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**Federal Aviation
Administration**

Western-Pacific Intercom



SALUTE TO WOMEN AWARDS

Cover Story

by Cathy Trujeque
FWP Manager

In honor of Women's Equality Day, the Western-Pacific Federal Women's Program Committee (FWPC) instituted the first annual "Salute to Women" Awards. The awards were presented to eight Regional FAA women.

Nominations -- solicited from peers, subordinates and supervisors -- detailed the candidate's contribution to improve the quality of life in the FAA and may have included examples of outstanding achievements or contributions made to the community. A panel of representatives from the Human Resource Management and Airway Facilities Divisions reviewed the nominations, looking for characteristics such as leadership, commitment, significant achievements, challenges met, organizational accomplishments and active membership in organizations.

The panel then selected eight of 14 nominees. They are:

Zelda Hutcherson, AWP-14C = honored for her activities in Civilair and Human Relations Committee (HRC), for forming the FAA Chorale and for her work with the handicapped, civic and church organizations.

Norma Lavinder, Phoenix Tower = honored for her activities with the Phoenix Tower HRC and Facility Advisory Board, and for her work with native Americans. She has also served as Associate Federal Women's Program Manager.

Ilalia Manuma, American Samoa Sector Field Office = honored for her leadership as a member and officer of the American Samoa Chapter of the Pan Pacific and Southeast Asian Women's Association, her fund raising activities for her church and for her work as a volunteer for the Special Olympics for the Handicapped.

Rose Marino, Hawthorne Flight Service Station = honored for her activities with Professional Women Controllers (Rose is currently serving as Area Director and is organizing the 1987 National Convention), and for her leadership in Western-Pacific Federal Women's Program Committee and the National Hispanic Coalition of Federal Aviation Employees.

Sandra Monge, AWP-40, honored for her continued support of the Federal Women's Program and development of an FWP orientation package.

Lynn Osmus, AWP-710 = honored for her significant career accomplishments and her activities in community relations, including Career Days at local universities and public speaking engagements on behalf of the FAA.

Jacqueline Smith, AWP-40 = honored for her outstanding career achievements and self-development efforts. Jacque was the first woman to be selected as Assistant Air Traffic Division Manager, and is now the manager of a newly conceived organization - the Financial and Management Resources Division.

Judy Stone, AWP-14C = honored for her outstanding scholastic achievements while working full-time and for her efforts in developing the aerobic and fitness program for the Regional Office.

In recognizing the honor it is to be considered for this award, a special tribute is offered to all nominees, including Luz Diaz, AWP-14; Sabra Kaulia, AWP-570; Jennifer Nakazawa, Kauai Sector Field Office; Lorraine Nealis, Los Angeles Center; Louise Stiles, Los Angeles Airway Facilities Sector and Martha Thomas, AWP-422.

Cover photo: Barry Brayer (left), former Regional HRC Chairperson, originated the concept of the "Salute to Women" Awards. Present at the regional ceremony to receive awards are, from left, Lynn Osmus, Rose Marino and Sandy Monge. Regional Director Mac McClure (right) bestowed the honors. More honorees are pictured inside INTERCOM. (Photo by Elly Brekke.)

Western-Pacific

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Salute To Women Awards

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Photos: Top -- Regional Director Mac McClure, left, recently presented "Salute to Women" awards to Judy Stone, Zelda Hutcherson and Jacqueline Smith. FWP Manager Cathy Trujeque, right, was instrumental in implementing the new awards program. (Photo by Elly Brekke.)

Next -- Recipient Norma Lavinder, clerical assistant at Phoenix Tower, is presented her award by Tower Manager Ed Couch.

Below: Ilalia Manuma, Clerk Stenographer, is honored with the "Salute to Women" award as presented by FAA Resident Director and Airway Facilities Sector Field Office Manager at Samoa, Russell Crooks.

More Women's Awards



Photos: At left, Regional FWP Chairperson Rose Marino addresses the crowd with opening remarks. Rose was unaware at this time that she was about to receive a "Salute to Women" award.

At right, Former Regional HRC Chairperson Barry Brayer tells the gathering how the award was conceived and how the honorees were selected.



At left, Flight Standards Administrative Officer Elaine Collander (right), along with other FWP Committee members, donated and served refreshments after the ceremony. Aviation Security Technician Olga Gomez stops for a snack after the awards had been presented.

