

INTERCOM

F E D E R A L A V I A T I O N A G E N C Y

66-31 August 2, 1966

AC920

W. Lloyd Lane
Director, Aeronautical Center

THIS IS A BANNER YEAR FOR FRINGE BENEFITS. The bill to increase pay and fringe benefits was only one of five new laws which bring new benefits to Federal employees during 1966. While the pay increase is visible in our checks already, the full impact of the other bills must wait until procedures and instructions are worked out by the Civil Service Commission and the Bureau of the Budget. Please hold your special queries because detailed questions as to how the bills might affect YOU personally will have to wait until these instructions are received. General provisions of the five bills will be covered in the near future in a special issue of INTERCOM. Watch for it to include news on (1) the pay increase and fringe benefits bill described in last week's INTERCOM, (2) the so-called "Moving Bill" which eases the financial burden on employees who must move, (3) the bill which authorized variations of workweek for educational purposes, (4) an amendment to the Compensation Act which liberalizes benefits available to Federal employees injured in line of duty, and to their survivors if they are killed in the line of duty, and (5) the bill authorizing a pay differential for certain kinds of duties involving unusual hardship or hazard.

SERVICES TO THE PUBLIC. The Administrator is very interested in further improvement of the public image of the Federal Aviation Agency through better communications and services. You are encouraged to personally give some thought to better methods by which communications with the public can be clearly stated, informative and readily understandable, as well as ways through which services to the public may be furnished in a more congenial and helpful manner. Present your good idea by dialing extension 4680, or by submitting it on Employee Suggestion Form 2333. The FAA pays you cash for adopted suggestions.

MEDICARE - HEALTH INSURANCE FOR THE AGED. Countless thousands of persons 65 years of age or older became eligible for hospital and medical insurance on July 1, 1966, under provisions of the Social Security Amendments of 1965 (P. L. 89-97). This program, popularly known as Medicare, is important to all, however, inasmuch as its protection will be available later on to others as they reach age 65. All employees, especially those who now are approaching the age of 65, are urged to become familiar with the law and its benefits. Brochures which present a brief explanation of the program will be distributed through regular mail channels at an early date. Employees approaching the age of 65 who have specific questions with respect to the effect of Medicare on Federal Employees may have their questions answered by visiting the Personnel Relations Branch, Room 128, Headquarters Building, and asking to see FPM Letter 890-11.

Distribution: CAC-8

WASHINGTON NATIONAL FLIGHTS TO BE LIMITED. A proposal to limit scheduled airline operations at WNA to a maximum of 40 an hour was published last week in the form of a Notice of Proposed Rulemaking. The limitation replaces a previously-adopted operating policy for the airport which restricted WNA to a non-stop service perimeter of 500 miles. Ten of the 13 airlines serving the airport had proposed this perimeter as an effective method of reducing the congestion problems. Its adoption resulted in a storm of protest from a large number of travelers who travel frequently to points beyond that limit. Under the new proposed rule, the airlines may continue to serve a radius of 650 miles plus a few points as far away as 1,000 miles to continue service which was available in 1965. Cities included are Memphis, St. Louis, Tampa, Miami, Minneapolis-St. Paul, Orlando, Milwaukee, W. Palm Beach, Nashville, Chicago, Atlanta, Jacksonville (Fla.), and Huntsville (Ala.).

PRESIDENT URGES SECURITY VIGILANCE. Two recent incidents of attempted espionage prompted the President to call for "the highest standards of vigilance and self-discipline" among employees. In a memorandum to the heads of all departments and agencies, the President said: "We must not...be lulled into dropping our guard against those who do not wish us well and are ready to exploit weakness of character or official carelessness to our country's detriment. Our security services are professional and efficient. All but a very few of those in public service are patriotic beyond temptation and are alert and discreet in the conduct of their duties...We must continue to maintain the highest standards of vigilance and self-discipline."

SYSTEMS REVIEW COMMITTEE OFFERS CHALLENGE. Bids are being accepted (see back of INTERCOM) for two GS-13 positions at the Aeronautical Center. A management analyst and management specialist will be named to a Systems Review Committee, the first of its kind. The Committee will review all requests for computer applications, that is authorize a yes or no, maintain a check on the computer application, and hold a post-installation review of the function, to see that it still carries out the original intent. All this, within Data Services, is a part of the Agency's cost-benefit program. These new positions, by the way, can be considered as a major step in career development. The Systems Review Committee should be activated this month.

NAAIS INSTRUCTOR TRANSFERRED TO ICAO. William T. Zendler, PT-500, has been appointed by the International Civil Aviation Organization to the post of Airworthiness Expert (Instructor) in the Civil Aviation Safety Center in Beirut, Lebanon. He was selected from many applicants internationally aspiring for the position. In accepting this appointment, Bill vacates his position of Instructor in the National Aircraft Accident Investigation School at the Aeronautical Center, an assignment he has held since the School opened in September, 1963. Accompanied by his wife Jean and two of their children, Larry 17 and Karen Marie 11, he left Oklahoma City on July 27 for a briefing at ICAO in Montreal before reporting for duty in Beirut on August 1. Bill's eldest daughter will not accompany the family. She will have to watch her Dad's progress from this side of the water. Carol Zendler just recently joined the WAVES.

FLIGHT STANDARDS TECHNICAL DIVISION SALUTES PROUD EMPLOYEE. For a sustained record of error-free workmanship, Mrs. Lois Brasher of the Data Analysis Branch was honored last week by presentation of the PROUD Certificate of Recognition. Mrs. Brasher's performance for 90 consecutive days reflected NO ERRORS. During this period, she entered over 100,000 code symbols for aircraft accident information representing 29 fields of data. These were recorded perfectly through Mrs. Brasher's personal desire to strive for improved quality. Congratulations to PROUD Performer Lois Brasher.

BIRD STRIKE STATISTICS MAY BE MOUSEY. Tom Cates, who compiles statistics on bird strikes for Airports Service, is pondering the problem of how to report a near collision between an Air Force plane and an eagle. It seems the eagle pulled up in time to avoid a head-on, but he jettisoned a mouse he was carrying and the mouse was gulped into No. 2 engine. Problem for Tom: Is this a mouse or a bird statistic? Problem for birdwatchers: Did the bird jettison his payload for a rapid pull-up or was he loft-bombing an aerial adversary?

AGENCY/INDUSTRY JOINTLY PONDER DATA PROBLEMS. Aviation industry personnel are helping the Agency define and develop solutions to problems associated with aviation statistics and data systems. In a working group meeting on July 14 and 15, representatives of Management Services, General Aviation Affairs, Policy Development and the Aeronautical Center met with industry participants from Aero Commander, Beech, Cessna, Lear, Piper, Aerospace Industries Association, American Aviation Publications and the Aircraft Owners and Pilots Association. The next meeting is tentatively planned for October 3 and 4 at the Aeronautical Center.

LIBRARY SLEUTHING FOR IEEE PROCEEDINGS. The Library would appreciate a copy of the May 1966 Issue of the proceedings of IEEE for binding purposes. Call Extension 4709, AC=920.

GADOs NOW HAVE NAMES OF PILOTS. The Data Services Division of the Aeronautical Center at Oklahoma City has provided each General Aviation District Office with the names and addresses of certificated pilots, by state. This is expected to reduce the number of calls to Oklahoma City for such information.

PROMOTION PLAN ANNOUNCEMENTS FOR AERONAUTICAL CENTER EMPLOYEES ONLY CONTINUED

ACPP NUMBER	POSITION TITLE, SERIES & GRADE	AREA OF CONSIDERATION	KEY NUMBER
Position Location: ACPP-1965	CAMI Secretary (Stenography), GS-381-5	CAMI	*

- * Requirements on file Room 103, Headquarters Building.
- ** Requirements on file Room 104, Headquarters Building. Ingrade and down-grade surplus candidates outside area of consideration may request consideration, and will be given first consideration.

Promotion lists established as a result of these announcements may be used for a period of 90 days to fill additional vacancies in the same area of consideration at the Aeronautical Center.

*****PLEASE USE YOUR ROUTING SYMBOL*****

PROMOTION PLAN ANNOUNCEMENTS FOR AERONAUTICAL CENTER EMPLOYEES ONLY

Closing Date: August 10, 1966. The best qualified applicant will be selected for these positions regardless of race, color, creed, sex or national origin.

Employees who want to be considered for any of these positions must submit request on AC Form 3330-12 (formerly AC Form 135-1 (2-64)). Request must be accompanied by an Employees Appraisal Record, FAA Form 3693 or 3693-1, as appropriate, if one has not been previously submitted. Write "PARTIAL" at top of form. This copy will be used by AC-14 for all promotion plan purposes until the regular annual EAR is received. FAILURE TO FOLLOW THE ABOVE PROCEDURES IS LIKELY TO ELIMINATE THE EMPLOYEE FROM CONSIDERATION.

