



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

# Western Intercom

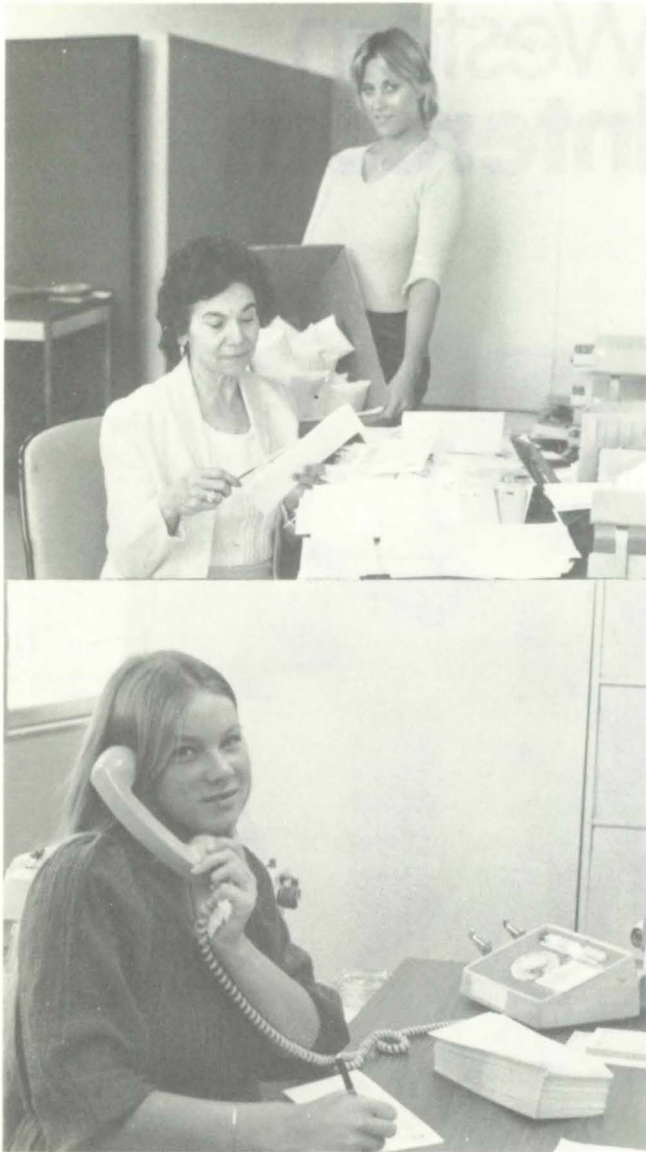


## Cover Story

Telephones - telephones - they never seem to stop ringing in Personnel Management Division! This Division has been extremely busy since the recent air traffic controllers job action. Jim Kelly, Acting Chief of the Employment Branch, reports that over 10,000 examination applications for air traffic controller positions have been requested and mailed to possible candidates for completion and return to the FAA Employment Branch for submission to the Office of Personnel Management. During the first week of the strike, beginning August 3rd, the Division was receiving over 800 telephone calls a day inquiring about air traffic controller positions with most Division personnel pitching in to help answer the calls. News media coverage helped to prompt the overwhelming public interest in applying for controller positions. Local television stations interviewed FAA personnel and televised the flurry of activity in the Division.

The Office of Personnel Management announcement for the Air Traffic Control Specialist Examination closed on August 28, 1981, and testing has now been scheduled for October. Featured on the cover are some of the people who assisted in answering the deluge of telephone calls from the public regarding controller positions with the agency.

COVER PHOTO: From Top left--  
Row 1: Willie Bullock, Ruth Arnold, Roberta Shields and Bea Heil.  
Row 2: Gladys Skinner, Pauline Geiger, Frank Cleary and Minerva Moreno.  
Row 3: Latasha Black, Cathy Trujeque, Dick Peterson and Carde Hardy.  
Row 4: Rhonda Williams, John Dodson, Joan Grimm and Lorinda Slaback.  
Cover photo by Barbara Abels.



Boxloads of applications were the order of the day for Personnel Management Division personnel as the public expressed their interest in controller positions.

Above: Ninfa Rivas (seated) and Cherie Rutherford.

Below: Cindy Visser addresses yet another envelope for mailing an application to a potential controller candidate. Photos by Barbara Abels.