San Diego TRACON Honored by U.S. Navy



In a recent ceremony, San Diego TRACON was presented a Letter of Appreciation from the Commander Naval Air Force, U.S. Pacific Fleet.

According to Vice Admiral James E. Service, the U.S. Navy recognizes the facility's superior performance, especially during the year of the 50th anniversary of air traffic control, and the 75th year of naval aviation.

"It gives me great pleasure to note the efficient and highly professional air traffic control services San Diego TRACON has provided to the U.S. Pacific Fleet units operating in the San Diego area," the letter states. "The spirit and willingness to provide services for special military operations, including large multi-plane Top Gun exercises and carrier operations, at all hours of the day, have contributed significantly to the overall success of the Navy's air training readiness in the Southern California area."

The Commander summed up the professionalism of the TRACON by stating, "The facility is a credit to the Federal Aviation Administration and you have my appreciation for a job well done."

Photo: San Diego TRACON recently received a Congratulatory letter from the U.S. Navy. Present at the ceremony are, from left, Air Traffic Manager Bob Vaughn, Area Manager Bill Morley, Commander Naval Air Force Pacific Fleet Vice Admiral James E. Service, Area Supervisor Rick Case, Controller Terrell Deering, Controller Gary Neagle, Air Traffic Control Facility Officer Commander Dean Zeitler and Assistant Air Traffic Manager Jim Snow.

FY '87 Recruiting Effort

Despite the tight FY 1987 budget, FAA plans to hire approximately 2,900 controllers, 300 aviation safety inspectors, and between 300-500 electronic technicians by the end of next September.

To assure the agency gets the best possible candidates, FAA recruiting experts will meet in Washington Dec. 2-5 to discuss strategies with Administrator Engen; Norbert Owens, Deputy Associate Administrator for Air Traffic, AAT-2; Irene Barnett, Director of Program and Regulations Management Office, APR-1; and Ed Kelly of the Program Engineering and Maintenance Service, APM-100, among others.

Edward Curran, Director of Personnel and Technical Training, said the recruiters will have to "pull out all the stops to meet the projected quotas." He noted, "Recruiters must make at least 100 contacts to bring one person into FAA. The other 99 fall by the wayside. They become unavailable, lose interest, get other jobs, or just don't show up for interviews."

Oakland Assists Lost Aircraft

It was 10:40 a.m. Oakland Center Sector 23 received a call from a Cherokee aircraft, asking for help in finding Pine Mountain Lake Airport. The Cherokee had only 10 minutes of fuel remaining, and estimated his position to be 10 miles east of the airport at 8500 feet.

The controller went to work, in order to determine the precise location of the aircraft. It was soon established that the airplane was actually seven miles northeast of Mariposa Airport and not Pine Mountain Lake! The controller issued a heading to Mariposa Airport, and shortly afterward the pilot sighted the runway. He reported that he was shutting everything down and gliding in!

A few minutes later, Fresno Flight Service Station reported that the aircraft landed safely at Mariposa without incident.

Host Computer Passes Final Test

Rigorous testing of the new Host computer system at the FAA Technical Center has confirmed that it has sufficient capacity to handle projected air traffic control functions well into the mid-1990s. The first Host is scheduled to be delivered to the Seattle Air Route Traffic Control Center later this month.

The "Capacity and Response Time Tests" were conducted in the September/November time period to measure the Host system's performance characteristics with processing workload levels projected for 1995. The tests were run with the same display systems that are currently used at the centers with a back-up system available to take over in the event of a primary system failure.

The tests showed that the Host system could handle the 1995 workload using less than one-third of its capacity to process the same functions as the current IBM 9020s. Additionally, the tests demonstrated that the Host computers can respond to controllers' requests within an average of one second.

