265, meets the *second Thursday* of each month, from 12 noon to 1 p.m., in the MOC room. Next meeting: *November 9*. Contact Warren Davis, x79224.

**NA-AN.** The Native American-Alaskan Native Coalition meets the *third Wednesday* of each month from 1 to 2 p.m. Next meeting: *November 15*. Contact Rob Paul, x77045 or Mark Blazy, x73949, for meeting location.

**NAPA.** The National Asian and Pacific American Association of Federal Aviation Employees meets the *second Tuesday* of each month, 12 noon to 1 p.m., conference room 408. Next meeting: *November 14*. Contact Al Kaulia, x78317.



**NCFAED.** The National Coalition of Federal Aviation Employees with Disabilities meets *every Thursday* from 12 noon to 1 p.m. Contact Ric Foster, x79027, for meeting location.

**Toastmasters.** The FAA chapter of Toastmasters—the FAA Speechmasters—meets the *first and third Tuesday* of every month from 12 noon to 1 p.m., MOC room. Next meetings: *November 7 and 21*. Contact Thelma Bagley, x78875, or Maryanne Austin, x73680.



**TWO.** The Headquarters Technical Women's organization meets the *third Thursday* of each month, 12 noon to 1 p.m., conference room 815. Next meeting: *November 16*. Contact Genia Embrey, x77197.

**Volunteer Committee.** The FAA Volunteer Committee meets the *second Tuesday* of each month at 11:30 a.m., conference room 812C. Next meeting: *November 14*. Contact Margaret Powell, x67037.



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

# Headquarters Intercom

## Helping Hands

*FAA and Continental Airlines Make Disney World Dreams Come True*

The FAA and Continental Airlines pulled together recently to make the Disney World dreams of passenger Karen Bumpus and her family a reality.

Bumpus, a Kansas City, MO, police detective, called Continental Airlines in August to make reservations for her entire family to go to Disney World. Bumpus stressed to the airline that her daughter, Jacqueline, is severely handicapped and needs special accommodations to travel. When she was told that this would not pose a problem, Bumpus proceeded with the travel arrangements.

Thirty days prior to their departure, Bumpus went to Continental's ticket counter to pick up the boarding passes. She reiterated the fact that her daughter has a special wheelchair and associated apparatus that she is required to use. At this time, Continental asked Bumpus if

the equipment was FAA-approved.

Not knowing the answer, Bumpus brought the wheelchair and apparatus to the Kansas City International Airport. She was then told by the airline that its use could not be permitted because there was no evidence that it was FAA-approved. The manufacturer of the equipment told Bumpus that it was not required to meet the same standards that the DOT set for infant-child car seats.

After dozens of phone calls to the



*Jacqueline Bumpus departs for Disney World in her new, FAA-approved seat purchased by Continental Airlines.*

DOT—seeking a temporary deviation from the federal aviation regulation that requires this approval—as well as to the airline, and the Kansas City Flight Standards District Office, representatives from the FAA and Continental stepped in.

The required seat, with an FAA-approval decal, was available at a cost of \$1,000. To relieve Bumpus and her family of this problem in their future travels, Continental Airlines purchased the seat and gave it to Jacqueline.

As the family departed Kansas City, representatives from the FAA and Continental were on hand to see them off. Jacqueline also received an FAA baseball cap to shield her from the Florida sun.

In a wave of emotion, Bumpus thanked everyone involved “for helping me and my daughter have a real vacation. For without my daughter, it would not have been a vacation at all.”

## Coming Together

*Donohue Addresses ATCA's 1995 Convention*

Speaking to members of both the aviation community and industry during the 1995 Air Traffic Control Association (ATCA) Convention, Associate Administrator for Research and Acquisitions George Donohue stressed that “we must face the challenges in aviation as one combined industry or we will fail.”

In his keynote address to the more than 4,000 participants at last month's event, Donohue spoke of the challenges facing the aviation industry, including the increased demands on the aviation system, an aging National Airspace System infrastructure, and severe budget constraints for the foreseeable future.

“With all the talk of FAA reform legislation and regular doses of news stories about outages, you could hardly blame the flying public if

*turn to ATCA on page 3*

## Highlights

**Unapproved Parts.** The FAA recently released a program plan to ensure the highest level of aviation safety and eliminate potential risks posed by the entry of unapproved parts in U.S. aviation. The aggressive plan is the most extensive overview of the unapproved parts issue to date.

The report describes "approved parts" as parts that are acceptable for installation in civil aircraft operation. The plan includes an organizational structure to provide clear and consistent guidance, enhanced training, more timely case processing, access to better data, and closer working relationships with law enforcement agencies.

It also establishes a new FAA National Suspected Unapproved Parts Program Office to work exclusively on unapproved parts and disseminate consistent policy as well as procedures, particularly in areas of inspector training. Reporting to Deputy Associate Administrator for Regulation and Certification Peggy Gilligan, the office will provide industry and enforcement agencies with a single source for technical information.

### Headquarters Intercom

October 31, 1995  
No. 95-41

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**Air Traffic Manager.** Eric Harrell is the new air traffic manager at the Charlotte-Douglas International Air Traffic Control Tower. Before going to Charlotte, Harrell was the assistant air traffic manager at the Chicago-O'Hare Terminal Radar Approach Control facility.

Harrell's FAA career began in 1971 as an air traffic controller at the Peoria Tower. In 1974, he transferred to Chicago-O'Hare where he worked as a controller, training specialist, and area specialist. He also worked as a facility management specialist in the Northwest Mountain's Regional Office before being named assistant air traffic manager at Seattle Tower in 1987.

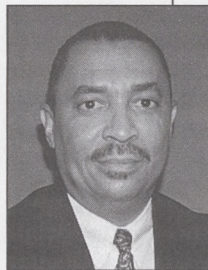
In 1992, Harrell returned to Chicago-O'Hare, where he worked as assistant manager for both quality assurance and traffic management. He became assistant air traffic manager of that facility two years later.

The Charlotte facility handles about 480,000 takeoffs and landings each year. There are 104 employees at the tower, including 74 controllers.

**Controllers Honored.** The Fort Worth Air Route Traffic Control Center recently honored 48 of its controllers with operational error-free awards. Of the 48, 40 are full performance level controllers and eight are area supervisors.

An operational error does not mean a midair collision. It is a violation of the FAA's stringent standards and can occur when airplanes are as far away from each other as 4.9 miles.

The center is the fifth busiest en route facility in the nation, handling over 1.3 million operations since the beginning of fiscal year 1994. During that time, the center has only had 16 operational errors—that's approximately one error for each 85,000 operations.



Eric Harrell

The controllers were recognized for between 10 and 35 years of operational error-free service. A controller being honored for 10 years of operational error-free service has issued approximately 600,000 clearances without one resulting in an operational error; 15 years, 900,000 clearances; 20 years, 1.2 million clearances; 25 years, 1.5 million clearances; 30 years, 1.8 million clearances; and 35 years, 2.1 million clearances.

### Transportation Excellence.

The DOT is now accepting nominations for this year's Secretarial Award for Excellence in Transportation Research and Development.

The award recognizes individuals and organizations that have made outstanding contributions to the advancement of transportation technologies. DOT Secretary Federico Peña will present the award at the 75th annual meeting of the Transportation Research Board next January in Washington, DC.

Written nominations must be received by November 30. For more information, contact Kevin Green at the Volpe National Transportation Systems Center, (617) 494-2106. He can also be reached on the internet at [green@volpe1.dot.gov](mailto:green@volpe1.dot.gov).

**Consumer Report.** The 10 largest U.S. airlines improved their on-time arrival record in August, according to the DOT's monthly Air Travel Consumer Report.

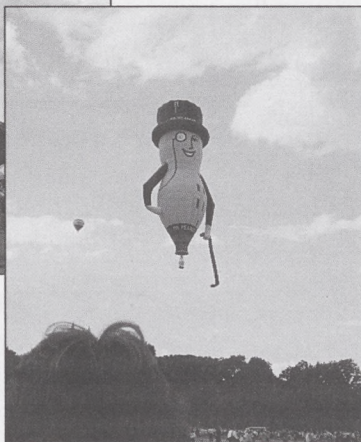
The airlines posted a 79.9 percent on-time arrival record in August, down slightly from July's 80.1 percent.

The carriers reported a mishandled baggage rate of 5.04 complaints per 1,000 passengers in August, an improvement over July's 5.11 rate but not as good as August 1994's 4.85 mark.

Consumers filed 542 complaints in August, well below August 1994's 810 complaints. A total of 512 complaints were filed in July 1995.



Dr. John Aronne



## Balloon Extravaganza

Hundreds of spectators gathered recently in New York's Central Park to see such sights as a flying "Mr. Peanut," and a "Crave the Wave" Ocean Spray balloon. It was all part of the Big Apple Balloonfest held last month. FAA's Air Traffic and Flight Standards Divisions helped get the event "off the ground," and granted a waiver under Federal Aviation Regulations Part 91.

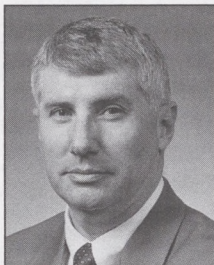
## ATCA Convention *from page 1*

It came to the conclusion that everything was coming apart at the seams," said Donohue. "But we know that is not the case. The National Airspace System is gradually being transformed and improvements are being made on a daily basis throughout the system."

In light of these challenges, said Donohue, "we need to get the FAA in line with the changing times through organizational changes, reengineered processes, and most importantly, changing the corporate culture." He spoke of the current legislative efforts to reform the FAA, saying, "we must all remain hopeful that we will ultimately get the fundamental changes that are needed."

He thanked the association for providing the FAA with a legitimate forum for bringing the agency together with the entire community on key aviation issues. "Absolutely essential to our entire effort," said Donohue, "is involvement and input from our customers and suppliers."

In closing, Donohue told the group



George Donohue

that "the real pioneering opportunities lie in what we can do as an aviation community—in partnership, with the government and industry working together to make things better."

Next year's convention will be held October 13 through 17, at the Opryland Hotel in Nashville, TN.

## Flightplan

**Seminar Series.** As part of its speaker seminar series, the Flight Standards Service is sponsoring a presentation on "Fatigue and Countermeasures," Tuesday, October 31, from 10 to 11:30 a.m., in the Headquarters auditorium.

The keynote speaker will be Dr. Mark Rosekind of the National Aeronautics and Space Administration's Ames Research Center, Moffett Field, CA.

All FAAers are welcome to attend. For more information contact Ruth Ann Hodges, 267-7480.

**Skifest '96.** The Burlington, VT, Automated Flight Service Station Ski Club is hosting Skifest '96 at Sugarbush Resort, January 21 through 26, 1996.

The event is open to all FAAers and retirees, and costs \$395. The package price includes five days and nights of skiing and lodging, a kickoff party, a mid-week barbecue lunch, fun race and awards party, sports center membership, group rental van, and courtesy transportation to and from Burlington airport.

Sugarbush recently completed the largest expansion of any ski area in the Northeast. The resort features seven new ski lifts, a 300 percent increase in snowmaking, and the Slide Brook Express lift that joins the north and south areas.

For more information, contact Mike Chapman or Bill Coddington, (802) 863-1541.

# Happy Halloween





## Sock Hopping

*Combined Federal Campaign Activities Continue at the FAA*

Headquarters FAAers recently “twisted the day away” during a 50’s and 60’s party held as part of this year’s Combined Federal Campaign (CFC).

Deputy Federal Air Surgeon Dr. William Hark, the keynote speaker at the event, told FAAers that the CFC “gives us all opportunities to make a difference in the lives of others by contributing to various local and national organizations that are participating in this year’s campaign.”

He reminded the audience that payroll deductions make it easy to give—whatever amount an employee specifies is saved from each paycheck, beginning the first pay period in January, and donated to the organization of their choice.

Hark also told FAAers that “in many cases, your contributions help the families of your fellow federal employees.” He introduced Calvin Linthicum, leader of the General Services Administration band performing during the event, whose son is developmentally delayed and receives support from the CFC. FAAer Andrea Armstead, Office of the Chief Counsel, has

a daughter with sickle cell anemia who also receives support from the CFC.

Hark reminded FAAers that “the choice is yours. You decide where your money will go, and how much to give. By selecting a specific volunteer agency, you ensure that your money is helping meet those needs that are most important to you.”

Attendees enjoyed sub sandwiches and sodas, and several participated in a “best 50’s costume” contest. Six of the charities participating in this year’s campaign were also on hand to answer employee questions.

At the time *Intercom* went to press, FAAers had contributed nearly \$58,500 to the CFC. The average employee contribution to this year’s campaign is \$237.80. In the past, the agency’s average gift for each employee has been \$235, which is \$80 more than the average federal contribution.

Left: Deputy Federal Air Surgeon Dr. William Hark reminds employees of the opportunities provided by CFC.



FAAers Shirlene Wilson, Office of Aviation Medicine, and Larry Thompson, Requirements and Life-Cycle Management, win the “best 50’s costume” contest.



The General Services Administration band helps FAAers “sock around the clock.”



# Headquarters Intercom

## Highlighting Accomplishments

### *Hinson Hosts FAA's Second Employee Recognition Day*

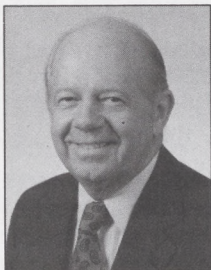
FAA Administrator David Hinson recently thanked employees for their "dedication and hard work that makes the FAA one of the most productive agencies in the federal government."

During the October 19 rally to honor FAA employees, Hinson highlighted several of the agency's accomplishments over the past 12 months. "This past year has been a busy one," said Hinson. "We have all worked long hours and given this agency at least a 110 percent effort. I don't know how we would have survived without your professionalism and your willingness to pitch in and go the extra mile."

