



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

FAA World

December 1989
Volume 19 Number 12

Hot Times For FAA Crash Sleuths

By Fred Farrar



Shown is the nose section of the DC-10 belonging to UTA that crashed last September 19 in Africa's Ténéré Desert.

West Africa's remote and desolate Ténéré Desert is not the kind of place that anyone would pick for his or her vacation. The landscape is an unbroken sea of rolling sand dunes, and the temperature climbs to 140 degrees during the day and drops down to 40 at night.

But FAA accident investigators Rick Martz and Walt Korsgaard didn't go there for the scenery or the climate. They were there because they had a job to do.

On September 19, 1989, a DC-10 belonging to the French airline UTA (Union de Transports Aeriennes) crashed in the Ténéré Desert in south central Niger

under mysterious circumstances. It was on a regularly scheduled flight to Paris from N'Djamena in the west African country of Chad with 171 passengers and crewmembers onboard. All perished in the crash, including the wife of the U.S. ambassador to Chad.

The suspicious nature of the accident sparked immediate speculation that the aircraft had been destroyed

Mr. Farrar is assistant division manager of the Public and Employee Communications Division in the Office of Public Affairs. He is a former Washington correspondent for the Chicago Tribune.

(Continued on page 2)

FAA Faces at a Gala Event— The Secretary's 22nd Annual Awards Program, 1989

Top DOT officials and heads of operating administrations were there. So were the U.S. Coast Guard Band, the U.S. Coast Guard Color Guard and the Hine Junior High School Chorus of Washington, DC.

The occasion was the annual DOT awards program held on Thursday, October 19, in the Nation's Capital to honor "the best of the best."

Before the ceremony, agency recipients and their families also were honored at a coffee in the FAA

Headquarters building hosted by Administrator James Busey. He praised the "professionalism and dedication of the FAA workforce" and remarked that "it is good to see this quality work being recognized."

Secretary Sam Skinner, just returned from surveying the earthquake damage in the San Francisco area, congratulated the award winners for their efforts "to ensure the safety and protect the public interest of America's vast transportation network." The Secretary also told them they were "part of a great American tradition—public service."

An unannounced highlight of the ceremony was the presentation of the

Secretary's Award for Exceptional Service to Acting Deputy Administrator Robert E. Whittington. The totally surprised Whittington served as Acting Administrator from February through June 1989 during the Bush Administration's transition period. He was cited for his exceptional leadership, extraordinary dedication and superb professionalism.

In all, 37 FAA employees were honored at the ceremony with 28 of these representing the centers and

(Continued on page 6)

In This Issue

- 1 Accident Investigating Desert Style
- 1 Secretary's Awards
- 4 EIP Comes to FAA
- 8 FAA Present in American Samoa

- 10 People
- 11 Retirees
- 12 Federal Notebook

Crash Sleuths

from page 1



Supplies for the crash investigators, including food and water, had to be parachuted in by the French Air Force.

FAA World

December 1989

Secretary of Transportation
Samuel K. Skinner
FAA Administrator
James B. Busey
Assistant Administrator—
Public Affairs
Hugh O'Neill
Managers—Public & Employee
Communications Div.
John G. Leyden
Editor
Vacant
Art Director
Eleanor M. Maginnis
Staff Editor
Pat Tomaszewski

FAA WORLD is published monthly for the employees of the Department of Transportation/Federal Aviation Administration and is the official FAA employer publication. It is prepared by the Public and Employee Communications Division, Office of Public Affairs, FAA, 800 Independence Ave., S.W., Washington, D.C. 20591. Articles and photos for FAA WORLD should be submitted directly to regional FAA public affairs officers.

John Clabes—Aerospace Center
Paul Stoeck, Sr.—Alaskan Region
Robert Raynesford—Central Region
Kathleen B. Bergen—Eastern Region
Merritt Edelson—Great Lakes Region
Mike Ciccarelli—New England Region
Richard Meyer—Northwest Mountain Region
Jack Barker—Southern Region
Geraldine Cook—Southwest Region
Mike Jacobs—Technical Center
Barbara Ahels—Western-Pacific Region



The investigators' base camp in the Ténéré Desert. The investigators' long scarves were important as protective equipment.

by a bomb. The French government subsequently confirmed these speculations stating that it had discovered evidence of an explosive device carried in the forward baggage compartment.

Air safety inspector Martz and security specialist Korsgaard, both of whom work out of Washington Headquarters, were on their way to the accident scene the following day as part of an American team that had been put together to assist the French government in the investigation. The French director of civil aviation, in turn, had been asked by the government of Niger to investigate the accident on its behalf.

The American team departed Washington National Airport on the night of September 20 in FAA's twin-jet Gulfstream IV. Onboard with Martz and Korsgaard were representatives from the National Transportation Safety Board; McDonnell-Douglas, the aircraft man-



The complete French-U.S. investigating team. The FAA members are Rick Martz, second from the left, standing, and Walter Korsgaard, sixth from the left, standing.

ufacturer; and General Electric, the engine maker—11 people in all. They arrived in N'Djamena the next day after a refueling stop in Lisbon.

But that was only the first leg of the journey since the crash site was about 400 miles northwest of N'Djamena. A French troop transport ferried them to an army outpost south of the crash site, and they traveled the rest of the way by helicopter.

"The whole place gave new meaning to the word primitive," Korsgaard said of the crash site.

Martz described it simply as "desolate." The nearest trace of civilization was Bilma, Niger, 140 miles to the northeast. Food and water had to be parachuted in daily.



Remains of a wing of the UTA DC-10.

The French investigative team already was on site, along with a company of French paratroopers and a unit of Niger soldiers. By the time the FAAers arrived, the flight data and cockpit voice recorders had been found and shipped off to Paris for analysis. However, the grim job of recovering the 171 victims was still underway.

The first order of business for both men was to accommodate themselves to the burning desert sun since they were at a latitude only 15 degrees north of the Equator.

"The afternoon heat was unbelievable," Korsgaard noted. "It was so bad that we couldn't work past two o'clock. We'd just wait it out in the shade of parachute canopies hung on poles. Then at five-thirty or six, when it had cooled down a bit, we'd go back out again for a while."

Martz and Korsgaard also learned why the native population in this part of Africa never goes about

bare headed. Martz called the 4-foot scarf each received their "most important piece of equipment, really a piece of survival gear."

"You wrapped it around your head to protect it from the sun, leaving enough of the scarf loose to cover your nose and mouth in case the wind came up and the sand started to blow," he said. "Also, when you perspired—and we did a lot of that—the scarf would soak up the moisture and cool your head by evaporation."

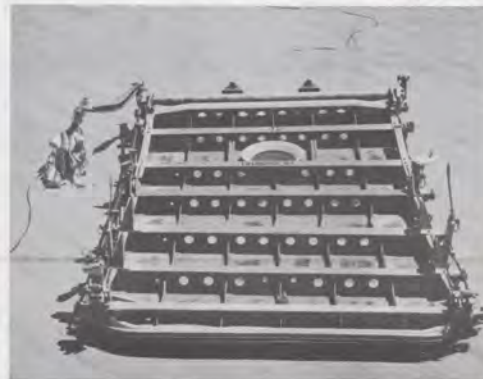
Martz said they also were issued goggles to protect their eyes from blowing sand. "Fortunately," he added, "all we ever had was a gentle breeze and never had to use the goggles."

"If we had gotten a big wind, we'd have been out of business quickly," he continued. "It would have covered the wreckage with sand in just a few min-

utes, and we never would have found it again."

Indeed, the accident investigators spent much of their time at the crash site searching for and collecting the DC-10 debris. Since the aircraft had come apart at an altitude of 35,000 feet, the wreckage was scattered over a very large area.

However, there were three main



Cargo door of the ill-fated UTA DC-10 lies in the sand of the Ténéré Desert.

wreckage groupings: (1) the forward fuselage, including the cockpit, first class and business class sections; (2) wreckage from the fuselage just forward of the wing; and (3) the remainder of the airplane.

Martz said they were able to concentrate their search primarily on an area approximately five kilometers wide and 12 kilometers long although some "light stuff" was found as far out as 25 miles.

"Our investigation consisted of sweeping the debris site and finding numerous pieces that indicated an explosive device had brought the aircraft down," he added. "Normally, the way you do this is by the process of eliminat-

ing—eliminating any faults found with the airframe or powerplants and also identifying any pieces that showed evidence of explosives."

The two FAAers emphasized that the American team played strictly a supporting role in the investigation. The evidence was turned over to the French who have the responsibility for analyzing the data and making a

determination of "probable cause" just as the NTSB does for accidents in the United States. This process can take many months.

In all, Martz and Korsgaard spent two weeks in West Africa. They were on the desert three days the first week and three and one-half days the second week. The weekend was spent in N'Djamena, the capital of Chad.

Although "roughing it" at the crash site had its drawbacks—no water for bathing and eating French army field rations, for example—"the desert was really the best part of the trip," according to Martz.

"Back in Chad, the locust are out at this time of year and flying and so are other bugs," he recalled. "But there in the desert we had almost no insects. At night, we slept on the desert floor under beautiful clear skies. You couldn't ask for a better campsite."

Even so, neither man is talking to his travel agent about a return visit. ■

EIP: A People Program for the 90s

By Roger S. Myers

The Southern Region's assistant public affairs officer and a former air traffic controller, Roger Myers' articles have been published in newspapers and literary magazines.

A "jail break" recently occurred near Warrenton, VA, when a group of 12 desperate characters made good their escape. This "jail break" was not reported by any news organization, but it was a real adventure for the dozen people who participated.

Perfect Pete, Fast Frank, Earnest Ernie, Faster Felix, Joyous Joe, Doctor Doug, Agile Al, Wornout Woody, Jolly Jim, Jumping Jimmy, along with Win the Winner and Accommodating Alma considered their "jail break" a total success. After their escape, they ran through the woods, walked on a wire 38 feet above ground and concluded their "adventure" with a slide down a 650-foot wire.

Fugitives from justice? Not hardly! This was all part of a "corporate adventure program" used for training Employee Involvement Process (EIP) steering groups.

The pseudonyms were picked by the ten members and two coordinators of the EIP steering committee from the Miami ARTCC Airway Facilities Sector (AFS). The names reflected how each member felt about himself or herself.

According to Frank Stolinski, the "jail break" was used to build trust and



Miami ARTCC AFS steering committee "crosses the desert of burning sand." Members needed to work together for success.



Committee members learn trust by this group exercise.



It takes teamwork to do this right.

set a plan for meeting goals. It worked to the extent that it "brought out the quietest individual of our group at one point to assume a leadership role to get us back on track and focused on the objective," he said.

Alma Tucker, one of the first members of the team down the slide wire, arrived with a tear in her eye and her heart "beating at a slightly elevated rate." Another participant said he was not going down the slide wire but after watching Alma in action felt compelled to do so.

This adventure in Virginia was designed to foster the kind of leadership and cooperative skills essential to a successful EIP effort. The EIP committee members returned to their facility with new insights into what is required to increase employee involvement in a highly technical agency, like FAA, where the organizational mission sometimes seems to overshadow the needs of individual workers.

In the Southern Region, the Airway Facilities Division and the Professional Airways Systems Specialists (PASS) union are using the EIP as a tool to improve employees' job satisfaction, labor/management relations, cooperation and coordination at all levels. Experi-

ence with this problem solving approach in the private sector has shown it not only can create a better work climate but can also improve product quality and increase consumer loyalty.

Three years ago the FAA took a major step toward institutionalizing this concept by awarding a five-year contract with W.P. Dolan and Associates to implement EIP in the Eastern Region. The contract subsequently was amended to include the Southern Region for a 24-month period with options for renewal.

The first step taken in the Southern Region to initiate the new process was the establishment of a regional joint steering committee (RJSC) that included both FAA and union representatives. It's job is to develop policy guidelines for the EIP coordinators, administer the overall strategy for change, communicate the process to the work force and monitor and evaluate the programs.

Committee members are: Ray Pinkerton, Airway Facilities Division manager; Bobby Mullins, PASS vice president; Forest Tipton, Miami AFS; Frank Nichols, Atlanta AFSFO; Cy Schulze, Tampa AFS; Dale Huddleston, Human Resource Management Division manager; Vince Preston, Jacksonville AFS; Bob Insaund, Airway Facilities Division branch manager; Gene Willis,

Nashville AFSFO; and Jack Johnson, Tampa AFSFO, who recently replaced Frank Stolinski, Miami ARTCC AFS.

The EIP regional coordinators are Ernie Fontaine, Miami AFS, and Frank Stolinski, Miami ARTCC AFS.

In the next step, Southern Region management picked three sectors—Miami ARTCC, San Juan and Tampa—

to begin the EIP process with the aid of the third-party consultant, W.P. Dolan. The contractor assisted each facility's steering committee with the basics of functioning as a committee, problem solving and improving communications.

The final step is a continuing one and requires broad-based participation under the leadership of the steering committee. Stripped to its bare essentials, the EIP

concept is a rather simple one that maintains the group is smarter than any one individual when it comes to problem solving.

