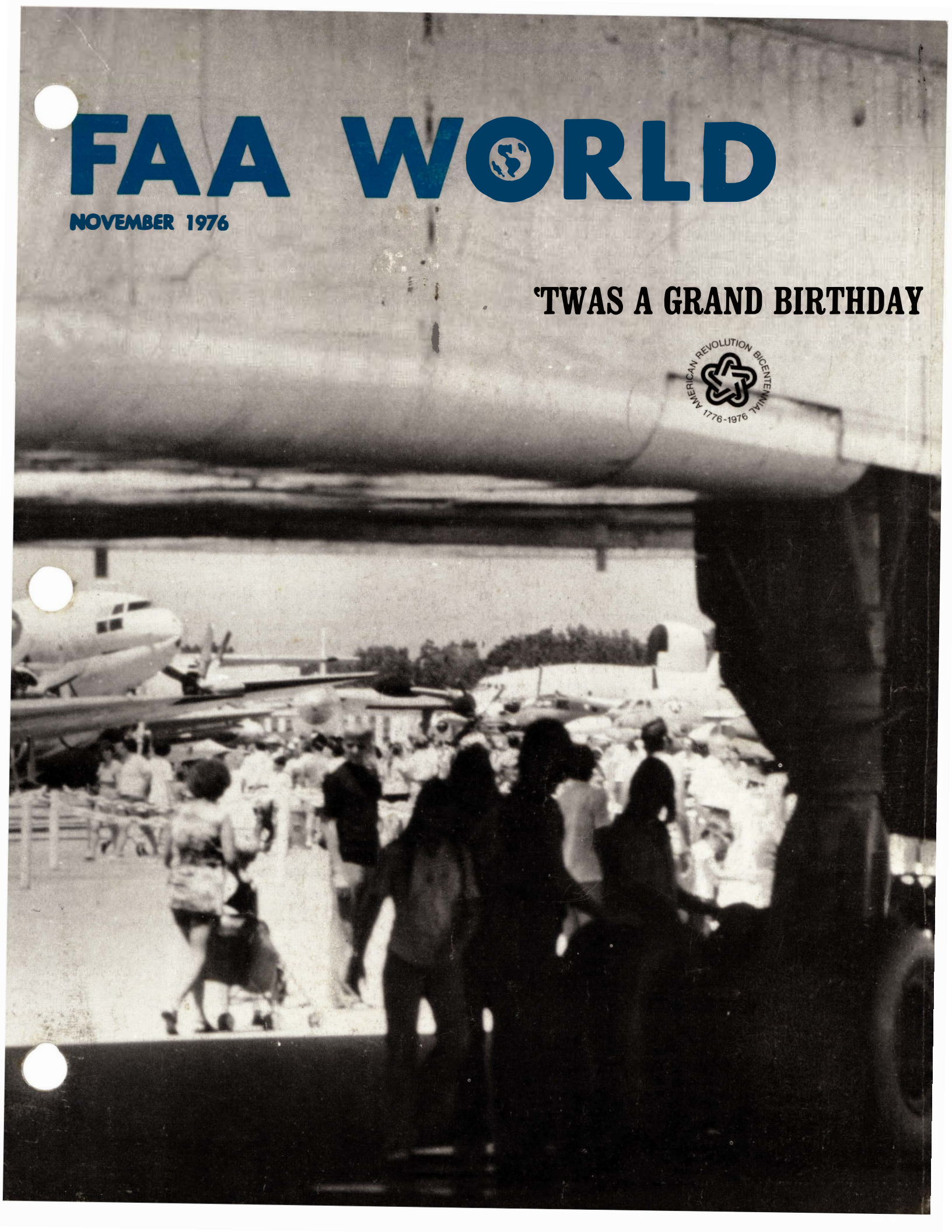


# FAA WORLD

NOVEMBER 1976

'T WAS A GRAND BIRTHDAY





# DIRECT LINE



**Q** My voucher, claiming an expense item on the purchase of a house, has been returned unpaid. The regional office says the items listed are finance charges and are not reimbursable, although I attached a letter from the mortgage company detailing the items charged as administrative/office expenses. In *FAA WORLD*, July 1973, you covered the point in question: "... if the charge represents administrative charges ... the fee is reimbursable." Is this still correct or has there been a change?

**A** This is still correct, but there's a difference between your situation and that of the previous "Direct Line" query. While loan-origination fees that are not determined to be finance charges are reimbursable, yours was a loan-transfer fee for the assumption of a mortgage, rather than a fee for a new mortgage, and the loan-transfer fee is non-reimbursable. Also, it is desirable when documenting a loan origination fee that the specific costs allocated to different services be broken down. Comptroller General Decision B-168359, dated Jan. 2, 1970, explains the nature of the rules barring reimbursement for loan transfer fees.

**Q** In the March issue, someone inquired as to how the age of 30 was established for an original appointment to an ATC radar position as this seemed to be discriminatory. Your answer stated that the Secretary of Transportation, with the concurrence of the Civil Service Commission, was granted the authority to establish maximum entry age, and that at the request of the FAA, the Secretary proposed 30 years of age, with the commission concurring with the proposal. PL 93-259 as amended by the Fair Labor Standards Amendment of 1974 states in part that Federal employees in competitive service shall be made free from any discrimination based on age. Reasonable exemptions may be established by the commission, but only when the commission has established a maximum age requirement on the basis of a determination that age is a bonafide occupational qualification necessary to the performance of the duties of the position. How could the commission establish age 30 as a bonafide occupational qualification when this age was actually set by the commission solely on the recommendation of the FAA? The establishment of an age limit without exceptions not only discriminates against new applicants but also against personnel employed in the Flight Service option of Air Traffic.

**A** The maximum age is legal. PL 92-297 provides for the designation, determination and fixing of a maximum age limit within which an original appointment to a position as an air traffic controller may be made. The law provides that the Secretary of Transportation may,

with the concurrence of the President's agent, establish a maximum age limit, which is what happened. The law also set a maximum age of 56 for retention in a career controller position, but with exemptions up to age 61 for controllers having exceptional skills and experience. The age limit does not apply to controllers who had received their original appointments prior to May 16, 1972. Under the current "up or out" policy, an individual cannot qualify for a position in the tower or center option if he has failed to qualify prior to age 31. However, an individual who was successful in these options prior to that age may return to them at a later time if he chooses and is selected for a vacancy. Flight Service Station specialists are not included under the provisions of PL 92-297 because they are not actively engaged in the control and separation of live traffic. While it is true that FSS specialists may assist airborne pilots in need of help, this does not constitute a major portion of their assigned duties and responsibilities. The maximum entry age and maximum retirement age do not apply to FSS specialists; therefore, they are not accorded Second Career training privileges. These are the provisions of the law and are not subject to FAA discretion.

**Q** Are any FAA/Civil Service rules being violated by promoting a GS-334-13 to a supervisory GS-334-14? The Career Handbook, Order 3410.12, says that a 334 can progress to a non-supervisory GS-14 only in the Washington offices. Is it correct to have a 334-14 supervising electronic engineers at the 14 level and below? Also, is it legal to advertise a position of chief of a System Engineering Section as a GS-855/334-14? Finally, is it legal to select a 334-13 for this chief's position when several qualified 855-14s and 13s are on the selection list?

