



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

Western-Pacific Intercom

Welcome:



**Human
Resource
Management
Division
Manager**

Ock-Ju Noh

Cover Story

Ock-Ju Noh has been selected as manager of the Personnel Management Division which is changing to the Human Resource Management Division effective October 1, 1984. She is the first regional woman in the country to achieve this career milestone and the first woman manager in the Western-Pacific Region.

Being first is nothing new to Ock-Ju. When she was selected as manager of the Great Lakes Region Management Systems Division, she was considered to be the only Korean-born lawyer to head a division within an FAA region...or the only Korean film maker...or even the only Korean woman.

Ock-Ju came to the U.S. after graduation from the Yonsei University Law School where she was one of three women among 700 students. At that time, there had been only one woman lawyer in Korean history. At the age of 15, she became the second woman to pass a national entrance examination designed to offer the rare opportunity for exceptionally gifted students to enter law school regardless of age or academic grade level. After completing her first year of law school, she won the full scholarship awarded to the top first-year student.

As with her seven brothers and sisters, after completing undergraduate studies in Korea, Ock-Ju went abroad for graduate work. She earned her MA Degree in Communications Disorders at DePaul University. She also holds an advance certificate in film from Columbia College.

Ock-Ju's first government position was as a Clinical audiologist at a Veterans Administration hospital in Chicago, where she worked almost seven years treating and counseling veterans and their families. Ock-Ju joined the FAA in February 1976 as a Personnel Management Specialist in the Great

Lakes Region, moving up to Manager of the Management Systems Division in August 1980.

Throughout her government career, Ock-Ju has been active in Equal Employment Opportunity and women's programs, both at work and in the community. Knowledgeable in several languages, she speaks Chinese and Japanese as well as English and her native Korean.

Ock-Ju is an avid film maker/goer. She loves classic ballet as well as avant-garde modern dances. Her taste in music ranges from opera and classical to the latest punk sound, while her deepest interest remains with jazz and blues. She has also been very involved in the theater movement in Chicago, working to insure the survival of various little theater groups.

One of Ock-Ju's passions is travel. She has visited much of Europe, Asia, North Africa, Central America, Middle East, and the Soviet Union.

Ock-Ju is the mother of two children. Sue-Young is a student at Harvard-Radcliffe, and will be spending her Junior year at Oxford University in England. Kevin is a student at Yale University.

Richardson is Deputy, APT-2

Howie Richardson, Manager, Personnel Program Division, has been named Deputy Director of the Office of Personnel and Training. He is currently acting director of that office.

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.



AFS, Los Angeles ARTCC Awards Presented

Awards were presented to the above personnel at the Airway Facilities Sector, Los Angeles Air Route Traffic Control Center, Palmdale, by the Assistant Sector Manager, John Humphries, second from left. They are from left, Paul Beam, Special Achievement Award; John Humphries; Bill Bransford, Special Achievement Award; Don Horton, Quality Increase Award with outstanding rating; Stanley Barker, Quality Increase Award; Michael Johns, Quality Increase Award with outstanding rating; and Bob Durben, Special Achievement Award.

Essay Contest Winners Named

The FAA went back to school recently when Administrator Engen announced the winners of the Aviation Education Essay Contest for elementary, junior high, and high school students. This contest was the first held under the auspices of the agency's Aviation Education Program.

The national high school winner is Miss Sandra Shoaf, 18, a senior at Alamagordo High School, Alamagordo, N.M. The junior high school winner is Miss Jamie Martin, a 7th grader at Lanana Junior High School in Fairbanks, Alaska. In the elementary school category, the winner is Miss Karyn Hyde, a 6th grader at the Minneapolis Center School in Minneapolis, Kansas.

More than 10,000 students across the nation entered the contest by writing a

paper on the value of aviation to society.

Each of the national winners won a plaque honoring the memory of Edward Warren, a teenager who, 200 years ago this year, became the first American to go aloft in a balloon. Also, the Ladd Company, producers of the film "The Right Stuff," provided a \$5,000 college scholarship to the high school winner, Miss Shoaf.

The three students also won prizes that included airplane models and flying lessons from Beech Aircraft Co. and Cessna Aircraft Co. The American Association of Airport Executives provided VIP tours of airports, and the Air Traffic Control Association also awarded plaques to the winning entrants.

