

82-43
Oct. 22, 1982

Public Affairs Office
AWP-4P

FAA
Western-Pacific Region
Los Angeles, CA 90009
(213) 536-6431



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

Western-Pacific Intercom



Human Relations Specialists All Now on Board

The agency program to improve management-employee relationships has taken another major step forward with the appointment of human relations specialists in each of the nine regions as well as the Aeronautical and Technical Centers and headquarters. The 12 specialists represent a range of experience in the employee relations field, with a number heading up their own consulting firms before signing on with FAA. All but one was recruited from outside the agency. Included in the group are seven males and five females. All the recently hired specialists will get together in Washington November 14-16 for a "Human Resource Orientation Meeting." The 12 human relations specialists appointed are:

- Aero Center: A management educational and organizational consultant from Southwest Telephone, Susan R. Yoselow, was one of the first specialists to be named.
- Northwest Mountain: Judith E. Pierce is an expert in human resource programs and has worked as a researcher, supervisor and manager with various Seattle organizations.
- Alaska: James R. Mitchell worked with the United Nations as a senior consultant in leadership and organizational innovation programs.
- Central: Edward W. Scaggs, who was briefly a college instructor, comes to the agency after setting up his own company and working as a human relations and communications consultant.
- New England: A Harvard professor and Radcliffe lecturer, Anne Harlan has in-depth academic and research experience in the fields of human relations and communications.
- Southern: A personnel research psychologist, James O. Boone is currently chief of the Personnel Systems Analysis Section at the Aero Center.

- Western/Pacific: Head of her own consultant company, Elizabeth M. Kirkhart provides consultation and training services in management and organizational development to the public and private sectors.
- Southwest: President of his own firm, Clarence W. Von Bergen provides consultation in a diverse number of human resource activities.
- Technical Center: Louise A. Eberhardt was a college professor, teaching courses in social psychology and sociology.
- Great Lakes: A self-employed consultant, Donald E. Saballus, provided organizational development and specialized training services to his clients.
- Eastern: Dr. Jerome Berlin actually was the first person named to a human relations post and his appointment previously was announced in Intercom. He combines academic experience with practical knowledge gained as head of his own company and for a time served as consultant to the Israeli Air Force.
- FAA Headquarters: The last specialist to be named was John J. McNeil, Jr., who comes to the agency from a civilian position with the Army where he developed major management programs.

Use or Lose Reminder

The Office of Personnel Management has reminded all employees that "Use or Lose" annual leave should be scheduled and approved in writing no later than Nov. 27. Accumulated annual leave in excess of the maximum permissible carryover amount, generally 240 hours, is automatically forfeited at the end of the leave year, which this year is Jan. 8, 1983. Annual leave is restorable only under certain conditions pertaining to forfeiture because of exigencies of the public business, sickness, or administrative error.

