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

# Western-Pacific Intercom

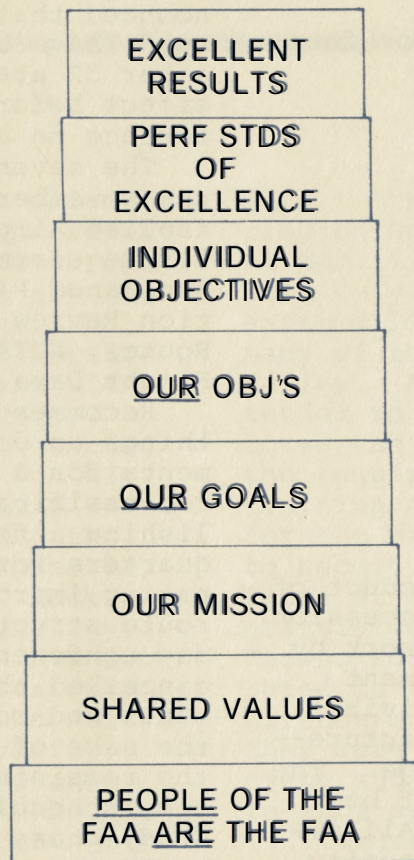
**INTEGRITY**

**CONCERN FOR PEOPLE**

**One FAA**

**Quality of Service**

**FAA Values**



**FAA Mission**

**Accountability**

**Excellence**

**FAA Goals**

**PRIDE**

**Creativity**

## FAA—A Vision of Excellence

## Cover Story

November 21, 1983 -- an important day in FAA history. It is the first time we have ever had such a document as "FAA - Vision of Excellence."

The following dominant FAA values, placed in a system that recognizes people as the most important resource of the agency, is the management philosophy of the FAA:

- Quality of Service
- Excellence of Total Workforce
- Sustained Momentum
- One FAA
- Concern for People
- Recognition of People
- Accountability
- Creativity
- Integrity
- Esprit de Corps

This document is the product of many hours of thinking, discussion and straight-forward hard work by the Administrator's Management Team. It is a dynamic, "living" document--a vision of the future--subject to growth and change. The best news of all is that it belongs to each one of us. All employees will have an opportunity to provide feedback. The document will be revised as a result of that feedback.

It is suggested that each employee read and reflect on the brochure and pamphlet which have been provided. Your suggestions are most welcome.

## NAR EXCOM Reviews

### 78 More Recommendations

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

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

The seven studies presented at the November 1 meeting were Uncontrolled Airports, Route System Pilot Requirements, Severe Weather Avoidance Plan Evaluation, Separation Review (general), Helicopter Routes, NOTAM Evaluation, and Flight Data Dissemination.

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

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

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## 30 Years for Alex Furubayashi

Alex Furubayashi (left), EARTS Display Radar Technician, Honolulu ARTCC Airway Facilities Sector, recently received his 30-year Career Service Emblem and letter from Sector Manager John Gordon. Alex has over 20 years of his experience in the Honolulu ARTCC.



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## Fresno FSS Facts

Congratulations are in order to the following personnel who recently received awards: John Ferrari was presented his 30-year pin for a long and dedicated career; he has been at Fresno Flight Service Station since July 1971 and plans to stick around awhile longer. James Shingledecker was presented a Letter of Commendation for his outstanding performance as a Developmental and for completing the National ATCS Training, Phase II, checkout in record time. Jack Stemper was presented a Quality Increase Award with an Outstanding Rating for his superior performance during the past year.... We want to welcome our new Air Traffic Manager, George Hioco. We also want to congratulate Rick Flores, who was temporarily promoted to Air Traffic Manager, for the excellent job he did during his tenure.... Kudos are also in order to Robert Brewer and Jack Stemper for their superb performance during their recent promotions to Acting Area Supervisors.... Our best wishes go to Stephen Shackelford and the new Mrs. Darlene Shackel-

ford. Steve and Darlene were married on October 15 and honeymooned in Hawaii.... The facility has been very busy - in July 1983 we assumed Tie-in responsibility for many of the airports in the Owens Valley. A big thank-you is extended to Terry Lankford who piloted the aircraft that provided the required familiarization training and who made it possible for the majority of the personnel to become acquainted with local FBO's at those airports.... Congratulations are in order for all Fresno FSS personnel who participated in the Mammoth-June Lakes Airshow on September 2 and 3. They were fortunate to attend the event and provide first-hand face-to-face services to all concerned.... Welcome aboard to Robert Thompson, our new Evaluation and Proficiency Development Specialist who came to us from Marysville.... A special thank-you goes to Julia Morley, our Secretary, who has assisted us all in accomplishing our administrative duties and by just being our helpful friend.

