



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

Western-Pacific Intercom

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Cover Story

At an elevation of 47 feet, Hayward Airport is located six miles east of Oakland Airport and is situated between the final approaches of Oakland's Runways 27 and 29.

The Hayward Air Terminal site began as an auxiliary military airfield. The City of Hayward acquired the land after World War II in August 1947 and since has made several major improvements to the airport.

Ranked 42 in the nation and 11 in the Western-Pacific Region, Hayward is a Level II tower operating parallel runways -- 5,016 and 3,536 feet. There are two VOR approaches and a localizer/DME approach to the airport. The tower is in operation from 0700 to 2100.

Eight of the 20 fixed-based operators located on the field provide flight training. There are approximately 700 aircraft based on the airport. One air taxi operation is based on the field; however, there are five air taxi operators that provide service to and from Hayward Airport.

Air Traffic Manager of Hayward Tower is Thurman Gupton. The secretary is Frances Torres Wilson. Area Supervisor is Ora B. King. Air Traffic Control Specialists are: Bob Allen, Gary Amy, Ken Andrade, Beverlyann Angros, Jim DeLong, Willie Munroe, Betty Rogue, Dedra Thomas, Ted Thoroman, Jimmie Turner and Zane Watts.

Cover photo: Hayward Tower itself.
Cover photo by Betty Rogue.



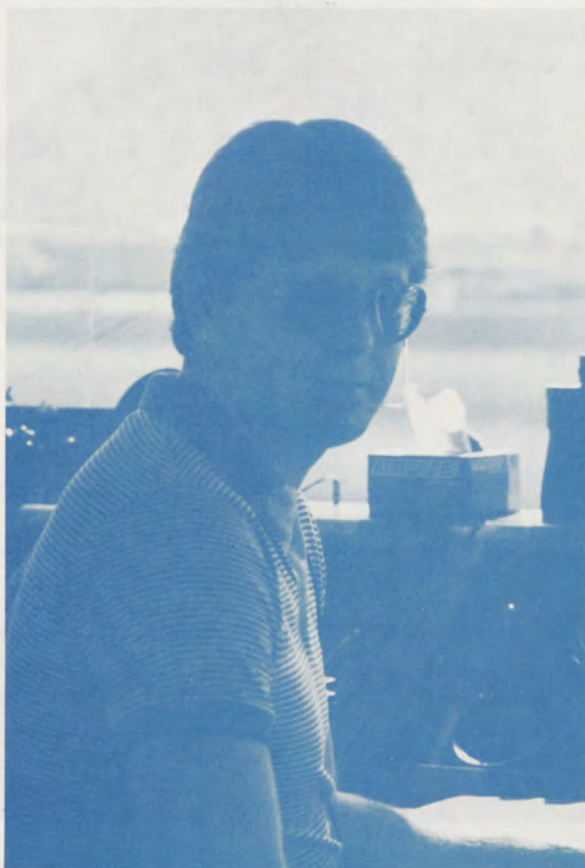
Above photos

Top -- Air Traffic Manager
Thurman Gupton.

Below: The smiling face of Tower
Secretary Frances Torres Wilson.

Photos by Betty Rogue.

Hayward People



Some of the people at Hayward Tower are:

Top--Air Traffic Control Specialist Willie Munroe.

Left--Air Traffic Control Specialist Ted Thoroman.

Below--Air Traffic Control Specialist Dedra Thomas.



More



More Hayward Tower People:

Top left—Zane Watts, Air Traffic Control Specialist (Trainee).

Bottom left—Gary Amy, Air Traffic Control Specialist (Trainee).

Top right—Jimmie Turner, Air Traffic Control Specialist.

Bottom right—Beverlylyann Angros, Air Traffic Control Specialist.



Still More Hayward. . . .

Top left--Bob Allen, Air
Traffic Control Specialist.

Middle--Ken Andrade, Air
Traffic Control Specialist.

Below--Willie Munroe, Air
Traffic Control Specialist.