*turn to Recognition on page 4*



*This year's FAA participants in the DOT Secretary's 28th Annual Awards Program.*



## Message from the Administrator

### *Hinson Urges FAAers to Report Vandalism or Sabotage*

According to a June 28 Department of Justice report, all federal facilities are operating in an environment of increased risk from criminal and terrorist attack. This potential risk includes threats to FAA property and employees. Serious criminal acts such as terrorism and sabotage may initially manifest themselves as lesser crimes, such as vandalism. The number of FAA vandalism incidents are relatively small in light of the more than 30,000 facilities/equipment we operate within the National Airspace System. The majority of vandalism incidents at FAA facilities rarely involve anything more than break-ins, simple theft, or fence damage. However, the most recent destruction of a low-level windshear alert system sensor at Flushing, NY, has prompted a proactive approach in dealing with this problem.

I am requesting that all personnel employ a heightened level of awareness and vigilance in the identification and timely reporting of all acts of vandalism or suspected acts of sabotage to FAA resources. If you suspect an act of vandalism or sabotage, follow established organizational reporting requirements/orders, and call your regional operations center. The appropriate security office and Headquarters operations center will then be notified, and the Washington Operations Center will make executive notifications. The timeliness of this information is critical to the effective implementation of FAA security risk and vulnerability assessment measures.

David Hinson

## People

**Leave Donations.** Four Headquarters FAAers are approved recipients in the agency's leave donor program.

*Yvonne Davis*, Office of the Chief Counsel, exhausted all of her leave due to injuries sustained in a car accident last July. As a result of her injuries, she requires additional treatment that will keep her out of the office for an undetermined period of time.

*Helen Fitts*, Office of Government and Industry Affairs, underwent surgery two months ago and requires long-term therapy. She has exhausted all of her leave.

*Kay Payne*, Office of Civil Aviation Security, has been out of the office for several weeks providing full-time care for her mother who is terminally ill.

*Gwendolyn Williams*, Office of Air Traffic Systems Development, sustained injuries to her head, shoulder, legs, and right foot in a car accident last August. She is still recovering from these injuries and will soon have exhausted all of her leave.

Employees interested in donating annual leave to any of these employees may contact Veronica Stover, the agency's leave donor coordinator, 267-3908.

### Headquarters Intercom

November 7, 1995  
No. 95-42

**Diane Spitaliere**  
Manager  
Media and Internal Communications  
Division

**Briar S. Haggett**  
Editor

**Michael A. Malden**  
Art Director

Published weekly by  
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Office of Public Affairs  
Media and Internal Communications  
Division, APA-300  
800 Independence Avenue, SW  
Washington, DC 20591  
(202) 267-3441

*Intercom* invited members of the Management Agency to salute their employees on Employee Recognition Day.

**"Professional..." "Dedicated..."**

"Our employees are unsurpassed in their commitment to making the FAA the world's leader in aviation."

**David Hinson**  
FAA Administrator

"Airway Facilities employees are the best of the best."

**Archie Archilla**  
Airway Facilities Service Director

**Sandie Allen**, assistant administrator for Public Affairs, commends Headquarters and regional Public Affairs teams for their continued commitment to excellence in communicating the agency's mission to both the public and employees. **Monte Belger**, associate administrator for Air Traffic Services, says "1995 was a year of change and challenge. ATS employees once again proved that they are dedicated, hard working, and conscientious." **Tony Broderick**, associate administrator for Regulation and Certification, says he's proud to be a member of the "finest safety regulation team in the world. No team works harder and achieves more to promote aviation safety and efficiency than they do, to the great benefit of all who fly!" **George Donohue**, associate administrator for Research and Acquisitions, is grateful for the "hard work and forbearance of ARA employees during the transition to a new organization and for the way they have pitched in with other FAA organizations to bring new equipment and

Management Board

Employee Recognition Day, and here's what they had to say:

d..." **"Capable..."** **"Enthusiastic..."**



"Great people, great work, great results!"

**Linda Hall Daschle**  
*Deputy Administrator*

"Employees in the Administration line of business continue to lead the FAA in reengineering and streamlining our support processes. I'm grateful for the enthusiasm they show in putting customers first."

**Dale McDaniel**  
*Acting Associate Administrator for Administration*

systems on-line this past year." All FAAers, he says, "are as hard working and dedicated as I have found anywhere, and the complexity of their job is enormous." **Irish Flynn**, associate administrator for Civil Aviation Security, "enthusiastically salutes all ACS employees for their dedication, sound judgment, cheerfulness under stress, and long hours of hard work. Keeping civil aviation secure has required the best from everyone, and everyone has given it." **Chris Hart**, assistant administrator for System Safety, says that in his short tenure at the FAA, he has been "very impressed with the professionalism, dedication, wealth of knowledge, expertise, and energy that emanate from the ASY staff. I am proud to be associated with people of the caliber demonstrated by those in the System Safety Office, and I commend each of them for their work and contributions in the field of aviation safety." **Cynthia Rich**, associate administrator for Airports, says ARP employees "are truly the finest representatives of aviation professionals. They bring to every project the highest standards for safety and the goals for enhanced efficiency and effectiveness that

best serve the traveling public through their interface with airports and airlines." **Fanny Rivera**, acting assistant administrator for Civil Rights, attributes the success of the FAA's civil rights programs "to the dedication and hard work of ACR employees that also makes the FAA a better place to work." She also applauded the FAA's Collateral Duty EEO Counselors for their "valuable contribution to the overall effectiveness of the FAA's processing of internal discrimination complaints. Their interest and concern for assuring the availability of counseling for both current and former employees, as well as job applicants, clearly demonstrates their commitment to the practices and principles of the agency's Equal Employment Opportunity Program." **Barry Valentine**, assistant administrator for Policy, Planning, and International Aviation, says that "during my entire professional career, I have never met a group as capable and dedicated as the folks in API. I am admittedly biased, but I think they are the best in the FAA."

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*The Intercom staff would like to thank the members of the Management Board for letting their employees and us know how greatly their good work is appreciated.*

## Employee Recognition *from page 1*

He spoke of the agency's reorganization along its lines of business, the creation of a new Safety Office headed by Chris Hart, certification of the Boeing 777 aircraft, acceleration of the implementation of the Global Positioning System by two years, the commissioning of hundreds of new pieces of equipment, and the addition of the Office of Commercial Space Transportation to the FAA.

Hinson thanked employees for their continued support and competence. "Because of you," he said, "the United States has the safest and most efficient

aviation system in the world."

During the ceremony, Hinson also recognized Acting Associate Administrator for Administration Dale McDaniel, who will soon be retiring from the agency. "I want to publicly thank Dale for his many years of service to the FAA," said Hinson. "We're really going to miss him and his willingness to pitch in whenever and wherever he was needed."

As part of the event, Hinson recognized the FAAers who were honored during the DOT Secretary's 28th Annual Awards Ceremony.

### *This year's winners were:*

#### **Secretary's Award for Meritorious Achievement**

Larry Bruno  
*Central Region*  
Marcos Costilla  
*Southwest Region*  
Alexander Hammond  
*Western-Pacific Region*  
Bill Jeffers  
*Headquarters*  
Paul Larson  
*Headquarters*  
Cindy Medlock  
*Headquarters*  
James Monnie  
*Headquarters*

#### **Secretary's Award for Excellence**

Teresa Colletti  
*Eastern Region*  
Barbara Dixon  
*Eastern Region*  
Shirley Jones  
*Great Lakes Region*  
Costanza Moran  
*Technical Center*  
Ilene Peck  
*Northwest Mountain Region*  
Hilda Richardson  
*Southern Region*  
Jean Williams  
*New England Region*

#### **Secretary's Humanitarian Award**

Hangar 6 Team  
*Headquarters*

#### **Secretary's Award for Valor**

J. Antonio Lizardi  
*Headquarters*  
William Tucker  
*Southwest Region*

#### **Secretary's Award for Outstanding Achievement in Diversity**

Le Anne Robbins  
*Southern Region*

#### **Secretary's Award for Quality**

Technical Center  
*Atlantic City, NJ*

#### **Secretary's Team Award**

Voice Switching and Control System Team  
*Headquarters*

#### **Secretary's Award for Excellence in Customer Service**

Houston Intercontinental  
Air Traffic Control Tower Team  
*Southwest Region*



# Headquarters Intercom

## Award of Merit

### Maintenance Group Meets FAA Challenge to Industry

FAA Administrator David Hinson and Assistant Administrator for Regulation and Certification Tony Broderick recently presented the International Society of Aviation Maintenance Professionals (ISAMP), Inc., with the agency's first ever Maintenance Award of Merit.

The award was presented to Chris Leonard, president and founder of the group during a ceremony at FAA Headquarters.

The award stems from a 1993 FAA challenge to the industry to develop a set of high ethical and performance standards that would provide a path for individual maintenance technicians to be recognized as professional.



From left to right at the recent ceremony are FAA Administrator David Hinson, International Society of Aviation Maintenance Professionals president Chris Leonard, and Assistant Administrator for Regulation and Certification Tony Broderick.

In 1993 and 1994, the public and members of the Professional Aviation Maintenance Association held several meetings across the country to discuss ways to address the FAA challenge.

Leonard, who chaired these gatherings, used her own time to organize and form the International Society of Aviation Maintenance Professionals. The group subsequently developed an acceptable set of standards and procedures for the maintenance industry that met the

agency's 1993 challenge 10 months under deadline.

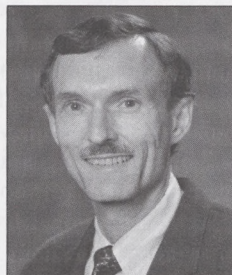
In a letter announcing the award, Thomas Accardi,  
*turn to Merit on page 4*

## New Faces

### Verburg Named Associate Administrator for Administration

Dr. Edwin Verburg, a veteran financial analyst, recently took over the position of associate administrator for Administration from the retiring Dale McDaniel.

McDaniel, who was acting in that position since December 1994, retired from the FAA last month, ending a 22 year career with the agency. McDaniel spent his entire career with the FAA in Washington, DC, starting in 1973 as a special assistant to the associate administrator for Policy Develop-



Edwin Verburg

ment and Review. He then moved to System Requirements Division chief, and between 1975 and 1980 he was the deputy director of Aviation System Plans. For the next six years, McDaniel was the Program Management Staff manager in the Office of the Associate Administrator for Policy and International Aviation. Between 1986 and 1994, he held the position of deputy assistant administrator for Policy, Planning, and International Aviation.

Verburg, who now heads the office

responsible for overseeing the FAA's \$8 billion budget, financial, and human resource management programs, comes to the agency from the Treasury Department. In his new position, Verburg also oversees the agency's nine regional offices, as well as the Aeronautical Center in Oklahoma City.

"Dr. Verburg brings a fine business sense to this agency," said FAA Administrator David Hinson. "His expertise will serve the agency well as we are tasked to do more with shrinking resources, and I am confident he will build on the excellent work of

*turn to Office on page 3*

## Highlights

**New Terminal.** For the first time in the U.S., a group of foreign flag carriers are exclusively developing, constructing, and operating a new multi-airline passenger terminal.

Called Terminal One, the \$435 million facility will be located at John F. Kennedy International Airport, and will house Air France, Japan Airlines, Korean Air, and Lufthansa Airlines.

The 650,000 square-foot terminal is expected to be open in 1998 on a 36-acre site between the Delta and American terminals.



### Metro Cards.

FAAers are reminded that Metro farecards are available for local travel.

By using a farecard, employees will no longer have to fill out a Claim for Reimbursement for Expenditures on Official Business, and will not have to wait to be reimbursed.

FAAers can check with their

organization's budget officer for more information.

**Cash Advances.** The Financial Services organization reminds FAAers that a 2.75 percent fee is charged for each \$100 cash advance obtained on their government contractor-issued American Express card. This fee appears on the monthly billing statement, and should be described as an "ATM Cash Advance" on the travel voucher.

Cash advances are limited to meals and incidental expenses. Employees may round off to the next highest dollar amount if the ATM only dispenses \$20 denominations.

This information can be found in the ATM Cash Withdrawal Service Policy, Procedures, and Enrollment Guide. For a copy, employees can contact their American Express Coordinator.

For more information, contact Marion Issac, 267-7062.

**Residence Transactions.** The allowance for expenses incurred in connection with residence transactions on permanent change-of-station moves has been increased.

In connection with the sale of the residence at the old duty station, reimbursement shall not exceed 10 percent of the actual sale price, or \$22,398, whichever is less. In connection with the purchase of the residence at the new duty station, reimbursement shall not exceed five percent of the purchase price or \$11,198, whichever is less.

This information applies to employees whose effective date of transfer was on or after October 1, 1995.

**Employee Express.** FAAers can now use Employee Express to change their state tax information.

Headquarters employees can use the system to change discretionary payroll information like federal and state tax withholding, direct deposit of net pay, voluntary allotments, and home address. The system is available 24 hours a day, seven days a week.

To access the system, call 1-800-

827-6289, or visit the touch-screen kiosk in the Nassif building, PL-402. Employees are reminded to keep their social security and PIN numbers handy when calling the system.

For more information, contact Debbie Clough, Office of Human Resource Management, 267-3272.

**Telecommute America!** Telecommute America Week, a nationwide effort to promote telecommuting and educate American employers and employees on its benefits, was held October 23 through 27.

The FAA currently has over 130 employees who telecommute at least one day each pay period, either from home or from one of the telecommuting centers in the DC-Metropolitan area.

Telecommuting is one of the family-friendly workplace initiatives sponsored by Vice President Gore and supported by DOT Secretary Federico Peña.

Employees interested in learning more about telecommuting can contact Nancy Hurmence, Headquarters coordinator, 267-3903.

**Ultimate Flights.** The Experimental Aircraft Association's (EAA) one-hour monthly aviation series, *Ultimate Flights*, will air three times this month on ESPN and ESPN2 cable channels.

