

84-19
May 7, 1984

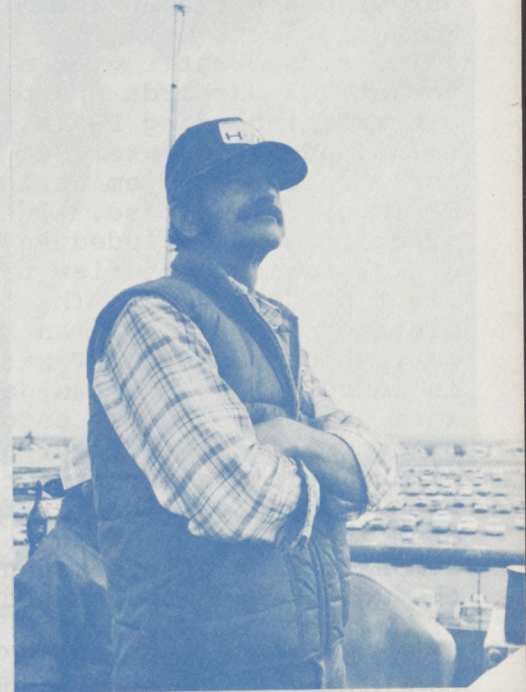
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U.S. Department
of Transportation
**Federal Aviation
Administration**

Western-Pacific Intercom



WARBIRDS

IN

ACTION...



Cover Story

One of the highlights last year was the second annual Warbirds in Action airshow and fly-in at Minter Field, 12 miles northwest of Bakersfield, Calif.

Controllers from Bakersfield Tower/TRACON manned a temporary control tower for the event which featured several World War II vintage aircraft. The tower was perched on an old abandoned fire hose tower, with plywood attached around the sides and an umbrella for overhead coverage (fortunately, there was only light rain). Controlling the aircraft were: Air Traffic Manager Don Miller, Area Supervisor Ken Knoblen and Air Traffic Control Specialists Greg Juro, John Kurtzman and Michael Motta.

The airshow attracted a wide variety of warbirds and personal aircraft including P-51s, T-6s, B-25s, an F4u, Hawker Sea Furys and a rare B-23 from World Airways' Oakland, Calif. base. The display aircraft also included an F-86 and a T-33, which both flew to the delight of the crowd. The longest distance flown was by an F8F Bearcat, which came from Texas. Also included during the two-day show were parachute jumps, aerobatics by conventional aircraft and warbirds, multiple aircraft flybys with as many as 16 aircraft at once in the air, and an aerial demonstration of pyrotechnics by the Condor squadron, a group of AT-6s from Van Nuys. The show was first organized as a fund raiser for the Minter Field Air Museum, located in Shafter, Calif., in 1982.

Special thanks go to Ken Beam, Airway Facilities technician, who set up all the equipment for the temporary control tower.

--Photos and story by Michael Motta.

Cover photos: Top (from left)-- Controller Greg Juro, the temporary tower, and Area Supervisor Ken Knoblen. In the lower righthand corner are a B-25 Mitchell and a P-40 Warhawk.



Above photos: From the top-- Controller John Kurtzman, a PBV Catalina, a Hawker Sea Fury and a T-33 and F-86.

Welcome To Staff Manager Duane Bullard

Duane R. Bullard, former head of the Management Staff in the Office of the Associate Administrator for Airports, has been selected as Manager, Public Affairs, Planning and International Aviation, AWP-4.

As director of the Management Staff in Washington, Duane Bullard was the senior consultant to the Associate Administrator for Airports on organizational and management issues. He directed a program of studies, surveys and projects pertaining to organization, staffing and administration of the airports program. He also was responsible for planning, coordination and execution of budget and fiscal programs, including long- and short-range nationwide requirements.

Prior to coming with the Airports program in 1978, Duane spent four and a half years as a Management Analysis Officer and Industrial Engineer in the Office of Management Systems. Before coming to the FAA in 1974, Duane served as Special Assistant to the Director, Office of Economic Opportunity, in Denver.

Duane has a total of 18 years with the U.S. Navy; four years of active duty during the Korean conflict, followed by 14 years as a civilian employee. His time with the Navy was culminated by six years as Deputy Director, and then Director of the Fleet Assistance Group, Pacific, in San Diego, Calif., developing and installing automated financial and logistic systems in major ships in the U.S. Pacific Fleet.

He received a B.S. degree from California State University, Long Beach, in 1958. He is a Senior Member of the American Institute of Industrial Engineers (AIIE) and is a registered Professional Engineer in the State of California.

The FAA family is pleased to welcome Duane Bullard to the Western-Pacific Region!