Top right--Jim DeLong, Air
Traffic Control Specialist
(Trainee).

Camera Shy: Ora B. King and
Betty Rogue.

Photos by Betty Rogue.

Open Season on Insurance

A special month-long nationwide "open season" for the Federal Employees Group Life Insurance (FEGLI) program will begin on June 1. Eligible employees can enroll in the program or add to their coverage. Information about enrolling and increasing protection at lower cost is being distributed by the field Human Relations Management Divisions.

Minority Business Up

FAA awarded \$517.5 million to minority business contractors during the period 1972-1984. Testifying before a congressional subcommittee recently, FAA's Director of Acquisition and Materiel, Fred Gilmore, said, "We believe our record in terms of finding truly meaningful ways of moving minority business into the mainstream of our safety and productivity activities measures up to that of any agency in the government." Gilmore noted that NAS Plan modernization contracts are expected to bring \$179 million to minority businesses.



ATCA to Celebrate 50 Years of ATC

The Air Traffic Control Association will begin the commemoration of the 50th anniversary of the Federal Air Traffic Control Service at this year's convention at Crystal City near Washington. Administrator Engen will help to celebrate the anniversary by

Advisory Issued On Flight Restrictions

FAA has issued an Advisory Circular (AC) implementing a new rule that gives FAA the authority to ban all flights over disaster areas except those directly involved in disaster relief. The rule becomes effective June 6.

Entitled "Temporary Flight Restrictions," the AC notes that the agency would impose such extreme restrictions only when necessary to protect human life during disasters such as toxic gas leaks or spills, imminent volcanic eruptions, and nuclear accidents.

Current FAA rules on establishment of temporary flight restrictions authorize exceptions to accommodate local aircraft operations as well as flights by the news media.

In adopting the new rule, FAA cited several incidents in which the presence of aircraft over a disaster site endangered rescue workers on the ground. Two of these involved chlorine gas leaks which were aggravated by the rotor wash of low-flying helicopters. In another, noise from a low-flying chopper interfered with rescue workers using listening devices to determine if survivors were still alive beneath the rubble of a collapsed building.

speaking at the group's awards banquet October 3.

The theme of the convention is "The Transition (of the U. S. ATC System) to the Future." The five-day gathering will feature seminars, including a half-day session devoted to international aviation. In addition, the 150-plus exhibits of the latest state-of-the-art ATC equipment and services will be designed to promote foreign sales.

Special Achievement For Shirley Ebbat

Shirley Ebbat, Regional Accounting Division Technician, accepts a Special Achievement Award presented by Clayton Chong, Supervisor, Cost and Property Section, for her outstanding performance in the conversion to the new Personal Property-In-Use Management System. She had the task of training the personnel from Washington Headquarters, Aeronautical Center and four other regions. Shirley is a highly skilled and resourceful Accounting Technician. Her perseverance in getting the job done right has contributed significantly to the operation of the Accounting Operations and Analysis Branch, and she has proven to be a valuable asset to the FAA. Congratulations, Shirley, for a job well done! Photo by Rafael Riera.



Bob Tucker Retires

Bobby Y. Tucker, Las Vegas Civil Aviation Security Field Office Manager since Aug. 22, 1971, retired from the FAA on May 31. He had 29 years and seven months of Federal service. Prior government service included U.S. Navy, during World War II, and the Atomic Energy Commission at Los Alamos, N.M. and Mercury and Jackass Flats, Nevada. He entered on duty with the FAA at the Tucson, Ariz. Security Field Office on April 15, 1971 when the "antihijack" program was originally established in the Western Region. His many friends gave him a farewell luncheon at the Bootlegger Restaurant in Las Vegas on May 31. His friendliness, depth of knowledge, and "can do" attitude will be greatly missed by FAA, airline and airport employees with whom he has worked with over the years. Happy Retirement, Bob!