ACPP NUMBER	POSITION TITLE, SERIES & GRADE	AREA OF CONSIDERATION	KEY NUMBER
Position Location: Data Services Division			
ACPP-1953	Management Analyst, GS-343-13	Center Wide	*
ACPP-1954	Management Specialist, GS-301-13	Center Wide	*
These positions are established on the Systems Review Staff of Data Services Division to review applications of computer services. The two selections for this staff may be one in each position or both in one of the positions.			
ACPP-1955	Computer Specialist GS-334-12	Center Wide	*
ACPP-1956	Supvy. Computer Specialist, GS-334-13	Center Wide	*
Position Location: FAA Depot			
ACPP-1957	Packer, WB-7002-04	Center Wide	*
ACPP-1958	Warehouseman, WB-6907-04 (Two Positions)	Center Wide	274
Position Location: FAA Academy			
ACPP-1933	Electronic Technician, GS-856-11	Center Wide	295
ACPP-1934	Supv. Electronic Technician, GS-856-12	Center Wide	295
ACPP-1943	Equipment Specialist, GS-1670-9	<u>CANCELLED</u>	
ACPP-1959	Aviation Main. Spec., GS-1825-11	Center Wide	*
ACPP-1960	Supervisory Electronic Technician GS-856-11	Center Wide	295
Position Location: Administrative Services Division			
ACPP-1898	Supervisory Photographer, GS-1060-12	<u>CANCELLED</u>	
ACPP-1961	Supv. Photographer, GS-1060-11/12	Center Wide	*
Position Location: Plant Engineering Division			
ACPP-1962	Electromotive Powered Ground Equipment Mechanic Helper, WB-5801-05	Center Wide	*
ACPP-1963	Mobile Equip. Body & Fender Repr., WB-3809-08	Center Wide	*
Position Location: Aircraft Services Base			
ACPP=1964	Electronic Technician (General) GS-856-9	A S B	**

(Continued on bottom of page 3)

INTERCOM

F E D E R A L A V I A T I O N A G E N C Y

W Lloyd Lane
Manager, Aeronautical Center

66-32 August 9, 1966

EFFECT ON PAY CHECK AND TIME AND ATTENDANCE REPORTING OF NEW PAY LAW. Public Law 89-504, enacted July 18, 1966, will effect changes for pay periods 15, 16, and 17. Portions of the Law are awaiting Civil Service Commission guidelines, and will be implemented and adjusted when received.

Pay Period 15 (July 3-July 16, 1966) saw an increase to the basic rates for GS employees. Maximum rate of overtime went to \$5.55, the first step of a GS-9. Payment of overtime was held to a maximum rate of \$5.40, and adjustments, if any, will be made in Pay Period 17.

Pay Period 16 (July 17-July 30, 1966) checks were dated August 8, 1966. Overtime paid in this pay period was paid up to the maximum effective rate of \$5.55 per hour. Employees whose annual salaries enter the next thousand dollar bracket are entitled to the additional life insurance effective in Pay Period 16.

The beginning of Pay Period 17 (July 31-August 13, 1966) is the effective date for certain changes in overtime, the recording of hours for Sunday premium compensation, and changes in some of the health insurance rates.

Maximum overtime rate will be \$6.08, the first step of grade GS-10. GS employees will receive overtime for hours in excess of eight hour in a day (not applicable to certain irregular, first 40 hour, workweek employees). Compensation for overtime of employees whose salaries exceed the top step of grade GS-10, may be by payment or by granting compensatory time off.

Time and Attendance clerks will use the right side of the vertical "Remarks" column of the Time and Attendance Report, FAA Form 2983, to indicate hours worked subject to Sunday premium compensation. Eight hours are to be entered in a circle each day for employees if any part of their regularly scheduled tour of duty (not overtime) is between the hours of midnight Saturday and midnight Sunday. These hours are to be totaled on the T&A Report, above the phrase "Pay Period Totals." The rate of this premium compensation is 25% of the employee's basic hourly rate. Payment will be made, effective July 31, 1966, upon receipt of Civil Service Commission guidelines. Sunday premium compensation applies to Wage Board and Classification Act employees.

Changes effective to the health insurance rates will decrease the employee's portion and increase the government's portion. Some of the low option rates do not change. The changes apply to Wage Board and Classification Act employees.

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SECOND STAR AWARDED MAXWELL. Administrator McKee pinned the two stars of a major general on his Director of Supersonic Transport Development, J. C. Maxwell, on August 1, the date his Air Force promotion from brigadier general to major general became effective. General Maxwell's family and senior officers serving in FAA headquarters attended the short ceremony in the Administrator's conference room.

STREETS AND PARKING LOTS UNDER REPAIR NEXT FEW WEEKS. Beginning last Monday, August 8, the Oklahoma City Airport Trust has had a contractor beginning work on the repair and resurfacing of parking lots and streets at the Aeronautical Center. Although most work will be performed on successive Saturdays there will be times when it will be necessary to exercise caution when driving to avoid barricades designating the work locations. Some inconveniences may result from the program, but the resurfaced areas will be worth the trouble. Beginning Saturday, August 13, the following areas will be under repair: sixty-fourth street east of MacArthur; the parking lot east of Academy Headquarters and north of Flight Standards and ANF #1; and the asphalt areas on the east side of Hangars 8 and 9. These areas will be closed on August 13. Watch next week's INTERCOM for areas to be closed on Saturday August 20.

POLICY ON PRE-CONTRACT AND ANTICIPATORY COSTS: This is a reminder on the Agency Order 4450.2 which states policy regarding the entering into informal, unauthorized arrangements with proposed contractors and/or permitting them to proceed under the guise of "at their own risk," without contractual coverage. The Order clearly states there must be a contract in existence prior to permitting performance of work or services. No FAA employee may enter into informal, unauthorized arrangements with proposed contractors nor permit them to proceed with performance under "pre-contract cost," "anticipatory cost," or any other arrangements, including "proceeding at the contractor's risk." A purchase order is also considered a contract.

ACCENT ON ACHIEVEMENT. The Recognition and Awards Officer reports that during the year ending 6/30/66, a total of 678 Aeronautical Center employees received recognition under the program. Included in this number are 126 Quality Within-Grade Pay Increase Awards, 232 Sustained Superior Performance Awards; 29 Special Acts or Service Awards; 121 written commendations; and 170 awards for beneficial suggestions. Lump sum cash awards totalling \$58,730 were paid to 431 employees. Estimated savings from adopted suggestions amounted to \$145,119.46. Set a goal for yourself----superior job performance and the contribution of worthwhile suggestions can pay off for YOU in FY=67.

OU STUDY CENTER ANNOUNCES SCHEDULE OF COURSES. The Midwest City-Tinker AFB Study Center of the University of Oklahoma has announced its Fall Schedule of Courses. Enrollments will be made on August 31 and September 1 from 6:00-9:00 P. M., at the Jarman Junior High School, 5 W. MacArthur Drive, Midwest City. Schedules are available in all Aeronautical Center Division Offices and the Training Branch, Room 154, Headquarters Building. Further information may be obtained from the Training Branch or the School and Community Services Office at the University of Oklahoma in Norman.

*****TIME is one of our most precious commodities--using*****
DIAL-A-SUGGESTION, EXT. 4680 saves you time and can earn you extra money.

AGENCY TOURS IN VIETNAM SHORTENED. Tours of duty in Vietnam have been shortened from 24 to 18 months for Agency employees who leave their families in the United States. Those who elect to transport their families to overseas "safe havens", such as the Philippines, will continue to serve 24 month tours. The new policy applies to those already in Vietnam as well as those who accept the assignments in the future. Another effect of the change is that employees in Vietnam will be eligible for the grade protection benefits of reemployment rights regulations after three instead of the usual four years.

BROCHURE WILL DESCRIBE HEALTH BENEFITS. A Civil Service Commission brochure which describes the Open Season on Health Benefit plans, scheduled for November 14 to 28, will be distributed to all Agency employees in the near future. Each plan is described in the brochure and procedures are described for making changes. The information is intended to allow everyone to study the various plans and choose the one best suited to his individual needs well in advance of the actual Open Season.

NEW COURSE TEACHES INSTRUMENTS FASTER. Ten pilots have successfully completed an instrument flight training course at NAFEC which involved only about one third of the simulator time normally required. Using an experimental instrument panel which includes a new type gyro-horizon, an auto-pilot, pictorial display, and DME, the subject-pilots completed the flight simulator phase in an average of only 18.5 hours. Another group, using a conventional panel, took an average of 49.3 hours in the simulator to pass an identical course. Both groups had from 0 to 1000 hours VFR flight time with no instrument experience. The results are being evaluated by Robert J. Ontiveros, project manager.

PACE AND MELUGIN GO TO BNCA. The Bureau of National Capital Airports gained two career civil servants in two of its key posts last week. Clyde W. Pace, Deputy Assistant Administrator for Appraisal, was named as Deputy Director of BNCA. C. R. "Tex" Melugin was named Manager of Washington National Airport to succeed Edgar B. Franklin who is retiring from Government service.

CONSTRUCTION FUNDING CLARIFIED. A Decision by the Comptroller General clears the way for establishing Agency Air Traffic Control facilities on top of non-Federally owned buildings at airports. In response to an FAA request, the Comptroller General has determined that there is no objection to using FAA funds to reinforce foundations and make other structural improvements to non-Federally owned buildings as part of the construction cost of air navigation and related facilities. In addition to strengthened foundations and structural supports, improvements can include larger capacity heating and cooling systems, additional planning costs and other incidental improvements in the basic structure, including administrative space for tower cab operations.

