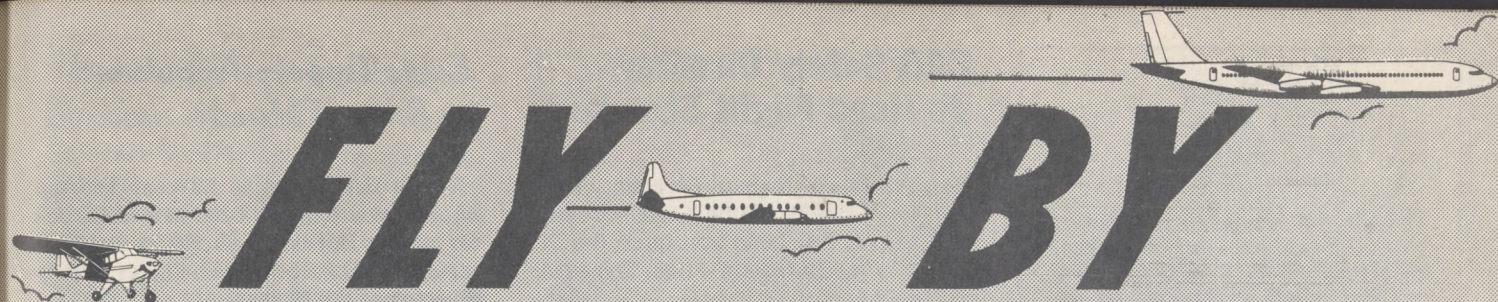




OFFICIAL EMPLOYEE PUBLICATION OF THE FEDERAL AVIATION AGENCY

Volume 2 No. 2

February 1960

Agency Order 51 Covers Standards of Conduct; Conflict of Interests

In the further attempt to comply with Public Law 725-83rd Congress and the directive of the Budget Bureau, Administrator Quesada has issued Agency Order 51.

In a memorandum to Heads of All Offices, Washington and Field, which enclosed a copy of Agency Order 51, Administrator Quesada said:

"This order restates FAA policy concerning official conduct of all employees and representatives.

"The importance of this matter cannot be overemphasized. I am therefore, also forwarding for your information advance copies of pertinent Agency Practices that deal more specifically with Standards of Conduct and Conflict of Interests.

"We all recognize the public trust that has been reposed in the FAA, and we feel keenly the responsibility that we have in the matter of our own activities and conduct. Because of the importance of our work to the nation, the highest possible standards of integrity and ethics in all official and unofficial activities are to be maintained. Therefore, it is expected that conduct and self-discipline, both on and off the job, be of serious concern to all employees, FAA employees and representatives must avoid even the appearance of impropriety in all of their activities.

"The attached Agency Practices do not contain all-inclusive lists of questionable practices or unacceptable activities. They do, however, provide detailed information as to the types of activities or conduct which should be avoided by employees of the FAA. Pending full distribution of the Agency Order and Practices, I believe it would be advisable for you to remind your employees concerning these matters.

A Challenge to men of Good Will

NATIONAL BROTHERHOOD WEEK

The Federal Aviation Agency is cooperating with other Federal agencies and the National Conference of Christians and Jews in the observance of National Brotherhood Week, February 21-28.

Brotherhood Week presents a challenge to men of good will everywhere to make our country's pledge of "one Nation under God--indivisible--with liberty and justice for all." It provides a means whereby every community in America can reaffirm those religiously inspired moral values which are the foundation of our democratic society.

President Eisenhower, Honorary Chairman of the observance, stated, "The achievement of brotherhood is the crowning objective of our society. On this circling planet, with nations poised for mutual advancement or destruction, we must enlarge our spirit of brotherhood to include all men who live under the banners of liberty and law..."

We in the FAA are members of a force that is vital to the promotion of universal brotherhood--aviation. This force, particularly in this new jet age, has shrunk the world to unbelievably small proportions--and the shrinking continues daily. Far-off lands are easily

accessible, but more importantly, strange and distant ways of life, philosophies, and objectives are brought together daily in a common world-wide forum.

It is incumbent upon us--in these times of a shrinking world--not to allow our attitudes, our interests, and our tolerance of our fellow men to shrink accordingly. Conversely, if there is any truth in the old saying that "familiarity breeds contempt," then in this small world we must enlarge upon our own thinking...our own principles and moral values. We must deal with people as individuals--not as members of a good group or a bad one. We must cut across the boundaries of race, religion and nationality and develop broadened interests, understanding and friendships. We must, in short, believe in brotherhood, live it and support it in our daily thoughts and actions.



Deputy Administrator Pyle presents Federal Safety Council's Award of Merit to FAAer D.M. Gretzer. FSC Chairman A.M. Motley looks on.

"Employees should also be informed that while pertinent questions will be answered by the appropriate personnel officer, it is the responsibility of all employees to take the initiative in resolving any problems concerning their own activities."

The chances are that by now, you have had access to and have read over the contents of Agency Order 51. If you have any questions regarding any part of it, get in touch with your personnel officer.