Ontario FSS News

By Chuck Burge

Four Ontario people have completed the "Management Team Action" Seminar during the past five months; they are Jim Parris, Bob Dean, Al Droll and Chuck Burge. All seem to agree the course was excellent and worth the time spent.

Ontario Flight Service Station recently began using new Transcribed Weather Broadcast (TWEB) equipment. The COMEX CDD 1000 offers more clarity in TWEB and is easier and more convenient to use than the older equipment it replaced. Blythe FSS has installed its new Leased Service "A" System (LSAS) which provides weather briefing data from a computer terminal instead of the teletype generated paper previously used.



April 29, 1985

Letters We Like To Receive

Mr. George Feick, Tower Chief
Sonoma County Airport
2200 Airport Blvd.
Santa Rosa, Ca

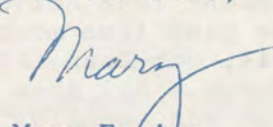
Dear George:

I'd like to take this moment to express our utmost appreciation for the help and cooperation of the entire tower staff in filming "THE BLUE YONDER". And I'm deeply grateful to you for changing your personal plans, allowing you to spend the week with us.

We are coming to the end of our shooting schedule and all of the footage looks wonderful. The aerial sequences are visually exciting and dramatic. We couldn't be happier.

On behalf of the producers, the director and the entire staff, our deepest thanks for your participation in our project. It has been a special experience for all of us.

All the best,


Mary Ensign
Location Manager

ME/lc

(Editor's Note: In sharing this letter with facility personnel, Manager George Feick said: "Thanks and appreciation also go to each one of you for the assistance you provided and the professional manner in which you conducted air traffic operations during the filming. I am proud to have employees like you working at Sonoma County Tower".)

The News in Brief

* FAA has warned all airmen that expressing sympathy for United strikers by interfering with ATC radio frequencies will not be tolerated. The warning was included in telegrams sent to ALPA President Henry Duffy and United Airlines Chairman Richard Ferris. The agency noted that those doing so are putting their pilot certificates in jeopardy and also could face civil and criminal penalties. Interference has included "keying mikes" to close the frequency and broadcasting remarks relating to the ALPA/ United labor dispute.

* FAA has signed an agreement with the Japanese Civil Aviation Bureau to cooperate and exchange ideas to improve aviation safety. The first project to be initiated under the joint agreement is in the field of microwave landing systems.

* En route center expansion construction has now been started at six locations, and contracts have been signed for work at another three facilities. The construction is the first stage of a multi-phase program to transform en route centers into area control facilities. The added area will house new host computers and initial sector suites.

* Deputy Administrator Richard H. Jones will be in glamorous company when he addresses the New England Region's super safety seminar scheduled June 1, at Hanscom Field, Bedford, Mass. Among the celebrity speakers will be Academy Award winning actor (and pilot) George Kennedy, TV actor Kirby Grant, who starred in the "Sky King" series, and the news anchor team of Chet Curtis and Natalie Jacobson of WCVB-TV in Boston. All of the speakers will explore the seminar's theme, "Your Keys to Flying Safety," emphasizing the importance of pilots' proficiency, currency, and fitness.

SAA For Jarvis



Karl Jarvis (right), was presented with a Special Achievement Award by Robert Cox, Airway Facilities Sector Manager, at the Los Angeles Air Route Traffic Control Center in Palm-dale. Mr. Jarvis is an Electronics Technician assigned to a major computer maintenance system. He was recognized for superior achievement in repair and enhancement of a Digital Electronic Device used for remote status monitoring of Radar sites used in the National Airspace System. Mr. Jarvis has been an FAA employee since 1963 and a Computer Maintenance Specialist since 1971. Congratulations Karl!

ADMINISTRATOR'S HOTLINE
FTS 472-2585

High Desert Happenings. . . Palmdale ARTCC

Congratulations to Edgar Richardson, Systems Engineer, who received a Letter of Commendation from Valerio Hunt, AAP-1, with endorsement by Alex Hammond, Division Manager, AWP-400, for his outstanding efforts which contributed to the success of the Design Completion Phase of the HOST Computer system.

