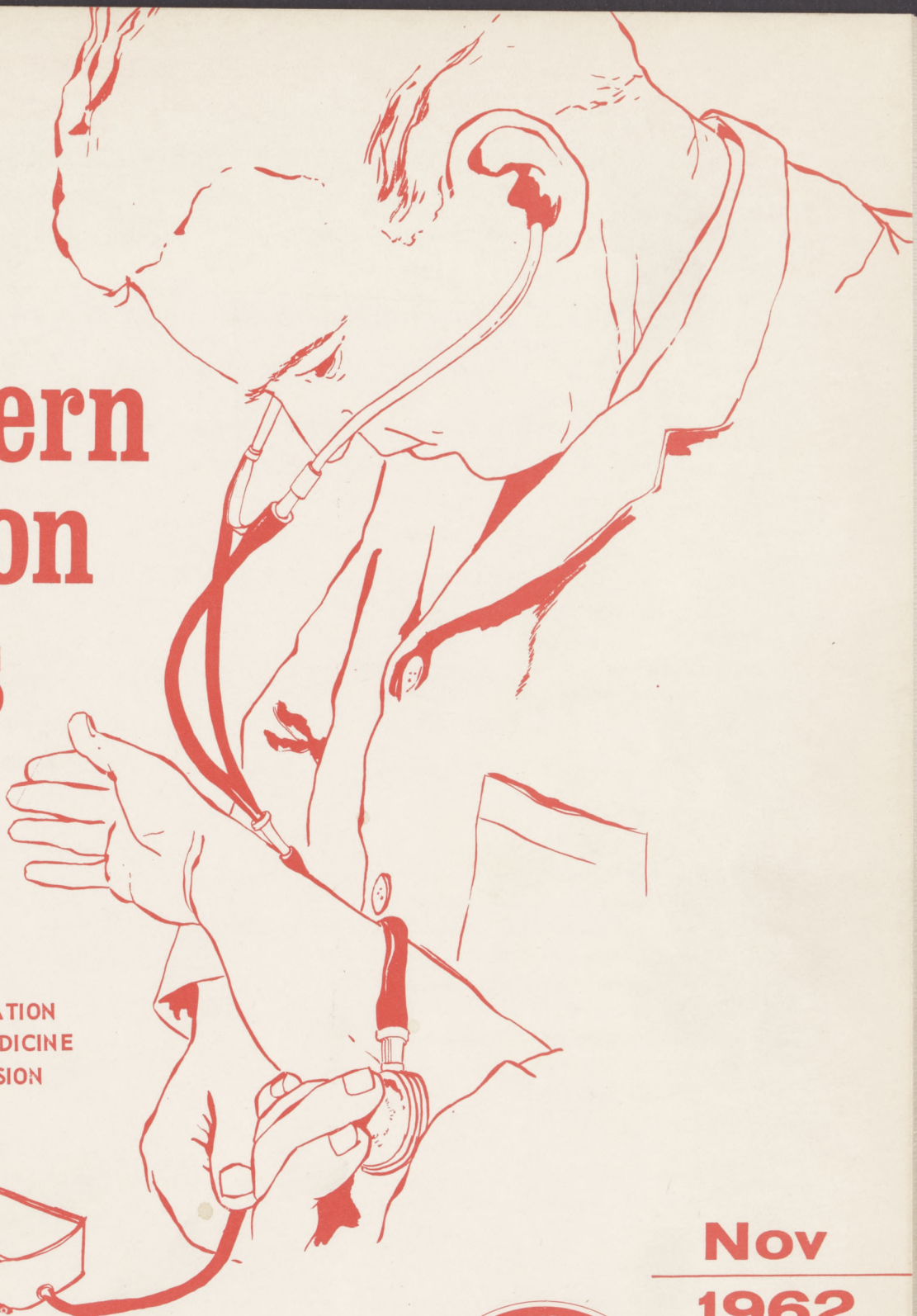


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FAA Western Region News



AVIATION
MEDICINE
DIVISION

Nov
1962



FAA WESTERN REGION NEWS

VOLUME IV

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FOR THE PERSONNEL OF THE

FEDERAL AVIATION AGENCY
WESTERN REGION

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COVER—Artist impression of Aviation Medicine
Division (See story)

Artist — Dick Bradshaw



From the Desk Of

The Assistant Administrator

ASSISTANT ADMINISTRATOR'S COLUMN

The Federal Aviation Agency has many important and swift moving programs. All we do is directed toward flight safety -- safety in the sky and safety on the ground. In a situation of this kind we are, by the very nature of our mission, expected and do react quickly to meet new and, in many cases, emergency situations. These occasions may be vectoring a lost aircraft to a safe landing -- a quick change of course or altitude to prevent a near miss, or it might be a hurried call to investigate an aircraft operational incident for a quick diagnosis of an equipment failure to preclude a repetition in other flights. I could go on and on and identify real situations which require swift and clear cut decisions and actions in all of our interesting and exciting activities.

In a larger sense we reacted swiftly to marshal our resources and procedures to meet the challenges which presented themselves when President Kennedy alerted our country to the new tensions growing out of the Cuban situation.

I was very proud to report in detail to the Administrator Mr. Halaby on the many quick and positive steps we in the Region took to alert our personnel and system to meet the occasion. While there are many facets of "readiness" to be further resolved - there was a general feeling of urgency and preparedness throughout the Western Region - this was as it should be. We in FAA can and must meet with "deliberate haste" the many complex and demanding calls on our services.

In the days and weeks ahead we in headquarters will continue to plan and keep you informed. We will need your advice and counsel. Together we will meet the needs and expectations of our great Agency.

FROM THE *Washington News* ROOM

FAA ISSUES GUIDE FOR DISASTER CONTROL AT AIRPORTS

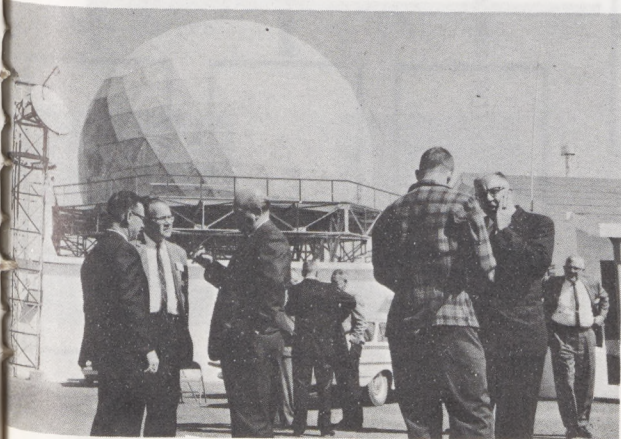
A new guide to assist airport operators plan what to do in case of a nuclear attack has been prepared by the Federal Aviation Agency. The guide outlines steps to be taken so that airports may continue to function in the event of an attack.

Applicable to all sizes of airports, the Airport Disaster Control Guide is now being made available to airport managers through FAA Airport District Offices by the Agency's Airports Service. Special briefings to acquaint communities with the importance of pre-emergency planning will be available in conjunction with the distribution of the 36-page booklet.

The guide was compiled on the basis that airports, including smaller fields, would be critical to national recovery in a post-attack period. It provides technical guidance to help insure continued operations at airports in a national emergency. It outlines the positive steps that can be taken immediately, in cooperation with local government and defense agencies to reduce or avoid problems of attack recovery.

The guide suggests assessing existing airport facilities and making an inventory of equipment, as well as acquiring devices for detecting radioactivity. It shows how to plan an airport disaster control organization and urges periodic training of airport personnel. It covers information on warning systems, recommends fallout shelters for protecting airport employees and transients, and the acquisition of special emergency equipment and supplies needed in case of disaster. Such areas as evaluating and reducing the vulnerability of airports to attack and other emergency conditions are covered.

The Airport Disaster Control Guide was prepared in response to an Executive Order issued by President Kennedy in February 1962, assigning the Federal Aviation Agency emergency preparedness functions, which included plans and programs covering the emergency management of the nation's civil airports.



Foreground: L-R. Leslie H. Klahn, SMDO-11; Ralph Riley, Lovell ARSR Site; Joe Tippets, Assistant Administrator; Lavin F. Farrar, SMS-79; Gene Kropf, Public Affairs Officer. At far right in background; Neil Weidner, Chief FSS, Laramie, Wyoming.

WESTERN REGION

ASSISTANT ADMINISTRATOR

Joseph H. Tippets

DEPUTY

ASSISTANT ADMINISTRATOR

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W. Slade Hardee

SPECIAL ASSISTANT
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BUDGET
DIVISION

Joseph Mayer

FLIGHT STANDARDS
DIVISION

Burleigh Putnam

AIRPORTS
DIVISION

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AUDIT
DIVISION

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& TRAINING
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Kenneth B. Wall

AVIATION MEDICAL
DIVISION

Frank K. Raymond MD

INSTALLATION
& MATERIEL
DIVISION

A. E. Horning

ACCOUNTING
DIVISION

Carl A. Olson

ADMINISTRATIVE
SERVICES DIVISION

Wade H. Ashley, Jr.

AIR TRAFFIC
DIVISION

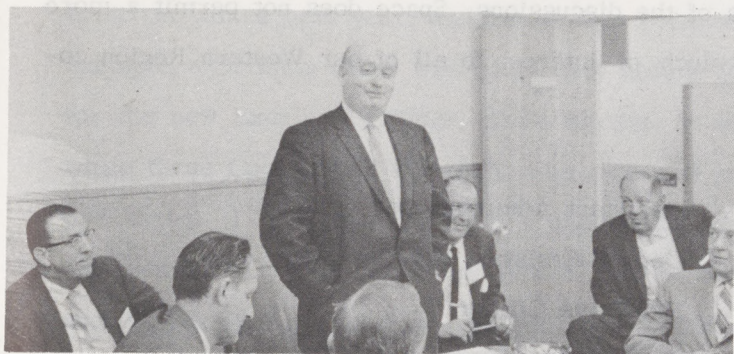
L. Ponton de Arce

SYSTEMS
MAINTENANCE
DIVISION

H. E. Aldridge

AREA COORDINATORS MEETING

FAA, WESTERN REGION HEADQUARTERS



Joseph H. Tippetts



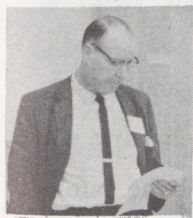
Edward C. Marsh



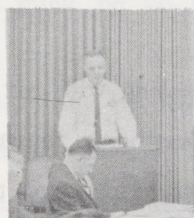
Group Picture



Lunch period



Slade Hardee



Carl Olson



Walt Moon



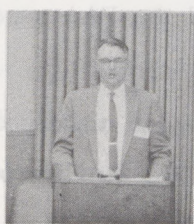
Dr. Frank Raymond



Tom Huff



Al Horning



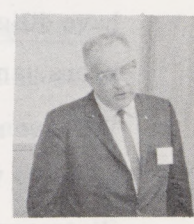
Hervey Aldridge



Joe Mayer



Ken Wall



Gene Kropf

AREA COORDINATORS MEETING - WESTERN REGION HEADQUARTERS - FAA
OCTOBER 11, 1962 - 8:30 A.M.

(We attended the Area Coordinators Meeting to assist in presenting information to field personnel. We have endeavored to hit only the highlights of the discussions. Space does not permit a more detailed report, but we are sure there is much of interest to all of our Western Region co-workers.)

SPEAKERS:

Joseph H. Tippets Assistant Administrator
Edward C. Marsh Deputy Assistant Administrator
Slade Hardee Executive Officer
Wade Ashley Chief, Administrative Services Div.
William Umscheid Chief, Space Management Branch
Gary Costar Int'l Liaison Officer, Int'l Aviation Svc.
Carl Olson Chief, Accounting Division
Walt Moon Chief, Management Analysis Div.
Dr. Frank Raymond Regional Flight Surgeon
Tom Huff Defense Readiness Officer
Al Horning Chief, Installation & Materiel Div.
Hervey Aldridge Chief, Systems Maintenance Division
Joseph Mayer Chief, Budget Division
Kenneth Wall Chief, Personnel & Training Division
Gene Kropf Public Affairs Officer

TIPPETS

These meetings will be held every six months so that any new changes or developments can be passed on to you and field supervisors.

We, the Assistant Administrators, have just concluded a meeting with Mr. Halaby and this is a review of that meeting. Mr. Halaby will hold another meeting in January or February and I will again meet with you at that time. It is very important to pass on to you all the information available, to maintain a good communications system.

Ed Marsh and I have been on the scene in the Western Region for eleven months now and have diligently tried to become intimately acquainted with all the FAA supervisors, all of our users, and with city and state government officials.

We have now visited all of the 27 coordinator groups -- and have made second visits to many groups. We have also visited about 80% of all locations where we have people. At this time there are only about 1/2 dozen areas yet to be visited by Division Chiefs.

Ed Marsh and I will soon have made two visits to all coordinator groups and we now have at least a "bird's eye" view of where you live, your work, and of actually meeting the Western Region personnel. Between Ed, myself, and the Division Chiefs, we plan to visit all groups at least two times next year, and have other personnel visit you on a two at a time basis. For example, a Division Chief will come with Budget Officer. In addition, we will have a schedule for the new Executive Officer, Slade Hardee, to visit you.

While these Coordinator Meetings take time and effort, we do not plan to interfere with your line duties. I hope we can absorb these additional duties which are so necessary to good management. Over a period of time it may be advisable to appoint full-time Coordinators at such places as Salt Lake City, Oakland, and Seattle. Some Regions are doing this, however, at this time I have no plans along this line.

In discussing reorganization, Mr. Halaby has made clear we should support the Southern Region in their efforts. They are operating on a test basis on many programs. Those which are unsuccessful will be discarded. Some will be very beneficial. For example, they have assigned four full-time coordinators. Will this be successful or will it tend to become sub-regional headquarters?

There are several considerations being discussed at present relating to FAA SAGE Sector Chiefs. The Northern Tier Integrated Project (NOTIP) has completed its plans for Chiefs at each of the three facilities in Great Falls, Montana; Grand Forks and Minot, North Dakota. The architecture of the FAA organization is now fairly firm and stable. The Washington Office is well established to meet all of its plans and programs. This includes some new concepts, such as the new relationship of the Installation and Materiel Service and Maintenance Service, being much more closely coordinated with the Research and Development effort. The theory is clear that there must be an organized flow which will insure a full input of engineering information.

It is noteworthy that Mr. Halaby has already visited 23 of the 35 Centers as well as 163 towers. You can expect to see a great deal of the Agency's Top Staff. Many of you in the field have seen more of them than we have here. General Grant has an over-all responsibility of day-to-day operations of FAA. I report to General Grant and he reports to Mr. Halaby. The Regional Headquarters has progressed into the full reorganization plan. Some personnel are still in an Acting capacity but the structure of the reorganization is now completed. I know of no changes now beyond the October 1st date. Some jobs will be abolished and some transferred out to the field. All plans are not yet final for the field. The biggest change will be in the Maintenance District Offices. Project Searchlight recommended a reduction from 19 to 9 District Offices. I feel we need somewhat more than 9, but less than the present 19 offices. We realize there will be some disruptions because of children in school and other reasons, but will try to do the best we can.

(As a phone rang in the adjoining office of Tippetts, he mentioned that he and Marsh have a "gray phone" which is used for a staff meeting with Washington every Friday along with the other Assistant Administrators).

We are going to concentrate on improved management in processes and procedures in order to utilize you gentlemen more effectively. We will also concentrate on reports and report procedures.

We want to eliminate duplication of reports and requests within the Region and to Washington. We will be looking for more and more things which we can delegate to field offices. We are dead serious about this delegation matter. There are some areas where we have gone as far as we can, but I don't ever want to feel we have done all we can. We want the more knowledgeable people on the spot to be able to make necessary decisions. We want our Region to develop a real philosophy to do things as economically as possible. We want our field managers to have a great deal of credit when they can improve operations at reduced costs.

MAJOR CHANGES -- THE TRANSFER OF MONTANA -- This transfer is a part of the Northern Tier Integration Project. The Administrator wanted the SAGE Centers under the same area headquarters. The transfer was made very quickly and effectively.

Now how does this affect Colorado and Wyoming? Wyoming did come in for serious consideration, however, it was decided that both Colorado and Wyoming would remain in the Western Region and as of this time there are no plans for transfers. I was concerned enough to go to Wyoming and reassure our personnel once a decision had been made. I think all of us are primarily concerned with staying in FAA but there is naturally some reluctance to change headquarters.

At one time there was some discussion of a new region of Montana, Colorado and New Mexico being established. As of this time there are no such plans. The adjustment of regional boundaries is not new and changes are of course possible in future years, but there are presently no such plans.

PROJECT FRIENDSHIP -- The facility take-over is about as dormant as it has been at any time. There is an occasional take-over of maintenance in a facility.