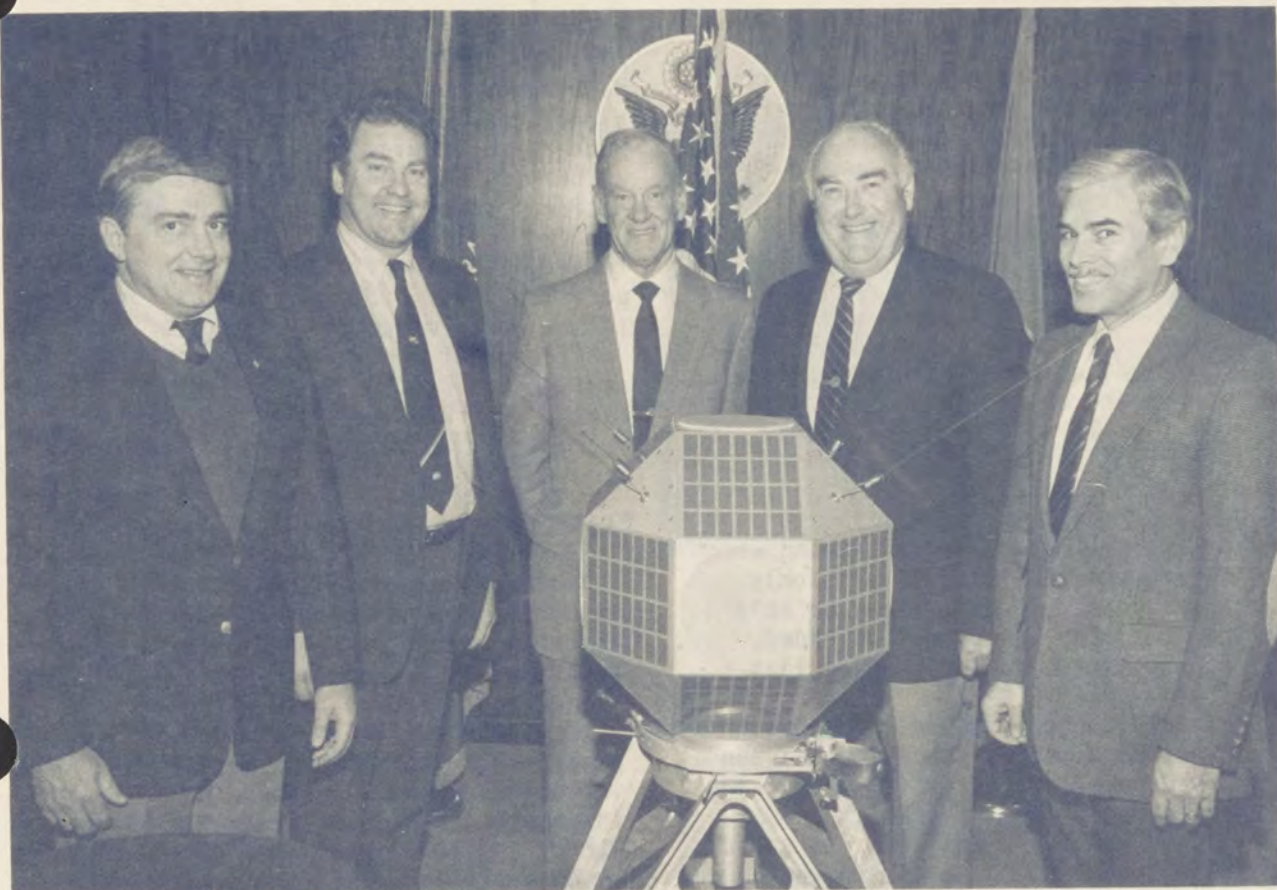
The bottom line is that the Host System can handle the increased traffic load of the mid-1990s as well as accommodate additional automation functions.

Thought For The Week

You can't build a reputation on what you're going to do.

-Henry Ford

Satellite Model Presented to FAA



A satellite model that looks a lot like the robot character R2D2 from the motion picture "Star Wars" is now on display in the Administrator's lobby at Washington headquarters.

The model was presented by Weber State College, Ogden, UT, to commemorate its unique partnership with FAA in producing the real life counterpart of the model satellite. Launched from the space shuttle in April 1985, the satellite has just about completed its useful life and is expected to fall from orbit by year's end.

Built by the Weber State students and faculty with FAA support and christened NUSAT for Northern Utah Satellite, it was used by the agency to calibrate long range ATC radar. A second generation NUSAT currently is under development.

Pictured here behind a replica of the Weber State College/FAA NUSAT Satellite, now displayed in the Administrator's Lobby, are Deputy Administrator Bob Whittington (center), and the Headquarters Aviation Education team members (from left) Phillip Woodruff, Aviation Education Specialist; John Hanks, Special Assistant to APA-1; Don Clausen, Director of Special Programs; and Mike Wayda, Public Affairs Specialist.