PROVAN AND WILLIAMS NAMED TO OFFICE OF APPRAISAL. John R. Provan, Director of the Agency's Office of Management Services since 1961, was named last week to become Assistant Administrator for Appraisal. Another career civil servant, Gordon A. Williams, Jr., will become his deputy. Williams, is now executive officer for Flight Standards Service in Agency Headquarters.

PROMOTION PLAN ANNOUNCEMENTS FOR AERONAUTICAL CENTER EMPLOYEES ONLY

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ACPP NUMBER	POSITION TITLE, SERIES & GRADE	AREA OF CONSIDERATION	KEY NUMBER
Position Location: ACPP-1966	FAA Depot Machinist, WB-3414-11	Center Wide	207
Position Location: ACPP-1963	Plant Engineering Division Mobile Equip. Body & Fender Repr., WB-3809-8		<u>CANCELLED</u>
Position Location: ACPP-1967	FAA Academy Education Specialist, (Airplane Pilot), GS-1710-12	Center Wide	*
Position Location: ACPP-1968	Data Services Division Dig. Computer Programmer, GS-331-12	¹ See Below	*
Position Location: ACPP-1969	FAA Academy Supv. Clerk-Typist, GS-322-5	Center Wide	*
Position Location: ACPP-1970	Natl. Flight Insp. Div., FIFO-3, Los Angeles, Calif. Electronic Technician (GEN), GS-856-11	Center Wide	*

* Requirements on file Room 103, Headquarters Building.

1 Areas of Consideration: CAMI, Data Services Div., National Flight Inspection Division, and Flight Standards Technical Division.

Promotion list established as a result of these announcements may be used for a period of 90 days to fill additional vacancies in the same area of consideration at the Aeronautical Center.

*****PLEASE USE YOUR ROUTING SYMBOL*****
PROMOTION PLAN SELECTION LIST - Selections for June 1966

ACPP NUMBER	POSITION TITLE, SERIES & GRADE	SELECTED
FPP-AC-66-1846	Air Carrier Oper. Spec., GS-1825-12/13	Glenn Trewet, Jr. Jerome Bushnell
ACPP-1847	Accounting Clerk, GS-501-5	Welborne Richmond
ACPP-1848	Applications Examiner, GS-963-5	Mary Smith B. La Moyne Brooks
ACPP-1849	Digital Computer Systems Operator, GS-322-5	Bobby Privett Woodrow Chaney Cleo Maddox Ed Bridges Frederick Wilh...

INTERCOM

F E D E R A L A V I A T I O N A G E N C Y

SPECIAL INTERCOM

W. Lloyd Lane
Manager, Aeronautical Center

NEW LAW - PERMANENT CHANGE OF STATION
TRAVEL AND TRANSPORTATION

Public Law 89-516, approved July 21, 1966, amended the Administrative Expenses Act of 1946, and authorizes several additional categories of moving expense allowances. The amounts that may be paid under some of the new categories of allowances cannot be determined until implementing regulations are issued by FAA; consequently, it will not be possible for the Aeronautical Center to make payments until after FAA directives, implementing the new law, are issued. It is extremely important that employees who are reporting to new duty stations on or after July 21, 1966, maintain adequate expense receipts and records as to dates of expenses.

At the present time, the only additional expense applicable to this law that can be paid by the Aeronautical Center, will be that involved in the increased weight allowance, and this will be paid only to employees who report on or after July 21, 1966. The new weight allowance of household goods and personal effects which may be transported at government expense may not exceed 11,000 pounds for employees with immediate families, and 2,500 pounds net weight for employees without immediate families. The Aeronautical Center will make fund advances to employees, based on the estimated weight shown on the travel order. Employees are cautioned to use prudence in estimating this weight; if at all possible, the estimated weight should be obtained from a carrier. For supporting documents required, see AC P 1510.1, CH 2, Paragraph 804g(1).

Other items of expense which may be paid after receipt of FAA directives are as follows:

1. Per Diem for immediate family. Per diem allowance for immediate family of an employee while enroute between the old and new official station will probably be set on the basis of specified amounts, and, in all probability, will not be more than three-fourths of the maximum \$16 rate, and will probably range down to about one-fourth the amount for children. In the interim, a record of dates, modes and expenses related to travel, days enroute, and ages of children should be maintained to facilitate reimbursement. It should be noted that this is not authorized for new appointees.
2. Househunting Trip. Where deemed necessary and appropriate, an employee and his spouse may be authorized one round trip to seek permanent residence at new official station. Transportation under the provisions of the Standardized Government Travel Regulations will probably be authorized. The elapsed time for the round trip will depend on the distance to the new location, but in no event does it appear that more than six days will be allowed, including travel time. Appropriate records as to need for trip, dates, and elapsed time must be maintained. This allowance is not authorized for new appointees, and applies only when the old and new duty stations are located in the Continental United States, excluding Alaska.

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3. Temporary Quarters. This allowance does not apply to subsistence expenses incurred while occupying temporary quarters prior to July 21, 1966, even though the employee reports to duty on or after that date. The need for occupying temporary quarters must be established, and should be minimized or avoided entirely when a househunting trip has been authorized. It is also important to note that the need for additional 30 days' allowance specified in the law will be considered in the light of the time required for the transportation of household goods to the new duty station. It appears that maximum per diem rates will be established on a descending scale. Dates, periods of time, and actual subsistence expense records must be maintained, including receipt for lodging. Expenses of local transportation are not authorized. This allowance is not authorized for new appointees and applies to the 50 states, the District of Columbia, the U. S. territories and possessions, the Commonwealth of Puerto Rico, and the Canal Zone.

4. Real Estate Expenses. The final regulations will describe the various types of expenses related to buying and selling a home, and expenses incident to unexpired leases which may be reimbursable. It is anticipated that appropriate time limits will be established within which the sales and purchases of residences and settlements of unexpired leases must take place. This allowance does not apply to new appointees, and it applies to the same locations set forth in 3 above.

5. Miscellaneous Expenses. This allowance is not a reimbursement for specific expenses incurred, and is to be allowed only to the extent deemed necessary and appropriate. It is intended to cover a wide variety of miscellaneous expenses normally associated with breaking up housekeeping at one location and setting up at a new location. The final regulation will be precise in this respect. In the meantime, employees are cautioned to maintain detailed expense records, supported by invoices. This allowance will not apply to new appointees.

6. Non-Temporary Storage. This allowance applies in the 48 contiguous states to payment of storage incurred by the employee, or certain new appointees on or after July 21, 1966.

7. Employee Agreements. An employee transferring within the Continental United States, excluding Alaska, and reporting for duty on or after July 21, 1966, must sign an employment agreement to be prescribed by the Office of Personnel and Training, in order to become eligible for the various allowances authorized by the new law. Travel, transportation, and other moving expenses, including storage of household goods and personal effects applicable under this Public Law, will not be allowed unless and until the employee agrees in writing to remain in government service for twelve months following effective date of transfer, unless separated for reasons beyond his control and acceptable to the Agency. Failure to sign an agreement, or violation of a signed agreement, will make the employee liable for funds expended by the FAA on his behalf. The provisions of FAA directives in effect prior to July 21, 1966, relating to certain transferred employees and new appointees being required to sign an agreement, remain in effect.

INTERCOM

F E D E R A L A V I A T I O N A G E N C Y

66-33 August 16, 1966

AL920

W Lloyd Lane
 Manager, Aeronautical Center

AGENCY BUDGET NEARS FINAL CONGRESSIONAL ACTION. The Senate has completed action on the Agency's appropriation bill for fiscal year 1967. The Senate action restores \$4.5 million of the reduction taken by the House and provides new Agency funding totaling \$977,331,000. In addition, the Senate concurred in the House action to deny the budget request to rescind \$21 million in funds already appropriated for 1967 Grants-in-aid for Airports. The bill will now go to conference where existing differences in the House and Senate bills will be resolved. A summary by appropriation follows:

New Obligational Authority
 (Dollars in thousands)

<u>Appropriation</u>	<u>1966 Approp. (Adjust)</u>	<u>1967 Budget Request</u>	<u>1967 House Bill</u>	<u>1967 Senate Bill</u>
Operations	\$555,039	\$561,500	\$558,000	\$560,000
Facilities and Equipment	49,800	28,000	28,000	28,000
Research and Development	37,500	30,000	27,500	30,000
Operation and Maintenance, Washington National Airport	3,731	3,779	3,731	3,731
Operation and Maintenance, Dulles International Airport	4,590	4,707	4,600	4,600
Construction, Washington National Airport	1,050	--	--	--
Construction, Dulles International Airport	200	--	--	--
Grants-in-aid for Airports	75,000	50,000	71,000	71,000
Civil Supersonic Aircraft Development	<u>140,000</u>	<u>280,000</u>	<u>280,000</u>	<u>280,000</u>
TOTALS	\$866,910	\$957,986	\$972,831	\$977,331

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AERONAUTICAL CENTER TO HOLD OPEN HOUSE OCTOBER 9. A special committee of the Employee's Association is formulating plans for an Open House to be held Sunday, October 9, 1966 from 1 P. M. until 5 P. M. Open to the public, the purpose of the Open House will be to acquaint the community and our employees and their families with the various activities of the Aeronautical Center as well as to provide information concerning FAA's services to the aviation public through the use of exhibits and tours of many areas. Art Washburn, AC-911, heads the committee.