Sector Suite Team Reports to AAT-1

When FAA contracts this summer for the initial development of the Advanced Automation System, it will have well defined requirements including one of the major components—the sector suites, or controller work stations.

That's because a team of air traffic controllers and managers has been working on the problem of sector suite requirements for several years and recently completed three major studies that will help assure that sector suites are compatible with controller needs and the requirements of the ATC system. The studies covered "Operations Concept for the Advanced Automation System Man-Machine Interface," "Draft Sector Suite Console Requirements Specification," and "Sector Suite Man-Machine Functional Capabilities and Performance Requirements."

Recently, three members of the Sector Suite Requirements Validation Team (SSRVT) briefed Associate Administrator for Air Traffic Ray Van Vuren on major design considerations for the future work stations. Included was a description of the physical characteristics for the sector suites that covered such items as access for maintenance, data entry and display devices, smoke dissipation, and anthropometric requirements, such as accessibility for controllers in wheel-chairs.

The briefers were: Martin Lilly, New York TRACON; Ralph Procaccini, Kansas City ARTCC; and James Sheely, Charlotte ATCT. Other team members are: Richard Chavez, Albuquerque ARTCC; Terry Schomberg, Miramar TRACON; Ian Wolf, AEA-510; Richard Banks, Denver TRACON; Donald Fowler, Coast TRACON; Carlisle Cook, Miami ARTCC; Thomas Lane, Anchorage ARTCC; Marvin Perkins, Jacksonville ARTCC; John Williams, Portland, Me., ATCT; Max Hall, Salt Lake City ARTCC; Richard Wheaton, AGL-510; and John White, Indianapolis ARTCC. Assistance to the team is provided by Computer Technology Associates (C.T.A.); Rod Bourne and Del Weathers, AAP-100; Ralph Cooper and Courtney Sargent, AAT-100.

FAA Responds to Organizing Bid

Edward V. Curran, Director of the Office of Labor Relations, has notified the Federal Labor Relations Authority (FLRA) that FAA has no quarrel with the right of employees to organize. In response to FLRA's notification that unions have petitioned to represent individual ATC facilities, Curran noted that FAA opposes having each air traffic facility treated as a separate unit for collective bargaining purposes. He explained, "The National Airspace System depends heavily on FAA's ability to operate and manage the system as one system—not as a series of different systems."

Facilities affected by the union petitions are: The New York Center and TRACON, both of which have been contacted by the American Federation of Government Employees (AFGE); the Washington Center, National Air Traffic Controllers Association (NATCA); and the Atlantic City ATCT, National Federation of Federal Employees (NFFE).

Want College Credit For FAA Training?

In most cases, employees interested in obtaining college credit for their FAA training should present their records directly to the college of their choice for evaluation.

Previously, employees were advised to get a transcript from the American Council on Education (ACE), which translates an individual's FAA training history into college credit recommendations. However, this procedure has proved useful only to employees hired in recent years whose training occurred after the council began evaluating courses.

FAAers should check their training branch for additional information. Those wishing refunds for transcripts already purchased should contact Dorothy Fenwick at the American Council on Education, One Dupont Circle, N.W., Washington, D.C. 20036. The telephone number is 202/833-4920.

Engen Reports on ATC System Safety

The ATC system continues to operate safely despite handling slightly higher traffic levels than before the 1981 controllers' strike.

That's the view of Administrator Engen, who told a Washington, D.C., audience on June 21 that the three years since the strike has seen "a continuation of the historical downward trend in accidents." He noted that both the commuters and major carriers posted outstanding safety records in 1983.

Speaking to the National Aviation Club, Engen credited the agency's flow control, or traffic metering procedures, for the fact that the ATC system has been able to accommodate larger overall traffic counts. He said flow control "has evolved into an invaluable tool for safely dealing with our capacity problems" and "offers a means for compensating for the bunching of airline schedules...."

The Administrator said he was watching very carefully the build up of traffic along the eastern seaboard and other specific areas, such as Chicago, and had initiated a number of steps to deal with this problem. For example, he pointed out that he has convened a joint government-industry task force to look at scheduling problems at major airports that have contributed to capacity problems.