The flight inspection part is moving ahead very fast on a national and international basis. Military personnel will be detailed to us for a period, then go back to the military, or come to us permanently. Two parts of the project are dormant, and the part involving flight inspection is active.

CENTER CONSOLIDATIONS -- Some Air Traffic Control Centers are being discontinued and 1440 personnel will be involved. This is different from what is happening in the reorganization now occurring in Maintenance.

We could have used Reduction-in-Force procedures, as normally is done. Mr. Halaby, however, wanted to establish a principle and, therefore, presented a new plan to the Civil Service Commission. He did not just want to tell our people that they will be taken care of, but wanted a commitment from the Civil Service Commission to be able to guarantee two years ahead of time, that even though these jobs are being discontinued, our personnel will be assured of a reassignment without loss in grade.

This Region could probably have taken care of the extra people, but Mr. Beardslee, of the Central Region, for example, has big centers such as Detroit and St. Louis, with large numbers of personnel involved, and the problem would be greater.

AIRPORTS -- Airports were discussed at the Washington meeting. This included small Community airports and roadside strips.

Every Region has strongly endorsed the Coordinator Program.

Gordon Bain, Assistant Administrator for Appraisal, Washington, D.C., is now visiting the different locations on a study to determine how we can improve our operation. He will soon start a thorough evaluation of management throughout the different regions. We want to know if our programs are right, if they are being carried out, and their strengths and weaknesses. All the Services in Washington will also be making searching evaluations in the field. I am also expected to evaluate the regional divisions. This may sound like a lot of redundancy, but it isn't. We will be evaluated by Mr. Bain, the different Services, myself and the Division Chiefs. So expect visitation, as we want to know the necessary answers.

Area Coordinators Meeting - 10/11/62

Mr. Halaby wants two visits a year to heads of all the Air Carriers. It so happens that we have about 90% of these here in our area.

FEDERAL EXECUTIVE BOARDS - It is now planned to organize a Federal Executive Board in Los Angeles, and I am the representative here, so I hope I can give you more guidance on this in the future.

TIPPETS asked each Coordinator to write a letter by November 11, 1962, outlining improvements for various programs.

MARSH - At our next meeting we will put some of you on a panel in order to obtain your input.

You will receive advance notice on this so you can be fully prepared.

(TIPPETS introduced Slade Hardee.)

He stated Hardee will serve as an advisor and will also accomplish a large amount of visiting of the different offices.

HARDEE - Stated that management, solely for management's sake, is pointless. Regardless of glowing commendations from Civil Service, G.A.O., et al, compliments to FAA management are undeserved unless such management is directed toward effective accomplishment of the technical missions of the agency. Hardee pledged that the Administrative Staffs would be constantly mindful of the need to provide professional support to the technical programs.

ASHLEY - One of the Agency and Regional goals is to upgrade field office locations and to see that adequate space is provided. Mr. Tippetts has given a great deal of attention to this and at the same time has given much impetus to the program to co-locate field offices. Funds have been provided for co-location of five major cities, with co-location at others to follow as funds are available.

If you, in your role as Area Coordinator, need duplicating equipment, please advise ASD direct, as we believe your activities should be supported from the Interfunctional program.

We understand there is some uneasiness on the part of employees regarding the propriety of use of government vehicles. We would appreciate your providing us some concrete examples and we'll get out some guidelines.

UMSHEID - on Space Management

At Burlingame, near the San Francisco airport, a modern building will be completed by February. Many District Offices in that area will then be located there.

At Seattle we are renovating a building to be completed by March and by May we plan to bring the District Offices there, which are not now located in this building.

At Oakland Airport another building is also being renovated.

We plan on a new building by late next summer at Salt Lake City Airport.

At Denver Airport an area is being obtained in space now occupied by United Airlines for co-location of District Offices.

(Slides were shown of the new Los Angeles hangar project, which included landscaping, color design, and floor plans. Conference rooms and office plans were shown. Office arrangements have a color scheme to help identify each of the divisions or programs.)

TIPPETS - We plan to bring some 21 redeployed offices into this area and put them into this modernized hangar. When you enter into the elevator and you push beige button -- you will go to the beige floor, for Flight Standards -- or whatever is is -- maybe green will go to Air Traffic Control. Color will relate to a floor and a function in the new color image.

MARSH - The outside of buildings can be identified too. For example, you will be able to look at a building and tell that it is an FAA building. (A plan was shown for a District Office Chief, and some furniture designs were shown).

TIPPETS - The talk about image is not just talk -- it is a high-level directed effort to provide modern and functional equipment. We are trying to get decent locations for our District functions. We are also going to get a new Regional Headquarters building. We now have an agreement with the General Services Administration for this new building and GSA will be taken to Oklahoma City for a look at the FAA medical buildings and the image FAA is striving for. It costs no more to have a first class building -- and we have been paying first class prices for what we already have.

MARSH - We are not going to be in a position of throwing away furniture. Some furniture will be moved, but it will be several years before our present furniture is worn out and all new furniture will have been obtained.

TIPPETS - Mr. Halaby is anxious to create an elite corps of highly efficient and dedicated personnel and at the same time to provide a decent atmosphere for government personnel.

GARY COSTAR - International Liaison Officer, of the International Aviation Service. Foreign national personnel who are on training programs to this country usually start at the International Center in Washington and are given some information on our historical background, etc. This program is an extension of friendship to help others help themselves. Because it is an extension of friendship it is important our people do a good job--and they have. We like to let these persons accompany our engineers or inspectors in their routine assignments where possible, rather than some special tour. There are, however, places where a special training assignment is necessary for them. Hospitality is important. It is a great experience for these people to get into our homes and see how we live and to show our way of life. These people are not able to drive a car here and are usually alone after their working hours, unless they receive invitations so they can use assistance in being shown around. Many of our FAA field offices were highly commended for the excellent attention they have accorded the international visitors and many lasting friendships have arisen through these contacts.

TIPPETS - Some of these people are going to be up-coming leaders of these countries and I encourage this as it presents an opportunity to show the American Way of Life.

CARL OLSON - Spoke on the new Order and Handbook on Payroll and Time & Attendance. All Time and Attendance clerks should familiarize themselves with these Handbooks as soon as possible.

The new reporting will be effective on November 11, 1962.

Decentralization of leave records will be effective as of Jan. 6, 1963.

One copy of the Handbook will be provided each supervisor responsible for T&A clerks -- and one for the primary T&A clerk, and one for the alternate.

Payroll operations of T&A will be mechanized. Field offices on regular 40 hour week should make positive arrangements to forward T&A reports definitely on the last Friday of each pay period.

We have developed a distribution (location) coding structure for T&A reporting to field offices, which will soon be released. Olson briefly explained the coding structure which will identify locations and the type of facilities. An example was given where Fresno would be identified by "215" and Chandler Field at Fresno by "216" -- or two codes for the same location.

We are now in the process of revising the Accounting Codes Handbook to reflect the October 1 reorganization.

An example of revised organizational coding was given as follows:

3090

3092 SMS

3093 SMDO

3094 Regional Office controlled personnel

3095 Caretakers

3096 Station Maintenance Laborers

These codes will be used for Personnel and Payroll purposes.

OVERTIME AUTHORIZATION - We hope to establish a policy of blanket authorization to major facilities on a quarterly basis.

T&A's will go out as an addressed card in an accordion-type window envelope. When completed they need only to reverse the card, which has a return address for the Regional Office. All of these should be sent Air Mail, if it provides the fastest service. A Saturday work force can be sent in separately early on Monday where necessary. Provisions are also made for an amended T&A report. We would rather have all reports mailed together but mail the bulk in time to meet the deadlines. There should be no need for retention of duplicates by the facility. This report will become an official record in the Accounting Division and subject to the General Accounting Office inspection. It will also be the permanent leave record. This system is now in effect in two of the regions and is working very well.

For persons at Oklahoma City, records will be maintained at the employee's official headquarters and checks will be mailed there. Oklahoma City will report time and attendance to that location on an exception basis. That is, leave and other absences will be reported. Arrangements will also be made for persons who are transferred. This system will not

relieve the necessity for SF-71's. We want the report on time and a note can be put on the report that an SF-71 will follow.

WALT MOON - Moon talked about bringing all the directives under one system. We are planning to distribute only those directives you need. You will soon get a check list to help you clean up your files.

Next week there will be a representative from Washington introducing the new records management system.

Further off in the future is the standardizing of our forms.

Bert Parks, from El Toro RATCC commented that they are extremely pleased with the directive system at El Toro.

DR. RAYMOND - Dr. Raymond spoke briefly on the listing of the designated medical examiners. He said there is about one designated medical examiner to each 65 pilots.

The immunization program is in 3 parts:

1. The Headquarters part will be handled here by the Medical Division.
2. We are making shots available for all Centers. We will personally handle the Oakland, Phoenix, and Los Angeles Centers. The Seattle Center will be handled by a Dr. Seale, who will give shots for \$1.50 each. Salt Lake City and Spokane Chiefs have been authorized to proceed to make their arrangements. Denver is similar to Seattle.
3. Other locations are authorized to contract to have this done if they cannot arrange to have immunization through authorized medical examiners, or municipal or other governmental offices. We do have the vaccine here which can be shipped where necessary. We have enough to cover the Region. This is based on a need of 50%. A maximum of \$2.00 per shot is authorized. These shots are being given to us at about their cost.

TIPPETS - This is an example where we have to depend on the Coordinators and supervisors to carry out this program. Dr. Raymond does not have a large staff to accomplish all this alone.

HUFF - This Region is sticking to its long range program of planned progress. In some cases, the field is getting ahead in individual controversial items developing confusion. In each case the main problem seems to be understanding nuclear defense. The military has found 80 to 200 hours to be minimum training for supervisors to the Area Coordinators. He complimented Harold Bean of Phoenix on probably doing more than anyone inside or outside of the organization in making a scientific approach and implementing the Defense Readiness program at a district level. Mr. Bean found it takes a minimum of 8 hours for indoctrination alone. Huff asked the Coordinators to allocate time based on what they wished to accomplish when requesting assistance.

Field supplements should be completed after the Regional Supplement is developed sufficiently to act as a model. Prototypes of each type facility and model plans will also be circulated

as samples. Interim measures and actions are encouraged now, as has been accomplished by the Phoenix and Oakland Centers. Oakland Center has stocked an emergency supply of food at the Center. Phoenix Center on the other hand has arranged for each controller to prepare an emergency kit which includes food, first aid, etc. This is only a portion of their program, but helps explain action being taken by them.

TIPPETS - Tippetts asked the coordinators not to wait to be scheduled, but to take the initiative in contacting Mr. Huff.

(Tippetts displayed an Organization Chart of 1932, taken at Salt Lake City. This is really the beginning of the Western Region. He mentioned that Mr. Kline, Airways Engineer in charge at that time, recently passed away, but that we had the occasion to visit with him a short time before this. Walt Plett was able to attend his funeral.)

HORNING - Horning spoke on the concepts of the Installation & Materiel Service. It will be closer to the Research & Development effort. We should now have better feed-back from Maintenance and I&M, to R.&D., and in turn receive their assistance.

I&M will start with two branches, the Project Management Branch, and the Contract and Materiel Branch. Materiel will generally be set up about the same as now. This Branch has the contracting authorization for the Region.

He also mentioned the Real Estate and Utilities functions.

We are going to try to limit our Regional Office functions to policy and evaluation.

We will establish five Installation & Materiel field offices. We intend to give field locations the necessary authorizations for operations just as soon as they show they are able to handle it.

Program-wise -- the 1963 F&E Program has not yet been released. FAA construction of towers and FSS's would seem to remain in the program. Probably no construction of new towers until next summer. There will be a limited number of new VOR's -- probably 10 or 12. There will be no new visual aids such as the Instrument Glide Slope, etc.

He feels that the new Materiel offices should be of more dramatic aid to offices in the field than any other program.

ALDRIDGE - We plan to consolidate the District Offices and are underway on planning. He stated this will probably cause some morale problems and he would like to be informed by coordinators of any areas needing attention.

Parallel with consolidation of offices will be the delegation of more authority to the field. Our

people are ready and willing for the "go" sign. It will be tedious, however, to get all the details ironed out.

In our reorganization we hope to get some mixing of Regional Office people into the field and of field personnel into the R.O. We can't handle 2500 field personnel with 75 people here at the R.O., so decentralization does become very necessary.

PROGRAMS - We now have 2175 persons in the Maintenance Division, and at the end of the year we expect about 2500. Our appropriations are approximately \$24,000,000.

Because of the increasing cost of the maintenance program, one of our main objectives is to do more work in the "costs-in-relation-to-benefits area." This will mean continuous scrutiny of our methods, procedures and manpower utilization.

NON-FEDERAL AVIATION AIDS PROGRAM - We are taking over some facilities which were installed by communities and airlines. Ownership of VOR equipment and their modification is an example. We do not plan to take over low-frequency equipment.

MARSH - it is questionable as to whether we can put Personnel Officers into the field. It may eventually be possible.

TIPPETS - It is agreeable with me to attempt to get permission from Washington to put Personnel Officers in a couple places on a test basis. Right now, however, this is not in the program.

(Tippets later mentioned that because of growing responsibilities it seems reasonable to expect 60,000 people in FAA by 1965. More than one billion dollars investment has been put into FAA since 1957.)

MAYER - The cost of the pay raise will be two and a quarter million dollars. We are going to be expected to absorb some of this cost by reducing some of our own costs.

WALL - Wall described the new pay raise. There is to be equal pay for substantially equal work.

This is first attempt to bring all the salary systems into one unified system. It will be comparable to that of private industry.

The full schedule of increases is shown on a chart which has been released. Waiting periods for increases of salary have been changed substantially.

Eligibility for in-grade increases is not now automatic. A system will have to be worked out to contact supervisors to determine that the employee's work meets an acceptable degree of competence. This does not mean an employee has to have an "U" Rating to be passed over.

A marginal employee will be passed over until his work does measure up. An employee would then be eligible when the work does measure up, but it would not be retroactive to date when he could first be considered.

In-grade considerations are presently averaging about 300 a month.

In effect, Longevity Steps have now been wiped out.

Where a Classification employee supervises a wage-board employee, he will now be paid a rate which is above that of the Wage-board employee.

TIPPETS - We are establishing a Budget Review Board. We are going to try to logically control budget requests as well as budget expenditures.

KROPF - Kropf asked that Coordinators make contact with newspapers, T.V. and radio broadcasting companies, etc., so that we can move faster in the area on our arrival. Coordinators should also forward any adverse criticism which may be noticed in the area. We appreciate all the previous groundwork. There have been good examples of Coordinator cooperation on the recent Center dedications.

TIPPETS - In answer to a question on communications, Tippetts stated that Coordinators are free to contact him immediately on anything that is not directly related to their line functions. He and Marsh will be glad to jump on a plane and be at a location in two hours if necessary. We can't operate an organization this big without being able to move quickly. He said he has made it almost a religion to get out to the isolated location -- so has Ed Marsh and Walt Plett. But coordinators are officially charged to look out for the Agency in their area as it is just not possible to contact everyone constantly.

We want to encourage constructive criticism from our personnel, but we definitely want all division groups to work together as a team.

We want to hold next meeting away from Los Angeles, perhaps in the middle of the region.

Tippetts then summarized in concise terms all that had taken place at this meeting.

He mentioned that Mr. Halaby expects the Coordinators to meet him whenever he is in town. When he arrives, be prepared to immediately go in and tell Mr. Halaby what the local situation is. He should be treated like a casual arrival and the press should be invited only when requests are specifically made.

"NOTIP"

Northern Tier Integration Project

A new concept in the control of Air Traffic

(To help you better understand this Program, we have taken portions from the recruitment brochure and from other regional sources.)

Message from the Administrator

We now have reached an understanding with the Department of Defense that a common system operation in certain parts of North Dakota and Montana is feasible. Accordingly, we are proceeding, with the cooperation and assistance of the military services, to apply the concepts, policies, and agreements which led to the conclusion that the two systems can function effectively together in this area. We hope to have the groundwork and preparations for this effort completed early in 1963, so that the intensive training and indoctrination of personnel which will be required can begin at the earliest practicable date. In accordance with the present schedule, the program will take place at the Great Falls, Minot and Grand Forks SAGE Direction Centers, with the operational target date set for September 1963.

Integrated ATC/ADC Concept

Similarities in equipment, processes and techniques used in air traffic control (Federal Aviation Agency) and air defense (Department of Defense) have resulted in a decision to establish joint-use facilities at military SAGE Direction Centers in Great Falls, Montana, and Grand Forks and Minot, North Dakota. The FAA component at each of the three sites will be called an FAA SAGE Sector, and will be under the operating jurisdiction of the Central Region, subject to policy guidance from the FAA Washington Office.