The show will air Sunday, November 19 at 12 noon, Wednesday, November 22 at 1 a.m., and Monday, November 27 at 2 p.m.

*Ultimate Flights* covers the entire spectrum of flight, covering topics like what's new in aviation, women in the world of flight, and young people discovering the opportunities offered by flying.

EAA's annual Fly-In will also be featured in an hour-long ESPN special, which will debut Monday, November 27 at 10 p.m. It will re-run on Monday, December 18, at 2:30 p.m.

EAA's Oshkosh '95 special will air on ESPN2, Friday, December 1, at 7:30 p.m., and again on Wednesday, December 27, at 4:30 p.m.

## Headquarters Intercom

November 14, 1995  
No. 95-43

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## Danger! Beware!

### FAA Develops Building Occupant Emergency Organization Team

As part of the FAA's effort to keep employees informed, especially during an emergency, the agency has established a Headquarters Building Occupant Emergency Organization Team.

During an emergency in the Headquarters building, a command team—consisting of six members—will be stationed at the guard's desk in the lobby, and floor teams will be in place on each level to assist in case of an emergency. Members of these teams can be identified by their orange safety vests and badges.

A designated official will be responsible for the evacuation and/or relocation of all occupants during and after emergencies. An emergency coordinator will organize the command and floor teams, and a medical coordinator is responsible for any medical emergencies that may arise. A security official will serve as the focal point for all security-related issues, and a floor team coordinator will train all wardens and floor team members. The damage coordinator—

a General Services Administration employee rather than an FAAer—will assess the damage, make emergency repairs, and conduct any necessary searches of the facility during or after emergencies.

There are six different positions held by members of the floor teams. Floor wardens are responsible for conducting the floor evacuation and searching for possible cause of the emergency on their floor. Area wardens search their assigned area to ensure that all employees have left the building, and stairwell wardens check their assigned stairwell to ensure that it is smoke and fire-free, and monitor employee evacuation. Elevator wardens keep employees from using the elevators during the emergency, and assist employees with disabilities during the evacuation. Daycare wardens assist with the evacuation of the infants and children on the first and second floors, and exit wardens are assigned to the exterior of the building to make sure

employees move away from the building during an emergency.

Employees are reminded to follow the instructions of team members and evacuate the building as quickly and calmly as possible in the event of an emergency. For more information, contact a team member or Joe Stuart, 267-7760.

## Retirement Information

Through the end of July, the FAA's retirement estimate system processed more than 30,000 personalized estimates for 11,606 employees. The current monthly rate is between 1,500 and 1,700 estimates each month.

The Office of Human Resource Management and the Director of Acquisitions recently negotiated an expansion to the retirement estimate system. The extension will provide for more than 23,000 retirement estimates, and has provisions to cover potential legislative changes in retirement calculations, specifically to high four or five salary averages. The new contract will extend through September 30, 1996, depending on the availability of fiscal year 1996 funding.

If the FAA should go into a shutdown mode in fiscal year 1996, the system will continue to provide retirement estimates based on obligated funding from fiscal year 1995.

All employees, including managers and supervisors, are encouraged to use the telephone retirement system—1-800-888-4412—for retirement planning purposes.

Employees can request as many estimates as they want, and can project a retirement date until the year 2030. Employees can even include a percentage of salary increase, from zero to four percent per year, to make the estimate more realistic for the outyears.

## Office of Administration *from page 1*

Dale McDaniel."

Verburg's federal government career spans nearly two decades. Prior to his position as the deputy chief financial officer at Treasury, he held several senior management positions with the Interior Department. He has also worked at the local and regional levels of government.

He holds a doctorate in public administration from George Washington University, a master's degree in city and regional planning from the University of California at Berkeley, and a bachelor of science in environmental design from

California Polytechnic University.

Marcia Bisenius will serve as Verburg's chief of staff. She began her FAA career in 1984 as a presidential management intern in the Office of Aviation Policy Plans. Since then she has held positions in the Office of Budget, Human Resource Development, and the Flight Standards Service.



Marcia Bisenius

Bisenius holds a master's degree in public administration from Iowa State University, and a bachelor of arts in political science from Creighton University.

## An FAA Halloween

### Senior Managers 'Scare' Up Funds for the Combined Federal Campaign

Although it was for a good cause, it was quite a sight as FAA's senior managers paraded across the auditorium stage dressed as everything from an air traffic control tower to a Hershey's kiss.

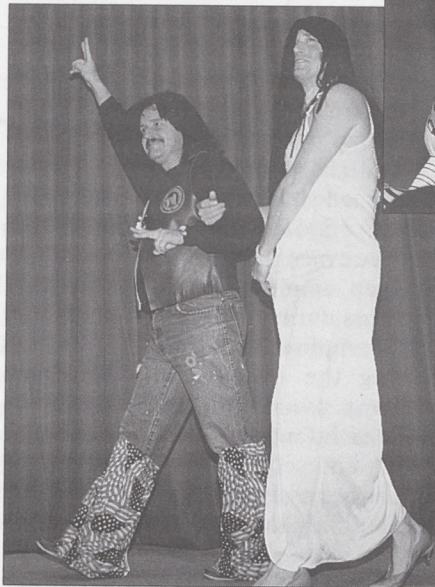
The annual Halloween costume contest "scared up" about \$200 for the Combined Federal Campaign, and gave FAAers the chance to see their favorite senior managers dressed in Halloween garb.

Associate Administrator for Regulation and Certification Tony Broderick, who came dressed like a Christmas tree, kicked off the event by tossing out candy canes to the audience.

This year's first place winners were Director of Civil Aviation Security Policy and Planning Ross Hamory and Director of Civil Aviation Security Operations Bruce Butterworth, who went as Sonny and Cher.

Director of Accident Investigation Dave Thomas came in second place for his air traffic control tower costume.

Third place in this year's contest went to Deputy Federal Air Surgeon William Hark, who came dressed as an M&M.



Above: Associate Administrator for Regulation and Certification Tony Broderick, who came dressed as a Christmas tree, tosses out candy canes to the audience.

Left: This year's first place winners were Director of Civil Aviation Security Policy and Planning Ross Hamory and Director of Civil Aviation Security Operations Bruce Butterworth, who went as Sonny and Cher.

An "Apollo at the FAA" talent show was also part of this year's effort to raise money for the Combined Federal Campaign. Nine FAAers got out on stage in front of a standing room only audience and did everything from magic tricks to playing the bagpipes. The event raised over \$200, which will go to support the DOT Day Care Center in the Headquarters building. FAAer Tim Brooks, of the Flight Standards Service, won the event with his rendition of a song by O'Brien called "You and I."

## Merit Award *from page 1*

FAA's director of the Flight Standards Service, wrote, "I am confident that in the near future your society will become the benchmark for excellence in the aviation maintenance industry."

During the ceremony, Hinson cited the group's success in encouraging individual growth in the aviation maintenance field. He pointed out that the FAA supports this positive human factors concept of providing the aviation maintenance community a clear, focused, and approved path that will achieve professional recog-

niton and status.

According to Accardi, the FAA is committed to maintaining and promoting a professional maintenance work force for the aviation industry. "We further believe that individuals who support and subscribe to high ethical and performance standards will promote and improve aviation safety."

The mission of the International Society of Aviation Maintenance Professionals is to set and maintain high ethical and performance standards that will help individual maintenance

technicians be recognized as professional. The Delaware-based organization is not involved with political or economic issues, nor does it require any federal funding, manpower, or resources.

The voluntary, non-profit corporation has the backing of many of the large trade organizations including the Professional Aviation Maintenance Association, National Air Transport Association, the National Business Aircraft Association, the Experimental Aircraft Association, and Transport Canada.

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

# Headquarters Intercom

## Challenger Session

*Hinson Reports 'Excellent Progress' on Strategic Goals*

During the second annual "challenger session" with industry, FAA Administrator David Hinson told more than 75 key aviation executives that the agency "is making excellent progress in meeting its strategic goals and preparing to implement whatever reform legislation is enacted by Congress."

Members of the Management Board also attended the session, which was held at the Omni Shoreham Hotel in Washington, DC.

Hinson told the group that the FAA had achieved 80 percent of its strategic milestones in fiscal year 1995, compared to the 70 percent it achieved in fiscal year 1994. He said that the FAA has refocused its Strategic Plan to be more respon-



FAA Administrator David Hinson, center, addresses industry at the recent "challenger session." With the Administrator are Monte Belger, associate administrator for Air Traffic Services, left, and Barry Valentine, assistant administrator for Policy, Planning, and International Aviation, right.

sive to current conditions, and asked for industry's help in shaping agency goals for 1996 and beyond.

"As we all realize, the fates of the aviation industry and the FAA are inter-

dependent," said Hinson. "One cannot thrive unless the other succeeds."

To help the FAA plan for dealing with reform legislation anticipated from Congress, the agency established



Joe Schwind, Airline Pilots Association, asks a question of the FAA panel during the Washington, DC, session.

a team led by Monte Belger, associate administrator for Air Traffic Services, and George Donohue, associate administrator for Research and Acquisitions. "We want the opinions of our customers to make sure the 'reformed' FAA will be responsive to your needs," said Hinson. "We seek and welcome your help."

Hinson also stressed the agency's commitment to the goal of "zero accidents," that resulted from an unprecedented safety summit last January. "This won't be an easy task," he said. "Achieving zero defects in an environment dominated by limited resources, increased competition and globalization, steadily evolving technology, and a virtual doubling in the demand for air services within the next 20 years, will be a challenge all of us will be hard pressed to meet."

## Career Development

*Airway Facilities Completes Pilot Mentoring Program*

Airway Facilities recently completed its one-year pilot mentoring program to assist in the career development of its Headquarters employees.

The program solicited mentees from the organization's GS-1 to GS-14 non-supervisory work force, and mentors from GS-3 through the Senior Executive Service levels. When paired, mentors and mentees worked together to reach specific

career-related goals and provide each other with sufficient feedback to ensure the goals were reached. Throughout the past year, the program offered more than 90 hours of developmental workshop training on topics like projecting a professional image, stress management, and the Myers-Brigg Type Indicator.

The principal goals of the program were

*turn to Mentoring on page 4*

## Highlights

**Final Decision.** The FAA recently announced its final decision on the New Jersey Environmental Impact Statement after carefully considering extensive public comments, and operational and environmental factors.

The agency will modify current procedures to incorporate a mitigation measure—known as the Solberg Mitigation Proposal—to reduce aircraft noise in the Scotch Plains and Fanwood areas of Union County New Jersey. Once implemented early next year, the proposal will reduce noise for 18,755 Union County residents who expressed concern about increased noise levels over New Jersey since the 1987 realignment of east coast aircraft routes. There will be no comparable increase in noise for other New Jersey residents and no noise effects for residents living outside of New Jersey.

In finalizing the statement, the FAA carefully considered testimony from the more than 1,200 federal, state, and local elected and appointed officials and citizens. Also considered were 2,800 comments received at the more than 30 public hearings and meetings

during a comment period that exceeded more than 500 days in total.

**Customer Service.** The FAA has established customer service standards for six of the agency's products and services with at least one from each of the lines of business.

Under a presidential executive order, government agencies have until September 1996 to establish customer service standards.

According to FAA Administrator David Hinson, "the establishment of customer service standards is a high priority of the Secretary of Transportation, as well as the Deputy Administrator and myself." He noted that the FAA's Strategic Plan calls for a customer-focused organization with a commitment to listening to its customers.

"Should Congress eventually authorize incentive-based 'fees-for-service,' these customer service standards will serve as an example of the FAA's commitment to improved service," said Hinson.

**Presidents-Elect.** Two FAAers at the Civil Aeromedical Institute were recently elected to the top positions of their respective professional organizations.

Librarian Kathy Wade was elected president of the Greater Oklahoma City Association of Libraries. She currently chairs that group's Continuing Education Committee.

Carol Manning, Ph.D., will head the Aerospace Human Factors Association. She currently manages CAMI's Advanced Systems Research program.

**Award Winner.** The National Air and Space Museum recently awarded former FAA Administrator Najeeb Halaby with its Lifetime Achievement Award, recognizing his leadership role in all facets of aviation including military, government, air-

lines, and general aviation. The award, called "The Web of Space," is a replica of a sculpture by John Safer.

Halaby learned to fly in 1932, and was a Navy carrier test pilot during World War II. As chief instructor, he created the Navy Test Pilot School at Patuxent River Naval Air Station in Maryland, and in the 1960s he developed the FAA's Flight Academy in Oklahoma City.

Halaby served under President John F. Kennedy as administrator of the then-independent Federal Aviation Agency from 1961-1965. During this time, he was responsible for the introduction of stringent safety regulations, the desegregation of all U.S. air terminals, and the completion of Dulles International Airport.

Halaby currently serves as the president of Halaby International Corporation.

**Regional Airlines.** The Regional Airline Association (RAA) recently released statistics that showed passenger enplanements, revenue passenger miles, and departures for U.S. regional airlines increased between April and June 1995.

Regional airline revenue passenger miles totaled 3.24 billion during the April-June period, a five percent increase over the same period in 1994. The industry completed 1.2 million

departures, and enplaned 15 million passengers in the second quarter of 1995, compared with 14.7 million in the same period in 1994. The average passenger trip length in the U.S., Puerto Rico, and the Virgin Islands was 216 miles.

Simmons Airlines, Flightship Airlines, and Comair were ranked as the three largest regional carriers—in terms of passenger enplanements—during the April-June period.

The RAA represents regional U.S. carriers, and the manufacturers of products and services that support the industry, before Congress, DOT, FAA, and other federal agencies.



FAAers Kathy Wade, left, and Carol Manning, right.

## Headquarters Intercom

November 21, 1995  
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Published weekly by  
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Media and Internal Communications  
Division, APA-300  
800 Independence Avenue, SW  
Washington, DC 20591  
(202) 267-3441

## People

**Leave Donations.** Arretta Jefferson, a secretary in the Office of Financial Services, and Ray Taylor, an accounting technician in the Office of Financial Services, are eligible recipients for the FAA's leave donor program.