## Air Traffic Control Assn. Honors Many FAAers

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

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

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

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

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

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

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

## New Order Shows "The Way to Go"

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

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

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

## FOB 10-A Marks 20th

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

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

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

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## Reno Celebrates Air And Space Bicentennial



FAA and many other aviation organizations had an excellent display in the Reno MGM Grand Hotel. The Air and Space Bicentennial Program was open to the public, free of charge, during the Air Race week in Reno. Several thousand people viewed the display. There was also an Air Fair at the MGM, open to the public. At the Air Fair at Reno MGM, Reno GADO had an FAA Accident Prevention Display and the FAA Vertigon in operation.

Left photo: FAA Display at the Air and Space Bicentennial program at the Reno MGM Grand Hotel.

Right : Carl Borchers, Reno GADO Accident Prevention Specialist, looks over the many displays at the Air and Space Bicentennial program.

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## New Technology Transponder On Road to Installation

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

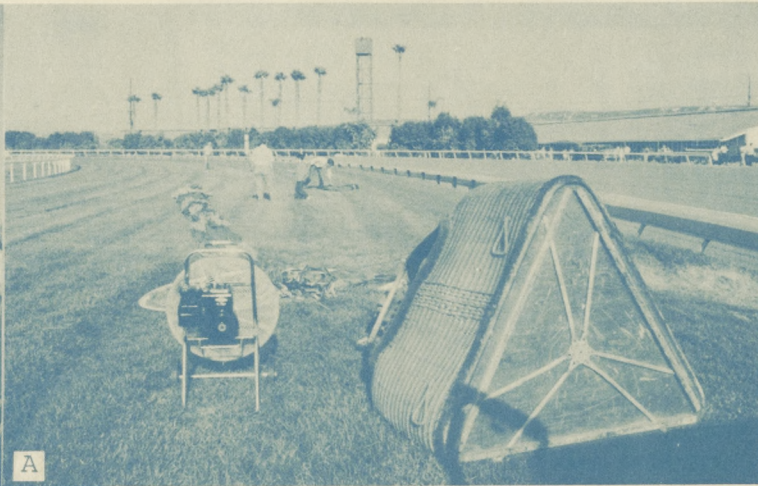
The action is related to the development of a Technical Standard Order (TSO) for Mode S transponders that would supplant the TSO for the present equipment in 1986. FAA would follow this with a regulation requiring that all newly-installed transponders meet the Mode S standard in 1992.

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

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

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

# Up . . . Up . . . and . . .

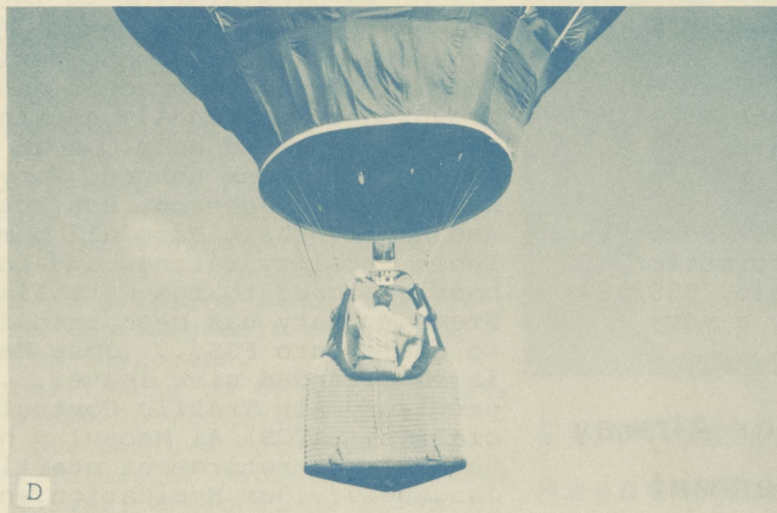


There's been a lot of talk and a lot of publicity about the Air and Space Bicentennial--the 200th anniversary of man's first balloon flight. But--what's it really like? They say a picture is worth a thousand words -- Take a look for yourself...