AGENCY TO RECOGNIZE OUTSTANDING HANDICAPPED WORKERS. As part of this year's Employ the Handicapped Week, the FAA will honor its outstanding handicapped workers. Regions and Centers have been asked to name a handicapped employee of the year from within their employment jurisdiction. All operating officials will be provided additional information on nominating one or more employees in their organizations. The employees designated will then be considered for selection as the FAA Handicapped Employee of the Year. According to the President's Committee on Employment of Handicapped and the Civil Service Commission, our plan represents the first effort of a major Agency to conduct a national program of this nature.

RAIN DELAYS STREET REPAIR, RESCHEDULED THIS WEEK. The street and parking lot repair and resurfacing program scheduled for last week has been set to begin this Saturday, August 20. Areas to be avoided by employees are: Sixty-fourth street east of MacArthur; the parking lot east of the Academy Headquarters and north of Flight Standards and ANF #1; and the asphalt areas on the east side of Hangars 8 and 9. These areas will be closed on August 20. Next week's INTERCOM will list areas to be closed on Saturday, August 27.

FLIGHT STANDARDS TECHNICAL DIVISION NETS TWO BRANCH CHIEFS. New Branch Chiefs in two areas reported for duty in the Flight Standards Technical Division on August 15. Joseph J. Manning formerly in the Operations and Maintenance Branch, Central Region headquarters, assumed duties as head of the Maintenance Branch. Donald F. Herndon, previously with the Washington Regulations Staff has become Chief, Engineering and Manufacturing Branch. INTERCOM extends a welcome to these men and their families.

ADMINISTRATOR SUPPORTS LABOR DAY SAFETY CAMPAIGN. Administrator William F. McKee in a message to all employees this week emphasizes the need for Agency employees to support the safety campaign planned during the Labor Day weekend. The text of his message is as follows: "The personal support of each FAA employee will be needed during the weekend of September 2-6, toward an agency-wide effort which will help general aviation. During the past year general aviation flying has increased by eight per cent. The accident rate has been fairly constant but in the face of the continuing increase in this type of flying we must do better than to simply hold the line on the rate. We must reduce the number of accidents. During the Labor Day weekend when general aviation flying will no doubt increase even more I hope each of you will make a significant contribution by (1) using your personal influence toward promoting safety consciousness among pilots with whom you come in contact and (2) providing that extra measure of service that might make the difference between a safe and a disastrous flight for your pilot friends around the nation."

3.

FLY IN OF EXPERIMENTAL AIRCRAFT SCORES BIG. During the week-long annual fly in of the Experimental Aircraft Association, Central Region tower, flight service station and general aviation district office personnel handled more than 25,000 operations at the small Rockford, Ill., airport. The feat was accomplished by using a combination of conventional two-way radio communication from the tower plus mobile control units and hand signals. Among the participants were 172 vintage aircraft and 217 homebuilts. Operations peaked on Saturday, August 6, with 5,079 operations of which 2,563 were itinerant.

FAVORABLE REACTION TO AGENCY SEMINAR ON EQUAL EMPLOYMENT OPPORTUNITY. The work study seminar (INTERCOM 66-26) held in Kansas City, Mo., July 14 and July 15 was well received by the participants. The general reaction was that the seminar will assist management in carrying out the Equal Employment Opportunity policy of the President. The Agency is considering a series of similar seminars to be conducted in the regions.

WATCH THOSE INDOOR BARBECUES. The Office of Aviation Medicine warns us that the combination of a summer shower and a barbecue party can produce carbon monoxide hazards. Many people move indoors in such circumstances without realizing that the charcoal briquettes release large quantities of carbon monoxide. Good ventilation is required to dissipate the harmful gases. Because carbon monoxide is odorless, it can accumulate undetected in a room in sufficient quantity to cause poisoning or asphyxiation. Whether you're burning briquettes in a basement, garage or a closed porch - or using a hibachi on the dining room table - make sure you have plenty of ventilation.

ORDER NAILS DOWN NAS ACRONYMS AND DEFINITIONS. Several definitions related to the NAS Stage A High Density Terminal Program have complicated communications between the several offices and services within the Agency which have been working on its various portions. To standardize the acronyms and fix certain definitions, Order 1800.16 was published 7/28/66. It includes the following definitions:

High Density Terminal Area. A terminal area which produces more than 300,000 instrument operations per year and which normally encompasses more than one major airport served by more than one radar system. Currently these are New York, Chicago, Washington, Los Angeles, and Oakland/San Francisco.

TRACON. Terminal radar approach control facility.

TRACON M. A terminal radar approach control facility which provides approach control service in a High Density Terminal Area.

COURTESY IS CONTAGIOUS. In this case, we are speaking of telephone courtesy also. Very soon, all Aeronautical Center organizations will be receiving some pamphlets published by the Southwestern Bell Telephone Company pertaining to telephone usage and courtesy. All employees are encouraged to become familiar with the contents of these pamphlets and continue to practice the important aspects outlined by them. To most of us, the pamphlets will serve as a refresher, but to our newer employees, they can be a valuable guide to proper courteous telephone practices.

PROMOTION PLAN ANNOUNCEMENTS FOR AERONAUTICAL CENTER EMPLOYEES ONLY

Closing Date: August 24, 1966. The best qualified applicant will be selected for these positions regardless of race, color, creed, sex or national origin.

Employees who want to be considered for any of these positions must submit request on AC Form 3330-12 (formerly AC Form 135-1 (2-64)). Request must be accompanied by an Employees Appraisal Record, FAA Form 3693 or 3693-1, as appropriate, if one has not been previously submitted. Write "PARTIAL" at top of form. This copy will be used by AC-14 for all promotion plan purposes until the regular annual EAR is received. FAILURE TO FOLLOW THE ABOVE PROCEDURES IS LIKELY TO ELIMINATE THE EMPLOYEE FROM CONSIDERATION.

ACPP NUMBER	POSITION TITLE, SERIES & GRADE	AREA OF CONSIDERATION	KEY NUMBER
Position Location: ACPP-1971	FAA Depot Secretary (Stenography), GS-318-5	Center Wide	300
Position Location: ACPP-1972	Plant Engineering Division Air Conditioning & Heating Equip. Mechanic Helper, WB-5301-5	Center Wide	*
Position Location: FPP-AC-66-1973	FAA Academy, Admissions Branch Electronic Engineer (Gen), GS-855-9/11	Agency Wide	*

* Requirements on file Room 103, Headquarters Building.

Promotion lists established as a result of these announcements may be used for a period of 90 days to fill additional vacancies in the same area of consideration at the Aeronautical Center.

***** PLEASE USE YOUR ROUTING SYMBOL *****

PROMOTION PLAN SELECTION LIST - Selections for June 1966

ACPP NUMBER	POSITION TITLE, SERIES & GRADE	SELECTED
ACPP-1850	Admin. Assistant, GS-341-9	Ray Gambill
ACPP-1853	Aviation Operations Spec., GS-1825-13	Leonard Pithan
ACPP-1854	Documents Control Clerk, GS-301-3	Nona Eckel
ACPP-1855	Clerk Typist, GS-322-3	Lorna Best
ACPP-1856	File Clerk, GS-305-3	Forest A. Bolding George McCoy George Harless
ACPP-1958	Procurement Clerk (Typing), GS-2020-4	Tommy Edmondson
ACPP-1867	Secretary (Steno), GS-318-6	Cordelia Algeo
ACPP-1871	Airplane Pilot, GS-2181-13	Kenneth Gregg
ACPP-1874	Inventory Management Asst., GS-2010-7	Eugene Sheaffer

INTERCOM

F E D E R A L A V I A T I O N A G E N C Y

W. Lloyd Lane
Director, Aeronautical Center

66-34 August 23, 1966

TWO SELECTED TO HEAD CENTER OPERATIONS STAFF. George H. Bergmark, Jr., has been selected to head the newly authorized Operations Staff at the Aeronautical Center. Named Assistant Operations Officer was William H. Bond, currently Defense Readiness Officer. Bergmark, a pilot in the Quality Control Section of the Aircraft Services Base, has over 6,000 hours of pilot time and an outstanding record of experience both in military service and in private enterprise. He recently completed his annual tour of active duty as Deputy Commander for Operations with the 937th Military Airlift Group at Tinker AFB.

SPIEKERMAN SUCCEEDS PROVAN AS MANAGEMENT SERVICES DIRECTOR. Ernest T. Spiekerman has moved from Deputy Director to Director of the Office of Management Services to succeed John Provan who was named recently as Assistant Administrator for Appraisal. Spiekerman's Federal service dates from 1934 when he joined the Bureau of Internal Revenue in Seattle. His service includes assignments with the Veterans Administration, The Federal Power Commission and the U. S. Navy. He joined the Agency as a management analyst in 1960 and was named Deputy Director, MS, in 1962. Spiekerman is a graduate of Stanford University.