Jefferson underwent two major surgeries in September, one for ligament reconstruction of the knee, and another for abdominal problems. Due to complications from the abdominal surgery, she has exhausted all of her leave.

Taylor has exhausted all of his leave caring for his mother who recently suffered a stroke which left her partially paralyzed and unable to speak.

Anyone wishing to donate annual leave to either of these employees may contact Veronica Stover, the agency's leave donor coordinator, 267-3908.

**Artistic Ability.** FAAer Larry Cole, manager of the Air Traffic Control

Human Factors Research program, was recently honored for his home-computer graphic design of the cover



During a recent Headquarters ceremony are Dr. Mark Hofmann, right, and Larry Cole, left.

of the National Plan for Civil Aviation Human Factors.

The plan—developed in partnership with the National Aeronautics

and Space Administration and Department of Defense, along with many segments of the aviation community—is a comprehensive initiative to apply human factors research to new and existing technologies in the National Airspace System.

During a Headquarters ceremony, Dr. Mark Hofmann, chief scientific and technical advisor for Human Factors, recognized Cole for his “exceptional artistic talents and willingness to contribute above the call of duty.” Cole worked weekends on the design, which, said Hofmann, “demonstrates

how the individual member's commitment enhances the product of a team effort. Larry made a big difference in the pursuit of excellence.”

## Healthy Benefits

### Government-Wide Open Season Runs Through December 11

FAAers now have the opportunity to enroll in the Federal Employees Health Benefits (FEHB) program, change health plans, or change options.

This year's health benefits open season runs through December 11 at the FAA. Nationwide, more than 400 health plans will participate this year.

The 1996 FEHB Guide has been forwarded to all employees. Each employee currently enrolled in a plan will receive a brochure from their provider, along with a notice of its 1996 rates. Brochures for all FEHB health plans are also available for review in the Office of Human Resource Management.

Employees who are already enrolled in a plan, and do not wish to change their coverage, need not take any action during this open season. Those employees enrolled in plans that are not participating in the pro-

gram after December 31, 1995, or whose plans dropped an enrollment area with a separate enrollment code, must enroll in a different plan in order to continue coverage in 1996. New enrollments or changes in current enrollments should become effective the first day of the first pay period on or after January 1, 1996.

Employees may pick up and submit the health benefits registration form (SF-2809, Rev. August 1992) in their servicing Human Resource Management Division.

Headquarters employees may contact Andre Speedieberg, 267-3881, for questions regarding this year's open season.

## Flightplan

**Ethics Training.** The Office of the Chief Counsel reminds those employees required to file financial disclosure reports that ethics training is mandatory.

Training sessions will be held in the third floor auditorium, beginning at 2 p.m., on the following days:

- Monday, November 27
- Thursday, November 30

- Tuesday, December 5
- Wednesday, December 6
- Thursday, December 7
- Monday, December 18
- Tuesday, December 19
- Thursday, December 21

Employees required to attend the training are asked to call (202) 376-6406, or cc:Mail Jean Neely or John Walsh, to schedule a session.

## Group Meetings

Here is a list of the meeting dates, times, and places for several FAA employee groups. Membership in all groups is open to FAAers and members' guests.

**Black Coalition.** The National Black Coalition of Federal Aviation Employees meets the *first Tuesday* of each month, 12 noon to 1 p.m., conference room 8ABC. Next meeting: *December 5*. Contact Carrie Wood, x78411.

**FWPC.** The Federal Women's Program Committee normally meets the *first Wednesday* of each month.

For next month's meeting information, contact Doretha Robinson, x75842.

**Headquarters EPG.** The Headquarters Employee Participation Group meets the *second Thursday* of every month, 9 to 11 a.m., McCracken room. Next meeting: *December 14*. Contact Bob Cripe, x78211, or Gerrie Robinson, x79678, for meeting location.

**Hispanic Coalition.** The National Hispanic Coalition of Federal Aviation Employees meets the *first Wednesday* of each month, 12 noon. Next meeting: *December 6*, room 5C. Contact Mark Rios, x79339.

**International Training.** The Federal Aviation Club, International Training in Communication, meets *every Wednesday* from 12 noon to 1 p.m.

Contact L'Tanya Talley, x79330, or Brenda Larkin, x78091, for meeting location.

**Managers Association.** The Federal Managers Association, FAA Headquarters Chapter 265, meets the *second Thursday* of each month, from 12 noon to 1 p.m., in the MOC room. Next meeting: *December 14*. Contact Warren Davis, x79224.

**NA-AN.** The Native American-Alaskan Native Coalition meets the *third Wednesday* of each month from 1 to 2 p.m. Next meeting: *December 20*. Contact Rob Paul, x77045 or Mark Blazy, x73251, for meeting location.

**NAPA.** The National Asian and Pacific American Association of Federal Aviation Employees meets the *second Tuesday* of each month, 12 noon to 1 p.m., conference room 408. Next meeting: *December 12*. Contact Al Kaulia, x78317.



**NCFaed.** The National Coalition of Federal Aviation Employees with Disabilities meets *every Thursday* from 12 noon to 1 p.m. Contact Ric Foster, x79027, for meeting location.

**Toastmasters.** The FAA chapter of Toastmasters—the FAA Speechmasters—meets the *first and third Tuesday* of every month from 12 noon to 1 p.m., MOC room. Next meetings: *December 5 and 19*. Contact Thelma Bagley, x78875, or Maryanne Austin, x73680.

**TWO.** The Headquarters Technical Women's organization meets the *third Thursday* of each month, 12 noon to 1 p.m., conference room 815. Next meeting: *December 21*. Contact Genia Embrey, x77197.

**Volunteer Committee.** The FAA Volunteer Committee meets the *second Tuesday* of each month at 11:30 a.m., conference room 812C.

Next meeting: *December 12*. Contact Margaret Powell, x67037.

## Mentoring Program from page 1

to build a structured means of support and assistance for Airway Facilities employees with career development decisions; to develop/enhance present skills and abilities of the participants; and to further promote the philosophy that

career development is not just upward, but horizontal as well.

The Office of Human Resource Management is currently conducting a formal review of the program, and the results are expected sometime this month.

The 37 mentees that completed the one-year program are:

Nikki Abbott	Gerard Oswald
Guy Hawkes	Mary Francis Davis
Flemena Barnes	Charlotte Powell
Antoinette Haynes	Rebecca Deloney
Tracy Blake	E. K. Reed
Joseph Keifer	Linda Dobson
Todd Blakely	Roxanne Reid
Jeannette King	Sharon Fletcher
Deborah Bradford	Judy Schermerhorn
Frances Lawton	Ronald Gatling
Carol Brooks	Mark Schneider
Pat Lewis	Lisa Greene
Alethea Brown	Mark Starnes
Meg Mack	Trisha Guillen
Douglas Campbell	Betty Wise
Glenda McCall	Bertha Haley
Bobbi Catterton	Thomasine Wren
Valerie Murray	Deadra Hart
Ebony Dade	

November 28

issue not

published.

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

# Headquarters Intercom

## Working Together

### *Hinson Flies Prototype of Data Link for General Aviation*

**F**AA Administrator David Hinson and Aircraft Owners and Pilots Association (AOPA) President Phil Boyer recently took a test flight in Frederick, MD, to evaluate MIT/Lincoln Labs data link equipment for general aviation.

During the test flight, Hinson worked with panel-mounted data link displays that presented nearby traffic, on-demand weather data, and weather radar pictures.

Upon pilot request, the equipment brings to the cockpit displays of local or distant weather radars, textual weather reports and forecasts, and a collision avoidance aid displaying other air traffic around the data link airplane. The test flight was designed to show the progress made by the FAA and AOPA in evaluating the Mode S data link system and associated services targeted for the general aviation community.

In June, the FAA and AOPA launched an extensive operational evaluation of three data link services, including real-time traffic information and near real-time graphic and text weather information. Traffic information services increase pilot awareness by warning them when other aircraft are nearby. Utilizing Mode S surveillance data, the service identifies potential conflicts with other aircraft and displays the surrounding traffic situation to the pilot. Graphical weather service provides pilots with precipitation weather information in a graphical grid format



FAA Administrator David Hinson, left, and Aircraft Owners and Pilots Association President Phil Boyer, right, prepare for takeoff in a Cessna 172 specially equipped for general aviation data link evaluations.

similar to that of an airborne weather radar. The text weather service will give pilots text weather information including surface observations and terminal forecasts.

AOPA's Air Safety Foundation played a large part in the testing and evaluation of the system by addressing its safety, effectiveness, and reliability from the operational perspective. The FAA's Aeronautical Data Link Office is also conducting data link demonstrations from Washington National Airport to allow industry participation in the evaluation and development of the system.

After several months of testing, AOPA results show an overwhelmingly positive pilot response to the data link technology.

## Back To Work

### *Clinton Signs DOT Appropriations Act, Ends Furlough*

On November 15, President Clinton signed the 1996 Appropriations Act for the Department of Transportation, ending the one-and-a-half day furlough of DOT employees, as well as the uncertainty of operating under a continuing resolution.

Those employees who were iden-

tified as non-excepted, and placed in a furlough status during the period of November 14 and 15, will be paid for that time. Federal benefits were unaffected by the furlough as well.

"Whether your position was designated excepted or non-excepted," said FAA Administrator David

Hinson, "each of you is a valued public employee." He gave a special thanks to those employees "who continued to provide our normal outstanding service to the flying public despite the uncertainty of the furlough period. I cannot express often enough my deep re-

Turn to **Furlough** on page 4

## Highlights

**Foreign Assessments.** As part of an overall effort to provide the public with more information about aviation safety in international travel, the FAA announced the results of its assessment of 11 countries' capability to provide safety oversight of their air carriers that operate in the U.S. They are: Australia, Hungary, New Zealand, Romania, Israel, Netherlands Antilles, and Western Samoa—all of whom comply with international safety standards—and Ecuador, Jordan, Peru, and Venezuela, which all rated conditional.

Conditional means that FAA inspectors found areas in a country's civil aviation authority that did not meet international safety standards, and the FAA is negotiating with the authority to implement corrective measures.

The assessments are not an indication of whether an individual foreign carrier is safe or unsafe, rather they determine whether or not the country has a civil aviation authority in place and the extent to which that authority ensures that operational and safety procedures are maintained by its air carriers.

### Headquarters Intercom

December 5, 1995  
No. 95-45

**Diane Spitaliere**  
Manager

Media and Internal Communications  
Division

**Briar S. Haggett**  
Editor

**Michael A. Malden**  
Art Director

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Travelers may call 1-800-FAA-SURE (1-800-322-7873) to obtain a summary statement about whether a foreign country has been assessed and the results, if available.

**Quality Assurance.** The FAA is quickly becoming a leader in the government-wide effort to use international industry quality standards.

More specifically, the FAA is replacing its quality standards with comparable international standards in the ISO 9000 series for the acquisition of systems, equipment, and material for the National Airspace System.

Use of these standards will permit a single system for all government agencies, rather than a different one for each organization, which will help reduce overall costs and improve compliance.

An article in the June 1995 issue of *Quality Systems Update* contains more information on the FAA's transition efforts. Copies of the article and more information on the FAA's efforts can be obtained from Carol Driscoll, 267-8915, or Don Higham, 267-8913.

**Technology Workshop.** The FAA's Office of Civil Aviation Security and Aviation Security Research and Development Division recently sponsored a trace explosive detection workshop for the International Civil Aviation Organization's Ad Hoc Group of Specialists on the Detection of Explosives.

More than 60 scientists and aviation security specialists from 11 countries participated in a hands-on evaluation and validation of a standard for determining the suitability of trace explosive detection systems to sense explosives concealed in consumer electronics.

The workshop was held at the Technical Center's Aviation Security Laboratory.

**Flight Assist Award.** FAAer Randy Beck, a controller at the Minneapolis Air Route Traffic Control

Center, was recently recognized with the National Flight Assist of the Year award for 1994.

Last April, a Piper Cherokee, enroute from Minot, ND, to Duluth, MN, was cruising at 11,000 feet when it encountered severe turbulence, and was thrown into a spin. When the pilot recovered, he was flying at 2,600 feet and none of the instruments were functioning.

Several attempts were made to vector the aircraft to Duluth, but the pilot was unable to maintain straight and level flight. The pilot was given weather information, and several alternative landing options were provided. The pilot elected to try and get below the clouds to get visual contact with Brainerd, MN, airport.

When the pilot was unable to maintain straight and level flight even under visual flight rules, Beck sought the assistance of another aircraft in the area to help land the distressed aircraft. One hour and twenty minutes after the ordeal began, the Piper landed safely at Brainerd.

The pilot who assisted the Piper in its landing commended Beck, saying, "it is a comfort to know that there are skilled, dedicated people like Mr. Beck working the system."

**Healthy Benefits.** FAAers now have the opportunity to enroll in the Federal Employees Health Benefits (FEHB) program, change health plans, or change options. This year's open season ends December 11.

The 1996 FEHB Guide has been forwarded to all employees. Each employee currently enrolled in a plan will receive a brochure from their provider, along with a notice of its 1996 rates. Brochures for all FEHB health plans are also available for review in the Office of Human Resource Management.

Employees may pick up and submit the health benefits registration form in their servicing Human Resource Management Division.

Headquarters employees may contact Andre Speedieberg, 267-3881, for more information.

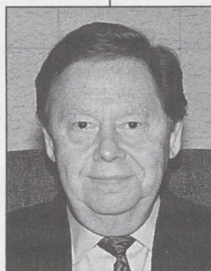
## People

**Distinguished Service.** FAAer Hal Becker, manager of the Airspace Rules and Aeronautical Information Division, was recently honored with the Aircraft Owners and Pilots Association's Air Safety Foundation Distinguished Service Award.