## Regional Consolidation Plan Revised

The Rocky Mountain and Pacific regional headquarters will be closed and responsibility for the States of North and South Dakota shifted to the Great Lakes region, according to revised regional consolidation plans announced late last week. The revision scales down the original plan, announced in June, which called for the elimination of five regional headquarters. In announcing the change the Administrator said reexamination of the original plan confirmed that it "was correct for the situation that existed at the time." However, he went on to say, the illegal strike by controllers altered that situation and the primary concern had to be shifted to rebuilding the air traffic control system. "In view

of the current circumstances," he said, "I have decided not to close the headquarters in certain regions that require a large degree of managerial attention during the rebuilding process, and now is not the time to impose additional burdens on those offices." Under the revised plan, which will become effective Oct. 1, the functions of the Pacific Region will be transferred to the Western Region and those of the Rocky Mountain Region to the Northwest Region. The consolidation will result in the elimination of 156 positions, and save about \$6.4 million annually. The consolidation will cost an estimated \$3.7 million to implement. (See Administrator's letter on pages 7 and 8.)

## Pay Hike Proposed

President Reagan recently recommended a 4.8 percent annual pay raise for General Schedule (GS) government workers. Congress now has 30 days to either go along with the President or veto the proposal and make an alternate recommendation.

## Proposed 1981 Federal Pay Scales

Longevity	steps	1	2	3	4	5	6	7	8	9	10
Grade GS	1	\$ 8,342	\$ 8,620	\$ 8,898	\$ 9,175	\$ 9,453	\$ 9,615	\$ 9,890	\$10,165	\$10,178	\$10,439
	2	9,381	9,603	9,913	10,178	10,292	10,595	10,898	11,201	11,504	11,807
	3	10,235	10,576	10,917	11,258	11,599	11,940	12,281	12,622	12,963	13,304
	4	11,490	11,873	12,256	12,639	13,022	13,405	13,788	14,171	14,554	14,937
	5	12,854	13,282	13,710	14,138	14,566	14,994	15,422	15,850	16,278	16,706
	6	14,328	14,806	15,284	15,762	16,240	16,718	17,196	17,674	18,152	18,630
	7	15,922	16,453	16,984	17,515	18,046	18,577	19,108	19,639	20,170	20,701
	8	17,634	18,222	18,810	19,398	19,986	20,574	21,162	21,750	22,338	22,926
	9	19,477	20,126	20,775	21,424	22,073	22,722	23,371	24,020	24,669	25,318
	10	21,449	22,164	22,879	23,594	24,309	25,024	25,739	26,454	27,169	27,884
	11	23,566	24,352	25,138	25,924	26,710	27,496	28,282	29,068	29,854	30,640
	12	28,245	29,187	30,129	31,071	32,013	32,955	33,897	34,839	35,781	36,723
	13	33,586	34,706	35,826	36,946	38,066	39,186	40,306	41,426	42,546	43,666
	14	39,689	41,012	42,335	43,658	44,981	46,304	47,627	48,950	50,273	51,596
	15	46,685	48,241	49,797	51,353	52,909	54,465	56,021	57,577	59,133	60,689
	16	54,755	56,580	58,405	60,230	62,055	63,880	65,705	67,530	69,355	
	17	64,142	66,280	68,418	70,556	72,694					
	18	75,177									

NOTE: Notwithstanding the salary rates shown, the maximum pay may not exceed \$50,112.50 because of a congressionally imposed ceiling.

## Over 125,000 To Take New ATC Examination

The Office of Personnel Management (OPM) stopped taking applications for air traffic controller jobs on Aug. 28, after receiving over 125,000 applications in just 12 days. Testing will begin October 15, using a new aptitude exam developed by OPM and FAA over the past six years. The new test is more closely oriented to a controller's job and has shown improved predictability of success in the ATC occupation. Studies of the new test indicate that it will reduce the number of "wash-outs" at the FAA Academy by around ten percent. OPM Director Donald J. Devine said that the availability of the new examination comes at a crucial time for FAA, "when every space in the Academy's classrooms is at a premium." Candidates currently filling expanded classes at the Academy are drawn from OPM's controller register of 5,500 individuals who passed the old ATC exam before the strike, some of whom had been waiting for appointments for several years.

## Merit Pay Postponed

The President has authorized a one-year exclusion of the Federal Aviation Administration from merit pay. The authorization was signed Sept. 1, 1981, and provides that the FAA postpone the implementation of its merit pay system until Oct. 3, 1982. This determination was requested by the FAA as a result of the emergency situation created by the recent air traffic controllers' strike. The emergency conditions arising from the strike would have seriously hindered the effective implementation of merit pay.