This is reflected in the four basic assumptions of human behavior used in the EIP to help people become better problem solvers: (1) Everybody knows

this or her job best. (2) Two heads are better than one. (3) When people feel controlled, excluded or ignored, they resist. (4) When people feel influential, included and credible, they cooperate, join in and initiate activities.

Sounds like a group of ideas whose time has come. At FAA, it has. ■



"Joyous Joe" hangs in there. All "aliases" reflect how the members felt about themselves. These exercises can modify self perceptions.



EIP participants pictured are, from left, Ray Pinkerton, AF Division manager; Bobby Mullins, PASS vice president, Region II; Ernie Fontaine, Miami AFS; Terry Stone, W.P. Dolan & Associates; Frank Stolinski, Miami ARTCC AFS; Forest T. Tipton, Miami AFS; and Hector Ramirez, alternate coordinator, Orlando AFSFO.



The EIP Regional Steering Committee participants included, left to right, Bob Blank, assistant manager, Human Resource Management Division; Dale Huddleston, Human Resource Management Division manager; Cy Schulze, Tampa AFS; Ray Pinkerton; Bobby Mullins; Frank Stolinski; Forest Tipton; Frank Nichols, Atlanta AFSFO; and Gene Willis, Nashville AFSFO.

Pilots Awarded for Relief Efforts



Congratulations were in order for a job well done. Hurricane relief DC-9 pilots (from top of stairs) George Budde, Ed Stevens and John Reid received "On-the-Spot Awards" from Air Carrier Section supervisor, Jim Wade. The three FAA Academy aviation safety inspector operations instructors flew relief supplies and personnel to the Caribbean at FAA Southern Region's request. They also evacuated FAA families and tourists from Hurricane Hugo's aftermath.

Photo by Robert Hovary

Relief Fund Helps FAAers

A special relief fund to help FAA employees and their families who suffered severe personal and financial loss from Hurricane Hugo had raised almost \$26,600 by the end of November.

Contributions are still needed and may be sent to:

FAA Southern Region Headquarters
ASO-52-C
PO Box 20636
Atlanta, GA 30320

Checks should be made payable to "Southern Region Hurricane Relief Fund."

Awards

from page 1

Exceptional Service



Robert E. Whittington, the Acting Deputy Administrator, accepts the Secretary's Award for Exceptional Service. The award recognized the "exceptional leadership, extraordinary dedication and superb professionalism" Whittington demonstrated as Acting Administrator of the FAA, February-June 1989.

regions. Virtually all major occupational groups were represented.

Five agency executives received prestigious Presidential Rank Awards, which recognize career senior executives for sustained high quality accomplishments.

Another 11 were presented with the Secretary's Award for Meritorious Achievement (Silver Medal) that honors exceptionally meritorious service to DOT or the federal government, or for exceptional achievement that substantially contributed to accomplishing departmental missions or major programs.

The Secretary's Award for Valor went to five FAAers, with three of them cited for their roles in the rescue of passengers from the United Airlines accident at Sioux City in July. The Award for Valor recognizes acts of heroism or courage performed either on or off the job.

Three FAA employees earned the

Presidential Ranks



Pictured with Administrator Busey are winners of the Presidential Ranks Award. From the left are Leland Page, retired director of the Automation Service; Edwin S. Harris, Jr., then Associate Administrator for Airway Facilities and currently Executive Director for System Operations; Administrator Busey; Donald P. Watson, Regional Administrator, Southwest Region; and Ernest M. Keeling, Director, Office of Accounting.

Secretary's Award for Outstanding Achievement in Equal Employment Opportunity, which is almost self explanatory. It goes to employees who have excelled in promoting equal employment opportunity through unusually effective leadership, skill, imagination and perseverance.

Still another 10 employees were presented with the Secretary's Award for Excellence which is reserved for those in grades GS-1 through GS-9 and WG-1 through WG-8. Its purpose is to

honor them for outstanding performance in all aspects of their work.

The only FAA winner of the Secretary's Award for Volunteer Service was Susan J. House, an air traffic control specialist from Anchorage, AK. She was cited for her work in support of the agency's Aviation Education Program.

And this year's winner of DOT's Dwight D. Eisenhower Award is FAAer Kenneth H. Kruse, a controller from Des Moines, IA. The award is given annually by the Secretary to a Department line employee whose exemplary work dedication, productivity, attitude and enthusiasm are models for other employees.

Also recognized were more than 130 FAA employees having 40 or more years of federal service. See page 9 for a listing of names. ■



The setting for the Secretary's awards ceremony was, again this year, the Departmental Auditorium on Constitution Avenue, NW, in Washington, DC.

Meritorious Achievement



Anthony J. Broderick, Associate Administrator for Regulation and Certification, received a Meritorious Achievement Award, also called the Silver Medal.



Additional winners of the Meritorious Achievement Award included David D. Shattler, air traffic manager, Lansing, MI; Claudia E. Hoversten, systems accountant, Anchorage, AK; Lawrence C. Sullivan, assistant chief counsel, Burlington, MA; and Bobby G. Thompson, manager, Harrisburg, PA, AFSFO.



Also receiving the Meritorious Achievement Award were Mark W. Zdziezinski, supervisory air traffic control specialist, Sioux City, IA; William K. Bachman, air traffic control specialist, Sioux City; and Jerry L. Williams, national data coordinator, Kansas City, MO.



This year's recipients of the Silver Medal also included Walter R. Coker, air traffic manager, Chicago, IL; Edward M. Boothe, manager, National Simulator Program, Atlanta, GA; and Joe A. P. Alvarez, who served as Acting Deputy Regional Administrator, Western-Pacific Region, and is currently Western-Pacific Human Resource Management Division manager.

Valor



Standing with the Administrator are the Secretary's Award for Valor recipients, Randy M. Youngberg, maintenance mechanic, Sioux City, IA; Samuel N. Gochenour, relief electronics technician, Sioux City, IA; Timothy R. Norton, electronics technician, Sioux City, IA; Kevin L. Allsup, air traffic control specialist, College Station, TX; and Robin R. Allen, electromotive worker, Oklahoma City, OK.

Equal Employment Opportunity



This year the Secretary's Award for Outstanding Achievement in Equal Employment Opportunity was received by Clarence E. Newbern, air traffic manager, Kansas City, MO; Maureen Coulter, personnel staffing specialist, Seattle, WA; and Don S. Lang, program and planning officer, Kansas City, MO.

Volunteer Service



Susan J. House, air traffic control specialist, Anchorage, AK, stands with Administrator Busey at the FAA reception honoring the award. House was recognized for her volunteer work supporting FAA's Aviation Education Program.

Excellence



FAAers receiving the Award for Excellence included Theresa A. McGhee, secretary, Atlantic City, NJ; Linda L. Ray, budget analyst, Oklahoma City, OK; DeAnn K. Kippley, secretary, Olathe, KS; Alan W. Muxton, program assistant, Washington, DC; and Sylvia A. Eurlay, administrative officer, Aurora, CO.



Also receiving the Award for Excellence were Vida Zavich, civil aviation security specialist, St. Louis, MO; Norma Jean Vanagas, secretary, Washington, DC; Rebecca Windear, secretary, Washington, DC; Barbara A. Simmons, administrative assistant, Jackson, MI; and Laurie J. Weeks, administrative officer, Seattle, WA.

Eisenhower Award



Kenneth H. Kruse, air traffic control specialist, Des Moines, IA, received the Dwight D. Eisenhower Award. He was honored as a Department line employee whose exemplary work dedication, productivity, attitude and enthusiasm serve as a model for fellow employees.

Focus on American Samoa

By Pat Tomasetti



Welcome to Samoa

American Samoa, that exotic-sounding place composed of six inhabited islands in the South Pacific Ocean, is a magnet for tourists. It is also home to an FAA air traffic control tower.

And now greeting arrivals at Pago Pago International Airport is a bright and beautifully designed mural that symbolizes FAA's presence on Samoa. This colorful welcome on the wall of the FAA building in Tafuna owes its creation to the FAA Resident Director's office, then headed by Russell Crooks, working with the American Samoa Council on Art, Culture and Humanities, Arts in Education Program, which

sponsored a design contest for all students in the U.S. territory.

Contest entries were to illustrate links between Samoan life and aviation. Eight finalists were picked, with Jess Roberts from the American Samoa Community College selected as the winning artist.

Also recognized for their submissions were runners-up: Nam Jung Kim, Louis Boton, Fa'afetai Walls, Laita Westerlund, Carl Alisa, Clint Filoiali'i, and Peni Leoso.

Roberts reported that he was inspired by tradition to use a Samoan cultural scene for his design. It was then faithfully reproduced on the FAA building in bold colors and large lettering.

Crooks summarized the spirit of the competition and mural painting by noting, "Virtually anything that a student aspires to be can be found in the world of aviation." The goal of the contest, as he saw it, was to foster aviation education and increase students' exposure to aviation.

One interesting aside, the words



With additional help, the design soon covers the FAA building's walls with color.



Jess Roberts, the mural designer, at left, sketches in the outlines of the painting.

"Fa'a Samoa" are often used in American Samoa without referring to the Federal Aviation Administration. They translate as "the Samoan way" in the language of the islands.

Thanks for the Artwork

Russell Crooks received some "well done's" from Ann Cortez, Arts in Education Program coordinator for the American Samoa Council on Culture, Arts and Humanities. Thanking Crooks for his community spirit and support of the arts, Cortez wrote:

"Your inspiration of conducting a

design competition to paint a mural and making it a collaboration with the Federal Aviation Administration. The awareness in many students of the role aviation plays in the island's progress.

"The FAA building now has a unique identity," she said. It also can "now be easily located in a community where there are no addresses or street signs.

Crooks recently became Employee Involvement Program manager in the Airway Facilities Division of the Western-Pacific Region. Currently, Robin Wilkerson is acting as Resident Director in American Samoa.

Photos from Western-Pacific Region Public Affairs

A writer/editor in the Headquarters Public Affairs Office, Pat Tomasetti is on its FAA World and Intercom staff.



Now a finished product, the mural welcomes visitors to American Samoa and makes the FAA building impossible to overlook.

Pago Pago Tower Promotes Aviation

About 33,000 people live on the seven lovely tropical islands and 77 square miles of land area that comprise the Territory of American Samoa, and these American nationals are developing a keen interest in aviation matters, especially FAA job opportunities.

Aided by Keith Morris, the manager of the Pago Pago air traffic control tower, four classes were held for those interested in taking the air traffic controllers exam. Over 80 students attended the instruction near the Pago Pago airport on the largest island, Tutuila, but

still not everyone who wanted to attend could come to that site.

Interest also was expressed by people from the Manu'a Islands—Ofu, Olosega and Tau, another part of American Samoa located about 70 miles east of Pago Pago. So Morris and local representative Faulano Autele arranged for FAA journeyman Dean Edmonds to conduct two more classes for 25 students, quite a few considering the Manu'a Islands only have a population of about 2,000.

The success of the classes was soon evident. Previously there had been 125 persons taking the controllers exam, with no passing scores. Since the classes, several students have taken and passed the exam.

Pago Pago tower employees Keith Morris, Dean Edmonds, Joe Tingler and Pat Robinson are pleased with the results of the classes and the heightened interest in aviation in the islands.