FLY-BY

Editor

Thomas J. Wholey

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State Department's ICA Establishes CAAG in Cairo, Egypt

A Civil Aviation Assistance Group has been established in Cairo, Egypt to provide technical assistance in civil aviation to the United Arab Republic. This project, the first to be established in Africa, will take two to four years to complete.

Sponsored by the State Department's International Cooperation Administration, the project is a cooperative effort on the part of the United States and the UAR to install and operate a system of airways. This will include air traffic control, communication and air navigation aids, capable of handling jet aircraft which are already operating into the Cairo International Airport.

In the initial phase of this development program, the FAA's five-man team and UAR technicians will plan and design the system requirements. Following this, the equipment will be procured and installed. Concurrently, local personnel will be provided on-the-job training, and a number of experienced technicians will visit the United States for further training at the Aeronautical Center. They will also receive training from the various segments of the U.S. industry which manufacture the equipment to be utilized. This will ensure an adequate complement of trained technicians to operate and maintain the new facilities when they are installed.

The total modernization program will involve expenditures tentatively estimated at three to five million dollars and will provide for establishment of a RAPCON facility at Cairo as well as installation and/or modification of ILS, ALS, VOR, and various types of communications equipment.

CAB Safety Director To Head Flight Standards

Oscar Bakke, former Director of the Bureau of Safety of the Civil Aeronautics Board, has been appointed the Director of the Bureau of Flight Standards of the FAA.

Mr. Bakke, a native of Bergen, Norway, came to the United States as a child. He attended Wagner College, Staten Island, N. Y. From 1942 to 1946 he served with the U.S. Army Air Corps as a Command Pilot. Since early 1946 he served with the Civil Aeronautics Board in various positions dealing with accident investigations and safety regulations. He currently holds an Air Line Transport Pilot's rating and is on flying status with the U.S. Air Force Reserve.

In 1956, when the CAB's Bureau of Safety Regulations and Bureau of Accident Investigation were consolidated into the present CAB Bureau of Safety, Mr. Bakke was selected as its Director. He has held this position ever since.

The new Director of the Bureau of Flight Standards lives in District Heights, Md., with his wife and four sons.

Mr. Bakke relieves William B. Davis as Director. Mr. Davis, a veteran of more than 20 years with the CAA and FAA was Director of Flight Standards since the inception of FAA. Mr. Davis plans to enter private industry.

J. H. Tippetts Appointed to Bureau Head

Joseph H. Tippetts, a 22-year veteran in civil aviation, has been named Director of the Bureau of Facilities and Material. He has been serving as deputy director of the Bureau.

Mr. Tippetts began his government career with the old Bureau of Air Commerce in 1937. From 1956 he served as Director of the Office of Air Navigation Facilities in the former CAA. When the CAA was absorbed by the FAA, Mr. Tippetts was given the task of organizing the Bureau of Facilities, which was recently enlarged into the existing Bureau of Facilities and Material.

To meet a major goal of the FAA, that of modernizing airways, Mr. Tippetts expedited the installation and expansion of new air traffic control facilities and air navigation aids and other key elements in updating the nation's airways.

As Chairman of a number of United States delegations to the ICAO and other international groups, he has been instrumental in obtaining standardization of air navigation facilities on a world-wide basis. He has served with both the Air Coordinating Committee and the Radio Technical Commission for Aeronautics.

Mr. Tippetts is from Utah and is now living in College Park, Md., with his wife and four children.



FAAers use strange conveyances in their work. Recently, I.J. Rovang, BF-120 (second from right) and P.R. Colby, BF-130 (right) rode in an Army tank as part of an engineering survey to locate a suitable VORTAC facility site near Keflavik, Iceland. Others include the Army tank commander and AACS representative. Standing on the tank is the driver.

Bureau, Office Functions Become More Effective

In order to carry out program responsibilities more effectively, the previously announced program calling for reorganization of some Bureau and Office functions has been put into effect.

Under the reorganization, each of the several functions carried out at the Aeronautical Center comes under the authority of the appropriate Office or Bureau in Washington Headquarters. This reassignment, while centralizing responsibility, will not move personnel. Present activities located in Oklahoma City will continue to be located there.

In a change of names and functions, the former Bureau of Facilities becomes the Bureau of Facilities and Materiel, with responsibility for actual procurement, warehousing, and distribution of all major items of supply.

The FAA's Office of Management Services, through a new Materiel Policy Division, continues to have the basic responsibility for assuring sound procurement and material policies. The former General Services Division has been abolished, and certain of its activities have been taken over by a new Administrative Services Division.

