

85-41  
Oct. 14, 1985

Public Affairs Office  
AWP-5

FAA  
Western-Pacific Region  
Los Angeles, CA 90009  
(213) 536-6431



U.S. Department  
of Transportation

**Federal Aviation  
Administration**

# Western-Pacific Intercom



## FAA TOASTMASTERS

## Cover Story



Welcome back Toastmasters!

It's been four years since the Western-Pacific Regional Office has had an active Toastmasters Club, and it seems from the enthusiasm of the 31 active members that this learning experience was missed. Robert Kivitt, Airway Facilities Division (AWP-452) recently accepted the President's gavel and Club Charter No. 3449.

FAA Toastmaster's Club No. 3449 is a non-profit organization supported by the Regional Director and Civilair, Inc. In fact, Civilair provided Toastmasters with financial assistance.

Toastmasters offers all of us the opportunity to learn effective communication through practical experiences in a social atmosphere. Many have joined Toastmasters to build self-confidence and learn effective communication. But, **Toastmasters offers much, much more.** Most of the members have given their first in a series of 10 prepared speeches called the "Ice Breaker". Fellow Toastmasters and guests have already learned a great deal about communications and effective listening techniques.

Table Topics is an enjoyable portion of the meetings. This involves spontaneous impromptu speeches covering a multitude of subjects. Table Topics teaches skills which are useful in many situations where you think on your feet, including interviews, discussions, staff meetings, conferences, etc.

Officers in Toastmasters gain the knowledge of Parliamentary procedures that help in other organ-

izations and in formal meetings. Toastmasters also re-emphasizes many positive feedback techniques many FAAers are learning in FAA HR groups, employee participation groups and quality circles. When acting as an "Evaluator", Toastmasters are encouraged to say, "I Feel, I Believe, My Reaction, I Suggest", etc. Learned techniques in Toastmasters sharpen the skill of analytical listening and positive feedback.

FAA Toastmasters Club #3449 is part of Division I, Section C, in the Toastmasters International organization and members have already been asked to participate in District meetings. A Toastmaster can be as active as he or she chooses to be and can develop into an excellent FAA Ambassador to improve themselves and improve the FAA public image by participating in outside speaking engagements.

Anyone interested in joining the Regional Office Toastmasters may contact Andy Anderson, Administrative Vice President, 213/297--1124. **The group meets on the 1st and 3rd Tuesdays of each month.**

If you are located in a field facility, why not seek out a club in your area. If you are interested in starting your own FAA Toastmasters Club, contact President Bob Kivitt, 213/297-1292.

**Cover photo:** FAA Toastmasters Club Officers recently installed are, from left: **Cathy Beam**, Logistics Division - Bulletin Editor; **Glenn Cross**, Airway Facilities Division - Educational Vice President; **Bob Kivitt**, Airway Facilities - President; **Seann Hellickson**, Air Traffic, Sergeant-at-Arms; **Rose Marino**, Air Traffic - Treasurer; and **Joan Zubarik**, Logistics Division - Secretary. At the far right is Bonnie Miller, Toastmasters' Area C2 Governor, who installed the new officers. Cover photo by Barbara Abels.

# Jim Delaini Committed To Excellence



What does an Airway Facility NAV/COM Technician-in-Depth do in his spare time? Jim Delaini of the Lancaster AF Sector Field Office spends a lot of it volunteering his services as a radiological monitoring instructor for the state of California. In the last few months, Jim has taught the radiological monitoring class to some 90 personnel within the agency and has recently taken the "show" outside the agency to serve local needs. Jim has worked with the local U.S. Air Force Auxiliary (Civil Air Patrol) and even traveled as far away as Bakersfield to provide this classroom training to the California State Military Reserve. Our hat is off to this fine gentleman for his dedication to service, whatever and wherever the need.

The photos tell it all as Jim Delaini provides radiological monitoring training to interested groups. Among the Civil Air Patrol members (above) are, from left to right: Evelyn Eccleston, Boyd Pinnel, Karen Freitas, Debbie Pinnel and Wendy Harper.



## Associate Federal Women Program Managers Appointed

Three Associate Federal Women Program Managers were recently announced by Joe Alvarez, Regional Civil Rights Officer. They are: **Rose Cusic**, Oakland/San Francisco; **Norma Lavinder**, Phoenix; and **Marianne Sommer**, Sacramento. The three will coordinate FAA Federal Women's Program activities in their respective areas and will be the focal point of contact with other federal agencies regarding the FWP. In addition, they will be available to consult with FAA managers and employees on the special concerns.