VARIATION OF 40-HOUR WORKWEEK CLARIFIED. Interim guidelines on the special tours of duty authorized for educational purposes by Public Law 89-478 have been published in Notice 3600.6, 7/26/66. The order stipulates that the authority applies to training courses other than those covered by or paid for under the Government Employee's Training Act, that no additional personal services costs shall result, no premium compensation will be paid for work on such special tours simply because it happens to fall in a period which might otherwise call for such pay, the new work arrangement must not interfere with the accomplishment of the employee's job, and adequate controls must be established to assure that the employee works a full 40-hour week. Courses taken under the program should equip the employee for more effective work in the Agency, but they need not be directly related to his job and they do not have to be deemed essential to the Federal activity. Prior clearance with Personnel and Training Division is suggested.

FAA PILOT PLACES SECOND IN SOARING MEET. H. Marshall Claybourn, Aerospace Engineer and pilot with the FAA Academy placed second last week in the 1966 North American 1-26 Soaring Championship held at Guthrie, Oklahoma. First place went to A. C. Williams of Dallas. The week-long event was plagued with bad soaring weather even though Dave Owens, a Weather Bureau employee assigned to the Academy's Weather Bureau Coordination Staff, tried to find suitable weather in each day's forecast. Eighteen glider pilots from nine states and Canada were entered in the competition.

Distribution: CAC-8

2.

STREET REPAIR DELAYED AGAIN. RESCHEDULED THIS WEEK. The street and parking lot repair and resurfacing program scheduled for last week has been set to begin this Saturday, August 27. Areas to be avoided by employees are: Sixty-fourth street east of MacArthur; the parking lot east of the Academy Headquarters and north of Flight Standards and ANF #1; and the asphalt areas on the east side of Hangars 8 and 9. These areas will be closed on August 27. Next week's INTERCOM will list areas to be closed on Saturday, September, 3.

PREMIUM PAY REGULATIONS PUBLISHED. Regulations which govern Sunday premium pay for Classification Act and Wage Board employees clarify several questions which have been raised since the law was passed. The law authorized premium pay at the rate of 25 per cent of basic compensation for regular tours of duty, any part which falls on Sunday. The regulations clarify such points as:

Sunday premium pay is not authorized for work defined as overtime.

The premium applies to the full eight-hour period if any part of the tour falls on Sunday. (For example, a tour from 8 p. m. Sunday to 4:30 a. m. Monday.)

A total of 16 hours can qualify for premium pay for an employee who works two tours falling on Sunday. (For example, one ending at 4:30 a. m. on Sunday and another beginning at 8 p. m. the same day.)

An employee must actually perform work during the Sunday portion of the tour to qualify for Sunday premium pay. (For example, if the first three hours of a tour normally beginning at 8 p. m. on Sunday are covered by leave and the balance is normal duty, only the period from 11 p. m. to 4:30 a. m. qualifies for premium pay--but the first three-hour period does not. If all the Sunday hours are covered by leave, none of the tour qualifies for the premium rate.)

AERIAL ODYSSEY TO VIETNAM. Pilots from the Aeronautical Center have completed delivery of four DC-4 and two DC-3 aircraft to Saigon, Vietnam. (First reported in INTERCOM 6-7-66.) The aircraft, (four C-54's and two C-47's) were obtained from the Air Force surplus stock at Davis-Monthan AFB, Tucson, Arizona and modified before delivery to Saigon. The C-54's were ferried to Gary Aircraft Corporation, Victoria, Texas, for 600 hour inspection, modification and certification to DC-4 configuration. The C-47's underwent similar processing at the Aircraft Services Base for certification to DC-3's. Delivery of the aircraft began May 18, with the DC-3 aircraft flying the northern route through Alaska and Japan, the DC-4's flying from Oakland via Honolulu and the Philippines. In addition to aircraft delivery, the flights, which were spaced about one week apart, transported some 18,000 pounds of freight and eleven passengers to Saigon and other trans-Pacific points.

HAVE YOU TRIED IT? During the first six weeks operation of the DIAL-A-SUGGESTION system, 76 suggestions were submitted via extension 4680. You are encouraged to join others who are participating in the Cost Reduction Campaign by dialing extension 4680 and giving voice to your money saving ideas. It can mean extra money for YOU. (Of course, if you're shy on the telephone, submit your suggestion on FAA Form 2333.)

NAFEC-BASED CREW JOINS PROUD RANKS. Crew members of Flight Inspection Aircraft N-103 assigned to the Flight Inspection Field Office #2 were recognized by PROUD honors last week for their superior accomplishment in the VOR site surveys of La Paz and Santa Cruz, Boliva. This achievement was acclaimed for the excellent results obtained under highly adverse conditions and for contributing toward improved air safety in that hazardous area. Bolivian officials joined in commending Pilot Raymond Allensworth, Co-pilot Harry Langdon, and Flight Technician Fred Nipper who were awarded the PROUD Group Citation. Maintenance mechanic Archie Terzian received the PROUD Certificate of Recognition for his excellent job in keeping the aircraft in top condition.

OFF CAMPUS STUDIES OFFERED AT AC. Based on previous levels of employee interest, the Aeronautical Center Educational Society has arranged for Oklahoma State University to conduct the following courses here at the Aeronautical Center provided a sufficient number of students enroll: EDPSYC 323 - Educational Psychology; MATH 173 - College Algebra; PHYSICS 233 - General Physics; STAT 403 - Statistical Methods I; ELEN 470 - Switching Circuits (Computers). Tuition for ELEN 470 will be \$15.00 per semester hour and all others will be \$12.50 per semester hour. Enrollment will be September 13, 1966, in the Aeronautical Center Auditorium from 4:30 to 6:00 p. m. For more information, contact Eugene C. Thompson, Chairman, Aeronautical Center Educational Society, Ext. 2716, Room 140, ANF-2.

CAPTAIN MOORE NAMED PC DEPUTY. Captain Waller C. Moore, a career naval officer, pilot and Naval Academy graduate, has been named Deputy Director of the Pacific Region. Captain Moore succeeds Captain Hugh K. Laing, also a naval officer who has held the post since January 1963. Laing is retiring from military service. Captain Moore, currently director of the Office of Naval Materiel's Plans Division in Washington, D. C., graduated from the Naval Academy in 1939 and received his wings in 1942. He has logged nearly 4,000 flight hours.

COMMITTEE RESTORES SOME BUDGET CUTS. Following Senate action on the Agency's appropriation bill for FY'67, a House/Senate Conference Committee voted to restore \$1.0 million of the \$2.0 million difference in the Operations Appropriation and \$1.0 million of the \$2.5 million difference in the Research and Development figures. Considering all Agency appropriations, except FAAP, the conference action brings a net reduction of only \$4.2 million on the total Agency request of \$908. million. The modest reduction from the President's Budget reflects Congressional awareness of the austere budget submitted by the Agency and the existence of an atmosphere of "cost consciousness" at all levels of Agency management. Although final passage and Presidential signing of the bill is not expected for several days, no changes are expected from the Conference recommendations.

LEAVE SYSTEM UNCHANGED. The Civil Service Commission announced last week that it has decided not to propose legislative changes in the Federal leave system at this time but instead will direct its immediate efforts toward improving administration of the present system.

PROMOTION PLAN ANNOUNCEMENTS FOR AERONAUTICAL CENTER EMPLOYEES ONLY

Closing Date: August 31, 1966. The best qualified applicant will be selected for these positions regardless of race, color, creed, sex or national origin.

Employees who want to be considered for any of these positions must submit request on AC Form 3330-12 (formerly AC Form 135-1 (2-64)). Request must be accompanied by an Employees Appraisal Record, FAA Form 3693 or 3693-1, as appropriate, if one has not been previously submitted. Write "PARTIAL" at top of form. This copy will be used by AC-14 for all promotion plan purposes until the regular annual EAR is received. FAILURE TO FOLLOW THE ABOVE PROCEDURES IS LIKELY TO ELIMINATE THE EMPLOYEE FROM CONSIDERATION.

Applications for reassignment (ingrade) are also solicited from employees throughout the Aeronautical Center who now occupy positions in those job categories and grade levels where a reduction in the total number of positions must be accomplished.

ACPP NUMBER	POSITION TITLE, SERIES & GRADE	AREA OF CONSIDERATION	KEY NUMBER
Position Location: FAA Academy			
FPP-AC-66-1974	Airplane Pilot, GS-2181-12/13	Agency Wide	*
FPP-AC-66-1975	Air Carrier Operations Spec., GS-1825-12/13	Agency Wide	*
FPP-AC-66-1976	Supv. Air Carrier Oper. Spec., GS-1825-14	Agency Wide	*
FPP-AC-66-1977	Gen. Aviation Maint. Spec., GS-1825-13	Agency Wide	*
ACPP-1978	Supv. Education Spec. (Administration), GS-1710-11	Center Wide	279
Position Location: FAA Depot			
ACPP-1971	Secretary (Secretary), GS-318-5	CANCELLED	
ACPP-1979	Secretary (Secretary), GS-318-4	Center Wide	300
ACPP-1980	Powered Ground Equip. Repairer, WB-5857-10	Center Wide	159
ACPP-1981	Parts Expediter, WB-6958-7	FAA Depot	298
Position Location: Plant Engineering Division			
ACPP-1982	Mobile Equip. Body & Fender Repr., WB-3809-5	Center Wide	*
ACPP-1983	Carpenter Helper, WB-4607-5	Center Wide	227
Position Location: Administrative Services Division			
ACPP-1984	Management Technician, (Forms), GS-344-7	Center Wide	271
ACPP-1985	Gen. Supply Assistant, GS-2001-7	Center Wide	*
ACPP-1986	Platemaker, WB-4416-9	Center Wide	241
Position Location: Data Services Division			
ACPP-1987	Computer Systems Product Manager, GS-301-7	Center Wide	*

* Requirements on file Room 103, Headquarters Building.