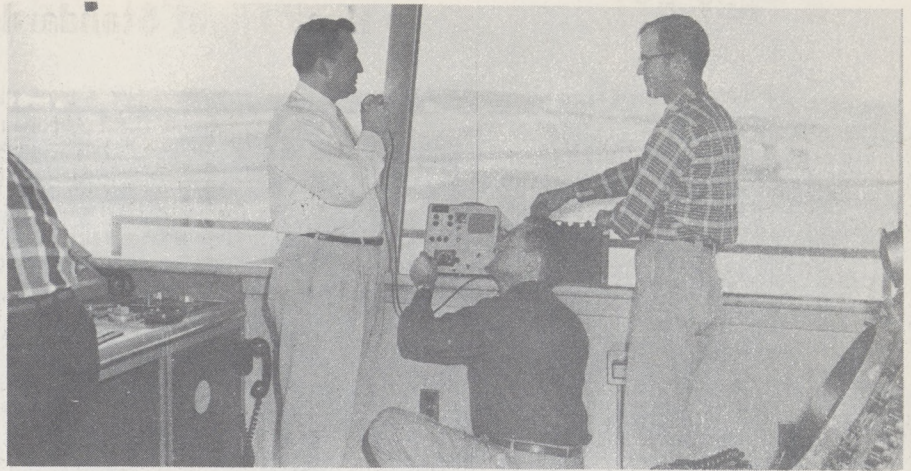
The present organization structure of the Office of Management Services consists of the Office of the Assistant Administrator for Management Services and eight divisions. These divisions are: Program Evaluation, Budget, Accounting, Management Analysis, Materiel Policy, Administrative Services, Statistics, and Compliance and Inspection.

Safety Course at UCLA

The University of Southern California in Los Angeles has been awarded an FAA contract for a special course to be given selected Agency personnel in the techniques of accident prevention and investigation.

The eight week course has been specially tailored to meet the needs of inspectors in the Agency's Bureau of Flight Standards. It will be given to three groups of eight inspectors each. The first group reported for training February 4.

The course combines 260 hours of classroom work with field trips. It will include instruction in aeronautical engineering, aviation physiology, aviation psychology, techniques of investigation and accident prevention. The FAA inspectors enroll as special students in the University and will be awarded 10 semester hours of academic credit upon completion of the course.



Operating Gonset unit are (from left), Jim Tate, Bob Popejoy and Robert Elliott.

Action Stations during Power Failure

Shortly before 1:00 p.m. on December 4, 1959, all facilities at the Kansas City Municipal Airport came to a grinding halt due to a three-minute commercial power failure. It happened again at 1:00 p.m. and lasted for 35 minutes.

Between power failures, Norbert Duello, ILS Section Chief from the Kansas City ATFO No. 44 checked voltage measurements and observed line voltage fluctuations. He anticipated the second break. Arriving at the Traffic Control Tower during the second break, he and the Tower Controller got into the vehicle used by the ILS Section. The car is equipped with VHF communications and ILS receiver equipment. They brought the car to a point of advantage on the airport and set up communications on the ground control channel and began controlling traffic.

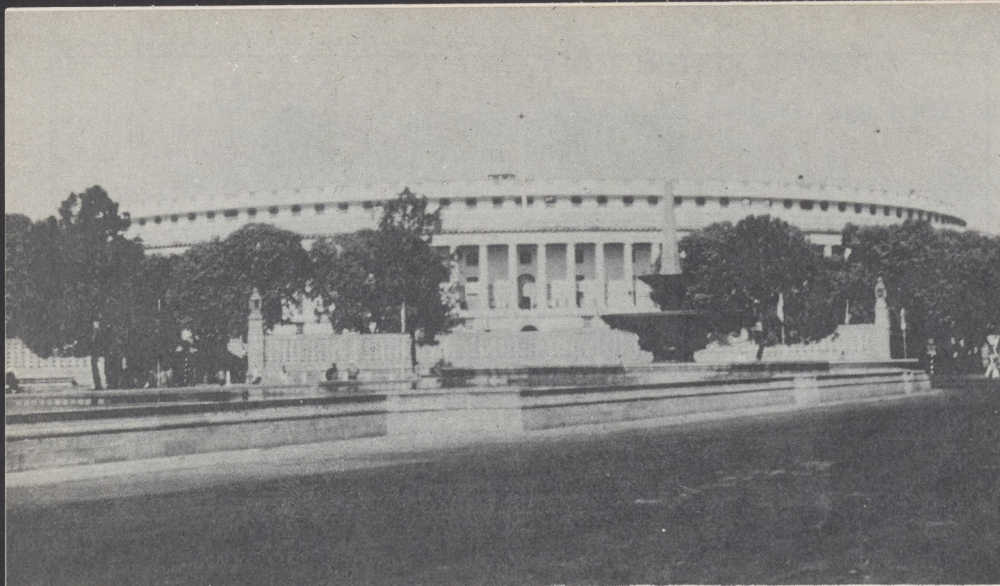
Bob Popejoy, Section Chief, and Robert Elliott, Radar Specialist of the Kansas City ATFO radar section, embarked on an independent project to help Tower control personnel. They carried a 12-volt battery with the necessary cables and a "Gonset" transmitter-receiver to the Tower Cab. These were placed in service and communication with air traffic was provided from the Tower Cab.

To expedite the ATFO tuneup and establishment of the "Gonset" in the Tower Cab, Elliott held the battery cable terminals on the battery posts because battery clips were not available. Communication was provided by the ILS truck approximately five minutes after the major power failure. The "Gonset" was established about 10 minutes later.



Norbert Duello (left) and Hal Roberts direct traffic from emergency position on field.