### Rose Cusic - Oakland/San Francisco Area

— Rose is an Air Traffic Control Specialist at Palo Alto Tower and began her federal career in 1962 at the VA Hospital in Palo Alto. Since that time, she has worked at the Treasury Department in San Francisco, the Oakland Army Base, the Social Security Administration in Chicago and the Naval Station, Treasure Island, in San Francisco. She has been with the FAA since 1974. Rose has recently been chosen as a Supervisory Air Traffic Control Specialist at Palo Alto. Through her personal efforts, many viable minority candidates for employment with the FAA have been identified. Through this and other civil rights activities, she has provided valuable assistance to the agency in meeting its EEO/affirmative action goals.

### Norma Lavinder - Phoenix Area

— Norma is a Clerical Assistant-Steno at the Phoenix Tower and began her federal career with the Naval Shipyard in Honolulu in 1969. Since that time she has worked at FAA's Pacific Region in Honolulu where she served as Chair of the Civil Rights Committee. She is a long-time member of Federally Employed Women and has been actively involved in that organization on her own initiative and at her own expense. She has worked at FAA in Phoenix since December 1981.

### Marianne Sommer - Sacramento Area

— Marianne is the Administrative Officer at the Sacramento Flight Inspection Field Office and began her Federal career in 1965 at Travis Air Force Base. She has worked for the FAA at Sacramento since 1976.

Marianne's background includes considerable experience and participation in human resource management activities. Many of her innovative ideas have been implemented which have increased the productivity of her organization.

Other Associate Federal Program Managers in the Western-Pacific Region include: Edale Clark, San Diego; Pat Davis, Fresno; Terri Landon, Reno; June Lucas, Honolulu; and Sherry Seward, Las Vegas.



## Los Angeles Center - HI Desert Poker Rally

The annual Los Angeles Center motorcycle/vehicle (run what you bring) poker rally took place recently. The event was sponsored by the Federal Aviation Racing Team, Civilair, and many of the local merchants who donated all of the prizes. Even though the wind was blowing (which is unusual in Palmdale) there were ample riders who were joined by family and friends at the finish for food, drink and good cheer.



Above Ride Coordinators: (from left) Bino Barainca, Jim Hampton, Ed Custer and Mac Havens.

Above Check Point Operators: (from left) Joe Manning, Jerry Walton, Sharon Sendelbach (in for George), Mel Schuette and Darrell Conard.

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## New Training Courses Offered

The FAA has developed two new training courses designed to communicate the Agency's goals and objectives in Human Resource Management to all Managers and Supervisors. The two courses are: "Human Resource Management for Middle Managers" and "Human Resource Management Supervisory Awareness Workshop".

The courses have been designed to give managers and supervisors a clear understanding of Human Resource Management concepts and their relevance to the agency's mission; a sense of responsibility for integrating Human Resource Management concepts and processes into their day-to-day operations; and an awareness of the need to provide adequate

support to Employee Participant Group efforts.

Several Human Resource Management tools are being made available to managers and supervisors at the training sessions; i.e., Selection/Placement, Performance Appraisals, Career Development and Planning Guides, as well as video tapes which can be shared with all employees.

The courses are being offered in most HUB locations during the first quarter of FY-86 and the video tapes should be available shortly thereafter.

Watch Intercom for additional information on the availability of the video tapes.

## Human Resource Management Division Organizational Effectiveness Branch

The Personnel Management Division was renamed the Human Resource Management Division (HRMD) in March 1985. Unlike some reorganizations, the HRMD did not just change its name. The entire approach to meeting the challenges of today's and tomorrow's human resource needs of the region has been changed. Establishment of the Organizational Effectiveness Branch was but one of the many changes effected through the reorganization process.

The Organizational Effectiveness (OE) Branch was established to serve as principal regional organization for applying modern behavioral science methods in the management of human resources. To accomplish this, the branch is responsible for working with operating divisions and staff offices toward (1) Coordinating agency strategic plans for people with agency technical plans; (2) Providing expertise and support toward smooth information flow; (3) Developing evaluation techniques and methods to measure personnel program management; (4) Providing advise and support for improving human relations; and (5) Involvement in promoting the smooth functioning of such organizational processes as planning, decision making, meetings, work assignments, leadership, communication, coordination, performance counseling, setting of goals and objectives, management of stress and structural redesign.