Photo by Dennis Hughes,
DOT photographer

Engen Cites Delay Causes

Airline scheduling practices, particularly the switch from the "city pairs" to the "hub-and-spoke" concept, has greatly intensified congestion and increased delays at major U.S. airports in the view of FAA Administrator Donald Engen.

In a lecture delivered at the Massachusetts Institute of Technology, Engen said traffic at key airports like Chicago O'Hare, Atlanta Hartsfield, Dallas-Ft. Worth, and Boston Logan have increased from 15 to almost 30 percent over the past three years.

Moreover, he cited the example of O'Hare which has 117 take-offs scheduled in a one-hour period in the morning when the instrument (IFR) capacity is only 130 operations. "O'Hare might be able to let that many takeoffs," he added, "if nobody wanted to land during that hour."

Similarly, he pointed out that Boston Logan has 23 takeoffs scheduled between 9 and 9:06 a.m., which is far beyond the airport's operational capability. Depending on weather conditions, he added, it would take from 20 to 45 minutes to get those departures off.

Sounding a now familiar theme, the Administrator said these practices have "used up the excess capacity that previously resided in our major airfields" and has resulted in increased delays. The only real solution is airport construction, he continued. "There has to be enough concrete and macadam on which to takeoff and land if the public is to get the aviation services that it needs."



HQ Black Coalition Chapter Established

The National Black Coalition of Federal Aviation Employees (NBCFAE) has added Washington headquarters to its list of regional chapters. The coalition has 300 members nationwide and is growing.

NBCFAE plans include establishing a national communications network among members, assisting in recruiting black, female, and minority individuals for FAA positions, and promoting professionalism in the performance of FAA duties.

Officers of the headquarters chapter are: Eleanor J. Williams, President; Ted Fagan, Vice President; Quentin Taylor, Secretary; and Elliott Reid, Treasurer.

"RIF" Pamphlet Issued

Most Federal employees would be just as happy if they never had to confront the issue of Reduction In Force (RIF), but sometimes it is necessary to think about the unthinkable.

Accordingly, FAA has published a five-page pamphlet on the subject as part of its on-going Human Resource Management information series. It details how the RIF system works, touching on such things as competitive areas and competitive levels. Also covered are the three tenure groups with an explanation of how employees can earn additional tenure credits based on job performance.

The RIF article is No. 11 in the Human Resource Management series, which was initiated in July 1984 to keep employees up-to-date on issues that affect their jobs and careers. Copies are now in distribution.

On the Road to Recovery

The many friends of Sophie Kaplon, a familiar figure at the FAA Regional Headquarters, will be glad to know her husband, Dave, is recovering nicely from bi-pass surgery after suffering a heart attack.

We know they would appreciate hearing from their many FAA friends; send those cheery get-well-quick messages to Dave Kaplon, 3831 S. Dunsmuir Ave., Los Angeles, CA 90008.

AVIATION EDUCATION IN AMERICAN SAMOA

Smitty Lutu, Electronic Technician at the American Samoa Sector Field Office, is responsible for an educational program for a local Samoan school.

Smitty gave a classroom lecture on the principals of communication equipment. He used several practical demonstrations with experiments that all the students could relate to and, completed the program with a tour of the air traffic communication facilities at Pago Pago International Airport. This first hand look was very impressive to the children, and they gained knowledge in an area that is not normally available in this part of the Pacific. Smitty has been involved in several long term training projects for the school system in the past and has a lot of creative ideas for the future.

According to Acting Resident Director and Sector Field Office Manager Russ Crooks, "It is a pleasure to work with people who are deeply involved in their community and have a high commitment for development of young minds. Who knows-- a person that spent the day under the wing of Smitty may be the electronic or environmental technician of tomorrow."

On this page are letters from enthused students who are grateful to Smitty for his involvement.



Photo: Smitty Lutu meets with Level Six Samoan children from Lupelele School.

DEAR SMITH LUTU

I WANT TO SAY THANKS FOR
LETING US COME AT YOUR OFFICE TO SEE
YOUR OFFICE AND WHERE YOU WORK.
I LEARN A LOT OF THE THINGS ABOUT
COMMUNICATION. I WOULD LIKE TO SAY
THANKS AGAIN FOR YOUR HELP.
GOOD LUCK WITH YOUR BUINESS.