From a staffing standpoint, Engen noted that the agency still is about 1,000 short of its goal for the post-strike ATC workforce of 14,300. However, he added that the agency plans to hire approximately 1,800 en route controllers and 600 terminal controllers in fiscal year 1985, and said this "will help alleviate the current shortfall as well as accommodate attrition."

Discussing the new computer system for identifying operational errors, Engen conceded that it had resulted in some controller dissatisfaction. Still, he noted that controllers have adjusted quickly to the system and thus the number of errors has dropped sharply the longer it is in use at a facility.

Aloha, J. O. Larson!



J.O. retired from the FAA on July 2 after 43 years of government service, 22 of which were with the military. He is a retired Colonel, USAF. J.O. started his career with the FAA as an Air Carrier Operations Inspector and worked in the New York, Boston and Utica Air Carrier District Offices. He spent eight years with Flight Standards in Washington D.C. His last assignment in the FAA was Manager of the Honolulu Flight Standards District Office.



Sports of the 1984 Olympics

There are 21 Olympic Sports: archery, athletics (track and field), basketball, boxing, canoeing, cycling, equestrian, fencing, football, gymnastics, handball, hockey, judo, modern pentathlon, rowing, shooting, swimming, volleyball, weightlifting, wrestling and yachting, plus two demonstration sports--baseball and tennis.

SPREADING THE

Games of the XXIIIrd Olympiad July 28-August 12, 1984 Los Angeles, California

Since 1896, the Olympic Games have been held every four years (except during World Wars I and II) in locations around the world. The Olympic Games include both Summer and Winter celebrations. Traditionally, they are held in the first year of every four-year period, which is known as an Olympiad.

The modern Olympic Games are a continuation of the ancient Games that were started in Greece over 3,000 years ago. After a 15-century break, the Olympic Games were refounded in the 1800s by a French aristocrat, Baron Pierre de Coubertin.

Steve Rodriguez, Olympics Envoy

Troubleshooters-Tour Guides, they are the Los Angeles Olympic Organizing Committee's envoys... troubleshooters who will help visiting Olympians cut through the red tape and overcome cultural differences. The envoys (they were called "hosts" at previous games) will help the 142 teams with the paperwork they'll need to enter the United States and meet all requirements for the Olympics. They will work out of the Olympic Villages during the Games, July 28 to August 12, ready to answer questions and solve problems. It's the envoys' job to make sure that everything is complied with to get the athletes into this country, through customs and immigration.

Steve Rodriguez, Civil Rights, AWP-9, will be working in the Envoy Program as host-troubleshooter to the countries of El Salvador, Costa Rica and Belize. He will have assistance from Envoy Aides who must have foreign language skills. In the case of Belize, the official language is English-Spanish since the country was formerly British Honduras and still remains a member of the British Commonwealth.

Training at the University of Southern California (USC) Olympic Village has been going on for the past month, evenings and Saturdays.

Steve Rodriguez will be stationed at the USC Olympic Village and says that "by now I know the Village inside and out". There will not be much time for the envoys and envoys' aides to actually see any of the events but, because of their management status, they will be allowed to enter the Village at any time and accompany the National Olympic Committee members to the restaurants, discos, shopping areas and other areas within the Villages that would normally be off limits to Olympic personnel.

Steve is looking forward to the experience and the exposure to the international activities of the Olympics. The Envoy and Envoy Aides positions are voluntary and will provide the needed assistance to the teams, many of whom have never been in the Olympics before.

Asked why he is volunteering his time, Steve said, "With the Games being held in my city, there was no way I was not going to be involved". The uniform for the envoys and aides will be a light blue blazer with the Olympic management logo, light blue trousers, white shirt, green tie and shoes by Converse, plus a light blue hat. Each job function of the Olympics has a different uniform which the person will be able to keep.

OLYMPIC WORD

Olympic Calendar of Events

AT Publications For Olympics



	July							August								
	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12
Opening Ceremony																
Archery																
Athletics																
Basketball																
Boxing																
Canoeing																
Cycling																
Equestrian																
Fencing																
Football																
Gymnastics																
Handball																
Hockey																
Judo																
Modern Pentathlon																
Rowing																
Shooting																
Swimming																
Diving																
Synchronized																
Water Polo																
Volleyball																
Weightlifting																
Wrestling																
Yachting																
Closing Ceremony																
Baseball																
Tennis																

The 1984 Olympic Games of the XXIII Olympiad will be held in Southern California, primarily the Los Angeles area, from July 28 to August 12. These games are expected to generate an appreciable increase in air traffic for the area.