An additional major responsibility would include participation in and/or evaluation of specialized behavioral science programs and projects being conducted in the FAA, other agencies, or private industry for application within our region. Examples of such programs would be innovative performance appraisal systems, selection systems, awards and recognition methods and new tools to enhance employee career progres-

sion. OE efforts regarding these programs would be to learn of their existence or generate an original design, operate the program on a pilot basis for a designated test period, evaluation of results, and, if cost effective and beneficial, institutionalize the program within the region.

The Personnel Management Division is now the Human Resource Management Division, one element of which is the Organizational Effectiveness Branch. Other branches in the HRMD will be introduced in future INTERCOM articles. The Human Resource Management Division - Preparing today to meet the region's human resource needs of tomorrow.

## Civilair News

How about some homemade goodies?? Civilair is hosting a BAKE SALE on Monday, October 28 beginning at 9 a.m. at the Civilair Desk in the Credit Union. Stop by and purchase a snack for coffee break or get something to take home for dessert! All proceeds go back into the Civilair fund which supports employee social functions like the bowling league, softball team, Toastmasters, aerobics classes, picnics, kiddies and adult Christmas parties, etc. Join the fun, stop by to say Hello and enjoy some homemade treats.

BE AWARE OF CIVILAIR!!!

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.



## A Great Day For Master Sergeant Thomas Hendricks

Recently an award ceremony was held in the Military Offices of the FAA Regional Office for retiring Master Sergeant Thomas Hendricks, the Air Traffic Controller Noncommissioned Officer for the Department of the Army Regional Representative Office, AWP-920. Tom received the Army Achievement Medal and Meritorious Service Medal. He is wrapping up a 23-year career in U.S. Army Air Traffic Control, the last three and a half of which were spent in his present assignment. Tom will be moving to his home in Colorado with his wife Katie and their two children. Photos: Chief Warrant Officer Jack Roberts (top left) reads the citation while at right, Lt. Col. Jeffery Hovious presents the award to Master Sergeant Thomas Hendricks. Photos by Rafael Riera.



## An SAA For Norman Suzuki

Norman Suzuki (left), Radar/Arts Technician at the Hilo R/A Airway Facility Sector Field Office was recently presented with a Special Achievement Award for his outstanding performance. Congratulations, Norman!



## The News In Brief

\* Transportation Secretary Dole has announced that up to 500 aviation inspectors will be added to the agency's force in the next three years. The Department already has sent a request to the Office of Management and Budget to add funds for at least 150 additional inspectors in the 1986 fiscal year's budget. In another action, the House of representatives has approved money to increase the number of aviation inspectors by 200.

\* The Secretary also announced that air traffic controllers will be added to FAA's roster at the rate of 40 a month for the next two years. This will bring the base of the controller work force up from approximately 14,000 to about 15,000.

\* The Alaskan Region's special fall inspection program, "Operation Fall-back," as of mid-September, had reduced the aircraft accident rate in the state by 17 percent. The program started Aug. 16. It is aimed primarily toward Alaskan air taxi operators. Inspectors have contacted 43 of the 225 air taxi-commuters in the state and 17 of these have instituted special safety programs.

\* The Twin Bridges Marriott in Arlington, Va. will be the site of an October 10-14 national meeting of retired flight standards employees. All retired flight standards types, including inspectors, pilots, and secretaries, are encouraged to attend. For details, contact Andy Prokop at 703/938-7795.

## CPR Training Pays Off

Imperial Flight Service Station Air Traffic Controllers Gerald Brucks and William Forquer were recently called upon to provide Cardiopulmonary resuscitation to a 61-year-old man.

The patient had arrived earlier in the day from Texas, to obtain medical treatment in Mexico. He and his family were returning from Mexico to the Imperial Airport when he became very ill. One of the family members entered the Flight Service Station and ask for assistance. Two pilots who were in the facility helped the man into the FSS. Bill noticed the man was already turning blue and immediately began CPR, as Gerald called an ambulance and returned to help Bill. The patient's color started to return in about five minutes. Bill and Gerald continued CPR until the ambulance arrived and the County Fire Department provided a respirator. The patient was then transported to the hospital. Hats off to Bill and Gerald for their quick, life-saving action.

## Cash May Be Saved On Military Time Payments

The Office of Personnel Management has good news for those individuals who wish to pay a deposit into the retirement fund in order to receive credit for post-1956 military service. Now, OPM will compute interest on the balance owed only once a year. This will be done on the Interest Accrual Date (IAD). As a result, if the full balance is paid before that date, no interest will be charged for the pay-off year.

