

2/92

Intercom



U.S. DEPARTMENT
OF TRANSPORTATION
FEDERAL AVIATION
ADMINISTRATION

ALASKAN REGION

No. 92-03 December 1991/January 1992



IDP's—They Do Work

by Kati Thompson

The IDP process is alive and functioning. The steps of first developing my career goals and aspirations, attending an IDP workshop to formalize those goals, and then obtaining supervisor approval led to my detail in the Civil Rights Office, AAL-9.

When the opportunity arose to do this detail, my supervisor made me aware of it, several phone calls were made, and the coordination was completed that day. Two days later I went from my job at the Anchorage Flight Service Station to the Civil Rights Office.

I first received a general overview of the operation of the office, but after that I started working on two Civil Rights projects: formulating a regional draft policy statement on the prevention of sexual harassment, and the Federal Women's Program goal to network at all levels.

IDP's are the means to take you where you want to be. This detail allowed me to see how diverse civil rights is and also better oriented me to how the system functions as a whole. The system responded to my IDP, and I now have an awareness I can share with other employees.



The Rains Came Down...

Even in Kodiak, rain can become unmanageable.

The record rainfall of nearly 8 inches on October 31 caused mudslides and undermining of the road between the Coast Guard Station, where Kodiak Tower is located, and the town.

ATCS Todd Alfes, normally scheduled for the evening watch, was able to get to the facility and open on schedule while all other tower personnel were stranded in town.

The FAA people began to form contingency plans, which included possibly transporting controller personnel via Coast Guard helicopter if the road closure continued.

The Coast Guard cutter *Storis* was scheduled to go on patrol the morning of November 1. Several crew members who had gone into town on liberty were unable to return to the base.

The *Storis* was going to pick up its stranded crew members in town before heading out on patrol. However, due to the large number of people stranded, the *Storis* became a temporary ferry, shuttling people between base and town. On the first return from town to the base, it ferried over 240 people who had been trapped by the closed road.

One FAA controller, **Tyler Daubenmire**, used the *Storis* to get to the tower. He closed the evening shift and stayed the night in the USCG guest house. He then opened the tower the next morning.

From Thursday morning to Sunday night, 13.5 inches of rain fell on Kodiak. This brought the year's 10-month total to 83 inches, 8 inches short of the yearly record set in 1943.

Intercom

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If you have questions, suggestions, or complaints, please call the Editor at 271-5169.

Bethel Non-Radar Approach Begins

On November 14, 1991, Bethel Tower commenced operations as a non-radar approach control facility. In addition to normal control tower services, they will provide approach, departure, and en route control of IFR aircraft within the terminal area through the application of non-radar separation procedures.

The Bethel terminal area will include airspace within a 40-mile radius of the Bethel Airport, from 6,000 feet mean sea level and below. Initial hours of operation are from 7:30 a.m. through 8:00 p.m. local time daily. Anchorage ARTCC will provide services when the tower is closed.

Personnel at Bethel Tower have been busy the past several months preparing for their new responsibilities. Controllers and pilots in the Bethel area are looking favorably at the "Bethel Approach."



Celebrating Excellence

FAAers Honored by DOT Secretary



Twenty-nine FAAers from across the country were honored at a special ceremony in the nation's capitol for everything from personal bravery and outstanding on-the-job leadership to turning innovative ideas into reality, designing new programs and fostering cultural diversity.

The FAAers were among 123 DOT employees winning accolades at the Secretary's 24th Annual Awards ceremony in October. "For all your fine efforts, and much more, I am delighted to honor those who have displayed special dedication to duty, creativity and hard work beyond the usual high standards of excellence expected of public employees," DOT Secretary Sam Skinner said.

"These award recipients deserve special tribute, and I am honored to say 'Way to go!' to each of them," Skinner said.

"They represent the very best of our department. They represent values, our basic philosophy which is not only service to our customers the people— but the stewardship of our country's assets and programs."

"While their achievements are outstanding, I think all DOT employees are special people," Skinner added.

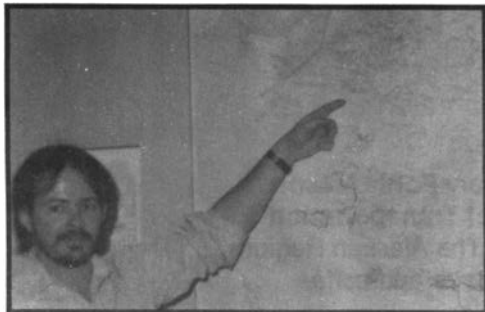
"You are all part of the best team I know, and I am proud to count myself among your number."