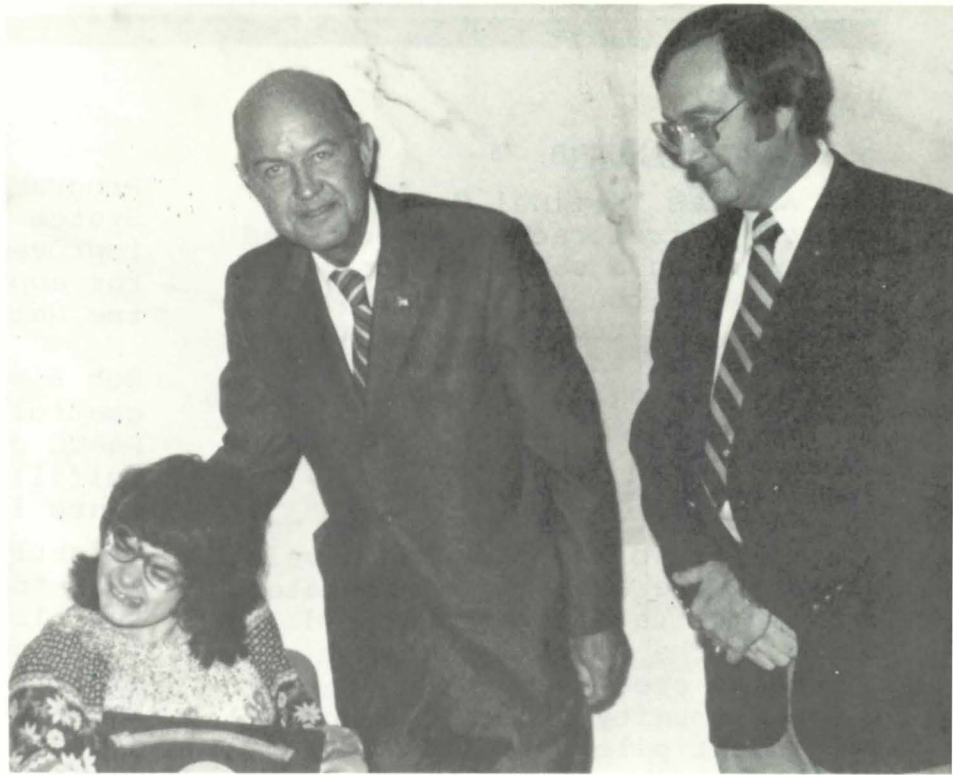
BETTINA BROWN --

FAA

HANDICAPPED

EMPLOYEE

OF THE YEAR



COVER STORY...

Bettina Brown, Word Processing Operator, has been named FAA Handicapped Employee of the Year. FAA Administrator J. Lynn Helms, while on a visit to the West Coast, personally presented the award to Bettina.

Bettina joined the FAA in November of 1980 and has been working in the Airway Facilities Division since June of 1981 as a clerk-typist, Word Processing Operator.

She holds an AA degree in Creative Writing, Journalism and Social Sciences. She has also mastered the Spanish language and speaks it fluently.

Her personal achievements are many: she was co-writer of a script for a documentary short feature, named "Bettina", which was shown locally on the television program, "It Takes All Kinds." This production won two Los Angeles Emmy Awards and Bettina received per-

From left: Bettina Brown, FAA Administrator J. Lynn Helms, and Regional Director H. C. Mac McClure.

sonal recognition from the Academy of Television Arts and Sciences as writer of the program.

For her participation in handicapped awareness films and forming various groups for the disabled, she also received personal recognition for Outstanding Community Service.

A native of El Paso, Texas, Bettina was born on Dec. 22, 1956, with Cerebral Palsy. As a result of this affliction, she experiences involuntary movement and a speech impairment. However, as you can see from her accomplishments, it has not slowed Bettina down. Bettina is indeed an inspiration to the entire FAA family who shares in her happiness at receiving this award.

Cover photo:

Bettina Brown is congratulated by FAA Administrator J. Lynn Helms. Cover photo by Barbara Abels.

LAX TRACON SETS THE STANDARD

Los Angeles Terminal Radar Approach Control recently concluded the third in a series of training sessions at the FAA Technical Center. The training program developed by the TRACON Training and Automation staffs and headed up by Procedures Specialist Harvey "Bud" Riebel, was designed to accelerate the screening and facility certification of the new controller workforce. The developmentals were exposed to simulated traffic situations encountered daily in the Los Angeles Basin, involving every segment of the aviation community from air carriers to student pilots flying Visual Flight Rules.

During the course of this project 28 developmentals were involved: 17 were retained on board for on-the-job training at LAX, eight were recommended for reassignment to less complex facilities, and three were screened out. Over 3500 hours of simulation training was conducted throughout the project. During the development process, the LAX Data Software Specialist Staff, working closely with Bud, developed 11 enhancements to the Beacon Tracking Level of the Modular

Programmable Terminal Automation System function. These proposed improvements have been submitted for approval and incorporation into the National ARTS Program.

Bob Reed, a former U.S. Air Force controller assigned to the first FAATC class, returned to LAX and fulfilled certification requirements in record time, using just slightly more than half the allowable training hours. Others from the first and second class are making above average progress and are expected to meet requirements soon. These people will be the backbone of Los Angeles TRACON for many years to come. While at FAATC, Bud spoke to many representatives of other FAA regions who expressed interest in the program. Hopefully, other facilities will follow LAX's lead and use ARTS simulation to accelerate controller training.