**A** Order 3410.12, Airway Facilities Career Planning Program, provides guidelines and examples to assist employees in planning their careers. As such, it does not mandate series and grade levels of positions. These determinations are made by personnel management divisions. Your personnel management division will be able to advise you regarding the details of any classification within its jurisdiction. Positions are sometimes

*(Continued on page 14)*

*The cover: Bicentennial crowds thronged 1 all kinds of events dealing with America history and progress this year, including air shows and other aviation demonstrations like this one at Wright-Patterson AFB Museum in Dayton, Ohio, and the unique visit of the "tall ships." The story begins on page 4.*



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**CHANGE OF ADDRESS:** FAA employees should send their changes of mailing address for FAA WORLD to the control point in the region or center where they are employed: AAC-44.3; AAL-54; ACE-67; AEA-20; AGL-13; ANA-14; ANE-14; ANW-14.7; APC-52; ARM-5; ASO-67.1; ASW-67A7; AWE-15; and Headquarters employees, AMS-130. You should not send regional change-of-address information to Washington. If you move from one region or center to another, you should submit your change of address to the region or center to which you move on Form 1720-9.

## EDITORIAL

### A Trend To International Cooperation

*FAA Administrator McLucas takes time at the Farnborough Air Show in England to be interviewed by a British TV crew on the state of the aerospace industry.*



I recently had an opportunity to attend the Farnborough Air Show in England and appraise, along with the thousands of other visitors, the glittering array of aerospace products displayed by more than 400 companies from all over the world. I found that trying to cover the entire show in a couple of days was an impossible task, but I did come away with an overall impression that the aerospace industry is undergoing some significant changes.

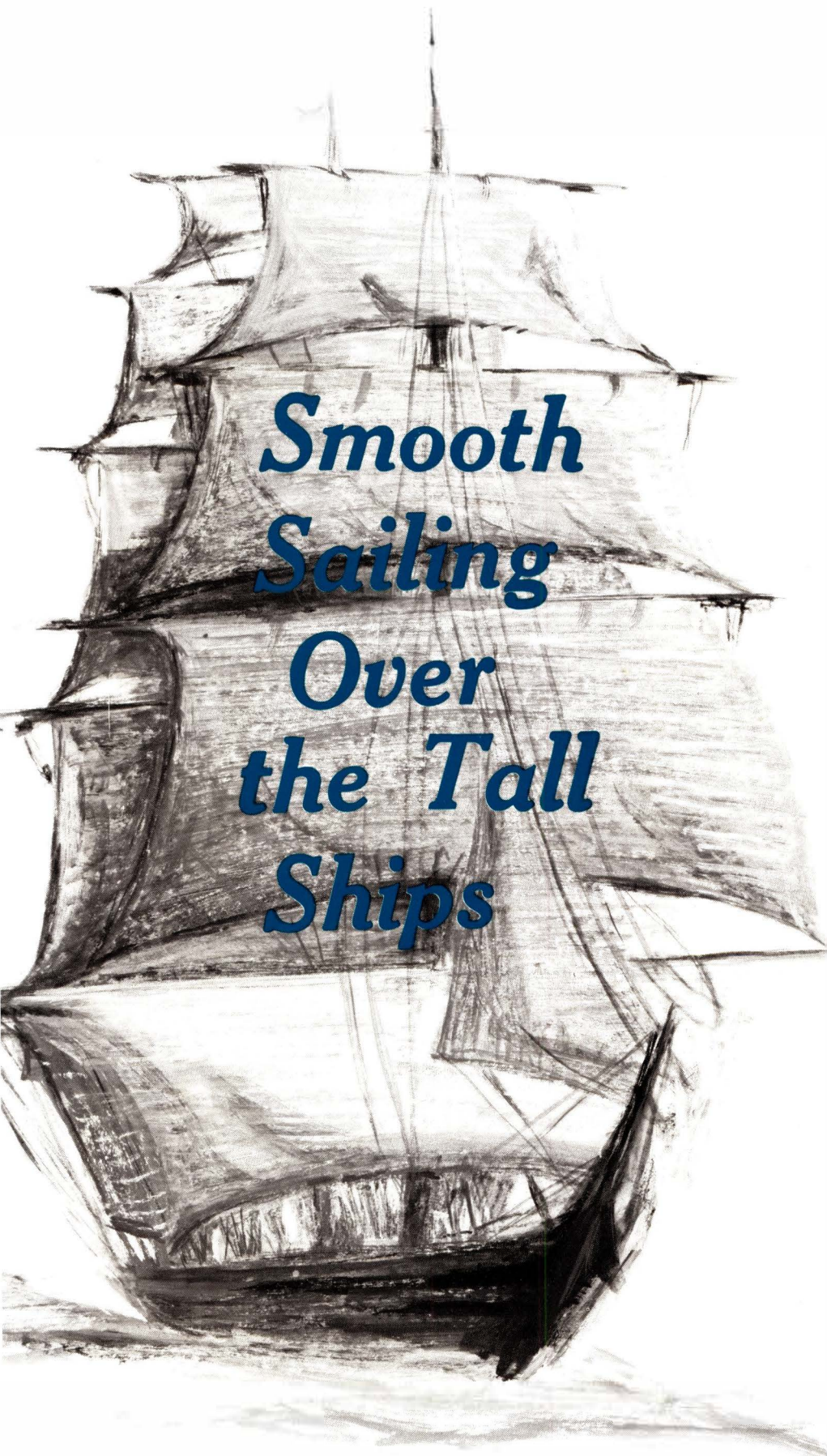
Of primary importance is the accelerating trend toward multinational aircraft development. Our European allies have been pursuing this course for a number of years, as witnessed by the Concorde (built by two nations) and the A-300 Airbus (built by five nations). U.S.-built equipment, including the G.E. engine, account for 25 percent of the purchase price of the Airbus. In part, this effort has been directed at making other nations competitive in the world

market with the U.S., which has produced approximately 85 percent of the aircraft flying in the non-communist world today. But it also reflects the increasing inability of individual aircraft manufacturers—even those with government backing—to shoulder the rapidly-escalating pre-production costs associated with new aircraft development.

The United States historically has been the predominant maker and seller of new airplanes in the world, and there is a natural reluctance to concede any competitive advantage. And yet the realities of economic life and changing global politics cannot be ignored. The consortium approach deserves—and, fortunately, is receiving—very serious consideration by U.S. manufacturers. Not that it has universal application, by any means, but it is one answer to the varied problems that beset the aviation industry today and, in some cases, represents perhaps the best answer.

*John L. McLucas*  
JOHN L. McLUCAS  
Administrator





# Smooth Sailing Over the Tall Ships

On July 3 and 4, the cannons of Fort Hamilton in Brooklyn, N.Y., thundered a stirring welcome to the greatest gathering of naval and sailing ships in history. The occasion: "Operation Sail '76"—New York's spectacular tribute to America's 200th anniversary.

Operation Sail drew more than 250 sailing vessels and warships from all over the world to New York harbor in a parade up the Hudson and East Rivers that stretched for 20 miles. As they approached New York, the "tall ships" were greeted by an armada of thousands of small pleasure craft covering the waters like a sea of white-caps. And more than six million people gathered at the shorelines to witness this once-in-a-lifetime spectacle.

Behind the scenes, "OpSail" posed huge safety and operational problems for the Coast Guard, Navy, law-enforcement agencies, emergency-type organizations and the FAA.