Anchorage FSDO secretary **Pattie Mason** received the **Secretary of Transportation's Award for Excellence**. The Alaskan Region celebrated with her at a cake-and-coffee reception on October 8.



Dick Gordon, Manager of Anchorage FSDO, congratulates Pattie Mason

ZAN's Christon Enters Iditarod



Steve Christon, air traffic controller at Anchorage Center, has never been to Nome. "I'm looking forward to arriving there on the dog sled," he says.

Christon is preparing to enter the 1992 Iditarod sled dog race, which will start on the last day of February. This will be his first time in the race.

Three years ago, Christon began running dogs, working with a veteran dog runner.

He has six dogs of his own, but he is leasing a team this year from Bill Hall and Pat Danly of Trapper Creek.

Christon plans to run in the Knik 200, a qualifying race for the Iditarod, which will be held on the first Saturday in January.

Since June, Christon has been going to Trapper Creek every weekend to work with the dogs. During the summer, he hitched the dogs to a 4-wheeler in place of a sled, running the dogs at 4 a.m. in order to be done before the heat of the day.

Since December 2, he has been at Trapper Creek full time. He has saved up his annual leave to use for this purpose. "The facility has been very helpful to let me do this," he says.

Christon, who was born in Dayton, Ohio, and attended school in Florida, became interested in being an air traffic controller while living in Colorado. Anchorage Center is his first FAA assignment, and he has been here for 6 years.

Dog running is a lot of hard work and a lot of fun, according to Christon. "It's very rewarding to mold the dogs into a team," he says.

The hardest part is collecting supplies and getting food drops ready. The rules have been modified this year to make things more equitable for all racers.

The leased team that Christon is working with has 20

dogs. Four of them are good veteran leaders. The others are younger dogs, and this is their first year to race. Most of them are from the Butcher and Swenson kennels.

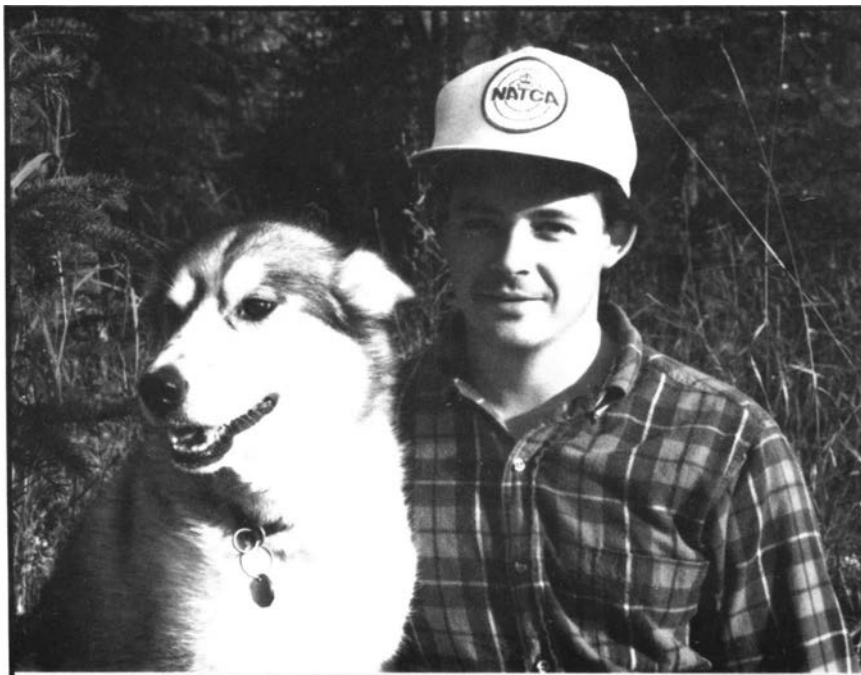
Wolf is reported to be the best leader in the race. He is 9 years old.

"My spirit dog is a little white female who weighs only 35 pounds," says Christon. "She is full of spirit, always ready to go." She is from the George Attla line.

Christon expects to start the race with 14 or 15 dogs.

The coast is the only part of the trail that is a concern to Christon because it is unknown to him. "But we'll make it," he promises.

Go, Steve! See you
in Nome!



Here's Our Alaskan Geo Expressions

from Kris & Kids
Emmonak, AK 99581

Emmonak Elementary shared these geographical expressions from Alaska with Ben Fish, AAL-44, who in turn shared them with *INTERCOM*. Can you match up the clues with the places?

1. River: What you say to someone who cheats you out of money.
2. Town: Where waste goes when you flush it, plus the letter "d".
3. Town: A little, tiny person who lives in the forest.
4. City: Something heavyage thrown over boardage to keep the boatage from floating awayage.
5. Town: A heap of rocks or earth over a grave. (Really! Look it up!)
6. Sea: A relative direction or position; a part of a machine on which another part revolves or slides.
7. City: Lovely places where riversides meet dry land.
8. Peninsula: Someone who has remarkable vision has a
9. Village: The mother of Jesus, plural.
10. Inlet: The title of a person who prepares food.

