



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

Western-Pacific Intercom



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CIVIL RIGHTS COMMITTEE

Cover Story

Recently, the Bay Area Civil Rights Committee held its annual Awards Banquet in Fremont, Calif. At this banquet, individuals were recognized for their efforts during the past year in Equal Employment Opportunity.

In fact, the Bay Area Civil Rights Committee is recognized as one of the oldest, active committees in the FAA.

The theme of the Bay Area CRC for 1986 is "Civil Rights Lives."

Cover photos: Top--Rose Cusic, Area Supervisor, Palo Alto Tower, receives a Certificate of Merit from Vince Mellone, Air Traffic Manager, Oakland Center.

Below--Dave Miles, ARB/COMM Supervisor, receives a Certificate of Merit from Mel Haworth, Manager, Golden Gate Airway Facilities Sector.

Western-Pacific

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photos to AWP-5.



Above: Sandra Moore (top photo), Oakland FSS Area Supervisor, receives a Certificate of Merit from Vince Mellone, Air Traffic Manager, Oakland Center.

Next--Tony Trevino (left), Display Electronics Technician at Oakland Center, receives the Byron Mabee Annual EEO Award for outstanding leadership and support to the Hispanic Employment Program. Presentation is made by Mel Haworth, Manager, Golden Gate Airway Facilities Sector.

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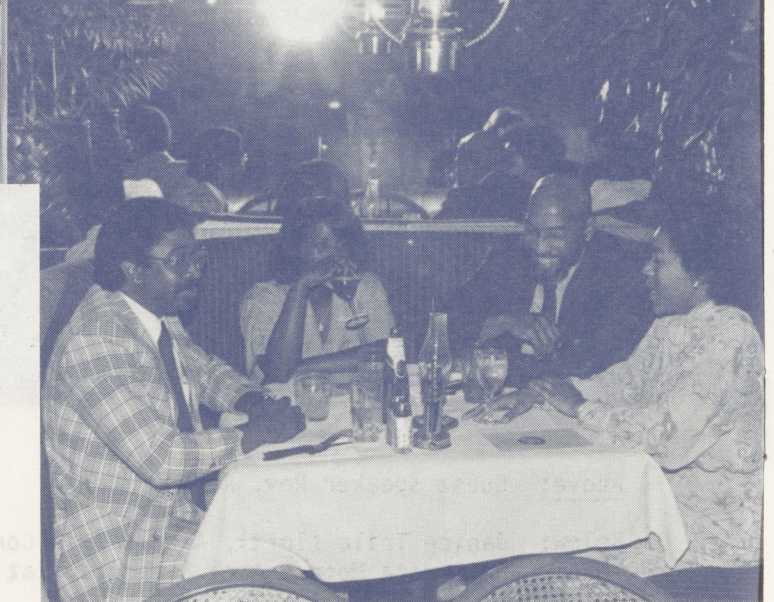
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Above: Guest speaker Rev. Amos C. Brown.

Below: Janice Trilo (left), Air Traffic Control Specialist at Palo Alto Tower, and Sandra Moore, Area Supervisor at Oakland Flight Service Station.

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Top: from left--partially blocked, Guest Speaker, Rev. Amos C. Brown; Bay Area Civil Rights Chairperson Ben Kennedy and Jerry Dunn, Assistant Air Traffic Manager, Oakland Flight Service Station. **Next--**Patti Daniel, Air Traffic Controller Specialist at Bay TRACON in discussion with her mother, Phyliss Edmison of Oakland Center.

Middle: from left--Judy Evans, Secretary of Oakland Flight Service Station. Janet Holbert, Administrative Officer, Oakland FSS; and Joe Miles of Oakland Center. **Next--**Marilyn Brown, Personnel Management Specialist, Oakland Center; and Frank Gin, ATCS Bay TRACON.

Below: Ron Willis, Area Supervisor, Oakland Tower; Ora King, Area Supervisor, Hayward Tower; Thurman Gupton, Air Traffic Manager, Hayward Tower; and Charlotte Entsey, Oakland Center.