Hats off to the regional and facility planners who envisioned the potential of such a program, and a special thanks to Bud Riebel and Jeff Thorstenson who supervised the program and training of the three sessions.

AIRWAY FACILITIES PIONEER DIES

Byron T. Deibert, one of the Western Region's earliest airway pioneers passed away on Oct. 12 at age 87. Byron entered on duty with the Airways Division of the Bureau of Lighthouse Service in 1928 and served through the successor agencies until he retired from the CAA at Ontario, Calif. in 1957. His first sector was Las Vegas, Nev. to San Diego, Calif., when only one block of Fremont Street was paved

in Las Vegas. He was known and respected throughout the old 6th Region as one of the top-notch Airway Mechanics and the standards of excellence he achieved in his many years of service was both an inspiration and a source of pride to the many younger men he trained. He was a storehouse of knowledge about all aspects of the airways and was an accomplished photographer and gemologist.

BAY HAPPENINGS --

WE SALUTE GEAROLD MARTIN

Bay Terminal Radar Approach Control is proud to announce that Gearold W. Martin, Assistant Manager for Operations, was selected for the San Francisco Bay Area Federal Executive Board Federal Employee of the Year Award in the technical category. This award is given to a select group of Federal employees who have demonstrated high performance and commitment and dedication to our country and community. His award states in part, "When the strike took place ..., Gearold Martin took immediate and totally effective control of the day-to-day operation." Gearold's technical knowledge and judgment were outstanding and his skillful utilization of available personnel and intimate system knowledge kept the Bay Area air traffic operations moving safely and efficiently. A ceremony honoring him and recipients of the award in other categories was held at the Presidio Officers' Club. Well done and well deserved!

SPOTLIGHT ON SAN DIEGO

The 1982 Pacific Air Race was held on Oct. 1. This year's race was between Gillespie Field, San Diego, and Santa Rosa, Calif. Thirty-eight aircraft participated in the race. Aircraft type varied from Beechcraft Duchess to Cessna 150's. San Diego Flight Service Station specialists Edale Clark, Charles Palmer and Richard Leary provided weather briefings to race participants the evening prior to the event. Many favorable comments were received about the quality and completeness of the briefings provided. On Friday morning a second briefing was provided by Charles Palmer and Richard Leary. Their job was made a lot easier thanks to the assistance provided by Specialist Christine Herrmann who compiled the necessary data for the weather briefing.

Pay Raise Scheduled

Controllers, technicians and others affected by the recently-passed pay bill should begin receiving the extra money, plus some retroactive pay, in time to help settle the Christmas bills. In fact, the agency expects the checks containing the raise to be received by Jan. 4, 1983. That check also will include retroactive pay back to Sept. 19, 1982. The remainder of the retroactive pay-- back to Aug. 3, 1981--- is scheduled to be in the employee pay checks distributed on May 10, 1983. In order to meet this schedule, which has been set by the Administrator to get the money in employees' hands as soon as possible, two monumental tasks must be accomplished. First, individual eligibility for some 30,000 employees must be determined by facility managers and personnel specialists for a period stretching back over 15 months. Second, major modifications must be made on the agency's payroll and personnel system. These involve substantial changes in 62 major automated processes and expansion of 12 major data files. Every one of the Aeronautical Center's data processing specialists with the necessary payroll experience has been assigned to this task and will be working an average of 60 hours a week until the job is finished. Although a December, 1982 interim or partial payment of retroactive pay was considered, this complicated procedure was rejected because it could slip the final payment as much as five months.

ALCOHOLICS ANONYMOUS MEETINGS AT R.O.

Alcoholics Anonymous meetings are being held at the Regional Headquarters. Both old and new members are welcome. For information, please call Anne Clayton, Aviation Medical Division, Ext. 6300.

The News in Brief

- OPM has concurred with DOT's proposal to raise the age limit on controller hires from 30 to 35 for certain individuals with controller or related experience. This change would apply until Dec. 31, 1984. Experience which would qualify an individual for this exception from the 30-year-old rule is limited to:
 - * Individuals with IFR controller experience who have received ATC certification in accordance with FAA standards
 - * Individuals with experience in flight service station operations
 - * Pilots with 100 hours of IFR time and either an air transport rating or commercial license with instrument rating.
 - * A special additional category was also included for certain military air traffic controllers who are or have been qualified and certified on radar air traffic control positions in an FAA facility. These individuals may receive individual exceptions above age 35. Additional information will be available in the near future.