Answers: (in random order)

Bering	Cook
Anchorage	Fairbanks
Barrow	St. Marys
Yukon	Seward
Kenai	Nome

Kenai Tower Says Thanks

A Letter of Appreciation was given to **Dean Eichholz**, owner of Alaska Flying Network, by Kenai ATCT. Dean and his crew removed a BE-33 from Kenai runway 01 after the aircraft was unable to taxi. Dean is always there to help pilots in need. The controllers of Kenai Tower appreciate his can-do attitude.

OPM Counts the Feds

Office of Personnel Management statistics show the following numbers of Federal employees at the end of FY 91.

Civil service:

2,303,069 — an increase of 68,658 over 1988. They work in:

Executive branch,	2,238,859
Legislative branch	38,504
Judicial branch	25,706

Military personnel:
1,260,277

U.S. Postal Service:
804,396

TSP FUND INTEREST RATES

FOLLOWING are the latest 12-month rates of returns for the month ending November 12, 1991. Rates are included for the Government Securities Investment Fund (G Fund), the Fixed Income Index Investment Fund (F Fund), and the Common Stock Index Investment.

MONTH	G FUND	F FUND	C FUND
1989 (Jan-Dec)	8.81%	13.89%	31.03%
1990 (Jan-Dec)	8.90%	8.00%	(3.15%)
1990			
November	.70	2.15	6.36
December	.70	1.46	2.72
1991			
January	.69	1.15	4.55
February	.62	.86	7.07
March	.68	.67	2.40
April	.66	1.05	.18
May	.68	.57	4.30
June	.66	(.01)	(4.49)
July	.69	1.40	4.63
August	.69	2.12	2.37
September	.64	1.99	(1.63)
October	.62	1.09	1.39
Last 12 Months	8.34%	15.50%	33.53%

Percentages in () are negative.

To compute the last 12 month average interest rate: Convert to decimal points, add 1.0000 to each month, multiply all 12 months (Jan X Feb X Mar) together, subtract 1.0000, multiply by 100 to find the average yearly percentage.

The Thrift Savings Plan Open Season opened November 15 1991 and will continue through close of business January 31, 1992. During this open period you may enroll, change your contribution, or change the distribution of funds among the G, F, and C funds.

Questions should be directed according to your Division's operating procedures. A contact with the Human Resource Management Division is Jean Pershall, Employee Relations Specialist, at 271-5804.

Dick Mathews enjoyed his farewell card from Air Traffic Division, presented by *Barbara Brown* at his reception when he was leaving for Washington.





Electronics Technician **Kenneth S. Grabowski**, Anchorage Sector Field Office Radar Unit, was presented an FAA jacket by ANC SFO Manager **Melissa Berry** for his selection as Employee of the Quarter for 4th quarter FY 91. **Ken** also received an on-the-spot award for his success in completing the connectivity between Anchorage and Merrill Towers by installing two Paradyne type modems as part of the Digital BRITE (DBRITE) equipment installation. This has greatly improved tower controller operations. Congratulations, Ken!

Calling All Birdwatchers

Were you stationed on **Middleton Island, Alaska**, with the FAA in the 1960's and early 1970's? The U.S. Fish & Wildlife Service would like to contact anyone who observed the birds (especially seabirds) or who took pictures of the seabird nesting cliffs during that time period.

Please write:

Bay Roberts
USFWS-Research
1011 E. Tudor Road,
Anchorage, AK 99503
or call
(907) 786-3584/786-3529.

Another Episode From the Parade of Life

by Egor Zdanovec, NA AFS

There was this friendly village in the frozen heartland of Alaska. Everybody in this village were friends and they all had automobiles. As the people drove around this friendly village they always waved to each other and smiled.

One day a villager had an idea: What if I should forget to smile or, worse yet, forget to wave to another person or visitor in their automobile? I will for sure hurt their feelings.

Like a good person that the villager is he purchased a plastic hand spring loaded suction cup waver to attach to the automobile window.

Now the person thought that it was no longer necessary to wave or smile. "I will let the

plastic hand spring loaded suction cup waver do all my waving."

All the villagers thought it was a great idea and they all purchased their own plastic hand spring loaded suction cup wavers. Now nobody in the village waves.

As time went on, like it always does, one of the plastic hand spring loaded suction cup wavers broke and fell off the window and the person never realized it fell off.