Promotion lists established as a result of these announcements may be used for a period of 90 days to fill additional vacancies in the same area of consideration at the Aeronautical Center.

***** PLEASE USE YOUR ROUTING SYMBOL *****

INTERCOM

F E D E R A L A V I A T I O N A G E N C Y

66-35 August 30, 1966

AC 920

W. Lloyd Lane
Director, Aeronautical Center

EACH ONE ASK ONE. If each FAA employee would contact one general aviation pilot between now and the Labor Day weekend, nearly 45,000 pilots would be reminded to be especially conscious of safety during the upcoming holiday. Your personal support is urgently needed in the Agency's unprecedented Labor Day Air Safety Campaign. Said Administrator, of Operation SAFE (Safe Arrival For Everyone): "If we prevent just one fatal accident through our concerted Labor Day Weekend campaign, then our entire effort will have been worthwhile."

CAUTION HOLIDAY AHEAD! The Labor Day Weekend is the last opportunity for many Aeronautical Center employees to get that last round of summer vacationing done. To help make this an enjoyable and safe weekend, a safety booklet on how to avoid your next accident is being distributed to all employees. Review the safe practices covered in this booklet and quiz yourself to see if you are following them. Do you know how to avoid that next accident? Your life depends on it. Take the Road to Safety as you travel, work and play. And for added insurance, don't forget to "BUCKLE UP".

ACADEMY TO HOST TERPS CONFERENCE. The FAA Academy will host a one-week Terminal Procedures conference for approximately 17 specialists of the Washington and Regional offices September 12 - 16. A new manual of criteria (TERPs) replacing the U. S. Manual of Criteria for Standard Instrument Approach Procedures (USMCSIAP) has been developed for use by civil and military specialists engaged in the development of instrument flight rule procedures. The conference is for the purpose of finalizing implementation and training plans for the new criteria.

SPECIAL RATES APPROVED FOR AIR CARRIER OPERATIONS INSPECTORS AND SPECIALISTS. An Agency request for special pay rates for Air Carrier Operations Inspectors and Specialists, GS-1825-13, 14, and 15 on a worldwide basis and Aviation Specialists, GS-1825-15 in Washington, D. C., has been approved by the CSC. Employees occupying those positions whose actual duties and responsibilities require them to be type-rated on one or more turbojet aircraft used by commercial airlines and also require that their proficiency in this regard be maintained through recurrent training are eligible to receive these rates. The special rates were requested because of the sharply increased Agency turnover, beginning in 1966, created by the wide gap between salaries paid in Government and salaries paid in industry for comparable work. Through payment of special rates for these positions, the Agency not only should be able to retain highly qualified employees in these jobs, but in addition, hold down the high costs of training replacements.

THE LINE IS OPEN. The open line is extension 4680 and it is reserved for your use in calling in your suggestions. Ninety-five suggestions have been called in since July 5. You can help meet the Agency-wide goal of one million dollars in savings from employee suggestions during 1966. Your money saving ideas can mean extra cash for YOU. Just dial 4680 and get your suggestion on its way TODAY.

Distribution: CAC-8

STREET RESURFACING PROGRAM SHOWS PROGRESS. After being plagued by rain for several weekends, the street and parking lot resurfacing program finished the first phase last weekend. On Saturday, September 3, the following areas will be closed to traffic: Duke Avenue from the Line Maintenance Building north to the south end of the Warehouse; the parking lot west of the Radar Antenna Lab Building; 63rd Street from the northeast corner of the Headquarters Building parking lot to Duke Avenue; and 64th Street from the southeast corner of the Headquarters Building parking lot to Duke Avenue. Employees working Saturday, September 3, are advised these areas will be closed that day. Areas to be closed September 10, will appear in the next INTERCOM.

YOUTH SPOTLIGHTED BY VICE PRESIDENT. Vice President Humphrey has commended FAA's participation in the 1965-66 Back-to-School Drive. He expressed his gratitude in a letter to Administrator McKee commenting on a recent Agency report. The Vice President's letter said, in part: "This is indeed a most encouraging summary of FAA's fine program to implement the President's Back-to-School Campaign. The Vice President also recently reported that private and Government employers have provided extra jobs this summer for 1,048,544 youths -- some 50,000 provided by the Federal Government. FAA hired nearly 1,000 youths for extra summer jobs and provided work opportunities during the summer for over 100 more under the Back-to-School Programs and Neighborhood Youth Corps. The President has directed a 1966 "Stay-in-School Campaign" and has urged all employers "to play an increasing and coordinated role in these programs so that the young people who most need skills and educations will have their chance to receive them."

KEEP ROCKETS WITHIN PROPER ORBITS. Many amateur rocket launchers will be taking advantage of the Labor Day weekend to indulge in their interesting hobby. If you plan to be among them, you are advised to check the Federal Aviation Regulations pertaining to the firing limitations. The regulations prohibit rocket firings into the airspace where aircraft are controlled by FAA. Firings also are prohibited within five miles of airport boundaries, into clouds, at night, or within 1,500 feet of any person or property not associated with the launching.

THAT'S POLITICS! With Congressional candidates taking to the hustings in earnest these days, it is natural for public-spirited citizens to favor their own Man Who. For obvious reasons, Federal employees have certain limitations on their participation in political activities -- but conversely, partial exceptions to some of the specific rules and regulations embodied in the Hatch Act can be granted. While your intentions may be perfectly honorable and sincere, you nevertheless could be embarrassed, or worse, penalized, unnecessarily by illegal, unauthorized political activities. It's best to check with your supervisor first if you have any doubts.

STOP THE PAPER AVALANCHE! This plea has been registered by a number of field offices which have been swamped with directives unrelated to their operations. A legitimate request is made of all offices and services, particularly the directives management officers, to distribute directives only to those area office branches affected.

CONGRESSIONAL PRAISE COMES FROM NEW HAMPSHIRE. "If every Federal agency dispensing public funds was as careful in spending those dollars and made them stretch as far as possible, where you got good value for every dollar you received, if every Federal agency dispensing Federal funds did as good a job as we have had with the FAA, a tremendous load would be lifted from the aching back of that long suffering beast of burden, the American taxpayer...." was the high compliment given to FAA recently by a New Hampshire aviation official. The remark was made during the dedication of the Whitefield Regional Airport by the master of ceremonies, Mr. Randall Spalding, and appeared in the Congressional Record at the request of Representative J. Oliva Huot. Commented another New Hampshire Congressman, James C. Cleveland, in a letter to Administrator: "At a time when all too often we find it necessary to be critical of Government officials, it certainly is refreshing to read such remarks as these."

MORE FAA ASSISTANCE IN VIETNAM. A Memorandum of Agreement has been concluded between the U. S. Agency for International Development/Vietnam and the Vietnam Minister of Communications and Transportation which authorized FAA to operate and maintain the remoted en route radar control equipment in the Saigon Area Control Center. This service will be continued until the Vietnamese Directorate of Civil Aviation personnel can be trained to take over these functions.

HUMAN EQUATION IS SPIKED WITH HUMOR. A new film strip with a serious message but very entertainingly prepared has been distributed to all general aviation district offices. Called "The Human Equation" the presentation reminds general aviation pilots of their responsibilities in accident prevention. The slide show is the latest safety education tool for GADO inspectors and will be used in safety meetings sponsored by FAA for pilots. Further inquires about the presentation should be addressed to FS-400 or to Flight Standards field personnel.

RULE-MAKING SUMMARIZED. During the week of August 17-23, the Agency issued Notice 66-24A, extending the comment period to November 30, 1966, on a proposal to issue special airworthiness certificates, and to establish airworthiness standards for amateur-built aircraft; and Notice 66-34, inviting public comment before November 16, 1966, on a proposal to allow a sponsoring contractor to begin construction during the discretionary review period after he receives an acknowledgment that the construction would not violate any Part 77 obstruction standard or be a hazard to air navigation.

PLUG-IN LIGHT PEN ILLUMINATES BRAIN-TWISTERS. A computer that solves intricate engineering and design problems from data "written" on the face of a cathode ray tube with a light pen was demonstrated recently in a series of seminars now being held in Systems Research and Development Service. The bi-weekly seminars were established to foster a better exchange of information on current technological advancements and on activities of the Air Traffic Control Development Division. The demonstration of computer graphics was made by project manager O. K. Van Hoose, RD-120. He inserted basic data into the computer by writing on the cathode tube with a light pen, the computer used the data to work the problem, then offered the solution on a pictorial display.

PROMOTION PLAN ANNOUNCEMENTS FOR AERONAUTICAL CENTER EMPLOYEES ONLY

Closing Date: September 7, 1966. The best qualified applicant will be selected for these positions regardless of race, color, creed, sex or national origin.