Photos and captions courtesy of Betty Hull and Bob Griscom, San Diego General Aviation District Office.



. . . Away y y y y y



A--The Barnes AX-7 envelope is laid out downwind at the Del Mar Race Track near San Diego. On hand are: Roy Billings, Bob Griscom and John Hull (San Diego GADO) and balloon owner Jerry Carter.

B--Inflation begins. John Hull, Manager, San Diego GADO, operates the fan while Roy and Bob lift the skirt.

C--At left the balloon is shaping up. Right--full of cold air and ready for some heat.

D--The brave trio leave the Del Mar fairgrounds via the least-travelled route.

Up...Up...and Away... Airspeed - zero; groundspeed - 12 knots.

F--John Hull (left), Manager, San Diego GADO, receives "First Balloon Flight" certificate from Bob Griscom. The champagne bottle on the van doorsill is still the traditional celebration of a successful first flight.

## Roy Stephenson

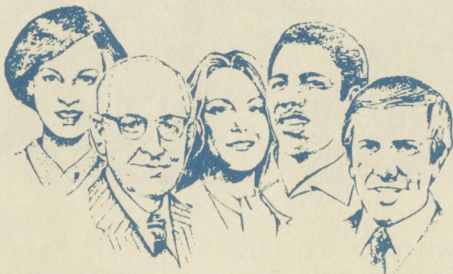
### Retirement Luncheon

Roy Stephenson, Electronics Technician at the McClellan Radar/Comm Sector Field Office, Sacramento AFS, will be retiring on Nov. 25. A buffet luncheon will be held in his honor at 11:30 a.m. on Nov. 23, at the Sierra Inn in Sacramento, 2600 Auburn Blvd. Luncheon cost is \$8.50. For reservations and more information, please call Jim McDonald, 916/929-5533. We all wish Roy a very happy retirement.

### Extension Date For Airway Science Announcement

Applications for all positions filled under the Airway Science Announcement will be accepted through Dec. 12. Completed forms must be postmarked no later than Dec. 12, 1983.

## ONE FAA A Vision Of Excellence



A New Management  
Philosophy

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 black and white photographs should be sent to Barbara Abels, Editor, or Beth Caughey, Assistant Editor, AWP-5, 213/536-6431 or FTS 966-6431.

## Santa Barbara FSS News

It has been a long time since you've heard from Santa Barbara Flight Service Station so let's bring everyone up to date. The backbone of the station, Merlin Mackay, Arnold Schumacher and Jim Trowbridge are finally getting some much needed help. Joan Cooper, Dex Decker, Hank Duncan, Tony Megowan, Ben Johnson, Bob Rothbart and Hank Verbaiss have all completed their facility ratings and have been assigned to the watchlist.... Steve McKinty has been transferred to Sacramento FSS.... Jose McMullen is on extended sick leave.... Supervisory Air Traffic Control Specialist (SATCS) Al Macaulay has announced his retirement starting in January.... Our Evaluation and Proficiency Development Specialist, Mike Walker, has been reassigned to Sacramento FSS; Jim Hurley has been selected to fill in behind him.... Jim Grandcolas has begun his Phase IV training and Dennis McCall will complete Phase IV by the end of the year.... SATCS Bob Moll and Air Traffic Control Specialist (ATCS) Dennis Redmond have been selected for Santa Barbara; they should arrive in November.... Robert Reeder, our overworked and underfed Area Supervisor, has done an excellent job keeping everyone straight and level.... Facility Manager Bob Kingery has just purchased a motorcycle. Now he needs a black leather jacket and boots to go with it.... We've saved the best for last; Merl Berggren, our secretary, and her husband, John, from Santa Barbara Tower, are expecting their first baby in May or June. Congratulations, Merl and John, and congratulations and thanks to everyone else. It has been a difficult year, but together we got it done.



## FAAers Part of Scene At Educators' Conference On Queen Mary

Educators in six Western states were exposed to aviation-aerospace education at its best during the recent 16th annual Pacific Region Aerospace Education Conference, hosted by the United States Air Force/Civil Air Patrol, held on the Queen Mary in Long Beach, Calif.

The FAA participated in workshops by providing speakers and provided an Aviation Education Display with knowledgeable people to respond to inquiries.