Special thanks to Russell Crooks and Dean Edmonds for information for this article

Awards

from page 7

FAA Employees Recognized for 40 or More Years of Service

- | | | | | | | |
|--------------------|-----------------------|-----------------------|--------------------|---------------------|-------------------------|-----------------------|
| Robert Allen | James G. Cone, Jr. | John J. Furlong | Willie A. Hunter | David E. Lisle | James R. Patterson, Jr. | Anthony C. Spada |
| Hattie M. Ashton | James J. Contos | Gene M. Gaunteri, Jr. | Merlin R. Hart | Esperanza Manriquez | Jane L. Paul | Ruth G. Specht |
| John F. Aronne | Harold J. Cook | Troy Gentry | Perry A. Jackson | Samuel Martin | Robert C. Phelps | Robert A. Sprax |
| James M. Babh | Lester J. Cooling | Albert B. Gilson | Edward K. Ice | Vin T. Mason | Dolores D. Phillips | August W. Sponaugle |
| Robert F. Baker | Joseph N. Covington | Paul E. Giras | Don O. Jeffers | George M. Mathieu | Emma R. Pierson | Vasilike G. Stamos |
| John A. Barrett | Lorraine Coy | Carlos O. Gonzalez | Jacob B. Jones | John A. Matthews | Robert Polesky | Mary P. Swihm |
| Robert E. Borch | Archie W. Craig | Murray M. Gottlieb | Robert J. Juarez | Robert J. Juarez | Virginia W. Price | Harry W. Taber |
| Martin Bilson | Edgar J. Cisson | James E. Gould | Kerry S. Kazzaz | Eaton B. McCoy | Joseph C. Ray | Dexter J. Taylor |
| Lawrence R. Billow | Mary Ann Dunn | Joseph A. Gillen, Jr. | Harold L. Keogh | Frank J. Meyer | Lawrence J. Renshaw | Keith R. Thompson |
| William P. Buselli | Eldon G. Elam | Joseph J. Givinsky | James T. Kerr, Jr. | Eugene A. Moore | Herbert Ross | Dorothy J. Thrallkill |
| Vincent F. Brophy | Louis A. Feliciano | Grover C. Hardin, Jr. | John A. Kietner | Stephen L. Morris | Owen C. Sabin | Paul Torretti |
| William M. Buempis | Christopher D. Fisher | Thomas E. Hardy | Oliver R. Kramer | Arthur Sacks | Michael A. Touger, Jr. | Michael W. Webb |
| Cypriano P. Calio | Hattie R. Fixico | Aubrey R. Harrigan | David W. Kress | Isaac Nakamura | Michael J. Sarli | Cornelia W. Triplett |
| Victor V. Carter | Joseph H. Flaim | John R. Hatcher | Philip Krinsky | Earle B. Nichols | Harry R. Scharlach | Theodore J. Turnock |
| Frederick D. Cason | Michael A.R. Franco | Ralph E. Harvin | Felix E. Kurdy | Harold O. Nordinan | Herbert H. Schoech | Harry R. Waelster |
| Helene V. Caton | Paul J. Franklin | George A. Hermann | Theodore L. Lee | Robert W. Norris | Floyd J. Seeley | James W. Webb |
| Emmanuel Cohen | Mack A. Freestone | Thomas H. Higgins | William D. Leffer | Robert S. North | Norman G. Shanteau | Ruth Webb |
| | Robert L. Fulton | Roger E. Hinson | Angustine F. Lia | John J. O'Brien | Charles W. Simmons, Jr. | William A. Whitte |
| | | Harry T. Hubbard | | Elaene H. Paige | | Robert A. Winter |
| | | | | Frank R. Parr | | Fenton F. Winters |
| | | | | | | Shigera Yagi |
| | | | | | | Kim Kee Yee |
| | | | | | | John O. Young |

AERONAUTICAL CENTER

Dun L. Bryan, manager, Contracting Branch, Acquisition Div. ... **Harry R. Colfax, Jr.**, manager, Systems & Programs Staff, FAA Depot ... **Bobby G. Engle**, manager, Contract Management Branch, Acquisition Div. ... **Johnnie L. Hardiman**, supervisor, Correspondence Unit, Program Support Staff, Aeromedical Certification Div., promotion made permanent ... **Gary J. Hull**, supervisor, Administrative & Program Support Section, Systems & Programs Staff, FAA Depot ... **Ronnie D. Maynard**, supervisor, NAS/NAIS Program Section, Systems & Programs Staff, FAA Depot ... **Edwin D. Mitchell**, asst. manager, Supply Management Branch, FAA Depot ... **Sherlene Tragger**, supervisor, Processing Section, Special Issuances Branch, Aeromedical Certification Div. ... **Gervase J. Wagner**, manager, Flight Inspection Operations Branch, Flight Procedures & Inspection Div., promotion made permanent.

ALASKAN REGION

Scott J. Rihelhausen, area supervisor, Anchorage ATCT, promotion made permanent ... **Jeffrey P. Rigg**, area supervisor, Anchorage ATCT, promotion made permanent ... **Richard C. Totten**, unit supervisor, Fairbanks AFSPO, North Alaska AFS ... **Steven D. Turner**, area supervisor, Anchorage ATCT ... **John A. Wilber**, asst. manager for training, Anchorage FSS ... **John W. Willford**, manager, Maintenance Branch, Airway Facilities Div., from North Alaska AFS, Fairbanks.

CENTRAL REGION

Robert A. Anderson, area supervisor, Columbia, MO. AFSS, from Springfield, MO. FSS ... **Terry E. Bolerjak**, area manager, Olathe, KS, ARTCC ... **Ronnie E. Carr**, unit supervisor, Olathe, KS, ARTCC, promotion made permanent ... **Quentin J. Gates**, asst. manager, plans & programs, Olathe, KS, ARTCC, from regional headquarters ... **Robert E. Horn**, manager, Grand Island, NE, AFSSO, Grand Island AFS, promotion made permanent ... **Susan R. Knapp**, unit supervisor, Berkeley, MO, AFSSO, St. Louis AFS, promotion made permanent ... **Raymond A. McMillan**, manager, Columbus, NE, AFSSO, Grand Island AFS ... **Daniel C. McPherson**, unit supervisor, Grand Island, NE, AFS, from Lincoln, NE, AFSSO ... **David S. Meuzrashi**, manager, Wichita, KS, AFS, from Grand Island, NE, AFS ... **Suzanne M. Shanks**, section supervisor, Position Management & Employment Branch, Human Resource Management Div., promotion made permanent ... **Max L. Sharp**, area supervisor, Columbus, NE, AFSS, promotion made permanent ... **Harold C. Smith**, area supervisor, Spirit of St. Louis ATCT, St. Louis, MO, from Salt Lake City ATCT.

EASTERN REGION

James E. Aldridge, Jr., area supervisor, Buffalo, NY. FSS, from DuBois, PA, FSS ... **Carl R. Antos**, area supervisor, New York ARTCC, Islip, promotion made permanent ... **Karen N. Arnold**, area supervisor, Buffalo, NY, ATCT ... **Kevin P. Browne**, area supervisor, Buffalo FSS, from Erie FSS ... **Robert B. Brunsdatt**, area supervisor, Buffalo ATCT ... **Kenneth E. Carlson**, unit supervisor, Chantilly AFSSO, Capital AFS, promotion made permanent ... **Sherelle T. Carper**, asst. manager for training, Philadelphia ATCT, promotion made permanent ... **Martin W. Cole**, area supervisor, Washington ARTCC, Leesburg, VA ... **William Croghan**, area manager, Washington ARTCC, Leesburg, VA ... **Cathy M. Davenport**, section supervisor, Employment & Staffing Branch, Human Resource Management Div., promotion made permanent ... **James Devlin**, crew chief, NY TRACON AFSSO, Garden City, Metro NY AFS, promotion made permanent ... **Luis A. Esposito**, area supervisor, New York ARTCC, Islip, promotion made permanent ... **Paul Fairley**, area supervisor, New York ARTCC, Islip, promotion made permanent ... **Charles L. Freeman**, area manager, Philadelphia ATCT ... **George L. Greenfield III**, area supervisor, Washington ARTCC, Leesburg, VA ... **James E. Hooker**, unit supervisor, Operations Branch, Flight Standards Div., from Civil Aviation Assistance Group, Oman ... **Jeffrey E. Johnson**, area supervisor, Washington ARTCC, Leesburg, VA ... **Jay C. Laurensen**, area supervisor, New York ARTCC, Islip, promotion made permanent ... **Joseph C. Mayers**, unit supervisor, Electronic Engineering Branch, Airway Facilities Div., promotion made permanent ... **John W. Mjolla**, asst. manager, traffic management, New York ARTCC, Islip ... **William J. Stelling**, staff chief, Facility Operations Branch, Air Traffic Div. ... **Frank T. Storr**, manager, Mercer County Airport ATCT, Trenton, NJ, from regional headquarters ... **John D. Tahler**, asst. manager for program support, Norfolk AFS ... **Paul P. Thumser**, area supervisor, New York ARTCC, Islip, promotion made permanent ... **James F. Wilson**, unit supervisor, Baltimore AFSSO, Capital AFS, promotion made permanent.

GREAT LAKES REGION

Michelle M. Behm, manager, Pulwaskie Airport ATCT, Wheeling, IL, from Chicago O'Hare ATCT ... **Ernest A. Carpenter**, unit supervisor, Illinois AFS, Springfield ... **Thomas M. Davis**, unit supervisor, Oberlin, OH, AFS, promotion made permanent.

John D. Derado, unit supervisor, Minnesota AFS, Minneapolis, from Ohio AFS ... **Gary L. Griffin**, asst. manager for training, Grand Forks, ND, AFSS ... **Charles E. High**, asst. manager for training, Lansing, MI, AFSS ... **Harold J. Holznagel**, watch supervisor, Dakota AFS, Bismarck, ND ... **Thomas E. Ilka**, watch supervisor, Minnesota AFS, Minneapolis, promotion made permanent ... **Thomas S. Johnson**, asst. manager for program support, Wisconsin AFS, Green Bay ... **Lawrence J. McCartney**, principal maintenance inspector, Belleville, MI, FSDO, promotion made permanent ... **Sandra S. Pool**, group supervisor, Indianapolis ARTCC ... **James O. Scott**, manager, Aurora, IL, ATCT, from regional headquarters ... **Daniel J. Smejkal**, area supervisor, Chicago ARTCC, Aurora ... **Jeff L. Tichenor**, area supervisor, St. Paul, MN, ATCT, from Minneapolis.

NEW ENGLAND REGION

Steven L. Anderson, area supervisor, Otis AFB ATCT, Falmouth, MA, from Hyannis ATCT ... **Richard M. Carelli**, area supervisor, Bridgeport, CT, AFSS ... **Cheri D. Condon**, area supervisor, Bridgeport, CT, AFSS, from Bangor, ME, AFSS ... **Melvin R. Cull**, asst. systems engineer, Nashua, NH, AFS, from St. Louis, MO, AFS ... **Dexter R. Decker**, area supervisor, Bridgeport, CT, AFSS ... **Raymond D. Dunn, Jr.**, area supervisor, Bridgeport, CT, AFSS ... **John F. Giglio**, area supervisor, Boston ARTCC, Nashua, NH, promotion made permanent ... **Cindy L. Grimm**, manager, New Bedford, MA, ATCT, from Bangor, ME, ATCT ... **Sherolyn Henderson**, area supervisor, Bridgeport, CT, AFSS ... **Paul P. Karavay**, area supervisor, Boston ARTCC, Nashua, NH, promotion made permanent ... **Robert E. Lane**, area supervisor, Portland, ME, ATCT, from Bedford, MA, ATCT ... **Roger M. Long**, area supervisor, Bridgeport, CT, AFSS ... **John C. Meares**, area supervisor, Providence, RI, ATCT, promotion made permanent ... **Miles R. Miller**, area manager, Boston ARTCC, Nashua, NH, from regional headquarters ... **James Rodrigues**, area supervisor, Boston ARTCC, Nashua, NH, promotion made permanent ... **Jonathan M. Schippiano**, area supervisor, Boston ARTCC, Nashua, NH, promotion made permanent ... **Barbara J. Smith**, area manager, Logan ATCT, Boston ... **Allan R. Turmelle**, area supervisor, Worcester, MA, ATCT, from Portland, ME, ATCT ... **Philip K. Westbrook**, manager, Teterboro, NJ, MDDO.

NORTHWEST MOUNTAIN REGION

Terry A. Braesch, traffic management unit supervisor, Denver ARTCC, Longmont, from Denver ATCT ... **Caroline L. Carey**, area supervisor, Boise, ID, ATCT, from Stockton, CA, ATCT/TRACON.

Gregory L. Dyer, area supervisor, Denver ARTCC, Longmont, CO ... **Ronald J. Goecke**, area supervisor, Denver ARTCC, Longmont ... **Marvin R. Hart**, traffic management unit supervisor, Denver ARTCC, Longmont ... **John M. Perizzo**, area supervisor, McMinville, OR, AFSS, from Miles City, MT, FSS ... **John W. Schmidt**, asst. manager, traffic management, Denver ARTCC, Longmont ... **Lawrence R. Shively**, area supervisor, Denver ARTCC, Longmont ... **Stanley Stefancic, Jr.**, area supervisor, Denver ARTCC, Longmont ... **Leo V. Wadekemper**, unit supervisor, Helena, MT, FSDO ... **J. C. Wilson, Jr.**, area manager, Denver ARTCC, Longmont ... **Richard E. Wurscher**, manager, Maintenance Branch, Airway Facilities Div.

SOUTHERN REGION

Ralph S. Abney, Jr., manager, Doltion, AL, ATCT, from Jacksonville, FL, ATCT ... **Frank T. Bartozzi**, traffic management unit supervisor, Memphis, TN, ARTCC ... **James R. Call**, area supervisor, Pompano Beach, FL, ATCT, from Miami International ATCT ... **Richard A. Childers**, area manager, Memphis, TN, ATCT ... **Jimmie L. Conner**, asst. manager, Hartsfield ATCT, Atlanta, GA, from regional headquarters ... **Charles B. Davis**, traffic management unit supervisor, Memphis, TN, ARTCC ... **Joseph J. Dillon**, unit supervisor, Atlanta, GA, FSDO, College Park, GA, from Hapeville, GA ... **Carl S. Everatt**, area supervisor, Gainesville, FL, AFSS, from Vero Beach, FL, FSS ... **William H. Finegan**, area supervisor, Miami ARTCC, promotion made permanent ... **Roxanne J. Goetzl**, area supervisor, San Juan CERAP, from Minneapolis ARTCC ... **Robert F. Good**, supervisor, Training & Support Section, Resource & Planning Branch, Airway Facilities Div. ... **Gerald N. Hamrick, Jr.**, area supervisor, Miami ARTCC, promotion made permanent ... **Philip J. Henderson II**, unit supervisor, Daytona Beach AFSSO, Jacksonville AFS ... **Chuck Hilliard**, traffic management unit supervisor, Memphis ARTCC ... **Robert M. Jackson III**, manager, Telecommunications Management & Operations Branch, Airway Facilities Div. ... **Larry G. Jones**, area supervisor, Raleigh, NC, AFSS, from Hickory, NC, FSS ... **James E. Landers**, area supervisor, Miami AFSS, from Vero Beach FSS ... **William A. Menchinko**, manager, Maintenance Branch, Flight Standards Div. ... **William H. Myers**, area manager, Miami International ATCT ... **George E. Peurifoy, Jr.**, area supervisor, Hampton, GA, ARTCC, from regional headquarters ... **Billy M. Riley**, manager, Jackson, TN, AFSS, promotion made permanent ... **Paul E. Smith**, supervisor, Automation Section, Resource & Planning Branch, Airway Facilities Div. ... **Glennon N. Whitemer**, manager, St. Croix, VI, AFSSO, San Juan AFS, from Central Region.