The SAGE Centers are part of the nation's extensive SAGE (Semi-Automatic Ground Environment) system of air defense and warning. The system uses radar, high speed communications, computers and other electronic equipment. SAGE depends on surveillance and display of the air situation, data processing, and rapid communications in carrying out air defense functions. Air defense/air traffic control integration is an effort to make the most effective and economical coordinated use of the resources, manpower and equipment available to FAA and the Department of Defense in these three locations.

Staffing the FAA SAGE Sectors

Teams composed of the Air Traffic and Personnel & Training Divisions have visited the Air Route Traffic Control Centers for the purpose of explaining the project, how to file applications, qualification requirements, how applications will be evaluated, staffing requirements, working conditions, and E.O.D. dates.

Center and associated SMS Chiefs have been briefed and interested employees may obtain more information from them. Applications must have been received by one of the Chiefs by November 15, 1962. These must have been evaluated by him, attached to the Form 57, and forwarded directly to the Kansas City Regional Office by November 20, 1962.

As a note of interest, if a Chief of a SAGE Sector is from Air Traffic, the Assistant Chief must be selected from the Maintenance Division -- and vice-versa. All being equal, in-grade transferees will receive first consideration -- so will employees from Great Falls Center, which is being "phased-out", and Minneapolis Center which is being reduced.

Vacancies

	<u>Grand Forks</u>	<u>Minot</u>	<u>Great Falls</u>
Chief, FS-301-15 (Secretary, GS-4)	1	1	1
Assistant Chief, GS-301-14	1	1	1
ATC - GS-2152-13	5	5	5
Controller GS-2152-10/12	30	26	26
Assistant Controller GS-2152-8	12	9	9
MLO's GS-856-12	5	5	5
SEMT GS-856-10	1	1	1
EMT GS-856-8	5	5	5
TTO GS-5	5	5	5

E.O.D. Dates

1. Chief, Assistant Chief, Watch Supervisors, and Maintenance Liaison Officers, (MLO's) will report on January 6, 1963.
2. No dates set for others. As much notice as possible will be given.

EXECUTIVE

W.E. KLINE
Airways Engineer (in Charge)

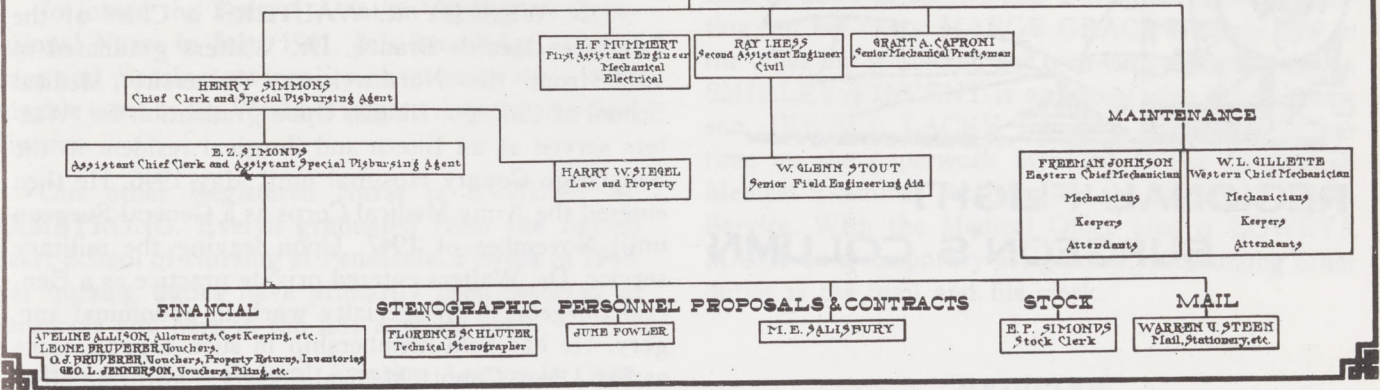
ALVIN O. PRILL
Airways Engineer (Assistant in Charge)



Organization of
Salt Lake District Office

Prepared by _____ Checked by _____
Approved by W.E. KLINE Airways Engineer
June 1, 1932

ADMINISTRATIVE — TECHNICAL



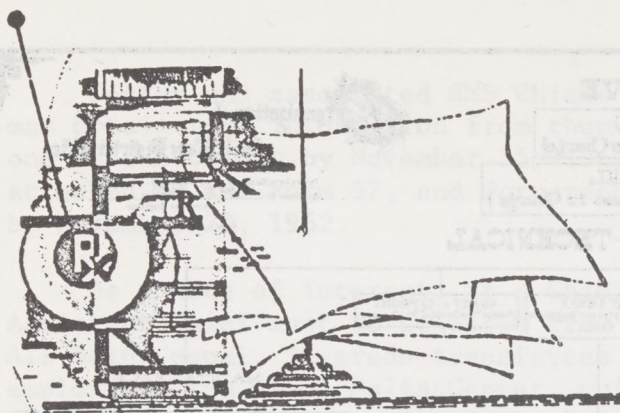
This chart shows the entire Mountain States District Office personnel in 1932, for the U. S. Department of Commerce - Lighthouse Service, Airways Division. The area primarily consisted of Colorado, Idaho, Nebraska, Nevada, Utah, Wyoming - and crossed over into several surrounding states.

COMMENDATION

Walter R. Moon received the following commendation from Assist. Administrator Joe Tippets, at the Coordinators Meeting. Slade Hardee presented the letter:

"I have mentioned to you from time-to-time the excellent work I feel you have been performing in working out and documenting the details of our organizational plans. Your skill and general ability in the area of documenting such complex subjects has come to my attention on several occasions recently.

The purpose of this memorandum is to express my pleasure at the manner in which you have displayed this exhibition of skill and to wish you a much-deserved, 'Well Done!'."



REGIONAL FLIGHT SURGEON'S COLUMN

AVIATION MEDICINE DIVISION

DR. FRANK K. RAYMOND is Chief of the Aviation Medical Division. Dr. Raymond graduated in 1939 from the College of Medicine at the University of Illinois. He entered the United States Army Air Force in 1940 and served as a Flight Surgeon and Medical Officer at many locations overseas and in the U. S. He graduated from the School of Aviation Medicine at Randolph Field in 1942 and U. S. Army Command and General Staff School, Air Staff Corps in May 1945. He left the military service in January 1946 as a Major and was promoted to Lt. Colonel in December 1946.

After three years of private practice in Naperville, Illinois, he again returned to military service in 1949. At this time he was assigned to the U. S. Air Force Mission at Lima, Peru, as Medical Advisor, Medical Department, Peruvian Air Force, for a period of 3½ years. While there he received a Peruvian Aviation Cross, First Class.

On return to the United States in 1952 Dr. Raymond held positions as Base Surgeon, Hospital Commander, Wing Surgeon and Division Surgeon, of the 25th Air Division at McChord Air Force Base, Tacoma.

After leaving military service in 1954 Dr. Raymond again entered private practice in Naperville, Illinois.

During his private practice Dr. Raymond served as a Senior Member of Staff at St. Joseph's Mercy Hospital, in Aurora, Illinois, and was Secretary of the Staff in 1947 and 1948. He was Senior Staff Member at Edward Hospital at Naperville, Illinois, and was president of the Staff in 1959 and 1960.

Dr. Raymond accepted employment with the Federal Aviation Agency as Regional Flight Surgeon in May, 1960. His work and his travels have now made him very well respected and well-known here in the Western Region.

DR. WESLEY R. WALTERS is Chief of the Employee Health Branch. Dr. Walters graduated in 1944 from the Northwestern University Medical School at Chicago, Illinois. Upon graduation Dr. Walters served as an Intern and Surgical resident in the San Diego County Hospital until May 1946. He then entered the Army Medical Corps as a General Surgeon until November of 1947. Upon leaving the military service, Dr. Walters entered private practice as a General Surgeon, with specialty work in abdominal surgery. He has held membership in such organizations as San Diego County Medical Society, California Medical Association, American Medical Society, World Medical Association, American Society of Clinical Hypnosis, American Society of Abdominal Surgery, and American Gastroenterology College.

At different times his trips to medical conventions have taken him to the Carribean, Mexico, Central America, South America, Europe, Turkey, North Europe and Germany.

Dr. Walters joined the Federal Aviation Agency here in Los Angeles in May, 1962.

Dr. Walters flies his own plane and his travels throughout the Region is rapidly making him well-known with Western Region personnel.

Our Administrative Officer is DONALD C. HUMPHREY.

Don joined the military in 1940 as a mounted Medic in the 1st Cavalry Division.

In 1941 he joined the Army Air Corps and was assigned to Medical Administration. He progressed thru the ranks to Warrant Officer and received a Field Commission in Tokyo, Japan in 1946.

In 1949 he joined the Air Rescue Services as a Pararescue Officer. During the course of his rescue work he completed 197 parachute jumps.

In 1958 he served as an Instructor in the Air Force Survival School at Stead AFB, Reno, Nevada - and in 1959 attended the School of Aviation Medicine at Air University, Gunter AFB, Alabama. After an additional 3 years at Walker AFB. he retired as a Major.

Don came to the FAA in July 1962 and his valuable background has already brought many improvements to the programs.

AGNES (JO) M. LUTGEN is a Registered Nurse with the Aviation Medical Division. Jo graduated as a Registered Nurse in 1943 from St. Joseph's School of Nursing, Ashland, Wisconsin. She has held many interesting assignments in nursing at several cities in Wisconsin, Minnesota and California.

Jo joined the Federal Aviation Agency as Occupational Nurse in July, 1961. Jo's knowledge, competence and pleasing personality have made her a very valuable asset to the Western Region Aviation Medical Division.

Our other Registered Nurse is EVELYN M. ARMSTRONG. Evelyn graduated from the Sacred Heart School of Nursing at Pensacola, Florida in 1943. Her nursing duties have primarily been centered at Pensacola and here in the Los Angeles area.

Evelyn joined Federal Aviation Agency in October, 1962 as a Staff Nurse. Many of us have already met Evelyn through the Immunization Program and we can vouch that her quick warm smile helps to make us forget the needle.

RUTH E. BENTLEY is Medical Technical Assistant for the Aviation Medicine Division. Ruth received her medical technician degree in 1948 from the Chicago College of Laboratory Technicians. She continued medical laboratory technician type work in Chicago and the Los Angeles area, until joining the Federal Aviation Agency in February of 1959.

It seems that everyone knows Ruth and we were not at all surprised to learn that she spends much of her free time as part of the voluntary staff for the Adelaide Christian Home for Children in Culver City, California.

The five clerks keep very busy processing all the medical cases. Head of the Certification Unit is VIVIAN COLEMAN. ALMA RIOS is second to Vivian in the length of time she has been in the Medical Office and is a real expert on cases involving a heart or ulcer problem. HELEN MCMANUS is next in point of service and is a speed demon in getting out her cases. MARGE GRACE is fairly new in the office but is holding her own with the older clerks. SHIRLEY VINCENT is on leave, with a brand new son. JEWELL LACEY spends a good part of her time on the paperwork involved in the Designated Medical Examiner Program and the Employee Health Service. With the Medical Office also is LOWETA MACK on a temporary assignment, who among other duties is the mail and file clerk.

MEDICINE

In some way or another the wonder of medicine has touched all of us. It has helped our birth into the world, guarded our children in their early years, immunized against the scourge of crippling diseases, and assured the restoration and maintenance of good health in many thousands of ways.

The science of medicine seems endless. It lives in a microscopic universe - and yet is first to go into outer space, It is profoundly scientific - and at the same time inseparable from intense human emotions.

With all its broad scope, it is also highly specialized in its many fields. This month we have endeavored to touch on Aviation Medicine - the people who work in the Division, and something about their work.

We found them to be very busy, very courteous, and very interesting. We think you will too.

CERTIFICATION PROGRAM

The primary function of the Aviation Medical Division is the medical certification of airmen. Every pilot is required to have a current medical certificate as well as a pilot license, and certain other airmen such as flight engineers and navigators and air traffic control tower operators are also required to possess a medical certificate.

The actual medical examination of the pilot or other airman is performed by a doctor in private practice designated by the FAA as an Aviation Medical Examiner (AME). There are over 1200 such designated examiners in the Region and their selection, designation and supervision is an important part of the medical certification program.

When an airman desires a medical certificate he goes to one of these designated examiners. The doctor examines him and if he feels the airman meets the physical requirements set out in the Federal Aviation Regulations, he gives him the medical certificate then and there. The examination report is forwarded to the Aeromedical Certification Division in Oklahoma City where it is reviewed and if found to be complete and accurate and the airman meets the physical standards, it stays there.

If there is any error of omission or commission, or any question about the pilot's fitness, the file is forwarded to the appropriate Regional Medical Office for further processing.

Five clerks under the supervision of Vivian Coleman take care of this function of the medical office. These girls have a sound knowledge of medical language and can review an examination for a medical certificate in very short order.

About five hundred cases a month are processed in this Region. The girls take whatever action is necessary from requesting omitted information, obtaining medical or hospital records where necessary, to finally either issuing a proper medical certificate or giving the applicant the sad news that he is not eligible for one. In about ninety percent of the cases the girls themselves know what action to take. In the other ten percent, the case is referred to one our doctors for professional review and decision.

When the case is completed the file is returned to Oklahoma City for microfilming and permanent filing.

Many cases require little action and are quickly completed. Perhaps the pilot failed to answer a question or two, or the doctor omitted part of the examination. Other cases may require as many as ten or twenty pieces of correspondence. It may be necessary to write the applicant, or his doctor, or both, and to write again and perhaps again, to obtain the necessary data. Every effort is made to give the airman favorable consideration but the overall factor is, 'Is this airman safe to fly.'

Airman medical certificate are of three classes: **First Class**, for airline transport pilots, **Second Class**, for commercial pilots, flight engineers and flight navigators and air traffic control tower operators, and **Third Class**, for student and private pilots. Last month the Medical Office processed 31 First Class, 131 Second Class, and 368 Third Class medical cases.

C. B. C. Type Rh

EMPLOYEE HEALTH PROGRAM

Employee health is a vital necessity in the work accomplished by FAA personnel, and a special effort is made in the region to help maintain good health. All of these programs are voluntary.

FAA Pilot physicals

The Regional Medical Office provides physical examinations for FAA personnel who are required to hold a Class I or Class II Certificate. This includes Tower operators who are able to come to this office. 35 of these physical examinations have been completed since July 1, 1962.

Audiogram (Hearing) Program

This program is presently in progress and 250 tests have been completed to date. The purpose is to determine hearing threshold and possible hearing loss.

Executive Physical Examination

The office has completed 75 physical examinations of top executives since July of 1962.

Influenza Program

This year's program began a short time ago and 1500 immunization shots have now been given by regional medical personnel for the Los Angeles, Phoenix, Oakland, and San Diego areas.

Arrangements have been made for all other Western Region personnel to receive flu shots from AME's or other sources, in the immediate area where the employee lives.

These programs have cost the FAA about \$8,000 per season.

Urinalysis Survey

Complete urine specimens were taken, including examination of color, character, acidity, sugar, albumin (protein), and complete microscopic examination. Some 500 employees recently participated in this program.

C.B.C. - (complete blood count) examinations were made, which includes a hemoglobin check, red blood cell (erythrocyte) count, white blood cell (leucocyte) count, differential count which segregates the five different types of white blood cells in normal blood. They also check the amount of Platelets (clotting cells) and the Color Index, which is an indicator of the several types of anemias known.

They have also been checking the blood type and Rh agglutination factor (negative or positive). It is now thought that about 87% of the world population is Rh positive and about 13% is Rh negative.

LABORATORY

The Western Region Laboratory is now equipped to do any procedure done in the modern hospital laboratory, and we have the finest cardiology equipment available, including a four-channel research electrocardiograph and a single and four-channel Spatial Vector-Cardiograph which transmits a third dimensional view (in place of the standard flat tracing) of the electrical heart impulses on a closed television circuit.

We also have a complete x-ray unit and flouros-copy and are able to perform most x-ray functions obtainable in the modern hospital.

Patient Visits

It was somewhat surprising to learn that there have been 2,330 patient visits to the Medical Division since July of 1962.

Aviation Medical Seminars

Dr. Raymond has attended five medical seminars this year. These seminars were held at the medical schools of the University of Oregon - Colorado - Utah - University of California - at San Francisco - and University of California at Los Angeles. An average of 60 AME's attended each course. Three seminars were conducted in 1961.

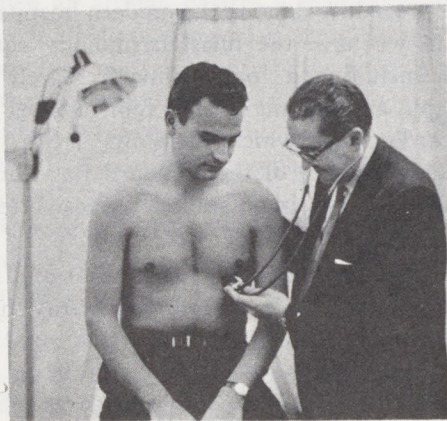
About 35 seminars have been conducted in the Agency to date.