During the award ceremony—at the recent AOPA EXPO '95 in Atlantic City, NJ—Bruce Landsberg, the executive director of the foundation, said, "Hal Becker is an FAA person who understands general aviation. He supports the cause of air safety, and in fact, has been an unsung but key factor in many important programs for general aviation." He noted that Becker, a Cessna 172 owner, "under-

stands how the system really affects the general aviation pilot."

Landsberg also called Becker "instrumental" in making new sectional chart symbology easier to read and understand.



Hal Becker

Becker has been with the FAA since 1962. He holds a commercial pilot certificate with multi-engine and instrument ratings, and is a glider pilot, and flight and ground instructor. Becker attended Glassboro

State College in New Jersey.

The foundation is the non-profit education arm of the 335,000-member Aircraft Owners and Pilots Association. The group designs and conducts continuing pilot education programs nationwide.

## Flying 'First'

### Bi-Lateral Amputee Wins Aeromedical Certification

The FAA for the first time recently certified and issued a Third-Class medical certificate to an airman with two prosthetic devices for arms.

The 47 year-old male pilot was the holder of a First-Class medical certificate, was working as an airline pilot, and had 20,000 hours on various types of aircraft. In September 1993, he was involved in a high-speed single vehicle roll-over accident at a race track. He was admitted to emergency service with a diagnosis of head injuries, complete traumatic amputation at the wrist of the left upper extremity, and near total amputation of the right upper distal forearm with major neurovascular injury.

As a result of the accident, his right forearm was completely amputated, as was his left wrist. He also underwent physical and speech therapy.

In March 1994, he requested the issuance of a Third-Class medical certificate from the FAA. The request was denied because of concerns about his cognitive defects after the accident. After several requests for reconsideration, the pilot underwent a complete neuropsychological evaluation 14 months after the accident. All results were reported as within normal limits. As part of his evaluation at the Civil Aeromedical Institute, he was required to demonstrate the normal operation of his prostheses. He was also tested in the altitude chamber both with and without the prostheses.

After taking into account this pilot's past flying experience, strong motivation to continue flying, successful completion of all requested tests, and compliance with all other applicable medical certification standards, the FAA granted his request for the Third-Class medical certificate with a Statement of Demonstrated Ability that requires him to wear his artificial limbs when piloting an aircraft.

## Planning Ahead

### Thrift Savings Plan Runs Through January 31

The Thrift Savings Plan (TSP) open season at the FAA runs through January 31. During this time, eligible employees may sign up to contribute to the plan or change the amount of contributions to the three funds.

Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS) employees with continuous service, who were hired between January 1 and June 30, and rehired CSRS or FERS employees who were previously eligible, may participate in this year's open season. Rehired employees who were not previously eligible may begin contributing in the second open season after rehire.

CSRS employees may contribute five percent of their earnings with no government match, and FERS employees may contribute 10 percent of their earnings with a five percent government match (which includes the agency one percent automatic

contribution). All contributions are tax deferred until they are actually withdrawn from the plan.

The three investment funds under the plan are G/Government Securities Investment Fund, C/Common Stock Index Investment Fund, and F/Fixed Income Index Investment Fund. Eligible employees may transfer any portion of the money in their account among the three funds up to four times each year.

Updated information on the TSP open season is available from the Employee Relations Team, AHR-19d, room 528.

Elections received before January 1 will be effective on that date. Those received after that date will be effective on the first full pay period after receipt in AHR-19d.

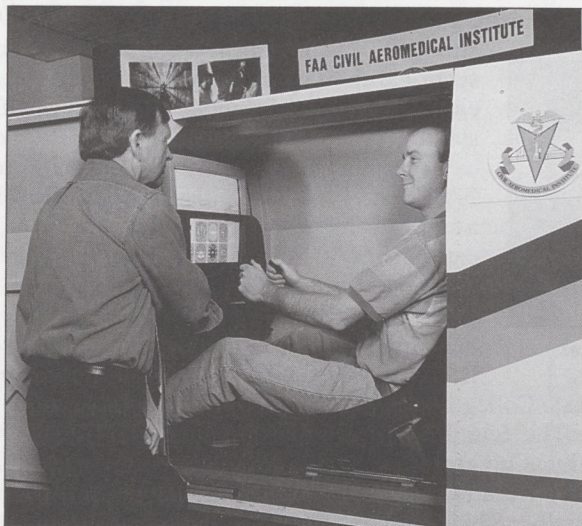
For more information on open season, contact Barbara Williams, 267-3873, Charlene Warren, 267-3872, or Andre Speedieberg, 267-3881.

## Safety Exhibit

### CAMI Debuts New General Aviation Spatial Disorientation Demonstrator

The FAA's Civil Aeromedical Institute (CAMI) recently featured its new General Aviation Spatial Disorientation Demonstrator as part of an aviation safety exhibit in the lobby of the Headquarters building.

The demonstrator—known as the GYRO-1 for short—is the first disorientation trainer designed specifically for general aviation pilots. It provides civil aviation and student pilots with the opportunity to experience the spatial disorientation that can happen during flights with limited visibility. The trainer gives a safe, practical, economical, and realistic demonstration of the human limi-



Shown with the new General Aviation Spatial Disorientation Demonstrator are, from left, CAMI instructors Dale Nelson and Roger Storey.

tations in maintaining spatial orientation during instrument flight rule conditions, and emphasizes the importance of relying on cockpit instrumentation to fly safely under such

conditions.

It is currently being used by Airman Education Programs as part of the aviation physiology training courses offered at CAMI and in support of the U.S. National Accident Prevention Program.

The motion-base of the GYRO-1 can provide 360 degree continuous motion, as well as plus or minus 15 degree pitch and 30 degree roll, which results in a more realistic simulation of flight. The programmed "flight" of the trainer does not require an instructor—only an external safety observer. The pilot receives a two minute orientation then takes the controls. The six minute flight progresses from visual flight rules, with "out the window" scenes, to instrument flight rule conditions.

Two CAMI physiology instructors were on hand to answer questions on the trainer, as well as to provide demonstrations of the GYRO-1. Photos survival equipment and an FAA-approved safety seat were also on display.

## Furlough Ends from page 1

spect for the FAA work force. Your performance in the face of challenges such as the one we have just weathered leaves me confident about the future of the agency."

Hinson also said that "even the short period of partial shutdown has clearly reinforced how important all FAA employees are to the accomplishment of our mission."

In addition to providing for the continued funding of the FAA, the bill signed by Clinton also cleared the way for the final step of the transition of the Office of Commercial Space Transportation to the FAA. Effective November 15, that organization became the seventh line of business at the FAA. The new Associate Administrator for Commercial Space Transportation (AST-1) is Frank Weaver. The organization, formerly part of the DOT's

Office of the Secretary, was established in 1984 to license and regulate all U.S. commercial launch activities to ensure that they are conducted safely and responsibly, and to promote, encourage, and facilitate commercial space trans-

portation.

Upcoming issues of Headquarters *Intercom* will feature articles on the FAA procurement and personnel reform possible under the 1996 Appropriations Act.

## Flightplan

**Ethics Training.** The Office of the Chief Counsel reminds employees required to file financial disclosure reports that ethics training is mandatory.

Training will be held in the third floor auditorium, beginning at 2 p.m., on: *Monday, December 18, Tuesday, December 19, Wednesday, December 6, and Thursday, December 7 and 21.*

To schedule a session, call (202) 376-6406, or cc:Mail Jean Neely or John Walsh.

**Business Processes.** The Office of Information Technology's Business Process Improvement Team is hosting a reengineering day on *Wednesday, December 13*, from 8:30 a.m. to 12:45 p.m. in the auditorium.

Guest speakers will discuss reengineering tools to radically improve business processes and help FAA organizations provide better, more cost-effective products and services.

All employees are welcome.

U.S. Department  
of Transportation  
Federal Aviation  
Administration

# Headquarters Intercom

## Settling Down

*Four FAA Executives Named to Permanent Positions*



Kay Frances Dolan

Headquarters FAAers Kay Frances Dolan, Ray Thoman, and Ruth Leverenz, along with Great Lakes FAAer Bill Withycombe, were recently named to permanent positions within the agency.

Dolan was named the director of Human Resources, a position she had been acting in for nine months. During the four years prior to that, she served as the agency's director of Personnel. Under her leadership, the organization has become recognized throughout government as a leader in reengineering, benchmarking, and business planning for personnel services.

Prior to joining the FAA in 1991, Dolan headed up the organization at the Office of Personnel Management that developed demonstration



Ray Thoman

projects to test innovation in federal personnel management. She is a Phi Beta Kappa graduate from the University of Oregon.

Thoman will serve as the agency's program director for Labor and Employee Relations, a position he has been acting in since 1994.

He began his FAA career in 1973 as an intern, and eventually held positions as a senior labor relations specialist, and then manager of the union/management relations division. He has also been deputy director of Labor and Employee Relations and Human Resource Development.

Thoman has an undergraduate degree in Political Science, and is a Juris Doctor honors graduate from George Washington University's National Law Center.



Ruth Leverenz

Leverenz is the agency's new Chief Financial Officer, a position she has been acting in for nearly eight months. Prior to that, she was the director of the Office of Budget.

She began her FAA career in 1975 as a budget analyst in the agency's Southwest Region, and came to Headquarters in 1981 as a senior analyst in the Office of Management Systems. Within the Office of Budget, she managed the Budget Modernization Staff and the Systems Division, and also served as the organization's deputy director.

Leverenz received a bachelor's degree in Education (Mathematics and Latin) from Baylor University, and a master's degree in Public Administration from Harvard University.



Bill Withycombe

Withycombe will now serve as Western-Pacific's regional administrator. Prior to his appointment, he was acting regional administrator in the Great Lakes Region.

He began his FAA career in 1971 as an aviation safety inspector in the Western-Pacific Region. He then managed both the Assignments and Situation Monitor Staffs in that region before moving to Flight Standards in 1985. He held various positions in that area before moving to the Great Lakes Region in 1992 as the deputy regional administrator.

Withycombe, a graduate of the Northrup Institute of Technology, is a commercial, single and multi-engine instrument pilot, and holds FAA airframe and powerplant certificates.

## Highlights

**Teletraining Course.** The Flight Standards Service's interactive teletraining course—Cockpit Enroute Inspection—recently won third place in the 14th Annual Telecon "Academy Awards for Teleconferencing."

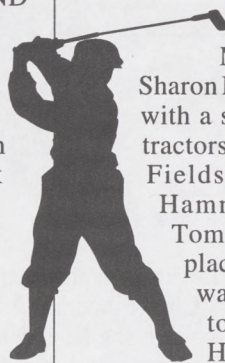
The course was produced by the University of North Dakota (UND) Aerospace Network, and was honored for "innovation in lesson design, excellent use of simulation and video, and solid teaching by experts." Along with the University and the FAA, members of the air carrier industry worked to develop the three-day, interactive video course. It was delivered via satellite from the UND Aerospace Network to nine different receive site classrooms across the nation.

Students took part in a role playing session with a flightcrew in an A300 flight simulator, a walk around inspection of an Airbus A320 aircraft shown on large screen projection, critiqued a videotape of cockpit enroute inspection done in a full motion Boeing 747-400 simulator, and participated in a panel discussion.

Instructors included FAA Academy and UND Aerospace personnel, aviation safety inspectors from Miami and Houston, and senior management representatives from the FAA's Flight Standards Service, as well as United, Northwest, Alaska, and American airlines.

**Golf Classic.** Several FAAers and FAA contract employees hit to win in this year's first annual Fall Golf Classic, sponsored by the FAA Volunteer Committee.

The four-member team tournaments were held at Lee's Hill and Augustine Golf Clubs last month. At Lee's Hill, the first place winners—with a score of 63—were contractors



Paul Hagan, Bob Bonnie, and Tom McAvoy, and FAAer Sharon Fisher. In second place, with a score of 66, were contractors Gary Gonet and Joe Fields, and FAAers Lew Hammond and Bill Tomasetti. Tied for third place, with scores of 67, was the team of contractors Ron Taylor, Tim Hartka, Barry Johnson, and Taylor Oncale, and the team of contractors Greg Jaeger and Manny Bobounalis, and FAAers Peter Quin and James Kimball.

At Augustine, the first place winners—with a score of 65—were contractors Keith Reynolds and Hugh McEvoy, and FAAers Jim Leard and Walt Krabacher (retired). Tied at 66 in second place was the team of contractors Paul Kang, Bud Morgan, and Barb Birmingham, and FAAer Bruce Signet, and the team of contractor Roger Boyd, and FAAers Bill Hohe, Richard Lay, and Steve Smith. And in third place, with a score of 67, were contractor Ron Sorna, and FAAers Dave Knorr, TK Kiely, and Steve Zaidman.

**AOPA Awards.** During last month's Aircraft Owners and Pilots Association EXPO '95, FAA Administrator David Hinson presented the

1995 General Aviation Flight Instructor and Maintenance Technician of the Year awards to Lyn Carlson and David Thissell, respectively.

Carlson, who has been a certified flight instructor since 1981, is owner and chief flight and ground instructor for Sunrise Aviation at John Wayne Airport in Santa Ana, CA.

Thissell, winner of the Maintenance Technician of the Year Award, has owned and operated Northeast Aircraft Maintenance Corporation at Plymouth Municipal Airport, MA, since 1989.

The awards are intended to reward outstanding contributions to the general aviation industry by an active maintenance technician and flight instructor. Both are sponsored in part by the FAA.

**Toastmasters Awards.** FAAers Tom Smith and Val Kulhanek recently took first place in the FA Speechmasters Best Humorous Speech and Best Evaluator club contest.

Smith, an employee in the Office of Aviation Policy and Plans, was honored for his humorous speech called "The First Time I Ever Saw a Cowboy."