SOUTHWEST REGION

Carl L. Allen, area supervisor, Tyler, TX, ATCT ... **Secundino O. Baca**, area supervisor, Albuquerque, NM, AFSS, from El Paso, TX, FSS ... **Donald F. Berkowicz**, asst. manager for technical support, New Orleans AFS, from regional headquarters ... **Robert L. Bethel**, area manager, De Ridder, LA, AFSS ... **James B. Brownfield**, manager, Safety Analysis & Evaluation Field Office, Ft. Worth, from Little Rock, AR, FSDO ... **Arlen L. Byrd**, area manager, San Angelo, TX, AFSS ... **Reymundo T. Cabrera**, area manager, San Angelo, TX, AFSS ... **Billy C. Clark**, area supervisor, Comroe, TX, AFSS ... **Dale R. Eastburn**, manager, Fayetteville, AR, AFSSO, Little Rock AFS, promotion made permanent ... **Janet P. Feyen**, unit supervisor, Albuquerque, NM, ARTCC, promotion made permanent ... **Donald E. Franklin**, team supervisor, Baton Rouge, LA, FSDO ... **Raymond J. Friesen**, systems engineer, Ft. Worth ARTCC AFS ... **Gary W. Fritz**, area manager, San Angelo, TX, AFSS ... **Allen K. Griegs**, manager, Dallas/Ft. Worth MDDO, from Los Angeles MDDO ... **Calumne N. Hedgcock**, area supervisor, Ft. Worth ARTCC, from Houston ARTCC ... **Ernest L. Hosack**, asst. manager, Oklahoma City (Tinker) AFS, from regional headquarters ... **Jack W. Inman**, area supervisor, Roswell, NM, FSS, promotion made permanent ... **Thomas A. Kerr**, asst. manager for program support, Oklahoma City (Bethany) AFS, promotion made permanent ... **John C. Konecny**, area manager, San Angelo, TX, AFSS ... **James H. Moore**, manager, Little Rock, AR, FSDO, from regional headquarters ... **Gary C. Perrin**, manager, Albuquerque, NM, ARTCC ... **Carolyn S. Poe**, area supervisor, Lubbock, TX, ATCT, promotion made permanent ... **Larry Powell**, asst. manager, Albuquerque AFS ... **William E. Pritchard**, area manager, San Angelo, TX, AFSS ... **Charles E. Saunders**, manager, Ft. Worth ARTCC ... **John A. Seyffert**, area supervisor, Abilene, TX, RAPCON ... **Danny A. Thompson**, area supervisor, Lafayette, LA, ATCT, promotion made permanent ... **Harley L. Tucker**, asst. systems engineer, Albuquerque ARTCC AFS ... **Comer C. Woff, Jr.**, area supervisor, Dallas/Ft. Worth ATCT, promotion made permanent ... **Jimmy G. Yates**, manager, Lubbock, TX, AFSSO, El Paso AFS, from regional headquarters.

TECHNICAL CENTER

Joseph G. Martirone, manager, Accounting Branch, Financial Management Div. ... **Richard D. Page**, technical program manager, Airport Technology Branch, Airports Div.

WASHINGTON HEADQUARTERS

Donald R. Briggs, manager, Program Analysis Branch, Capital Div., Office of Budget, promotion made permanent ... **Ronald G. Cooper**, manager, ACF Implementation Branch, System Plans & Programs Div., Air Traffic Plans & Requirements Service, from Pensacola ATCT ... **James J. Crowley, Jr.**, section supervisor, National Flight Data Center, Air Traffic Operations Service, from Office of Aviation Safety Oversight ... **Harry C. Dennis, Jr.**, manager, System Requirements Branch, Planning Analysis Div., Office of Aviation Policy & Plans, promotion made permanent ... **Gilbert G. Donn**, section supervisor, Internal Review Staff, Accounting Operations Div., Office of Accounting ... **Ralph A. Hiller**, asst. manager for training, Ontario, CA, TRACON, from Riverside, CA, ATCT ... **Anthony J. Longo**, asst. manager for training, Oakland ARTCC, Fremont, CA ... **Willard J. Mattingly**, unit supervisor, Riverside, CA, FSDO, from Long Beach FSDO ... **Ronald I. Sandoval**, environmental support unit supervisor, Reno, NV, AFSSO, Sacramento, CA, AFS ... **Merrill V. Scott**, area manager, Golden Gate AFS, Hayward, CA ... **R. Q. Simmons, Jr.**, area supervisor, San Carlos, CA, ATCT, from San Francisco, CA, ATCT ... **Bey G. Taylor**, area supervisor, Oakland FSS, promotion made permanent ... **Clifford D. Weiman**, unit supervisor, San Pedro CA, AFSSO, from regional headquarters.

WESTERN-PACIFIC REGION

Lance J. Berry, unit supervisor, Phoenix, AZ, AFSSO (ARTS/RADAR), Phoenix AFS, from regional headquarters ... **Gary L. Blum**, unit supervisor, Oakland, CA, FSDO, from San Jose, CA, FSDO ... **Kenneth G. Borrego**, asst. manager for training, Reno, NV, AFSS ... **Darrell L. Colwell**, asst. manager for training, AFSS, Reno, NV ... **Charles E. Enkerud**, area supervisor, Oakland ARTCC, Fremont, CA ... **Ronald D. Franson**, manager, Montgomery Field ATCT, San Diego, from regional headquarters ... **Elaine C. Harrison**, asst. manager for training, Reno, NV, AFSS ... **Daniel E. Hedani**, unit supervisor, Resource & Planning Branch, Airway Facilities Div. ... **Ralph A. Hiller**, asst. manager for training, Ontario, CA, TRACON, from Riverside, CA, ATCT ... **Anthony J. Longo**, asst. manager for training, Oakland ARTCC, Fremont, CA ... **Willard J. Mattingly**, unit supervisor, Riverside, CA, FSDO, from Long Beach FSDO ... **Ronald I. Sandoval**, environmental support unit supervisor, Reno, NV, AFSSO, Sacramento, CA, AFS ... **Merrill V. Scott**, area manager, Golden Gate AFS, Hayward, CA ... **R. Q. Simmons, Jr.**, area supervisor, San Carlos, CA, ATCT, from San Francisco, CA, ATCT ... **Bey G. Taylor**, area supervisor, Oakland FSS, promotion made permanent ... **Clifford D. Weiman**, unit supervisor, San Pedro CA, AFSSO, from regional headquarters.

Retirees

AERONAUTICAL CENTER

Evelyn E. Fischer
James L. Griffin
James L. Griffin
Lenora Hester
Teddy J. Kennedy
Richard L. Lewellen

GREAT LAKES REGION

James A. May
Raymond E. Murray
Marcelus Sattlerwhite
Leslie S. Shaw
Freddie L. Warren
John L. Woods

ALASKAN REGION

Ruth F. Bailey
Wibe G. Morgan
Jeannette V. Samples

CENTRAL REGION

Robert E. Besonancy
Donald F. Gabel
Maryin R. Tomo
Andrew F. Wrisinger

NEW ENGLAND REGION

Kathleen M. Gallagher
Richard C. Mack
Robert E. Rice

NORTHWEST MOUNTAIN REGION

Carl E. Fay
Norman L. Hagerty
John J. Hoffmann, Jr.
Simon Kalketian
Wallace J. Leach
William H. Waldron

SOUTHERN REGION

Russell R. Boom
Donald F. Cannon
Norma P. Hill
Roger E. Hinson
Kenneth W. Jones

GREAT LAKES REGION

Ronald J. Keffer, Jr.
Fred L. King
Alton L. Matthews
Hosand M. Smith, Jr.
Maynard L. Stillman
James R. Stimmel

SOUTHWEST REGION

Benjamin P. Aiken
Byron L. Bauer
Paul F. Boush
Charles T. Dipp
Cecil D. Hunsfeld
Aston R. Harbo
Bill J. Howard
Alphonso T. Miller

NEW ENGLAND REGION

Kathleen M. Gallagher
Richard C. Mack
Robert E. Rice

NORTHWEST MOUNTAIN REGION

Robert L. Cingranelli
Donald G. Coones
Leslie A. Dickinson, Jr.
Theodore P. Krieger
Lyle P. Scott
William H. Waldron

The information in this feature is extracted from the Personnel Management Information System (PMIS) computer. Space permitting, all actions of a change of position and/or facility at the first supervisory level and to branch manager in offices are published. Other changes usually cannot be accumulated because there are thousands each month.

WASHINGTON HEADQUARTERS

Cecil L. Braddash
Howard R. Gordon
William R. Hunter
Warren L. Leichtenberg
Arnold I. Mullier
Leona H. McCaughey
Clarence R. Melugin, Jr.
William S. Orrett
Golden L. Roche

WESTERN-PACIFIC REGION

Ronald A. Aguilera
Patricia A. Davis
Beryl E. Denevy
Lupe S. Guerrero, Jr.
Robbie F. Jones
Arthur K. Kawai
Howard Mickles
Mitsuo Miyayaka
George Standiford
Ervin R. Washington
Mitsuo Yamamoto
Gordon R. Yen

SOUTHWEST REGION

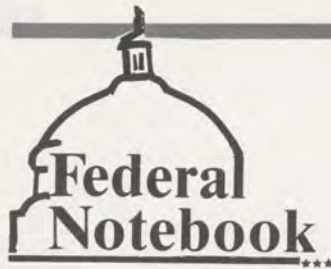
Benjamin P. Aiken
Byron L. Bauer
Paul F. Boush
Charles T. Dipp
Cecil D. Hunsfeld
Aston R. Harbo
Bill J. Howard
Alphonso T. Miller

NEW ENGLAND REGION

Kathleen M. Gallagher
Richard C. Mack
Robert E. Rice

NORTHWEST MOUNTAIN REGION

Carl E. Fay
Norman L. Hagerty
John J. Hoffmann, Jr.
Simon Kalketian
Wallace J. Leach
William H. Waldron



Happy New Leave Year

We would like to be the first to wish you a Happy New Leave Year. The old leave year will go down the tubes with appropriate ceremonies and celebrations at midnight on January 13, and we hardly need tell you what happens to left-over "use or lose" leave. There are exceptions, but they're too complicated to explain.

Retirees Get 4.7 Percent COLA

Retired federal workers will fare a bit better than those still on the job in 1989 as they will start receiving a 4.7 percent cost of living allowance (COLA) in January 1990. As you well know, active GS employees will get a 3.6 percent raise come January 1990. Some 2.1 million federal and postal retirees and survivors are in line for the January adjustment. One clarifying note: only CSRS employees get the 4.7 percent COLA; FERS retirees will receive a 3.7 percent boost in their annuities. That's also too complicated to explain, and there can't be all that many of them out there anyway.

'Average' Secretary Defined

Gradewise, the average secretary in federal service is halfway between a GS-5 and GS-6—GS-5.51, to be exact. That number comes from the Office of Personnel Management, which also notes that 99 percent of the approximately 101,000 secretaries in the 318 job series are of the female persuasion with only about 1,300 being males. Finally, OPM says that some one-fourth of all federal secretaries work in the Washington, DC, metropolitan area.

Proud To Be a Civil Servant Again

It's OK to say you work for the federal government again. The Director of the Office of Personnel Management says the era of "fed bashing" is mercifully over.

Constance Newman, a career public servant herself, told Congress recently that a "new partnership" is emerging between political appointees and career employees. She blamed that old bugaboo, "lack of communication," for much of the past misunderstanding and urged joint training and decision making to strengthen the ties further between senior career executives and their political cohorts.

Trivial Pursuits

If you wonder why little or nothing ever gets done at meetings, you might check the writings of C. Northcote Parkinson, author of those famous laws like "work expands to fill the time available for its completion" and "expenditure rises to meet income."

Parkinson said the most effective size for any meeting is five, but pressures for representation eventually increase the size to 20. That's when the "coefficient of inefficiency" kicks in, conversations break out at either end of the table, members stand to make themselves heard, speeches replace discussion and useful members begin making plans to settle outstanding issues later over lunch. All of this comes under Parkinson's "Law of Triviality."