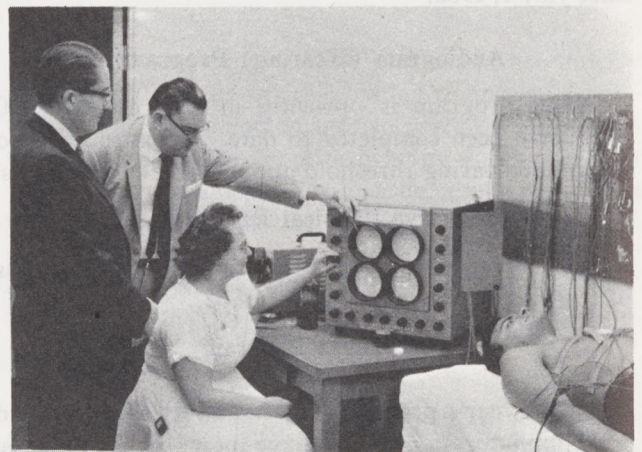
Dr. Frank Raymond is shown completing one of the many Medical Certification cases.



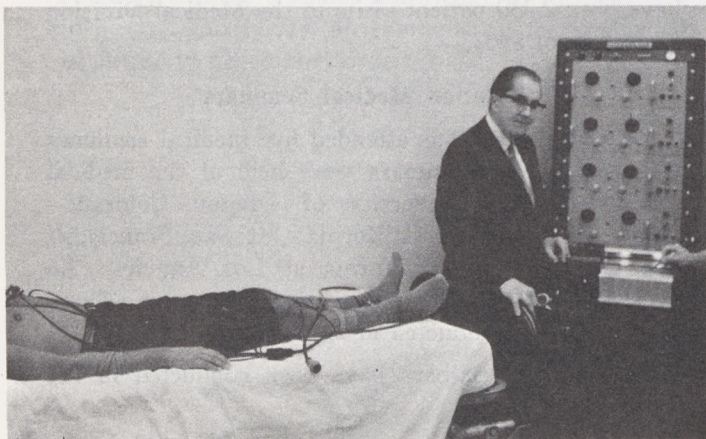
Dr Wesley R. Walters administers a flu shot to Rita Bradshaw. Looking on is R. N. Jo Lutgen.



Dr. Raymond listening to heart rhythm of Joe Alvarez of Personnel.



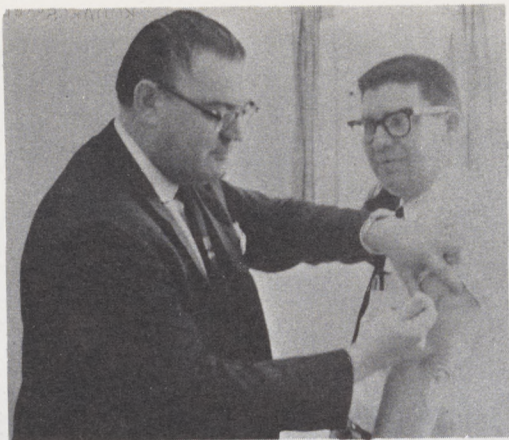
Spatial Vectorcardiograph (heart) examination.



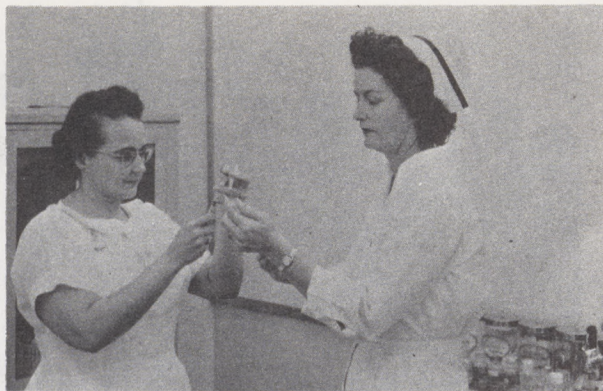
Joe Alvarez receiving 4-channel electrocardiogram. Standing is Dr. Raymond. Dr. Walters is just out of the picture to right.



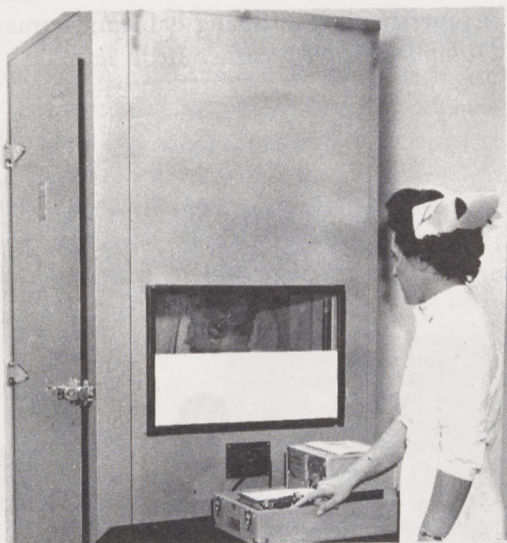
Dr. Raymond and Dr. Walters viewing chest x-rays.



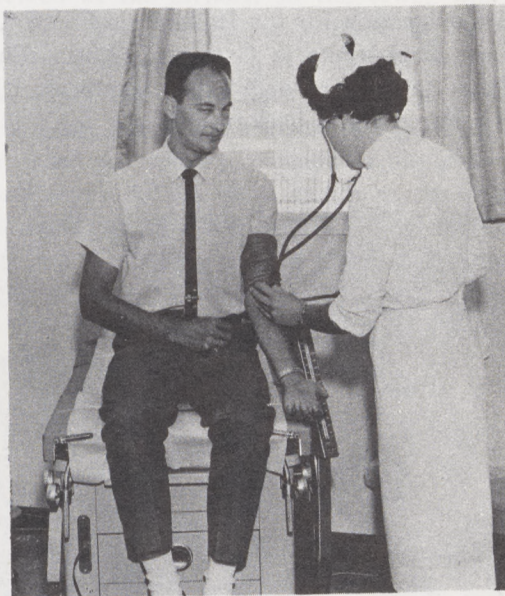
Dr Walters giving flu immunization to Stanley Weaver, Project Engineer.



Lab-technician Ruth Bentley and R.N. Evelyn Armstrong filling syringes for flu shots.



R. N. Jo Lutgen
Administers audiometer tests



Blood pressure of Lewis Takacas is taken by R. N. Jo Lutgen



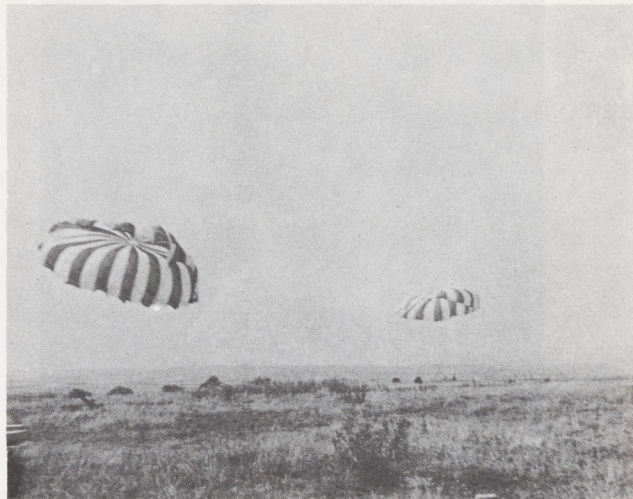
Lewis Takacas, Ruth Bentley. Part of test for complete blood count.



Ruth Bentley making complete blood count.



Donald Humphrey (center) being congratulated by General Timberlake, USAF, after Pararescue demonstration for the Italian Air Force. Left of Gen. Timberlake is General LaLotta, Chief of Staff, Italian Air Force. Other members of Italian Air Force are in background.



A practice jump at Spang-dahlem, Germany. Don Humphrey is with parachute at left.



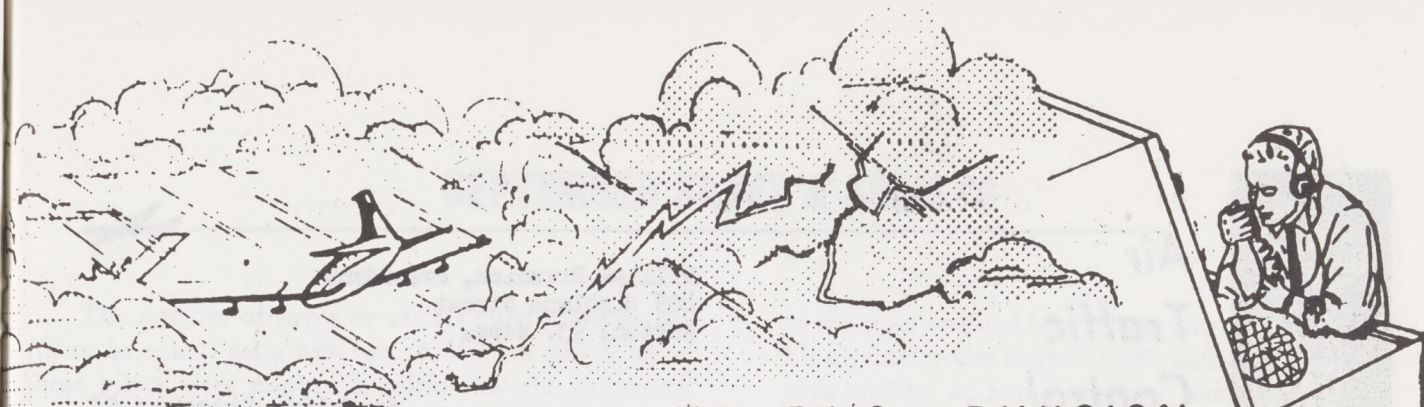
Medical Division - L-R: Shirley Vincent, Loweta Mack, Marjorie Grace, Vivian Coleman, Jewell Lacey, Alma Rios.



Dorothy Cunningham



Helen McManus



AIR TRAFFIC DIVISION

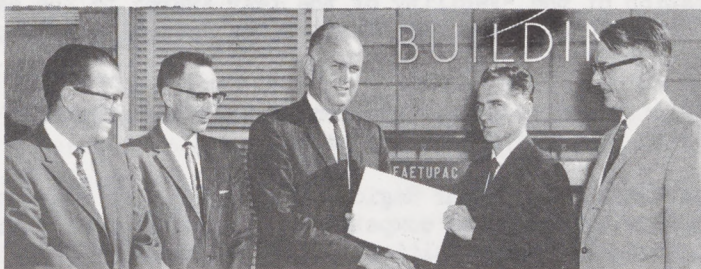
KLAMATH FALLS CS/T APPREHENDS CRIMINAL

Controllers "GUMSHOE" MCFARLAND and "SHERLOCK" WEBER came to the rescue of the local law enforcement agencies recently when they were instrumental in the apprehension of a man wanted for issuing bad checks.

It seems the man wrote a few worthless checks around town and the sheriff's office was just one step behind him. He came to the airport and chartered a

plane for Reno. His plane had departed before the sheriff arrived at the airport, so the tower was requested to have the pilot return to the field.

Since the man being sought was believed to be armed and dangerous, care had to be used in communicating with the pilot. Thinking quickly, our controllers used the cunning slyness of all great detectives and requested the pilot return to the airport as his gas tank cap had been left off. This evidently sounded plausible enough, as the plane returned and the wanted man was taken into custody by the sheriff.



LEMOORE RATCC RECEIVES MERITORIOUS RECOGNITION AWARD

Lynn L. Hink, Chief, Regulations and Procedure Branch, is shown presenting for L. Ponton de Arce, Chief, Air Traffic Division, the Air Traffic Control Association Meritorious Recognition Award for the Lemoore RATCC. Accepting award is Alan E. Andrews, facility chief. The award was received after the RATCC had been in operation for only a little over a year. Our hearty congratulations to all Lemoore personnel.

L-R: Edward C. Marsh, Deputy Assistant Administrator, WE-2; James Estes, Engineer-in-Charge, Lemoore RATCC; Lynn L. Hink; Allan E. Andrews, Chief, Lemoore RATCC; H. E. Aldridge, Chief, Systems Maintenance Division, WE-800.



**Air
Traffic
Control
Association, inc.**

William Bresnick, President
405 Highland Street
Weston, 93, Mass.

Barr Building, Washington 6, D.C.

Area Code 202 • 296-4900

Mr. Joseph H. Tippetts
Assistant Administrator
Federal Aviation Agency
Western Region
P.O.Box 90007, Airport Station,
Los Angeles, 9, California.

Dear Joe:

Thank you for your letter and kind personal wishes.

One of the most pleasant and significant occasions at our recent convention was the presentation of the "Facility of the Year Award" to the Seattle Air Route Traffic Control Center and the "Meritorious Recognition Award" to the Lemoore RATCC.

It is a privilege to add my congratulations to all the personnel of these facilities of which ATCA and FAA are so proud.

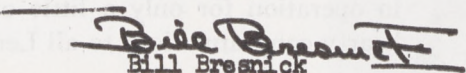
It is no accident that two of your Regions facilities were able to achieve these honors in this era of great competition for excellence. Direction and Leadership play no small part in ultimate accomplishment!

So, talking of pride- I am sure that FAA and ATCA are equally as proud of you for your sincere leadership, earnest concern, and devoted attention to the needs and aspirations of the agency and it's Air Traffic Controllers. It is the type of leadership that all Regions could well Emulate.


May I commend too, the electronic technicians of these facilities who contribute their skills to achieving the fine record of your winning facilities.

My personal thanks, and officially those of ATCA, for your attendance at our convention and for your help in accomplishing some of our mutual goals.

Sincerely,


Bill Bresnick

Copies to;
N. Halaby
Seattle Center
Lemoore RATCC
Ed Cockerham

 dedicated to progress in the science of air traffic control

SEPTEMBER SAVES & ASSISTS

The number of saves or assists during September (62 to be exact) set a new record. We are sure a lot of these pilots were mighty thankful for the assistance they received; however, the C. O. of Navy's Fighter Squadron Twenty One was so impressed with the assistance rendered by Oakland Tower's Norm Clark, he wrote the Regional Office the following letter:

"On the night of 9 September 1962, between the hours of 9:00 and 10:00 p.m., while engaged in night carrier qualification landings, Commander E. P. Hermann, U. S. Navy, pilot of an F3H aircraft (radio call SWAPOUT 143) experienced failure of the engine nozzle control of his aircraft. Weather in the vicinity of the aircraft carrier at this time did not permit approach and landing; therefore flight was diverted to the nearest landing field. At approximately 50-60 miles, bearing 248 degrees (magnetic) from Oakland Vortac, radio communication was established by the pilot with Oakland Approach Control. At this time the aircraft's remaining fuel was extremely low and there was considerable doubt as to whether there was enough fuel remaining to permit the aircraft to reach the closest airfield (San Francisco International). The Controller's quick response and display of professionalism in rendering all possible assistance

to the pilot enabled him to concentrate on keeping his aircraft under control while being directed to a safe landing at San Francisco International Airport. The expert handling of continuous vectors, the readily furnished information on airfields available and the timely dispatch of Coast Guard assistance are but a few of the manifestations of your superior and extremely well disciplined crew which made possible the safe and successful landing of this aircraft."

We are advised the aircraft "flamed out" on touchdown at San Francisco. A good job, Norm.

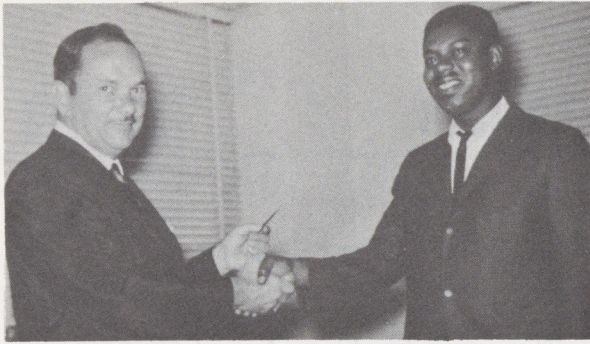
Another assist involved an emergency procedure that is seldom used and only because of the alertness of Bob Ulanich of March RAPCON was it detected. He observed a transponder equipped aircraft making right triangular patterns about 20 miles southeast of the RAPCON. A call was made to the aircraft on emergency frequency 243.0 mc and the pilot was requested to actuate the Ident feature of his transponder. The aircraft's beacon display indicated he was receiving the RAPCON. The following information was confirmed with the pilot using the beacon method of replying: The aircraft was below 12,000 feet and above 5,000 feet, and the pilot desired to land at March AFB. The aircraft was subsequently vectored to a safe landing.