## PACE Postponed

Because of the large number of candidates who have signed up for the air traffic controller exam, the Office of Personnel Management has postponed the Professional and Administrative Career Examination (PACE) testing from late 1981 to January 2 through Feb. 17, 1982. The open application period for this exam will begin September 14 and continue through October 13.

## Pilots, Ex-controllers To Fill In ATC Gaps

FAA plans to hire approximately 1,500 temporary employees to perform controller-support duties in en route centers and airport towers, as the agency proceeds with the rebuilding of the air traffic control system. Most of those hired will be pilots or ex-military controllers. Hiring will begin this month and should be completed by December 1. Appointments will be temporary--for up to two years--to fill in while new controllers are being hired and trained. The temporaries will come on board as GS-7s. They will perform such jobs as handling of flight data strips, clearance delivery, assistant controller and the operation of electronic training devices. Approximately 825 of the temporary employees will be employed at the 20 ARTCCs around the country, while about 625 will work in airport towers.

## Awards



### LOGISTICS DIVISION EMPLOYEES EARN

#### SPECIAL ACHIEVEMENT AWARDS FROM NORTHWEST

Ed O'Connor, Executive Officer, Northwest Region, presented Special Achievement Awards to Western Region Logistics Division employees for their efforts in connection with the establishment of the Northwest Region's Area Aircraft Certification Office in Long Beach, California. Receiving the awards at a presentation ceremony at Western Region headquarters were: Bob Moline, Chief, Real Estate and Utilities Branch; Sara Richtman, Chief, Space Management Section; and David Houser, Chief, Services Branch.

Bob and Sara were cited for their efforts in acquiring the space for the area office and performing the functions of contracting officer representatives during the building and construction.

Dave was cited for his efforts in relocating Northwest Region employees assigned to the Long Beach Area Office.

Top right: From left--Front row: Dave Houser, Sara Richtman and Bob Moline. Back row: Western Region Executive Officer Jim Nielsen; Acting Regional Director H. C. "Mac" McClure; and Northwest Region Executive Officer Ed O'Connor. Photo by Barbara Abels.



Above: Deputy FAA Administrator Mike Fenello (right) presents Gerald Bogan, Noise Abatement Officer, Air Traffic Division with a Career Service Emblem for 30 years of Federal service. Jerry's Federal career has included: Chief, Los Angeles Center, Chief of Coast Approach Control, Air Traffic Plans and Programs Branch, Los Angeles Tower/TRACON, and the U.S. Air Force. Photo by Alex Garvis.

## The News In Brief

The effectiveness of aircraft noise abatement procedures at John Wayne Airport in Santa Ana, Calif., are to be evaluated by the agency for eight weeks during September and October. Routine takeoffs as well as various noise prevention procedures will be monitored and compared. The study also will include an analysis of the local community's reaction to abatement procedures. John Wayne Airport was chosen for the study because of the interest expressed by the local community and because the noise monitoring system is already in place on the airport. ● If present trends continue, airplane manufacturers may have to start designing bigger cockpits. FAA statistics on active airmen for the 1969-1979 time period show a steady increase in the average weight-to-height ratio for both male and female pilots. Men were in worse shape than women, however, averaging 22.7 pounds above the acceptable weight for their height. The average for women was 9.1 pounds, which brought them within the range of other middle- and upper-class females. ● Passenger response to the United Air Lines/Page America Communications telephone experiment has been overwhelmingly positive.

The experiment consisted of putting Page America's Sky-tel equipment on United's transcontinental routes. Partially as a result of the successful trial, telephone service for passengers on commercial airlines will probably start within a year. ● The agency has proposed that the cross-country flying time required for an instrument rating can be flown in either a fixed-wing plane or a helicopter, regardless of the category in which the rating is sought. The amendment is being proposed to relieve applicants of unnecessary duplication of experience. The rule now states that pilots applying for an instrument rating must have at least 50 hours of cross-country flying in the category of aircraft--either helicopter or airplane--for which they are applying. ● A regional official of the Federal Labor Relations Authority has dismissed a PATCO charge that FAA failed to bargain in good faith during contract negotiations with the union. In dismissing the unfair labor practices charge, the FLRA official said the union set an "unreasonable" and "arbitrary" three-day time limit on negotiations before calling a strike on August 3. PATCO says it will appeal the decision.