For those individuals hired before October 1, 1982, the IAD is October 1986, and for those hired after October 1982, the IAD is the third anniversary of their first Federal employment.

For further information, contact your local Human Resources Management Office.



## Soar With An Eagle . . .

### Wear The Flag . . .

**If It Is To Be, It Is Up To Me!**

These are the slogans associated with the Los Angeles County Area Combined Federal Campaign. We are in full swing as of Oct. 1, with this year's effort continuing through Nov. 15.

Wear The Flag! The week of October 21 is a special week! In this year's campaign all federal employees are asked to wear the flag! What flag? The CFC flag. Pictured are the campaign button, given to all who participate together with the "stick-on flag," given to all who sign up for payroll deduction, which should be placed in the center of the button.

Soar With An Eagle! A very special golden eagle pin has been approved for those contributing a minimum of one hour's pay per month through payroll deduction. At this writing, we already have four "Golden Eagles" contributors in the Regional Office that have earned a golden eagle pin and wear it proudly during "Wear The Flag" week.

Remember to be a help to your community from benefits of cancer research, disaster relief to prevention of child abuse, to the Boy Scouts and Girl Scouts, to the YMCA's and the YWCA's in our own backyards! And the choice is totally yours. You can give to whichever and however many of the needy groups you want. Again this year we are encouraged to designate specifically to whom we want our gifts provided. See your Key person today!



## Rule to Install Mode S Proposed

The agency has issued a proposed regulation to require that all newly installed transponders installed in aircraft after Jan. 1, 1992, be compatible with the Mode S ground stations ordered by the agency last October. The first of these are scheduled to be delivered to the field in 1988 and FAA wants to promote the installation of the airborne component of the system.

Mode S has a "selective" address capability, which gives the equipment its name. This provides a channel for automatically transmitting weather and other data between air traffic control facilities and aircraft in flight. The information can be presented directly in the cockpit to keep pilots constantly up-to-date on changing weather and traffic conditions.

The proposed rule would not require the replacement of current transponders. Pilots may continue to fly with this equipment after Jan. 1, 1992, and for the life of the equipment.

Comments on the proposed rule should be sent to the Rules Docket (AGC-204) in Washington.

## Gold Pleads Guilty

Donald Gold, the last of four Eastern Region FAA officials accused of defrauding the agency of more than \$1 million, has pleaded guilty to eight counts of bribery and one count each of conspiracy to defraud the Government and income tax evasion.

He is scheduled to be sentenced Nov. 15 and faces a maximum sentence of 15 years in prison on each bribe count.

## Wind Shear Pilot Training Program On The Way

FAA plans to award a contract to a consortium of aircraft manufacturers and airlines for the development of a standardized wind shear training program for pilots.

The announcement was made by Deputy Associate Administrator for Engineering Neal Blake in Congressional testimony on Sept. 18. Blake said the contract effort will run approximately two years with the final product a training program that can be used by both airline pilots and general aviation jet operators.

In his testimony Blake also noted that the NEXRAD program--the acronym for the next generation weather radar--will move into the prototype testing stage in December. This phase will run through July 1986 with the selection of a production contractor from among the two competitors, Sperry and Raytheon, in mid-summer.

Blake also explained that the agency is pushing ahead on a terminal Doppler radar system specifically designed to detect wind shear conditions at airports. At a test bed facility near Memphis, Tenn., alternative designs for the terminal Doppler are being initiated.

In addition, he told the lawmakers that research results were already improving the FAA weather system. He cited several projects including the planned enhancement of the Low Level Wind Shear Alert System (LLWAS) which would increase the number of sensors and provide wind related information in a more meaningful form for pilots. Expanded sensor systems, designed on the basis of preliminary research data, have now been installed at the New Orleans and Denver airports and are undergoing tests.

Airborne Doppler weather radars also are being investigated, he noted. However, major technical

problems, including clutter elimination, must be solved before these systems will be effective in detecting microbursts.

To tie the system currently being researched all together, Blake told Congress that a Central Weather Processor is being planned. This master computer will process data from all radar sources and prepare it for display to meteorologists at central weather facilities and to controllers and pilots via Mode S data links.



