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

Western-Pacific Intercom



Director's Certificates Of Achievement

Cover Story

The First Annual Director's Honorary Achievement Award presentation was recently held at Regional Headquarters. Eight employees were selected for this honor. They are:

Robert Bloom, Supervisor, Standards Section, Airports Division Safety and Standards Branch. Bob was recognized for his leadership exhibited in developing the agency's role in the reconstruction of the Los Angeles International Airport, prior to the 1984 Summer Olympic Games.

William "Swede" Gamble, Aviation Safety Inspector, Flight Standards Branch. Swede was recognized for his suggestion utilizing a new telephone answering process at the San Diego Flight Standards District Office which resulted in substantially increased production, efficiency and economy of operation.

Mark K. Harris, Air Traffic Control Specialist at Deer Valley Tower. Mark was recognized for his concern, integrity and esprit de corps, demonstrated by his actions on November 3, 1984, in support of a fellow FAA employee and his family.

James J. Lamper, Systems Engineer, Oakland Center Airway Facilities Sector. Jim was recognized for faithful and dedicated service to his community as a Foster Parent.

Burt Jones, Operations Specialist, Airway Facilities Division. Burt was recognized for his achievements in promoting a cooperative environment in labor management relations with the Western-Pacific Region's Airway Facilities Division.

Victor Pestaña, Electronic Technician at Honolulu Center Airway Facilities Sector. Victor was recognized for a new process which substantially improved the technicians' ability to provide safe and efficient radar control in the air traffic system through develop-

ment of radar data analysis hardware and software systems that can be used at any digitized radar site or air route traffic control center.

Ronnie V. Simpson, Civil Engineer in the Airports Division. Ronnie was recognized for the initiative he exhibited in developing the agency's role during the reconstruction of the Los Angeles International Airport prior to the 1984 Summer Olympic Games.

Garry Wohlleib, Engineering Technician, San Diego Airway Facilities Sector. Garry was recognized for his excellence in training over 200 Regional employees in the concepts of management team action (MTA). His leadership and personal dedication to increasing individual awareness and organizational productivity, through MTA concepts, are widely recognized and appreciated.

Four other Regional managers were recognized for the tribute paid to them by their employees. They are: Jerry Yocom (Air Traffic), Harry Kanarr (Airway Facilities), Sam Fabela (Air Traffic) and Ed Holbert (Air Traffic).

The recipients were also honored with congratulations from FAA Administrator Donald D. Engen, who was in the Region for an all-hands meeting.

Cover photo: From left--Regional Director Mac McClure, Bob Bloom, Swede Gamble, Mark Harris, Jim Lamper, Administrator Engen, Burt Jones, Harry Kanarr, Jerry Yocom, Ronnie Simpson, Garry Wohlleib and Sam Fabela. Cover photo by Barbara Abels.

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, AWP-5, 213/536-6431 or FTS 9-6-6431.



Aviation Education In Action

Smith "Smitty" Lutu, a volunteer Aviation Education Facilitator with the American Samoa Airway Facilities Sector Field Office, has conducted some very successful demonstrations and briefings to students and to the public of American Samoa on the use of computers by the FAA.

The FAA was invited to participate in the American Samoa Science Fair held annually for all the schools in the American Somoan Islands. The theme this year: Science in the Real World. Businesses and government agencies were invited to participate, in addition to student displays, to show the need and importance of science, math and computer skills in career planning.



Above and at left, Smitty explains the computer system to interested viewers. No doubt about it, Smitty is a doer and exerting a positive influence on the community.

The FAA family salutes Smitty for his efforts in informing the public of the state-of-the-art and professionalism within the FAA.

Phocus On Phoenix

Welcome to new employees: Harry Snodgress, III, Electronics Technician, now at Phoenix AF Sector Field Office, arrived from Guam; and to Cynthia Whitney, General Supply Specialist, formerly with the Red Bluff AF Sector.