Lump-Sum Settled

Congress has voted to continue the popular lump-sum option for federal retirees. However, it did change the payout formula from a 60-40 split to 50-50. That means that federal workers who retire after December 3, 1989, will get half their retirement fund contribution shortly after leaving government service and the second half (plus interest) one year later.

Approximately 70 percent of all retirees currently go the lump-sum route although it results in a lower annuity payment—generally in the range of 8% to 10% lower, depending primarily on age at time of retirement.

U.S. Department
of Transportation

Federal Aviation Administration

800 Independence Ave., S.W.
Washington, D.C. 20591

FORWARDING AND RETURN POSTAGE GUARANTEED

Official Business
Penalty for Private Use \$300

BULK MAIL
POSTAGE & FEES PAID
FEDERAL AVIATION
ADMINISTRATION
PERMIT NO. G-44

Dec 89



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

FAA World

December 1989
Volume 19 Number 12

Hot Times For FAA Crash Sleuths

By Fred Farrar



Shown is the nose section of the DC-10 belonging to UTA that crashed last September 19 in Africa's Ténéré Desert.

West Africa's remote and desolate Ténéré Desert is not the kind of place that anyone would pick for his or her vacation. The landscape is an unbroken sea of rolling sand dunes, and the temperature climbs to 140 degrees during the day and drops down to 40 at night.

But FAA accident investigators Rick Martz and Walt Korsgaard didn't go there for the scenery or the climate. They were there because they had a job to do.

On September 19, 1989, a DC-10 belonging to the French airline UTA (Union de Transports Aeriennes) crashed in the Ténéré Desert in south central Niger

under mysterious circumstances. It was on a regularly scheduled flight to Paris from N'Djamena in the west African country of Chad with 171 passengers and crewmembers onboard. All perished in the crash, including the wife of the U.S. ambassador to Chad.

The suspicious nature of the accident sparked immediate speculation that the aircraft had been destroyed

Mr. Farrar is assistant division manager of the Public and Employee Communications Division in the Office of Public Affairs. He is a former Washington correspondent for the Chicago Tribune.

(Continued on page 2)

FAA Faces at a Gala Event— The Secretary's 22nd Annual Awards Program, 1989

Top DOT officials and heads of operating administrations were there. So were the U.S. Coast Guard Band, the U.S. Coast Guard Color Guard and the Hine Junior High School Chorus of Washington, DC.

The occasion was the annual DOT awards program held on Thursday, October 19, in the Nation's Capital to honor "the best of the best."

Before the ceremony, agency recipients and their families also were honored at a coffee in the FAA

Headquarters building hosted by Administrator James Busey. He praised the "professionalism and dedication of the FAA workforce" and remarked that "it is good to see this quality work being recognized."

Secretary Sam Skinner, just returned from surveying the earthquake damage in the San Francisco area, congratulated the award winners for their efforts "to ensure the safety and protect the public interest of America's vast transportation network." The Secretary also told them they were "part of a great American tradition—public service."

An unannounced highlight of the ceremony was the presentation of the

Secretary's Award for Exceptional Service to Acting Deputy Administrator Robert E. Whittington. The totally surprised Whittington served as Acting Administrator from February through June 1989 during the Bush Administration's transition period. He was cited for his exceptional leadership, extraordinary dedication and superb professionalism.

In all, 37 FAA employees were honored at the ceremony with 28 of these representing the centers and

(Continued on page 6)

In This Issue

- 1 Accident Investigating Desert Style
- 1 Secretary's Awards
- 4 EIP Comes to FAA
- 8 FAA Present in American Samoa

- 10 People
- 11 Retirees
- 12 Federal Notebook

Crash Sleuths

from page 1



FAA World

December 1989

Secretary of Transportation
Samuel K. Skinner
FAA Administrator
James B. Boscy
Assistant Administrator—
Public Affairs
Hugh O'Neill
Manager—Public & Employee
Communications Div.
John G. Leyden
Editor
Vacant
Art Director
Eleanor M. Maginnis
Staff Editor
Pat Tomasetti

FAA WORLD is published monthly for the employees of the Department of Transportation/Federal Aviation Administration and is the official FAA employee publication. It is prepared by the Public and Employee Communications Division, Office of Public Affairs, FAA, 800 Independence Ave., S.W., Washington, D.C. 20591. Articles and photos for FAA WORLD should be submitted directly to regional FAA public affairs officers:

John Clabey—Aeronautical Center
Paul Sienke, Sr.—Alaskan Region
Robert Raynesford—Central Region
Kathleen B. Bergen—Eastern Region
Morton Edelstein—Great Lakes Region
Mike Ciccarelli—New England Region
Richard Meyer—Northwest Mountain Region
Jack Barker—Southern Region
Cerrilline Creek—Southwest Region
Mike Jacobs—Technical Center
Barbara Abels—Western-Pacific Region



The investigators' base camp in the Ténéré Desert. The investigators' long scarves were important as protective equipment.

by a bomb. The French government subsequently confirmed these speculations stating that it had discovered evidence of an explosive device carried in the forward baggage compartment.

Air safety inspector Martz and security specialist Korsgaard, both of whom work out of Washington Headquarters, were on their way to the accident scene the following day as part of an American team that had been put together to assist the French government in the investigation. The French director of civil aviation, in turn, had been asked by the government of Niger to investigate the accident on its behalf.

The American team departed Washington National Airport on the night of September 20 in FAA's twin-jet Gulfstream IV. Onboard with Martz and Korsgaard were representatives from the National Transportation Safety Board; McDonnell-Douglas, the aircraft man-



Supplies for the crash investigators, including food and water, had to be parachuted in by the French Air Force.



The complete French-U.S. investigating team. The FAA members are Rick Martz, second from the left, standing, and Walter Korsgaard, sixth from the left, standing.

ufacturer; and General Electric, the engine maker—11 people in all. They arrived in N'Djamena the next day after a refueling stop in Lisbon.

But that was only the first leg of the journey since the crash site was about 400 miles northwest of N'Djamena. A French troop transport ferried them to an army outpost south of the crash site, and they traveled the rest of the way by helicopter.

"The whole place gave new meaning to the word primitive," Korsgaard said of the crash site.

Martz described it simply as "desolate." The nearest trace of civilization was Bilma, Niger, 140 miles to the northeast. Food and water had to be parachuted in daily.



Remains of a wing of the UTA DC-10.

The French investigative team already was on site, along with a company of French paratroopers and a unit of Niger soldiers. By the time the FAAers arrived, the flight data and cockpit voice recorders had been found and shipped off to Paris for analysis. However, the grim job of recovering the 171 victims was still underway.

The first order of business for both men was to accommodate themselves to the burning desert sun since they were at a latitude only 15 degrees north of the Equator.

"The afternoon heat was unbelievable," Korsgaard noted. "It was so bad that we couldn't work past two o'clock. We'd just wait it out in the shade of parachute canopies hung on poles. Then at five-thirty or six, when it had cooled down a bit, we'd go back out again for a while."

Martz and Korsgaard also learned why the native population in this part of Africa never goes about bare headed. Martz called the 4-foot scarf each received their "most important piece of equipment, really a piece of survival gear."

"You wrapped it around your head to protect it from the sun, leaving enough of the scarf loose to cover your nose and mouth in case the wind came up and the sand started to blow," he said. "Also, when you perspired—and we did a lot of that—the scarf would soak up the moisture and cool your head by evaporation."

Martz said they also were issued goggles to protect their eyes from blowing sand. "Fortunately," he added, "all we ever had was a gentle breeze and never had to use the goggles."

"If we had gotten a big wind, we'd have been out of business quickly," he continued. "It would have covered the wreckage with sand in just a few min-

utes, and we never would have found it again."

Indeed, the accident investigators spent much of their time at the crash site searching for and collecting the DC-10 debris. Since the aircraft had come apart at an altitude of 35,000 feet, the wreckage was scattered over a very large area.

However, there were three main



Cargo door of the ill-fated UTA DC-10 lies in the sand of the Ténéré Desert.

wreckage groupings: (1) the forward fuselage, including the cockpit, first class and business class sections; (2) wreckage from the fuselage just forward of the wing; and (3) the remainder of the airplane.

Martz said they were able to concentrate their search primarily on an area approximately five kilometers wide and 12 kilometers long although some "light stuff" was found as far out as 25 miles.

"Our investigation consisted of sweeping the debris site and finding numerous pieces that indicated an explosive device had brought the aircraft down," he added. "Normally, the way you do this is by the process of elimina-

tion—eliminating any faults found with the airframe or powerplants and also identifying any pieces that showed evidence of explosives."

The two FAAers emphasized that the American team played strictly a supporting role in the investigation. The evidence was turned over to the French who have the responsibility for analyzing the data and making a

determination of "probable cause" just as the NTSB does for accidents in the United States. This process can take many months.

In all, Martz and Korsgaard spent two weeks in West Africa. They were on the desert three days the first week and three and one-half days the second week. The weekend was spent in N'Djamena, the capital of Chad.

Although "roughing it" at the crash site had its drawbacks—no water for bathing and eating French army field rations, for example—"the desert was really the best part of the trip," according to Martz.

"Back in Chad, the locusts are out at this time of year and flying and so are other bugs," he recalled. "But there in the desert we had almost no insects. At night, we slept on the desert floor under beautiful clear skies. You couldn't ask for a better campsite."

Even so, neither man is talking to his travel agent about a return visit. ■

EIP: A People Program for the 90s

By Roger S. Myers

The Southern Region's assistant public affairs officer and a former air traffic controller, Roger Myers' articles have been published in newspapers and literary magazines.

A "jail break" recently occurred near Warrenton, VA, when a group of 12 desperate characters made good their escape. This "jail break" was not reported by any news organization, but it was a real adventure for the dozen people who participated.

Perfect Pete, Fast Frank, Earnest Ernie, Faster Felix, Joyous Joe, Doctor Doug, Agile Al, Wornout Woody, Jolly Jim, Jumping Jimmy, along with Win the Winner and Accommodating Alma considered their "jail break" a total success. After their escape, they ran through the woods, walked on a wire 38 feet above ground and concluded their "adventure" with a slide down a 650-foot wire.

Fugitives from justice? Not hardly! This was all part of a "corporate adventure program" used for training Employee Involvement Process (EIP) steering groups.

The pseudonyms were picked by the ten members and two coordinators of the EIP steering committee from the Miami ARTCC Airway Facilities Sector (AFS). The names reflected how each member felt about himself or herself.

According to Frank Stolinski, the "jail break" was used to build trust and



Miami ARTCC AFS steering committee "crosses the desert of burning sand." Members needed to work together for success.



Committee members learn trust by this group exercise.



It takes teamwork to do this right.

set a plan for meeting goals. It worked to the extent that it "brought out the quietest individual of our group at one point to assume a leadership role to get us back on track and focused on the objective," he said.

Alma Tucker, one of the first members of the team down the slide wire, arrived with a tear in her eye and her heart "beating at a slightly elevated rate." Another participant said he was not going down the slide wire but after watching Alma in action felt compelled to do so.

This adventure in Virginia was designed to foster the kind of leadership and cooperative skills essential to a successful EIP effort. The EIP committee members returned to their facility with new insights into what is required to increase employee involvement in a highly technical agency, like FAA, where the organizational mission sometimes seems to overshadow the needs of individual workers.

In the Southern Region, the Airway Facilities Division and the Professional Airways Systems Specialists (PASS) union are using the EIP as a tool to improve employees' job satisfaction, labor/management relations, cooperation and coordination at all levels. Experi-

ence with this problem solving approach in the private sector has shown it not only can create a better work climate but can also improve product quality and increase consumer loyalty.

Three years ago the FAA took a major step toward institutionalizing this concept by awarding a five-year contract with W.P. Dolan and Associates to implement EIP in the Eastern Region. The contract subsequently was amended to include the Southern Region for a 24-month period with options for renewal.

The first step taken in the Southern Region to initiate the new process was the establishment of a regional joint steering committee (RJSC) that included both FAA and union representatives. Its job is to develop policy guidelines for the EIP coordinators, administer the overall strategy for change, communicate the process to the work force and monitor and evaluate the programs.

Committee members are: Ray Pinkerton, Airway Facilities Division manager; Bobby Mullins, PASS Region II vice president; Forest Tipton, Miami AFS; Frank Nichols, Atlanta AFSFO; Cy Schulze, Tampa AFS; Dale Huddleston, Human Resource Management Division manager; Vince Preston, Jacksonville AFS; Bob Imsand, Airway Facilities Division branch manager; Gene Willis,

to begin the EIP process with the aid of the third-party consultant, W.P. Dolan. The contractor assisted each facility's steering committee with the basics of functioning as a committee, problem solving and improving communications.

The final step is a continuing one and requires broad-based participation under the leadership of the steering committee. Stripped to its bare essentials, the EIP

concept is a rather simple one that maintains the group is smarter than any one individual when it comes to problem solving.

