



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

Western-Pacific Intercom



Happy New Year!

Cover Story

1985...a New Year ... a time for hope ... a time for optimism ... a time for new beginnings...meeting new challenges.

No matter what the problem, what the failure, what the disappointments of the past, there is a feeling of newness -- a feeling that anything is possible -- a feeling of hope. There is power in that feeling. It is the feeling of youth and vigor. It is no accident that the traditional symbol of the New Year is an energetic baby!

So what if you failed to keep last year's resolutions - you can begin again. So you didn't accomplish all those tasks you set out to do - So What? You can start anew. The past is behind us. This is a New Year. Let us begin again.

We in the Western-Pacific Region thrive on challenges. We know we are equal to the task-- whatever it is. We are proud of our accomplishments in 1984 and bid them farewell. We expect them to be even greater in 1985. We are filled with hope and optimism for this coming New Year.

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.

Some Old Jets Get Relief

Certain unmodified Boeing 707s and McDonnell Douglas DC-8s may keep flying on a limited basis after the end of the year, provided their owners have contracted for "hush kits" that will bring these aircraft into compliance with new noise rules that go into effect on January 1.

Congress recently passed legislation including a temporary exemption from the noise rules for qualifying operators flying into either the Miami or Bangor Maine airports. FAA has issued guidelines to implement the exemption process.

Under the guidelines, operators will have to put up a \$75,000 non-refundable deposit for each aircraft to be equipped with a hush kit. In cases where a hush kit is not available, the operator would have to put up 10 percent of the cost of a replacement aircraft that comply.

FAA said none of the exemptions will be extended beyond Dec. 31, 1985 except under exceptional circumstances.

NAR Makes Suggestions

The National Airspace Review (NAR) has resulted in 848 recommendations so far, Administrator Engen told celebrators at the 50th anniversary of the Jeppesen Sanderson aviation mapping service. Engen went on to point out that "Of these, 125 have already been implemented," and he said, "another 133 will be implemented between now and the end of the year.

In his talk, the Administrator described NAR as being made up of 23 aviation organizations and 100 FAA employees working cooperatively for more than two years to make our practices and procedures as up-to-date as the technology we enjoy.

Good News on PCS Moves

Public Law 98-151 (the Wolf-
arner Bill) which was passed on
Nov. 14, 1983, increased maximum
allowances for PCS moves. The
legislation also provided for an-
nual updates in the allowances pro-
vided for reimbursement of expenses
incurred in the sale and purchase
of a residence, based upon the per-
cent change in the Consumer Price
Index (CPI). For the period Dec.
1982 to Dec. 1983 the CPI increased
3.5 percent. Accordingly, the maxi-
mum allowable expense for the sale
and purchase of a residence are in-
creased as follows:

1. On a sale, reimbursement
shall not exceed 10% of the actual
sales price or \$15,525.00, which-
ever is the lesser amount.

2. On a purchase, the reimburse-
ment shall not exceed 5% of the pur-
chase price or \$7,763.00, whichever
is the lesser amount.

These increases are for those em-
ployees who have an effective date
of transfer (reporting date) on or
after Oct. 1, 1984.



Larry Williams Tech Center Director

Larry Williams has been moved up a
notch to the Director's post at the FAA
Technical Center. He has been Deputy
Director since March 1982 and Acting
Director since Edmund J. Koenke
resigned the job in September.

Prior to moving to the Tech Center,
Williams was chief of Airway Facilities
Radar Automation Engineering Division
in Washington. He joined the agency in
1972 from industry as chief of Manage-
ment System's Statistical Analysis
Branch.

He is a graduate of Pratt Institute
in New York and has a Masters Degree in
mathematics from Adelphi University.

Mike Albrecht Retirement Party

Myron H. "Mike" Albrecht, General
Supply Specialist for Sacramento
Airway Facilities Sector has decided
that his retirement date will be
Jan. 3. All his friends in the
region are invited to help wish him
good luck and happiness Jan. 4, at
the Palomino Room, 3405 El Camino
Avenue, Sacramento, Calif. No host
cocktail time will begin at 6 p.m.;
dinner at 7 p.m. The price of the
prime rib dinner is \$15 per person.
For more information please call
FTS 448-3952, Michelle Soik.