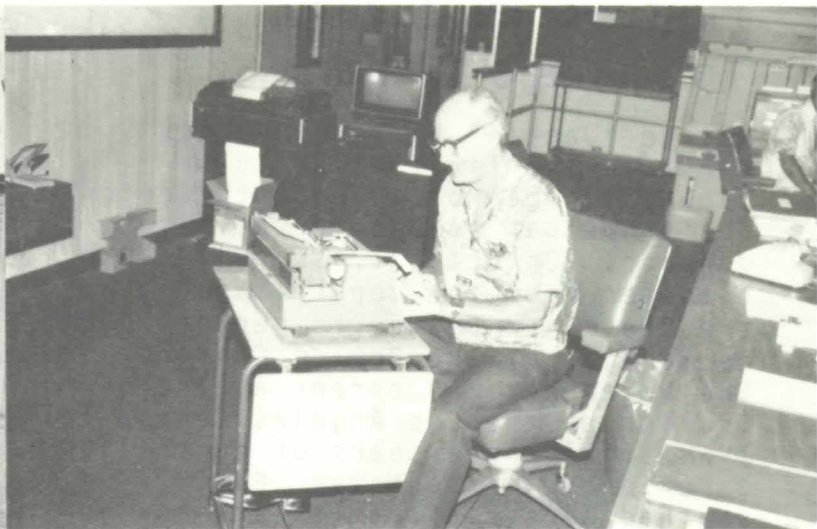
- The National Transportation Safety Board expects to initiate a study this month of FAA's airport certification requirements. The Board said the study will cover a "select group of U.S. airports, including Washington National." The other locations have not been determined as yet. The Board is shooting for completion of the study in mid-April but cautioned that this schedule is highly dependent on the number of issues addressed.

- Gladys Morrison of Prescott, Ariz. has been named instructor of the year and James R. Saffley of St. Louis has been picked as maintenance technician of the year in an FAA-industry sponsored competition. Saffley began his aviation career as

a mechanic's helper in 1959 and worked up through the ranks to his present position as vice president, technical services, Mid-Coast Aviation, Lambert Field, St. Louis, Mo. Morrison, who has over 20,000 flight hours, sustained a 97 percent pass-rate of her students in FAA flight tests during the year. The regional instructor and maintenance technician of the year winners were selected by FAA, the national winners by a host of organizations, including GAMA, AOPA, EAA, NBAA, and NATA.

- Congress recessed for the elections in the early morning hours of Oct. 2 after passing a "continuing resolution" that will keep the paychecks coming for Federal workers at least until Dec. 17. The continuing resolution was required because Congress has passed only one of the 13 appropriations bills to fund government operations in Fiscal Year 1983, which began Oct. 1. But these appropriations bills will be the primary order of business when Congress returns for an unusual post-election session on Nov. 29. Among those yet to be approved is the DOT/FAA money bill, which has passed the House of Representatives but not the Senate.

- Acting on a suit by FAA and other aviation interests, a Federal judge in Albany has prohibited the state of New York from imposing an 11 p.m. to 7 a.m. curfew at Republic Airport on Long Island. The preliminary injunction prohibiting the curfew was sought by Beechcraft East, which joined FAA in the suit against the state government. According to FAA lawyers, this is the first step in the legal process of finding the curfew legislation invalid. In the original suit, FAA contended that the legislation unconstitutionally conflicted with the Federal interest in airport development and in the regulation of the nation's airspace.



EARTS COMMISSIONED AT HONOLULU CENTER -- The Enroute Automated Radar Tracking System (EARTS) was recently commissioned at the Honolulu Air Route Traffic Control Center. The commissioning culminated several years of system testing and integration. The EARTS displays radar and beacon data from facilities located on Mt. Kaala, Oahu; Kokee, Kauai; Haleakala, Maui; and Pahoia on the Island of Hawaii. The system, initially conceived as a modification or expansion of the terminal ARTS III, has radar tracking capability that is similar to the NAS 9020 systems installed in "mainland" ARTCC's. The system in Honolulu will be further enhanced later this year when the new ARSR-3 radar on Mt. Kaala becomes operational. Similar EARTS are also installed at the Anchorage and San Juan ARTCC's, as well as Nellis Air Force Base.