This is reflected in the four basic assumptions of human behavior used in the EIP to help people become better problem solvers: (1) Everybody knows

his or her job best. (2) Two heads are better than one. (3) When people feel controlled, excluded or ignored, they resist. (4) When people feel influential, included and credible, they cooperate, join in and initiate activities.

Sounds like a group of ideas whose time has come. At FAA, it has. ■



"Joyous Joe" hangs in there. All "alluses" reflect how the members felt about themselves. These exercises can modify self perceptions.



EIP participants pictured are, from left, Ray Pinkerton, AF Division manager; Bobby Mullins, PASS vice president, Region II; Ernie Fontaine, Miami AFS; Terry Stone, W.P. Dolan & Associates; Frank Stolinski, Miami ARTCC AFS; Forest T. Tipton, Miami AFS; and Hector Ramirez, alternate coordinator, Orlando AFSFO.



The EIP Regional Steering Committee participants included, left to right, Bob Blank, assistant manager, Human Resource Management Division; Dale Huddleston, Human Resource Management Division manager; Cy Schulze, Tampa AFS; Ray Pinkerton; Bobby Mullins; Frank Stolinski; Forest Tipton; Frank Nichols, Atlanta AFSFO; and Gene Willis, Nashville AFSFO.

Pilots Awarded for Relief Efforts



Congratulations were in order for a job well done. Hurricane relief DC-9 pilots (from top of stairs) George Budde, Ed Stevens and John Reid received "On-the-Spot Awards" from Air Carrier Section supervisor, Jim Wade. The three FAA Academy aviation safety inspector operations instructors flew relief supplies and personnel to the Caribbean at FAA Southern Region's request. They also evacuated FAA families and tourists from Hurricane Hugo's aftermath.

Photo by Ronald Strawn

Relief Fund Helps FAAers

A special relief fund to help FAA employees and their families who suffered severe personal and financial loss from Hurricane Hugo had raised almost \$26,600 by the end of November.

Contributions are still needed and may be sent to:
FAA Southern Region Headquarters
ASO-52-C
PO Box 20636
Atlanta, GA 30320

Checks should be made payable to "Southern Region Hurricane Relief Fund."

Awards

from page 1

Exceptional Service



Robert E. Whittington, the Acting Deputy Administrator, accepts the Secretary's Award for Exceptional Service. The award recognized the "exceptional leadership, extraordinary dedication and superb professionalism" Whittington demonstrated as Acting Administrator of the FAA, February-June 1989.

regions. Virtually all major occupational groups were represented.

Five agency executives received prestigious Presidential Rank Awards, which recognize career senior executives for sustained high quality accomplishments.

Another 11 were presented with the Secretary's Award for Meritorious Achievement (Silver Medal) that honors exceptionally meritorious service to DOT or the federal government, or for exceptional achievement that substantially contributed to accomplishing departmental missions or major programs.

The Secretary's Award for Valor went to five FAAers, with three of them cited for their roles in the rescue of passengers from the United Airlines accident at Sioux City in July. The Award for Valor recognizes acts of heroism or courage performed either on or off the job.

Three FAA employees earned the

Presidential Ranks



Pictured with Administrator Busey are winners of the Presidential Rank Award. From the left are Leland Page, retired director of the Automation Service; Edwin S. Harris, Jr., then Associate Administrator for Airway Facilities and currently Executive Director for System Operations; Administrator Busey; Donald P. Watson, Regional Administrator, Southwest Region; and Ernest M. Keeling, Director, Office of Accounting.

Secretary's Award for Outstanding Achievement in Equal Employment Opportunity, which is almost self explanatory. It goes to employees who have excelled in promoting equal employment opportunity through unusually effective leadership, skill, imagination and perseverance.

Still another 10 employees were presented with the Secretary's Award for Excellence which is reserved for those in grades GS-1 through GS-9 and WG-1 through WG-8. It's purpose is to

honor them for outstanding performance in all aspects of their work.

The only FAA winner of the Secretary's Award for Volunteer Service was Susan J. House, an air traffic control specialist from Anchorage, AK. She was cited for her work in support of the agency's Aviation Education Program.

And this year's winner of DOT's Dwight D. Eisenhower Award is FAAer Kenneth H. Kruse, a controller from Des Moines, IA. The award is given annually by the Secretary to a Department line employee whose exemplary work dedication, productivity, attitude and enthusiasm are models for other employees.

Also recognized were more than 130 FAA employees having 40 or more years of federal service. See page 9 for a listing of names. ■



The setting for the Secretary's awards ceremony was, again this year, the Departmental Auditorium on Constitution Avenue, NW, in Washington, DC.

Meritorious Achievement



Anthony J. Broderick, Associate Administrator for Regulation and Certification, received a Meritorious Achievement Award, also called the Silver Medal.



Additional winners of the Meritorious Achievement Award included David D. Shattler, air traffic manager, Lansing, MI; Claudia E. Hoversten, systems accountant, Anchorage, AK; Lawrence C. Sullivan, assistant chief counsel, Burlington, MA; and Bobby G. Thompson, manager, Harrisburg, PA, AFSPO.



Also receiving the Meritorious Achievement Award were Mark W. Zielezinski, supervisory air traffic control specialist, Sioux City, IA; William K. Buchanan, air traffic control specialist, Sioux City; and Jerry L. Williams, national data coordinator, Kansas City, MO.



This year's recipients of the Silver Medal also included Walter R. Coker, air traffic manager, Chicago, IL; Edward M. Boothe, manager, National Simulator Program, Atlanta, GA; and Joe A. P. Alvarez, who served as Acting Deputy Regional Administrator, Western-Pacific Region, and is currently Western-Pacific Human Resource Management Division manager.

Valor



Standing with the Administrator are the Secretary's Award for Valor recipients, Randy M. Youngberg, maintenance mechanic, Sioux City, IA; Samuel N. Gochenour, relief electronics technician, Sioux City, IA; Timothy R. Norton, electronics technician, Sioux City, IA; Kevin L. Allsop, air traffic control specialist, College Station, TX; and Robin R. Allen, electromotive worker, Oklahoma City, OK.

Equal Employment Opportunity



This year the Secretary's Award for Outstanding Achievement in Equal Employment Opportunity was received by Clarence E. Newsbern, air traffic manager, Kansas City, MO; Maureen Coulter, personnel staffing specialist, Seattle, WA; and Don S. Lang, program and planning officer, Kansas City, MO.

Volunteer Service



Susan J. House, air traffic control specialist, Anchorage, AK, stands with Administrator Busey at the FAA reception honoring the award. House was recognized for her volunteer work supporting FAA's Aviation Education Program.

Excellence



FAAers receiving the Award for Excellence included Theresa A. McGhee, secretary, Atlantic City, NJ; Linda L. Ray, budget analyst, Oklahoma City, OK; DeAnn K. Kippley, secretary, Olathe, KS; Alan W. Maxton, program assistant, Washington, DC; and Sylvia A. Earley, administrative officer, Aurora, CO.



Also receiving the Award for Excellence were Vida Zavich, civil aviation security specialist, St. Louis, MO; Norma Jean Vanigas, secretary, Washington, DC; Rebecca Windear, secretary, Washington, DC; Barbara A. Simmons, administrative assistant, Jackson, MI; and Laurie J. Weeks, administrative officer, Seattle, WA.

Eisenhower Award



Kenneth H. Kruse, air traffic control specialist, Des Moines, IA, received the Dwight D. Eisenhower Award. He was honored as a Department line employee whose exemplary work dedication, productivity, attitude and enthusiasm serve as a model for fellow employees.

Focus on American Samoa

By Pat Tomasetti



Welcome to Samoa

American Samoa, that exotic-sounding place composed of six inhabited islands in the South Pacific Ocean, is a magnet for tourists. It is also home to an FAA airway facilities sector field office and air traffic control tower.

And now greeting arrivals at Pago Pago International Airport is a bright and beautifully designed mural that symbolizes FAA's presence on Samoa. This colorful welcome on the wall of the FAA building in Tafuna owes its creation to the FAA Resident Director's office, then headed by Russell Crooks, working with the American Samoa Council on Art, Culture and Humanities. Arts in Education Program, which

A writer/editor in the Headquarters Public Affairs Office, Pat Tomasetti is on its FAA World and Intercom staff.

sponsored a design contest for all students in the U.S. territory.

Contest entries were to illustrate links between Samoan life and aviation. Eight finalists were picked, with Jess Roberts from the American Samoa Community College selected as the winning artist.

Also recognized for their submissions were runners-up: Nam Jung Kim, Louis Boton, Fa'afetai Walls, Laita Westerland, Carl Alisa, Clint Filoiali'i and Peni Leoso.

Roberts reported that he was inspired by tradition to use a Samoan cultural scene for his design. It was then faithfully reproduced on the FAA building in bold colors and large lettering.

Crooks summarized the spirit of the competition and mural painting by noting, "Virtually anything that a student aspires to be can be found in the field of aviation." The goal of the contest, as he saw it, was to foster aviation education and increase students' exposure to aviation.

One interesting aside, the words



With additional help, the design soon covers the FAA building's walls with color.

Thanks for the Artwork

Russell Crooks received some "well done's" from Ann Cortez, Arts in Education Program coordinator for the American Samoa Council on Culture, Arts and Humanities. Thanking Crooks for his community spirit and support of the arts, Cortez wrote:

"Your inspiration of conducting a

"Fa'a Samoa" are often used in American Samoa without referring to the Federal Aviation Administration. They translate as "the Samoan way" in the language of the islands.

design competition to paint a mural and making it a collaboration with the Arts in Education program and the Department of Education resulted in the awareness in many students of the role aviation plays in the island's progress.

"The FAA building now has a unique identity," she said. It also can "now be easily located in a community where there are no addresses or street signs.

Crooks recently became Employee Involvement Program manager in the Airway Facilities Division of the Western-Pacific Region. Currently, Robin Wilkerson is acting as Resident Director in American Samoa.

Photos from Western-Pacific Region Public Affairs



Jess Roberts, the mural designer, at left, sketches in the outlines of the painting.



Now a finished product, the mural welcomes visitors to American Samoa and makes the FAA building impossible to overlook.

Pago Pago Tower Promotes Aviation

About 33,000 people live on the seven lovely tropical islands and 77 square miles of land area that comprise the Territory of American Samoa, and these American nationals are developing a keen interest in aviation matters, especially FAA job opportunities.

Aided by Keith Morris, the manager of the Pago Pago air traffic control tower, four classes were held for those interested in taking the air traffic controllers exam. Over 80 students attended the instruction near the Pago Pago airport on the largest island, Tutuila, but

still not everyone who wanted to attend could come to that site.

Interest also was expressed by people from the Manu'a Islands—Olu, Ololeaga and Tau, another part of American Samoa located about 70 miles east of Pago Pago. So Morris and local representative Faufano Autele arranged for FAA journeyman Dean Edmonds to conduct two more classes for 25 students, quite a few considering the Manu'a Islands only have a population of about 2,000.

The success of the classes was soon evident. Previously there had been 125 persons taking the controllers exam, with no passing scores. Since the classes, several students have taken and passed the exam.

Pago Pago tower employees Keith Morris, Dean Edmonds, Joe Tingle and Pat Robinson are pleased with the results of the classes and the heightened interest in aviation in the islands.

Special thanks to Russell Crooks and Dean Edmonds for information for this article

Awards

from page 7

FAA Employees Recognized for 40 or More Years of Service

Robert Allen
Hattie M. Abston
John F. Arnone
James M. Babk
Robert F. Baker
John A. Barrett
Robert B. Berch
Martin Bilson
Lawrence R. Billow
William P. Boselli
Vincent F. Brophy
William M. Bumpus
Cyrano P. Calvo
Victor V. Carter
Frederick D. Cason
Helene V. Caton
Emanuel Cohen

James G. Conc, Jr.
James J. Contos
Harold J. Cook
Lester J. Gooding
Joseph N. Covington
Lorraine Coy
Archie W. Craig
Edgar J. Cusson
Mary Ann Dunn
Eldon G. Elam
Louis A. Feliciano
Christopher D. Fisher
Hattie R. Fixico
Joseph H. Flaim
Michael A.R. Franco
Paul J. Franklin
Mack A. Freestone
Robert L. Fulton

John J. Furlong
Gene M. Gantieri, Jr.
Troy Gentry
Albert B. Gibson
Paul F. Giras
Carlos O. Gonzalez
Murray M. Gottlieb
James E. Goult
Joseph A. Guillen, Jr.
Joseph J. Grymes
Grover C. Hardin, Jr.
Thomas E. Hardy
Aubrey R. Harrigan
John R. Hatcher
Ralph E. Havlin
George A. Hermann
Thomas H. Higgins
Roger E. Hinson
Harry T. Hubbard

Willie A. Hunter
Merlin R. Huft
Perry A. Jackson
Edward K. Joe
Don O. Jalkens
Jacob B. Jones
Robert J. Juarez
Jerry S. Katzen
Harold L. Keogh
James T. Kerr, Jr.
John A. Kieffer
Oliver R. Kramer
David W. Kress
Philip Krinsky
Felix E. Kurlys
Theodore L. Lee
William D. Leffler
Augustine F. Liu

David E. Lisle
Esperanza Manriquez
Samuel Martin
Van T. Mason
George M. Mathieu
John A. Matthews
Loris H. McCaughey
Elston B. McCoy
Frank J. Meyer
Eugene A. Moore
Stephen L. Morris
William J. Muir
Inao Nakamura
Earle B. Nichols
Harold O. Nordman
Robert W. Norris
Robert S. North
John J. O'Brien
Eliane H. Page
Frank R. Parr

James R. Patterson, Jr.
Jane L. Paul
Robert C. Phelps
Dolores D. Phillips
Eanna R. Pierson
Robert Piskley
Virginia W. Price
Joseph C. Ray
Lawrence J. Reinshaw
Herbert Ross
Owen C. Sabin
Arthur Sacks
William J. Sarli
Harry R. Scharlach
Herbert H. Schwebel
Floyd J. Seeley
Norman G. Shanteau
Charles W. Simmons, Jr.