The FAA has established Special Air Traffic Procedures to support these games. The Western-Pacific Region has published a Pilot Information Handout for 1984 Olympics available to all pilots anticipating flights in the Los Angeles area during the Olympics.

Also, a special edition of the Los Angeles VFR Terminal Area Chart and Los Angeles and Vicinity VFR Helicopter Aeronautical Chart was effective May 10.

FAAer's Daughter On Olympics Staff

Cynthia Caughey, a 1983 graduate of the University of California, Santa Barbara, and a Personnel Consultant in Torrance, Calif., is taking time off to serve on the staff for the 1984 Olympic Games. Cynthia is assigned to the Olympic Village at the University of Southern California. She speaks French, Spanish and Chinese, and will be responsible for escorting VIPs, foreign delegations and dignitaries to various events in the Los Angeles area. Cynthia is the daughter of Beth Caughey (Mrs. James Bugbee), Public Affairs, AWP-5.



Women And The 1984 Olympic Games

The 1984 Olympics will reflect the changes and advances that women around the world have made in this century as they have expanded their participation in the work force and athletic competition.

Women will compete in more sports and events in the 1984 Games than any other Olympic Games. New events have been added to sports that women have traditionally participated in, and several Olympic sports have been broadened to include women contestants for the first time. Altogether, women will compete in 15 sports and 75 events in the 1984 Games.

In 1932, when Los Angeles last hosted the Olympic Games, 127 women competed in three sports with a total of 14 events. Women competed in athletics (track and field), fencing and swimming. When the Games were finished, American women had captured 11 gold medals and set seven world records and two Olympic records.

Among the additions to the 1984 Olympic program for women are a women's marathon, 3,000-meter race, 400-meter hurdles and a shift from a pentathlon to a heptathlon in athletics. Swimming will add a 200-meter medley and duet synchronized swimming. The 1984 Games will feature for the first time cycling -- with an individual road race -- and shooting -- with the introduction of standard rifle, air rifle and pistol match events.

As important off the field as on the field in the 1984 Olympics will be the women working for the Los Angeles Olympic Organizing Committee (LAOOC) in management and supervisory positions. The LAOOC is committed to employing qualified women in important planning and administrative positions and has acted on this commitment by placing women throughout the LAOOC and its various departments. These and other LAOOC staff members and volunteers are busy planning and organizing the 1984 Games.



Wheelchair Events Added to '84 Games

Two wheelchair events are now an official part of the 1984 Olympic Games. The events are the 800-meter race for women and the 1,500-meter race for men. A maximum of six to eight athletes will compete in each event.

The wheelchair events will be conducted at the Los Angeles Memorial Coliseum during the morning of Aug. 11. As exhibition events, the competitions are not part of the official program, although specially designed medals will be awarded. The International Amateur Athletic Federation (IAAF) will provide officials for the events, with the LAOOC bearing all costs.

Today, 35 years after wheelchair sports began in the United States, it is estimated that more than 4,500 men and women with severe orthopedic disabilities actively engage in organized competition under the auspices of the National Wheelchair Athletic Association and the National Wheelchair Basketball Association. The 1984 Olympic Games should further wheelchair sports by offering disabled athletes the valuable opportunity to compete in an internationally prestigious athletic event while exposing Olympic spectators to their sport.

The wheelchair events will be complemented by a full range of services for wheelchair bound spectators, including, where possible, expanded disabled seating and parking. Wheelchair-accessible porta-toilets will be employed when necessary to supplement existing facilities, and ramps and curb cuts are being installed. The LAOOC also hopes to enlist the support of trained volunteers to assist disabled spectators at the Olympic venues.



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

Memorandum

Subject: INFORMATION: Implementation of the Agency's
Merit Pay System in 1984

Date:

JUN 19 1984

From: *H. R. Richardson*
H. R. Richardson
Acting Director of Personnel and Training, APT-1

Reply to
Attn. of:

Phillips:426-8811

TO: AN OPEN LETTER TO ALL MERIT PAY EMPLOYEES

The agency will officially enter the merit pay system this October 14. At that time, employees occupying merit pay positions will be converted from the General Schedule (GS) pay system to the Merit Pay (GM) system. Those eligible to receive a within-grade pay increase will continue to receive them up to and on the date of conversion.