Congratulations to Donald Myers, Supervisor, Computer Display Channel (CDC) Engineering Support Unit, for his suggestion, "Buffer Memory Module Reset", which was adopted by Washington for national use, and netted him a cash award along with a letter and an award certificate.

Bob Snoddy, Instructor, received a Letter of Appreciation from John Tompkins, Manager, San Diego Sector, for his excellent instruction of the Paradyne Modems. Bob also instructed this course at the Oakland ARTCC for which he received a Letter of Appreciation from Elliott Johnson, Acting Sector Manager.

Daryn Rasch, Clerk/Typist in the Administrative Office, received a Letter of Appreciation from Don Frazier, Lead Sector Program Manager, for the for the outstanding job she is doing to update the periodic Project Activities Report which involves an enormous amount of extra work in a limited period of time. Thanks, Daryn!

Recent selections include: Angelo Rivera, Engineering Technician, to Assistant Supervisor, Environmental Support Unit; Bill Miller, electronics technician to Supervisor, Central Computer Complex Processor Unit; Don Myers, CDC Technician-in-depth to Supervisor, CDC Engineering Support

Unit; all of which will become permanent promotions upon completion of Phase I Supervisory Initial. Congratulations and good luck!

Larry Leifried, Manager, CDC Section, spent a day with Hughes Aircraft personnel to present an informative tour of the Los Angeles Center which will help them develop the Maintenance Operations Plans for the upcoming Advanced Automation System. The AAS Contract Manager expressed Hughes' appreciation in a letter to AGL-340.

"Catch 62"

Employees who served in the military after January 1, 1957, may pay seven percent of their earnings into the retirement fund, to claim dual coverage for both social security and civil service benefits.

The deadline to begin payment was extended to October 1, 1985. The interest rate for any military service deposits made between October 1, 1985 and December 31, 1985, will be thirteen percent. The interest rate for 1986 has not been determined.

For more information regarding post 1956 military service deposits, call (213) 536-6928 or FTS 8/966-6928.

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 966-6431.

Mz. Management Says . . .

A Penny Saved Is A Penny Reallocated

That old proverb has remained true for centuries. If each employee within the agency wastes just one cent per day, just think of the dollars lost in one year, ten years, how about since the agency's founding as the Civil Aeronautics Authority in 1938?

Waste, Fraud, Abuse, and Mismanagement surrounds us twenty-four hours a day, eating away agency resources like a cancer. It will not go away by itself but it can be cured by employee awareness. Paper audits only monitor activities but personnel involved in the hands on, day to day transactions are the ones who can make the greatest con-

tribution to a more cost effective operation.

It is the moral duty of each and every employee to fully utilize all government equipment in such a manner that results in the item performing at maximum efficiency throughout its life cycle. Prior to throwing an item in the trash receptacle or requisitioning a new fangled gadget, take a moment to consider: has the maximum life been expended? could we get just one more day's service from it? and do we really need to replace it with the same model or will a less costly model suffice?

Remember "IT'S YOUR PENNY"



Relocation Assistance to Help FAAers

Employees who relocated and reported to their new duty station on or after Nov. 14, 1983, soon will be able to take advantage of a relocation services contract, if need be, to help sell their homes. In fact, the contractor will purchase the property for the appraised value and, in most cases, begin making payments within five days. The contractors are Homequity and Chemical Executive relocation, Inc.

The contractor effort was initiated by Administrator Engen with the Acquisition and Materiel Service teaming up to secure a short-term contract for FAA by July 1. They worked out a "piggy-back" arrangement with the FBI's relocation con-

tractors and devised a solution that covered all DOT civilian employees.

Each FAA region and center, as well as Washington headquarters is now appointing relocation service coordinators. Natalie Greenberg, Western-Pacific Region Labor Relations Branch, was recently named relocation service coordinator. She will be contacting relocated employees to offer help. Meanwhile, the AAA-led task group is continuing its work to arrange a long-term contract. This will become effective October 1, when the FBI "piggy-back" arrangement expires.