Anthony C. Spauls
Ruth G. Specht
Robert A. Speraw
August W. Sponagle
Vasilika G. Starnov
Mary P. Swinham
Harry W. Taber
Dexter J. Taylor
Keith R. Thompson
Dorothy J. Thraillkill
Paul Torretti
Michael A. Tougher, Jr.
Cornelia W. Triplett
Theodore J. Turnock
Harry R. Wachter
James W. Webb
Ruth Webb
William A. Whittle
Robert A. Winter
Fenton F. Winters
Shigeru Yagi
Kim Kee Yee
John O. Young

People

AERONAUTICAL CENTER

Don L. Bryant, manager, Contracting Branch, Acquisition Div. ... **Harry R. Colfax, Jr.**, manager, Systems & Programs Staff, FAA Depot ... **Bobby G. Engle**, manager, Contract Management Branch, Acquisition Div. ... **Johnnie L. Hardiman**, supervisor, Correspondence Unit, Program Support Staff, Aeronautical Certification Div., promotion made permanent ... **Gary J. Hull**, supervisor, Administrative & Program Support Section, Systems & Programs Staff, FAA Depot ... **Ronnie D. Maynard**, supervisor, NIS/NAIS Program Section, Systems & Programs Staff, FAA Depot ... **Edwin D. Mitchell**, asst. manager, Supply Management Branch, FAA Depot ... **Sherlene Teague**, supervisor, Processing Section, Special Issuances Branch, Aeronautical Certification Div. ... **Gervase J. Wagner**, manager, Flight Inspection Operations Branch, Flight Procedures & Inspection Div., promotion made permanent.

ALASKAN REGION

Scott J. Bihelhausen, area supervisor, Anchorage ARTCC, promotion made permanent ... **Jeffrey P. Rigg**, area supervisor, Anchorage ARTCC, promotion made permanent ... **Richard C. Totten**, area supervisor, Fairbanks AFSFO, North Alaska AFS ... **Steven D. Turner**, area supervisor, Anchorage ARTCC ... **John A. Wilber**, asst. manager for training, Anchorage FSS ... **John W. Willford**, manager, Maintenance Branch, Airway Facilities Div., from North Alaska AFS, Fairbanks.

CENTRAL REGION

Robert A. Anderson, area supervisor, Columbia, MO, AFSS, from Springfield, MO, FSS ... **Terry E. Bolerjack**, area manager, Olathe, KS, ARTCC ... **Ronnie E. Carr**, unit supervisor, Olathe, KS, ARTCC, promotion made permanent ... **Quentin J. Gates**, asst. manager, plans & programs, Olathe, KS, ARTCC, from regional headquarters ... **Robert E. Horn**, manager, Grand Island, NE, AFSSO, Grand Island AFS, promotion made permanent ... **Susan R. Kupferer**, unit supervisor, Berkeley, MO, AFSSO, St. Louis AFS, promotion made permanent ... **Raymond A. McMillan**, manager, Columbus, NE, AFSSO, Grand Island AFS ... **Daniel C. McPherson**, unit supervisor, Grand Island, NE, AFS, from Lincoln, NE, AFSSO ... **David S. Mezurashi**, manager, Wichita, KS, AFS, from Grand Island, NE, AFS ... **Suzanne M. Shanks**, section supervisor, Position Management & Employment Branch, Human Resource Management Div., promotion made permanent ... **Max L. Sharp**, area supervisor, Columbus, NE, AFSS, promotion made permanent ... **Harold C. Smith**, area supervisor, Spirit of St. Louis ATCT, St. Louis, MO, from Salt Lake City ATCT.

EASTERN REGION

James J. Aldridge, Jr., area supervisor, Buffalo, NY, FSS, from DuBois, PA, FSS ... **Carl R. Antos**, area supervisor, New York ARTCC, Isip, promotion made permanent ... **Karen N. Arnold**, area supervisor, Buffalo, NY, ATCT ... **Kevin P. Brown**, area supervisor, Buffalo FSS, from Erie FSS ... **Robert B. Brunstad**, area supervisor, Buffalo ATCT ... **Kenneth E. Carlson**, unit supervisor, Chantilly AFSSO, Capital AFS, promotion made permanent ... **Sherelle T. Carper**, asst. manager for training, Philadelphia ATCT, promotion made permanent ... **Martin W. Cole**, area supervisor, Washington ARTCC, Leesburg, VA ... **William Croghan**, area manager, Washington ARTCC, Leesburg, VA ... **Cathy M. Davenport**, section supervisor, Employment & Staffing Branch, Human Resource Management Div., promotion made permanent ... **James Devlin**, crew chief, NY TRACON AFSSO, Garden City, Metro NY AFS, promotion made permanent ... **Lois A. Esposito**, area supervisor, New York ARTCC, Isip, promotion made permanent ... **Paul Fairley**, area supervisor, New York ARTCC, Isip, promotion made permanent ... **Charles L. Freeman**, area supervisor, Bridgeport, CT, AFSS ... **George L. Greenfield III**, area supervisor, Washington ARTCC, Leesburg, VA ... **James E. Hooker**, unit supervisor, Operations Branch, Flight Standards Div., from Civil Aviation Assistance Group, Oman ... **Jeffrey E. Johnson**, area supervisor, Washington ARTCC, Leesburg, VA ... **Jay E. Laursen**, area supervisor, New York ARTCC, Isip, promotion made permanent ... **Joseph C. Mayers**, unit supervisor, Electronic Engineering Branch, Airway Facilities Div., promotion made permanent ... **John W. Minda**, asst. manager, traffic management, New York ARTCC, Isip ... **William J. Stehling**, staff chief, Facility Operations Branch, Air Traffic Div. ... **Frank T. Storr**, manager, Mercer County Airport ATCT, Trenton, NJ, from regional headquarters ... **John D. Tabler**, asst. manager for program support, Norfolk AFS ... **Paul P. Thumser**, area supervisor, New York ARTCC, Isip, promotion made permanent ... **James F. Wilson**, unit supervisor, Baltimore AFSSO, Capital AFS, promotion made permanent.

GREAT LAKES REGION

Michelle M. Behm, manager, Palwaukee Airport ATCT, Willard, IL, from Chicago O'Hare ATCT ... **Ernest A. Carpenter**, unit supervisor, Illinois AFS, Springfield ... **Thomas M. Davis**, unit supervisor, Oberlin, OH, AFS, promotion made permanent ...

John D. Derado, unit supervisor, Minnesota AFS, Minneapolis, from Ohio AFS ... **Gary L. Griffin**, asst. manager for training, Grand Forks, ND, AFSS ... **Charles E. High**, asst. manager for training, Lansing, MI, AFSS ... **Harold J. Holznagel**, watch supervisor, Dakota AFS, Bismarck, ND ... **Thomas E. Ilka**, watch supervisor, Minnesota AFS, Minneapolis, promotion made permanent ... **Thomas S. Johnson**, asst. manager for program support, Wisconsin AFS, Green Bay ... **Lawrence J. McCartney**, principal maintenance inspector, Belleville, MI, FSDO, promotion made permanent ... **Samuel S. Pool**, group supervisor, Indianapolis ARTCC ... **James D. Scott**, manager, Aurora, IL, ATCT, from regional headquarters ... **Daniel J. Smejkal**, area supervisor, Chicago ARTCC, Aurora ... **Jeff L. Tichenor**, area supervisor, St. Paul, MN, ATCT, from Minneapolis.

NEW ENGLAND REGION

Steven L. Anderson, area supervisor, Otis AFB ATCT, Falmouth, MA, from Hyannis ATCT ... **Richard M. Carelli**, area supervisor, Bridgeport, CT, AFSS ... **Cheri D. Condon**, area supervisor, Bridgeport, CT, AFSS, from Bangor, ME, AFSS ... **Melvin R. Collis**, asst. systems engineer, Nashua, NH, AFS, from St. Louis, MO, AFS ... **Dexter K. Decker**, area supervisor, Bridgeport, CT, AFSS ... **Raymond D. Dunn, Jr.**, area supervisor, Bridgeport, CT, AFSS ... **John F. Giglio**, area supervisor, Boston ARTCC, Nashua, NH, promotion made permanent ... **Cindy L. Grimm**, manager, New Bedford, MA, ATCT, from Bangor, ME, ATCT ... **Sherolyn Henderson**, area supervisor, Bridgeport, CT, AFSS ... **Paul P. Karvas**, area supervisor, Boston ARTCC, Nashua, NH, promotion made permanent ... **Robert E. Lane**, area supervisor, Portland, ME, ATCT, from Bedford, MA, ATCT ... **Roger M. Long**, area supervisor, Bridgeport, CT, AFSS ... **John C. Meares**, area supervisor, Providence, RI, ATCT, promotion made permanent ... **Miles R. Miller**, area manager, Boston ARTCC, Nashua, NH, from regional headquarters ... **James Rodrigues**, area supervisor, Boston ARTCC, Nashua, NH, promotion made permanent ... **Jonathan M. Schippani**, area supervisor, Boston ARTCC, Nashua, NH, promotion made permanent ... **Barbara J. Smith**, area manager, Logan ATCT, Boston ... **Allan R. Turmelie**, area supervisor, Worcester, MA, ATCT, from Portland, ME, ATCT ... **Philip K. Westbrook**, manager, Teterboro, NJ, MDO.

NORTHWEST MOUNTAIN REGION

Ferry A. Brasch, traffic management unit supervisor, Denver ARTCC, Longmont, from Denver ATCT ... **Caroline L. Carey**, area supervisor, Boise, ID, ATCT, from Stockton, CA, ATCT/TRACON ...

Gregory L. Dyer, area supervisor, Denver ARTCC, Longmont, CO ... **Ronald J. Goecke**, area supervisor, Denver ARTCC, Longmont ... **Marvin R. Hart**, traffic management unit supervisor, Denver ARTCC, Longmont ... **John M. Perrizo**, area supervisor, McMinnowville, OR, AFSS, from Miles City, MT, FSS ... **John W. Schmidt**, asst. manager, traffic management, Denver ARTCC, Longmont ... **Lawrence R. Shively**, area supervisor, Denver ARTCC, Longmont ... **Stanley Stefancic, Jr.**, area supervisor, Denver ARTCC, Longmont ... **Leo V. Waedekemper**, unit supervisor, Helena, MT, FSDO ... **J. C. Wilson, Jr.**, area manager, Denver ARTCC, Longmont ... **Richard E. Wurscher**, manager, Maintenance Branch, Airway Facilities Div.

SOUTHERN REGION

Ralph S. Abney, Jr., manager, Dothan, AL, ATCT, from Jacksonville, FL, ATCT ... **Frank T. Barozzi**, traffic management unit supervisor, Memphis, TN, ARTCC ... **James R. Call**, area supervisor, Pompano Beach, FL, ATCT, from Miami International ATCT ... **Fairhad A. Childers**, area manager, Memphis, TN, ATCT ... **Jimmie L. Conner**, asst. manager, Hartsfield ATCT, Atlanta, GA, from regional headquarters ... **Charles B. Day**, traffic management unit supervisor, Memphis, TN, ARTCC ... **Joseph J. Dillon**, unit supervisor, Atlanta, GA, FSDO, College Park, GA, from Hapeville, GA ... **Carl S. Everatt**, area supervisor, Gainesville, FL, AFSS, from Vero Beach, FL, FSS ... **William H. Finegan**, area supervisor, Miami ARTCC, promotion made permanent ... **Rosanne J. Goeltz**, area supervisor, San Juan CERAP, from Minneapolis ARTCC ... **Robert F. Good**, supervisor, Training & Support Section, Resource & Planning Branch, Airway Facilities Div. ... **Gerald N. Hamrick, Jr.**, area supervisor, Miami ARTCC, promotion made permanent ... **Philip J. Henderson II**, unit supervisor, Daytona Beach AFSO, Jacksonville AFS ... **Chuck Billiard**, traffic management unit supervisor, Memphis ARTCC ... **Robert M. Jackson III**, manager, Telecommunications Management & Operations Branch, Airway Facilities Div. ... **Larry G. Jones**, area supervisor, Raleigh, NC, AFSS, from Hickory, NC, FSS ... **James E. Landers**, area supervisor, Miami AFSO, from Vero Beach FSS ... **William A. Menhinick**, manager, Maintenance Branch, Flight Standards Div. ... **William H. Myers**, area manager, Miami International ATCT ... **George E. Peurifoy, Jr.**, area supervisor, Hampton, GA, ARTCC, from regional headquarters ... **Billy M. Riley**, manager, Jackson, TN, AFSS, promotion made permanent ... **Paul E. Smith**, supervisor, Automation Section, Resource & Planning Branch, Airway Facilities Div. ... **Glennon N. Whitener**, manager, St. Croix, VI, AFSSO, San Juan AFS, from Central Region.