At Eastern Region headquarters, apprehension about aviation safety ran high. As OpSail approached, it became apparent that earlier flight restrictions covering the bicentennial celebration would not be adequate. Millions of dollars worth of free publicity from the news media had heightened the nation's interest in OpSail, and indications were that many hundreds of aircraft expected to view it from the air. Helicopter operators within a 200-mile radius of New York reported a complete sellout for the two-day celebration. Private pilots from near and far called daily to ask for best viewing times. In addition, the Navy announced that 400 accredited correspondents had applied for permission to view OpSail from the air.

In anticipation, the Administrator signed a special air regulation barring all but authorized aircraft from the area. For those aircraft permitted to enter the OpSail airspace, priority would be given to public-service aircraft—Navy, Coast Guard, police, emergency—and news media. Later, as a result of hundreds of calls and letters







All roads led to bicentennial events during the warmer months in the Great Lakes Region, with a record 246 air shows as the featured activities. Many of them were official American Revolution Bicentennial events, but all had some mention of the nation's 200th anniversary, and most had red, white and blue themes.

While the word "aviation" had not been coined in the 18th Century, its beginnings can be said to have coincided with the beginnings of this country in the medium of ballooning, which was just getting under way as a form of transportation. Oddly enough, ballooning and the agency's involvement with it now could be called the fastest growing form of aviation. Many of these air shows featured balloons, and, here again, the national colors appeared prominently among the gaudy hues of the air bags.

The DOT colors—red, white and black—led hordes of visitors to view flight-inspection Sabreliners from the Battle Creek, Mich., and Minneapolis FIFOs, facility open houses at regional airports and centers; and photo exhibits depicting the types of services the agency performs for the public.

Regional Flight Standards inspectors began working with air-show sponsors as early as last year to monitor and approve plans for the shows, then attended the events for further safety monitoring. Additional planning and participation was required by the Air Traffic and Airway Facilities Divisions.

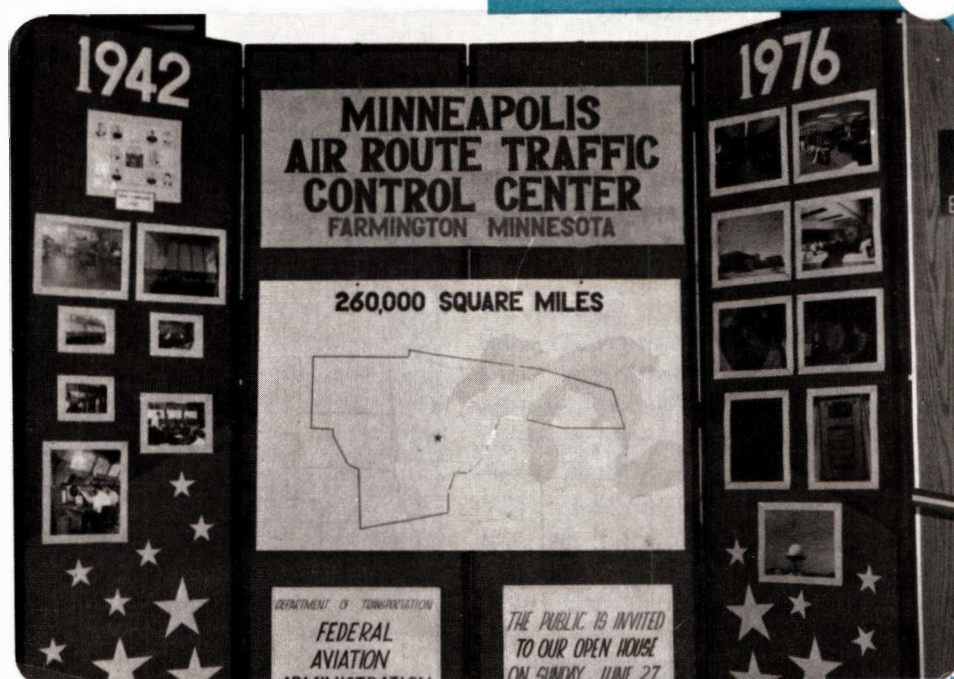
The St. Louis air show, for which Bi-State Tower (E. Alton, Ill.) controllers provided communications and acted as coordinators, was viewed by an estimated 800,000 people on the Mississippi riverfront, in the shadow of the Gateway Arch.

Controllers at the Lansing, Mich., Capital City Airport logged over 3,000 operations during the two-day Bicentennial Air Show, while at the Springfield, Ill., Capital Airport, controllers greeted more than 1,500 visitors who toured the tower and radar approach

*Bill Conhairer (left) and Burt Winters of the Traverse City, Mich., AF Sector Field Office created a big bang with the model cannon they constructed. It was much in demand for patriotic celebrations.*



*Among the many displays at the Minneapolis ARTCC open house organized by team supervisor Bob Smith was one showing the evolution of the center over the last 34 years, of particular interest to the past and present employees and families who were allocated their own open house day.*



control facility during an open house. Thousands more were treated to live radar displays and a videotape of ATC procedures in the terminal between air show demonstrations. Controllers at



# 'T WAS A GRAND BIRTHDAY FOR AVIATION AND THE FAA



*Despite the gathered aviation expertise, none of these regional office types succeeded in improving the state-of-the-art of paper airplane making or flying during the bicentennial observance.*



*In Indianapolis, two center employees won awards in bicentennial competitions: controller Don Gottman for his 7x16-foot painting of the flag on his garage door and team supervisor Dick Moyer for decorating the fire plug in front of his home.*







*Capital City Airport, Lansing, Mich.*

both events were cited for outstanding jobs.

Almost every small- and medium-size airport seemed to have its own air show, with Dayton, Ohio—"The Birthplace of Aviation"—and Oshkosh, Wis., among those drawing the largest crowds. Wittman Field at Oshkosh was temporarily the world's busiest airport during the Experimental Aircraft Association Fly-In that takes place there each year.

Among other colorful air shows where a facility open house was a feature were those at Cleveland; South Bend, Ind.; Janesville, Wis.; Youngstown, Ohio; Detroit; Fort Wayne, Ind.; and Grand Rapids, Mich. At Galesburg, Ill., a gathering of Stearman biplanes brought large crowds to watch those oldies fly. Minneapolis and Cleveland Center annual open houses were others with a bicentennial theme. At New Carlisle, Ind., two themes were combined in the "Wright Bicentennial Festival."

FAAers also worked as individuals to celebrate the bicentennial. Lester Case, tower chief at Minneapolis-St. Paul International Airport, served for almost two years as chairman of the Federal Executive Board Bicentennial Committee. He was cited by the FEB for motivating the 16,000 public servants of the region to recognize the bicentennial for its historical and current significance.

At the regional office, an ad hoc



*Exercising his muscles is Al Strandgard, Great Lakes Management Systems Division, as Ralph Wasem of the building management firm supports a "memorial" Norway maple being planted on the regional office grounds as part of the RO's bicentennial observance.*



*Ross Field, Benton Harbor, Mich.*

bicentennial committee, led by Al Strandgard of Management Systems, gathered employees for an al fresco lunchtime concert of patriotic music by the U.S. Army Band from Fort Sheridan, Ill., for model aircraft and antique displays, a paper-airplane contest, tree-planting ceremonies and, naturally, speeches. The public affairs office contributed a color photo exhibit of famous landmarks and scenery.

From the oldest exhibitions—balloon races and demonstrations at air

shows—to the newest—the O'Hare press day at which ARTS III simulators were introduced—aviation was an important part of the region's bicentennial celebration. While the "fun side" of aviation undoubtedly drew many spectators to the air shows and facility open houses, the visitors also benefited from a new awareness the role of transportation in this nation's development and the part played by aviation, airports and the FAA.