Letters of Appreciation went to: Dwayne Nolin, Environmental Systems Technician (TID), Sector Office; Robert Watson, Electronics Technician, Tucson SFO; Elno Heikkila, Electronics Technician, Phoenix SFO; Billie Chrestman, Administrative Officer, Sector Office; Susann Johnson, Administrative Assistant, Sector Office; and Charles Schenk, Unit Supervisor, Tucson SFO.

Congratulations to Susann Johnson, Sector Office, who received a recent promotion.

So long to O. C. Baugh, General Supply Specialist who has been promoted and transferred to the Regional Office, AWP-450.3. Phoenix says, "Our loss is definitely the R.O.'s gain. It won't be the same without you, O.C.!"

David Shute, Electronics Technician, Phoenix SFO, is in the enviable position of being on a 30-day detail to Samoa.

Sadly, the facility says good-bye to James Kern, Environmental Systems Technician, Prescott, who has left on a disability. His friends and co-workers say, "Take care, Jim-- we will miss you!"

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Jim Krueger

Friends of James "Jim" A. Krueger will be saddened to learn of his sudden death on April 9. Jim retired from the FAA in August 1984 from his position in the Aircraft Modification Section of the Western Aircraft Certification Office after nearly 28 years of service to the FAA and the General Aviation community. Our condolences to Jim's family.

Contributions to the Arthritis Foundation in memory of Jim and/or expressions of sympathy may be sent to the James Krueger family at: 7840 McGroarty St., Sunland, CA 91040.



Robert Dealing And Robert Thomas Retirements

Robert Dealing, Unit Supervisor, Tucson Airway Facilities Sector Field Office, and Robert Thomas, Electronics Technician at the Phoenix ARSR Sector Field Office, have both retired after over 34 years of government service. Phoenix AF Sector people hope that their retirements years are filled with happiness and say, "We will certainly miss these two very capable and dedicated people."

National Congress On Aviation And Space Education

The 18th annual National Congress on Aviation and Space Education was recently held in Las Vegas, Nevada. This unique annual leadership event brings together teachers, counselors, school administrators and representatives of government and industry. The Congress is designed to promote an understanding of aviation and space, to further the cause of aviation and space education, and to motivate the participants to inform the public of the impact of aviation and space on all aspects of society.

Keynote speaker was Dr. Paul E. Garber, Historian Emeritus, National Air and Space Museum, who--believe it or not--was actually there to see the Wright Brothers first flight! A host of other famous and distinguished speakers addressed the group over the three day session. Notables included Joe Kittinger (the first person to fly solo across the Atlantic Ocean in a balloon), Brooke Knapp (who has broke all records for the

fastest air speed around the world ever recorded), Columnist Jack Anderson (who is spearheading the President's Young Astronaut Program) and, of course, our own FAA Administrator Donald D. Engen.

The FAA was one of the many exhibitors at the Congress. Manning the FAA booth was Jim Mills, AWP-4E; Dick Browder, Las Vegas Airway Facilities Sector; and Ed Kohl, Las Vegas Flight Service Station. Also in attendance were newly-appointed FAA Coordinators Mickey Long (Santa Barbara area) and Will Cope (Fresno area) and Regional Public Affairs Officer Barbara Abels.

The National Congress on Aviation and Space Education is sponsored by the U.S. Air Force Auxiliary (Civil Air Patrol), the FAA, the National Aeronautics and Space Administration and the National Air and Space Museum.

Next year's Congress is scheduled for March 20-22 in New Orleans.



Performance Awards

At Honolulu Center

AF Sector

Frederick Tao (left), Electronics Technician, and Itsuo Nakamura, Motor Vehicle Operator, receive awards from then Sector Manager John Gordon. Fred received a Quality Within-Grade Increase Award and Itsuo received a Special Achievement Award for outstanding performance.



Two-Word Message Makes the Difference

"The two-word message, 'No wheels,' saved me from my moment of imperfection." This is how a pilot began a letter of thanks to controllers at the Fullerton, Calif., Tower, who were looking out for him when he was about to land with his wheels up.