## Airports Division News

Ronnie V. Simpson, Civil Engineer in the Southern Airports Field Office, recently passed the California Professional Engineering examination. Ron spent many long hours studying to achieve this goal. Congratulations!

## Oakland AFS News

Congratulations to Jerry Long on the arrival of his first grandson, Timothy, who weighed in at 9 lbs., 5 ozs. We understand that Jerry is in the market for a rocking chair!

## Retiree Death

We are saddened to report to the many friends of Joe McGlothlin that he suffered a fatal heart attack on August 27, at age 63. Joe retired in January of 1979 with 25 years of Federal service, including five years with the U.S. Navy. Prior to his retirement, Joe was a highly regarded radar project engineer in the Establishment Engineering Branch. Our sincere condolences are extended to Joe's wife, his daughter Alice, and son James.



US Department  
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Office of the Administrator

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

September 4, 1981

Dear Employee:

On June 12, 1981, I wrote to advise you of my plans to consolidate our current field structure from eleven regions to six. After the plan was announced by FAA there was considerable congressional interest. This interest prompted me to reexamine the proposed consolidation. The illegal strike by the air traffic controllers occurred during this reexamination period and has substantially altered the priority of issues facing management today. My primary concern at this time is to rebuild the air traffic control system while maintaining the safety level.

In view of the current circumstances, I have decided not to close the headquarters in certain regions that require a large degree of managerial attention during the rebuilding process. Now is not the time to impose additional burdens on those offices. However, after an in-depth review of detailed material relative to the consolidation, I have concluded that it is proper to reduce the agency presence in areas where it can be accomplished while maintaining a safe and efficient National Airspace System, and where it will not disrupt the continuity of the aircraft certification activities at our lead region offices. Therefore, I plan to consolidate the present eleven regions into nine.

The Pacific Region will be consolidated with the Western Region, forming a new Western-Pacific Region headquartered in Los Angeles. The Northwest Region will be consolidated with the Rocky Mountain Region to form a new Northwest Region headquartered in Seattle. I plan to assign the states of North Dakota and South Dakota to the Great Lakes Region. All other regions will retain their present headquarters and boundaries. This consolidation will eliminate at least 150 positions, and accomplish an annual savings of approximately \$6.4 million, with a one-time implementation cost of \$3.7 million.

Although the consolidated regional headquarters relocations will obviously not take place by October 1, 1981, we plan to begin operating under this reconfigured regional concept on that date with a target of completing the physical relocation no later than August 31, 1982. The Western-Pacific and Northwest Regional Directors will be responsible for a smooth transition to the new organization over the next year.

The mergers will be handled as a transfer of function and continuing employment will be provided to affected employees to the fullest extent possible. As I stated in my June letter, I want you to know that we are interested in retaining each of you who has chosen FAA as a career. Due to the number of employees who may either retire or choose not to relocate, the agency feels it will be able to offer a position to everyone willing to relocate. However, since the reconfiguration will necessitate the abolishment of certain functions and positions, we are not in a position at this time to guarantee a job for every employee.

As I stated previously, I assure you that any action taken will be in full accord with the regulations governing transfer of function. In addition, the agency will pay moving expenses (within the allowed limits) for those employees selected for positions in the consolidated regional headquarters or elsewhere in FAA. A placement assistance program will be established for those employees who choose not to relocate. We will assist eligible employees whose positions have been abolished to apply for discontinued service retirement where they desire to do so.

I am confident that the new regional configuration will enable us to rebuild the air traffic control system while providing more efficient service to the flying public at less cost to the taxpayers. Every reasonable effort will be made to accomplish this with the least disruption to your career and personal life. I ask your understanding and cooperation in this effort.

As our plans develop, I will keep you advised.