—By Marjorie Kriz





# A Creative Design



To the provincial-minded, it looks a little like a Pizza Hut, but to those with an eye for Pacific culture, the new Saipan International Airport terminal is a perfect complement to its surroundings—typical of the thatched huts common to Micronesia.

So well suited are the terminal and grounds that the FAA selected this note facility in the Marianas Islands for its Airport Beautification Award, the first to be given outside of the mainland U.S.

Pacific-Asia Region Director Robert Ziegler, who presented the award this past summer at the airport's dedication, praised the airport as one of the most beautiful he had seen. He said the designers of the airport have "effectively melded the ancient with the modern in airport architecture and have made excellent use of a wide variety of indigenous trees and shrubberies to enhance the stately, sweeping roof lines of the terminal buildings."

Indeed, the attractive gardens at both

ends of the terminal complex not only serve for aesthetics but also as holding areas for passengers and airport visitors. Ziegler added, "It's a showcase of what creative planning can do to beautify the airport environment."

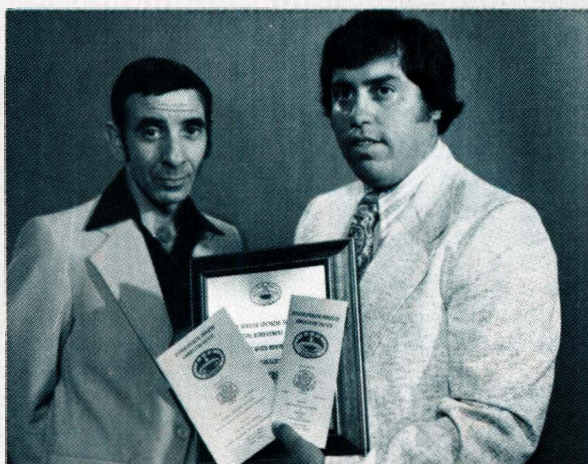
In turn, Airports Division chief Herman Bliss accepted a Certificate of Appreciation for the FAA from the Marianas Islands Airport Authority for its outstanding support of the construction, which was funded by ADAP for \$3.5 million.

The Saipan Airport, which accommodates wide-bodied jets, has a rebuilt World War II runway, 8,700 feet long and 200 feet wide, and a single 75-foot wide taxiway that leads to an expandable parking apron that now can handle three large aircraft.

The terminal encompasses departure and arrival buildings, a holding room, duty-free shop, restaurant, bar, shops, airline offices, tour companies and parking for 300 cars.



# FACES and PLACES

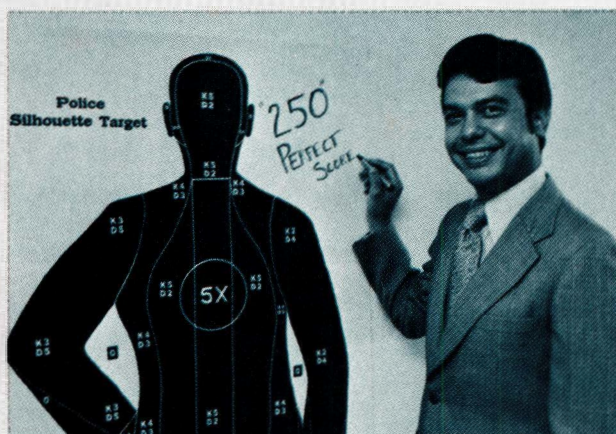


**SYMBOLIZERS**—Illustrator Charles A. Iannaci (left) and EEO staffer Henry M. Perez of the Southwest Region were cited recently by the Spanish Speaking Coordinating Council of the Federal Executive Board for designing a graphic symbol for the council. The symbol was adopted by the Southwest council and is being considered by the national council.

**TOP HONORS**—Eastern Region Director William Morgan presents the Regional Air Traffic Facility of the Year Award for 1975 to Philadelphia FSS chief Norman Hopkins (right), as Air Traffic Division chief Ray Van Vuren looks on.



**ANNIVERSARY SALE**—As part of the 50th Anniversary of commercial aviation and the bicentennial celebration, FAA participated in a large display at the La Cumbre shopping plaza in Santa Barbara, Calif. Tower chief Neil Bettenhausen, assistant chief Art Grueneberger and controller David Broadfoot worked on this display and, with FSS personnel, answered questions, distributed material and played recordings of controller-pilot communications. Airlines, aircraft, the 99s and other aviation segments were also represented.



**HOT SHOT**—Ray Salazar, Northwest Region security inspector, made a perfect score on the pistol range during a refresher course for Federal Air Marshals at the FBI Academy in Quantico, Va. He was commended for his achievement by Region Director Chris Walk.



**SMILE FOR THE BIRDIE**—Bill Pitchford (center), Great Lakes photographer, accepts congratulations from Region Director John Cyrocki for his being listed in "Who's Who in the Midwest" and his being designated an Electo in the PPAA Hall of Fame by the Professional Photographers' Association of America. Looking on is Logistics chief Harley Becker.

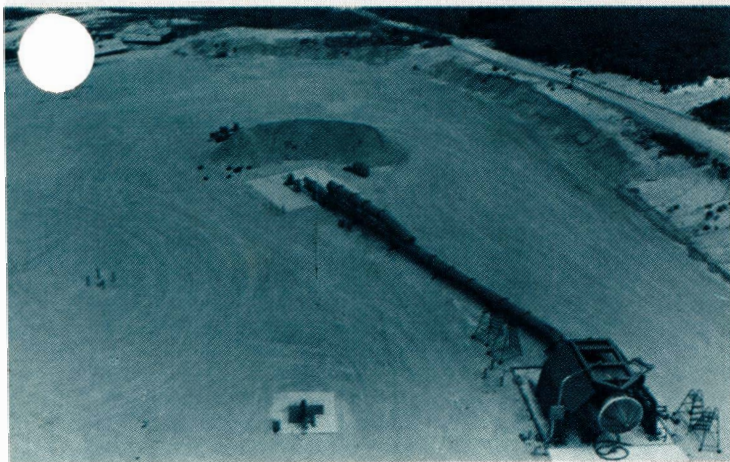
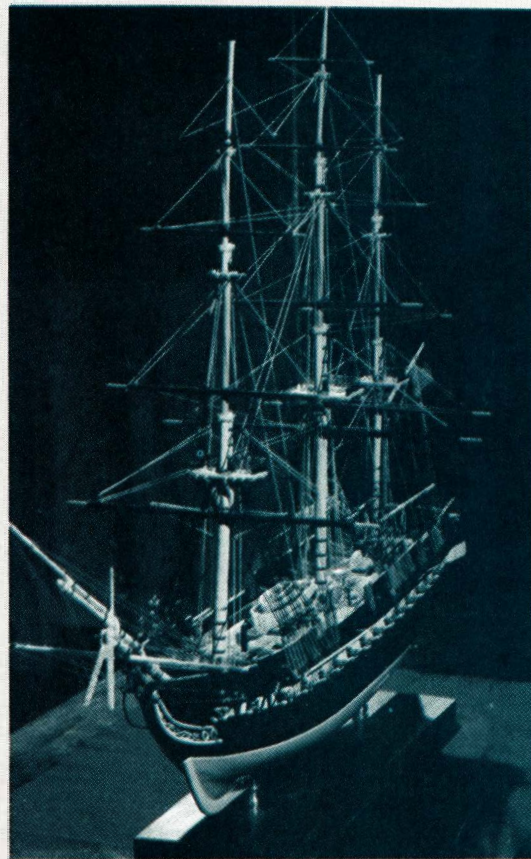
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**HI THERE**—During a recent visit to FAA overseas facilities, Administrator John L. McLucas greeted Stephanie Anne Shaw, daughter of Floyd Shaw, chief of the agency's Aircraft and Avionics Maintenance Section located in Frankfurt, Germany.