The afternoon of February 16 was a busy time for Controller-in-Charge Kenneth J. Schuette and Local Controller Arthur D. Yarnell. Earlier in the day, the airport had been closed for two and a half hours and traffic was particularly heavy. That's why they both were on duty when Schuette spotted the plane on a short final with its landing gear still retracted. He immediately advised Yarnell who without pause radioed to the pilot, "No gear, no gear, go around."

For the controllers, it was a routine thing. But it made all the difference to the pilot who went around and returned for a safe landing with his gear down.

EARTS To Be Upgraded

The Minimum Safe Altitude Warning (MSAW) and the Conflict Alert (CA) systems are to be added to the En Route Automatic Radar Tracking Systems (EARTS) at the Anchorage, Honolulu, and San Juan centers and at Nellis AFB. Providing the hardware and software for the enhancement program is the Sperry Corporation, which is currently developing the software for radar mosaic at the four facilities. Radar mosaic, which allows controllers to view multiple radars on a single screen, is a prerequisite for the MSAW system.

Both enhancements are ground-based warning systems. MSAW

New Fire Rules Proposed

The agency has proposed new, more stringent flammability standards for airline passenger compartment materials as part of its continuing effort to reduce fatalities in post-crash and in-flight cabin fires.

The new standards would cover all materials used in sidewalls, ceilings, partitions, stowage compartments, cabinets, and galley structures.

Under the proposal, these cabin materials would be subject to additional testing that would demand higher ignition temperatures and lower heat release rates than currently are allowed. FAA estimates that only about half the cabin materials now used could meet the upgraded tests.

This measure follows on the heels of recent rulemaking to improve aircraft fire safety, including flame resistant airline seat cushions, escape path lighting, use of smoke detectors in airline galleys and lavatories, and additional fire extinguishers.

alerts controllers when a plane under their control is too close to the ground or an obstruction. CA sounds a warning when two aircraft are on a collision course. The hardware for these EARTS additions are scheduled to be delivered to the Anchorage center in July 1985, to Honolulu in August, Nellis in October and San Juan in November.

The software, or computer programs, being developed for the Anchorage Center not only will expand the EARTS capabilities but also will enable that facility to use data from recently installed Air Force radars.



International News

FOR INFORMATION CONTACT ELAINE CARTER, INT'L. AFFAIRS SPEC., AWP-4F FTS: 966-6333

Second Moroccan Training Official Visits Los Angeles



Mr. Haddaoui Bouchaib (L), Manager of all Civil Aviation Training Centers in Morocco with President B. J. Shell (R) of Northrop University, Inglewood, CA

Mr. Haddaoui Bouchaib of Morocco's Directorate of Civil Aviation, Ministry of Transport, Rabat-Chellah, recently visited the FAA Western-Pacific Regional Headquarters on an ICAO (International Civil Aviation Organization) Fellowship for a familiarization program in Civil Aviation Training Management. His FAA program included a week of management techniques and procedures under the able supervision of Bill Bray of the Northrop Institute of Technology and a complete overview of their aviation training facilities. This visit was preceded by that of Mr. Rachid M'Saadi, Director of the Casablanca CATC, who visited the region approximately a year ago for a similar program.



Letters We Like To Receive

flight systems, inc.

1901 dove street / p. o. box 2400 / newport beach, ca 92660 / (714) 833-9661

April 5, 1985

Federal Aviation Administration
5055 E. Anderson, Suite 3
Fresno, CA 93727

Attention: Mr. Will Cope, Manager
Fresno Tower/TRACON

Subject: Letter of Appreciation

Reference: Acoustic Measurement Tests, ADC Quiet DC-8

Dear Mr. Cope:

Acoustic measurement tests conducted recently at Fresno Air Terminal on the ADC Quiet DC-8 were a tremendous success. FSI completed over 15 hours of flight testing in only two days; a feat which clearly would not have been possible were it not for the experience, skill, and outstanding cooperation afforded our program by Fresno Tower personnel. We sincerely appreciate the help given by the Tower staff affording safe and expeditious completion of our tests.