Now as he drives through the village he is not waving to the other villagers in their autos and neither is his plastic hand spring loaded suction cup waver.

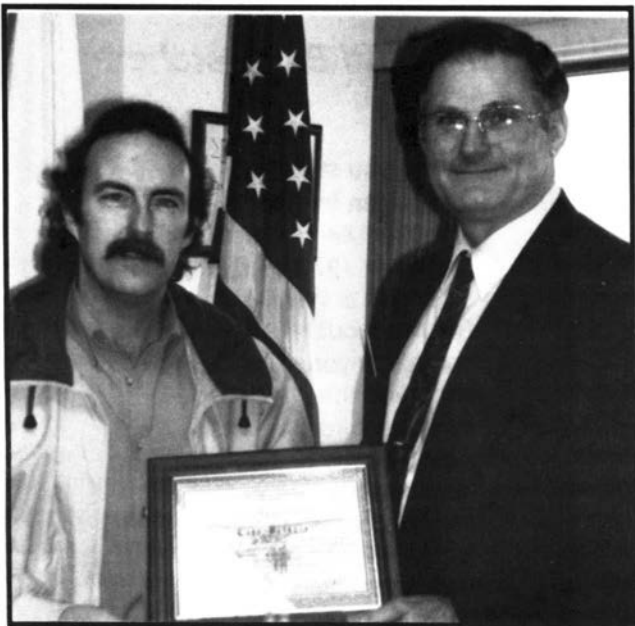
Dismay started to come

to this village, soon another plastic hand spring loaded suction cup waver broke and fell down and another and another. Now when visitors come to this village they are not welcome.

Remember to be yourself and most important to smile and wave.

(Egor Zdanovec created this prose on 10/6/88 while he was stationed in a remote village.)





Lari Belisle (left), ANC FSDPS, received a Letter of Appreciation and a plaque for his work with the communities of Cordova and Valdez as local coordinator while managing the Cordova Flight Service Station. Well done, Lari!



The Kenai SFO surprised the bosses on Boss's Day, October 16, with a decorated cake. (Left to right) **Steve Bridges**, SET Radar Unit; **Ed Billiet**, Manager, Kenai SFO; **Edgar Anderson**, MM Foreman. **Bob Fairchild**, SET NAVCOM, was on leave.

Smith Wins IEEE Award



Congratulations, Harold Smith!

Harold Smith, electronics engineer in AAL-452, was selected to receive the 1991 IEEE Individual Achievement Award for the Alaska Section of The Institute of Electrical and Electronics Engineers, Inc. (IEEE).

Richard M. Brown, Chairman of the Alaska Section of IEEE, wrote to inform and congratulate Airway Facilities on IEEE recognition of one of our employees.

Subsequent to the Alaska Section award, Smith went on to receive the awards for both the Northwest Area and Region Six, which includes 60,000 engineers in the western United States.

The Individual Achievement awards are granted to individuals who have contributed to technology, education, the community, and to the IEEE. According to Brown, Harold Smith has contributed abundantly and with exceptional regularity in these areas.

In the letter to Robie Strickland, Manager of the Airway Facilities Division, Brown said, "You and your organization should take special pride in the recognition of your IEEE members for it is largely due to your support and encouragement that these special individuals put forth the extra effort for which they become recognized."



Guidelines for Stories and Photos

Intercom

1. Published once a month. Varies from 8 to 24 pages.
2. Occasional special issues on a specific topic.
3. Articles from one paragraph up to 2 pages long.
4. Use photographs.
5. Distributed to all employees, to retirees, and to selected offices in Washington and other regions.
6. Would like to use more items from the field.
7. Deadline is the first Friday of the month for the issue that is distributed at the end of the month.

Employee Newsline

1. Done as a supplement to the monthly *INTERCOM*. One or two pages.
2. Short items of information or of interest to employees. Usually only one paragraph.
3. Issued at least once a week, sometimes more often, usually on Friday morning. Deadline for receipt of items is Thursday.
4. Sometimes editor gets items from weekly management reports.
5. Would like to use more items from the field.
Field may phone or fax or mail items to AAL-5A, 271-5169, fax 276-7261.
6. Distributed in Regional Office on date of issue.
7. Faxed to all field facilities same day of issue.
Expect it to be circulated to all employees (or copied or at least posted).

Story Guidelines

Length:

- A 1-page story should be 300 to 450 words long.
- A 2-page story should be 600 to 750 words long.
- Shorter stories are welcomed and desired.

Deadline:

- First Friday of the month for end-of-month issue of *INTERCOM*.
- Thursday for *EMPLOYEE NEWSLINE*.
(Sometimes your article will not appear right away. Items are prioritized according to their timeliness and newsworthiness.)