Kulhanek, who works in the Office of the Assistant Administrator for Policy, Planning, and International Aviation, was recognized as the club's best evaluator.

**Transportation Services.** Transportation services between DOT buildings and other locations of official business in Washington, DC, are available to those DOT employees, official visitors, and guests with disabilities.

Contact Bill Thrift, Motor Vehicle Section chief, Cleveland Montgomery, or Franklin Weaver, on 366-136 between 7 a.m. and 5:30 p.m. to schedule transportation.

Arrangements for these services should be made at least 24 hours in advance.

## Headquarters Intercom

December 12, 1995  
No. 95-46

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Manager  
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**Briar S. Haggett**  
Editor

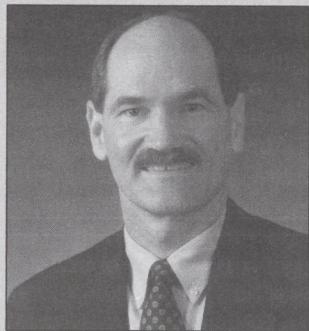
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## Dedicated Professionals

### Hinson Names Director and Deputy of Technical Center

FAA Administrator David Hinson recently named Guy Gardner, a former National Aeronautics and Space Administration (NASA) astronaut, as director of the FAA Technical Center in Atlantic City, NJ, and FAAer



Guy Gardner

Anne Harlan as deputy director.

In his new position, Gardner will head the nation's premier aviation research and development facility, and will manage a work force of 1,600.

"We are very fortunate to have such a dedicated professional as Guy Gardner to lead the Technical Center," said

FAA Administrator David Hinson.

Prior to his selection, Gardner served in 1994 as director of quality assurance in NASA's Office of Safety and Mission Assurance, and in 1992 as NASA's director of the joint U.S.-Russian Shuttle-Mir program. He was also a NASA astronaut from 1980 to 1991. Gardner piloted the Orbiter Columbus in 1990 and the Orbiter Atlantis in 1988.

Retired from the U.S. Air Force, Gardner served as commandant of the Air Force Test Pilot School at Edwards Air Force Base, CA, and also held positions as a test pilot and test pilot instructor. He earned a



Anne Harlan

bachelor's degree in aeronautics, mathematics, and engineering sciences at the U.S. Air Force Academy, and a master's degree in aeronautics and astronautics from Purdue University.

Harlan joined the FAA in 1982 as a human relations specialist to help design the agency's approach to organiza-

tional change. Prior to her recent selection, she served as special assistant to the agency's New England regional administrator, and as acting assistant manager for the region's Flight Standards Division. Harlan is a commercial, multiengine pilot, and brings to her new position experience in civil aviation security, airway facilities, and information technology.

She received her Ph.D. in organizational psychology from Ohio State University in 1974.

## Retirement Information

The telephone retirement estimate system—1-800-888-4412—is still available for FAAers to request as many retirement estimates as they like.

Through the end of July, the FAA's retirement estimate system processed more than 30,000 personalized estimates to 11,606 employees. The current monthly rate is between 1,500 and 1,700 estimates each month.

The Office of Human Resource Management and the Director of Acquisitions recently negotiated an expansion to the retirement estimate system. The extension will provide for more than 23,000 retirement estimates, and has provisions to cover potential legislative changes in retirement calculations, specifically to high four or five salary averages.

The new contract will extend through September 30, 1996, depending on the availability of fiscal year 1996 funding.

If the FAA should go into a shutdown mode in fiscal year 1996, the system will continue to provide retirement estimates based on obligated funding from fiscal year 1995.

All employees, including managers and supervisors, are encouraged to use the telephone retirement system for retirement planning purposes.

Employees can request as many estimates as they want, and can project a retirement date until the year 2030. Employees can even include a percentage of salary increase, from zero to four percent per year, to make the estimate more realistic for the outyears.

## Healthbeat

**Blood Mobile.** The blood mobile will be at FAA Headquarters on *Wednesday, December 20*, from 9:30 a.m. until 3:30 p.m., in conference rooms 5ABC.



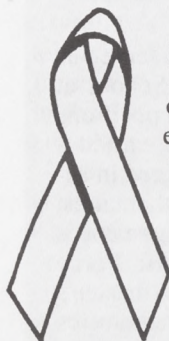
Interested employees are asked to sign up for an appointment in the clinic, room 327.

**Lecture and Video.** The Headquarters Health Awareness Program is sponsoring a lecture and video on alcoholism to be held *Wednesday, December 13*, from 10 to 11 a.m., in room 327.

Dr. Barton Pakull, FAA's Chief Psychiatrist, will be on hand during the event to answer employee questions.

# Recognizing World AIDS Day

## FAA GLOBE Members Donate Panel to Memorial Quilt



In support of this year's World AIDS Day—an annual day of observance designed to expand and strengthen the worldwide effort to stop the spread of HIV and AIDS—FAA Gay, Lesbian, or Bisexual Employees (GLOBE) members donated a panel to the AIDS memorial quilt in memory of FAAer Tom Williams.

Williams, a former air traffic controller in the San Francisco Bay area, died of AIDS in October. He joined the FAA in 1988 as a direct-hire from the military, where he also served as

a controller.

Any FAA employee who has lost a family member, partner, friend, or co-worker to the disease and would like to donate a panel in their honor to the quilt may contact Harry LeBlanc, (202) 267-3267.

World AIDS Day is designed to open channels of communication, promote the exchange of information and experience, and forge a spirit of social tolerance. It is coordinated internationally by the World Health Organization's Global Program on AIDS.

AIDS was first reported in the U.S. in 1981. Today, HIV—the virus that precedes and causes AIDS—is present in virtually all countries and

has infected around 18 million adults and 1.5 million children. Now in its second decade, the HIV pandemic continues to grow at an estimated rate of 6,000 new infections each day.

Headquarters FAAers interested in learning more about the disease can call the DC AIDS Information Line, (202) 332-2437. AIDS awareness information can also be found on two World Wide Web sites. They are:

### Facts About AIDS

<http://www.bonsai.com/LAAIDS/facts.html>

### The Body (general information)

<http://www.thebody.com>

## Flightplan

**Overseas Jobs.** The International Civil Aviation Organization (ICAO) has a job announcement open to FAA employees.

The vacancy number is:

### Paris

PC-95/17/P-4

*Technical Officer, Communications, Navigation, and Surveillance*

Initial appointments are three years for all assignments. Government employees accepting positions with ICAO are entitled to reemployment rights.

Applications are due in Administrative Systems and Overseas Support, API-19, by *Friday, December 29*.

For more information, employees can contact their servicing personnel office or API-19, (202) 267-9085.

**Business Processes.** The Office of Information Technology's Business Process Improvement Team is hosting a reengineering day on *Wednesday, December 13*, from 8:30

a.m. until 12:45 p.m., in the auditorium. It is open to all employees.

Guest speakers will discuss reengineering tools and methodologies to radically improve FAA business processes and provide better products or services.

The first 150 people in the auditorium will receive a free copy of "Seamless Government, A Practical Guide to Reengineering in the Public Sector," by Dr. Russ Linden.

## People

**Brothers McMullen.** Aside from the movie premiers, location shoots, and walk-on movie roles, life hasn't changed much for FAAer Mary Burns since her son Ed produced the hit movie *The Brothers McMullen*.

Burns has been a legal technician in the agency's Eastern Region for six of her 16-years with the FAA. She says she has always been close to her son Ed, as well as to her other children, Brian and Mary.

"I've always enjoyed Woodie

Allen and Neil Simon films, and shared that interest with my family. When Ed was growing up, he never really expressed a desire to be a filmmaker although he did enjoy writing," she said.

*The Brothers McMullen*, which opened around the country in August, is about three brothers and their often strained relationships with the women in their lives. It was filmed almost exclusively at the Burns' home in Valley Stream, NY, which has made it a hot spot for local media interviews.

In fact, one afternoon in August, Ed called his mom at work and told her he was going to be interviewed by NBC's "Extra." After she got the call, Burns raced home to put away the ironing board she remembered she had left in the living room.

"I guess my life has changed after all," said Burns.

Being the mother of a popular filmmaker does have its advantages though. Burns will soon star in a walk-on role in her son's next movie, *She's the One*.

# Seasons Greetings



## Headquarters Intercom



U.S. Department of Transportation  
Federal Aviation Administration



Vice President Al Gore

### Time to 'Be Bold'

#### FAA Reform Efforts Will Serve as Model for the Rest of the Federal Government

Now armed with the needed authority to dramatically reform its personnel and procurement systems, the FAA's reform efforts can serve as a model for all of government, Vice President Al Gore recently told FAA Administrator David Hinson.

Gore, who has been spearheading the Administration's "reinventing government" efforts, told Hinson in a November 30 letter, "I want you to know that the full resources of the Administration are available to you in designing and carrying out these reforms."

The Vice President urged Hinson to be bold and utilize the best corporate practices in creating the FAA reforms. Gore noted that Hinson's "considerable experience as a business leader" will be a great asset in developing the FAA's reforms.

The FAA's ability to create unprecedented reforms in its personnel and procurement systems have come about as a result of the 1996 Transportation Appropriations bill, which was signed last month by President Clinton. Under this legislation, the FAA now has the authority to remake its personnel and procurement systems, giving it the flexibility to operate more like a business.

The agency already has assembled task forces to take in-depth looks at current procurement and personnel procedures, and make recommendations on how best to implement these reforms.

"Giving the FAA the business tools to function like a business—and that means the key areas of financing, personnel, and procurement—will serve ultimately to ensure the safety and efficiency of our nation's airspace," said DOT Secretary Federico Peña.

In his letter to Hinson, Gore also stated that the full involvement of FAA employees is crucial to the success of any reform efforts.

"This is a vote of confidence and a great opportunity for the FAA and its employees," said Deputy Administrator Linda Hall Daschle. "We now have the ability to break through the bureaucratic structures that have hampered

the full utilization of the talent and energy that reside in FAA employees."

"The tasks at hand are obviously ambitious and will be important parts of our efforts to make government work better and cost less," Gore said in his letter to Hinson. "I commend you and the employees of the FAA for your diligence and commitment, and look forward to the implementation of these important reforms."

Though these reforms are crucial to the future of the FAA, the 1996 bill does not resolve the imbalance between the agency's long-term financing needs and the constraints imposed by the congressional budget resolution. Under the resolution, the agency's budget in 2002 would be 14 percent less than it was in 1995, while the number of passengers is expected to increase by 35 percent.

Both Hinson and Daschle have applauded the McCain/Ford/Hollings FAA Reform Bill, which proposes to provide

turn to **Reform** on page 3

### Saluting Federal Workers

#### Clinton Calls All Government Personnel 'Essential'

In a recent letter to all federal employees, President Clinton and Vice President Gore said that "calling furloughed workers non-essential is deeply offensive and just plain wrong."

They said the law that forced the furlough of 800,000 workers whose jobs were not of an emergency nature said nothing about "essential."

"We are proud of the people who work for the federal government," said Clinton and Gore. "Any Fortune 100 company would be lucky to have such a work force. Your work makes all Americans more

turn to **Salute** on page 3

## Highlights

**Payroll Functions.** The functions of the FAA's Payroll Systems Branch, AAA-110, were recently transferred to the Office of the Secretary's Financial Management Systems, Office of Financial Management, B-35.

The basic function of AAA-110 was to ensure that payroll systems, including time and attendance, reflected all legislative and regulatory requirements to pay each employee properly on a continuing basis. With the imminent completion of the departmental system, the Integrated Personnel and Payroll System, the Office of the Secretary was tasked with oversight of the entire system.

AAA-110 retained one position to handle FAA-specific payroll matters and serve as the focal point for coordinating general issues impacting the FAA with B-35 and other payroll offices. In this position is Nobi Koop, who can be reached on 267-9013.

Headquarters employees with specific questions concerning their pay should contact their servicing payroll office, (404) 305-7128. Employees with questions concerning alternative work schedules or leave policies

should contact their servicing personnel office.

**New Chairman.** Former FAA Administrator Najeab Halaby was recently named chairman of the Aircraft Owners and Pilots Association's Air Safety Foundation Board of Visitors.

The group is made up of aviators and aviation professionals who volunteer their experience and knowledge to enhance the mission and funding of the non-profit Foundation. In conjunction with the FAA and MIT/Lincoln Lab, the Foundation is currently studying human factors and the availability of data link weather and traffic information in light aircraft.



President John F. Kennedy, left, and former FAA Administrator Najeab Halaby at the opening of Dulles Airport on November 17, 1963.

Halaby served under President John F. Kennedy as administrator of the then-independent Federal Aviation Agency from 1961-1965. During this time, he was responsible for the introduction of stringent safety regulations, the desegregation of all U.S. air terminals, and the completion of Dulles International Airport.

**OATS Contract.** The Office of Information Technology reminds employees that purchases from the Office Automation, Technology, and Services (OATS) contract can now be made using government credit cards. Purchases are limited to the \$2,500 threshold on government credit cards, are delivered in 30 days, and subject to the terms and conditions of the OATS warranty.

The FAA's OATS contract recently began its sixth year of providing information technology services and solutions to the agency. Major suppliers

under the contract include AT&T, Digital, SUN, Microsoft, Oracle, and Lotus. From business process reengineering through systems integration and implementation, to technical services support and products, OATS continues to fulfill a major portion of the agency's information technology needs.

Interested employees can review the current OATS catalog, which is published quarterly, by calling AT&T, 1-800-322-OATS, or by accessing the electronic version on e:Cat, the cc:Mail bulletin board.

**Emergency Dismissal.** The Office of Personnel Management recently issued updated guidance concerning the Washington, DC-area emergency dismissal and closing procedures.

The term "unscheduled leave policy" will now be used in place of "liberal leave." Employees are reminded that when reading or listening to the media during periods of inclement weather or other emergencies, "unscheduled leave policy" means that annual leave may be taken without prior scheduling.