The results of our Fresno tests are an essential part of Supplemental Type Certification for the Quiet DC-8. Personnel of the Fresno Air Terminal Tower have played a significant role in this certification, which will enhance the quality of our environment not only at Fresno but throughout the United States and the world.

Sincerely,

FLIGHT SYSTEMS, INC.

S. C. Warrick,
President

SCW:cf

cc: D.C. Iain Glendinning - AMI
R. B. Parker
Quiet DC-8 Program Manager

(Editor's Note: In sharing this letter with all facility personnel, Manager Will Cope said:

"One of the nice things that happens to a facility manager is receiving a letter like the one attached. It is addressed to me, but is certainly for you and all your efforts. . . A pat on the back to all of you for a job well done.")

More

Letters We Like To Receive

4-4-85



Dear Falcon Tower,

I want to take the time to thank you for all your fantastic help during my 2 years of flying traffic watch for KTRK radio station, 620 A.M. You were an immense source of help during all the summer storms and the marginal VFR weather during the winter, when we would fly to FF2 to pick up and drop off DPE officer Bruce Moody.

I have been flying for scenic airlines part-time as a copilot on the De Havilland Twin Otter's out of PHX and out of LAS. And I have been flying a C-402-A, Twin TN45102 out of PHX-LAS-PHX on an air freight contract for Airborne Express during the winter. I am leaving PHX now, at least for awhile, and I am going to fly full-time for scenic airlines out of LAS. So I have to move up there to fly the Grand Canyon during the summer months. I will miss you all - Jim, Patty, Sheryl, Dan, Ron, and all the rest! Take care, and I bet I'll be back back to fly out of Falcon Field sooner than I think!

Thank you again for all your help and blessings

to you!

Your Friendly

Lisa Matthews
N4594B

LM

(Editor's Note:

Congratulations, Falcon Tower! We're proud of you!)

People Are First In AT Master Plan

Technology will revolutionize the air traffic system during the next several years, and the agency is now taking a careful look at what this will mean to controllers and other people involved.

The result is an Air Traffic Management Plan (ATMP) designed to keep workforce management improvements ahead of technological advancements. Developed by the Office of the Associate Administrator for Air Traffic, the plan was put together over a period of more than a year by a cross-section of Air Traffic employees. ATC specialists from centers, towers, and flight service stations, as well as AT facility managers and floor supervisors, contributed to the project. In fact, nine of the 36 members of the ATMP working groups are journey-men ATC specialists in the field, representing all three options.

The plan covers the 1984-94 period and clearly outlines new or redirected programs that will help Air Traffic employees adapt to changing equipment and responsibilities. These programs include a new supervisory selection and development process as well as a standardized training, evaluation and certification program for controllers.

By putting human concerns first, the plan will help ease the transition to new technology. It will be reviewed in six months and updated every two years to keep it current.

Jerry Rowland - Outstanding Graduate



The FAA family is extremely proud of Jerry Rowland, Area Supervisor at Santa Barbara Flight Service Station. Jerry recently received a letter from Cle Cox, Manager of Management Training School at Lawton, Okla, acknowledging Jerry as an Outstanding Graduate.

To be an Outstanding Graduate, you must achieve a 95.5 grade point average. Jerry had a full point above this -- 96.5!

Above photo: Jerry Rowland is congratulated by Mickey Long, Manager of the Santa Barbara FSS.

OPM Announces Special FEGLI Open Season

The Office of Personnel Management has announced a special, nationwide Federal Employees Group Life Insurance (FEGLI) "open season" to be held from June 1 through June 30. During the open season, employees eligible to participate in

the life insurance program will have a chance to add to their existing coverage or, if they are not already enrolled, to enroll in FEGLI.

In either case, the selections will become effective in August.

Miramar AF People Lauded For Outstanding Effort



Airway Facilities Sector Field Office personnel at Miramar were recently honored for their support of Air Traffic by Walt Luffsey, AAT-1. Walt personally called AFSFO Manager Pete Tarasiewicz to express his appreciation for the work that Pete and the SFO team had done at the TRACON in providing a new back-up power system. When the new system was accepted on March 11, it was the culmination of a great deal of effort expended by FAAers at the facility over two and a half years.