Left photo: Looking at an EARTS scope are, from left--Fred Tao, Display Technician; Walter Lau, Computer Technician; Roland Kersting, Assistant Manager for Automation; and Frank Boyer, Assistant Manager for Plans and Programs.

Right: Air Traffic Area Manager Bob Wise makes the "official log" entry.

SPECIAL ACHIEVEMENT AWARD FOR WARD ORSTED

Ward Orsted (left), Air Traffic Control Specialist at Maui Tower, receives a Special Achievement Award for sustained superior performance. Presentation was made by Area Supervisor George Ackerman (right).



First Woman Named To Manage Center

Jacque "Jackie" Wilson goes for firsts. The first woman to be deputy manager of an enroute center, she's now set to become the first manager. On Oct. 31, she will transfer from the deputy's job at the Cleveland Center to her new post as manager of the Boston Center. She began her FAA career as a controller at the Los Angeles Center in 1968 after three years of controller experience in the Navy. By 1977, she had become a team supervisor and two years later moved on to air traffic specialist jobs in the Western and Great Lakes Region headquarters. Wilson was the subject of a feature article in the June issue of FAA WORLD. In it, Don Enders, manager of the Cleveland ARTCC, said, "She has a rare ability to listen to what a person has to say, follow through on it and come back with an answer and the rationale for it."

Health Premiums Rise

The Office of Personnel Management announced last week that the regular Federal Employees Health Benefits open season will be held on schedule this fall from Nov. 22 to Dec. 10. At the same time, OPM announced that the average premium paid by all enrollees will increase by 24 percent. This means that employees carrying Blue Cross/Blue Shield high self will pay an additional \$4.62 and those with high family an additional \$12.73 per pay period. High self in Aetna goes up \$6.30 and high family \$11.22; AFGC Health Benefit, high self up \$3.03 and high family up \$7.32; Alliance, high self up \$1.95 and high family up \$6.85. These four large carriers are typical of across-the-board increases. During open season all figures will be available and employees will be able to switch to health plans most advantageous for them.

Tower Enroute Grows

The Tower-Enroute Program, expanded after the strike as part of the ATC recovery program to alleviate the workload at certain hard-hit enroute centers, has been expanded even further. It now includes 177 approach control facilities, up from the 135 facilities that were included in the expanded program when it was implemented in January, and about 100 facilities that were providing tower-enroute service before the strike. The program now also includes 1,903 published routes compared to the January level of 1,386. The program is designed primarily for flights at 10,000 feet and below between adjacent terminal areas. By flying these routes, pilots never enter center airspace. Besides helping out with the recovery program, tower-enroute control will continue to be part of the ATC system after it returns to normal to provide users additional access to the system and greater choice of routes.

Dulles Terminal Cited

By honoring architect Eero Saarinen in a recently issued "outstanding architecture series" stamp, the U.S.



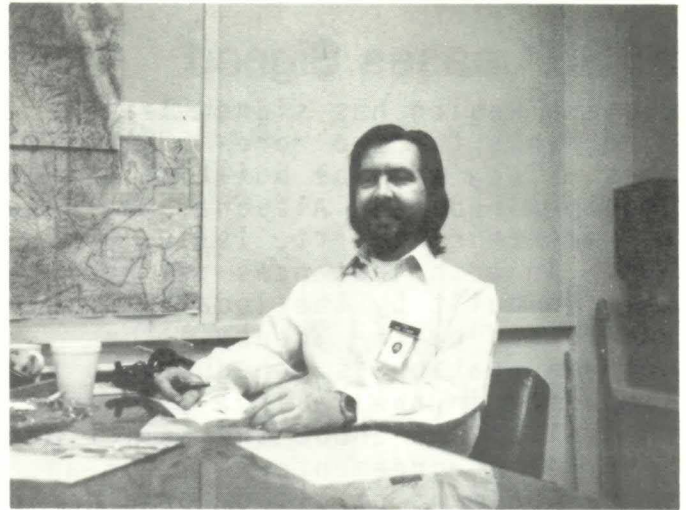
Post Office has also honored the Dulles Airport terminal building, which is generally considered Saarinen's crowning achievement. By implication, this is also a kudo for FAA, since the agency was instrumental in design and development of the airport and still operates it for the Federal government.