Special thanks go to Ken Rhoades, Data Systems Specialist, Ontario TRACON, for his presentation on Computer Collision Avoidance System; to Ron Morgan, Regional Aviation Education Coordinator, and Barbara Abels, Public Affairs Officer, for their presentations on how the FAA can assist teachers in the classroom; and to the following who provided coverage at the FAA display: Paul Lavelly, ATCS, Santa Monica Tower; Patricia Hill, ATCS, El Monte Tower; Glen Smith, ATCS, Long Beach Tower; Paul Callinam, ATCS, Santa Monica Tower; Liz Hawn, ATCS, Santa Monica Tower; Ron Gagner, ATCS, Fullerton Tower; and Dave Diamom, ATCS, Santa Monica Tower.

The educators expressed a great deal of interest in the FAA's revitalized Aviation Education Program and the more active role being taken by all FAA employees and, in particular, the volunteer Aviation Education Facilitators.

## Retiree Corner

FAA retiree Ev Morris writes to say that he appreciates being on the cover of the Oct. 17th issue of INTERCOM and would like his old friends to keep in touch. You may reach Ev at his new address: 7200 Lower River Road, Grants Pass, OR 97526.



## Certificates of Recognition Presented

Colonel Wayne Adams (left), Commander, Nevada Air National Guard, and Major Richard Hoadley (right), Chief of Safety, Nevada Air National Guard, were recently presented Certificates of Recognition by E. A. Ritter, Reno General Aviation District Office Manager, for their participation in the Accident Prevention Program in the Reno GADO area.

## Structured Staffing Begins

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

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



## Children's Christmas Party

Ho! Ho! Ho! The FAA's annual Civilair Children's Christmas Party will be held on Sat., Dec. 17, 1 p.m. to 4 p.m. Santa will be arriving at the LAX Hangar at 3 p.m. via Coast Guard helicopter. This year the party will be in a carnival atmosphere. Santa needs your help to make this a memorable event for FAA's children, grandchildren, nieces, nephews, etc. He needs creative employees to volunteer for the Arts and Craft and Bake sales - contact Evelyn Mosquera, AWP-63, 536-6407. If you can donate cookies, please contact Marilyn Neff, AWP-14E, 536-6314.

## Riverside Roster

Recent recognition and awards went to the following Riverside Airway Facilities Sector personnel: Special Achievement Awards - John Ennis, Ontario Environmental Unit, for his continued outstanding performance of assigned duties; Sharon Kjos, Administrative Officer, for her performance during extreme staffing shortages in the doctor office; Tony Morales, Local Unit, for his dedication to duty during the installation of the Category II Instrument Landing System at Ontario Airport; and Karl Malmstrom, Local Unit, for savings realized in the logistics area of his field office. . . . Joe Dimaggio, Burbank Environmental Unit, and Rick Bischoff, Ontario Radar Unit, completed training and received promotions to their journeyman grades. . . . Our best wishes to LaRhonda (Waldon) Griffin, Ontario Local Unit Electronic Technician, who has resigned to try a career as domestic engineer for a while. . . . Also making a big change is retiree Bill Bateman, who is enjoying the good life and building a new home in Florida (P.O. Box 1657, Dunnellon, FL 32630).

## Civilair News

See's Candy - Pick up your order forms from the Civilair desk or your Civilair Representative. Return your completed forms and payment by Tuesday, Nov. 29. The candy will be delivered Dec. 6-7.



## 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 Div., Ext. 6300.

## Chuck Dickow

### Retirement Luncheon

After 40 years of government service, Chuck Dickow will be retiring on December 3. Please join us in wishing a happy retirement to Chuck at the Hacienda Hotel, Friday, December 9, for the buffet lunch. For more information, please contact Lori Millar at 213/536-6424 or Brenda Fisher at 536-6416.

### Christmas Dinner Dance

A buffet dinner dance will be held Dec. 10, in the South Starlight Ballroom at the Hacienda Hotel located at 525 North Sepulveda (between El Segundo and Imperial Highway). It will start at 6 p.m., dinner at 7 p.m. Due to the limited room available, tickets will be sold in advance on a first come first served basis. Please obtain your tickets from Carolyn Schmid, AWP-205, 213/536-6065, Chairperson of the Christmas dinner dance. Tickets may also be obtained from your Civilair Representative. The cost will be \$14.50 per person.