AWP-465 Awards Presented

Special Achievement Awards for
outstanding accomplishments were re-
cently presented in Honolulu to Dan
Meyers (upper left), Maintenance
Mechanic and W. "Tony" Takaki (lower
left), Carpenter, by Ed Fong, AWP
Field Maintenance Party Supervisor,
Airway Facilities Division.

Court Finds for ATCSs

A Federal District Court in Pennsylvania has found air traffic control specialists at the Leesburg, Va., Flight Service Station and the Charlottesville, Va., Tower blameless in the fatal crash of a single-engine airplane in November, 1979.

The case involved a non-instrument rated pilot who lost control of his plane and crashed after flying into instrument weather conditions. The pilot's family brought suit against the agency, claiming that the FSS weather briefing was inadequate and misleading. However, the court found that any lack of detail in the briefing was due to the pilot's rushing and interrupting the briefer.

The plaintiffs also alleged negligent handling of the aircraft by the Charlottesville Tower. However, the court found that the controller's actions were proper and efficient and in no way contributed to the accident.

Finally, the court found that the pilot was negligent because he failed to promptly execute a 180-degree turn when he flew into instrument weather conditions.

Van Vuren to Retire

Associate Administrator for Air Traffic Raymond J. Van Vuren has announced that for reasons of health he will retire sometime after the first of the new year.

Van Vuren has occupied the top Air Traffic spot since 1980. He joined the agency in 1955 as a controller at Chicago Midway Tower. He was chief of several air traffic field facilities and two regional air traffic divisions before coming to Washington as Air Traffic Service's Deputy in 1979.



San Jose FSDO Outstanding Awards Presented

San Jose Flight Standards District Office recently hosted Walter S. Luffsey, Associate Administrator for Aviation Standards, Washington, D.C. While there, Mr. Luffsey presented outstanding performance awards with a Quality Within-Grade to Principal Operations Inspectors Gary Blom (top photo) and Chuck Johnson. Chuck also served on Walt Luffsey's staff on a 60-day assignment last year.

Accounting Employees Of The Month

Shirley Ebbat (left), Cost and Property Section and Janet Douglass, Voucher Examination Section, were selected by their Branch Manager as Employees of the Month. Shirley was born in Tamuning, Guam and came to California in the late 70's. Her government career started with the Department of Defense in 1978. She came to FAA Payroll in 1980 and upon Payroll's departure to Oklahoma City, she moved to the General Ledger Section in December, 1981. Presently in the Cost and Property Section, Shirley is deeply involved in the conversion of the new Personal Property In-Use Management System and much time and effort have been spent in the past year testing and retesting the new system which will be implemented nation-wide in the near future.

Janet has been with the FAA for over five years now and has worked for the government for a total of eleven years. Her expertise in the payment of documents along with the enormous amount of energy she puts into her work has earned the respect of all that know and work with her. Janet has been able to carry quite a heavy desk load and still finds time to help co-workers in reducing the overall workload of the section. Congratulations to Janet and Shirley on this well-deserved award. Photo by Rafael Riera.



Agency Leases MLS

FAA has leased an off-the-shelf microwave landing system (MLS) from the Hazeltine Corp. to give pilots an early look at the new advanced precision approach aid that will start coming into general service at the nation's airports in 1986.

The MLS will be installed first at the Wall Street Heliport in New York City for a 120-day evaluation. Although that facility presently is closed for construction, the agency will be running special helicopter flights in the

area to test signal patterns and procedures.

With the conclusion of that evaluation, FAA will relocate the equipment to the Richmond, Va., Richard E. Byrd International Airport. During this phase, the agency will loan out 20 to 30 MLS receivers in order to gain a broad cross section of user views.