Copy Preparation:

- Answer the 5 W's and the H for each story: Who, What, When, Where, Why, and How.
- Spell out acronyms the first time they are used in the story; may use acronym for later references. For example: North Alaska Airway Facilities Sector (NA AFS)
- Short sentences.
- Simple language, short words if possible instead of long words.
- Quotations. Their function is to give the story some "life." Do not quote dull, bureaucratic language. Quote things that sound like real people talking.
- Illustration. This can be a photo, a map, a drawing, etc.
- A headline. Suggested headlines are very helpful, even if they don't quite fit the layout. Use an active verb in the headline.
- Include full name, title, and duty station of everyone discussed in the article.
- Don't assume that everyone knows what you are talking about. Write as though you are talking to a new employee.
- Include background information, since readers may not have knowledge about the project or person you are writing about.

Just the facts:

If you are good with grammar and punctuation, great! If you are not, send in your story anyway. The editor can polish it.

What Makes a Story Interesting?

- It affects many of our readers.
- It has the potential to affect them personally.
- It describes one person with a problem. It gives his solution if any.
- It describes one person's adventure.
- It gives ideas for something our readers would enjoy doing.
- It uses facts to make the story believable.
- It uses concrete nouns and forceful verbs.
- The ideas are presented in logical order so that the reader can follow the train of thought.
- It describes an organization and introduces the people who work there.

Send stories to:

Ivy Moore
AAL-5A
271-5169

PHOTOGRAPHS

Include a photograph if it helps “sell” your story.

Please include the name of the person who took the picture.

Photographs for use in INTERCOM should preferably have no more than 3 people in a picture.

Be sure to identify all people in the picture from left to right as you look at the picture. Include full name, title, and facility.

Polaroid pictures are good for snapshots, instant remembrances, and the photo album. Unfortunately, they are less sharp, lack contrast, and colors “bleed.” Therefore, they usually do not reproduce well in publications.

DO

Take close-up photos

Use black and white film if possible.

Create a contrast of light vs. dark within the photo.

Put a dark-skinned person in front of a light background.

Use adequate lighting.

Try to have subjects look at camera rather than shooting their profiles.

Try to show action (person working, rather than posed).

Pay close attention to the background. A plain wall makes a better picture than one with pictures and/or designs. Place subjects so that any plants, flags, etc. are not directly behind them; (it would look as if it were growing out of their heads).

DON'T

Don't shoot directly into a mirror, glass window, or framed picture. Shoot on a diagonal to avoid a glare from light or flash bouncing back at you.

Don't put a subject in light clothing in front of a light background and vice versa.

Don't stand subject in front of a window unless you have extra lighting inside; otherwise you will have only a silhouette.

DO NOT staple, glue, or tape photos.

DO NOT write on photos. Number each photo, and on a separate piece of paper, write the captions, numbered to match the pictures.

INTERCOM Reporter Form

Send articles, information, and/or photos to:

Ivy Moore

AAL-5A

Use a plain envelope or a messenger envelope. DO NOT use an "Official Use Only" envelope!

NOTE: Deadline for articles is the first Friday of each month.

Today's date: _____

Office/Facility name: _____

Reporter name & title: _____

Telephone number: _____

Who is the story about? What is the event? When did it happen or will it happen? Where did it happen? Why did it happen? How did it happen?

Story title (or suggested title): _____

Bears and Eagles Invade Airports

A representative from Airports Division, in the company of State of Alaska Department of Transportation/Public Facilities personnel and their consultant, attended the first of the airport master plan public meetings at the communities of Kake and Klawock.

Some very interesting environmental problems have been created through past construction projects.

The type of grass and clover planted on both airports has resulted in the establishment of a new food chain, which in

itself is not so bad. However, eagles have since built nests in the trees adjacent to the runway at Klawock to gather the toads and large worms that cross the runway.

At Kake, 20 to 30 black bears come to eat the grass and clover along the side of the runway. They in turn bend and knock down runway lights in their attempt to use them as scratching posts. During the summer season, planes must buzz the runway because bears lie on the pavement.

All in all, these planning efforts should prove interesting.

A North Alaska Sector Field Office maintenance mechanic returned the Barter Island 24-VASI to service at the end of November after rebuilding the downwind LHA content. Polar bears are using our facility as a convenient back rub after filling up on the whale remains which the Kaktovik villagers dump near the runway end. The REILS and numerous runway-edge light supports have been broken off.



(Left to right) Patricia Norsworthy, AAL-420; Linda Swanke, AAL-300; Carol Marvel, AAL-16

Alternatives to Alcohol Presented

Linda Swanke, R.N., and Carol Marvel, Employee Assistance Program Manager, made alcohol awareness presentations the first week in December. They presented alternatives to drinking alcohol to employees in the Regional Office, Anchorage Air Route Traffic Control Center, Anchorage Flight Service Station, Anchorage Tower, and the Anchorage Flight Standards District Office.