**YOUNG OLD IRONSIDES**—This 1/96 scale model of the U.S.S. Constitution, the first American-built man o'war, was displayed in the lobby of the Mayflower Hotel and in the DOT Information Center in Washington. It was built by Ben Lee of the Office of Public Affairs over a 14-month period.



**ND**—This is the new Air Blast Test Facility at NAFEC. George Main, Paul Boris, Tony Spezio and Charles Cole are working here in a variety of projects for fire-testing engines and small components and re extinguishers, fire detectors and aviation fluids. The airspeed at stand can exceed 300 knots.



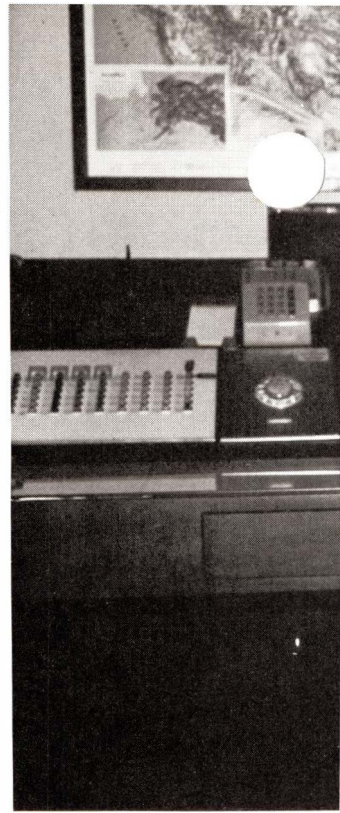
**WEATHER MASTER**—Guam's Resident Director Cle Cox (right) was awarded a Certificate of Achievement for his outstanding preparation for Typhoon Pamela that resulted in no serious injuries to FAAers and little FAA housing damage. Making the presentation is Pacific-Asia Region Director Robert Ziegler.



**FOLKLIFE AIRPORT**—A portable tower was set up at the Bicentennial Transportation Folklife Festival on the mall in Washington, D.C., this past summer, with the cooperation of FAA and the Air Traffic Control Association. At the exhibit were (left to right) Glenn Bales, then of the ATS Terminal Evaluation Staff, now St. Louis Tower; Joe O'Brien, chief of R&D Flow Control Branch; Jim Loos, acting chief of Air Navigation Branch, International Aviation Affairs; Raymond Belanger, Director of Air Traffic Service; William Flener, Associate Administrator for Air Traffic and Airway Facilities; and Ed Gillet, assistant chief of the Pensacola, Fla., Tower.



# PLUCKY ATCS SITS TALL IN THE SADDLE



**O**n the back of his wheelchair is a small, printed sign reading, "Who says Pruitt can't do it?"

After you get to know Pruett Helm, you can understand the question. There are very few things Pruett can't do, even though he is a paraplegic. He drives a car, flies an airplane, rides horseback, and, when he's not helping his pretty wife Sherrie with the horses on their ranch, he works as a duty officer in the Rocky Mountain Region's headquarters building.

Until Nov. 11, 1966, Pruett's life was not unlike other young Americans. Born in Denver, Colo., in 1944, he was graduated from George Washington High School, took extension courses from the University of Colorado and called himself a "ski bum" at Breckenridge, Colo. In 1963, he joined the U.S. Army to become a helicopter pilot and flew a UH-1 in Korea before volunteering to go to Vietnam.

"I was flying gunships," said Pruett. "It was exciting and thrilling. I was 22 years old, fully confident of my abilities and believed nothing could happen to prevent me from becoming a commercial pilot after my military hitch."

Then, on November 11 (Veterans' Day), he volunteered to fly a mission

over Cambodia, and his helicopter was hit. Pilots who saw his plane crash and explode assumed all four crew members were killed. After two days of searching, a rescue group found Pruett and his crew still alive, but seriously injured. Pruett was suffering from shock and kidney failure, and he was paralyzed from the waist down.

Brought back to Fitzsimons Army Medical Center in Denver, where for months it was a fight to live, Pruett assessed his plight. He called himself an angry young man who didn't want to be a watch repairman. He appreciated the Purple Heart, the Air Medal with clusters and the campaign ribbons, but what he wanted most was a future with peace of mind. He also felt strongly about draft dodgers and those who deserted their military units, believing there should be no amnesty.

The rehabilitation program at Fitzsimons was a good one, and soon Pruett was planning a career with the Federal Aviation Administration. He knew he could control aircraft and he applied for the position of air traffic controller with the Civil Service Commission. There was some resistance—for instance, he was told he could not work in a control tower because he could not evacuate the tower in case of emergency, and the Air Traffic



*Helm flies an airplane borrowed from a paraplegic friend that is equipped with a hand control for the rudder and brakes.*

Control Center at Longmont, Colo., also presented problems in letting him prove himself. But after a year of "sweating it out," he was accepted at the Denver Flight Service Station.

While becoming proficient as a station specialist, Pruett was named Outstanding Handicapped Employee of the Year for 1970 in the Federal Aviation Administration and the Department of Transportation and was selected to be





*The sign on the back of Pruet Helm's wheelchair—"Who says Pruitt can't do it?"—reflects his attitude toward his job and meeting life's challenges.*



*Riding a Morgan horse is Pruet Helm's favorite pasttime. He can mount and dismount without help from his wife, Sherrie.*

one of the top 10 Federal employees in the nation. He earned three Special Achievement Awards and four Letters of Commendation.

When asked if he felt his handicap affected his FAA career, Pruet replied, "No. I believe I can handle any task job they have within my range of training. I might have bid on jobs that would have caused me to move, but I prefer to live in the Denver area."

Pruett and his wife Sherrie live on a 22-acre ranch about 20 miles from Denver near Parker, Colo., where they raise purebred Morgan horses. It was the "horse" that brought about major changes in Pruet's life after he was discharged from Fitzsimons.

When Pruet's father realized that his son could no longer hike in the Colorado Rockies—take those backpack trips they used to—Leonard

Helm bought a horse for his son to ride. Now Pruet could accompany his father in the mountains again. However, Pruet's first ride was a disaster when the horse threw him and he wound up back in the hospital.

A physical therapist at Fitzsimons told Pruet about a Morgan horse and how to handle it. Soon, he and his father were back in the mountains with Pruet on the Morgan and Leonard hiking beside him.

Riding horses became a serious hobby for Pruet, and this led to driving a sulky in horse shows. During a horse show at Estes Park, Colo., he met Sherrie. "By the end of the show I knew she was to become my life's companion. We were attracted to each other, and we both loved horses," said Pruet.

In 1972 Pruet and Sherrie were married, and since apartment living didn't work out for raising horses, they planned a ranch house to be built on some property Pruet owned near Parker. They named it "The Iron Forge" and designed it so Pruet could move easily from the house to the garage to the barns in his wheelchair.

They decided to raise only the best Morgan horses, and today they own eight of the best. Expensive? Yes, but they hope to make it pay when their reputation grows. Sherrie helps by working as a dental technician, and they minimize their social life. So, they are making it financially.