The News In Brief

* A Miami man discovered recently that it's a lot harder to hijack an airplane in the United States than reading the papers or watching television might lead you to believe. The man was arrested at Miami International Airport after security guards searched his carry-on luggage and found two plastic bottles containing a total of 48 ounces of pure gasoline. Reportedly the suspect told police he was planning to hijack American Airlines Flight 975 to San Juan and take it to Cuba. There has not been a successful

hijacking of a U.S. airliner at an American airport since December 1984.

* In case you missed it the first time around, on Jan. 6 of this year, FAA employees became entitled to a pay premium of up to 25 percent of their basic compensation for tours of service of more than 24 hours in certain countries designated by the State Department as danger pay posts. The countries are Afghanistan, Columbia, El Salvador, Lebanon, Uganda and Kuwait. For further information contact your servicing Human Resource Management office.

More ARSAs Proposed

The agency has proposed the establishment of five more Airport Radar Service Areas (ARSAs) as part of a continuing program to enhance operational safety at the nation's commercial airports. ARSAs provide controllers with a more complete traffic picture by requiring all pilots operating within the designated ARSA boundaries to

be in contact with the tower.

Currently 64 ARSAs are operational with 13 others proposed for a total of 77. The five new sites are Charleston AFB/International Airport, SC; Atlantic City Airport, NJ; Fort Myer Southwest Florida Regional Airport, FL; Savannah International Airport, GA; and Tallahassee Municipal Airport, FL.

New GS Pay Schedule

Although Congress could still reject the two percent pay raise recommended by President Reagan and give Federal employees a bigger raise, it's not considered likely. Here is the proposed pay schedule based on the President's recommendation.

PROPOSED 1987 GENERAL SCHEDULE PAY

Steps	1	2	3	4	5	6	7	8	9	10
GS-1	\$ 9,526	\$ 9,843	\$10,160	\$10,476	\$10,794	\$10,979	\$11,292	\$11,608	\$11,621	\$11,919
2	10,771	10,965	11,319	11,621	11,752	12,098	12,444	12,790	13,136	13,482
3	11,687	12,077	12,467	12,857	13,247	13,637	14,027	14,417	14,807	15,197
4	13,119	13,556	13,993	14,430	14,867	15,304	15,741	16,178	16,615	17,052
5	14,678	15,167	15,656	16,145	16,634	17,123	17,612	18,101	18,590	19,079
6	16,360	16,905	17,450	17,995	18,540	19,085	19,630	20,175	20,720	21,265
7	18,180	18,786	19,392	19,998	20,604	21,210	21,816	22,422	23,028	23,634
8	20,135	20,806	21,477	22,148	22,819	23,490	24,161	24,832	25,503	26,174
9	22,240	22,981	23,722	24,463	25,204	25,945	26,686	27,427	28,168	28,909
10	24,492	25,308	26,124	26,940	27,756	28,572	29,388	30,204	31,020	31,836
11	26,909	27,806	28,703	29,600	30,497	31,394	32,291	33,188	34,085	34,982
12	32,251	33,326	34,401	35,476	36,551	37,626	38,701	39,776	40,851	41,926
13	38,351	39,629	40,907	42,185	43,463	44,741	46,019	47,297	48,575	49,853
14	45,319	46,830	48,341	49,852	51,363	52,874	54,385	55,896	57,407	58,918
15	53,308	55,085	56,862	58,639	60,416	62,193	63,970	65,747	67,524	69,301
16	62,522	64,606	66,690	68,774	70,858	72,942	75,026	77,110	79,194	
17	73,240*	75,681*	78,122*	80,563*	83,004*					
18	85,840*									

*The rate of basic pay payable to employees at these rates is limited to the rate payable for level V of the Executive Schedule, which would be \$70,100.

SOURCE: The White House.

Brown Book Revised Again

Another edition of the National Air-space System (NAS) Plan for Facilities, Equipment and Association Development, popularly known as the "Brown Book," is now at the printers and should be rolling off the presses by the end of September.

This is the fifth edition of the NAS Plan, which was first published in 1981. Like its predecessors, it shows the progress already made in implementing the agency's long range modernization plan and reflects new program decisions as they affect future schedules and/or the scope of work.