Here's the story...Because of the operational impact of the system on Air Traffic in the San Diego area, the U.S. Navy agreed to fund the replacement generator and switch gear assembly. After numerous contracting delays (more than two years), work was finally started Oct. 1984. During the first three months of this year, many weekdays and weekends found facility personnel working in the wee hours of the morning from Midnight 'til 6, assisting both the Navy and the contractor during the switchover and testing phases of the project. The new generator now provides standby emergency power for both the ARTS and radar equipment building where once two generators were used to provide the same service--a substantial cost savings in fuel, maintenance logistics and time.

Had it not been for the dedication and expertise demonstrated by the Miramar AFSFO people, completion of the project would have been delayed considerably.

Congratulations to the following for their dedication, perseverance and "can-do" attitude throughout the project: Dave Edwards, Ted Kefaliotis, Darlene Lowell, W. Mac McGee, Chic Miller, Dick Mitchell, Ed Owens, Jose Valero, Dick Wise and Pete Tarasiewicz. The foresight of former field office managers, Ron Rudolph and Henry Robeson, is also recognized.

Top left: "Mac" McGee, Electronics Technician, and Pete Tarasiewicz, AFSFO Manager, inspect the day tank and pump assembly of the new 250 KW engine generator.

Below: Richard Wise, Electronics Technician, reviews the manual control operation and monitoring gauges on the new 250 KW engine generator.



--Thanks to San Diego AFS for this INTERCOM submission.

Civilair Notes



Las Vegas Trip

LAS VEGAS TRIP! (AT LONG LAST) VIA AMTRAK! Mark your calendar for October 11, 12 & 13, 1985.

Train leaves Union Station at 2:10 p.m., Friday, arriving Union Plaza Hotel at 8:50 p.m. It returns at 7 a.m., Sunday, arriving Union Station at 2:05 p.m. Cost per person (double occupancy): \$99 (this includes train fare, room tax and baggage handling).

Also available for \$9.99 per person...Charter Bus Service from R.O. parking lot to Union Station and return on Sunday!

Contact Linda Murray, AWP-52B, x6697, for reservations. A \$50 deposit is required and final payment no later than July 15. Make checks payable to Civilair. FAA has reserved one AMTRAK car which only seats 76-80...so Hurry and SIGN UP NOW!

Bob Starkey

Retirement Dinner

Fullerton Tower Controller Bob Starkey has finally put away his headset. Bob retired April 1 and he will be honored on Friday, May 3, at a retirement dinner at the Long Beach Elks Club, 4101 E. Willow. A no-host bar will open at 6:30 p.m.; dinner at 7:30 p.m. The dinner will include Swiss Steak Jardiniere, potatoes, vegetable and dessert. The price is \$18 per person. Please send your checks to Kitty Kuhlmann, c/o Fullerton Tower, 4011 W. Commonwealth, Fullerton, CA 92633. Checks must be received no later than April 26. Plan to be there for a big Long Beach reunion and our farewell to Bob.



Civilair Is Proud To Announce "FAA Day At The Races"

All FAA employees, friends and families are invited to FAA Day At the Races -- Friday, June 7, 2 p.m. at the Hollywood Park, Club House. Tickets only \$5.

In order to take advantage of the group clubhouse rate, Civilair must purchase a minimum of 45 tickets. Please contact Linda Murray, x6697, or Bill Burkhardt, x6565, as soon as possible.

The first 45 people to sign up will receive one free admission to a handicapping seminar by Cathy Beam, author of the best selling book, How to Pick a Winner Without Knowing What You Are Doing. In addition, two lucky people will be selected to represent the FAA and have their picture taken on the track with the winning jockey in the fourth race.

Dick Spivey

Retirement Party



MARK YOUR CALENDAR! Sat., May 18, 6 p.m., a great retirement dinner party is being planned for Dick Spivey, San Jose Airway Facilities Sector Field Office Manager. The place is the Main Event in Fremont. For more information and reservations, please call Lily or Celia at FTS 536-6186 or Nathan Lyau at San Jose, FTS 466-7717.