21,000 Miles-



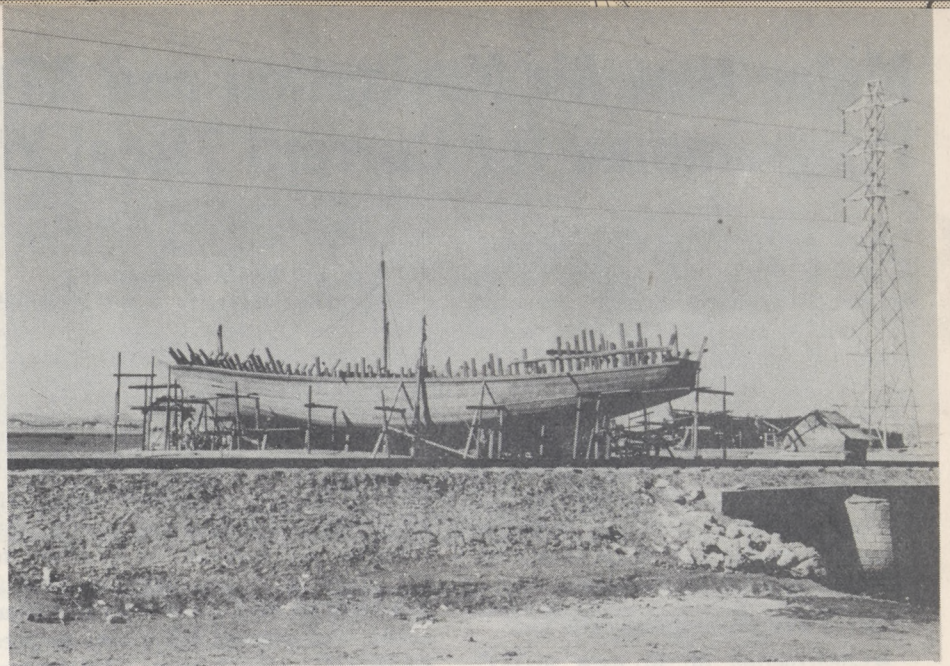
ADMINISTRATOR'S

Administrator Quesada, accompanied by Raymond B. Maloy, Chief of the OIC, departed Washington in November on a three-week evaluation and inspection trip of FAA facilities in countries of the Far East, Middle East and South East Asia.

During the trip they visited nine FAA overseas offices including two International Field Offices (IFOs) at Tokyo and London and seven Civil Aviation Assistance Groups (CAAGs). IFOs and Flight Inspection Groups are maintained in foreign countries to carry out the FAA's responsibilities. The IFOs have the responsibility of insuring that aviation safety standards are maintained by U.S. flag carriers around the world. In addition, the FAA Office of International Coordination staffs CAAGs to provide technical assistance to countries with which the U.S. has agreements. These activities are financed by the International Cooperation Administration of the Department of State.

The Administrator and Mr. Maloy stopped at ten locations in nine countries and flew on nine airlines in aircraft ranging from a DC-3 to a 707. The inspection trip included stops at Anchorage, Alaska; Tokyo, Japan; Taipei, Taiwan; Hong Kong; Saigon, South Viet-Nam; Bangkok, Thailand; Calcutta and New



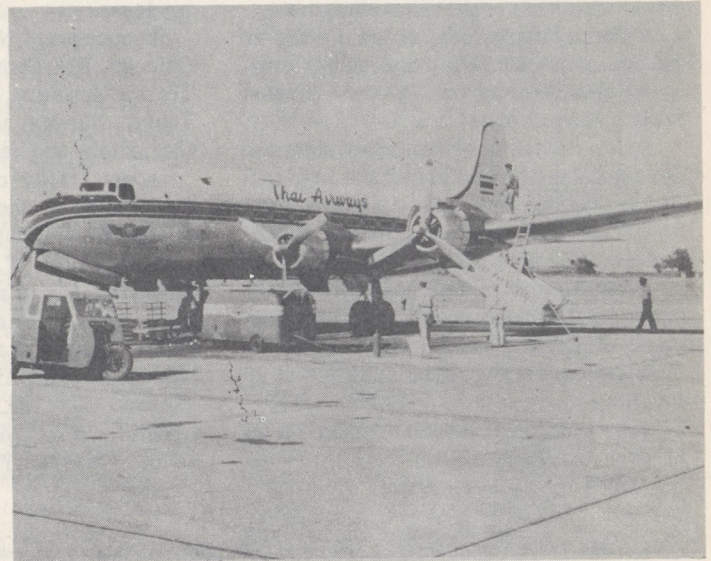


INSPECTION TRIP

Delhi, India; Karachi, Pakistan; Kandahar and Kabul, Afghanistan; London, England; New York and return to Washington.

They were scheduled to depart Kabul, Afghanistan by Aero-flot IL-14 for Tashkent in the Soviet Union then by TU-104 to Moscow. But bad weather conspired to prevent this and the Soviet airplane departed Kabul ahead of schedule. There was nothing to do but obtain an Embassy car and drive eight hours through the Khyber Pass to Peshawar, Pakistan where they caught a plane for Karachi then on to London.