In keeping with current funding problems, the new NAS Plan edition has been revised to conform with actual past funding levels as well as the agency's best estimates on future funding.

Because of the evolving nature of the NAS Plan, a "New Requirements" section is included which lists newly-established projects. These included the much-discussed Terminal Doppler Weather Radar to help spot wind shear and "micro-bursts."

Additionally, the agency plans to replace aging, tube-type long-range radars with new solid-state equipment in order to meet its commitment to provide primary radar surveillance through the year 2000. Other projects call for replacement of older terminal radars not included in the ASR-9 program, establishment of new "gap filler" radars and procurement of additional Mode S radar beacon equipment to replace existing beacon interrogators and support new establishments.

New Benefits Announced

"Open season" on Federal Employees Health Benefits (FEHB) this year will run from November 10 through December 5 with many plans offering expanded coverage in such areas as drug and alcoholism rehabilitation, hospice care, and "well baby" (follow-up) care. Not surprisingly, premiums also are expected to rise for most plans with the overall average being 14 percent.

Open season permits eligible employees to sign up for a health benefits plan if they are not already enrolled or change plans or options if they are. For those employees wishing to maintain their status quo, no action is necessary during this open season.

Human Resource Management offices will provide further information on open season publications and procedures as soon as it becomes available.

ATC Staffing Goal Met

With one month still to go in FY 1986, FAA has exceeded its end-of-the-fiscal-year staffing goal for the controller workforce. As of August 31, the workforce numbered 14,484, or slightly above the goal of 14,480.

Included in the total were 9,352 full performance level controllers, and 1,695 developmentals at the GS-11/12/13 levels. Another 1,953 were in the developmental pipeline with 1,484 air traffic assistants rounding out the total.

The agency plans to continue its recruitment efforts in the months ahead and add another 500 controllers by the end of FY 1987.

Plummer Named Director

Norman Plummer has moved up a notch to the director's job in the Office of Environment and Energy (AEE), replacing the recently retired John Wesler. He had been the AEE deputy director for the past three and a half years and acting director since Wesler's departure in June. He was deputy director of the Office of International Aviation from 1978 to 1983.

An Air Force veteran, Plummer joined the agency in 1959 as an attorney in the Eastern Region's Regional Counsel office. He is a graduate of Cornell University and Cornell Law School. He also attended the Woodrow Wilson School at Princeton University.

Skies, Roads, Rails Safest Ever in U.S.

THE CRITICISM OF transportation safety in the U.S. is unfounded. Railroad, highway and air safety are at their highest level in history and all are improving.

With the U.S. Department of Transportation's Federal Aviation Administration (FAA) the subject of recent unfavorable criticism by the General Accounting Office, it is important to keep in mind the bottom line — that is, that in rail, highway and air, we are making dramatic progress in saving lives. Let's look at the record.

RAILROADS: 1985 was the safest year for this industry since statistics have been kept. Railroad worker deaths: 122 in 1978; 101-1979; 97-1980; 65-1981; 78-1982; 61-1983; 59-1984; 46-1985. Other safety measurements showed similar improvements.

Just this year, DOT's Federal Railroad Administration won a federal court battle permitting testing of rail workers for alcohol and drugs that will help strengthen safety in the industry.

HIGHWAY SAFETY: A five pronged DOT drive made 1985's traffic death rate the lowest in history. Deaths per 100 million driving miles: 3.34 in 1980; 3.17-1981; 2.76-1982; 2.57-1983; 2.58-1984; 2.45 (estimated) for 1985.

National Highway Safety Administration's programs for seat belt laws (now in 26 states), stronger drunk driving measures, raising legal drinking age to 21 (now in 43 states), national 55 mile per hour speed limit and safer autos, roads, and bridges all contributed to less lives lost on the highways. In the last five years, alcohol-related traffic fatalities declined by 25 percent.

If everyone in the country buckled their seat belts, we would save some 10,000 lives a year, and even more thousands of serious injuries. And drunk driving is still the number one killer of young people in the U.S. Two studies of states that had moved to the 21-year-old drinking law showed a 13 percent reduction in fatal accidents in that age group.