Participation Management Pays Off in Planning

"Participative management" got a shot in the arm recently when a group of employees were invited to contribute their ideas to devising the new Performance Management and Recognition System (PMRS) which will replace the Merit Pay System. The group of 12 employees, from assistant division managers through first-line supervisors, was brought in from around the country for a meeting at Hunt Valley, Md., to help design the new performance based compensation system for FAA supervisors and management officials.

Dick Rice, who is manager of the Career Management Division, said the group's contributions "were crucial" and "fully supported our belief that employee involvement in decisions that directly affect them is the best way to go."

The new PMRS directive that was worked out with the help of the involved employees will be used as the basis for next year's merit increase and performance award payouts if approved by Secretary Dole and OPM.

Sacramento TRACON Awards

Sacramento TRACON employees recently voted on their selections for Supervisor, Controller and Employee of the Year Awards for 1984. Our best wishes, congratulations and thanks go to the following recipients of these well deserved awards: MICHAEL FITZGERALD - Supervisor of the Year; THOMAS MOREHOUSE - Controller of the Year; and JOHN SHEARER - Employee of the Year.

Photo - left to right, Michael Fitzgerald, Thomas Morehouse and John Shearer.

FAAers Sound Fire Alarm

Three controllers at the FAA's tower at T.F. Green State Airport in Warwick, R.I., made like Forest Rangers recently. They spotted smoke in the woods adjacent to a near-by housing tract and alerted the local fire department. The fire was extinguished quickly and the housing development escaped unscorched. That sounds like it might be the end of the story... but it wasn't.

The same trio of controllers--Donna Barte, Irving Washington, and John Crowley--was on duty a few days later when they noticed a woman wandering around the base of the tower. Barte investigated and found--not an intruder--but a grateful homeowner from the near-by development with two decorative canisters of cookies for the tower staff. With these gifts was a note which concluded by saying, "Thank you again for saving our house and maybe us, too."



Meet Bob Cox FAA Coordinator

Robert T. Cox has been named FAA Coordinator for the FAA in the Antelope Valley area. Along with his regular duties as Manager, Airway Facilities Sector, Los Angeles Air Route Traffic Control Center (Palmdale), Bob will serve as the local contact for FAA with the public and the local news media.

Bob was born and raised in Pittsburgh, Penn. He served in the U.S. Army during the Korean Conflict in an Infantry Battalion in Alaska. On his discharge from service, Bob moved to Whittier, Calif. From there he started his career in the Federal service as an electronics trainee at the Long Beach Naval Shipyard, while attending college at Long Beach City and State colleges.

Bob joined the FAA in 1960 as a RADAR technician stationed at the Long Beach Municipal Airport. Other FAA assignments have included supervisory and managerial positions in Los Angeles, San Diego, Palmdale and Oakland. In January 1978, Bob was selected for the Airway Facilities Manager position at the Los Angeles Center.

The Cox family consists of spouse Barbara, who is active in Special Education for the Lancaster School District; a son, D. Edward; daughter Kimberly; and four lovely grandchildren.



San Diego's Outstanding Developmental Technician

Dianne Mullings, San Diego Airway Facilities Sector, recently received a Certificate of Outstanding Performance for sustained superior performance of assigned duties. A few weeks later, Dianne received a promotion. Way to go Dianne--you are our future!

Left photo--Dianne Mullings receives her certificate from John Tompkins, Sector Manager and FAA Coordinator for the San Diego area.



Frank Happy

The many friends of FAA retiree, Frank Happy, will be saddened to learn of his recent death. Frank, who joined FAA after World War II, holding many responsible positions in the Western-Pacific and other regions, as well as Washington, D.C., died of cancer, June 11, 1985.

Frank retired as the Air Traffic Division Chief in the Western Region several years ago.

Our sincere expressions of sympathy is extended to his family. Condolences may be sent to his wife, Liz, 1070 Ridgewood Drive, Millbrae, CA 94030.