SINCERLY YOURS,
Purip:oo

Dear Mr. Lutu,

I'm very thankful that you
taught us about communication. I would've
never learned that much about communication
and the speed of sound without your help.

I have learned alot about
communication especially how a phone works
Even though I don't know alot about
telephones, I still think I can
build one

Well, thank you again!

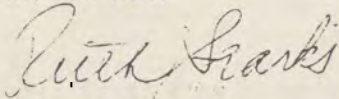
Yours truly
Gabriel P. Ekeama

TRAVEL KEY

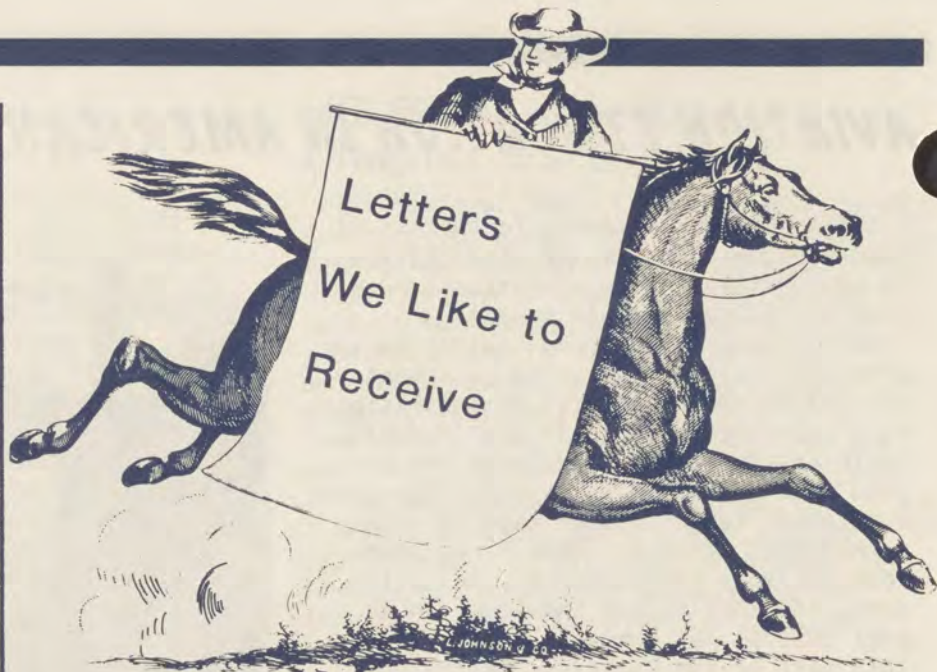
Richard Merriman
FAA, Airport Station, Oakland, CA

This morning I had the pleasure of attending a meeting of the CASTRO VALLEY BREAKFAST CLUB. The speaker was your FAA Inspector Lori LaQuaglia. She was a delightful and knowledgeable speaker who impressed the membership with her interest & enthusiasm in her FAA assignments. She is a credit to your department. Our compliments to you and the FAA in having an inspector of her caliber and sharing her with the public.

Very truly yours,



Ruth J. Sparks, CTC
Owner/ Manager



LAW OFFICES -- SUSAN B. JORDAN
San Francisco, Calif.

Mr. Vincent Mellone
Facility Manager - Oakland Center

I am a general aviation pilot. Almost invariably, the controllers at Oakland Center oblige general aviation traffic in a courteous manner even though their workload must be heavy. I, for one, appreciate the extra margin of safety this gives me in the areas bordering on the TCA.

One fall day, I was flying between Chico and Ukiah. I was talking to Center on 120.4. Nothing special happened, no crisis arose, it was simply the nice tone of voice and the courtesy with which this controller spoke to me and others that was exceptionally nice. It seemed he went out of his waf for a general aviation pilot to let us know we were welcome in the sytem.

I know tensions and workload must be high at the Center. However, I wanted to tell you of the exceptional radio manner of this individual. I am hopeful that you will be able to relay my appreciation.

Yours very truly,


SUSAN B. JORDAN

(EDITOR'S NOTE: Hats off to Dennis Perry, the controller with the nice voice!)