CAPSULE GLIMPSES...

MEET SKIP GILMORE --

SANTA CLARA FATHER OF THE YEAR

"It's not how much you've lost along the way, it's what you've kept" is the inspiration of Richard "Skip" Gilmore. Skip is employed at the Oakland Center as an air traffic control instructor. Skip was diagnosed as having Multiple Sclerosis in January, 1981, and told his doctor he would be walking in a year -- and he was!



Skip is a strong-willed, determined, personality who plays cards for relaxation. Skip also enjoys playing video Atari games with his son, Paul, which Skip admits, "He beats me soundly and enjoys it." Skip also reads a lot, mostly American historical novels and his favorite is James Mitchener's "Chesapeake."

Skip's goal in life is to write a book featuring his experiences as an air traffic controller. He's a great story teller and has chosen the title, "Say Again?". An accomplishment that Skip is very proud of is when he was asked to come to Oklahoma in September of last year to become an air traffic control instructor. He was still in a wheel chair at that time and was one of the first to ever do so.

Skip doesn't wait on life, he charges into it. He says, "Seventy percent of it is mental and when something new and different comes up, I just say, grab your hat, Mama, we're in the wind again."

Skip was recently awarded the "FATHER OF THE YEAR AWARD" by the Santa Clara County Chapter of the National Multiple Sclerosis Society.

Congratulations, Skip!

COMBINED

FEDERAL

CAMPAIGN



THIS IS THE TIME TO SHOW COMPASSION
AND A TIME TO GIVE OF OURSELVES
THROUGH THE COMBINED FEDERAL CAMPAIGN

Do It!

AFSS Leases Signed

Eastern Region has signed lease agreements for two more AFSS facilities. They will be built at Blaire County Airport in Altoona, Pa. and at MacArthur Airport, Islip, L.I., N.Y. In both instances the facility will be built by the local community and leased by the agency. The Altoona station is scheduled to be completed in the fall of 1984 and the Islip AFSS about the same time. Both lease agreements call for an annual payment of \$1.00 for a period of 20 years.

Second AFSS Started

The second ground-breaking ceremony for an automated flight service station (AFSS) took place Oct. 8 at Sikorsky Memorial Airport in Connecticut. The FAA Administrator, who was the principal speaker at the event, praised the unique partnership between the Federal and local governments that made the project possible. The City of Bridgeport is building the station and will lease it to FAA. The building is scheduled to be completed by July 1983 and will be fully operational with new computer-based equipment by the spring of 1985.

GA Safety Looking Up

Three-quarters of the way through 1982, the general aviation safety picture looks significantly brighter than during the same period in 1981. Total accidents were down by 10 percent, fatal accidents by 13 percent and fatalities by eight percent. Commuters and air taxis also showed gains with commuters having the more impressive statistics. They cut total accidents from 22 to 10, fatal accidents from six to two and fatalities from 21 to three. Although airline fatalities increased over the past year, total airline accidents declined in numbers when compared with the eight-month figures for 1981.

Airport Office Does it Again

For FAA's Office of Airports, the recent passage of the Airport and Airways Improvement Act of 1982 wasn't all good news. It meant that the office was suddenly faced with the rather herculean task of allocating \$450 million in Airport Improvement Program (AIP) funds authorized for FY 1982 in less than a month. Associate Administrator for Airports William Shea said they could do it, noting that last year they were faced with a similar situation and managed to place over 600 projects under grant in less than six weeks. As it turned out, he was right. By Sept. 30, the end of the fiscal year, the necessary grant agreements were executed. Actually the final tally of obligated funds was \$405 million in a total of 648 grants, but this was only because technicalities within the bill precluded funding the full \$450 million. Of the amount obligated, approximately one half went for improvement projects at the nation's 295 primary airports; \$45 million went to reliever airports, including five new relievers at Fort Worth and El Paso, Tex., Denver, Colo., Phoenix, Ariz., and Nashville, Tenn.; about \$60 million went to general aviation airports; and \$37 million was obligated for projects designed to assure noise compatibility around airports.