AIR TRAVEL: Deaths on U.S. domestic air flights are proportionally so few, in relation to total air traffic, that statistical trending is impractical. It has been said accurately that the chances of being hurt in a bathtub are much greater than of being hurt in an airplane.

Air travel in the U.S. remains the safest in the world. International commercial aviation had 1,622 fatalities in 1985, the highest number ever in a single year. Yet 70 percent of these fatalities occurred in accidents involving foreign airlines, including 520 on Japanese airlines and 329 on Air India (due to sabotage).

For regularly scheduled airlines in the U.S., the safety record has been impressive. Only 197 fatalities were recorded on scheduled airlines in 1985.

Even that number is a tragedy. However, there is a certain statistical unavoidability when a nation's people take 15,000 scheduled flights totaling 1 million. And 197 becomes comparatively small when viewed alongside the highway death toll per year, even if it is improving.

Although air traffic continues to grow, and typical terminals had eight percent more air traffic in 1985 than 1984, operator errors among controllers for proper air corridor spacing had improved by over 25 percent in the period.

To handle the increased air traffic in the U.S., the Federal Aviation Administration is increasing the size of the air controller workforce by 1000 over the next two years. Also, we are in the midst of a \$14 billion upgrade of air traffic control equipment and support systems, including new airport and weather radars and new communications technology.

This program will probably be the last major terrestrial upgrade of the air traffic control system. During the next 50 years, we will almost certainly be moving toward satellite-based air navigation with pilots providing safe separation from on-board systems.

MARINE SAFETY: On the seas, America leads in safety. No American ship goes to sea without a Certificate of Seaworthiness from the U.S. Coast Guard. No American ship can be insured unless certified by the American Bureau of Shipping. And if a ship does not meet these standards, it cannot go to sea, and no union would crew it.

Besides certifying ships leaving U.S. ports of seaworthiness, the Coast Guard operates iceberg patrols, conducts search and rescue missions and is the watchdog of safe marine navigation.

IN QUICK SUMMARY, shouldering the continuing responsibility of safety is DOT's highest priority. Our goal of saving lives is never diminished. We continue to search out any vulnerability in transportation systems, and move immediately to reduce, and if possible, remove the weakness. The strides of progress in these goals speak for themselves and are saving thousands of lives each year.

(Robert E. Mayer is regional representative of the U.S. Secretary of Transportation.)



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Gene Kropf

We are saddened to report that in spite of a valiant battle, FAA Retiree Gene Kropf died on Sept. 10 following a lengthy illness.

Gene served as the Regional Public Affairs Officer over 15 years until his retirement nine years ago. He was perhaps best known throughout the nation -- and indeed the world -- as "The Red Baron" and founder of a fun-loving organization of people interested in aviation education. Known as Barons or Baronesses, the members received a card for their wallet and a certificate to frame and hang on their office wall. Even President Reagan was a member when he was governor of California and had the "Bier Über Alles Luftwaffe" certificate mounted on his office wall. There are now over 45,000 members of the organization throughout the world.

Gene was also active in numerous aviation organizations and held office in most of them at one time or another during his career. He will be greatly missed by all who knew him.

He is survived by his wife Gert, son Fred and two grandchildren. Condolences may be sent to: Gert Kropf, 1411 San Pablo Dr., Lake San Marcos, CA 92069.

The family has requested that in lieu of flowers, remembrances be sent in Gene's name to:

Memorial Fund Cancer Research
University of California at
San Diego
225 Dickinson
San Diego, CA 92013.

A Pilot Speaks Out In Praise Of ATC

A user of the air traffic system recently wrote to the Air Traffic Division, praising several facilities. The writer commended the following Air Traffic Control Towers and the folks who work there:

"Concord Tower = A busy place where one can always count on prompt, courteous, safe handling, and great hospitality for any visit. Home of the good guys. Extra helpful.

Reno Tower = I've worked with Reno for twenty-four years and have seen it go through some real ups and downs, but I've never seen it any better than what it is doing right now.