An Outstanding For Calio



Cypriano Calio (right), Warehouse Worker, HNL-52C, was recently presented with an Outstanding Performance Certificate with a Special Achievement Award for Sustained Superior Performance. Presentation was made by Ted Campbell (left), Manager, Materiel Management Branch, AWP-52. Cypriano has recently transferred to the Airway Facilities HUB Sector in Honolulu. Congratulations, Cypriano, and best of luck in your new job.

Aviation Education In Action



Helping to set up and staff the FAA booth during the convention were, from left--Eddie Kohl, Las Vegas FSS; Dick Browder, Las Vegas AFS; and James Mills, AWP-4E.



FAA recently assisted in sponsoring the 18th Annual National Congress on Aviation and Space Education. This unique annual event brought together over 1200 teachers, counselors, school administrators and representatives of government and industry to promote an understanding of aviation/space, to further the cause of aviation education and to motivate the participants to inform the public of the impact of aerospace on all aspects of society. Noted speakers from around the nation were in attendance, with the closing address presented by Administrator Donald Engen.



Let's Help Mike

Mike LaJuene loves air traffic control, particularly from the tower at Milwaukee's General Mitchell Field.

LaJuene can't walk up the cab in the old tower anymore, but he will be able to work in the base building of the new tower under construction.

He probably never will be able to walk again and now is learning to make do with his hands after suffering a fractured vertebra in a diving accident last summer. The Sacred Heart Rehabilitation hospital is his current home and he is confined to a wheelchair.

"In spite of it all, he's got the drive, a super-positive attitude," Milwaukee Mitchell Tower Manager Ray Baran said. "Foremost in his mind is getting back to air traffic control."

His friends at the tower are pulling for him and also assisting financially. LaJuene is on LWOP status until October and has lost some of his insurance coverage.

These same friends are asking ATC employees and others in FAA all over the country to contribute to LaJuene's trust fund.

Contributions may be sent to the Mike LaJuene Trust Fund, Account #0301045593, St. Francis Savings Bank, 1360 N. 124th St., Wauwatosa, Wis. 53226.

LaCaille Retires

George R. LaCaille retired early in May from his post as Deputy Director of the Southern Region. He had held the deputy's job since 1976 after previously serving for two years as the deputy in the Central Region.

LaCaille began his FAA career in 1948 as an Airway Operations Specialist in the Anchorage International Flight Service

Employees Honor Boss

How often have you heard of employees seeking an award for their boss? Well, it happened recently at the Mike Monroney Aeronautical Center when employees in the Airmen and Aircraft Registry proclaimed a "Beavers Day" to honor their division manager, Bill Beavers.

Since Beavers assumed the managerial post five years ago, he has worked with employees to upgrade positions and improve working conditions. Because of this, registry employees requested an award be given Beavers.

As a result of this request, a Certificate of Achievement was presented to Beavers by Jim Richardson, Acting Director of the Aeronautical Center.

In the Western-Pacific Region, we have had several bosses honored by their own employees. Most have already received recognition in INTERCOM, and you'll be seeing more.

If you would like to honor your boss and have him/her receive your letters and personal attention from the Regional Director, just get together with your fellow employees and send those testimonials to Regional Director Mac McClure, AWP-1.



Station. In 1951, he switched to the Pacific Region, serving in Honolulu and Guam before being named Area Manager on Wake Island. This was followed by tours as Special Assistant to the Director of the Bureau of National Capital Airports and Executive Officer of the Northwest Region.

Reprinted from:
Arizona Currents
May/June 1985 issue.

Where does all of your hard-earned money really go?

The clock illustration shows the length of time per day the average taxpayer works in order to meet some typical living expenses.