Other assists were made by the following facilities:

Towers	Centers	CS/Ts	RAPCON/RATCCs
Long Beach	Oakland	Pendleton	Moffett
Boeing	Phoenix	Klamath Falls	Miramar
Burbank	Denver		March
Portland	Spokane		
Oakland			

Flight Service Stations

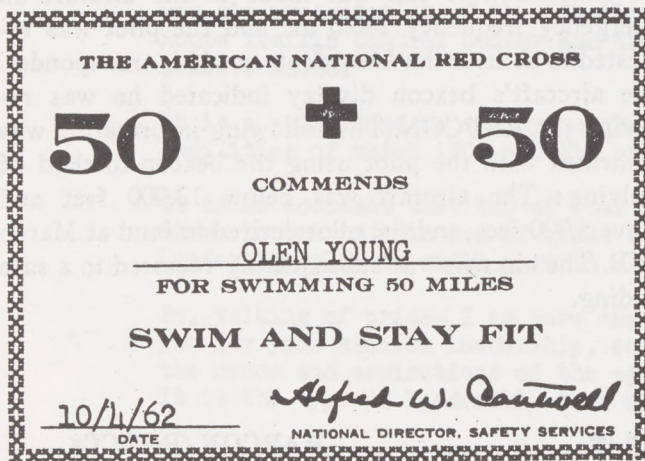
Las Vegas	Crescent City	San Diego	Denver
Eugene	Bryce Canyon	Los Angeles	Red Bluff
Elko	Palmdale	Sheridan	Tonopah
Daggett	Ukiah	Prescott	Trinidad
Spokane	Portland	Douglas	Oakland



Jimmie Turner, Assistant Flight Service Specialist at the San Francisco IFSS, is shown receiving his ATCS Certificate from Mr. Thomas F. Dowling, Chief of the IFSS.

Jimmie started with the FAA at San Francisco as a Telegraphic-Teletype Operator (TTO) in 1959 and showed such good potential that he was made a FSS Trainee. The path to this little pink ticket was paved with quite a few stones, as Jimmie will quickly tell you, and it represents many hours of sweat, study, and sacrifice.

As shown by this smile, he believes it to be worth all the efforts necessary. We agree.

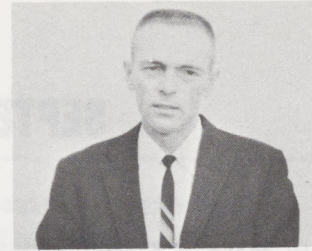


Much of our work is necessarily sedentary and a little extra effort is required for us to remain physically fit.

Mr. Olson, Red Cross swimming instructor, recently informed us that Olen Young of the Los Angeles Tower had recently received a Certificate for swimming 50 miles.

One year ago Olen could not swim across a pool twice in succession.

In completing the Red Cross course he could be credited with only one-half mile a day but often swam more. After this course he completed a 25 hour scuba-diving course which was also given at the Westchester California YMCA.



A short time after this he answered a call for help from a lady scuba-diver who was swimming alone and had become exhausted from the strong tide. He assisted her until help arrived in the form of a small row boat. The tide was so strong that the operator could not row against it with more than one passenger. Olen then swam about one-quarter mile to shore.



Cdr. John R. Anderson (L) Executive Officer of AIRASON 721, E. F. Koenig (R) Chief Hoquiam Flight Service Station.

During the latter part of 1961 and the first five months of 1962, Hoquiam FSS handled a considerable communications workload with two S2F reserve squadrons of the U. S. Navy. These aircraft performed submarine search missions off the coast of Washington. Communications consisted of IFR movement handling and the relaying of numerous tactical messages between the aircraft and home base.

In June of 1962 the Executive Officer of VS-721, accompanied by the Operations and Administrative Officers, flew to Hoquiam to honor the facility with the presentation of a Squadron plaque. The brass plate inscription on the mahogany plaque reads as follows:

Presented To
 "HOQUIAM FSS"
 Our Appreciation For
 Courtesies Extended
 "EAGLE SCOUT"
 VS-721



AVIATION FACILITIES DIVISION

DIVISION CHIEF'S COLUMN

As you may recall, when Mr. Tippetts arrived on the scene, he advised all of us that we could look forward to being members of a dynamic organization. Also, that change could well be the rule rather than the exception. I don't know if you agree, but I would call these the understatements of the year.

These past 60 days have, indeed, been dynamic and full of change. The transfer of Montana, abolishment of the Aviation Facilities Division and other significant events have affected many of us in a personal way. Those of you that have been personally involved, need not feel alone, for I too have been "caught in the mill."

My long years of direct personal association with the members of the Systems Maintenance Branch have been brought to a close by the upgrading of the organization to Division status, and my assignment as Chief, of the Installation and Materiel Division.

While I will not be far removed from you I realize the same closeness will not exist and, accordingly, shall miss the opportunities I have had to be familiar with the Systems Maintenance organization, its people and accomplishments. I much appreciate the effort that your Systems Maintenance personnel have given to your jobs in the past and know full well that you will continue to do so under the new set up.

It is, to me, a pleasure to know that I shall continue to work with the other organizations of AFD that have formed the I&M Division. Believe me, we too have a job cut out for us. During the ensuing months it will be our task to formulate and put in operation an organization which will do us proud. I know without asking that I will have your usual support in fulfilling this objective. However, I warn you advance this will take considerable effort on the part of all and will not be done without some personal hardship. You can rest assured there will be no more of the latter than absolutely necessary.

Thanks again to all employees of the Aviation Facilities Division and good luck to you in your new assignments.

WESTERN REGION FAA TV PRODUCTION

We are now operating our own TV network. The control tower at Los Angeles is our only customer and we are happy to report our TV program has been of some satisfaction. It may not have the usual commercials of normal TV, but it does get the job done.

The new Los Angeles Tower like many others, is so far from the scene of important activity that visual control from the Tower Cab is not possible due to restrictions of visibility. In the case of Los Angeles, it is just the weather. The run-up area and take-off positions are approximately a mile and a half from the control tower cab. When VFR operations are conducted with visibility of one mile, controllers have difficulty in safely clearing aircraft in the take-off and run-up position or observing landing aircraft.

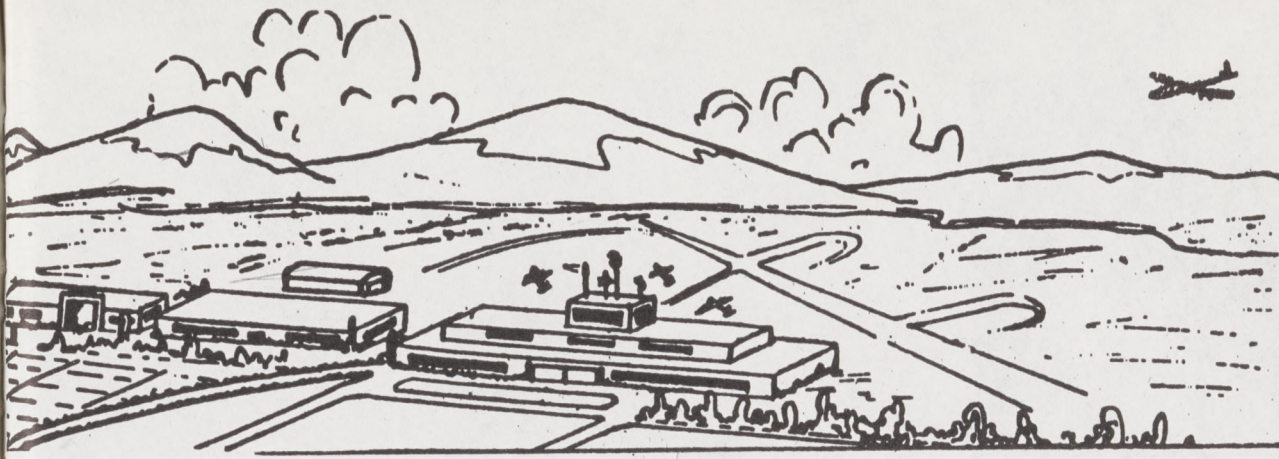
To assist the controllers in this condition, a closed circuit TV system has been installed to observe the run-up and take-off area. This same camera also observes aircraft landing. The installation was contracted with the Packard Bell Company and consists of a fixed camera located about 700 feet from the end of Runways 25 Right and Left. The operations in this area can be observed on two TV monitor units in the control tower cab.

Controllers indicate the system has been very valuable in expediting movement of aircraft in this area during poor visibility conditions, and has decreased departure delay time. This is an experimental project to develop an adequate system for use under other similar conditions and will probably be expanded in the near future to include remote control of the camera by Air Traffic Controllers.



Matériel Specialists Complete Training

This part of a cooperative program by the Maintenance and I&M Divisions to train and assign specialists in the field of matériel management to selected maintenance district and sector offices. L-R; Front Row: Mason Lusk, John Barraclough, Ted Smith, Gene Hutchison, Etsumi Takizawa. Back row: Jean Leeper, Frank Jennings WE-420, Kirk Barry WE-416, Dan McHugh and Harry Lahtinen WE-421, Monte Porter, Instructor WE-421.



A-12072-S

NEW SKY HARBOR MUNICIPAL TERMINAL BUILDING

Phoenix, Arizona

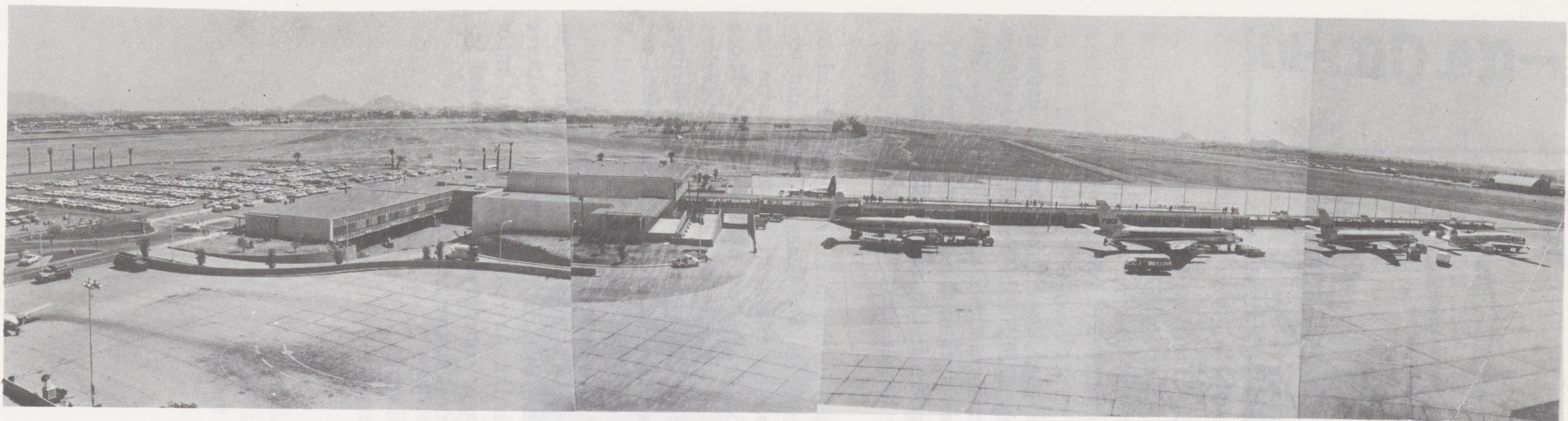
Credit for the following interesting article and pictures of the new Phoenix Terminal Building goes to the Phoenix District Office--always a dependable source of news-worthy stories.

Phoenix, Arizona proudly started operations with its new 2.7 million dollar east terminal building April 16, 1962. Four of the 7 airlines serving this rapidly expanding community are located in the new building, the other three remain in the old or west terminal building.

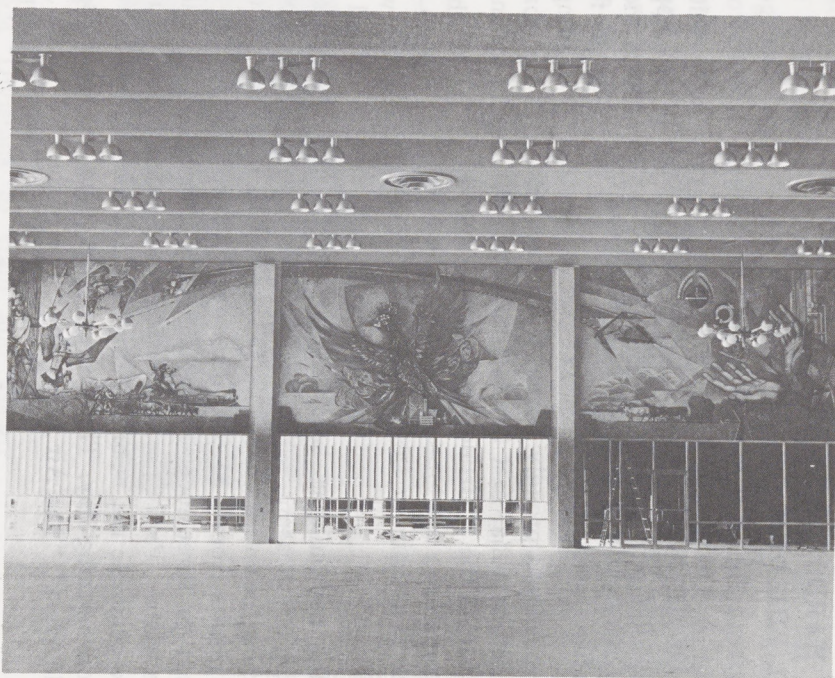
Basically, the building is strictly functional in design: Plain, but pleasant, with a large mosaic mural covering almost the entire west wall of the main lobby. The mural results from a \$10,000 offer (no Federal-aid included) to three local artists for competitive design. The winner, Paul Coze, spent months of tedious work to complete the beautiful three-dimensional mosaic before opening day. The theme of the mural is, "The Old West", "The Air Age", and "The Space Age".

Although no longer an eligible item for Federal-aid, approximately \$354,700 in Federal funds did go into the construction of the Terminal Building. This is the first of five stages in the ultimate design of the building. This modern facility is designed to efficiently and conveniently handle more than 1,800,000 passengers annually.

The roof shell in the main lobby is formed by 22 pre-stressed concrete T's. Glass, concrete and terrazzo walls enclose the two-story building, which has a total of 135,063 square feet of floor space. Those features that meet the needs and desires of travelers have been included. Ticket counters for four airlines are housed in the ticketing wing, plus the 96-foot enclosed self-service baggage area at the street level. A specially designed passenger loading and unloading concourse leads directly to the planes from the main lobby. One of the most important planning features of this building is that any part--ticketing wing, main lobby, or passenger concourse--can be expanded independently to meet future needs.



Panoramic view of new Sky Harbor Municipal Terminal Building



Mural created by Paul Coze, West en of Building "B"

ADMINISTRATIVE SERVICES DIVISION



Bernard P. Dorey, Vice-Chairman

The new Vice-Chairman of the Interagency Motor Equipment Advisory Committee for Southern California and Nevada is our Chief, Motor Fleet Management Branch, Mr. Bernard P. Dorey. Mr. Dorey was elected to this post during a recent Advisory Committee Meeting held at San Diego.

The Motor Fleet Management Branch has submitted the following informative article from the September "Safety Review", a Department of the Navy publication, pertaining to the recent law which offers protection for you in law suits arising from vehicle accidents while using government vehicles on official business.

PUBLIC LAW 87-258

By Russell Chapin, Executive Assistant, Civil Division, Department of Justice

At the present moment we have 1,200 suits under the Federal Tort Claims Act in which Government drivers are responsible or are claimed to be responsible for the accidents. The damages claimed amount to \$41 million. We have more tort suits against the United States arising out of automobile mishaps than from any other one source. I would judge that probably half of the tort litigation the Government is involved in arises from the automobile.

Public Law 87-258 has a rather short and simple arrangement. I am sure all of you know that although the Government is usually the defendant that is sued, particularly when there are serious injuries and heavy property damage, occasionally a plaintiff may elect to sue the Government driver himself. At the present time we are representing a little over 200 Government drivers who have been sued civilly in the State or Federal courts. If serious injuries are involved, the chances are a plaintiff will sue the United States, which is usually considered to be the more solvent defendant.

Since it is possible for a plaintiff to sue either the United States or the individual driver, it is understandable that the Government driver would be apprehensive that he might have a large judgment taken against him. He himself may be personally liable for the injuries that have been caused or the property damage that has been sustained. As a result of this, Congress, for morale purposes, enacted Public Law 87-258. This legislation attempts, as I see it, to forge a suit of armor for the Government driver. The breastplate of that armor is in "subsection b" which makes the plaintiff's exclusive remedy arising out of one of these automobile mishaps, an action against the United States under the Federal Tort Claims Act. However, just declaring that the exclusive remedy is an action against the United States does not prevent the plaintiff from electing to sue the driver. So in "subsection d" Congress put on the backplate of this armor when it provided for what amounts to the automatic removal of an action against the driver filed in State court to the Federal court. It provides that when removed it will proceed, in effect, as an action against the United States under the Federal Tort Claims Act. Thus any settlement that is made or any judgment that

has to be paid will be paid by the Federal Government and not by the employee himself.