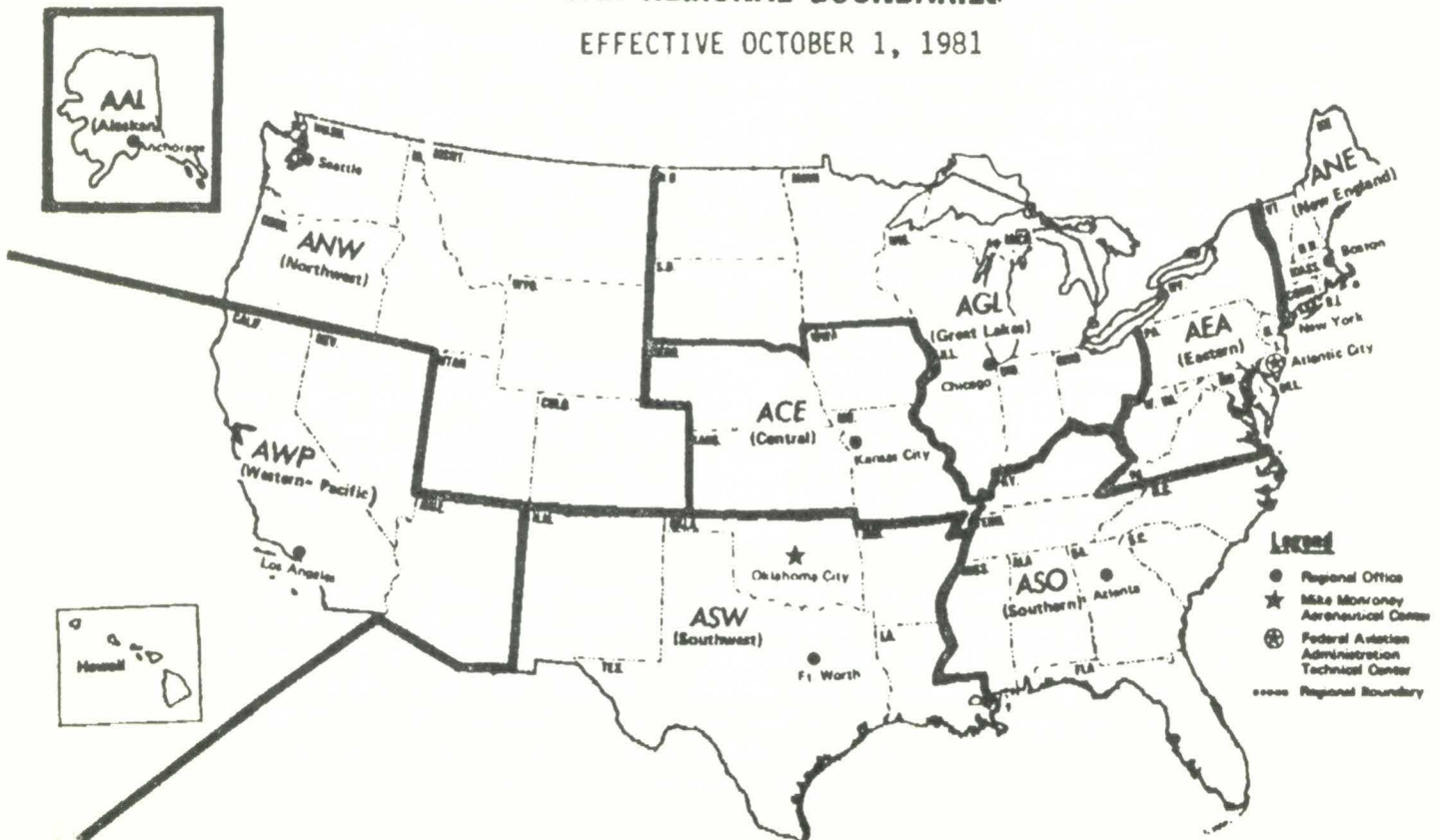
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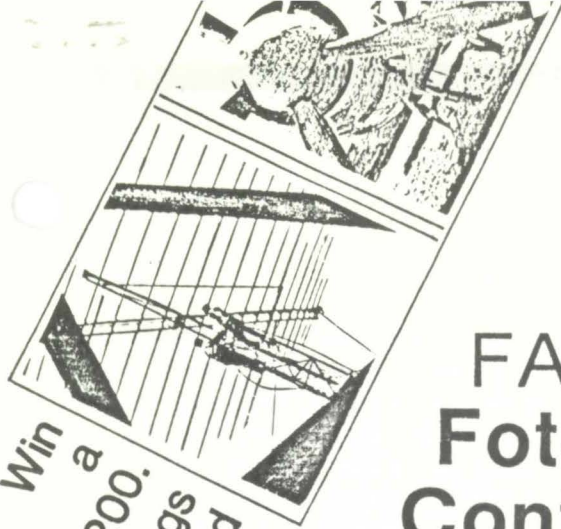


J. Lynn Helms  
Administrator

### FAA REGIONAL BOUNDARIES

EFFECTIVE OCTOBER 1, 1981





Win  
a  
\$200.  
Savings  
Bond

# FAA Foto Contest

You're where the action is in aviation and the FAA, and we want you to capture it on film for the readers of FAA WORLD and other agency publications. The photos must be black and white and will be judged on their technical quality--sharpness, focus, contrast, etc.--composition and appropriateness of subject matter. So, turn on your creativity and turn out a winner!