Pruett says, "We are very fortunate. Sherrie is a wonderful person, and we have a lot going for us."

Sherrie says, "Pruett is a remarkable guy."

Which brings us back to the sign on his wheelchair—Who says Pruet can't do it?

—Story and photos by Al Barnes



(Continued from page 2)

advertised in more than one series. In such cases, the exact title and series may be based on the qualifications of the selectee. This is consistent with provisions of the Federal Personnel Manual. Finally, selecting officials may select any candidate on the promotion list.

**Q** I successfully bid on a slot three years ago for maintaining ILS VOR. Since then, I have certified on these facilities plus several more, including a TACAN some distance away, which another technician maintains. My chief has suggested that I swap positions with him for six months to a year to better understand the TACAN. I don't want to do this. Is it mandatory? If it's mandatory, then why put duties on the vacancy announcement? I hadn't bid on the basis of location, since I'd rather be in my hometown, which is elsewhere. Also, does the supervisor have the right to assign my call back duties to a trainee on a first callout basis? If I'm responsible for the maintenance, why shouldn't I have the overtime pay, if any?

**A** While it is not mandatory that the workloads be rotated, management has the prerogative and duty to assign the workload to each position for the greatest benefit to FAA. As in this case, it is sometimes necessary for the supervisor to assign a person a certain workload to ensure that he gains enough experience to maintain the proficiency necessary to retain his certification credentials. It is the region's policy to advertise each position to show the workload assignment at that time. This is to let the potential bidders know which career field the job is in and to establish the criteria by which the bidders will be ranked. This does not imply that the duties of the position will always remain the same, as circumstances may dictate that the workload be changed. It is not permissible to assign callback duties to a trainee. For assignment to callback responsibility, a person must hold certification authority on the facility involved, and, in fact, your Sector Field Office advises that only journeyman-level technicians have been assigned callback duties.

**Q** Attached are two Standard Form 50s, one from the Southwest Region and one from the Great Lakes Region. I would like to know why one was allowed night-shift differential in computing the base rate of pay for conversion from wage grade to general schedule, in accordance with FPM-532-1 S-82 (3), and one was not.

**A** This question was raised earlier and responded to in "Direct Line" in the July issue of FAA WORLD. The problem occurs because the existing regulations contain different definitions of "rate of basic pay." As stated in our earlier response, we have asked the Civil Service Commission for clarifications in order to assure equitable

treatment for all employees. The commission has not yet responded to our request for a determination.

**Q** I just completed a 13-week course in Oklahoma City and found that one-half of the class was authorized privately-owned vehicle travel from their home stations to the Academy. The other half was not and had to fly or take annual leave if they wanted a car for the 13-week stay. There were even two people from the same region, and only one was authorized POV. How many FAAs are there? I thought we all worked for the same government and the same FAA. I feel it is very unfair to ask a person to go to Oklahoma City for this long without a car, even though there's no problem in getting to class because of the bus service. But what about food buying, days off, etc.?

**A** Of course, there is only one FAA, but as in many other regulatory areas, discretionary authority is provided the many travel-authorizing officials to permit them to make individual determinations of which transportation mode is advantageous to the government. Circumstances peculiar to the individual trainee (such as handicapped) or the requirements of his office or facility are factors involved in this determination, the criteria of which, spelled out in the travel regulations, include direct costs and indirect costs, such as time lost in excess travel time. Thus, it would follow that the circumstances in individual cases, even within the same region, could vary sufficiently to alter the mode of transportation for students attending the Academy. Personal requirements for a POV would dictate taking annual leave for the purpose.

**Q** As stated in the directive concerned, higher grades receive more than lower grades for Special Achievement Awards. Why? I can understand such in Quality Within Grade awards because of the normal salary increments, but why a one-time achievement award?

**A** In the Federal Personnel Manual, the Civil Service Commission provides for the granting of Special Achievement Awards for sustained superior performance, and gives an awards table that may be used by agencies. The CSC table is as follows:

GS 1-4	\$100-\$150
GS 5-8	\$150-\$200
GS 9-11	\$200-\$250
GS 12-13	\$250-\$300
GS 14-18	\$300-\$350

The table contained in the agency's Incentive Awards Program, Order 3450.7C, uses the same figures, except the top award for each grade is equivalent to a step increase rounded to the next even \$25. In brief, the agency is merely patterning its program after CSC's recommendation, which provides for higher awards for higher grades.



# WORD SEARCH

by Greg W. Rising, Imperial,  
Calif., Tower

Here, fans, is another puzzle, this time on airport-related words and contractions. The words read forward, backward, up, down and diagonally but are always in a straight line and never skip letters. The words overlap, and letters are used more than once.

Use the word list if you must, but try covering it first. All 49 words can be found. Circle those you do find and cross them off the list. The words "cargo area" have been circled to get you started. When you give up, the answers may be found on page 19.

V P H N O I T C U R T S B O N D B A W Y  
I E E A U F L I G H T S E R V I C E A K  
G N L P T O O S L E L B A R A P R W S C  
H A I P E S C N O R P A C A N U N S H U  
S L P R R T A X I W A Y O A N U R H R R  
S T A O R P L V A S I B N U R E E A A T  
E Y D A G L I D E S L O P E T G T D C L  
E B C C N N Z A R A I A F E B E A E K E  
D O M H W W E N S N R P M A R R G S A U  
N X W I R O R T N E L O N U M B E R S F  
O A I G A D F E A O M A E R A O G R A C  
R N N H G E R N R E N I L R E T N E C T  
D K D T N I O N N F M I R L R E W O T A  
E C T C A T R A N S M I S S O M E T E R  
H O E S H Q U S N O I T C E S R E T N I  
A S E G M E N T E D C I R C L E N F A T  
R D G N I K R A P F I R E S T A T I O N  
T N D L O H S E R H T D E C A L P S I D  
E I S R O T A C I D N I C I F F A R T L  
T W C U S T O M S L A N I M R E T V O R

ANEMOMETER  
ANTENNAS  
APPROACH  
APRON  
BEACON  
BLAST FENCE  
CARGO AREA  
CENTERLINE  
CUSTOMS  
DEPLACED THRESHOLD  
FIRE STATION  
FLIGHT SERVICE  
FUEL TRUCK  
GAS  
GATE

GLIDE SLOPE  
HANGAR  
HELIPAD  
ILS  
INTERSECTION  
LOCALIZER  
MIRL  
NDB  
OBSTRUCTION  
PARKING  
PENALTY BOX  
RADAR  
RAMP  
RATCF  
REIL  
RUN-UP AREA

RUNWAY  
SEGMENTED CIRCLE  
SHADES  
TARGET  
TAXIWAY  
TERMINAL

TETRAHEDRON  
TIEDOWN  
TOWER  
TRACON  
TRAFFIC INDICATORS  
TRANSMISSOMETER

VASI  
VOR  
WASH RACK  
WIND SOCK  
WIND TEE

## A PRAGMATIC VIEWPOINT

To the Editor:

The "Mental Minute" problem appearing on page 6 of the September 1976 issue of *FAA WORLD* is certainly worth the reader's minute of recreation time in attempting to solve the puzzle, but it does serve, unintentionally perhaps, to illustrate that for realistic problems facing management, the solution you offer is misleading—and probably wrong.

The data presented are that A and B working together can do a job in six days; and A and C working together can do a job in eight days.