The photographs on these pages provide only an inkling as to what they saw during the trip. *Starting from lower left and reading clockwise:* A side street in Hong Kong. Terminal building at airport in Tokyo. House of Parliament in Delhi, India. Administrator Quesada is greeted on his visit to Saigon by His Excellency, Ngo dinh Diem, President of the Republic of Viet-Nam. Gold leaf decorated figure in the Temple of the Emerald Buddha in Bangkok, Thailand. On the ways is a boat that is being built by hand in Karachi, Pakistan. Plane, used by the Administrator, is serviced at Rangoon, Burma. Native leads camel pack train through Khyber Pass. Grand Hotel in Taipei, Taiwan (Formosa). Woman waits for customers at her outdoor bakery in Kabul, Afghanistan.



Major New Air Navigation and ATC Facilities Programmed for Current Fiscal Year

Major air navigation and air traffic control facilities programmed for the current fiscal year have been announced by the FAA. The fiscal 1960 program is based on an appropriation of \$118,200,000. It is designed to provide the air navigation facilities, air traffic control systems and special purpose buildings to meet the ever-increasing demands of civil and military traffic on the Federal Airways system. It places continued emphases on the application of various types of radar for ATC purposes.

Here is what the program calls for:

- Construction of 10 new ARTCC buildings.
- Eight long range radars for en route traffic control.
- Sixteen long range radars to be fitted with scan conversion equipment.
- Twenty-four long range radars to be equipped with radar beacon systems.
- Establishment of 20 new airport traffic control towers.
- New instrument landing systems to be established at 15 airports--four will be for training purposes.
- Sequenced flashing lights to be installed at 54 airports.
- Installation of terminal type TVOR (very high frequency omnidirectional radio range) at 18 locations.
- Doppler VORs to be installed at 20 locations.
- Installation of threshold lights at 22 airport locations.

● Direct air-ground communications to be established at 19 locations.

● Fourteen existing flight inspection aircraft to be fitted with new instrumentation. The average cost will be \$345,475 for each aircraft.

Place names in the program are subject to some changes depending on changing local conditions, the realignment of airways, changes in traffic patterns and programming factors. Equipment in the program is provided by the FAA. In some instances land is provided by airports or local communities. The average cost listed includes equipment, construction, installation, commissioning and flight checking.

Ten new air route traffic control center buildings will be constructed at an average cost of \$1,700,000 at the following locations:

Albuquerque, N.M., Balboa, C.Z., Chicago, Ill., Denver, Colo., Fort Worth, Tex., Kansas City, Mo., Memphis, Tenn., Minneapolis, Minn., Salt Lake City, Utah, and Seattle, Wash.

Airport traffic control towers will be established at the following 20 airports at an average cost of \$168,400:

Atlantic City, N.J.**, Bismark, N.D.*, Chantilly, Va., Farmington, N.M., Gulfport, Miss., Helena, Mont.*, Hyannis, Mass., Idaho Falls, Idaho*, Jackson, Mich.*, Juneau, Alaska*.

Kansas City, Mo., King Salmon, Alaska, Lincoln, Neb., Monterey, Calif., Nantucket, Mass., Renton, Wash., San

Antonio, Tex., Tamiami, Fla., Troutdale, Ore., and Yuma, Ariz. (*Combined Control Tower and Air Traffic Communication Station. **Replace old Navy tower.)

Long range radars will be installed at the following locations at an average cost of \$2,409,300 for FAA radars:

Anchorage, Alaska*, Charlotte, N. C., Elko, Nev., Fairbanks, Alaska*, Grand Junction, Colo., Iowa City, Iowa.

Milford, Utah; North Platte, Neb.; Red Bluff, Calif.*; Rock Springs, Wyo., and Wheatland, Wyo. (*Air Defense Command Radar Locations.)

Scan conversion equipment employing television type radar displays will be installed at an average cost of \$375,900 at 13 ARTCCs involving 16 long range radar facilities as follows:

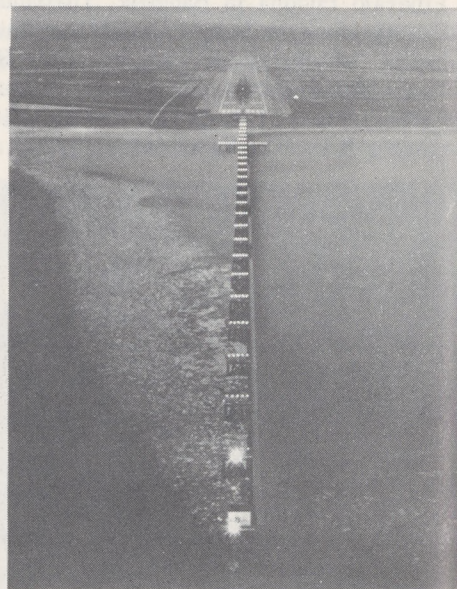
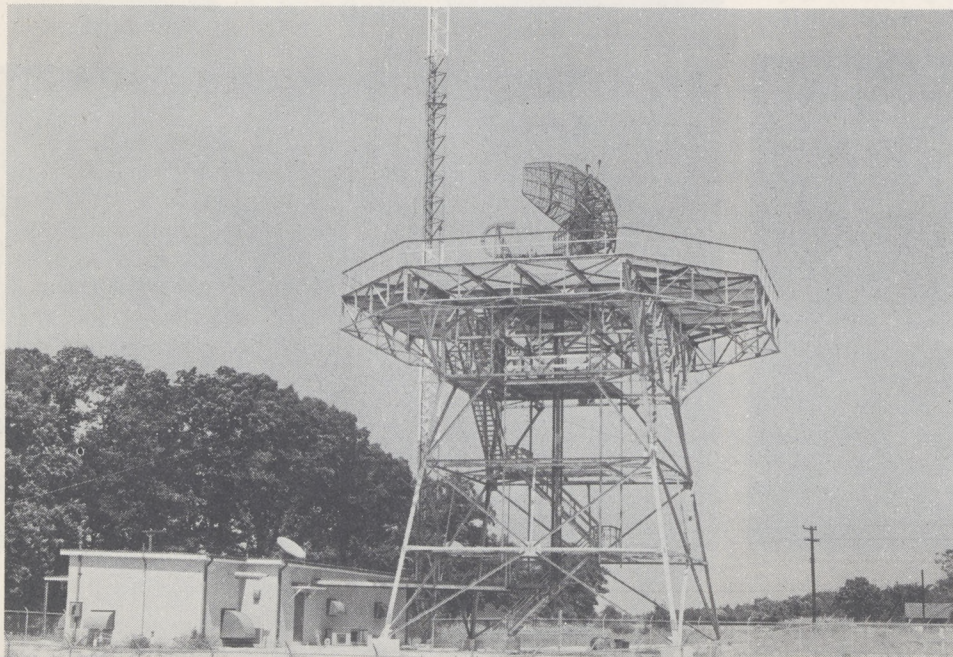
Atlanta, Ga.; Chicago, Ill.; Cleveland, Ohio*; Detroit, Mich.; Great Falls, Mont.; Indianapolis, Ind.*; Los Angeles, Calif.

Minneapolis, Minn.; New York, N. Y.*; Norfolk, Va.; Oakland, Calif.; San Antonio, Tex., and Washington, D. C. (*Locations where two projects have been assigned.)

Radar beacon systems will be installed at an average cost of \$106,400 at the following 24 long range radar locations:

Anchorage, Alaska; Benson, N. C.*; Charlotte, N. C.; Elko, Nev.; Fairbanks,

Long range radar installation at Suitland, Md. Eleven long range radars will be installed at an average cost of \$2,409,300 for FAA radars under the fiscal 1960 ATC facilities program.



Lights flash in sequence and appear to pilots making approach in bad weather as a rolling ball of light aimed toward center of runway.

Alaska; Grand Junction, Colo.; Iowa City, Iowa; Jackson, Miss.; Klamath Falls, Ore.; LaGrange, Ind.*; Lewis-town, Penna.; Milford, Utah.

Montauk Point, N.Y.; Nashville, Tenn.; Needles, Calif.*; Pensacola, Fla.; Red Bluff, Calif.; Roanoke, Va.; Rock Springs, Wyo.; Texarkana, Ark.; Valdosta, Ga., and Wheatland, Wyo. (*Establish service to a second center from existing radar beacon.)

Instrument landing systems (ILS) will be installed at an average cost of \$195,900 at the following 18 locations:

Duluth, Minn. (replacement); Hutchinson, Kan.; Hyannis, Mass.; Kansas City, Mo.; King Salmon, Alaska; Longview, Tex.; Los Angeles, Calif. (training); Louisville, Ky.; Nantucket, Mass.

Oklahoma City, Okla. (training); Oshkosh, Wis.; Peconic, N.Y. (replacement); San Jose, Calif.; Seattle, Wash. (training); Stockton, Calif. (training); Terre Haute, Ind.; West Palm Beach, Fla.; and Williamsport, Penna.

Terminal type very high frequency omnidirectional radio ranges (TVOR) will be installed at an average cost of \$100,600 at the following 18 locations:

Addison-Dallas, Tex.; Anderson, S.C.; Atlanta, Ga.; Bloomington, Ill.; Butte, Mont.; Cleveland, Ohio; Columbia, Mo.; Corvallis, Ore.; Enid, Okla.