Have Your Photo With Credit Line in FAA World

## PHOTO CONTEST RULES

### Who Can Enter

Any FAA employee on the rolls when the awards are announced November 24, 1981.

### Photo Categories

1. FAA employees on the job.
2. FAA facilities/equipment.
3. Any facet of civil aviation.

### Prizes

Nine prizes will be awarded, three in each of the above categories:

- |               |   |                              |
|---------------|---|------------------------------|
| GRAND PRIZE   | - | \$200 Series EE Savings Bond |
| 1st Runner-Up | - | \$100 Series EE Savings Bond |
| 2nd Runner-Up | - | \$ 50 Series EE Savings Bond |

No employee may win more than one prize.

### How to Enter

Entries must be submitted as 8x10 black and white glossy prints. Fill in the information requested below (print or type, please) and tape the form (or a copy) to the back of each entry. Be sure to indicate which of the three categories--only one per photo--you wish to enter. Please do not submit negatives. Entries should be sent to FAA Foto Contest, Office of Public Affairs, APA-1, 800 Independence Ave., SW, Washington, D.C. 20591. The deadline for receipt of entries is October 30, 1981.

### Judging

Photos will be judged by a panel selected by the Assistant Administrator for Public Affairs, APA-1.

### Special Note

Winners must submit original negatives, which will be returned. In addition to the winning entries, we anticipate receiving many excellent photos, which will subsequently appear with credit lines in agency publications. So, we ask that all contestants retain negatives of entries for at least a year.

Photo Category No: \_\_\_\_\_

Name of Contestant: \_\_\_\_\_

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

Telephone No.: \_\_\_\_\_

Brief Description of Photo (include such details as location, type of facility/equipment, activity depicted, names of people whenever possible, and other identifying information): \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## Controller Instructions Ignored

The National Transportation Safety Board has cited the crew's delayed compliance with an air traffic control instruction as the probable cause of the non-fatal crash of an Air California jet last February 17. Four of the 110 persons on board were seriously hurt and 29 suffered minor injuries when the Boeing 737 broke open after a hard landing at John Wayne Airport, Santa Ana, Calif. The Air California pilot was given a go-around order by the John Wayne tower because another aircraft had not cleared the runway. The go-around order came at a time when the maneuver should have been "routine and successful if properly executed," the Board said. However, instead of immediately complying, the captain told his first officer to ask the controller whether a landing could still be accomplished. According to the report, "The captain was still committed to land at this time and did not add power for the go-around until . . . told to go around the second time." By that time it was too late, and the plane smashed down on the runway.

## Federal Employees Day at Disneyland

Once more we have a date to enjoy Disneyland. Columbus Day--Oct. 12, is just around the corner and the weather is promising to cool off just for us to enjoy. Mark your calendars and obtain your tickets from your Civilair Representative for \$6.00 each. Mail orders will not be guaranteed for timely delivery.

## No More Greenbacks

The Washington Post reports that the familiar green check issued by the U.S. Treasury will take on a new hue beginning this fall, when the government begins phasing in a check with a different color scheme. The face of the checks will still be green (or gold, in the case of Social Security benefits), but the back will be a new buff color, and the printing on the back will be in orange ink. It's a concession to the government's check-reading machinery, which has trouble spotting the endorsement on the current green-backed checks. The machines have a lot of endorsements to read. Last year the Treasury issued 711 million checks--about 2 million per day.

## Jobs Open In Paris, Lima

The International Civil Aviation Organization's list of job openings includes positions in South America and Europe. In Lima, Peru, there is a two-year opening for an Air Transport Officer. Base pay is \$30,518 with a tax-free net ranging from \$21,600 to \$23,104. Applications are due in Washington Headquarters, API-19, by Oct. 16. A two-year Technical Officer-Operations job is open in Paris. Salary is \$38,167 with a tax-free net of \$25,672 to \$27,612. Applications are due in API-19 as soon as possible. Information about salary, duties, qualifications, applications and benefits is available at personnel offices.