Fritz Sperling

Honored By

Own Employees



On March 3, the new Human Resource Management Division organization structure became effective. The new structure combines the Employment Branch and the Compensation Branch. On

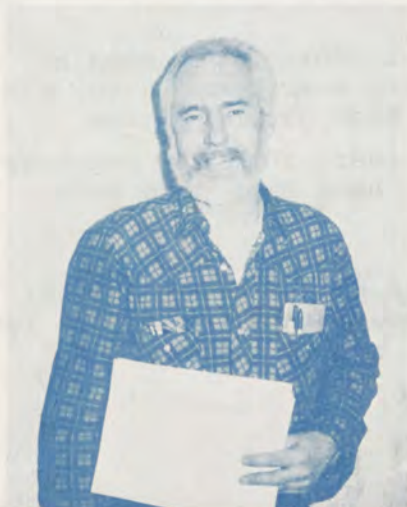
March 1, their last working day as Employment Branch personnel, they honored their Manager, Fritz Sperling, with a Letter of Appreciation.

The letter stated, in part,:

"This is in recognition of our gratitude and appreciation . . . for being the kind of supervisor that embodies human relations principles in every action he takes. Fritz is always responsive to employee needs and concerns. He listens to our problems and he demonstrates that he cares. He has a very genuine concern for his staff. Overall, Fritz clearly treats employees with dignity and respect. Personally, we each feel that there isn't a supervisor more deserving of this recognition and statement of appreciation from his staff."

One of Fritz's actions the employees remember with fond affection was his policy of presenting a symbolic "Warm Fuzzy" to a branch employee who deserved special recognition for performance and attitude above normal requirements. In the above photo, the employees surprised Fritz with his own "Warm Fuzzy" teddy bear.

Fritz Sperling receives a Letter of Appreciation and a "warm fuzzy". Presentation was made by Judy Stone, Personnel Staffing Clerk.



Special Achievement Award

Ron Huntington, Environmental Systems Technician, headquartered at Battle Mountain, Nevada, was recently presented with a Special Achievement Award for outstanding performance during 1984. Congratulations, Ron!

Christmas 1943 Revisited



Xmas 1943

- | | | | |
|--------------------|----------------------|----------------------|-------------------|
| 43. Len Middaugh | 57. William Schwartz | 74. Betty Hamma | 91. Sparky Wright |
| 44. M.E. Walker | 58. Mary Weza | 75. Ken Malvoko | 92. |
| 45. | 59. Reese Clark | 76. | |
| 46. Rose Harder | 60. Ted Johnson | 77. Man Lois Kletter | |
| 47. Omar Prodic | 61. Harold Orville | 78. Chet Haddock | |
| 48. H.A. Madgira | 62. C.C. McKay | 79. Cliff Wyatt | |
| 49. Tom Gifford | 63. Joe Hicks | 80. Crystal Turner | |
| 50. Hal Friedland | 64. G.S. Saylor | 81. Johnny Cannell | |
| 51. Ross Dzenick | 65. Claire Fox | 82. Betty Kaufman | |
| 52. Glenn Stuart | 66. Emma Acker | 83. Lowell Wright | |
| 53. Evelyn Cameron | 67. Wm. E. Chapman | 84. Valma Owan | |
| 54. Marije Potter | 68. Chuck Ewing | 85. Bob Blanchard | |
| 55. Avelis McKee | 69. Kay Erickson | 86. Benny Fewkes | |
| 56. Frank Figuero | 70. Nancy Cash | 87. Hal Corjick | |
| | 71. Mildred Lemmens | 88. Lillian McCarri | |
| | 72. Andy Castorholt | 89. Harb Hale | |
| | | 90. G.E. McCamley | |

FAA Retiree Charles Grosh (former Regional Planning & Appraisal Officer) has written INTERCOM to say he can be silent no longer. He writes: "The second printing of the picture of the 1943 Christmas party and Charlie Benson's response prompts me to action. I put this picture in my momentos a long time ago as a reminder now in my later years of the 'good old times'.