Napa Tower = These controllers treat incoming aircraft with a "can-do" philosophy that makes you proud to work with them. They treat everyone like a real pro with the result that you're going to do your very best for these guys. Wonderful tower.

Palo Alto = I've been in and out of there three times without incident and have observed them cool handedly working with fumbling pilots with no temper tantrums. I called and talked to him again last week to advise him that things have improved tremendously.

Most Improved = Fresno Tower. They've become a real nice group to work with and are now very hospitable toward visiting pilots, promoting the contagious qualities of good will and courtesy. As with other facilities, the attitude they show is returned to them by the pilots."

Thought For The Week

"The only thing that is certain for man/woman is change. To battle change is to waste one's time...to become the willing ally of change is to assure oneself of life."

-Leo Buscaglia

A MESSAGE FROM THE FAA TOASTMASTER PRESIDENT -- JOAN ZUBARIK



We have just crossed the midpoint of the new term and can reflect on past events such as the installation luncheon, meeting at Los Angeles Hangar and Humorous/Tall Tales Contest. Toastmasters participation/attendance at these activities, along with club meetings, has greatly contributed to the enjoyment and satisfaction we derive from our club.

Many members have 'stretched' to meet the challenge of an assignment such as Toastmaster, Evaluator and Table Topics Master at our club meetings. It has resulted in success for the club and individuals profit from the experience. In particular, the improvement in communications skills among members is very evident and more confidence

is gained through the involvement in Toastmasters.

We look forward to the remainder of the term and hope to include more interesting programs/special events. Should you have any ideas or comments to share on future club activities, please contact a club officer or team captain.

We extend a sincere invitation to all FAA employees to join us as our regularly scheduled meetings on the first and third Tuesdays of the month in Conference Room 4W3/7 beginning at 11:45 a.m.

Let's all commit to personal growth and fun!

Joan Zubarik

(Photo of Joan Zubarik by Elly Brekke.)



The First Decade -- NBCFAE

The National Black Coalition of Federal Aviation Employees (NBCFAE) will be celebrating its 10th anniversary and annual conference October 22-25, 1986. The celebration will be held at the Viscount Hotel at John F. Kennedy International Airport in New York. Special events are scheduled for this year's conference. Anyone interested in attending can contact Jesse Gaines at Oakland Tower.



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Merced Missive

Charles Raley Earns Outstanding Performance Rating

Charles Raley, Electronic Technician and the only FAA person permanently stationed at Merced, Calif., was recently presented with an Outstanding Performance Rating. The Sacramento Airway Facilities Assistant Sector Manager had the honor of presenting this award.

Thanks for the fine job, Chuck!

Fresno Facts

Bill Gorman, Electronic Technician, alias "B.G.," was the recent recipient of an Outstanding Performance Rating, with a Special Achievement Award. Bill, who is scheduled to be a new father sometime in November, was, needless to say, quite thrilled. The award was presented to Bill by Fresno Airway Facilities Sector Field Office Manager Jay Jacobsen, who managed to interrupt Bill's efforts, working with Facilities and Equipment, on the Fresno Instrument Landing Service project, just long enough to make the presentation.

Thanks for the great job, Bill!

FAA National Golf Championship Slated

The 7500 Club of Miami Air Route Traffic Control Center is sponsoring the FAA National Golf Championship scheduled for October 30, 31 and November 1, 1986 at the Royce Resort, 3501 W. Rolling Hills Circle, Ft. Lauderdale, Florida.

Rooms are available, if desired. Trophies, cash and merchandise will be awarded to the national champion, flight winners and facility team champions. All proceeds will go to selected charities.

For more information or reservations contact Dean Stromwall, Tournament Chairman, Miami Center 305/592-9770, or home 305/382-2571.

Palo Alto

Tower Happenings



by Jan Trilo

Palo Alto Tower has had a busy summer this year, with several people coming and going...Our mission of training, awarding and promoting is being accomplished in grand style.

Congratulations to Dennis Slater for receiving a Special Achievement Award based on an exceptional performance rating.