Now up to this point you can see that this legislation has been very protective of the Government driver. I am sure that Congress intended it to be that way. However, it is also protective of other parties. You will notice in "subsection b" the exclusive remedy of an action against the United States under the Tort Act only applies if the employee was acting within the scope of his office or employment at the time of the accident. This protects the United States. Also "subsection d" requires that the Attorney General certify that the employee was acting within the scope of his employment at the time of the accident, as a condition for removal of an action to the Federal court. This condition of removal protects the plaintiff. The requirement of this certification puts a heavy burden on the Attorney General, as I am sure you realize. You will note from Justice Department Order 254-61 (Ed. Note: Enclosure 1 to JAG Instruction 5822.2 of 2 February 1962) that we are asking not simply for the driver's own conclusive statement that he was acting within the scope of his employment, we are asking that we be furnished with the relevant facts bearing on that issue. The U.S. attorney who must make this determination can thus make an informed determination. I am not sure that I would say that you have to furnish "documentary" proof in every case, but there will be cases where that will be desirable. There is also a provision in "subsection d" for remanding the action to the State court, if the plaintiff has no remedy under the Federal Tort Claims Act in the Federal court. This too is a protection to the plaintiff.

In "subsection c" the Act does provide that the Attorney General shall defend any civil action or proceeding brought in any court. Actually the Department of Justice has provided representation to Government drivers heretofore when sued for acts done within the scope of their employment. This legislation is declaratory of that policy. It goes a little farther because heretofore if the driver has had adequate insurance coverage, we have often left the defense of an action against him to the driver's insurance company. Since this legislation was motivated at least in

part by the desire to obviate the necessity for such insurance coverage, why, of course, drivers will need representation, and this legislation clearly provides that the Attorney General shall defend.

1. Does this law cover the Government driver who is driving his *private* car on Government business?

It obviously covers the Government car driven on Government business and it is our position that a Government employee, such as an Internal Revenue agent, who is driving his own car on Government business, is entitled to representation under this legislation.

2. The legislation is very specific about what happens when a Government driver has been sued in State court, but it is not nearly so specific about what happens if he is sued individually in *Federal* court. In other words, it does not say specifically that if he is sued individually in the Federal court that the Attorney General shall make a certification and that the action shall then be "deemed" an action against the United States under the Federal Tort Claims Act.

It does not say that, but I can assure you that if an employee is sued in the Federal court and he was acting within the scope of his employment that the Department will provide representation. The exact position which we will take in defending that litigation is still under study.

3. What is a motor vehicle within the meaning of this particular legislation? Is a lawnmower that is ridden by Government employee a motor vehicle?

My personal opinion is that a lawnmower is not a vehicle covered by this legislation and the reason I would suggest this is that Congress was very solicitous on the question of the need to cut out the cost of insurance for Government employees, but I do not know of any Government employees taking out insurance against public liability when they drive lawnmowers. Also, a lawnmower is not designed primarily as a conveyance. There are questions that are yet to be resolved under this legislation. I am sure that Congress did not anticipate all of them.

4. Will the Department provide representation if the employee was at fault?

Yes, it will. The Department provides representation now to drivers who are at fault when they are sued individually and it will continue to do so under the terms of this legislation.

5. Can you tell me when a man is acting within the scope of his employment?

The Federal Tort Claims Act does not set up a uniform standard for application throughout all of the 50 States. It, in effect, refers the litigant back to the law of the State where the negligence took place. So in determining whether or not your Government driver was acting in the scope of his employment, you have to look at the law of the State where his negligence took place. The Attorney General, by delegating his authority to make the determination of the scope of employment to the U.S. attorney, subject to supervision, of course, in the Civil Division, has placed responsibility with an officer of the Government who is familiar with the law of that particular State. I am confident that you will find that the U.S. attorneys will attempt to give body to the spirit of this legislation.

6. I live in one jurisdiction and I am involved in an accident in another jurisdiction. What law really governs determining the scope of employment?

You will have to look to the law of the State where the negligence took place.

7. Is there any distinction in the way use is authorized (e.g., verbal approval, travel authorization, custom, etc.)?

This has a bearing on the determination of scope of employment, but as a practical matter I think that if a man is acting within the scope of his employment, the fact that it may have been authorized by one device or another would not be controlling. I think you can see that the man who claims that he was authorized to go on a certain mission by custom might have a heavier burden to bear in order to convince the U.S. attorney.

8. Employees in the Navy Department have been encouraged to use their private cars for Navy business and be reimbursed on a basis of 10 cents a mile. They merely fill out a voucher and collect the money.

This does not mean that you have to collect your money each day, it can go on for

a month before you submit a voucher. In those cases what kind of supporting proof would the employees need to convince the Attorney General that they were operating within the scope of their employment?

In a case such as you suggest I think that a statement from his supervisor as to this arrangement would be helpful. I understand that the General Services Administration has worked up a checklist and I would suggest that it might be desirable to circulate what some of the agencies have prepared in terms of questions that would be asked of employees and their supervisors to establish the facts.

9. If the Attorney General makes the certification of scope of employment, I do not believe any judge is going to go behind that once he has made that certification. What type of case would then fall within this provision for remand to the State courts?

I can think of one situation in which this will probably be tested: suppose the State statute of limitations on a suit against an individual is 3 years, whereas, as you know, the limitations period under the Federal Tort Claims Act is 2 years. If 2 years pass before the driver is sued in State court but 3 years has not gone by and we make the certification to remove to the Federal court, I think that the plaintiff will ask the judge to remand that action. I am sure we would contest the petition.

10. Should the individual driver continue to carry insurance protection of some kind?

The Department is not in the business of giving advice to individuals. What I say here is intended for you in your official capacities. I think that this shield of armor that Congress has forged here is going to be fairly effective. I would not want to commit myself to say it will be 100 percent effective until we have had some litigation and have seen how it goes. In other words, I might drop such coverage as I have and take a chance on it. I think that is a determination though that each man has to make for himself. A little experience in the litigation of some of these questions will soon resolve some of them.

11. Suppose a claim is less than \$2,500. Can it still be handled by the agency?

If the agency has a claim it can certainly act on it and we hope that they will. I am sure you gentlemen in the agencies wash out a large number of claims. I would judge that perhaps we only get 1 out of 10 of the automobile cases, and that is partly because your agencies have settled them within their statutory authority. Certainly until a suit has been brought, the Justice Department has no jurisdiction to settle.

12. Suppose a Government employee is authorized to make a trip. He takes someone from his own family along and they have an accident; what action would you anticipate?

We will assume that he is authorized to make this as a business trip, he is acting within the scope of his employment and a member of his family is injured. In all probability, we will have a suit by that member of the family against the United States; but, if he elects to sue the driver, then I think we will have the same representation situation we would have in the conventional context.

13. What about farm implements and industrial trucks that sometimes find themselves on highways? Are these motor vehicles within the meaning of the statute?

There is a line of demarcation somewhere. I am not sure that I can pinpoint it today. I think that a truck or a car that is primarily used for highway transportation is on one side of the fence. I would doubt that a forklift truck that is used primarily around a warehouse is a motor vehicle within the meaning of this legislation. A road grader—I do not know. I do not think we can tell you today whether it is or not. Actually the drivers of road graders, for example, do not generally carry public liability insurance, and I think you can make a good argument that they are not within the coverage.

14. How conclusive is the determination of the Attorney General on whether or not the man is or is not within the scope of his employment and upon whom is that decision binding?

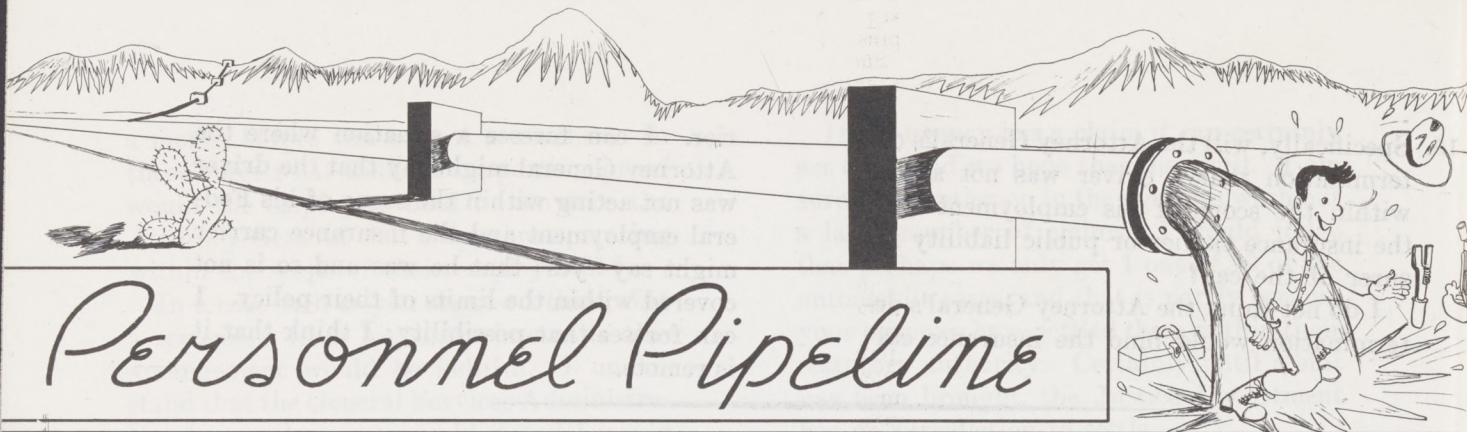
I think the act places that responsibility on the Attorney General, and I think that it would be with some difficulty that it could be overturned.

15. Specifically, will the Attorney General's determination that a driver was not acting within the scope of his employment bind the insurance carrier or public liability insurer of the car?

I do not think the Attorney General's determination would bind the insurance car-

rier. I can foresee a situation where the Attorney General might say that the driver was not acting within the scope of his Federal employment and the insurance carrier might say "yes" that he was and so is not covered within the limits of their policy. I can foresee that possibility; I think that it is remote.

DRIVE FOR A SAFE HOLIDAY!



Personnel Pipeline

OUR MAIN TOPIC OF CONVERSATION-- THE PAY BOOST!

The New Pay Act establishes these principles in fixing pay of federal employees:

- Equal pay for equal work.
- Differences in rates based upon distinctions in work and performance.
- Federal salaries comparable with those in private industry for similar work.

This last principle is to be applied by the President through annual surveys by the Bureau of Labor Statistics. After soliciting the views of employee organizations, the President is required to present his recommendations to Congress on changes in pay rates, salary structure and compensation policy.

The President is empowered to pay above the minimum step of the grade on an area basis in cases where the government experiences a significant handicap in recruiting or retaining well-qualified persons because of substantially higher rates in private industry in particular localities. The highest rate cannot exceed the seventh step of the grade the job calls for.

Details of how this will be applied will be furnished us later by the Civil Service Commission.

An official Notice was recently issued on the Pay Act. We hope to furnish additional information soon so that all employees have more than a conversational knowledge. The new periodic step increase method

is tricky and may be confusing at first blush. As we observe special type cases, we will notify employees in one form or the other.

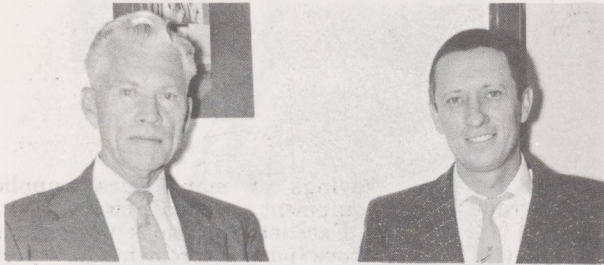
This a two-phase pay increase -- the first is effective October 14, 1962, and the second on January 1, 1964. It affects all of our GS- graded employees -- not those whose salaries are based on Wage Schedule rates (WS). The latter are not included since their pay is already based on locality wage rates as computed by Federal wage boards.

INSURANCE BILL DIED!

A lot of employees were holding their breath on the Senate-approved bill to increase the amount of life insurance coverage. The bill would have entitled employees making less than \$10,000 to get an additional \$1000 life insurance and those over \$10,000 would be entitled to additional 2000. We have heard that this bill died in the House.

BERNIE ROSEN TRANSFERS

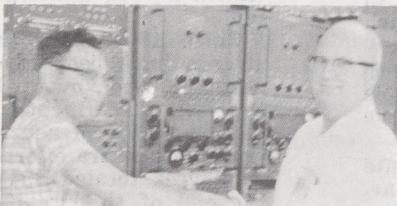
The Regional Director of the San Francisco Civil Service Region has been transferred to Washington, D. C., to take over as Personnel Officer with the State Department. The young, energetic Rosen will be succeeded by A. T. Briley, former Deputy Director at Denver, but more recently Regional Director at the Commission's Office in Cincinnati. Welcome to Mr. Briley!



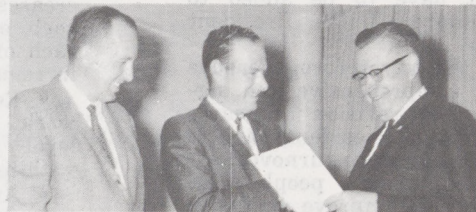
DENVER, COLORADO. \$40.00 Award. Charles W. Brokaw (right) receives Certificate of Award and check from Leland C. Hahn (left) for his suggestion concerning VHF/DF PPI Off Centering Circuit.



PHOENIX, ARIZ. SMS. \$125.00 Award. Robert F. Elgines (center) receives Certificates of Award and checks from E. H. Becker (left and J. K. Click (R) for 2 adopted suggestions concerning the ARSR-1 and 1A.



TOLEDO, WASH. SMS. \$15.00 Award. Fred A. Tenny (left) receives Certificate of Award and check from Homer S. Jennings for his suggestion concerning replacement of components in RML system racks.



OAKLAND, CALIF. SMS. \$50.00 Award. George E. Hammond (center) receives Certificate of Award and check from H. E. Bertuleit (R) and L. Hilscher (L) for his suggestion concerning modification to FPN-28, airport surveillance RADAR.



SALINAS, CALIFORNIA. SMS. \$50.00 Award. Quinn Smith (right) receives Certificate of Award and check from G. Raymond, for his suggestion concerning modification to rest equipment rack used at RML sites.



OAKLAND, CALIF. SMS. \$125.00 & \$75.00 Awards. George E. Hammond is shown receiving check and Certificate of Award for his suggestion on modification to FPN-28, Airport surveillance RADAR and Richard W. Fong for his suggestion concerning modification to stabilize VHF/-DF-1 ASR adapter unit. (L-R) Kenneth Wall, WE-10; George Hammond; Richard Fong; M. E. Walker and L. Hilscher.



LONG BEACH, CALIF. EMDO. \$150.00 Award Margaret E. Lange receives Certificate of Award and check from Charles Hawks, (right) and T. J. Butters, (left) for her suggestion concerning new distribution procedure of FAA Form ACA 282-3-4b. Part I.



VAN NUYS, CALIFORNIA, GADO. Frank J. Kearl (center) was honored guest at party before transferring to Portland GADO.

Salary Reform Tied to Better Manpower Use

Upon signing the Federal Salary Reform Act providing higher pay for 1,600,000 workers, President Kennedy called on Federal employees to produce more and their agencies to make better use of manpower.

If his manpower utilization program is firmly carried out, "tens of thousands of Federal jobs . . . either could be eliminated or would not have to be added to present numbers," the President said.

Calling the pay reform measure "the most comprehensive and significant salary revision in nearly 40 years," the President said it should help to reduce turnover, attract more capable people into Federal service, improve employee morale, and thereby make an important contribution to increased productivity.

Civil Service Commission Chairman John W. Macy, Jr., emphasized that the new law "is not just another pay raise, but rather a reform measure, long overdue which will have immediate and long lasting impact on Government administration and programs."

As a first step in achieving comparability between Federal and private-enterprise salaries, the new law provides an average increase of slightly more than 11 percent for postal employees and about 10 percent for persons under the other three major pay systems. The adjustment is provided in two steps, the first effective in October 1962 and the second on January 1, 1964.

The reform measure is based on two principles—comparability of Federal salaries with those of private enterprise for the same level of work, and internal alignment of salaries to provide equal pay for equal work and pay distinctions in keeping with distinctions in job responsibility and performance. The salary levels of the four major statutory pay plans

—the Classifications Act, the Postal Field Service Compensation Plan, the Foreign Service Act, and the Medical-Dental-Nursing Salary System in the Veterans Administration—are to be interrelated.