35 Years for Richard Philipps

On April 3, Area Manager Richard Philipps, Los Angeles TRACON, completed 35 years of Federal service. Bill Maloney, Assistant Air Traffic Manager, presented Richard with his 35-year pin at a coffee and cake bash put on by the Human Relations Committee.

Civilair News

HELP! HELP! Fox Photo was going to discontinue their film developing service to our Civilair desk. However, we have been given a six-month extension provided that we increase our sales. Film developing prices were checked at various local photo shops and it was discovered that Fox Photo was the lowest and most convenient. For the convenience of LAX Hangar employees we have a Fox Photo podium placed in their facility. Civilair will pick up and deliver their photos three times a week. We would hate to lose this photo service. With spring, summer and vacation photo-taking seasons here, support Civilair by bringing your film to the Civilair desk for developing.

Fresno FSS Happenings

Welcome aboard to Area Supervisor Art Moses and Air Traffic Control Specialist Bill Colbert, formerly of Stockton Flight Service Station (FSS) and Blythe FSS respectively. Great to have you fellows with us.....Jack Stemper hosted a party welcoming the new arrivals and goodbyes to Edward Murch, leaving for Douglas FSS and Robert Newman for Crescent City FSS. A Cake and Coffee preceded Terry Lankford's imminent departure for Oakland FSS and to join his family. Good luck on your new assignments - we'll miss all of you.....Congratulations to Dan Smutz for receiving a Quality Increase Award. Terry Lankford, Del Shadwick, Dan Smutz and Steve Shackelford attended the MTA Training at Carmel. John Ferrari, Bill Hoffberg and Bob Brewer are scheduled to attend in March.....Supervisors Rick Flores, Alan Docken and Art Moses attended Leadership Effectiveness Training. Our Quality Assurance Training Specialist, Bob Thompson, attended this class and has also completed GOES Training.....Facilitators Dan Smutz and Art Moses attended a very productive Human Relations meeting in Sacramento.....The Diagnostic Self-Evaluation Program at Fresno Flight Service Station is progressing quite well. The Task Force has rated our facility in Operational Effectiveness, Interpersonal Relations and Training. We are now in the Task phase with supervisors assigned as Task leaders. All comments received from facility personnel are favorable.

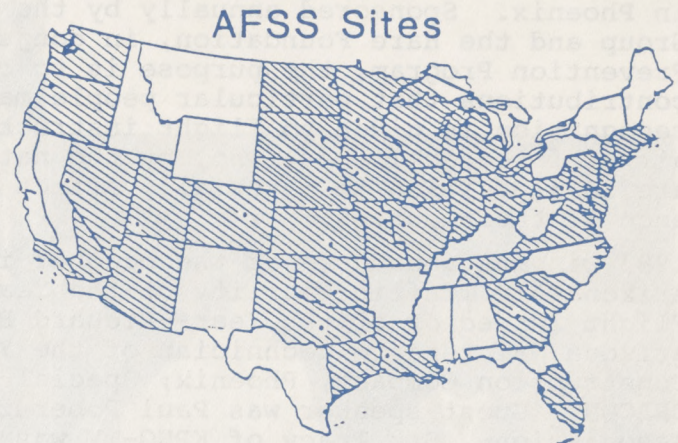
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Site Selection Two-Thirds Complete

The Automated Flight Service Station (AFSS) site-selection program is now two-thirds complete with the three most recent picks bringing the total to 40.

The newest sites are Williamsport, Pa.; Chesterfield, Mo.; and Millville, N.J. The Williamsport and Millville buildings will be constructed by the local communities and leased to FAA. The Chesterfield site will be located in the existing FSS building at the Spirit of St. Louis Airport, which will be modified by the county to meet the AFSS requirements.

Selection of the 21 remaining AFSS sites is scheduled for completion by the end of 1984. Nineteen of these now are in some stage of negotiation, evaluation or selection. The remaining two, Puerto Rico and Hawaii, will begin the selection process in the near future.



Most of the U.S., including Alaska, is now covered by the AFSS system. Site selection will soon begin for Hawaii and Puerto Rico.