At a glance, a hard-boiled manager (i.e.: one who hasn't received the benefits of Management Training School at Oklahoma City) might decide that C is a drag, who is pulling down the performance of both A and B. If C were sent home, the job could be done in four days. However, the solution offered on page 14 indicates that with the application of a little simple algebra and C's help, the job can be accomplished in 3-9/13 days, a clear savings of 4/13 of a day.

The problem highlights an issue with

which economists, working shoulder-to-shoulder with management to help make rational decisions, must deal with every day. And that is, it is essential to know the manager's objective in solving the problem: What is the standard of performance by which the solution will be judged?

Three such standards suggest themselves, and all are rational judgments: 1) the job must be done in the fastest possible time; 2) The job must be done at lowest cost; 3) The job must be done at lowest cost subject to the constraint that it be finished in an acceptable time, which must be defined.

It is only for the first standard—the shortest time—that the solution you offer is superior. To supply an answer for the equally realistic and more prevalent types of decisions required in the second and third standards, we would have to know something about the relative costs to hire A, B and C.

According to a time-honored economic theory (read as "old fashioned") that holds that wage rates are set in accordance with the worker's added contribution to the completion of a job, the data provided in the

puzzle indicates that C should be paid a wage that is one-seventh of that paid to B or one-fifth of that paid to A, assuming that the job is worth doing. Judged by the second or third standards, any demand on C's part for equal wages should result in his being sent home.

The lesson in all this is a simple one that has been voiced by those eminent philosophers singing their fatherly hearts out in the musical "The Fantasticks." When it comes to Broadway, puzzles in *FAA WORLD* and especially economics, "the quality of the rape depends on what you pay."

Seymour M. Horowitz  
Economist  
Office of Systems Engineering  
Management

[We had expected our readers to exercise their brains for a minute with "The Mental Minute," but we had no idea how profound a significance was attached to it. Next time, we may stick to apples and pebbles!—Ed.]



# FEDERAL NOTEBOOK

## THE RETIREMENT SCENE

The kicker is dead. Despite expectations that the proviso would be bottled up in the Senate, the amendment to the legislative appropriations bill passed, but with saving graces: It provides for automatic adjustments of retirement pay every March and September pegged to the Consumer Price Index. The President was expected to sign.

■ Another setback was the provisions in the tax reform bill that cut out sick-leave tax exclusions for all but totally and permanently disabled retirees, set a new age and income limit even for those eligibles and dropped any grandfather clause for those already retired on disability. In addition, the tax exclusion for current employees with extended illnesses was eliminated.

## IN THE COMMITTEE ROOMS

Sens. Frank Moss (Utah) and Barry Goldwater (Ariz) have proposed an omnibus reorganization plan for all Senate committees, which includes abolishing the Post Office and Civil Service Committee, whose functions would transfer to a new committee on government affairs. ■ On the House side, Rep. Morris Udall (Ariz), who is expected to take over the chairmanship of the PO & CS Committee, told Federal Times he will try to rouse the committee out of its lethargy. One idea he has is to set up a permanent investigative group in the committee "to blow the whistle on whoever is trying to bend the rules" in the bureaucracy.

## NEW INITIATIVES ON HEALTH INSURANCE

The Department of Health, Education and Welfare has proposed an attack on the costs of health care to permit the development of a comprehensive

national health insurance program. Changes needed, HEW said, included greater control over hospital purchases of expensive equipment, government coverage of home and clinic care, stricter control over treatments doctors give and gearing insurance payments to have nurses and paramedics do some of the work now performed by higher priced doctors. ■ Sunshine is now hitting health insurance. The House Civil Service Insurance Subcommittee has designated a General Accounting Office official to sit in on premium and benefits negotiations between CSC and the carriers. And the U.S. District Court for the District of Columbia ruled in favor of NAGE that CSC must make public premium and benefits proposals under the Freedom of Information Act. HR 11538 was introduced in the last session by Rep. Gladys Spellman (Md) to require CSC to disclose proposals, and either house of Congress would be able to disapprove of rate increases by resolution. The bill died but is expected to be reintroduced.

## APPLICATION REVAMPING

CSC will no longer require answers to questions on organization membership on Standard Form 171 and has ordered deletion of medical information questions. Such information will be sought at the time of hiring.

## BACK PAY CHANGED

The item in the September "Federal Notebook" on the GAO deciding on back pay for details to higher grade jobs for more than 120 days has changed. GAO had agreed with a CSC Appeals Board ruling on the matter, but now CSC is rethinking the Appeals Board decision, leaving the matter up in the air.



began with a low-frequency rumbling and culminated in the feeling of being shaken by some giant hand and being engulfed in a continuous drumming sound.

It was an earthquake, but Glenn Miller and his wife Bonnie were experiencing it while scuba diving at 40 feet. Miller is an electronics technician in Guam.

Miller, his wife and fellow diver Greg Guzman were diving at Gabgab Beach in the outer portion of Apra Harbor, Guam, last year when a quake of 6.25 magnitude on the Richter Scale struck.

"For the first five seconds or so," Miller recounted, "I assumed the smaller initial shocks were caused by blasting on a wreck at the harbor mouth that was being cleared by a Japanese salvage team. At about 30 seconds into the quake, we were being bombarded by shock waves from the face of the reef. The area of our dive along the reef face, which is inclined at about 70 degrees and extends to a depth of 95 feet, with many ledges and beautiful coral formations.

"The three of us had just ascended from the ledges at 60 feet and were beginning to photograph a large nest of anemone clownfish when we felt it. Under water, the quake felt severe, but friends who were standing on the reef in shallow water with their heads out of the water felt nothing. The effect to us at first was like that of a very large ship passing directly overhead with its screws out of synchronization and running at high speed.

"Greg Guzman had assumed his tank safety plug had blown or that his regulator was malfunctioning and began a free ascent. It took about five or 10 seconds for us to realize that we were all feeling this phenomenon, so localized were the vibrations.

"Bonnie and I started for the surface and were met by Greg who was rising to us. The earthquake stopped partly as we neared the surface. It lasted about one minute.

"After regaining our composure, we descended along the reef face to see if any major damage had occurred. We

# A Shock at Gabgab



*Glenn and Bonnie Miller explore Guam's reef life during calmer moments.*

found numerous new cracks in the coral and were able with very slight pressure to cause a large piece of a ledge to break free. We had noticed earlier during our ascent that the sediment on the reef had risen four to five inches from the reef as if a giant ultrasonic cleaner was at work. Now the sediment had resettled.

"I found out that this was the worst

earthquake to have hit the area in 40 years. Though not at the epicenter, Guam was the hardest hit, with many businesses losing stock from their shelves and some structural damage in widely scattered locations. Fortunately, no one was injured, but the three of us had a unique—though somewhat frightening—experience and a strange entry to put in our diving logbooks."





Contest newsletter publisher Roger Tyndall is by profession a controller on the low-east sector at the Jacksonville ARTCC. Next to him is air traffic controller Lois Herron.

A Time-Life TV cameraman records Tyndall for a television show at work on the newsletter in his home office.



“Somebody has to win all that loot being offered in all those contests and sweepstakes, so why shouldn’t it be me?” Sound familiar? The only difference between me and thee is that some people work at it, like Roger C. Tyndall.

Tyndall is a controller at the Jacksonville Center and has been in the FAA for six years. Before that he was an IRS agent, and perhaps that’s why he has an affinity for money that’s led to a profitable avocation.