**'SAFER' Help.** Ray Belanger, president of Senior Aviation Federal Executives-Retired—also known as SAFER—recently wrote to the Office of Public Affairs to let the agency know of his organization's efforts to strengthen the future of the FAA.

The group, which includes more than 50 retirees from several FAA Headquarters and field organizations, feels that the FAA needs legislative help to cope with the tough budget and technical issues it now faces.

SAFER members have been meeting with Congressional staff members, testifying before Congress, and writing to the different committees, along with conferring with various aviation organizations outside government.

SAFER supports flexible personnel and procurement laws for the FAA, and believes that FAA financing should be entirely off-budget. "We don't claim to be a major player in the way Congress works," said Belanger, "but we are trying to do what we can to strengthen the FAA."

## Headquarters Intercom

December 19, 1995  
No. 95-47

**Diane Spitaliere**  
Manager  
Media and Internal Communications  
Division

**Briar S. Haggett**  
Editor

**Michael A. Malden**  
Art Director

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Washington, DC 20591  
(202) 267-3441

## Salute *from page 1*

life, free, and prosperous. We are glad you are all back on the job."

During last month's furlough, the DOT used the terms "excepted" and "non-excepted," which describe employees' work reporting status, not their value to the Department. Because the debate that led to the November shutdown of the government was unresolved as of December 7, the letter mentioned the possibility of another furlough later this month. DOT employees will not be affected since the Transportation Appropriations Bill was already passed.

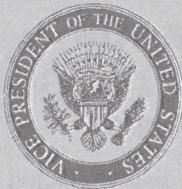
DOT Secretary Federico Peña said "the views that the President and Vice President have expressed in their letter support DOT's terminology and convey their appreciation for the many important roles that federal employees fill."

Peña and Deputy Secretary of Transportation Mort Downey said they "recognized the difficult situation that the furlough brought on for all DOT employees." Both thanked employees for their patience and understanding during the furlough period last month.

## Reform *from page 1*

the financial resources necessary for the FAA to manage the growth of aviation by asking users to pay a fair share for services they receive, including air traffic control, training, licensing, regulatory proceedings, and certification. The bill would also charge foreign airlines that fly over the U.S. for their use of U.S. air traffic services, which they currently receive at no cost, and ask the Department of Defense to contribute to cover the cost of the FAA services they use.

"If the FAA is to continue to fulfill its mission and meet its responsibilities, the agency must have the resources and flexibility necessary to do the job," said Hinson. "The McCain/Ford/Hollings FAA Reform Bill is a sensible, balanced approach to help the agency meet these needs."



THE VICE PRESIDENT  
WASHINGTON

November 30, 1995

Dear David:

Implementation of the personnel and procurement reforms in the transportation appropriations bill will be a key milestone in our continuing efforts to bring fundamental changes to the Federal Aviation Administration (FAA). The ability to deploy the latest technologies and to have a well-trained and mobile workforce will be critical in ensuring the long-term safety and efficiency of the air traffic control system.

Beyond their importance for the FAA, these reforms also can serve as models for reforms throughout government. I want you to know that the full resources of the Administration are available to you in designing and carrying out these reforms, and I encourage you to utilize the expertise that exists throughout the government and in the private sector. This should be a time to be bold, to find the best corporate practices and put them into place for the government. Your considerable experience as a business leader should be of great value as you lead this process. Given the importance of these reforms, their development should be a top priority for you and the senior management at the FAA.

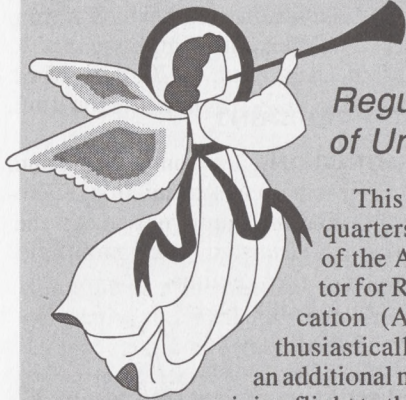
It is critical that the employees of the FAA and their representatives be fully involved in the design and implementation of these systems. I have been struck by the tremendous efforts of dedicated FAA employees to maintain aging equipment and provide the critical service demanded of them. Much of our focus in bringing change to the FAA has been to give employees the tools that they need to effectively and efficiently carry out their important responsibilities. These employees and their representatives have been, and will continue to be, critical to the success of any reforms.

The tasks at hand are obviously ambitious, and will be important parts of our efforts to make government work better and cost less. I commend you and the employees of the FAA for your diligence and commitment, and look forward to the implementation of these important reforms.

Sincerely,

A handwritten signature in dark ink, appearing to read "Al Gore".

Al Gore



## Helping Hands

### Regulation and Certification Gives Flight to Dreams of Underprivileged Children

This holiday season, Headquarters FAAers in the Office of the Associate Administrator for Regulation and Certification (AVR) enthusiastically took on an additional mission—giving flight to the holiday dreams of local underprivileged children and families. The following is a thumbnail sketch of the efforts of the various offices and services under AVR:

**Accident Investigation and Aviation Medicine** joined forces to support the Salvation Army's *Angel Tree Program*. This program provides gifts of clothing, shoes, and toys for the area's most needy children. Through the program, children who might not otherwise receive holiday presents are

more than 200 dolls and 100 bears, FAA employees helped fill more than 200 Christmas stockings for needy children. Meanwhile, Air Certification Service employee *Linda Walker* worked tirelessly



FAAers in the Office of the Associate Administrator for Regulation & Certification donated bicycles, clothes, shoes and toys to needy families this holiday season.



Director of Accident Investigation Dave Thomas test rides a bicycle going to the Salvation Army's Angel Tree Program.

treated to new clothing, toys, and the reassurance that someone cares.

**Air Certification Service** employee *Bobbie Jean Smith*, assisted by **AVR Executive Staff** employee *Virginia Brooks*, served as coordinators of the FAA's efforts to dress dolls and teddy bears for Christmas. This year, in addition to dressing

for the Prince William County, VA. Chapter of *Compassionate Friends*, an international self-help organization for parents and siblings coping with the tragic death of a child or sibling. The program holds regular meetings, trains members as facilitators, and provides resources, seminars and information on literature for members. Ms. Walker has been a member of *Compassionate Friends* since her 19-year-old daughter, Tracy Lynn Walker, died in an automobile accident more than three years ago.

**Flight Standards Service**, for the past 33 years has supported the local community through Children's Hospital and the Salvation Army. Over the past 15 years, the group has contributed nearly \$10,000 to these two charities.

**Rulemaking** employees dressed dolls and bears, contributed Christmas stockings, and made contributions to the *Angel Tree Program*.

## Group Meetings

Here is a list of the meeting dates, times, and places for several FAA employee groups. Membership in all groups is open to FAAers and members' guests.

**Black Coalition.** The National Black Coalition of Federal Aviation Employees meets the *first Tuesday* of each month, 12 noon to 1 p.m., conference room 8ABC. Next meeting: *January 2*. Contact Carrie Wood, x78411.

**FWPC.** The Federal Women's Program Committee normally meets the *first Wednesday* of each month. For next month's FWPC meeting information, contact Doretha Robinson, x75842.

**Headquarters EPG.** The Headquarters Employee Participation Group meets the *second Thursday* of every month, 9 to 11 a.m. Next meeting: *January 11*. Contact Bob Cripe, x78211, or Gerrie Robinson, x79678, for meeting location.

## Planning Ahead

### Thrift Savings Plan Runs Through January 31

The Thrift Savings Plan (TSP) open season at the FAA runs through January 31.

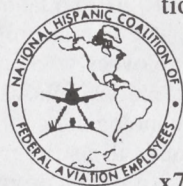
Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS) employees with continuous service, who were hired between January 1 and June 30, and rehired CSRS or FERS employees who were previously eligible, may participate in this year's open season. Rehired employees who were not previously eligible to participate may begin contributing in the second open season after rehire.

CSRS employees may contribute five percent of their earnings with no government match, and FERS employees may contribute 10 percent of their earnings with a five percent government match (which includes the agency one percent automatic contribution). All contributions are tax deferred until they are actually withdrawn from the plan.

The three investment funds under the plan are G/Government Securities Investment Fund, C/Common Stock Index Investment Fund, and F/Fixed Income Index Investment Fund.

For more information on open season, contact Barbara Williams, 267-3873, Charlene Warren, 267-3872, or Andre Speedieberg, 267-3881.

**Hispanic Coalition.** The National Hispanic Coalition of Federal Aviation Employees meets the *first Wednesday* of each month, 12 noon. Next meeting: *January 3*, room 5C. Contact Mark Rios, x79339.



**International Training.** The Federal Aviation Club, International Training in Communication, meets *every Wednesday* from 12 noon to 1 p.m.

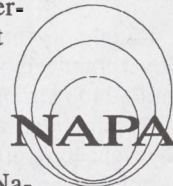
The group provides instruction on how to communicate effectively, build self-confidence, stimulate the exchange of ideas, express individual thoughts, learn skills to use at work, and receive training to increase individual effectiveness. All efforts will be constructively evaluated by the group.

Contact L'Tanya Talley, x79330, or Brenda Larkin, x78091, for meeting location.

**Managers Association.** The Federal Managers Association, FAA Headquarters Chapter 265, meets the *second Thursday* of each month, from 12 noon to 1 p.m., in the MOC room. Next meeting: *January 11*. Contact Warren Davis, x79224.

**NA-AN.** The Native American-Alaskan Native Coalition meets the *third Wednesday* of each month from 1 to 2 p.m. Next meeting: *January 17*. Contact Rob Paul, x77045 or Mark Blazy, x78924, for meeting location.

**NAPA.** The National Asian and Pacific American Association of Federal Aviation Employees meets the *second Tuesday* of each month, 12 noon to 1 p.m., conference room 408. Next meeting: *January 9*. Contact Al Kaulia, x78317.



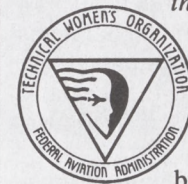
**NCFaed.** The National Coalition of Federal Aviation Employees with Disabilities meets the *third Thursday* of each month at 12 noon, in room 604, conference room 2. Next meeting: *January 18*. Contact Ric Foster, x79027.

**Toastmasters.** The FAA chapter of Toastmasters—the FAA Speechmasters—meets the *first and third Tuesday* of every month from 12 noon to 1 p.m., MOC room. Next meetings: *January 2 and 16*. Contact Thelma Bagley, x78875, or Maryanne Austin, x73680.



**TWO.** The Headquarters Technical Women's organization meets the *third Thursday* of each month, 12 noon to 1 p.m.

Several flyers will be posted throughout the building to identify the meeting location. Next meeting: *January 18*. Contact Genia Embrey, x77197.



**Volunteer Committee.** The FAA Volunteer Committee meets the *second Tuesday* of each month at 11:30 a.m., conference room 812C. Next meeting: *January 9*. Contact Margaret Powell, x67037.

## Flightplan

**Overseas Jobs.** The International Civil Aviation Organization (ICAO) has a job announcement open to FAA employees.

The position is being advertised under the following vacancy number:

**Paris**

PC-95/17/P-4

*Technical Officer, Communications, Navigation, and Surveillance*

Initial appointments are three years for all assignments. Government employees accepting positions with ICAO are entitled to reemployment rights.

Applications are due in Administrative Systems and Overseas Support, API-19, by *Friday, December 29*.

For more information about salary, qualifications, benefits, and applications, employees can contact their servicing personnel office or API-19, (202) 267-9085.

**System Safety Conference.** The System Safety Society is hosting its 14th International System Safety Conference *Monday through Saturday, August 12 through 17, 1996*, in Albuquerque, NM.

The theme is "System Safety: Exploring New Opportunities." The event will focus on new applications for system safety in aerospace, defense, and other high-consequence operations. The deadline for submitting papers on these topics is *Sunday, December 31*.

For more information, contact Perry Antonio, conference chair, at [pedanto@sandia.gov](mailto:pedanto@sandia.gov). Additional conference information can be found on the group's World Wide Web site, at [http://www.sandia.gov/sys\\_saf\\_conf/intro.htm](http://www.sandia.gov/sys_saf_conf/intro.htm).

**Technology Transfer.** Nominations for 1996 FAA Technology Transfer Awards are due at the Technical Center, AAR-201, no later than *Thursday, February 15, 1996*.

The awards program, now in its second year, recognizes employees who contribute to technology transfer through inventions, innovations, or other outstanding scientific or technological contributions to the FAA mission. Nominations will also be accepted for those employees who initiated activities that promoted the transfer of science and technology and resulted in utilization by industry, universities, state or local government, or other non-federal entities.

There are six award categories—intellectual property, innovative efforts, cooperative research and development agreements, management, technology transfer assistance, and awards committee. Each recipient will receive cash and recognition awards at a ceremony to be held at the Technical Center in the spring.

For more information, contact Sharon Moore, AAR-201, (609) 485-5006, via cc:Mail, or on the internet, [moores@admin.tc.faa.gov](mailto:moores@admin.tc.faa.gov).

## People

**Leave Donations.** Maria Pitts, a secretary in NAS Operations, is an approved recipient in the FAA's leave donor program.

Pitts recently underwent major surgery and will be out of work for an undetermined period of time.

Employees interested in donating annual leave may pick up the required form—Office of Personnel Management optional form 630-A—in room 109, or contact Veronica Stover, the agency's leave donor coordinator, 267-3908.

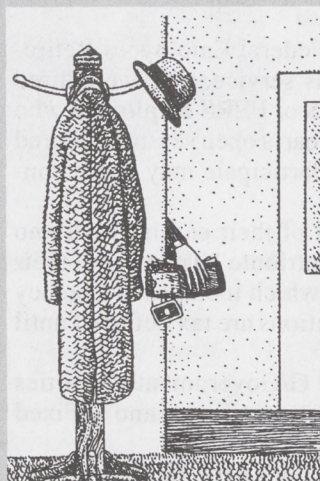
## 'Tis the Season

### FAAers are Urged to Watch Out for Thieves

FAAers are urged to take extra steps to make sure personal items and government equipment are safeguarded. During the holidays, the number of thefts at Headquarters increases.