1984 PAY SCHEDULE FOR FEDERAL WHITE-COLLAR WORKERS

GS	1	2	3	4	5	6	7	8	9	10
1	\$9,023	\$9,324	\$9,624	\$9,924	\$10,224	\$10,400	\$10,697	\$10,995	\$11,008	\$11,283
2	10,146	10,386	10,722	11,008	11,129	11,456	11,783	12,110	12,437	12,764
3	11,070	11,439	11,808	12,177	12,546	12,915	13,284	13,653	14,022	14,391
4	12,427	12,841	13,255	13,669	14,083	14,497	14,911	15,325	15,739	16,153
5	13,903	14,366	14,829	15,292	15,755	16,218	16,681	17,144	17,607	18,070
6	15,497	16,014	16,531	17,048	17,565	18,082	18,599	19,116	19,633	20,150
7	17,221	17,795	18,369	18,943	19,517	20,091	20,665	21,239	21,813	22,387
8	19,073	19,709	20,345	20,981	21,617	22,253	22,889	23,525	24,161	24,797
9	21,066	21,768	22,470	23,172	23,874	24,576	25,278	25,980	26,682	27,384
10	23,199	23,972	24,745	25,518	26,291	27,064	27,837	28,610	29,383	30,156
11	25,489	26,339	27,189	28,039	28,889	29,739	30,589	31,439	32,289	33,139
12	30,549	31,567	32,585	33,603	34,621	35,639	36,657	37,675	38,693	39,711
13	36,327	37,538	38,749	39,960	41,171	42,382	43,593	44,804	46,015	47,226
14	42,928	44,359	45,790	47,221	48,652	50,083	51,514	52,945	54,376	55,807
15	50,495	52,178	53,861	55,544	57,227	58,910	60,593	62,276	63,959	65,642
16	59,223	61,197	63,171	65,145	67,119*	69,093*	71,067*	73,041*	75,015*	
17	69,376*	71,689*	74,002*	76,315*	78,628*					
18	81,311*									

*The rate of basic pay payable to employees at these rates is limited to the rate payable for level V of the Executive Schedule, \$66,400.

NOTE: THIS PAY RAISE IS RETROACTIVE TO JANUARY 1984.

SOURCE: OFFICE OF PERSONNEL MANAGEMENT

Arizona's 1983 Aviation Safety

Arizona's 9th annual Aviation Safety Awards Banquet was held last year in Phoenix. Sponsored annually by the Arizona Aviation Safety Advisory Group and the Hare Foundation, in conjunction with the FAA's Accident Prevention Program, the purpose is to call attention to the significant contributions that particular people make to safety in aviation. Special recognition is given to flight instructors, maintenance technicians and air traffic facilities, who, by the nature of their profession and activity, are in a position to materially affect the safety of flight in the performance of their duties.

1983 winners announced at the banquet in the various categories were: Arizona Air Traffic Facility of the Year--Grand Canyon Tower; Arizona Flight Inspector of the Year--Richard Bogatko, Monarch Air, Inc., Phoenix; Arizona Maintenance Technician of the Year--Larry Thomas, Knoell Bros. Construction Company, Phoenix; Special Award--Ken Carr, Phoenix Tower/TRACON. Guest speaker was Paul Poberezny, president, Experimental Aircraft Association. Stu Tracy of KPHO-TV was the M.C.

More than 325 attended the highly successful affair which is one of the aviation highlights of the year in Arizona.

Thanks to Don Judd, Accident Prevention Specialist, Phoenix FSDO, for submitting this story and photos.



Left: Larry Thomas (right), of Knoell Bros. Construction Company, receives the Arizona Aviation Maintenance Technician of the Year Award.

Right: Richard Bogatko (right), Monarch Air, Inc., receives the Arizona Flight Instructor of the Year Award.



Awards Banquet



A



B



C



D

A--Frank Haigler, Manager of the Grand Canyon Control Tower (now retired), receives the award for Arizona Air Traffic Facility of the Year.

B--Paul Foberezny, President, Experimental Aircraft Association.

C--Stu Tracy, TV announcer and weather reporter, KPHO-TV, acting as M.C. at the banquet.

D--Ken Carr (left), FAA Plans and Procedures, Phoenix Tower/TRACON, receives a special safety award for having given a particular service to safety and the community. Jerry Foster (right) of Channel 12 presents the award.

Celebrate
National Transportation Week
May 13—19, 1984

San Diego AFS Current Events

San Diego Airway Facilities Sector dynamism has been very much in evidence in the past few months with several employees being detailed to the Regional Office and several being selected for positions there. Selections have included Leonard Dennis from Miramar and Del Rupp from El Toro going to AWP-463; Gil Ceballos from San Pedro to AWP-423; Mack Humphery, Santa Ana AFSFO, to AWP-450; Henry Robeson, AMTS, and Bill Henshaw, San Pedro AFSFO Manager, to AWP-450. Jim Cole from San Pedro transferred to Lancaster Sector. Details have included Ray Garcia to AWP-450; Ken Champagne to AWP-463 and AWP-406; Willie McGee to AWP-463; Gil Ceballos to AWP-423; Leonard Dennis to AWP-450; Nick Heineck to AWP-17; Mack Humphery to AWP-450; Sandra Zeilinger to AWP-420.....Welcome aboard to Art Rodriguez from Red Bluff Sector as a Relief Technician, now at the new Yuma radar site.....Margaret Cobb has announced her plans to retire the end of May.