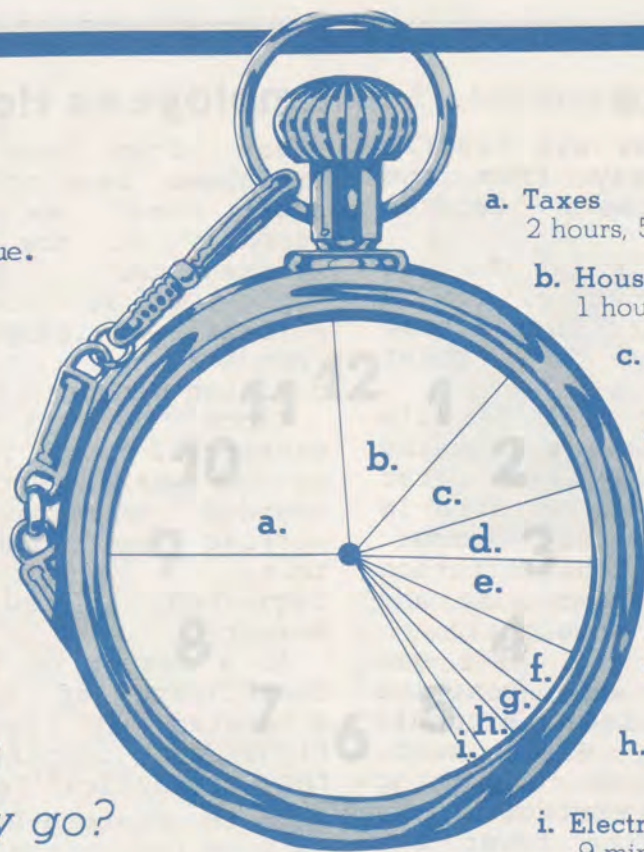
According to the Tax Foundation Inc. of Washington, D.C., which recently came out with the figures illustrated here, an average taxpayer works nearly three hours every day to pay his or her tax bill while only nine minutes of an eight-hour day is devoted to payment of the monthly electric and gas utility bills.

There always is a danger in using the words "average" and "typical" as they relate to statistics because too many people who read statistics based on some "typical" or "average" figures or persons will tell you emphatically they don't know anyone or anything that fits into these categories.

There is, however, a definite statistical "average" and "typical" which represents a segment of a group being studied or surveyed.

Even if your utility payments are 100 or 200 percent above the average and you have to work 20 or 30 minutes per day to pay for your electric and/or gas service, we believe most of us would agree household energy costs are a great value for the convenience of the service provided.

On a monthly basis, at a 10-cent per kilowatt-hour cost you can operate a washing machine for 90 cents; a radio-record player for 90 cents; a solid state color television for \$2.70;



- a. Taxes
2 hours, 52 min.
- b. Housing, household operation
1 hour, 29 min.
- c. Food and beverages
1 hour, 1 min.
- d. Transportation
41 min.
- e. Miscellaneous
47 min.
- f. Clothing
22 min.
- g. Medical care
20 min.
- h. Recreation
19 min.
- i. Electric and gas utility service
9 min.

a dishwasher for \$3; an electric blanket for \$3; a clothes dryer for \$8.20; a range with oven for \$9.80; an automatic defrost 16- to 18-cubic-foot refrigerator for \$15; and a standard water heater for \$40.

Of course electric heating and cooling also will add to your utility bill, but their costs are much more dependent on the size and insulation rating of your home, the climate of the area you live in and your personal preference as to thermostat settings and duration of use.

Of the average family's budget, the expense for household electricity still consumes much less of the budget than most other necessities, and the increase in the cost of electricity has been relatively low to cost increases for other necessities.

A survey of price increases nationwide from 1967 through 1982 shows that electricity costs rose by 142 percent, while the cost of clothing rose 190 percent; food, 271 percent; gasoline, 408 percent; and hospital rooms, 485 percent.

If you are an "average taxpayer," with a reasonably well-paying job, you have already paid your electric bill each day by the time you've typed a couple of letters, answered a few phone calls, dug a small hole, talked with a couple of customers, driven 15 to 30 miles or minutes on the job—or even while you were on that paid coffee break!