The agency presently has more than 200 MLS units on order. Plans call for the installation of 1,250 such systems by the end of the century.

FAAers Tee Up For Youth

With the kick-off of the Combined Federal Campaign recently. FAAers are being reminded to turn their energies and talents towards community service. But Doug Hatling and Ron Stowers, two air carrier operation inspectors at the flight standards district office in Milwaukee, need no urging to get involved.

They have found a way to combine fun and goodwill by organizing and hosting two golf tournaments and contributing the proceeds to the Milwaukee Boys' Club. Their 1983 effort garnered \$940 and this year's benefit netted \$1,340.

Hatling and Stowers say they plan to expand the tournament further next year and they expect to get more local FAAers out on the links to help with their cause.

In a laudatory letter to Secretary Dole, James N. Raffel, Associates Director of the Milwaukee Boys' Club, writes: "These two community-minded men have stepped forward to help raise funds. Their hard work has meant a great deal to the twelve youngsters who attended resident summer camp last year and the eighteen youngsters who attended camp this year...."

Oldest Computer Sent

To Final Resting Place

The agency has decommissioned its oldest IBM 9020A computer. Delivered to the Jacksonville Center in 1966, the computer served as a prototype for the present automated ATC system.

During its full life it performed in several capacities. After being replaced by a 9020D in 1977, it was moved to an adjacent building at the Center and became the Air Traffic Service's first central flow control computer.

It served in this capacity until December 1983, when it was replaced by an IBM 4341 at the FAA Technical Center. When this bigger, faster computer took over the flow control function, the old, faithful 9020A was relegated to a back-up role.

Last month, it was finally put out of commission for good. It now is being cannibalized for parts and in this way the pioneer 9020A will continue to serve the ATC system until all 9020s are replaced during the Advanced Automation Program.



Unique Plates

For FSDO Employee

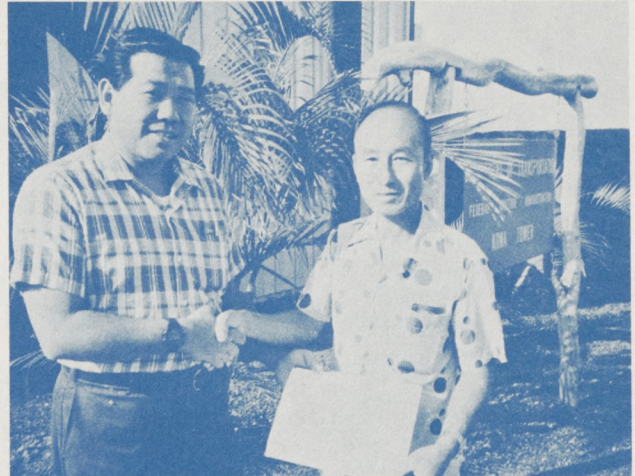
Carole McClure, Administrative Officer, Long Beach Flight Standards District Office, leaves no doubt as to where her interest lies. Her "FAAFSDO" license plates let the world know she is proud to be associated with the FAA. Are there any other FAA'ers out there with unique license plates?

Air Traffic Control Specialist Predevelopmental Program

Applications are being accepted for the Air Traffic Control Predevelopmental Program. Selections will be made for classes beginning in February, June and September 1985.

The Program is one year in length and consists of academic instruction/laboratory exercises and on-the-job training. Applicants must have career or career-conditional status, or be eligible for reinstatement or a Veterans Readjustment Appointment. Three years of general experience or four years of college or a combination of both equalling three years are required.

Applicants must pass a written test and a physical exam. All usual ATC medical restrictions apply. Individuals who have reached their 30th birthday will not be considered. For additional information, contact Barbara Perez, Employment Branch, ext. 6296 (FTS 966-6296).



Edmund Loo Receives Special Achievement Award

Electronic Technician, Edmund Loo (right) is congratulated by Manager, George Nakano, Manager, Kona, Sector Field Office on his special Achievement Award. Ed turned two low-performing Navajds facilities into outstanding facilities with no outages on any of the facilities that he's maintained within the last six months.