Samples of several non-alcoholic drinks were served and recipes were provided.

The response from employees was highly favorable. Approximately 250 people attended the presentations.

CivilAir Club funded purchase of the beverages.

Teams Use Innovative Problem Solving Techniques to Improve Service

by Alf Strandgard, Evaluation Officer, Management Systems, Northwest Mountain Region

A Quality Action Team is an important aspect of Total Quality Management, problem solving and prevention. It's a group of subject matter experts—possibly one or two who know little about the subject—called together to improve a troublesome situation.

Teams vary in size from four to ten employees. A leader is designated ahead of time; either a supervisor or non-supervisory employee. The team is supported by a facilitator trained in group dynamics and interaction.

The life of the team varies from a few weeks to several months, depending on the problem's complexity. If a team lasts longer than several months, it is suggested that new members rotate in while others drop out.

TQM awareness training provides teams with problem solving tools:

Flow charts

Flow charting is a powerful tool for diagramming events associated with the flow of work. Symbols and lines are used to trace the flow.

Flow charting can be illustrated by the example of disciplining a child. First, you must decide if the child's behavior warrants disciplining—so behav-

ior becomes the input. If yes, the flow chart depicts the decision to discipline—the output. If no, the flow chart leads back to waiting for the next behavioral infraction.

But you've decided to discipline the child. The next decision may be to discuss the behavior causing this dreaded event with the child. Or if you decide to jump to the next stage—discipline—you must determine the method of punishment. Another decision

So it goes. Decision to decision, analyzing each event. Is value added? How long does each take? Can events be eliminated or modified?

Innovation transfer

Innovation transfer is using techniques associated with one task and applying similar ones to a different task. An example is comparing washing a car to writing a report—two unrelated acts.

To wash a car, one might consider the necessary tools to do the job: Water, hose, bucket, rag, soap, energy, talent, time etc. To write a report, tools might include pens or a word processor, paper, data, ability etc.

Where does innovation transfer apply? In this case, you might hire a local teen to perform this task. The equivalent in report writing is hiring a contractor to write the report.

Fishbone

The term fishbone (as in diagram) can be related to the skeletal remains from a decayed fish. It's a spine with many little bones coming off it and maybe smaller bones coming off those.

A team can take a primary issue—poor telephone

techniques—and break the problem into smaller components.

One bone off the spine might be lack of training on new equipment. Another might be malfunctioning equipment (a bone of contention!). Each bone depicts a circumstance the team may explore. The diagram clarifies multiple problems contributing to a primary one.

The Pareto Principle

Pareto was a sociologist who studied distribution of wealth in old Italy. He concluded that 10 percent of the population hoarded 90 percent of the wealth.

If a team looked at lifestyles of the rich, would they be concerned with the remaining 90 percent of the population wrestling ferociously over a measly 10 percent of the wealth? No, just the top 10 percent—the cream of society.

Apply this to telephone techniques. The team might conclude that 90 percent of the problem is caused by lack of training. Therefore, the group would not concern itself with other trivial contributors to the overall problem.

You and I will have opportunities to serve on Quality Action Teams. No longer will you be concerned about disciplining kids, washing cars, dead fish and wealthy types. Instead, you'll play an important part in solving problems which will result in improved service and support to our customers.



Mongolian Delegation Visits Alaska



A delegation from Mongolian International Air Transport (MIAT) met with Air Traffic, Planning, and top management people from the FAA Alaskan Region early in December. This was a preliminary meeting to discuss initiation of air service between Mongolia and Alaska. MIAT plans initially to lease an aircraft from GPA in Ireland for passenger charter service to Alaska with intermediate stops in the far east of the former Soviet Union. No time frame has been set.

"Little Pilot" Award



Ed Doody (left), AAL-710, proudly shows his Special Achievement certificate to **Dusty Rhodes**. Ed received the award for his work in the Little Pilot program of providing fingerprint identification for children.

"NORTHWEST CRACKDOWN" To Combat Illegal Drugs

"Northwest CrackDown" is a live three-hour television show targeted to air during prime time viewing during the second week of January, 1992.

The history-making show represents the first international and regional/multi-state effort to counter the impact of illegal drugs. The show employs a three-pronged effort to fight substance abuse in Portland, Boise, Seattle, Vancouver, B.C., Spokane, Yakima, and the Tri-Cities area.

First, it will encourage citizens who have information about illegal drug dealers to cooperate with law enforcement by calling special toll free "TIPS" phone lines. Each line will be staffed by federal, state and local narcotics detectives.