## "King" Holiday Declared

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

### Attention Retirees

A retiree luncheon will be held at 11:30 a.m. on January 16, 1984 at the Hacienda Hotel, 525 N. Sepulveda Blvd., in El Segundo, Calif. Price of the buffet luncheon is \$7.75, including tax and tip, payable at the luncheon. Please make reservations by January 11 by contacting Phil Guindom, 213/670-8124 or Fred Potter, 213/670-8769, 7222 Kentwood Ave., Los Angeles, CA 90045. Let's hear from FAA and Credit Union retirees for this informal get-together.

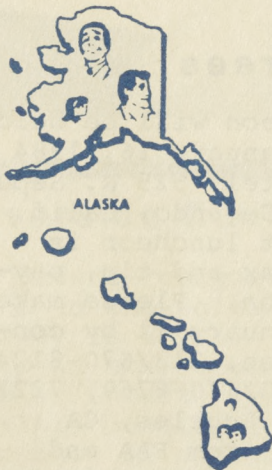
## Ron Scholer

### Receives Award

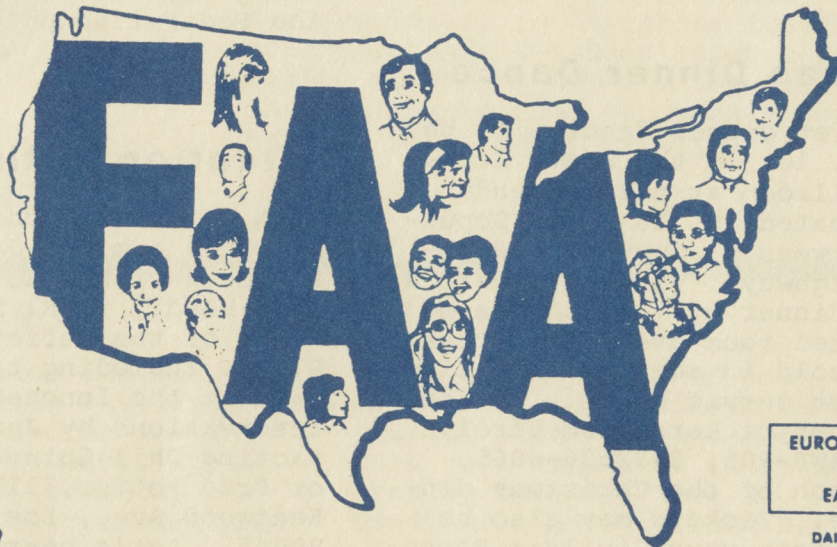
Ron Scholer (right), Evaluation and Proficiency Development Specialist (EPDS) at San Jose Tower, was presented a Special Achievement Award from Air Traffic Manager Hal Federwisch. Ron was originally a controller at the San Jose Tower in 1968 and returned in 1979 as the EPDS. Congratulations, Ron!



# Vision OF EXCELLENCE



ALASKA



EUROPE, AFRICA, AND  
MIDDLE  
EAST OFFICE

DAKAR      PARIS  
LONDON    ROME  
BRUSSELS    FRANKFURT

**WESTERN PACIFIC REGION**

HAWAII  
MARIANA ISLANDS (GUAM)  
AMERICAN SAMOA  
JAPAN  
MARSHALL ISLANDS

**SOUTHERN REGION**

RIP. OF PANAMA  
PUERTO RICO & VIRGIN ISLANDS  
RIO DE JANEIRO

## FAA Values

One FAA  
Quality of Service  
Excellence of Total Workforce  
Sustained Momentum  
Concern for People  
Recognition of People  
Accountability  
Creativity  
Integrity  
Esprit de Corps

## FAA Goals

1. Enhance U.S. Aviation Safety.
2. Build an FAA culture which nurtures achievement of people's aspirations and provides a management process for realizing individual, as well as organizational objectives.
3. Develop, refine and implement FAA programs and long range plans.
4. Assure effective and efficient utilization of human, fiscal, material and airspace/airports resources.
5. Foster equal employment opportunity programs.
6. Reduce regulatory and administrative burden.
7. Promote USA/FAA preeminence in the world aviation community.

## FAA Mission

Service to the nation by providing a safe and efficient aviation system which contributes to national security and the promotion of U.S. aviation.