Memorandum

US Department
of Transportation

Subj: Letter of Appreciation

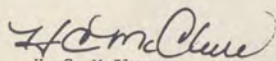
From: Director, AWP-1

To: Las Vegas ATCT

I am pleased to enclose a letter I received from the Administrator expressing his appreciation for the excellent service provided to the Confederate Air Force by Las Vegas Tower employees.

Ralph Royce wrote to the Administrator commending the air traffic team and especially Sandra L. Johnson.

Please pass on the Administrator's appreciation and my personal thanks. I am proud of the dedication.


H. C. McClure



Mr. William Dickinson
 FAA Flight Standards District Office
 San Diego, Calif.

Subject: SDES Airline Safety Meeting

Dear Mr. Dickinson:

The San Diego Engineering Society members wish to express their appreciation for the excellent presentation you gave our Joint Meeting on Airline Safety.

I have received nothing but positive complimentary comments on your presentation. The format of your presentation and of course your knowledge was absolutely excellent.

But most of all, you brought forward the positive efforts of the FAA with respect to airline safety.

You certainly left our members with a high degree of confidence in the FAA's program on aircraft inspections.

For this you are to be commended.

Sincerely,

John M. Pollock
 Executive Vice President
 San Diego Engineering Society

Mr. Ralph Guerriera
 FAA Flight Service Station
 Sacramento, Calif.

On behalf of Boy Scout Troop 211, I thank you for your time and the informative tour you gave of your facility. The boys' progress toward the requirements of their Aviation Merit Badge was certainly enhanced by the experience.

Sincerely,

Gerald D. Muto

Santa Barbara Control Tower
 ATTN: Air Traffic Controllers



A few words of great appreciation and warmest thanks for your help and understanding during a visit to your control area.

I came in from Las Vegas on a business trip right smack at peak traffic time, and it looked like the usual fog bank rolling in. But still time for me to get to my Comanche and leave VFR.

I climbed in, cranked it up, listened to ATIS and called ground - and called ground - and called ground. When I received no reply I figured a shielded spot and started to taxi to the end of transit parking again called ground - top set, bottom set - with a reply of no voice - carry only.

Pretty upset, I started to taxi back to find a land line - hoping the tower would let me out with lights for the quick trip.

As I started back a voice came thru the headset "Low wing white and red, if you read me, key your mike twice." Klick klick. Again that voice said "If you would like to depart Santa Barbara, key mike twice. Follow taxi instructions and key twice." Klick klick. She led me down the taxiway to the run up and handed me off to the tower. Klick klick.

Thanks to the controllers my trip home was not cancelled, by ETA was pushed back by only 15 or 20 minutes and my radios were repaired by my local shop.

Again, my special thanks to you for the excellent job. "Klick, klick"

Jay Martin
 N-7566P

ALL PERSONNEL:

Please join me in congratulating Barbara (Klick Klick) Stewart for another job well done!

Chick Foley
 Manager, Santa Barbara Tower

Retirees to Get Increase

Federal retirees will get a 1.3 percent cost-of-living increase in their retirement pay. Effective December 1, the increase will be included in January 1 paychecks. The increase also applies to survivors annuities and military retirement pay.

With President Reagan's signing of the Omnibus Budget Reconciliation Act of 1986, retirees COLAs are protected in 1987, 1988 and 1989 from any future budget cuts.

San Francisco ADO Awards

Congratulations to Sheryl Scarborough and Abel Tapia who recently received career service pins marking three years of government service. Sheryl and Abel are employed at the San Francisco Airports District Office.

Michael Mavrakis, Manager of San Francisco Airports District Office, recently received an Outstanding Performance Award. Making the presentation was Division Manager Herman Bliss. Congratulations, Michael.

William Lawless to Retire

William Lawless, Manager of Brown Field Air Traffic Control Tower, will retire January 3 after more than 35 years of federal service. Bill has spent 30 years with the FAA at facilities as diverse as Ardmoor Flight Service Station and Guam Cerap, and served as Facility Manager of Brown, Lahui and Maui Air Traffic Control Towers.