"The picture you printed was one of two taken to make a panorama of the entire Regional staff. We tried to identify everybody in the picture at the time and I recorded their names on the back of the photos. . .

"Best regards to you and all the others still there that may remember. I and my family are all doing well. The years have been good to us. I still think about the FAA gang often."

(Editor's Note: To identify the persons in the photo, remember that the sketch is from the back of the photo...those identified on the left are really on the right, etc.)



... Again

Xmas 1943

- 45. Len Middickauf
- 46. M.E. Walker
- 47. Ross Marder
- 48. Omar Brodie
- 49. H.A. Madrox
- 50. Len Gifford
- 51. Hal Friedland
- 52. Ross Resnick
- 53. Glenn Stout
- 54. Evelyn Cameron
- 55. Maxine Potter
- 56. Austin McRae
- 56. Frank Figuero

- 57. William Schwartz
- 58. Mary Wea
- 59. Reese Clark
- 60. Ted Johnson
- 61. Harold Orville
- 62. C.C. McRay
- 63. Joe Hicks
- 64. G.S. Saylor
- 65. Claire Fox
- 66. Emma Aaker
- 67. Wm. R. Chapman
- 68. Jack Ewing
- 69. Ray Erickson
- 70. Nancy Cash
- 71. Mildred Lemmon
- 72. Andy Costenholz
- 73.

- 74. Betty Hammer
- 75. Ken Malvaka
- 76.
- 77. Marv Lois White
- 78. Chet Maddox
- 79. Cliff Wyatt
- 80. Crystal Turner
- 81. Johnny Campbell
- 82. Betty Kaufman
- 83. Lowell Wright
- 84. Valma Owsen
- 85. Bob Blanchard
- 86. Benny Fewkes
- 87. Hal Corrick
- 88. Lillian McConn
- 89. Harb Held
- 90. G.E. McCamley

- 91. Sparky Wright
- 92.



New Retirement System Proposed By OPM

The Office of Personnel Management (OPM) has released a draft of a proposed new retirement system for Federal employees who began work after Jan. 1, 1984, and presently are covered only by Social Security. The OPM plan would provide a supplemental retirement system for these employees. In addition, the plan would be set up so that pre-1984 employees currently under the Civil Service Retirement System could switch to it if they desired.

The retirement plan, which must be approved by the Office of Management and Budget (OMB) before being submitted to Congress, features full Social Security coverage as well as a pension benefit which is paid from a fund maintained by government contributions and the interest from the fund. The government's contribution to this fund would be 11.6 percent of the employee's salary. Employees, on the other hand, will pay the regular Social Security 7.05 percent. They will be vested in the new plan after one year and begin

drawing from their account at age 59½, either in a lump sum or as an annuity.

The proposed plan also contains early retirement provisions for air traffic controllers, firefighters, and law enforcement officers. Employees in these occupations may begin drawing annuities as early as age 50 and will receive an immediate supplemental Social Security benefit based on an estimate of their benefit at age 62. However, under this newly defined contribution plan, unlike the current Civil Service benefit plan, the benefits an employee would receive would not be calculated until the time of retirement.

In addition to other benefits, the proposed plan contains a tax deferred, voluntary, IRA-type savings plan that would allow employees to contribute up to \$5,000 of their salary each year. However, the Internal Revenue Service would have to approve this part of the plan.



The News In Brief

Air traffic delays of 15 minutes or more plunged to an 18-month low in March with a daily average of 605. That's 44 percent less than the 1,081 daily delays in March 1984, and the lowest figure since the 545 daily average in September 1983. Through the first 10 days of April, delays had fallen off even further to a daily average of 536.

Taking note of the drop in delays,



Administrator Engen told the Air Traffic Control Association and aviation industry representatives on April 10 that FAA's controllers deserve much of the credit for the improved record. "People are the most critical element in the air traffic control system," he said. "And, I want you to know that I am proud of the job that I have seen the air traffic controllers of the FAA doing this past year."