Second, it will prompt those individuals who have a substance abuse problem to seek assistance by calling special "HELP" lines manned by trained treatment counselors, doctors and intervention specialists. The treatment referral part of the program is being coordinated by the Washington State Council on Alcoholism and Drug Abuse.

Third, it will educate the citizenry about the impact of substance abuse in their communities, and provide practical solutions to fight the problem in their own neighborhood, school, church, and work place. Following the initial 2-hour special, 1-hour localized "Community Forum" meetings will be broadcast in all participating communities.

"Northwest CrackDown" is modelled after "Texas CrackDown", which aired in the Dallas/Fort Worth television market in January 1990. That show enjoyed the highest viewing audience in recent Dallas/Fort Worth television history, with a 71 share and 54 rating. It is estimated that almost 2 million people saw "Texas CrackDown". The six Pacific Northwest media markets covered by "Northwest CrackDown" encompass 6.5 million people.

CONTACT: Jim Hicks, Drug Enforcement Agency, Public Affairs, (206) 553-5443.

Second Graders Thank Bethel FAAers

In late October, a group of second grade children and their adult chaperons from the Yukon-Kuskokwim Delta toured the Bethel Flight Service Station and Tower.

On November 14, they showed up again with pictures and letters of appreciation. Regional Administrator **Ted Beckloff** just happened to be in Bethel at the time, so he got to participate in accepting the thanks from the children.

Dear Flight Service,

Thank you for your kindness.
I liked watching the raedoer and
thank you for the kard. I liked the
clocks and the jet lend. I can
amagin huow bisy you must be.

Your friend,
Craig Updegrove 2nd graders





(Photo by Bob Lewis, AAL-50)

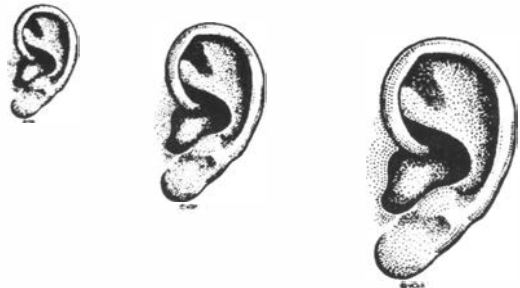
Left to right: **Richard Mauck**, Air Traffic Manager, Bethel FSS; **Ted Beckloff**, Regional Administrator; **Cecella Wilkins**, ATCS, Bethel FSS; **Mike Thompson**, Assistant Division Manager, Air Traffic.

Listening Sessions Scheduled for '92

A series of employee listening sessions are being scheduled for several locations across the state during the coming months.

Design team chair Tom Stuckey said his group surveyed employees and Regional Management Team members about possible locations. Based upon the comments, the RMT will probably visit King Salmon, Bethel, Cordova, Kenai, and Nome.

In addition, there will be four sessions in Anchorage February 6 and 7, 1992, for regional office employees and those of the Anchorage Center, Anchorage Tower, Merrill Tower, Anchorage Flight Service Station, Anchorage FSDO, FIFO, Anchorage AF Sector, Sector Field Office, and CASFO.



Two sessions are set for Feb. 6 at 10 a.m. and 2 p.m. in the Anchorage Museum. The following day there will be sessions at the Center and the FIFO hangar.

The design team will work with local coordinators on arrangements for the various sessions which are aimed at providing employees with an informal opportunity to discuss issues and concerns with the Regional Administrator and Management Team.

Busey Goes to DOT; Curry Nominated for Top FAA Post

The White House has tapped **Jerry Ralph Curry** for the top slot at FAA and has picked Administrator **James Busey** for the number two post at DOT.

Busey was confirmed by the Senate on November 25. Senate action on Curry's nomination is expected when Congress returns in January. Meanwhile, on December 8, former DOT Secretary Samuel K. Skinner was chosen by President Bush to be White House Chief of Staff.

Deputy FAA Administrator **Barry Harris** is Acting Administrator and Executive Director for System Operations **Joseph Del Balzo** is Acting Deputy Administrator.

General Curry, who heads the National Highway Traffic Safety Administration, retired from the U.S. Army in 1984 as a major general. He is a decorated combat veteran and pilot who served two tours of duty in Vietnam. His major Army assignments included: Deputy Commanding General of V Corps in Germany; Commander of the Military District of Washington, D.C.; Press Secretary to the Secretary of Defense; Commanding General of the U.S. Army Test and Evaluation Command and White Sands Missile Range.

Following his retirement, General Curry became President and Publisher of the National Perspectives Institute. He then became Vice President of Systems Management America Corporation. In 1988, he ran unsuccessfully for the U.S. Congress from Virginia against an incumbent.