Ooops.....

As many of our "senior" FAAers noticed in the 84-14 Intercom, page 7, with the article on Neal Savoy, the airplane is definitely not a T-33 but obviously a BT-13A. Somehow or another, when the article was submitted, the photo was identified as a T-33.

Accounting Division News

The Accounting Division extends a warm Welcome Aboard to: Accounting Technician Jim Nugent and Voucher Examiner Gary Stephen Jones, Classification & Review Branch; Nelson Phillips-Brookshire, Operating Accountant, formerly from Naval Weapons Center in Seal Beach; Clarence Stokes, Accountant Co-op, from Cal-State University at Dominguez Hills; Miguel Rosales, Accountant Co-op, from Cal-State University at Long Beach; and Sharon Tillman, stay-in-school, Operations & Analysis Branch.

ARTS III Due For Upgrade

The agency has awarded the Sperry Corporation \$20.8 million to upgrade the automated radar terminal systems (ARTS III/IIIA) at some 60 of the nation's major airports. The contract with Sperry also provides for the expansion of the en route version installed at the Anchorage, Hawaii, and San Juan Air Route Traffic Control Centers and Nellis Air Force Base.

Under the contract, Sperry will provide additional computer units and associated equipment which will expand the capacity and, in some cases, enhance the capability of existing ARTS III/IIIA and En Route Automated Radar Tracking System (EARTS) system. At the Philadelphia and Portland (Ore.) Airports, for example, the new equipment will provide expanded processing capabilities to be used in conjunction with a second radar installation.

Sperry developed the basic ARTS III in the early 1970s. Most of this equipment now has been upgraded to ARTS IIIA which, among other enhancements, has improved aircraft tracking capabilities. For example, it can track both transponder and non-transponder equipped aircraft.

Los Angeles FSDO People Recognized

Letters of Commendation were recently presented by Don Best, Los Angeles Flight Standards District Office Manager, for a job well done by employees in the Operations Unit. Don cited these employees for putting in long hours and weekends in order to accomplish the National Air Transportation Inspection (NATI) in the short time frame required while still performing their normal job functions.

From left--Standing are Bud

Weidman, Tony Rais, Larry Prentke and Arthur Kalantar. Seated are: Robert Remley, Marion Ditman and Mike Eitel. Those not photographed are Vinson Slaiter, Chuck Schmidt, Bernard Knighten and John Stowe.



Human Relations Corner

A coffee was given recently for an employee who was retiring from Federal service. Smiles were on every face as the division manager read the letter citing her long and faithful service to the FAA. The employee's response was equally eloquent and sincere. After the brief remarks, those present moved forward to shake the hand of the honored employee and to utter the appropriate words that are the norm for such an occasion. When it was over, two of those attending the ceremony were overheard discussing how nice the affair had been. One said to the other, "Too bad they waited until Ms. X decided to retire to give her a pat on the back. She was a hard working gal who didn't want to leave. We are going to miss her."

There are literally hundreds of Ms. X's and Mr. Y's in our agency who daily contribute their share (and sometimes more) to the proper functioning of the FAA. Dependable, always on time, they go about their jobs without fanfare. Often times you hardly know they are there, but they get the job done. So, what's missing? RECOGNITION. As managers, we too often give our

full attention only to those elements who squeak the loudest and ignore those who seldom say anything. This is known as "giving negative strokes" in Transactional Analysis patois. This kind of "stroking" environment is very commonplace in today's organization. No one gets any strokes unless it is for goofing up.

It doesn't have to be that way. Managers and supervisors have it within their power to change this organizational way of life. It takes good leadership, a good understanding of human behavior, and a sincere desire to change things for the better in the work place. We have just begun a new year. It is a good time for all managers and supervisors to examine the stroking environment at their offices and within their organizations. Let us accentuate the positive in 1984. Remember: A pat on the back, given with sincerity and at the proper time, can be more effective in improving employee performance than a verbal "boot in the butt."

(Jim Santa Anna, AVS-12)

--Reprinted from Aviation Standards Newsletter, February 1984.

Tech Center Conducts High Altitude Tests In Colorado

The Technical Center recently completed three weeks of tests at Longmont, Colo., to see if high-flying aircraft have difficulty maintaining assigned altitudes in heavy turbulence.