Montreal Jobs Open

ICAO has a pair of two-year job openings in Montreal. One is a Russian language officer, interpreter/translator, (PC-21/82), that pays \$30,518 with a tax-free net of \$21,600 to \$23,104. The other is a chief, Spanish section, (PC-22/82). It pays \$48,661 with a tax-free net of \$30,776 to \$33,318. Applications are due in API-19 by Nov. 8. Information about duties, salary, qualifications, applications and benefits is available at personnel offices.

FAA ADMINISTRATOR
CONDUCTS ALL-HANDS MEETING



On Friday, September 24, 1982, FAA Administrator J. Lynn Helms conducted an all-hands meeting in the Regional Office lobby.

Mr. Helms, in his open and candid style, spoke about the Air Traffic Revitalization Act, the 1983 budget, the future of the FAA, etc. A videotape of this meeting has been distributed to all Western-Pacific Regional locations that have color video playback equipment.

Employees interested in viewing this videotape should contact the manager of a nearby facility for a schedule of showing times.

IMPORTANT TELEPHONE USEAGE NOTICE

The following communities in California will convert from Area Code 714 to Area Code 619 on November 6, 1982:

Alpine	Daggett	La Mesa
Apple Valley	Death Valley	Lemon Grove
Baker	Del Mar	Lone Pine
Barstow	Descanso	National City
Big Pine	Desert Hot Springs	Needles
Bishop	Dulzura	Oceanside
Blythe	El Cajon	Pacific Beach
Boron	El Centro	Pala
Borrego	Encinitas	Palm Desert
Borrego Springs	Escondido	Palm Springs
Brawley	Fallbrook	Poway
Bridgeport	Furnace Creek	Ramona
Calexico	Holtville	Rancho Santa Fe
California City -	Imperial Beach	San Diego
Calipatria	Indio	San Ysidro
Campo	Inyokern	Shoshone
Cardiff	Jacumba	Tecate
Carisbad	Jamul	Thousand Palms
Cathedral City	Joshua Tree	Trona
China Lake	Julian	Twentynine Palms
Chula Vista	June Lake	Victorville
Coachella	Kernville	Warner Springs
Coronado	La Jolla	Westmorland
Crowley Lake		

CIVILAIR NEWS

- Good Eating! The Ham & Cheese Sale will be in the north parking lot of the Regional Headquarters on Nov. 16 and Dec. 14. Checks acceptable. Watch for flyers.
- Adult Christmas Party coming up. It will be held at the Allen Center Officers Club, Long Beach Naval Station, on Dec. 10. There will be a buffet diner with four entrees. Cocktails at 7 p.m. (reasonable prices); Dinner at 8 p.m.; dancing after dinner to live music in an adjoining room. Tickets are limited, so make your reservations now. The guest list needs to be in by Nov. 24. Price: \$11.00. Call Ninfa, AWP-14, ext. 6307, or Mary Ann, AWP-56, ext. 6178. Watch for flyers on this also.
- Is everyone aware there is a shuttle bus running from the Regional Office to the Manhattan Village Mall? Ask your Civilair Representative for a schedule.
- There will be a SEE's Candy Sale soon. Watch for order forms in November.

MORE LONG BEACH FSDO NOTES

The Long Beach Flight Standards District Office recently welcomed aboard Betty J. Miller who was formerly in the FAA's Pacific Region. she is an Aviation Safety Inspector (Operations) and is a welcome asset to the office.....For any personnel looking for the Long Beach FSDO in the future, it has been repainted on the outside from a drab gray color to a pumpkin and creme combination. You can't miss it!

FAA INTERCOM is published weekly for Western-Pacific Region employees of the Department of Transportation/ Federal Aviation Administration by the Public Affairs Office. Articles and photographs should be received by the Editor, AWP-4P, extension 6431, by 11 a.m., Thursday for publication in the following week's issue.