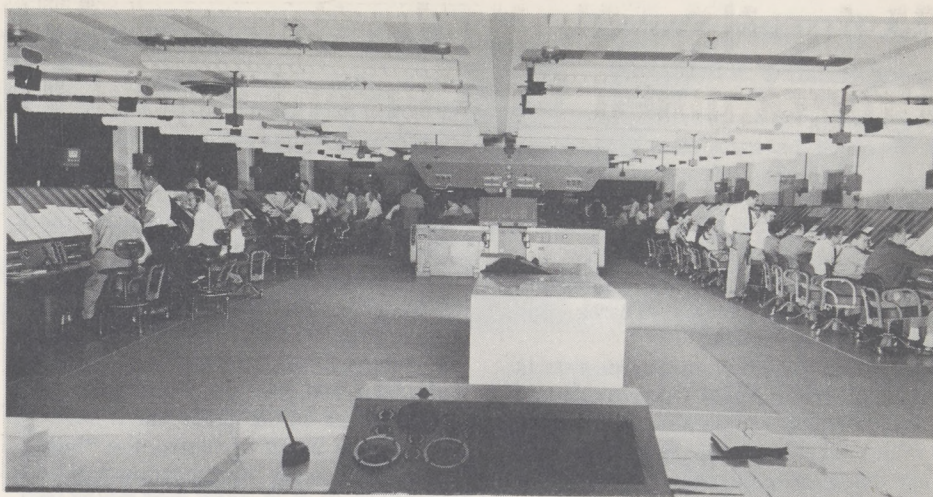
Hazleton, Penna.; Hoquiam, Wash.; Moultrie, Ga.; New Philadelphia, Ohio; Owensboro, Ky.; Santa Anna, Calif.; Sarasota, Fla.; Temple, Tex., and Tupelo, Miss.

Doppler VORs will be installed at an average cost of \$54,900 at the following 20 locations:

Allentown, Penna.; Austin, Tex.; Baker, Ore.; Battle Creek, Mich.; Butler, Mont.; Charlotte, N.C.; Cofield, N.C.;



The fiscal 1960 program calls for establishing control towers at 20 airports. Shown here is the Newark tower commissioned in January.



Ten new air route traffic control center buildings will be constructed under the fiscal 1960 program at an average cost of \$1,700,000. Photograph shows busy ARTCC at New York.

Crescent City, Calif.; Deer Park, N.Y.; Drummond, Mont.

Elizabeth City, N.C.; Harrisburg, Penna.; Houston, Tex.; Jacksonville, Fla.; Kansas City, Mo.; Los Angeles, Calif.; Marquette, Mich.; Newberg, Ore.; Northbend, Ore., and Waycross, Ga.

Sequenced flashing lights will be installed on high intensity approach lights at an average cost of \$36,200 at the following 54 locations:

Abilene, Tex.; Akron-Canton, Ohio; Albany, N.Y.; Albuquerque, N.M.; Amarillo, Tex.; Atlanta, Ga.; Austin, Tex.; Billings, Mont.; Binghamton, N.Y.; Boston, Mass. #2; Chantilly, Va.; Charleston, S.C.; Charlotte, N.C.

Cheyenne, Wyo.; Cleveland, Ohio #2; Cold Bay, Alaska; Colorado Springs, Colo.; Columbia, S.C.; Fairbanks, Alaska; Great Falls, Mont.; Greensboro, N.C.; Greenville, S.C.; Lansing, Mich.; Lexington, Ky.; Little Rock, Ark.; Louisville, Ky.

Chantilly, Va. #2; Macon, Ga.; Madison, Wis.; Milwaukee, Wis.; Mobile, Ala.; Moline, Ill.; Montgomery, Ala.; Nashville, Tenn.; Norfolk, Va.; Oklahoma City, Okla.; Omaha, Neb.; Providence, R.I.; Pueblo, Colo.

Richmond, Va.; Rochester, N.Y.; Sacramento, Calif.; San Antonio, Tex.; San Diego, Calif.; Savannah, Ga.; Shreveport, La.; Sioux City, Iowa; South Bend, Ind.; Springfield, Ill.; Syracuse, N.Y.; Waco, Tex.; Wichita, Kans.; Wilkes-Barre, Penna., and Winston-Salem, N.C. (Numbers indicate a second system to be installed.)

Additional threshold lights will be installed at an average cost of \$44,500 at the 22 locations listed as follows:

Albuquerque, N.M.; Atlanta, Ga.; Baltimore, Md.; Buffalo, N.Y.; Chicago

(O'Hare) Ill.; Cleveland, Ohio; Columbus, Ohio; Dayton, Ohio; Detroit, (Wayne) Mich.; Houston, Tex.; Indianapolis, Ind.

Los Angeles, Calif.; Louisville, Ky.; Memphis, Tenn.; Philadelphia, Penna.; St. Louis, Mo.; Sacramento, Calif.; Seattle-Tacoma, Wash.; Tampa, Fla.; Spokane, Wash.; Tulsa, Okla., and Windsor Locks, Conn.

A total of 32 new direct air-ground communications channels will be established at an average cost of \$108,700 at the following 19 locations:

Animos, N.M. (4); Bethel, Alaska (1); Brownsville, Tex.*; Chadron, Neb. (2); Chicago, Ill. (1); Cold Bay, Alaska (1); Gainesville, Fla. (2); Galena, Alaska (1); Kodiak, Alaska (1).

Lena Point, Alaska (1); Mauna Kapu, Hawaii (2); McGrath, Alaska (1); Nome, Alaska (1); Oniel, Neb. (2); Pendleton, Ore. (3); Talkeetna, Alaska (1); Tri-City, Tenn. (2); Ukiah, Calif. (4), and Yakutat, Alaska (1). (*One communication channel to be installed in existing facility. Figure in parenthesis after place name indicates number of communication channels to be installed in new peripheral facilities.)