Congratulations also to Walter "C.C." Kerns on a promotional transfer. Wally, after receiving an Outstanding Rating at Palo Alto, was transferred to San Jose Tower. Our best wishes to the Sarge!

Our welcome mat is out for our two newest people: Nate Creecy, from Austin, Texas Tower/ TRACON, has already swept through training on Ground Control/Clearance Delivery, Flight Data, and is on his way to a speedy Full Performance Level rating.

Bryan Fuller, also from Texas, is from Brownsville Tower. Bryan is not far behind Nate, with successful completion of Ground Control/Clearance Delivery, and Flight Data.

We are certainly looking forward to having these two gentlemen on our Full Performance Level roster.

We are extremely proud of our training program and our success rate, not only here in our tower, but in other facilities as well, as our controllers move on.

We have just recently received this letter from Neil Bettenhausen, Manager of Fresno Tower/ TRACON, concerning an ex-Palo Alto controller and her continuing success:

HAPPY NEW FISCAL YEAR!



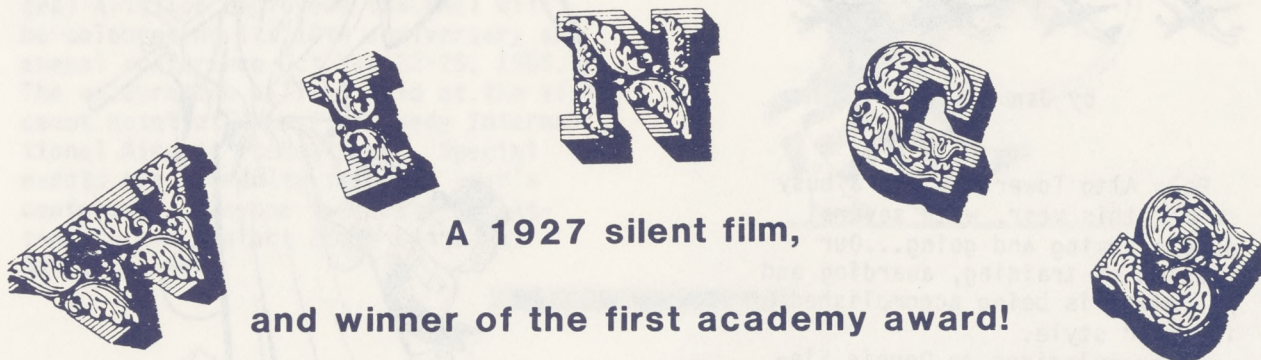
"It is our occasional pleasure to obtain high-quality air traffic control talent for our training program. As you are aware, Fresno is a fairly busy level III Tower and Radar Approach Control facility. Many new people have had difficulty in completing the training.

Sheila Sweeney has recently certified on all Tower and Tracon positions, the first woman to do so at this facility. She has proven herself to be capable in this environment and she has demonstrated a positive attitude, well prepared to move into this type of operation. A great deal of Sheila's success can be attributed to her exposure and experiences with you and the Palo Alto Tower operation. This speaks very well for your capacity to develop people and encourage their growth in the profession.

We appreciate what Sheila has done here, and if you have more controllers of her calibre we would encourage their bid on any future Fresno Tower/ TRACON vacancies."

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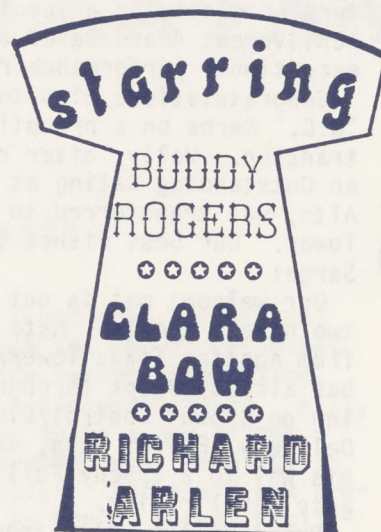


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MOVIE BEGINS 7:00

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Mardy Franks, LAX CASFO, 215-2280
Olga Eiben, Airway Facilities, 297-1196
Elly Brekke, Public Affairs, 297-1431