## Lancaster FSS Happenings

Events move rapidly in the high desert. Congratulations are certainly in order for Air Traffic Controller Specialist Suzanne Foster for her selection to Honolulu Tower, Gordon Lewis to Edwards Rapcon and Douglas Dorow to Santa Barbara Tower. Additional kudos to Gordon Lewis for his recent "Outstanding" rating and to ATCS John Tyndall for his SAA. The revolving door keeps turning so we're happy to welcome developmentals Ron Balfour, Krista Taylor and Jeff Barrett to the Lancaster family from Los Angeles Center. Developmental Orrin Kelso soon leaves Lancaster for a warmer climate. Congratulations, Orrin, on selection for Blythe Flight Service Station. Special recognition also for Mrs. Scott Schoonover and Mrs. John Tyndall who presented their husband with Sarah Schoonover and Andrew Tyndall recently. As we said, events move rapidly in the high desert.

## Seminar Marks MLS Turning Point

The recent International Seminar on the Microwave Landing System (MLS) sponsored by the Canadian government and FAA marked what Associate Administrator for Aviation Standards Anthony Broderick terms "a significant milestone in MLS's transition from promise to product."

According to Broderick, the mood at the seminar, as well as the subjects of papers given there, point to a shift in the way the world views MLS technology. Rather than the terms of bright promise used since the mid-1970s, the talk at the meeting focused on the technical realities of MLS implementation and operation.

The seminar, which drew seven international professional organizations and more than 300 representatives from 43 countries, was held Sept. 2-3 at the International Civil Aviation Organization's (ICAO) Montreal headquarters. It was timed to coincide with ICAO's Communications/Operations Divisional Meeting. The Montreal sessions were chaired by John Kern, Acting Director of Flight Operations. On Sept. 7, the participants met at Ottawa International Airport to view a series of MLS ground and avionics equipment flight demonstrations.

Much of the considerable job of organizing the seminar on FAA's part was done by Chester "Chick" Longman of the Flight Technical Programs Branch, AFO-210. Longman was supported by Denise Cashmere, AFO-200, and teams from from the offices of Development and Logistics and International Aviation.

## Ken Meyer Retirement Party

Ken's retirement party is scheduled for Saturday, October 26, with cocktail hour starting at 6:30 p.m. and the Mexican "Fiesta Dinner" starting at 7:30 p.m. The party will be held at Willy and Guillermo's Restaurant, 5600 N. Central, Phoenix, Az. If you would like to attend, please call Barbara at Scottsdale FSDO - 602/241-2561. Cost is \$8.75 per person including tax and tip. Make checks payable to Eldon Gubler, reservations and payment must be in by Oct. 16. Anyone wishing to participate in the after-dinner program, should contact Oscar Culp at the above telephone number.

## HIWAS Coming of Age

The Houston en route center became the third air traffic facility to go operational with Hazardous Inflight Weather Advisory Service (HIWAS) on Sept. 20.

HIWAS, which has been operational in the Jacksonville and Miami center areas since July 1983, broadcasts significant hazardous weather information on a continuing basis over selected radio navigation aid (VOR) frequencies. FAA plans to expand the program on a center-by-center basis.

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## Coming Next Week:

The Saga of Wayne Waltrip's  
Coast-to-Coast Bike Trek





# California Special Olympics, Inc.

1424 Fourth Street, Suite 700 • Santa Monica, California 90401 • (213) 451-5767

## Letters We Like To Receive

July 30, 1985

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Attention: Human Relations Committee

Dear Sirs:

As Director of Volunteers of California Special Olympics, I write to bring to your attention the fine community service of a few of your facility's employees.

Cheryl Kato, E. Ray Riotte and Guy Heney have joined California Special Olympics Volunteer Corps as members of the "G-Team". This small group of volunteers provide logistics support to our major events throughout the year. The incredible job done by Cheryl, Ray and Guy under the fine leadership of Gary Peterson has resulted in events that run smoothly and safely, with deliveries, set-up, breakdown, material logistics run smoothly from start to finish.

These dedicated volunteers have worked behind the scenes, without visibility or acknowledgment, with the singular purpose of providing the highest quality event possible for California Special Olympians!

They are a group of people who make the difference and we commend them.

Most sincerely,

Carol Lee Thorpe  
Director of Volunteers

CLT:ac

(Editor's Note: In making the presentation of this letter to Cheryl Kato, Ray Riotte and Guy Heney III, Facility Manager Ed Holbert said, "You are to be commended for your volunteer work which brings credit upon you and reflects upon the high image of the FAA. Congratulations on this well-deserved recognition. I would like to say 'THANK YOU' for a job well done.")

Special Olympics Created by The Joseph P. Kennedy, Jr. Foundation

Authorized and Accredited by Special Olympics, Inc. for the Benefit of Mentally Retarded Citizens