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Relocation Plan Announced For ARTCC Personnel

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A plan for relocating personnel in the nine ARTCC's which are being closed or consolidated has been approved by the Deputy Administrator, General Grant.

The plan was developed by a team with representation from ATS, SMS, OPT and the Regions. Details of the realignment of Center area boundaries and consequent closing or consolidation of nine ARTCC's were carried by FLY-BY in April and June.

More than 1400 employees will be relocated as a result of this consolidation and other Center boundary adjustments. Under the Plan for the Relocation of Personnel the Agency is committing itself to find jobs, at existing grade and salary levels for all competent employees willing to move, in order to retain the skills, experience and capabilities of these individuals where they can be most effectively utilized in the traffic control system.

The philosophy of personnel management underlying this plan represents a basic commitment to all employees of the Agency to make extraordinary efforts to place them without loss of grade or salary in positions where their skills and experience can best be used whenever a consolidation occurs.

In a meeting on September 26, 1962, Administrator Halaby, Deputy Administrator Grant, Director, Air Traffic Service Thomas and Assistant Administrator for Personnel and Training Willey discussed the plan with Regional personnel including Center Chiefs, Regional Air Traffic Division Chiefs and Personnel Officers. Since then several Regional Assistant Administrators have held similar meetings at Centers to discuss the plan with affected employees.

The plan represents a significant break with previous methods of handling the personnel relocations resulting from a major consolidation. The Agency has chosen to spread relocations over a period of years in order to take full advantage of new positions and turnover to place personnel without loss of grade and salary. The Agency is also taking the opportunity presented to utilize its full resources to place personnel where their capabilities and experience are most needed, extend opportunities for career development and to place surplus employees on a system-wide basis. Here are some of the specific features of the plan:

- Responsibility for implementing and administering the plan is

vested in the Regional Assistant Administrators.

- The performance of all Center Chiefs was evaluated on a specially prepared supervisory evaluation form. This was completed by November 1, 1962.

- The evaluation and ranking by the National Panel of the Center Chiefs and others nominated for these positions started November 5.

- Promotions to GS-10 through GS-15 positions for which Center experience is qualifying were frozen throughout the Agency effective September 26, 1962.

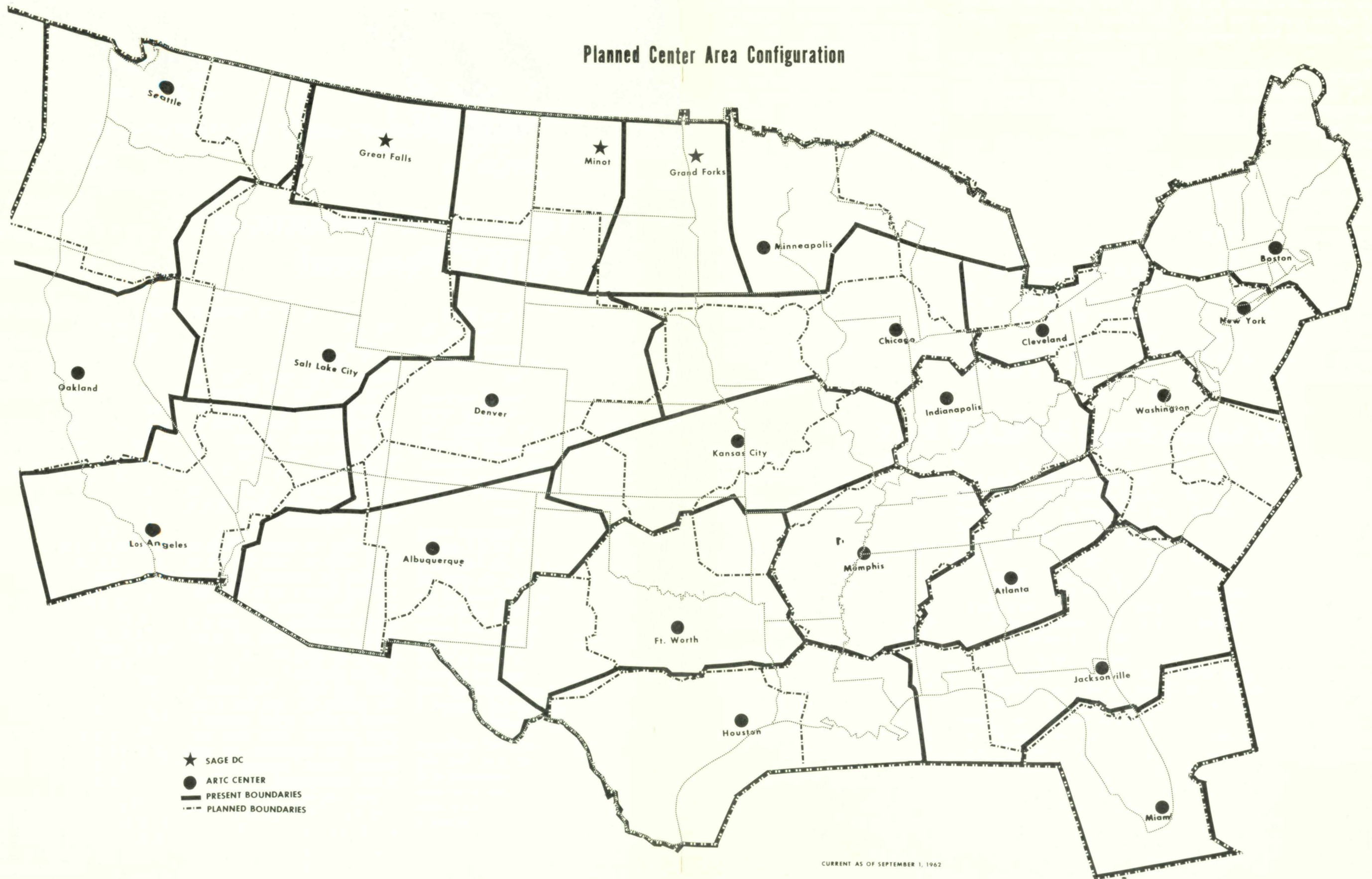
- Regional Assistant Administrators are authorized to make individual exceptions to the freeze for promotions up to GS-13. They must assure themselves that the exception will have no adverse effect on the placement opportunities of surplus Center personnel.