Department of the Treasury United States Savings Bonds



Semiannual Interest Rate Bulletin

10.94% Rate Effective Nov. 1984-April 1985

The market-based interest rate for Series EE Bonds issued between November 1, 1984 and April 30, 1985 is 10.94% for their first semiannual interest period. Older Series EE and E Bonds and U.S. Savings Notes will also receive this market-based rate for six-month interest periods which start between November 1, 1984 and April 30, 1985.

The average yield for Bonds held since the beginning of the market-based interest program is 10.00%. Average rates for all eligible Bonds are shown in the table below. Average yields change each May and November. The minimum guaranteed yield on Bonds held five years or longer is 9.5%.

Semiannual Market-Based Rates

Bonds Purchased	Annual Percentage Rates for Semiannual Periods					Average Rate
	1st	2nd	3rd	4th	5th	
Through April 30, 1983	11.09%	8.64%	9.38%	9.95%	10.94%	10.00%
May 1, 1983-Oct. 31, 1983	8.64%	9.38%	9.95%	10.94%		9.73%
Nov. 1, 1983-Apr. 30, 1984	9.38%	9.95%	10.94%			10.09%
May 1, 1984-Oct. 31, 1984	9.95%	10.94%				10.45%
Nov. 1, 1984-Apr. 30, 1985	10.94%					10.94%

These rates apply only to Bonds held five years or longer and to Bonds purchased before November 1, 1982, when they are held to their first interest-accrual date beginning on or after November 1, 1985.

FAA, Credit Union Retirees Luncheon, Jan. 21

A retiree luncheon will be held at 11:30 a.m. on Monday, Jan. 21, at the Hacienda Hotel, 525 N. Sepulveda Blvd., El Segundo, Calif. Price of the luncheon is \$7.75, including tax and tip, payable at the luncheon. Please make reservations by Jan. 15. Contact Phil Guindon, 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.

Attitude Survey Results Released

Most of you feel challenged by your jobs and are satisfied with your pay and job security. But you are not that positive about management's human relations skills, its basic concern for people and the way it handles organizational change.

That's essentially the conclusion of the employee attitude survey conducted by the agency this past summer. The results of the survey were mailed to all 47,000 agency employees over Thanksgiving weekend.

Noting that almost 26,000 questionnaires were completed and returned in time to be included in the statistical analysis, Administrator Donald D. Engen thanked everyone who took the time "to let me know what they are honestly thinking and feeling about their working conditions and how they feel the organization is operating." Transportation Secretary Dole reacted to the survey by promising to send panels of management experts to FAA field facilities to analyze and suggest improvement in human relations. These experts will concentrate on concerns identified in the survey.

The survey, Engen said, "was an attempt to honestly and candidly look at the internal workings of the FAA. We wanted to identify where we must make improvements to become more effective and more responsive to fellow employees and users."

He said employees can be assured that changes will occur as a result of the survey. "I fully expect each manager and supervisor to use this information to address the situation in his or her part of the organization and look carefully at our progress."

Of the 62 general items in the questionnaire, 40 received positive responses from at least 50 percent of the workforce. Anything with less than 65 percent positive response was considered "in need of improvement."

Besides pay and job security, employees responded positively to the job performance expected of them and felt their jobs were clearly defined and that they had enough time to do them. Employee relationships also got high marks as did the technical and administrative competence of supervisors. Yet, the survey shows substantial room for improvement in the way supervisors deal with employees on a personal level.

Moreover, over half the respondents do not believe management is committed to improving human relations, and more than two-thirds see no change or little improvement in the agency's emphasis on managing people since the human relations program was started.

As for "burnout," the majority of controllers reported no problems in this area. Those reporting they had experienced "burnout" were more often found in centers than in terminals or FSSs.

Administrator Engen said the agency also will undertake a thorough analysis of its strengths and weaknesses in an effort to find out why some programs and initiatives have been successful and others not.