The FAA weather and air traffic control teletypewriter service will be improved at 500 locations at a total cost of \$5,612,800. A new international air traffic communication station will be established at Cold Bay, Alaska at a cost of \$1,068,000. An additional \$1,207,660 will be expended to improve international aeronautical communications at San Juan, Puerto Rico; St. Croix, Virgin Islands; Miami, Fla., and New York. Improved teletypewriter operations at Anchorage, Alaska; Canton Island; Guam; Wake Island, and Lihue, Hawaii, will cost \$982,300.

FAA Sponsors Project To Measure Visibility

Tests designed to provide pilots with two separate measurements of visibility for final approach and landing under bad weather conditions are now being conducted by the FAA's Bureau of Research and Development.

The project, sponsored by the FAA, is being carried out by U.S. Weather Bureau project personnel.

One of the visibility measurements is described as the ALCH (Approach Light Contact Height) or the altitude at which a pilot descending on final approach along the glide path can first expect to see the high intensity approach lights leading to the runway. The other, RVR (Runway Visual Range), is the distance down a lighted runway a pilot can see at the moment of touchdown.

The ALCH measurements are determined from readings of a transmissometer, a rotating beam ceilometer, an illuminometer (or light meter) and from the intensity setting of the approach lights. ALCH readings are given the pilot as he crosses the outer marker. Later this year a Weather Bureau electronic computer will be introduced to compute and display ALCH values, replacing the present method of manual computation.

The RVR measurements are based upon readings of a transmissometer sited adjacent to the touchdown point on the instrument runway and are reported in hundreds of feet. Allowance is made for the intensity setting of runway lights and for day or night illumination conditions.

Tower controllers at Newark, Washington, Idlewild, New York, Boston, Los Angeles, and Fort Worth are presently receiving RVR information by a direct-reading meter. This information will soon be replaced by Weather Bureau computers which will provide controllers with a display giving the required reading in hundreds of feet.

Secretarial Course

The training division conducted a course designed for top level secretaries in the Washington office January 18-22. Objectives were to: increase awareness of the secretary's importance in FAA; improve understanding of communications and communication skills, and increase skills in relationships with others. Future plans call for extending the project to regional offices and a continuation in the Washington office. Class schedules will come through regular channels.

Merit System has Birthday

On January 16 the Federal Merit System became 77 years old. Many Federal agencies and non-government organizations joined with the Civil Service Commission in observing this anniversary of the signing of the Civil Service Act of 1883.

What does this Act mean today?

To the American people, it's a guarantee of equal employment opportunity to all citizens on the basis of merit and fitness; a guarantee of competence in the career civil service on the basis of hiring the "best qualified" only; and a guarantee of stability in the daily operations of Government by outlawing purely political dismissals.

To the career civil servant, the Act of 1883 is a guarantee of employment and on-the-job treatment on the basis of individual merit, and a guarantee that dismissals will not be for arbitrary, capricious, or political reasons.

Note to Supervisors

The special issue of FLY-BY, July 1959, which dealt specifically with FAA's new merit promotion program, contained the following question and answer:

Question: Is the employee informed as to his rating? (This refers to the employee's rating as to his potential for promotion and his supervisory suitability.)

Answer: No, this information is administratively restricted. There is no restriction, however, on the employee's discussing his strengths and weaknesses with his supervisor.

The Office of Personnel and Training wishes to emphasize the above answer and also to enlarge upon it.

The actual numerical rating an employee receives is administratively restricted. However, the immediate supervisor should take the initiative in discussing with the employee the factors that went into determining the rating. Moreover, the supervisor should, at the time, discuss freely with the employee his strengths and weaknesses as assessed by all levels of supervision. It is only in this way that the employee can pin-point the areas in which he should strive for self-improvement.

Good supervision demands this type of open appraisal, as well as the supervisor's sincere interest and willingness to help the employee improve.

FLIDEN Equipment Tested as ATC Aid

The test and evaluation of FLIDEN (Flight Data Entry) equipment as an air traffic control aid has been initiated by the FAA. The Bureau of Research and Development will test and evaluate the new equipment.

The Aeronautical Company, Newport Beach, Calif., a division of the Ford Motor Company, has completed delivery on five FLIDEN units which will be used principally to compose flight plans for entry into FAA air traffic control computers and data processing devices.

The data processing equipment of the FAA air traffic control system requires flight plans to be inserted in a rigid format. FLIDEN, using a magnetic drum for storage and read-out, and a cathode-ray tube for display of the message being composed, permits the operator to type in only the variable items of the flight plan. These items are assigned their proper position in the rigid format automatically so long as the flight data is entered in proper sequence.

An unusual feature of FLIDEN is a display tube, similar to a television, that shows the flight data or the message as it is composed.

A unique error correction feature permits the "electronic typewriter" to be highly flexible in the area of error detection and error correction. The correction feature allows the operator to automatically back-space to any point in the message being composed, correct one or more characters and then return to the proper point for continuation of the message. Only ordinary typing skill is required.

FEDERAL SERVICE HEALTH CAMPAIGN