A retirement dinner will be held in Bill's honor Friday, January 9, at the Reuben E. Lee Restaurant, 880 East Harbor Island Drive, San Diego, Calif. The menu will include Petite Tenderloin of Beef, Teriyaki Chicken Breast and Shrimp Tempura. A no-host bar will open at 6:30 p.m., dinner will be served at 7:30 p.m. Send check for \$28.50 per person to cover dinner, tax, gratuity and gift to Charles Hill c/o Brown Field Air Traffic Control Tower, Otay Mesa Rd., San Diego, CA 92173.

Please respond no later than December 31.

HQ Teams Brief Field on Attitude Survey

Two teams from Washington headquarters have taken to the field to brief the regions and centers on the results of the 1986 employee attitude survey.

In addition to interpreting the survey trends, the two-person teams also are working with field managers to help them resolve problem areas identified in the survey. Each team includes a representative from the Office of Organizational Effectiveness (AOE) and a psychologist from the Office of the Associate Administrator for Human Resource Management (AHR).

AOE Director Howard Richardson reports that team members already have briefed air traffic, airway facilities, and flight standards managers in five regions, and expect to complete their work before the end of the year.



ACE-40 Receives Award

The Central Region's Resource Management Division (ACE-40) is this year's winner of the Annual Management Systems Activity Award. The presentation was made by Management Systems Director Mike Sherwin at the Management Systems Conference in Kansas City in late October.

The newly established award recognizes outstanding performance in the fields of management systems and data systems. Selection is based on such factors as program accomplishment, communications, employee development, external relations, professionalism, and other significant achievements.

ACE-40 Manager Cal Fields accepted the award plaque for his division. In addition, all personnel who worked in the division during the award period received individual certificates.

First Annual "Prescott Aero Days" Celebration

Prescott's Ernest A. Love Field was a beehive of activity when FAAers and the community celebrated the first annual "Prescott Aero Days."

The event focused on:

- =50th anniversary of Air Traffic Control;
- =First anniversary of Prescott FSS and Tower;
- =Dedication of "Interim Tower II";
- A positive look at the Airport and the FAA and;
- =The Embry Riddle 60th anniversary.

Kickoff for the busy weekend was a proclamation by Mayor Jerri Wagner designating the week-long celebration as Prescott Aero Days.

"Interim Tower II"--a modular facility on loan from the U.S. Navy--began operations, replacing the mobile unit that had been in use for a year. Later in the morning, Mayor Wagner; Ron Morgan, Regional Air Traffic Division; Frank Jonke, Acting Tower Manager; and Harry Boyle, Tower Manager cut the ribbon formally dedicating the structure. Following the ceremony a reception was hosted by the FSS.

Later, personnel from the tower and the FSS held a "Controller-Instructor Seminar" on campus at Embry Riddle Aeronautical University.

Activities on the weekend focused on open house at the FSS and tower. Local Fixed Base Operator's--North=Aire, Custom Pilots and ERAU--displayed their training aircraft, while several vintage airplanes captured the fancy of the crowd as well.

Curious and interested people provided a steady flow through the tower and FSS, as 600 people heard the FAA story.

All in all, the weekend was judged a success, the "mission was accomplished," and the event will probably turn into an annual celebration.



Photos: Top -- Ron Morgan makes a brief speech as Frank Jonke, Harry Boyle, Mayor Wagner and Larry Bjork look on.

Below -- Prescott's "Interim Tower II" ready for ribbon cutting.

Alfonso Silva Awarded Service Career Pin

Alfonso Silva (right), an Electronics Technician with Kauai Airway Facilities Sector Field Office, is the recent recipient of a 25-year service career pin. Making the presentation is Dick Bowder, Assistant Manager for Operations at Honolulu Airway Facilities Sector.



HRC Hotline

The Regional Office Human Relations Committee (R.O. HRC) recently held elections. The new members and officers are: Cynthia Whitney, AWP-423, Chairperson; Fritz Sperling, AWP-701, Vice-Chairperson; Sandy Poland, AWP-300, Secretary; Jim Mills, AWP-4E; Luz Diaz, AWP-17; Mike Spitt, AWP-56; Shirley Rubera, AWP-40A; John Maloney, AWP-518; Joe Rodriguez, AWP-621 and Willie Wallace, AWP-250.

The R.O. HRC is available to answer questions and take action to improve employee working conditions. Everyone should feel free to contact an HRC member on any subject. Employees are also welcome to attend the monthly R.O. HRC meetings, which are held the first Tuesday of the month in the Director's conference room on the sixth floor at 9 a.m. The next meeting is December 2.