Other Top Management Changes

Several important top management changes were made at the FAA in late November, including adding a chief information technology officer and elevating accounting and budget to an assistant administrator position.

Here are the main changes:

- o The position Assistant Administrator for Information Technology, reporting directly to the Administrator, has been set up. **Theron Gray** has been named to the new post.

- o The Office of Management Systems at Headquarters was abolished. All of its information resource functions were assigned to the New Assistant Administrator for Information Technology.

- o The post of Assistant Administrator for Budget and Accounting was created. **Nick Stoer**, former budget director, takes the new post. His former assistant, Ruth Leverenz, is now budget director.

- o The position of Assistant Administrator for Administration has been abolished, and the budget and accounting offices have been assigned to Stoer's new position.

- o An expanded executive director's position has been set up. Now the Office of Aviation Safety as well as appraisal functions are consolidated in that office.

- o **Darlene Freeman** was named Associate Administrator for Aviation Safety. **Brooks Goldman** becomes Deputy Associate Administrator for Aviation Standards.

- o **John Burt** became Executive Director for System Development.

Awards

On-the-Spot



*Sandy Paxton, secretary to the Regional Administrator, receives her award from **Andy Billick**, Acting Deputy Regional Administrator.*



*Fran Elliston, AAL-405, is given an On-the-Spot award for her work on the ANICS project by Airway Facilities Division Manager **Robie Strickland**.*

- o **Monte Belger** became Executive Director for Acquisition and Safety Oversight.

- o **Garland "Cas" Castleberry** leaves his post as Southern Regional Administrator to take Belger's former position as Associate Administrator for Aviation Standards.





Ken Smith Pound Cake Award was recently presented to the Printing CASU for their great support to the FAA Alaskan Region.



Dolores Coates, Federal Women's Program Manager, and **Jessie Barksdale**, Civil Rights Specialist, received On-the-Spot awards for conducting IDP work sessions. Pictured (left to right) are Regional Administrator **Ted Beckloff**; **Coates**; Manager of Human Resource Management Division **Grace Davis-Nerney**; **Barksdale**; Civil Rights Officer **Bobbye Gorden**; and Acting Deputy Regional Administrator **Andy Billick**.



Hilda Elias, Program Analyst, AAL-422 (right), receives an On-the-Spot award from **Karen Steen**, Program Support Manager, ZAN AF (left) for her fiscal assistance throughout FY-91 and at year end closeout.

DOT Today

The Department of Transportation has started a monthly publication for all DOT employees. The title is *DOT Today*. The editor asks for letters, comments, suggestions for articles, and especially for photos.

PHOTOS NEEDED!

DOT's 25th Anniversary is fast approaching (April, 1992). The 25th anniversary committee is in need of historical photos. If you have shots of people, planes, events, strange happenings, please consider lending them to DOT for special anniversary publications. **All photos will be returned.**

Send photos to:
DOT Today, 400 Seventh Street, S.W., A-20, Washington, D.C. 20590. Questions? Call 202-366-5578.

****When submitting a photo, please include a caption or label of some kind to identify it. Thank you.**

FAA Objectives—FY 1992

1. Improve the quality of FAA's management in FY 1992 by implementing Total Quality Management to improve our acquisition, training, communications, and financial management and budgeting systems. Recognize and reward the excellence and dedication of the FAA work force in achieving the mission and future vision of this agency.

2. Increase cultural diversity In the FAA through continued education, increasing the representation of women and minorities at higher levels in the FAA and adding at least 1,200 more women and 200 more minorities to the FAA work force in FY 1992.

3. Increase International standardization of air traffic management and safety and security regulation by working with aviation authorities abroad to increase training, technical cooperation, research, and acceptance of common ATC systems such as GPS, and by placing more FAA operational and security personnel in international locations, particularly Asia-Pacific and Latin America.

4. Promote airport/community environmental compatibility consistent with the need to provide more airport and airspace capacity at severely congested locations. In the external aviation environment, promote land use planning and zoning at the local level that provides adequate balance between the capacity needs of air commerce and the needs of local residents and businesses. In the internal FAA environment, address problems that affect FAA employees and provide a safer, more healthful work place environment for the FAA work force.

Source: AP0-120

ORDER NAME BADGES

Want a blue name badge with the FAA logo? **Vickie Sherburne** will be ordering them again on **January 31**, so get your order to her before then.. CivilAir Club sponsors the sale of these badges (which are either pin-on or pocket type). The price for each badge is \$5.00, which must be paid at the time you place your order. Make checks payable to CivilAir Club.

Contact **Vickie Sherburne**
AAL-450.AO
271-5198