The flight tests specifically studied aircraft above 29,000 feet to determine if the present requirement for 2,000 feet vertical separation can be reduced to 1,000 feet. Researchers believe this reduced separation would create more air-space, reduce traffic delays, improve air traffic control efficiency, and save fuel. The Denver area was selected for the tests because of the heavy incidence of clear air turbulence over the Rockies, typical at this time of year. Altitude data collected on the test aircraft, including data from height-finding radar, will be placed on a Technical Center computer and analyzed to discover if closer altitude separation is feasible in turbulent areas.

Last August, high-altitude tests in non-turbulent air were conducted by the Center at NASA's Wallops Island, Va., facility. These two tests are the first in a series that will lead to a decision on altitude separation. More testing is scheduled by FAA and several European countries in 1985-86.

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.

National Black Coalition Of Federal Aviation Employees Annual Conference May 10-12

The National Black Coalition of Federal Aviation Employees will hold its annual conference on May 10 through 12, 1984 at the Hyatt Oakland, Oakland International Airport, 455 Hegenberger Road, Oakland, California. This years conference will include: a Computer Literacy Seminar, May 10 and 11; an Awards Luncheon, May 11, 12-3 p.m.; and a semi-formal Banquet, May 12, 7:30 p.m. For further information contact: Rose Cusic - Oakland Towers, Geraldine McReynolds - Los Angeles TRACON or Ron Willis - Bay TRACON.

FAA Retiree Marks Golden Anniversary

Bob Traxler and his wife Virginia recently celebrated their 50th Wedding Anniversary. More than 80 guests attended a luncheon and reception held in their honor at the Blue Dolphin Restaurant in San Leandro, Calif. The party was hosted by the couple's daughter, Gini. The Traxlers also have a son, Robert, who is a mathematics professor at the University of Maryland. Bob retired from the FAA 20 years ago from the Oakland Flight Inspection Office. His wife also is a Civil Service retiree with 15 years of service.

Bob is past president of the Sons in Retirement, a member of the National Association of Retired Federal Employees, and a member of the Sir Arc Amateur Radio Club. Bob and Virginia are also active members in their church in San Leandro. Congratulations to both Bob and Virginia on this milestone in their lives.

Surprise Farewell For George Rogers

Area Supervisor George Rogers decided to close his FAA career at Los Angeles TRACON typically, with no fanfare. He stated his intention firmly, "No luncheon", "No party", and "no round of handshaking". TRACON Manager Jim Holweger and staff decided to honor George's request...well, most of it. No one was about to let George leave without some tribute from his friends and co-workers. George's last day in the facility, he was finally trapped into a "farewell break". He took it all rather well. Best of luck, George.



Attorney's Fees Awarded to Employers in Civil Rights Suits

Federal judges are taking a hard line against individuals who file "frivolous or unreasonable" charges of discrimination, according to Joe Alvarez, Regional Civil Rights Officer. In at least a dozen recent decisions, the courts have ordered employees--as plaintiffs--to pay attorney's fees and costs incurred by their employers in defending themselves.

Generally, the court will award reasonable attorney's fees to an employee who prevails in a civil rights suit. But judges are now carefully looking at cases where the employee does not prevail to determine if the suit was "frivolous, unreasonable or without

foundation". When, in the judge's opinion, the suit is found to be frivolous, unreasonable or groundless, the court can grant attorney's fees to the employer, including double costs at the appellate court level. In one decision, the court found an employee's claims to be motivated by the "desire to punish the employer". And in another, the court held that the employee was "blinded by the ire she had for her employer".

Awards to employers have ranged from \$1,500 to as much as \$23,400. In one case, the court stipulated the minimum monthly payment the employee would have to make the employer.

Personalized Employee Benefits Statement

By now, you should have received the Personalized Employee Benefits Statement at your home address. Study it carefully, share the information with your family, use it to update your personal records and to make sure that your records and the agency records are the same, and let us know how you feel about this first effort!

You can make your feelings known by filling in the tear off sheet below and mailing it to the Federal Aviation Administration, Office of Personnel and Training, APT-220, 800 Independence Avenue, SW., Washington, D.C. 20591.

PERSONALIZED EMPLOYEE BENEFITS STATEMENT

TITLE, SERIES, GRADE: _____ REGION: _____
(optional)

My statement helps me understand the full value of employment benefits available to me..... yes no

The statement made me aware of benefits that I did not realize were available to me..... yes no

The personalized information is accurate..... very moderate not at all

I would like to receive a similar statement annually..... yes no

I suggest the following items be included in future statements, or recommend the following changes:

NAME: _____
(optional)