-- Reported by Cynthia Whitney
R.O. HRC Chairperson



The 40 Force Finish



In the September 1 issue of Intercom, employees of the Financial & Management Resources Division, AWP-40, announced plans to celebrate their newly-formed division (the combining of Management Systems, Budget and Accounting) by participating in the 3rd Annual Lawndale 5K/10K Run on October 19. AWP-40's "40 Force" issued a challenge to all FAA employees. Participants in the run included Jacque Smith, Bea Mathewson, Melanie Barnes, Marilyn Ramsey, Mateel Johnson and Andrew Wroblewski.

Congratulations to all, and especially to medal winners Jacque, Bea, Melanie and Mateel!

Photo by Rafael Riera

Administrator Engen Visits San Diego

FAA Administrator Donald Engen and his wife recently visited the San Diego Flight Service Station. During the visit, arranged by Sector Manager/FAA Coordinator John Tompkins, the Administrator presented Special Achievement Awards based on performance to Area Supervisor Bob Reeder and Quality Assurance Training Specialist Reece Cameron. Prior to departing the facility, the administrator advised the employees that he is proud of the people of this facility, and the fine job they are doing in carrying out the FAA mission here in San Diego.

Photos: Top -- Holding an informal discussion with Administrator Engen (second from left) are San Diego FSS Manager Stan Stanicek, Ron Summers, Gary Prock, Bill Forquer and Reece Cameron.

Next -- Bob Reeder receives a Special Achievement Award from Administrator Engen.

Below left -- Also receiving a Special Achievement Award is Reece Cameron.

Below right -- Stan Stanicek looks on as the Administrator and his wife meet some of the folks at the FSS. From the rear forward are Controllers Jensen, Mendenhall, Kusumoto, Perry and Gentry.



Relocations Update



by Natalie Greenberg
Employee Benefits Specialist

On October 1, 1985, a relocation service contract, naming ChemExec Relocations Systems, was implemented by the Department of Transportation (DOT). The purpose of the program is to help relieve the many anxieties often experienced when relocating by providing service options such as Guaranteed Homesale, Marketing Assistance, Property Management and Homefinding/Mortgage Counseling. There is no charge to the employee for any of these services.

As the Relocations Coordinator, I am repeatedly asked the same questions. Following are some of these, with appropriate answers. More Questions and Answers will appear in subsequent issues of INTERCOM.

Question #1:

What is the general rule for an employee to have full entitlement under the Relocation Program?

Answer:

For full entitlement to Government payment for guaranteed home purchase or property management services, the title to the residence must be solely in the name of the employee or jointly in the names of the employee and/or one or more members of his/her immediate family on the date the employee is definitely notified of the transfer. A spouse who is divorced or permanently separated from the employee is not a member of the employee's immediate family, nor are non-dependent parents, brothers and sisters. These title requirements are in the Federal Travel Regulations.

Question #2:

Can events that occur after the employee is notified of the transfer affect his/her entitlements?

Answer:

Comptroller General decisions from the General Accounting Office (GAO) also indicate that events occurring after the employee is notified of the transfer may negatively affect entitlements. For example, if the employee who held title to the residence jointly with his/her spouse becomes permanently separated from the spouse before reporting to the new duty station, then the employee is no longer eligible for full Government payment for guaranteed home purchase or property management services.

When an employee does not meet the title requirements, he/she is eligible for Government payments for the relocation services only on his/her interest in the property.

The bottom line is the employee who holds title with the divorced or separated spouse will be charged 50 percent of the guaranteed home purchase fee unless he/she can prove he/she is entitled to more.

Question #3:

What can an employee do to avoid the above problem?

Answer:

Because of the title requirements described above, the employee who expects to be transferred must take action to correct his/her title (if it is currently incorrect) on the residence, before definitely notified of the transfer. Doing so will assure that the employee receives maximum entitlement to Government payment for the selling expense or property management on the home.

EXAMPLE: An employee who is divorced and was awarded the house in the divorce settlement is expecting to be transferred. If that employee has not previously filed a quit claim deed to remove his/her ex-spouse's name from the title, the employee must do so before he/she is notified that they are transferred. If this action is not taken the employee will be responsible for paying 50 percent of the guaranteed home purchase service fee.