The merit pay increases will begin to appear in paychecks issued shortly after that conversion date. However, to ensure the timely payment of your increase it is important that your performance appraisal be completed and received by your servicing personnel office not later than September 14.

The amount of your increase will be determined by three factors: Your performance rating, your grade, and your salary level. The calculation of the total money available for all agency increases uses a formula provided by the Office of Personnel Management.

There is pending legislation in the U.S. House of Representatives (entitled, "The Federal Pay Equity and Management Improvement Act of 1984") which could completely change the way merit pay increases are determined and paid. If legislation is enacted prior to the October conversion date, the FAA would probably be covered by this proposed merit pay system on the conversion date. If the legislation is not enacted, we will convert to our existing merit pay system.

If you have additional questions on the operation of the agency's merit pay system or the most current information on pending legislation, please consult with your servicing personnel office.

40 Years For Jack Nelson

Jack Nelson (left) Air Traffic Manager of Brackett Tower, is congratulated by Wayne Newcomb, Air Traffic Division Manager, on his 40 years of government service.

Jack joined the FAA/CAA as an Aircraft Communicator at Kansas City, Mo., in 1948. During his career he served as a specialist for over 14 years, as a supervisor for 15 years and as a manager for the past seven years. His tours of duty carried him to Sidney, Nebraska; LaJunta, Calif.; Tucson, Ariz.; Denver, Colo.; March RAPCON; Ontario TRACON and thence to his present position as manager of Brackett Tower in California.



FSS Service Now Equal or Better than Past

The new Bridgeport Flight Service Station (FSS) "continues to provide service which is equal to or better than that provided before consolidation."

That's the conclusion of an FAA study that looked at the first 90 days of operations in the new facility, which consolidated the Boston and Windsor Locks FSSs. It went operational March 3 in a new building constructed by the city and leased to FAA.

Conducted by headquarters and regional personnel at the request of Congress, the study found a "steady improvement in quality and quantity of service and productivity through the months of March, April and May." It noted that early equipment problems have been corrected, telephone access is be-

ing increased, and training of personnel is nearing completion. User reaction to the consolidated location also has been favorable.

Specifically, the New England Region found that 80.9 percent of the 333 users in its survey reported the service met the old standards or bettered them. In addition, an independent survey firm talked to 402 users who had filed flight plans at Bridgeport and found that 87 percent were satisfied with the service and 72 percent said it was as good or better than what was previously provided.

Currently, Bridgeport is operating with standard FSS equipment. However, they will receive one of the first Model 1 systems when it becomes available.



International News

FOR INFORMATION, CONTACT ELAINE CARTER, INT'L. AFFAIRS SPEC., AWP-4F

ETS: (213) 966-6333

ISRAELI AIRPORT NOISE/ENVIRONMENTAL OFFICER VISITS REGIONAL OFFICE



Mrs. Osnat Arnon (Center) of the Environmental Protection Service for the State of Israel, visited FAA Regional Headquarters at Los Angeles with her husband (L-top photo) to meet with her local regional counterparts at FAA and the Los Angeles Department of Airports. In discussions with Ellis A. Ohnstad, Airport Planning Officer, AWP-611 (R) and James McCord, AWP-530... (Far L-bottom photo), Mrs. Arnon explained that one of the responsibilities of her office is the preparation of noise/land use plans for all airports in Israel. Her government, she said, is in the early stages of environmental noise protection and that one of the concepts they are favoring is a dispersion or "scatter" plan so that one locale does not carry the entire noise burden.



Mrs. Arnon's AWP Regional program also included discussions with Jim McCord, AWP-530 and the noise and environmental specialists at the Los Angeles Department of Airports.

Overall discussions covered general policy issues such as discrimination, burden on commerce, safety, efficient airspace utilization, flight operations, land use compatibility criteria, noise planning and project eligibility, proficiency training needs, noise monitoring, and the national air transportation system development.

An effort was made to stress the importance of FAA internal and external coordination on noise issues. There was an excellent exchange of information.