SOUTHWEST REGION

Carl L. Allen, area supervisor, Tyler, TX, ATCT ... **Secundino O. Baca**, area supervisor, Albuquerque, NM, AFSS, from El Paso, TX, FSS ... **Donald E. Berkowicz**, asst. manager for technical support, New Orleans AFS, from regional headquarters ... **Robert L. Belbel**, area manager, De Ridder, LA, AFSS ... **James B. Brownfield**, manager, Safety Analysis & Evaluation Field Office, Ft. Worth, from Little Rock, AR, FSDO ... **Arlen L. Byrd**, area manager, San Angelo, TX, AFSS ... **Reynaldo T. Cabrera**, area manager, San Angelo, TX, AFSS ... **Billy C. Clark**, area supervisor, Comox, BC, AFSS ... **Dale R. Eastburn**, manager, Fayetteville, AR, AFSSO, Little Rock AFS, promotion made permanent ... **Janet P. Feyen**, unit supervisor, Albuquerque, NM, ARTCC, promotion made permanent ... **Donald E. Franklin**, team supervisor, Baton Rouge, LA, FSDO ... **Raymond J. Friesen**, systems engineer, Ft. Worth ARTCC AFS ... **Gary W. Fritz**, area manager, San Angelo, TX, AFSS ... **Allen K. Griggs**, manager, Dallas/Ft. Worth MDO, from Los Angeles MDO ... **Calmore N. Hedgpech**, area supervisor, Ft. Worth ARTCC, from Houston ARTCC ... **Ernest L. Husack**, asst. manager, Oklahoma City (Bethany) AFS, from regional headquarters ... **Jack W. Inman**, area supervisor, Roswell, NM, FSS, promotion made permanent ... **Thomas A. Kerr**, asst. manager for program support, Oklahoma City (Bethany) AFS, promotion made permanent ... **John C. Koenen**, area manager, San Angelo, TX, AFSS ... **James H. Moore**, manager, Little Rock, AR, FSDO, from regional headquarters ... **Gary C. Perrin**, manager, Albuquerque, NM, ARTCC ... **Carolyn S. Poe**, area supervisor, Lubbock, TX, ATCT, promotion made permanent ... **Leroy Powell**, asst. manager, Albuquerque AFS ... **William F. Pritchard**, area manager, San Angelo, TX, AFSS ... **Charles E. Saunders**, manager, Ft. Worth ARTCC ... **John A. Seyffert**, area supervisor, Abilene, TX, RAPCON ... **Danny A. Thompson**, area supervisor, Lafayette, LA, ATCT, promotion made permanent ... **Harley L. Tucker**, asst. systems engineer, Albuquerque ARTCC AFS ... **Comer C. Wolfe, Jr.**, area supervisor, Dallas/Ft. Worth ATCT, promotion made permanent ... **Jimmy C. Yates**, manager, Lubbock, TX, AFSSO, El Paso AFS, from regional headquarters.

TECHNICAL CENTER

Joseph G. Martrone, manager, Accounting Branch, Financial Management Div. ... **Richard D. Page**, technical program manager, Airport Technology Branch, Airports Div.

WASHINGTON HEADQUARTERS

Donald R. Briggs, manager, Program Analysis Branch, Capital Div., Office of Budget, promotion made permanent ... **Ronald G. Cooper**, manager, ACE Implementation Branch, System Plans & Programs Div., Air Traffic Plans & Requirements Service, from Pensacola ATCT ... **James J. Crowling, Jr.**, section supervisor, National Flight Data Center, Air Traffic Operations Service, from Office of Aviation Safety Oversight ... **Harry C. Demis, Jr.**, manager, System Requirements Branch, Planning Analysis Div., Office of Aviation Policy & Plans, promotion made permanent ... **Gilbert G. Donn**, section supervisor, Internal Review Staff, Accounting Operations Div., Office of Accounting ... **Joseph C. Foster**, manager, Traffic Flow Management Branch, Operations Div., Air Traffic Operations Service ... **Mary N. Whigham Jones**, manager, Personnel & Labor Law Branch, General Legal Services Div., Office of the Chief Counsel ... **Patricia A. Myers**, staff chief, Office of the Director, Civil Aviation Security ... **Charles Ralph Reavis**, manager, Military Operations Branch, Operations Div., Air Traffic Operations Service.

WESTERN-PACIFIC REGION

Lance J. Berry, unit supervisor, Phoenix, AZ, AFSSO (ARTIS/RADAR), Phoenix AFS, from regional headquarters ... **Gary I. Blom**, unit supervisor, Oakland, CA, FSDO, from San Jose, CA, FSDO ... **Kenneth G. Borrego**, asst. manager for training, Reno, NV, AFSS ... **Darrell L. Onyelt**, asst. manager for training, AFSS, Reno, NV ... **Charles E. Enkerud**, area supervisor, Oakland ARTCC, Fremont, CA ... **Ronald D. Franson**, manager, Montgomery Field ATCT, San Diego, from regional headquarters ... **Elaine C. Harrison**, asst. manager for training, Reno, NV, AFSS ... **Daniel E. Hedani**, unit supervisor, Resource & Planning Branch, Airway Facilities Div. ... **Ralph A. Hiller**, asst. manager for training, Ontario, CA, TRACON, from Riverside, CA, ATCT ... **Anthony J. Longo**, asst. manager for training, Oakland ARTCC, Fremont, CA ... **Willard J. Mattingly**, unit supervisor, Riverside, CA, FSDO, from Long Beach FSDO ... **Ronald L. Sandoval**, environmental support unit supervisor, Reno, NV, AFSSO, Sacramento, CA, AFS ... **Merrill V. Scott**, area manager, Golden Gate AFS, Hayward, CA ... **R. Q. Simmons, Jr.**, area supervisor, San Carlos, CA, ATCT, from San Francisco, CA, ATCT ... **Bev G. Taylor**, area supervisor, Oakland FSS, promotion made permanent ... **Clifford D. Weiman**, unit supervisor, San Pedro CA, AFSSO, from regional headquarters.

Retirees

AERONAUTICAL CENTER

Everett E. Fischer
James L. Griffin
Lesora Hener
Teddy J. Kenosly
Richard J. Lewellen
James A. May
Raymond E. Murray
Marveta Slatkewitch
Leslie S. Shaw
Freddie L. Warren
John L. Woods

ALASKAN REGION

Ruth F. Baily
Walter G. Morgan
Jeanette V. Samples

CENTRAL REGION

Robert E. Besenancy
Donald F. Gabel
Murvin R. Timm
Andres F. Wrsinger

EASTERN REGION

Carl E. Fay
Norman L. Hagerly
John J. Hoffmann, Jr.
Simon Kalichman
Wallace J. Leach

GREAT LAKES REGION

Gene D. Angell
Thomas A. Hananu
Jimmy L. Hines
Mitchell L. Slapp
Carl M. Millard
William Rhyer
Bruce L. Schoeck
Charles R. Scelzer
Kenneth L. Tongemy
Lloyd H. Yepsen
Donald J. Zbilick

NEW ENGLAND REGION

Kathleen M. Gallagher
Richard C. Mack
Robert E. Rice

NORTHWEST MOUNTAIN REGION

Carl E. Fay
Donald G. Coones
Leslie A. Dickinson, Jr.
Thaddeus P. Krieger
Lyle F. Scott
William H. Waldron

The information in this feature is extracted from the Personnel Management Information System (PMIS) computer. Space permitting, all actions of a change of position and/or facility at the first supervisory level and to branch manager in offices are published. Other changes usually cannot be accommodated because there are thousands each month.

WASHINGTON HEADQUARTERS

Cecil L. Bradshaw
Howard R. Grodler
William R. Hunter
Warren L. Lachenberg
Armand J. Mollitt
Lois H. McCauley
Cherise R. McLean, Jr.
William S. Orrett
Golden L. Roche

WESTERN-PACIFIC REGION

Ronald A. Aquilino
Patricia A. Davis
Beryl E. Doney
Lupe S. Gonzalez, Jr.
Bobbie F. Jones
Arthur K. Kawai
Howard Mickles
Masashi Miyazaki
George Sandiford
Ervin R. Washington
Mitsuo Yamamoto
Geoffrey K. Yen

SOUTHWEST REGION

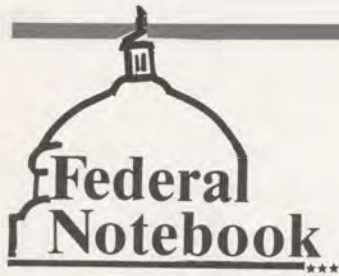
Bonnie E. Beam
Donald F. Cannon
Norma P. Hill
Roger E. Hinson
Kenneth W. Jones
Rosabelle J. Keffer, Jr.
Fred L. King
Alton A. Matthews
Howard M. Smith, Jr.
Magnum L. Stillman
James R. Stimmer

SOUTHWEST REGION

Bertram P. Aiken
Byron L. Bantz
Paul F. Bourg
Charles T. Dupin
Gerard F. Hasfield
Arvin R. Hill
Bill J. Howland
Alphons T. Miller

TECHNICAL CENTER

Arthur E. Czuchrowski
Norman V. Minski
Stanley E. Ware
Phillip W. Willoughby



Happy New Leave Year

We would like to be the first to wish you a Happy New Leave Year. The old leave year will go down the tubes with appropriate ceremonies and celebrations at midnight on January 13, and we hardly need tell you what happens to left-over 'use or lose' leave. There are exceptions, but they're too complicated to explain.

Retirees Get 4.7 Percent COLA

Retired federal workers will fare a bit better than those still on the job in 1989 as they will start receiving a 4.7 percent cost of living allowance (COLA) in January 1990. As you well know, active GS employees will get a 3.6 percent raise come January 1990. Some 2.1 million federal and postal retirees and survivors are in line for the January adjustment. One clarifying note: only CSRS employees get the 4.7 percent COLA; FERS retirees will receive a 3.7 percent boost in their annuities. That's also too complicated to explain, and there can't be all that many of them out there anyway.

'Average' Secretary Defined

Gradewise, the average secretary in federal service is halfway between a GS-5 and GS-6—GS-5.51, to be exact. That number comes from the Office of Personnel Management, which also notes that 99 percent of the approximately 101,000 secretaries in the 318 job series are of the female persuasion with only about 1,300 being males. Finally, OPM says that some one-fourth of all federal secretaries work in the Washington, DC, metropolitan area.

Proud To Be a Civil Servant Again

It's OK to say you work for the federal government again. The Director of the Office of Personnel Management says the era of 'fed bashing' is mercifully over.

Constance Newman, a career public servant herself, told Congress recently that a 'new partnership' is emerging between political appointees and career employees. She blamed that old bugaboo, 'lack of communication,' for much of the past misunderstanding and urged joint training and decision making to strengthen the ties further between senior career executives and their political cohorts.

Trivial Pursuits

If you wonder why little or nothing ever gets done at meetings, you might check the writings of C. Northcote Parkinson, author of those famous laws like 'work expands to fill the time available for its completion' and 'expenditure rises to meet income.'

Parkinson said the most effective size for any meeting is five, but pressures for representation eventually increase the size to 20. That's when the 'coefficient of inefficiency' kicks in, conversations break out at either end of the table, members stand to make themselves heard, speeches replace discussion and useful members begin making plans to settle outstanding issues later over lunch. All of this comes under Parkinson's 'Law of Triviality.'

Lump-Sum Settled

Congress has voted to continue the popular lump-sum option for federal retirees. However, it did change the payout formula from a 60-40 split to 50-50. That means that federal workers who retire after December 3, 1989, will get half their retirement fund contribution shortly after leaving government service and the second half (plus interest) one year later.

Approximately 70 percent of all retirees currently go the lump-sum route although it results in a lower annuity payment—generally in the range of 8% to 10% lower, depending primarily on age at time of retirement.

U.S. Department
of Transportation

Federal Aviation Administration

800 Independence Ave., S.W.
Washington, D.C. 20591

FORWARDING AND RETURN POSTAGE GUARANTEED

Official Business
Penalty for Private Use \$300

BULK MAIL
POSTAGE & FEES PAID
FEDERAL AVIATION
ADMINISTRATION
PERMIT NO. G-44

Doc 89