Employees who want to be considered for any of these positions must submit request on AC Form 3330-12 (formerly AC Form 135-1 (2-64)). Request must be accompanied by an Employees Appraisal Record, FAA Form 3693 or 3693-1, as appropriate, if one has not been previously submitted. Write "PARTIAL" at top of form. This copy will be used by AC-14 for all promotion plan purposes until the regular annual EAR is received. FAILURE TO FOLLOW THE ABOVE PROCEDURES IS LIKELY TO ELIMINATE THE EMPLOYEE FROM CONSIDERATION.

Applications for reassignment (ingrade) are also solicited from employees throughout the Aeronautical Center who now occupy positions in those job categories and grade levels where a reduction in the total number of positions must be accomplished.

ACPP NUMBER	POSITION TITLE, SERIES & GRADE	AREA OF CONSIDERATION	KEY NUMBER
Position Location: FPP-AC-66-1988	National Flight Inspection Division Air Traffic Control Specialist (Gen), GS-2152-13	Agency Wide	*
Position Location: ACPP-1989	FAA Depot Preservation-Packing Spec., GS-2032-7	Center Wide	**
ACPP-1990	Supv. Distribution Facilities Spec., GS-2030-11	FAA Depot	**
ACPP-1991	Electronic Technician (Gen), GS-856-9	FAA Depot	**
Position Location: ACPP-1992	FAA Academy Education Specialist, GS-1710-12	FAA Academy	***
ACPP-1969	Supv. Clerk Typist, GS-322-5	Center Wide	****

- * Requirements on file Room 104, Headquarters Building. If no qualified GS-13 candidates, applications will be accepted from those who qualify for GS-12.
- ** See requirements on file Room 104, Headquarters Building.
- *** Special requirements in addition to X-118 on file Room 103, Headquarters Building.
- **** Requirements on file Room 103, Headquarters Building. Bids on this announcement were inadvertently returned, please re-submit bids.

Promotion lists established as a result of these announcements may be used for a period of 90 days to fill additional vacancies in the same area of consideration at the Aeronautical Center.

***** PLEASE USE YOUR ROUTING SYMBOL *****

PROMOTION PLAN SELECTION LIST - Selections for July 1966

ACPP NUMBER	POSITION TITLE, SERIES & GRADE	SELECTED
ACPP-1830	Inventory Management Asst., GS-2010-7	Marvin Longnecker George Anderson
FPP-AC-66-1832	Engineer and Pilot, GS-0801-9	Donald Moor
FPP-AC-66-1843	Air Traffic Control Spec.,(Sta), GS-2152-9	John Roach Charles Bell
ACPP-1850	Administrative Assistant, GS-341-9	Billy Edwards

INTERCOM

F E D E R A L A V I A T I O N A G E N C Y

SPECIAL INTERCOM

W. Lloyd Lane
Manager, Aeronautical Center

CONGRESS MADE 1966 A BANNER YEAR FOR FEDERAL EMPLOYEES. Five separate pieces of legislation of benefit to Federal employees were signed into law by the President during 1966. Spot news on the five bills has been carried in separate INTERCOM stories, but few people realize the full extent of the legislation that brought: (1) pay raise and a package of fringe benefits ranging from more liberal overtime and retirement benefits to health and survivor benefits; (2) improved compensation benefits in case of injury or death from job-related causes; (3) hazardous duty pay; (4) variation of workweek for educational purposes; and the (5) "moving expenses" bill. As the salaries of our Wage Board employees are periodically adjusted to conform with prevailing wage rates in these local areas, they do not receive the increase in basic compensation provided in the Pay Raise Act. They do benefit from the increased fringe benefits of the new bills however. The major provisions of the new legislation, as the bills relate to FAA employees, are covered below, but many of the new programs require Civil Service Commission and Bureau of the Budget interpretation. The exact information on requirements and benefits will not be known until appropriate CSC and BOB regulations are issued. Watch INTERCOM for details of regulations as they are issued.

Salary and Fringe Benefits Act of 1966 (PL 89-504, signed 7/18/66) Basic Compensation. Effective July 3, 1966, an average increase of 2.9 percent was provided for employees covered by the Classification Act. Special and Public Law employees were permitted a pay adjustment equal to the comparable GS grade. For most FAA employees the increases were reflected in salary checks received on July 26, 1966.

Overtime.

- * Overtime payment is authorized for Classification Act employees for work in excess of eight hours in one day. Excluded from this provision are employees engaged in professional or technical engineering or scientific activities whose workweek is the "first 40 hours" of each week, and any employee paid above GS-10, Step 1, who has such a workweek. Classification Act employees previously could receive overtime pay only for work in excess of 40 hours in a week.
- * The maximum Classification Act overtime rate has been raised from one and one half times the hourly rate for GS-9, Step 1, to one and one half times the hourly rate for GS-10, Step 1.
- * When overtime is authorized for employees whose salaries are in excess of the maximum rate for GS-10, management is given the discretion of paying overtime or authorizing compensatory time off. (This provision formerly applied to employees whose salaries were in excess of the maximum rate for GS-9.) Employees below this level are paid overtime unless they specifically request compensatory time.

Distribution: CAC-8

Sunday Premium Pay: Effective July 31, 1966, any employee whose regularly scheduled five-day workweek includes Sunday may be paid a premium of 25 percent of base hourly pay for the entire eight-hour period of service when any part of the tour of duty is performed on Sunday. Payment of this premium will not be made until CSC regulations have been issued. It will then be made retroactive to 7/31/66.

New appointments under Classification Act of 1949: Effective July 18, 1966, appointment of new employees with unusually high or unique qualifications, or for whose services the Government has a special need, is permitted in positions at grade GS-11 and above at rates above the minimum salary rate of the grade. Previously such appointments could be made only at grade GS-13 and above.

Retirement: Employees now have the option of retiring at age 55 with 30 years service, or at age 60 with 20 years service, with no reduction in annuity. In addition:

- * The offspring of a deceased Federal employee may be eligible for survivor's annuity even though he was not formerly dependent upon the deceased. Children of deceased working mothers will be eligible for annuity regardless of the earning capacity of the father.
- * Survivors who are students may continue to receive annuities until age 22 if they remain in school.
- * Widows who remarry after age 60 may continue to receive their survivor's annuity and those who remarry before age 60 may have the annuity reinstated if the marriage terminates after she reaches age 60. A widow who survives two Federal employee spouses may elect whichever annuity she wishes to receive, but she may not receive both.
- * Survivors' annuities for spouses of employees who died prior to October 11, 1962, are increased by 10 percent. Spouses of employees who retired prior to that date shall also have the 10 percent increase whenever their survivor's annuity commences.
- * All of the above changes are general and apply only to annuities or entitlements to annuities after July 18, 1966.

Uniform Allowances. The increase in uniform allowance from \$100 to \$125 authorized by the October 1965 Pay Act was made mandatory rather than discretionary.

Health Benefits.

- * Effective the pay period beginning July 31, 1966, the Government's contribution for employees enrolled for self only was increased from \$1.30 to \$1.68 each pay period.
- * Effective the pay period beginning July 31, 1966, the Government's contribution for employees enrolled for self and family was increased from \$3.12 to \$4.10 each pay period.

- * If the biweekly subscription charge for any employee's or annuitant's plan is less than twice the Government's contribution (as increased above) then the Government's contribution shall be no more than 50 percent of the total subscription charge. This provision also became effective July 31, 1966.
- * Effective July 18, 1966, the maximum age limit for health insurance coverage for unmarried children of employees was increased from 21 to 22.

Employee Management Cooperation. Effective July 18, 1966, an employee who goes on LWOP to serve as a full-time officer or employee of an approved employee organization will be allowed to credit this entire period for retirement purposes. The employee must pay both his and the Government's share into the retirement fund for the entire period of LWOP. Furthermore, he must arrange to do this within 60 days after the beginning of the LWOP period. He may also continue his health benefit plan and his FEGLI coverage for the total period of his LWOP if he makes similar arrangements within the same time limit to pay both his own and the Government's share of the premium costs.

Federal Employee Compensation Act Amendment of 1966. (PL 89-488 signed 7/4/66) This amendment liberalized many of the benefits available to Federal employees injured in the line of duty, and to their survivors, if they are killed in the line of duty. The Bill also:

- * Raised the maximum benefits under Bureau of Employment Compensation from \$525 per month to an amount equal to 75 percent of the top step of the pay range for a GS-15. (This means that benefits can total 75 percent of the employee's salary as long as this 75 percent does not exceed \$1,438 per month under the pay structure implemented July 3, 1966.)
- * Raised minimum benefits from \$180 per month to an amount equal to 75 percent of the beginning salary for a GS-2 (approximately \$245 per month under the new pay Act).
- * Raised allowance for a nursing attendant, if required, from \$125 to \$300 per month.
- * Provided that disabled employees who recover their earning capacity may have their names placed on Civil Service Registers noncompetitively. (They will be certified for any position for which they meet the physical and education and experience requirements).
- * Raised the age limit for payment of benefits to unmarried student survivors to 23.
- * Provided a lump-sum payment equal to 24 months of benefits for any surviving widow or dependent spouse who remarries.
- * Fixed the time limit within which claims must be filed for minor children to begin when the minor becomes "of age" or until a representative is duly appointed to act for the minor or incompetent survivor.