- Exceptions to the freeze on promotions at GS-14 and GS-15 may be made only by the Deputy Administrator.

- Temporary promotions are authorized to fill positions when the selectee cannot report for duty within six months or when the

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Planned Center Area Configuration



CURRENT AS OF SEPTEMBER 1, 1962

vacancy exists in a Center to be closed and the position can be expected to continue for at least six months.

- Employee location preferences will be considered in making reassignments whenever possible without compromising operating requirements.

- First consideration in reassigning GS-12's and below will be given to operational needs; second consideration to stated employee preferences; and third consideration to employees' standing on retention registers. This means that if not enough employees indicate a desire to move to a specific facility to meet its needs for personnel some may have to be reassigned to it anyway. On the other hand if more indicate a preference for a

facility than are needed, those with the highest retention standing will be given their choice.

- Employees will be given as much advance notice as possible concerning their new assignments but in no case less than 60 days prior to relocation.

- Employees selected for reassignment will be released at the earliest possible date, usually within 90 days of selection if operational conditions permit.

- All affected employees will be given a copy of the plan.

- Regional Assistant Administrators or their designees will discuss the plan with personnel located at the affected Centers.

- OPT will monitor the operation of the plan through regular status reports from the Regions.

- A relatively small number of Systems Maintenance personnel will be involved. Since other large SM Sectors are located in areas of the ARTCC's, attrition and increased workload will absorb a significant number of those who prefer to remain in the area. A shortage of SM trained technicians exists in all Regions at all grades, therefore, no difficulty is anticipated in placing personnel who are willing to relocate in-grade. In the event that there are surplus SM personnel for whom no immediate positions are available they will be relocated in the same way as the non-supervisory ATC personnel. The map of the U.S. on the inside of this issue shows the previous Center boundaries and the new Center boundaries as they will appear when the Center area configuration program is complete.

Volunteers Sought for NOTIP Positions

A special recruiting program to staff Northern Tier Integration Project (NOTIP) positions is now in progress. The positions are located at FAA SAGE Sectors which will be established in Great Falls, Montana, and Grand Forks and Minot, North Dakota. NOTIP implements the FAA-Department of Defense agreement on the joint use of these three sites for conducting air traffic control and air defense operations.

Applications are being accepted for the positions of Sector Chief, GS-15, Assistant Chief, GS-14, Air Traffic Control Specialist GS-8/13, and Electronic Maintenance Technician GS-8/12. Appli-

cations must be submitted no later than November 15. Employees who are interested should complete SF-57 "Application for Federal Employment" and give it to their immediate supervisor. A special evaluation form will be completed on the employee, and the application will then be forwarded by the supervisor to the Central Region, where final selections for NOTIP positions will be made.

Volunteers selected for supervisory positions will be expected to report to the Central Region the week of January 6, 1963. All others will report approximately four months later. Special training will be given NOTIP person-

nel at FAA or Air Force facilities before they begin their duties at FAA SAGE Sectors.

Brochures describing the NOTIP recruiting program have been distributed to all air traffic and systems maintenance field facilities, and to all headquarters offices. Further information can be obtained from the Personnel and Training Division, Attn.: CE-12, Central Region.

Employees are encouraged to familiarize themselves with the NOTIP program, and if qualified to take advantage of this opportunity to participate in an important and exciting new concept in the control of air traffic.