Other key features of the law include:

- Annual review by the President of findings made by the Bureau of Labor Statistics survey. From these findings, the President will recommend action to Congress for keeping Federal pay comparable with industry.

- Minimum 2-rate increase for persons promoted from one grade to another.

- Elimination of "longevity steps" and creation of 10 within-grade rates for GS-1 through 10, 9 rates for GS-11 through 14, 8 rates for GS-15, and five rates for GS-16 and 17.

- Standardization of waiting time between in-grade rate increases for all grades: 1 year in each of first 3 rates, 2 years in each of next 3 rates, 3 years each in remainder.

- Requirement that employees' work be up to an acceptable level of competence to receive within-grade rate increases.

- Authorization of "merit" rate increases, maximum of 1 per year, for excellence.

- Provision for higher pay for shortage-category employees.

(The accompanying table compares former Classification Act pay rates with rates under the 2-phase reform law.)

savings of man hours, supplies, equipment, and paperwork.

Excellence of work performance above job requirements or special achievements brought recognition and cash awards of over \$10 million to 76,000 employees, with most individual awards ranging between \$100 and \$250.

"Benefits to the Government resulting from efforts of employees who 'went the extra mile' were valued at \$71 million," Mr. Macy said.

Since 1954 more than 700,000 awards have been given for suggestions and over 400,000 for superior performance beyond job requirements. Measurable benefits from these extra efforts of Federal employees totaled \$941 million at the end of the fiscal year.

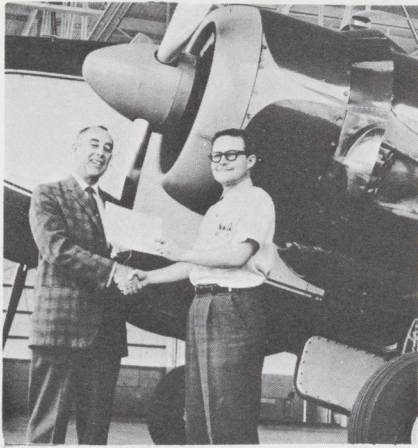
Worker Awards Top Million, Savings Near \$1 Billion

More than a million cost-conscious Federal employees have given Uncle Sam "something extra" on the job to the tune of nearly a billion dollars in aggregate benefits to the Government under the 7-year-old Government-wide incentive awards program, Civil Service Commission Chairman John W. Macy, Jr., announced recently. For their work-improvement suggestions and superior job performance these employees have received cash awards totaling \$181 million.

During the year ended June 30, 180,000 employees contributed constructive suggestions and performance beyond job requirements valued at \$136 million.

"I am proud of this evidence of cost awareness among Federal employees," Mr. Macy said. "It is in keeping with the President's objective of maximum efficiency and economy in Government operations and his call for Federal workers to help get the most from every program dollar."

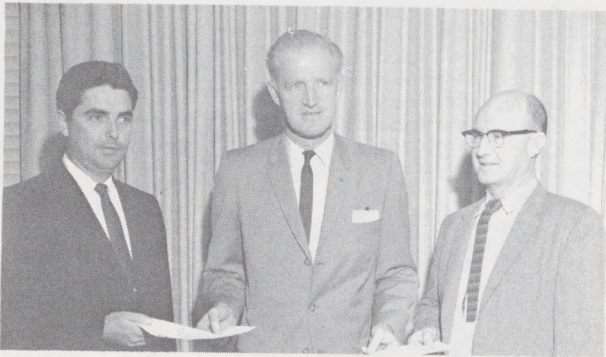
He reported that during the last fiscal year Federal agencies adopted more than 104,000 employee suggestions with a value to the Government of nearly \$65 million in



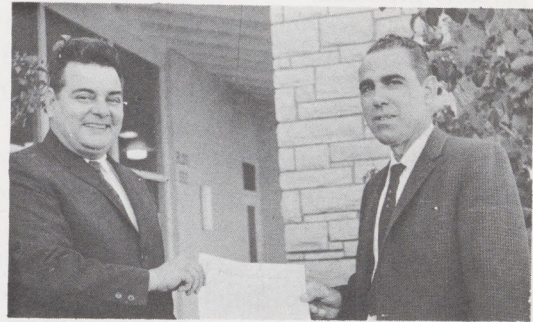
BURBANK, CALIF. SMS. \$25.00 Award. James R. Stagner (right) receives Certificate of Award and check from John L. Shaw for his suggestion regarding solution to "hot-mike recording and improvement of inter-com" at Burbank Tower.



BURBANK, CALIF. SMS. \$25.00 Award. Helen M. Jacobs receives Certificate of Award and check from John L. Shaw for her suggestion concerning improvement of Exchange and Repair requisitions.



FREMONT, CALIF. ARTCC. \$100.00 Award. Vernon Bourg (L) and Robert Potter (R) are shown receiving Certificates of Awards and checks from Fred Marks, for their group suggestion concerning improvement of radar video map presentation.



PALMDALE, CALIF. FSS. \$75.00 Award. Kenyon W. Barrett (L) receives check and certificate of Award from Joseph DeFriend (R) for his suggestion concerning use of proposed flight plans on Military short duration flights.



LOS ANGELES, CALIF. ADMIN. SVCS. Patricia L. Eachus (L) receives \$25.00 award and Certificate from Florence Smith (R) for her suggestion regarding relocation and revision of Job Listings' Sign.



FAA Training Course on the new Records Management Program.

Directing the course were Lloyd Wolfe, of Washington, D. C. (shown addressing the group); Harold Elliott of the Federal Records Center at Los Angeles (seated to left of Wolfe); and Michael J. Whalen, Management Analyst of Los Angeles FAA Regional Office.

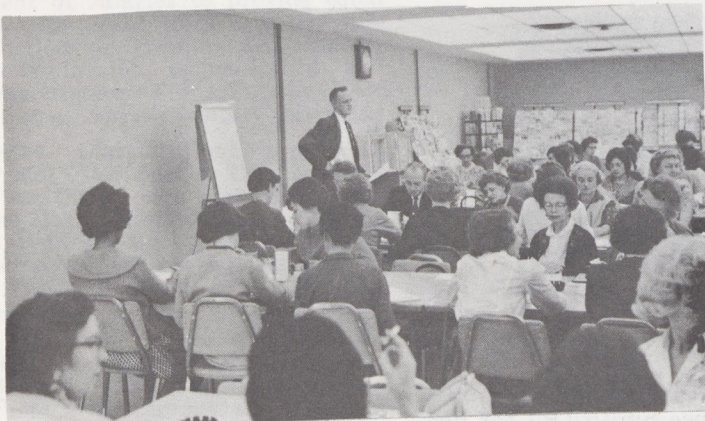
The course included all supervisory, and special administrative and clerical personnel. Approximately 250 persons attended.

The Western Region is inaugurating an inventory of the types of files presently maintained in all offices. This is the preliminary step in the eventual disposal of all inactive eligible records in the region.

One of the first steps in the program is to establish the specific type of records being maintained. This is accomplished by a record inventory. Upon completion of the inventory it is expected that prompt and systematic disposal will be effected for records of temporary value.

Offices will retain as current records a minimum volume which is consistent with efficient operation.

Mr. Elliott of GSA National Archives and Records Service (NARS) has offered to assist regional headquarters officers in conducting this inventory and the eventual disposal of inactive records to the Records Center at Bell, California.



Carl Olson, Chief, Accounting Division shown conducting training session on Time & Attendance reporting under the mechanized payroll system. Approximately 173 persons attended this session in the cafeteria.



Joe Tippets shown making presentation to Bill Sullivan (Personnel & Training Division) of an award for Outstanding service in the Federal Service Joint crusade. The Region itself also received an achievement award for the total campaign to assist Radio Free Europe, Care and the American Korean Foundation.



A fire drill was held!

There was no notice put out to this effect although Key people were informed ahead of time. We secretly posted cameras at all exists of the different buildings - and what happened?? A complete and orderly evacuation was accomplished within two minutes!

General fire evacuation included such information as -shutting off electrically operated machines, securing of safes, cabinets and desks to minimize fire and water damage of files and paper work in process - exit instructions, etc.



This group has now completed their 50-hour course in Management for Supervisors. L-R: Gale Hanson, Jerry Hopkins, Bob Floch, Tom Butters, Ron Wiley, Lonnie McAdoo, Hubert Huber, Bob Pierson, Ted Wendland Jr. Standing is Instructor Ross Burnett.



Just prior to Fire Prevention Week there was a fire in the factory directly across the street from the FAA Western Region headquarters.



L-R: Bob Gunn, Ed Monson, Bart Robertson, Joe Alvarez, Virginia Mareina, Bill Thomas, Chuck Sundberg, Joe Banarer, Joe Scully, Bill Sullivan.

This group was taken on an FAA tour as part of Federal Career Day at University of California at Los Angeles (UCLA) held November 1, 1962.

The tour was arranged by Bob Gunn, Chief of Placement Branch to give the UCLA Student Placement Staff a better understanding of FAA operations, functions and responsibilities.

The group also received a trip on FAA aircraft where they received orientation on FAA navigational facilities. Arranging this air trip were John McCormick and Bill Talunas of the Aircraft Management Branch.



In busy Los Angeles we were scarcely able to find anyone who even knew the fire trucks were outside. Question: If a fire drill was held at our headquarters, would all personnel properly respond?



L-R: Tower operators are: Jim Morrison, Jim Wilson, Marvin Maddy and Bill Brown in background.



Tour of control tower conducted by Tower Training Supervisor Leo LaPorte (white shirt).

NEW WRINKLES FOR THE TRAVELER

To say that the widely dispersed activities of the FAA require considerable travel is a decided understatement. Nor is there really a need to mention the fact that the urgency of the Agency's services often demand travel on short notice. These conditions are not naturally conducive to the optimum state of appearance upon arrival. The need to present a neat appearance, however, is not lessened by the possible difficulty encountered. People are judged by the appearance they present, particularly in contacts of short duration. The well qualified man appears well qualified and is able to conduct his business more effectively and in less time than the rumpled individual who must first demonstrate his competency. The following pointers will accent professional and technical capability and will contribute to presentation of the most desirable image of the FAA in business contacts.

General Tips on Packing:

Experienced travelers put an inventory list in the pocket of their luggage and refer to it each time they pack. This prevents leaving things to memory---and leaving things behind.

Before packing, put to one side all the things you'll need on your first night out. Pack these last--on top--so you won't have to dig for them when they're needed.

The secret of good packing is to keep things from shifting in transit and consequently getting mussed. Fill up all corners with socks, handkerchiefs and other small articles. Use tissue paper to fill other open spaces.

Never jam a bag. This will press wrinkles into clothes. And be careful in folding things to go into your luggage. They won't unpack in any better condition than when they were packed--and they'll probably be worse.

If suits are mussed on arrival, you can get wrinkles out by the ancient practice of all traveling men. Merely hang them up over a bathtub full of hot water. An alternative to this is to wet a turkish towel well, put it over a hangar, and leave it in a closed closet with your mussed suits.

Use tissue paper to fill up the neck opening of a shirt when packing; it will keep the collar from getting creased and rumpled.

Always pack shirts face to face, with collars at opposite ends. This will save space and prevent musing.

Here's the best method of getting the collar clean when washing a washable shirt: (1) Rub a cake of damp soap into the soiled parts. (2) Work up a lather with your fingers or with a soft sponge, not a stiff brush. Then wash shirt in regular way.

Best way of hanging a washable shirt to dry is to drape a terry towel around hangar(1).

Towel will shape the collar(2) and keep it from touching hangar which might be dirty or rusted.

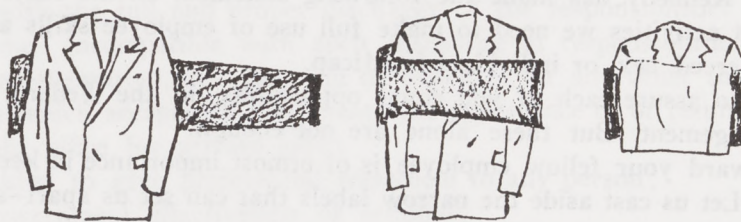


Handy gadget to carry in suitcases is a cellulose sponge. Cut off a small piece, pocket size if desired, and use it for brushing clothes, rubbing spots, cleaning shoes, etc.

Here's an old, but valuable, trick to use when you're caught short of trouser hangars. Put cuffs to trousers neatly across the top drawer of dresser then close the drawer. It's much better than draping the pants over a wire hanger.

There are several excellent methods of folding

and packing clothes to be placed in your luggage. We have used them many times during the past twenty years and since learning the proper method of folding clothes, we have never had occasion to do more than shake out a suit or hang it up for a few minutes when arriving at a destination. Proper packing techniques are mighty important things to know, because you can save loads of time and money if you don't have to send clothes out to a tailor or hotel valet when you arrive.



How to fold a suit: Left - Lay the trousers on a flat surface as shown. Button the coat as though it were on a hanger and place the shoulders over the wide part of the trousers. Center: Bring the trouser legs over as

shown, so that they'll form a cushion when the coat is folded up. Right: Being careful to smooth out all wrinkles, fold up the tail of the coat as shown. Place the whole package flat in your luggage.



How to fold a coat for packing. Extreme left: Place both hands in the armholes as shown. Left: Bring the sleeveheads together, turning the coat inside out.

Right: Smooth out sleeves and lapels. Extreme right: Fold the coat in half for packing.



How to fold a pair of trousers for packing in a small bag or case.

COMPLIANCE AND SECURITY DIVISION

PRESIDENT'S EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

President John F. Kennedy has made the following statement on the subject of Fair Employment:

"In all Government activities we need to make full use of employee skills and abilities without discrimination as to race, creed, sex, or individual handicap.

"To this end--and to assure each of you equal opportunity in the Federal Service--we have firm policies to guide management. But these alone are not enough.

"Your attitude toward your fellow employee is of utmost importance in keeping the Federal Service free of discrimination. Let us cast aside the narrow labels that can set us apart--and wear only the proud mark of Americans."

The Administrator's responsibility in connection with this program is set forth in Executive Order 10925, dated March 6, 1961, and is outlined in Agency Order AD 1000.2. The Order directs that positive measures be taken to:

Promote and encourage equal opportunity for all qualified persons employed or seeking employment within the Federal Government; ensure contractor compliance with the non-discrimination agreement in all Government contracts; and expand and strengthen the efforts to promote full equality of employment opportunity.

To assure that we, in the Federal Aviation Agency, uphold the constitution, laws, policies and regulations of the United States, each official, supervisor and employee must adopt the highest possible standards of democracy in all official acts, with equality of treatment and employment opportunity for all.

POLICY ON OFFICIAL CONDUCT

To assure the integrity of Agency operations, to promote compliance with applicable laws, policies and regulations, to avoid even the appearance of impropriety and to safeguard public confidence in the FAA, the highest possible standards of integrity and ethics in official conduct are to be promoted and maintained by all employees and representatives of the Federal Aviation Agency.

The Administrator's responsibility in this matter is set forth in Executive Order 10939, dated May 5, 1961, and is outlined in Agency Order AD 1000.1. This Order requires the head of each organizational segment of the Agency to take prompt and continued action within his assigned area of responsibility to implement and maintain this policy, and in so doing, shall assure consonance with the following:

- (1) No employee or representative shall engage in any outside employment or other outside activity not compatible with the full and proper discharge of the responsibilities of his office or position. It shall be deemed incompatible with such discharge of responsibilities for any such official to accept any fee, compensation, gift, payment of expenses, or any other thing of monetary value in circumstances in which acceptance may create the appearance of or result in:
 - (a) Use of public office for private gain;
 - (b) An undertaking to give preferential treatment to any person;
 - (c) Impeding government effectiveness or economy;
 - (d) Any loss of complete independence or impartiality in official action;
 - (e) The making of a government decision outside official channels; or
 - (f) Any adverse effect on the confidence of the public the integrity of the Agency.
- (2) No employee or representative shall receive compensation or anything of monetary value, other than that to which he is duly entitled, for the performance of any activity during his services as such official and within the scope of his official responsibilities.
- (3) No employee or representative shall receive compensation or anything of monetary value for any consultation, lecture, discussion, writing or appearance the subject matter of which (a) is devoted substantially to the responsibilities, programs or operations of the Agency, or (b) draws substantially upon official data or ideas which have not become part of the body of public information.
- (4) Paragraphs (2) and (3) above shall not preclude -
 - (a) Receipt of bona fide reimbursement to the extent permitted by law, for actual expenses for and such other necessary subsistence as is compatible with the directive and in which no government payment or reimbursement is made: **Provided, however,** That there shall be no reimbursement or payment on behalf of the official for entertainment, gifts, excessive personal living expenses, or other personal benefits;
 - (b) Participation in the affairs of charitable religious, non-profit educational, public service or civic organizations, or the activities of national or state political parties not prescribed by law;
 - (c) Awards for meritorious public contribution given by public service or civic organizations.