In previous years, tens of thousands of dollars worth of computer equipment, software, and other electronic items were stolen. Individual employees have lost hundreds of dollars to thieves operating within the building who target unattended purses, wallets, and bags.

Employees are advised never to



leave personal property unattended unless they are willing to risk loss. The government is not responsible for property loss.

Here are some tips. Never leave a wallet in a coat pocket hanging on a coat rack. Never leave a purse under a desk or in an unlocked drawer. Take it with you or keep in a locked file cabinet.

Security officials say it is the responsibility of individual users to safeguard high-value equipment and software such as computers—especially laptop versions—by keeping them properly secured when left unattended.

Lock equipment in a secure room or secure it with an approved cable tiedown or similar locking device.

December 26, 1995

U.S. Department  
of Transportation  
Federal Aviation  
Administration

Happy New Year

# Headquarters Intercom

## Message from the Administrator

### *Holiday Greetings to All FAA Employees*

During this holiday season, I want to wish you all the very best as you celebrate with your family and friends.

I also want to thank you for your dedication and hard work that makes our aviation system the safest and most efficient in the world. I continue to be impressed by the professionalism and dedication to duty I observe as I travel across the country visiting FAA facilities.

This past year has been a busy one. Last January, Secretary Peña and I met with more than 1,000 aviation executives in what was hailed as 'the biggest airline safety conference in history' to help us achieve our goal of zero accidents. We developed the FAA Safety Action Plan detailing 173 initiatives to improve aviation safety, and our actions to meet these objectives are on target.

We are forging ahead in our efforts to expedite the use of satellite technology for air navigation and landing aids. We initiated joint research and development activities with the National Aeronautics and Space Administration to improve the efficiency of the nation's airspace system.

Our investment in Denver's new airport began to pay dividends in improved capacity within the first two hours of its official opening last February. We also made the decision to go forward with the development and implementation of the Display Channel Complex Rehost (DCCR) to replace aging IBM 902E computers at five Air Route Traffic Control Centers in Chicago, Dallas-Fort Worth, Washington, Cleveland, and New York. This decision represented an "insurance policy" to ensure that aging equipment continues to operate reliably while newer systems are under development.

We declared the Boeing 777 design safe and airwor-



thy after putting the new airplane through the most comprehensive testing and certification process in aviation history over the past five years.

With the recent addition of the Office of Commercial Space Transportation, the FAA is organized along seven key lines of business. We now have the authority to create unprecedented reforms in our personnel and procurement systems, with the passage of the 1996 appropriations bill. These are critical to reaching our goal of operating more like a business, and represent one of our most important efforts in the

next several months.

And finally, less than two weeks ago, we fulfilled our pledge for "one level of safety," when we announced a set of new rules that will result in the same high standard of safety for passengers on scheduled airlines, whether they board a "jumbo jet" or a "10 seater." Achieved in an unprecedented time frame, the Commuter Safety Initiative establishes the most comprehensive changes ever in aviation rulemaking.

As we all enjoy this holiday season, I want you to share with me a genuine sense of pride in our outstanding achievements. I cannot express often enough my deep respect for the men and women who make up the FAA work force. Your performance leaves me confident about the future of the agency and aviation.

Again, I wish all of you the best as you celebrate the holidays with your family and friends.

*David Hinson*

David Hinson

## Highlights

### **Organizational Realignment.**

FAA Administrator David Hinson recently approved the reassignment of a majority of the Operational Support functions—currently residing in Airway Facilities—to the Research and Acquisitions organization. The purpose of the realignment is to ensure FAA-wide use of industry standards in software development and integrated testing.

The realignment will also improve technology upgrades, configuration management, and system integration, and assist in increasing overall life-cycle performance of National Airspace System (NAS) facilities. The move was part of the agencywide effort to avoid duplication and place programs where they belong to ensure proper responsibility, accountability, and oversight.

The Operational Support Program Directorate currently provides a wide range of operations functions including new system testing, software debugging and upgrades, equipment modification designs, configuration control, and day-to-day assistance to front-line NAS operations and main-

tenance technicians.

Transfer of these functions—performed mainly at the Technical and Aeronautical Centers—will become effective January 15, 1996.

**New Manager.** Susan Cornell is the new air traffic manager at the FAA's airport traffic control tower at Salt Lake City International Airport.



Susan Cornell

In her new position, she will manage nearly 100 air traffic controllers, supervisors, and administrative support staff. In addition, as a hub manager, Cornell will oversee the operations of the FAA towers in Ogden and Grand Junction, CO.

Cornell joined the FAA in 1974 as an air traffic control specialist at the Miami Air Route Traffic Control Center. During her career she also worked at the air route traffic control centers in Kansas City, Jacksonville, FL, Denver, and Washington, DC.

Since 1992, Cornell has been the manager of the National Air Traffic Technical Training Division at Washington Headquarters. While there, she served a temporary assignment as assistant regional Air Traffic Division manager for the agency's Southern Region and acting air traffic manager at the Jacksonville, FL, center.

Cornell is a 1969 graduate of the University of Kansas where she received a bachelor's degree in Education.

**Streamlining Initiatives.** The FAA Aeronautical Center has been hard at work since 1992 to improve customer service through streamlined business practices and the elimination of inefficient and unnecessary layers of management.

To date, the center has exceeded the 1999 FAA goal for overall staffing reductions (14.5 percent versus

12 percent) representing a cost avoidance of \$17.8 million annually. A Center Management Team of Aeronautical Center and straightlined organizations was formed to pursue more effective use of available resources and more consistent strategic planning. The center has also reduced turnaround time on work orders by five days, and signed an agreement with the General Services Administration for joint use of the center's duplicating facilities to save the government \$300,000 each year.

The center has also had excellent success in its diversity and related programs with little or no negative impact to the demographics as a result of buyouts, continued staffing reductions, and streamlining activities. Ninety-nine percent of center supervisors have completed a three-day diversity training class, and 36 percent have completed disability awareness training. Women and minorities have also been assigned to 70 percent of the temporary promotions and 64 percent of the temporary supervisory promotions made during fiscal year 1995.

**Less Bumping.** Fewer passengers were bumped from flights on the 10 largest U.S. carriers during the first nine months of 1995 than during the same period of 1994, according to the DOT's Monthly Air Travel Consumer Report.

Carriers posted an involuntary denied boarding, or bumping, rate of 1.03 per 10,000 passengers between January and September 1995, compared to the 1.21 rate recorded during the first nine months of 1994.

The report also shows that the 10 largest U.S. airlines had an on-time arrival record of 82.1 percent in October, down from September's 85.6 mark. Delays caused by mechanical problems are included in the data.

The carriers posted a mishandled baggage rate of 4.41 complaints per 1,000 passengers in October, not as good as September's 4.11 rate, but an improvement over October 1994's 4.70 mark.

## Headquarters Intercom

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## Frugal Flying

### Agency Organizations Reminded to Limit Travel Costs

Ruth Leverenz, the agency's Chief Financial Officer, recently encouraged all agency organizations "to take advantage of special fares and frequent flyer programs even when some of them include restrictions or cancellation penalties."

In a November 30 memo to all organizations, Leverenz reemphasized ways to save travel costs as outlined in a memo by FAA Administrator David Hinson last year.

In that memo, Hinson mentioned special airline fares, and asked travelers to make their plans early and ask Travel Management Centers to quote any special fares available to the general public. If any restrictions or penalties apply though, the traveler is responsible for determining whether they can meet the requirement.

According to Hinson, "when the objectives of the trip can be achieved and the ticket cost, plus any additional per diem, result in significant savings, the special fare should be used." To justify deviating from the General Services Administration contract airfares, the fares must be available to the public and result in significant cost savings. If the traveler is using a nonrefundable or penalty fare, the travel order must contain a statement that the traveler and the travel authorizing official are aware of the restriction.

Hinson said the agency will be responsible for penalties which result from officially canceled travel when restricted, or when other penalty fares have been authorized in lieu of contract fares.

Employees are urged to participate in frequent flyer programs, as well as similar programs for car rental and hotel/motel accommodations. If there is a membership fee for such programs, it may be reimbursed if the discount received as a result of joining exceeds the fee. Employees are cautioned, however, that any credits

earned as a result of official travel are the property of the government, and cannot be used for personal travel. Credits earned on personal travel may not be combined with those earned on official travel. If an employee has a frequent flyer account with an airline, it must be a separate number from the government account. Some airlines will allow two separate accounts simply by using separate addresses—home addresses can be used for personal credits, and business addresses can be used for government credits.

Hinson also urged employees to plan conferences effectively, using conference calls (telecons), faxes, and electronic mail to avoid trips when possible. He also asked each organization to take a look at the frequency of their conferences, how many people need to attend, the length of the conference, and if the location is cost effective.

Leverenz encouraged management and travelers to "schedule travel prudently and to participate in frequent flyer programs and other promotional rebates on behalf of the U.S. government."

## The 'Right' Stuff

### Office of Civil Rights Honored by the Combined Federal Campaign

After reaching over 243 percent of their overall dollar goal, the FAA's Office of Civil Rights was recently honored by Deputy Administrator Linda Hall Daschle with the Combined Federal Campaign President's Award.

The award, the highest given by the campaign, recognizes organizations who achieve a minimum of 75 percent participation with an average gift of \$150 per employee. Civil Rights far exceeded the minimums, with 100 percent participation and an average gift of \$265 per employee.

The dollar goal for Civil Rights this year was \$872. During the campaign, the organization pledged \$2,125 to exceed their goal by 243.7 percent.

Five other agency organizations

also exceeded 100 percent of their dollar goal in this year's campaign: Government and Industry Affairs, Public Affairs, Airports, Civil Aviation Security, and Regulation and Certification.

At the end of last month, the agency had reached 86 percent of its dollar goal with 45 percent participation. This year's average employee contribution was \$207.08.



FAA Deputy Administrator Linda Hall Daschle, right, presents the Combined Federal Campaign President's Award to Assistant Administrator for Civil Rights Fanny Rivera.

## Readiness Training

### FAA Academy Prepares Croatian Controllers for Peace Time Role

Twelve air traffic controllers from Split and Zagreb, Croatia, were trained at the FAA Academy for five weeks last spring on the special requirements of handling peace time international flights over Croatia and Bosnia as well as NATO support.

Instructors at the Academy built a computer simulation of the airspace to assist in the Croatian controllers' training. The controllers learned about the special NATO-controlled and civil air space over Croatia and Bosnia, where NATO airborne warning and control system planes will control airspace between 10 and 15,000 feet.

Croatians will control their nation's and Bosnian air space above that.

The group of nine male and three female controllers got off to a rough start, however, with the bombing of the Alfred P. Murrah federal building, a rocket attack in their homeland, and a bomb scare at the Aeronautical Center. Benton Berry, FAA Academy air traffic control instructor, remembered that "in addition to working with the special radar simulations we had developed of the air space, we were spending hours on the phone to let the Croatian controllers' families know that none of the 12 trainees were hurt in the bombing. The next day, instructors worked 12 straight hours to find out if any of the controllers' families were hurt in the mortar attack on Zagreb."

Eventually though, the Croatian controllers were able to settle down for site-specific training for control

of airspace over Croatia and Bosnia for both civilian and military flights.

"Now," says Berry, "every time a television news report tells of a new offensive in the former Yugoslavia, our instructors anxiously await the next casualty list. And the Croatians, with their special prospective of the Oklahoma City bombing, will send us a fax to check on us if they don't hear from us every couple of weeks."

As a token of appreciation for the training opportunity, one of the visiting controllers hand-carried a three-foot tall, 50 pound statue to the Aeronautical Center as a gift. The statue was rescued

from the war zone near the town of Medugorje, Bosnia, and was dedicated to the "victims in the April 19, 1995 bombing in Oklahoma City and all of those in the war in Croatia since 1991."



This three-foot tall, 50 pound statue, rescued from a Bosnian war zone, was donated to the Aeronautical Center by a visiting Croatian controller.

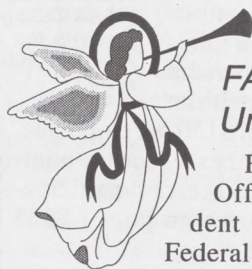
## People

**Hall of Famer.** FAAer Jerry Markey, program director of the Office of Spectrum Policy and Management, was recently inducted into Manhattan College's Athletic Hall of Fame for his "pitching exploits on the baseball diamond."

Markey entered Manhattan College in 1953 on a baseball scholarship and immediately led the team to a victory in the City Championship. During his senior year, Markey served as team captain, and helped lead the team to its first ever National Collegiate Athletic Association (NCAA) playoff. During his college career, he earned a pitching record of 21-3. He was named to the NCAA's All-East Baseball Team, and as Honorable Mention All-American.

After earning a bachelor's degree in Electrical Engineering, Markey spent the next year coaching the school's freshman baseball team. Under his leadership, the team finished its season with 14 wins and three losses.

Markey joined the FAA in 1958 as an electrical engineer in the agency's Eastern Region.



## Adding Angels

### FAAers Give Flight to the Dreams of Underprivileged Children

FAAers in the Offices of Accident Investigation, Federal Air Surgeon, Rulemaking, and Aircraft Certification Service recently gave flight to the holiday dreams of local underprivileged children.

The group adopted 31 "angels" through the Salvation Army's *Angel Tree Program* this holiday season.

The program provides gifts of clothing, shoes, and toys for the area's most needy children.

Through this program, children who might not otherwise receive holiday presents are treated to new clothing, shoes, toys, and the reassurance that someone cares.

The gifts were picked up by the Salvation Army for distribution later this holiday season.