Tyndall and his wife, Carolyn, have been avid “contesters” for years and with winning ways. In the last five years, they have won more than 100 prizes, including a trip to Tahiti, pearls, two color TV sets, transistor radios, watches and a 10-speed bicycle.

What started out as a hobby, however, developed into a sideline business. If their techniques and knowledge worked for them, why not supply advice to others, they reasoned. Tyndall sought to purchase a contest newsletter whose owner was retiring, but the owner’s loyalty to his subscribers prevented him from selling the mailing lists.

“So, I started with no subscribers,” Tyndall explained. “But I was able to do it because I had been collecting lists of winners from previous contests. I collect almost anything, but this is one time it paid off.” He sent out 20,000 copies of his first issue of “Contest News-Letter” (October 1975), includ-

## He’s Got Winning Ways

ing some to a variety of newspapers and other publications.

The first to run an item was *Changing Times*, from which he got a response of 10,000 inquiries that netted him 1,000 subscriptions. Others picking up the bait were *McCall’s*, *Gentlemen’s Quarterly*, *Ladies Home Journal* and *Glamour*. “A million dollars worth of free publicity,” Tyndall commented. In addition, this year, he was interviewed and filmed for a Time-Life TV program that was broadcast on 50 stations.

The newsletter has grown so rapidly during the year of its existence that at one point Carolyn Tyndall had to take a leave of absence from her postal job to handle the flood. Roger says he couldn’t do without her assistance. But Carolyn is also the expert on and in charge of cooking, sewing and recipe contests.

He tries to do things a little differently from his competition, which has helped boost his circulation to about 4,000, and he’s looking to 5,000 by January 1. This is a far cry from the 2,000 boasted by the newsletter he had tried to buy, which had been in operation for 25 years. His subscribers are from all 50 states, Canada and the Virgin Islands, and he’s received inquiries from Europe and Mexico.

He interviews contest judging agencies and runs such information in his newsletter. Recently, he sought and was permitted to observe a sweepstakes drawing.

He gets his information by subscribing to a couple score newspapers, magazines and trade journals, like *Advertising Age*. He considers *Woman’s Day* and *Family Circle* good sources, and he solicits information from his subscribers, offering in exchange entry blanks from other contests or sweepstakes. (A contest requires some skill or work; a sweepstakes is pure chance.) He also solicits reports about his subscribers who win, and he prints their tales.

In one case, he had been apprised of a sweepstakes and had written to the company for entry blanks because none were available at retail. He received just two blanks and sent one to a friend and helper, former controller Ed Nelson. Nelson has been entering contests and sweeps for many years. The blank reached him on the closing day of the sweepstakes and he mailed it off immediately. He was the grand prize winner for a trip to Sweden, which took him and his father to near where his father was born. Tyndall likes to hear stories like that.



# SMALL WORLD

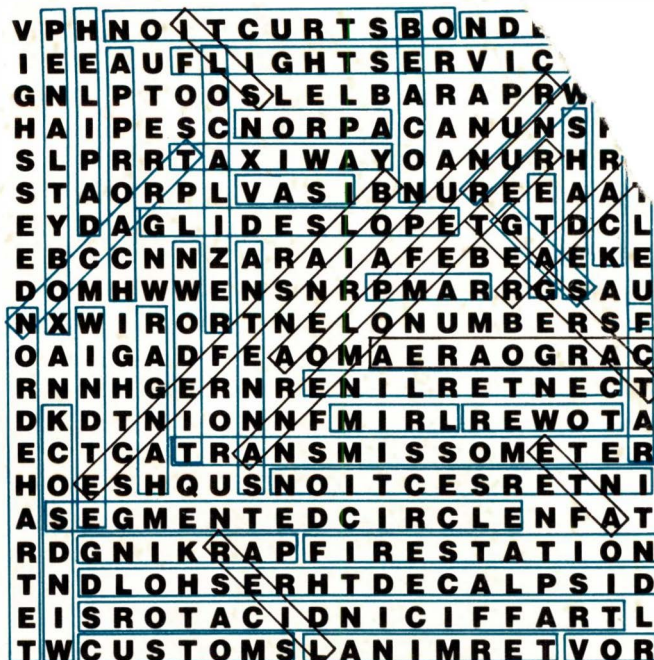
**MIXED BLESSING . . .** One of the oldest—and truest—maxims of aviation is that drinking and flying don't mix. We think we've found an exception to that rule—or at least a partial exception. *The Weekly of Business Aviation* recently reported that the pilot of a Cessna Cardinal with three people on board was able to make a safe landing at the South Norfolk, Va., airport only because he had a bottle of Bloody Mary mix in the cabin. The problem was a landing gear that wouldn't lock into position because, it was discovered, the hydraulic system which operated the gear was dry. After some discussion by radio with airport personnel, the pilot decided to pour the Bloody Mary mix into the hydraulic tank and use the hand pump to get the gear into place. The scheme worked and the pilot touched down on the runway without incident.

**MAKING ENDS MEET . . .** You wonder what a rancher with 250,000 head of stock is doing working for FAA. But ATC specialist Bob Morton of the Burley, Ida., probably would say we're misrepresenting his tenure. In fact, he might even take issue with the term "head of stock," since he's now raising earthworms during his off-duty hours to pick up a little extra money and admits he can't tell one end of those wiggly little creatures from the other. Then again, he says it really doesn't matter. His "herd" is multiplying at a very rapid rate, so he's concluded that the earthworms can tell the difference. And that's all that really counts, he adds.

**THEM THAT HAS, GETS . . .** When the Central Region held an "oldest savings bond" contest to stimulate more people to invest in America, Loretta McMillan of the Airways Facilities Division came in with the winner. She's been buying a bond per pay period for 34 years, and her oldest is dated May 1, 1942. She figures her original \$18.75 investment on that one is worth about \$65 now. Her prize for bringing in the oldest bond, of course, was another bond, which sounds like carrying coals to Newcastle.

**THE BEST DEFENSE IS A GOOD OFFENSE . . .** The Western Region *Intercom* recently carried an article on the Ford Tri-Motor, using a drawing of a Fokker Tri-Motor to illustrate the story. When Accident Prevention Coordinator Dick Kregel pointed out the discrepancy, the *Intercom* editors ran another article saying that they had used the wrong picture on purpose to see if anyone was paying attention. They even chided Western Region employees because only one of them caught the "mistake." Jewish people have a word for this. The word is "chutzpah."

## WORD SEARCH Puzzle on p.



### HAVE YOU MOVED?

We miss your readership! If FAA WORLD has not kept up with the pace of your job mobility or computer gremlins have fouled up your mailing label, now is the time to make a correction.

Fill out this form with your new address and social security number, and glue, tape or staple the mailing label in the old address space below. Under the Privacy Act of 1974, disclosure of your Social Security Number is optional but is requested under the authority of the Federal Personnel Manual. However, unless the data requested is complete, home mailing of the magazine will be denied. If you haven't been receiving the magazine at all, fill in the last address at which you did receive it.

Mail this coupon to the office in your region that is indicated by routing symbols on page 3 of this issue.

#### NEW ADDRESS

S.S. No. \_\_\_\_\_  
Name \_\_\_\_\_  
Street \_\_\_\_\_  
City \_\_\_\_\_  
State \_\_\_\_\_ Zip \_\_\_\_\_

#### OLD ADDRESS

Name \_\_\_\_\_  
Street \_\_\_\_\_  
City \_\_\_\_\_  
State \_\_\_\_\_ Zip \_\_\_\_\_



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