SYNOPSIS

OF

MAY 22, 1962 HEARING BEFORE THE HOUSE UN-AMERICAN ACTIVITIES COMMITTEE

On May 11, 1962, news dispatches from London reported that an American family was returning home from the Soviet Union after abandoning plans to defect to that Communist country. David P. Johnson, a 32-year-old Philadelphia railway clerk, his pregnant wife and twin sons--one of whom needed heart surgery--had traveled to the USSR as members of an organized group of tourists for the secret purpose of dropping out of the tour and remaining permanently in Russia. After 3 days of observing life and conditions in Leningrad, Moscow and points in between, the Johnsons' illusions of finding an earthly paradise had been shattered by the nightmare of Soviet reality.

In September 1952, Johnson went to work in Philadelphia as a clerk for the Pennsylvania Railroad.

It was during Johnson's second or third year in Philadelphia that he first began actively pursuing a growing curiosity about communism by reading the classical works of Marx and Lenin and buying the "Daily Worker", "National Guardian" and other publications which barked the Communist line. Johnson found Communist theories appealing, particularly those about building a "classless society". He began making frequent trips to New York to acquire books on communism.

Johnson also attended lectures given in Philadelphia by leading American Communists. Through the Soviet Embassy in Washington he subscribed to the cultural exchange magazine "USSR", for which the Embassy later sent him a bonus book called "Krushchev in America".

Although Johnson never joined the Communist Party, he became a highly informed student of Communist theory. Meanwhile he was building an illusion that the Soviet Union was a land where no class distinctions were made, where his heart-damaged son could receive a free operation by surgeons more skilled than those in the United States, where his children could receive a better education than they could in this country and where, as Communist sympathizers, he and his family would be welcomed with open arms. Johnson yearned to live in the USSR.

In December 1961 he bought a copy of a British publication entitled "Labour Monthly", which contained an advertisement for a relatively inexpensive tour from London to Helsinki, Leningrad, Moscow (for May Day), back to Leningrad, Copenhagen and London again. Johnson decided that \$500 it would cost would be cheap enough means of getting them from London to Russia.

Johnson made arrangements for his family to take the London-to-Moscow "May Day Tour" by corresponding directly with Progressive Tours of London. He was granted permission by his employer to combine 2 weeks of vacation with 2 weeks of leave without pay so that he and his family could "tour" Europe, including the USSR.

Johnson had about \$500 which he had saved over a period of a year and a half and he borrowed \$600 more to have enough funds to pay for the entire trip. With one-way tickets, the Johnsons flew to London in late April 1962. After they had remained for several days in the British capitol, the tour began. The first leg was to the port of Tilbury, England, where about 500 tourists (150 in the Johnsons' group, plus two other tour groups) boarded the Russian ship, "Baltika". Once on board, Intourist, the Soviet-controlled travel agency, assumed almost complete charge of all the tourists.

The tourists on the "Baltika" were later assessed by Johnson as being in three distinct categories. He classified one-third of them as pro-Communists, another third as anti-Communists and the remaining third as neutralists.

While the "Baltika" was approaching Leningrad, Johnson became friendly with an Intourist agent and told him that he and his family planned to leave the tour and remain permanently in the Soviet Union. It was the first time Johnson had told his secret to anyone outside his family. The Intourist agent mildly reproved Johnson for not having contacted the Soviet Embassy in Washington so that proper arrangements for remaining in Russia could have been completed in advance. Nevertheless, the man did not think the Johnsons would have any serious difficulty in carrying out their plan, and he said he would cable ahead to Leningrad to try to ease the path of defection.

Also, while on board ship an Intourist man pointed out to Mr. Johnson that the lips and fingers of one of the Johnson twins were blue. When Johnson explained that his son had a heart defect that needed early correction, the tour agent said he would arrange for a preliminary physical examination of the boy in Leningrad.

Arriving at Leningrad on April 27, Johnson told the Communist port manager of his defection plans, and the Soviet official promised to help. Later, after apparently telephoning Moscow, the port manager informed Johnson that all the arrangements would have to be taken care of after reaching the Russian capitol.

Johnson's son was given an examination by a Russian woman doctor in Leningrad. The father was very much impressed by her ability, because she arrived at the same diagnosis as had doctors in the United States. Mr. Johnson was told that preliminary findings of the woman physician would be forwarded to Moscow where a staff of doctors would examine the boy again. Johnson was pleased with the attention received by and promised for his son.

It was in Leningrad, though, that Johnson first learned that the Communist propaganda he had swallowed for many years in the United States about the Soviet Union's "classless society" was completely false. He immediately detected an attitude of fear and subservience on the part of non-Communist Soviet citizens toward card-carrying Communists. Johnson observed, for example, that when non-Communist Russians or foreign tourists passed through the main gate of the port on their way into the city of Leningrad, guards on the gate scrutinized most carefully all their credentials, passports (including photographs), etc. When a Communist, Soviet or otherwise, approached the gate, however, all he had to do was show identification as a Communist and the guards practically stood at attention as they waved him through. In fact, the Johnsons just walked through the gate with a Soviet Communist who had shown his CP membership card. They weren't even asked to show their identification.

Mr. Johnson was also shocked in Leningrad to see boys 12 and 13 years old doing hard, dirty work around the shipyards. He immediately doubted the Communist propaganda he had been reading and listening about the high standards of education the Soviet Union has for its young people.

Enroute from Leningrad to Moscow by train, Johnson was amazed and shocked to see Russian families living on railroad track sidings in ancient freight cars "just about ready to collapse." This was hardly in accord with the Communist propaganda he had absorbed in the United States about modern housing in the Soviet Union. Arriving in Moscow, Johnson became particularly incensed at the terrible housing conditions he had just seen when he found that, to his way of thinking, the Soviet Government had wasted vast sums of money in constructing that deplorably elegant, marble encased, chandeliered, sculpture-trimmed showplace--the Moscow subway.

In the Soviet capital, Johnson skipped most of the schedule guided tours and managed on his own to see parts of the city not shown to foreigners. In this way he discovered that Moscow had the most intolerable slum areas he had ever seen anywhere. In keeping with the class distinction that had become evident to John-

son from the moment he set foot on Soviet soil, he found that what good housing, comparatively speaking, there is in Moscow is occupied by Communist Party members or persons favored by the Communists.

Both Mr. and Mrs. Johnson observed also that Communists were quite easily distinguished from non-Communists in Moscow--as they had been in Leningrad--by the clothing they wore. Communists were far better dressed than most other Russians. Mr. Johnson was repeatedly pestered by non-Communist adults and youth alike who wanted to buy the clothes right off his back. The fact that one Russian asked to buy Johnson's shoes--without even asking what size he wore--convinced him that there was an important black market for clothing in Moscow. This was further evidenced by the wornout condition of the shoes in the average Russians he passed on the streets. Johnson knew these conditions could not have existed if there had been truth to the Communist propaganda he had been fed in the United States about how well the Russians were clothed.

Although the Johnsons had arrived in the Soviet capital on April 28, and the port manager of Leningrad had notified Moscow authorities in advance that the American family wanted to stay in the Soviet Union permanently, it was not until April 30 that Johnson was informed he would be officially contacted by the Soviet Government at 7 p.m. the next evening (May Day).

By this time, however, both Mr. and Mrs. Johnson had been so amazed and disheartened to find the Soviet Union as it was really was they wanted no part of staying there. They desired only to get back to the United States. Not wanting to meet Soviet officials under these changed circumstances, Mr. and Mrs. Johnson found a baby sitter for their twins and left their hotel room an hour before the 7 p.m. appointment time on May 1. They purposely stayed away from their quarters. When they returned to the hotel, the baby sitter said nothing about there having been any callers while they were out and the Johnsons heard nothing further from the Soviet Government while they were in Moscow--nor did they receive the promised medical examination of their son. For the remaining 3 days the Johnsons were on Soviet soil, they were followed by civilian-clothed Soviet policemen wherever they went.

A week after the tourists first arrived in Leningrad, they were back there again getting ready to return to England by way of Copenhagen. The Leningrad port manager seemed surprised to see the Johnson family still with the tour and asked what had gone wrong. Mr. Johnson told him that because of the May Day celebration they had been given the run-around and had not been able to contact the appropriate authorities.

The port manager made several telephones and then told Johnson that he and his family had three choices: (1) they could get a hotel in Leningrad and let the ship leave without them; (2) they could go to the captain of the ship, tell him their desire to stay in the Soviet Union and hope that he could cut the red tape for them; and (3) they could go to Copenhagen and ask the Soviet Embassy there to get them admitted for residence in Russia. Johnson pretended to accept the third choice, though he had absolutely no intention of approaching the Soviet Embassy in Copenhagen.

When he arrived in Copenhagen, Johnson went instead to the American Embassy where he related his story, including the fact that he did not have enough money to get his family home. He was advised to continue the tour to England and make application for a loan from the U. S. Government through the American Embassy in London.

The Johnsons returned with the other tourists to Tilbury. British authorities took Mr. Johnson to the American Embassy where he filled out an application form for the loan and then returned him to the ship at Tilbury, where his family had had to remain. (Under British law, the Johnsons could not leave the ship until such time as they could produce sufficient funds to purchase return transportation to the United States).

The Johnsons spent three and one-half jittery days on board ship at the Tilbury docks before the loan came through. It was an anxious period, because

they were well aware by then that, according to international law, if they could not disembark at Tilbury, the captain of the ship would be obliged to return them to their port of origin which, in this case, was Leningrad. In the meantime, the story of the Johnsons' plan to defect to the Soviet Union and their subsequent change of heart and reasons for it had been picked up by the press. The American family had good reason to fear what might happen to them if they were forced to return to the Soviet Union.

This, of course, did not happen. The Johnson family returned to the United States on May 11.

When Mr. Johnson testified before the committee on May 22, he reflected upon why he had been so thoroughly duped by Communist propaganda and concluded that:

1. He had never been given an understanding of the merits of the free enterprise system.
2. The sharp contrast between Communist theory and propaganda, and its actual practice, had never been made clear to him, so he had no doubts about the desirability of communism until he witnessed it in action in the Soviet Union.

What is Mr. Johnson going to do in the future? He will talk, wherever people will listen, he said, about how he was duped by a Communist propaganda into believing the Soviet Union was a Utopia and a worker's paradise and how it took him only 3 days to learn the truth about the evils of communism when he finally saw it in practice.

PACIFIC COAST STORM, OCT 11-13, 1962

Three storm centers reached the coastal areas of California, Oregon, and Washington in rapid succession and resulted in 3 days of high winds and excessive rains that caused damage of about \$250 million and took an estimated 50 lives.

The second storm, which caused most of the destruction, reached the coast as the extra-tropical stage of typhoon Freda.

California

Primary damage from this storm in California came as a result of exceptionally heavy rains. The loss of life associated with this storm in California has been set at 19. Damage in California has been estimated at \$10 million.

Oregon

The hurricane force winds that struck Oregon during the 11th and 12 resulted in one of the major

weather catastrophies of the State's history. Winds well over 100 m.p.h. were observed at a number of places, with the record of most peak gusts lost because of power failures. Damage in Oregon has been estimated at \$170 million. Records indicate that 23 persons lost their lives in Oregon.

Washington

When the second and more severe storm struck the southern section of the State in the late afternoon of the 12th, the winds increased to 40 to 50 m.p.h. or higher with gusts as high as 90 m.p.h.

The Space Needle at Century 21 in Seattle was closed at 7:30 p.m. on the 12th and all exhibits were closed a short time later. The wind caused little damage at the Fair Grounds.

Damage to private and public property has been estimated at between \$40 and 50 million. Six persons were killed by falling trees and one is presumed drowned.



Philip E. Jemison, Chief of the Dallas, Ore. Sector, furnished these pictures.

The top two pictures are of the "blow-down" area along Mary's Peak LMWR road after the storm.

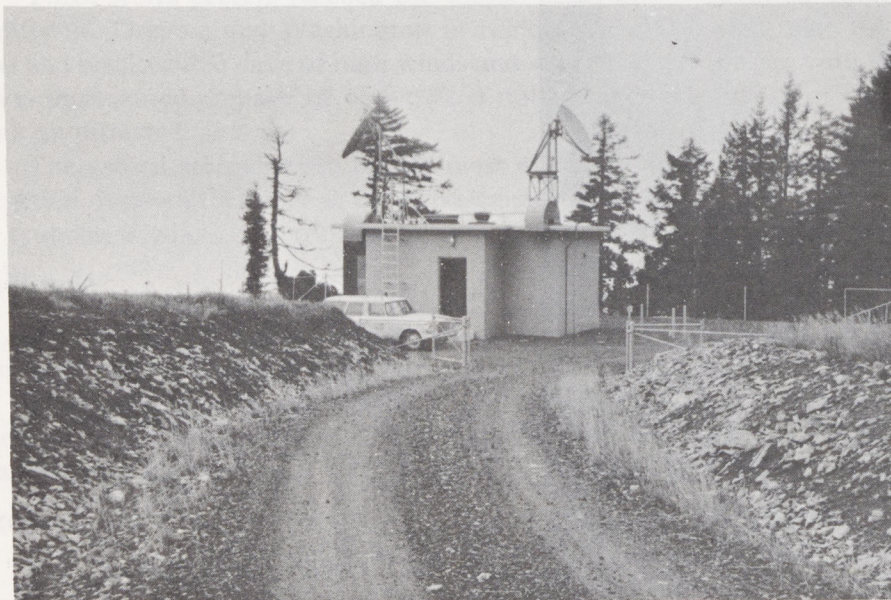


This is the Forest Service Gate across road $\frac{1}{4}$ mile from FAA site.



FAA grader (Al Stevens operating) cutting road to by-pass down-falls.

Al Stevens of FAA Road Crew.



End of road. There was no damage to the facility, however the commercial power was not restored until 6 days later.

Serving With the Seattle Marine Air Reserves . . .

CAPT. KEN ERDMAN USMCR

INTER-SERVICE 1000 YD. RIFLE SHOOTING CHAMPION....

CAPT. ERDMAN HAS BEEN FIRING THE RIFLE SINCE HIS HIGH SCHOOL DAYS. IN NEW ALBANY, IND. HE WAS THE CAPT. OF THE SCHOOL TEAM FOR TWO YEARS. HE ORGANIZED THE PURDUE UNIV. RIFLE TEAM IN 1952, AND WAS PRESIDENT OF THE SCHOOL PISTOL TEAM.

HE JOINED THE MARINE CORPS IN 1954 AND BECAME THE TOP RIFLE SHOOTER OF HIS CLASS FIRING A HEALTHY 234 FOR THE FIRST TIME ON A MARINE CORPS RANGE.

A MEMBER OF THE M.C. RIFLE TEAM SINCE 1957, CAPT. ERDMAN FIRED IN COASTAL MATCHES AGAINST 15 NATIONS

IN 1959-60 HE WON THE NATIONAL RESERVE CHAMPIONSHIPS, AND BECAME THE WASHINGTON STATE CHAMPION IN 1961.

HE ALSO HOLDS THE BREMERTON INTER CITY CHAMPIONSHIP.

THIS YOUNG MARINE AIR RESERVE OFFICER AND EXPERT RIFLEMAN, RECENTLY RETURNED TO SEATTLE WITH A TROPHY MOST SERVICEMEN WOULD GIVE THEIR 92 HR. PASSES FOR... THE INTRA-SERVICE 1000 YD. RIFLE SHOOTING CHAMPIONSHIP!

CAPT. ERDMAN ACHIEVED THIS TITLE BY FIRING A SCORE OF 100 WITH 20"V's (THE INNERMOST CENTER OF A BULL'S EYE) OVER 600 ARMED FORCES RIFLEMEN AT QUANTICO VA., LAST AUGUST. HE USED A 300 H ANDH MAGNUM WINCHESTER '70 WITH TELESCOPIC SIGHTS.

FOR HIS WINNING EFFORTS, CAPT. ERDMAN WAS AWARDED A HIGHLY DISTINGUISHED TROPHY PRESENTED BY THE COMMANDANT, MARINE CORPS SCHOOLS, QUANTICO, VA.



INCLUDED AMONG HIS MANY DISTINGUISHED TROPHIES ARE:
 THE NELSON JORGESON TROPHY
 THE GENE HICKERS TROPHY
 THE ANDERSON MEMORIAL TROPHY



THERE'S PLENTY MORE WHERE THESE CAME FROM.

WHEN NOT FIRING IN M.C. COMPETITIONS CAPT. ERDMAN SERVES WITH VMR 541, A TRANSPORT SQUADRON ATTACHED TO MARINE AIR RESERVE TRAINING CENTER, NAS SEATTLE, WASH.

AS A CIVILIAN, CAPTAIN ERDMAN IS EMPLOYED BY THE FEDERAL AVIATION AGENCY AS A MEMBER OF THE ENGINEERING DEPT AT BOEING IN SEATTLE.

Frank Tepanovsky