- * Stipulated that when there is recovery from a "third party," the employee will be allowed to retain not less than 1/5 of the amount recovered, after expenses for legal fees.
- * Authorized claimants not satisfied with the Bureau of Employment Compensation decision on compensation or scheduled benefits to request a hearing to review the decision.
- * Authorized the Secretary of Labor to increase the amount of existing compensation awards to offset the cost of living increases since 1958. In addition, he may make future adjustments in existing awards whenever there is a 3 percent or greater increase in the cost of living index.

Hazardous Duty Pay for Classified Employees. (PL 89-512 signed 7/19/66)
A pay differential is authorized for classified employees who on an irregular or intermittent basis perform duties that involve unusual physical hardship or hazard. This differential may not exceed 25 percent of the employee's basic rate of compensation and may be paid only during the period that the employee is actually subjected to the hardship or hazard. It applies only if the degree of hazard or hardship was not already taken into account when the grade level for the position was determined. The differential cannot be paid until 180 days after its enactment; hence, it cannot be paid in FAA until the pay period which begins 1/29/67.

Variation of Workweek for Educational Purposes. (Amendment to the Federal Employees Pay Act of 1945 as amended - PL 89-478, signed 6/29/66). This amendment authorized agencies to establish special tours of duty of not less than 40 hours per week to enable employees to take courses at nearby colleges, universities, or other educational institutions which will equip them for more effective work in the Agency. Premium compensation may not be paid when the special tour results in working on a day or at an hour when premium pay is normally authorized. The Civil Service Commission will issue regulations governing the application of this Act.

Moving Expenses Bill. (Amendment to the Administrative Expenses Act of 1946 - PL 89-516, signed 7/21/66). This measure is primarily intended to ease the financial burden incurred by transferred employees. The general provisions of the bill, as stated below, are couched in terms of allowable maximums rather than specific mandatory benefits. The exact extent and circumstances of these benefits will not be known until Bureau of the Budget's regulations are issued. All affected employees are urged to maintain detailed records as to dates and expenses incurred in the move together with copies of invoices and bills to support future claims. Interim instructions from the BOB indicate the major provisions of the Act will probably be implemented as follows:

- * The maximum weight that may be shipped at Government expense for household goods for employees with dependents is increased from 7,000 to 11,000 pounds.

- * Per diem, not to exceed the current \$16 per day, is authorized for members of the employee's immediate family while in transit from the old location to the new one. (For the spouse the amount will probably be not more than three-fourths of the employee's rate and may range down to one-fourth of that amount for children depending on their ages.)
- * Transportation and per diem for the employee and spouse may be paid when deemed necessary and appropriate for one round trip (not to exceed 6 days including travel time) to seek living quarters when both the old and new duty stations are within the contiguous 48 States and the District of Columbia. (Per diem for spouse will probably be limited to three-fourths of the employee's rate.)
- * Subsistence expenses (probably not to exceed the maximum per diem rates for employees, spouse and family while in transit) are authorized for employees and their immediate families under some circumstances while they are living in temporary quarters waiting to move into permanent quarters. The following rules apply:
 - ** When the new duty station is within the contiguous 48 States and the District of Columbia, there is a 30-day limitation on payment of these expenses.
 - ** When the new duty station is in Alaska, Hawaii, the Commonwealth of Puerto Rico, the Canal Zone or territories of the United States, a 60-day limitation applies.
 - ** For the first 10 days in temporary quarters, the full authorized allowance may be paid. For the second 10 days, two-thirds; for any remaining time in temporary quarters (up to the 30- or 60-day limitation, whichever is applicable), one-half the authorized allowance may be paid. The temporary quarters need not be limited to quarters at a new station. For example, if necessary, the employee may report at the new station and occupy temporary quarters there whereas the family may move into temporary quarters at the old official station after the household goods have been turned over to carriers. This provision will be minimized or avoided entirely when "house hunting" trip has been authorized.
- * Expenses actually incurred in settling unexpired leases or selling a home at the old duty station and buying one at the new location can be reimbursed. However, reimbursement for losses on the sale of homes is specifically prohibited.
- * An allowance not to exceed two weeks base pay for employees with dependents and one week for single employees (limited to the top rate of GS-13) may be paid to workers to cover miscellaneous expenses associated with breaking up housekeeping in one location and setting up at another. Although this allowance is not a reimbursement for specific expenses incurred, the final regulations will be more precise with regard to limitations. In the meantime, employees should keep detailed expense records and invoices to support future claims for this allowance.

- * Storage of household goods for up to 3 years is authorized for employees assigned to isolated locations within the contiguous 48 States where no residence quarters are available other than barracks or furnished rooms. "Isolated location" and other pertinent guidelines will be defined in BOB regulations.
- * Employees who are re-employed at a different location within one year after separation because of reduction in force or transfer of functions, will be entitled to the same benefits as if they had been transferred without a break in service.
- * In return for the above allowances, employees must agree to remain in Government service for at least one year after they are moved, unless separated for reasons beyond their control.
- * The Government is authorized to decide whether to pay an employee a flat rate for shipment of his household goods or to ship them for him on a Government bill of lading.

Warning:

As yet no information has been received as to whether or to what extent "moving expense" benefits are taxable. There are, however, indications that at least part of them will be taxable.

COMPARISON OF OLD AND NEW CLASSIFICATION ACT SALARY RATES

Grade		Pay Rates									
		1	2	3	4	5	6	7	8	9	10
GS-1	Old	\$3,507	\$3,626	\$3,745	\$3,864	\$3,983	\$4,102	\$4,221	\$4,340	\$4,459	\$4,578
	New	3,609	3,781	8,853	3,975	4,097	4,219	4,341	4,463	4,585	4,707
GS-2	Old	3,814	3,943	4,072	4,201	4,330	4,459	4,588	4,717	4,846	4,975
	New	3,925	4,058	4,191	4,324	4,457	4,590	4,723	4,856	4,989	5,122
GS-3	Old	4,149	4,289	4,429	4,569	4,709	4,849	4,989	5,129	5,269	5,409
	New	4,269	4,413	4,557	4,701	4,845	4,989	5,133	5,277	5,421	5,565
GS-4	Old	4,641	4,797	4,953	5,109	5,265	5,421	5,577	5,733	5,889	6,045
	New	4,776	4,936	5,096	5,256	5,416	5,576	5,736	5,896	6,056	6,216
GS-5	Old	5,181	5,352	5,523	5,694	5,865	6,036	6,207	6,378	6,549	6,720
	New	5,331	5,507	5,683	5,859	6,035	6,211	6,387	6,563	6,739	6,915
GS-6	Old	5,702	5,894	6,086	6,278	6,470	6,662	6,854	7,046	7,238	7,430
	New	5,867	6,065	6,263	6,461	6,659	6,857	7,055	7,253	7,451	7,649
GS-7	Old	6,269	6,476	6,683	6,890	7,097	7,304	7,511	7,718	7,925	8,132
	New	6,451	6,664	6,877	7,090	7,303	7,516	7,729	7,942	8,155	8,368
GS-8	Old	6,869	7,097	7,325	7,553	7,781	8,009	8,237	8,465	8,693	8,921
	New	7,068	7,303	7,538	7,773	8,008	8,243	8,478	8,713	8,948	9,183
GS-9	Old	7,479	7,733	7,987	8,241	8,495	8,749	9,003	9,257	9,511	9,765
	New	7,696	7,957	8,218	8,479	8,740	9,001	9,262	9,523	9,784	10,045
GS-10	Old	8,184	8,464	8,744	9,024	9,304	9,584	9,864	10,144	10,424	10,704
	New	8,421	8,709	8,997	9,285	9,573	9,861	10,149	10,437	10,725	11,013
GS-11	Old	8,961	9,267	9,573	9,879	10,185	10,491	10,797	11,103	11,409	11,715
	New	9,221	9,536	9,851	10,166	10,481	10,796	11,111	11,426	11,741	12,056
GS-12	Old	10,619	10,987	11,355	11,723	12,091	12,459	12,827	13,195	13,563	13,931
	New	10,927	11,306	11,685	12,064	12,443	12,822	13,201	13,580	13,959	14,338
GS-13	Old	12,510	12,945	13,380	13,815	14,250	14,685	15,120	15,555	15,990	16,425
	New	12,873	13,321	13,769	14,217	14,665	15,113	15,561	16,009	16,457	16,905
GS-14	Old	14,680	15,188	15,696	16,204	16,712	17,220	17,728	18,236	18,744	19,252
	New	15,106	15,629	16,152	16,675	17,198	17,721	18,244	18,767	19,290	19,813
GS-15	Old	17,055	17,645	18,235	18,825	19,415	20,005	20,595	21,185	21,775	22,365
	New	17,550	18,157	18,764	19,371	19,978	20,585	21,192	21,799	22,406	23,013
GS-16	Old	19,619	20,297	20,975	21,653	22,331	23,009	23,687	24,365	25,043	—
	New	20,075	20,745	21,415	22,085	22,755	23,425	24,095	24,765	25,435	—
GS-17	Old	22,217	22,994	23,771	24,548	25,325	—	—	—	—	—
	New	22,760	23,520	24,280	25,040	25,800	—	—	—	—	—
GS-18	Old	25,382	—	—	—	—	—	—	—	—	—
	New	25,890	—	—	—	—	—	—	—	—	—

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