



US Department of Transportation
Federal Aviation Administration
Alaskan Region

*Revised
Letter*

1992 — A Year of Change



— A Year of Challenge



1992 — A Year of Change



Jacqueline Smith

*I*t was a year of change. It was a year of challenge. It was — Actually, it was a year of musical chairs!

Regional Administrator **Ted Beckloff** departed the Alaskan Region for Southern Region and was replaced by our new Regional Administrator, **Jacque Smith**, on April 7, 1992.

Jacque Smith came to us from the Great Lakes Region where she was Deputy Regional Administrator.

Deputy Regional Administrator **Don Keil, Jr.**, retired. Acting Deputy **Andy Billick** returned to his “real” job as Assistant Manager in Airway Facilities Division. And our new Deputy Regional Administrator, **Dave Morse**, returned to the Alaskan Region in June from Washington, DC.

At the Headquarters level, FAA Administrator **James Busey** left the agency to work in the Department of Transportation and then went to the Armed Forces Communications and Electronics Association. The “almost” new Administrator, **Jerry Curry**, withdrew his nomination and stayed with the National Highway Traffic Safety Administration. Retired Air

Force General **Thomas C. Richards** was confirmed as FAA Administrator on June 9.

Secretary of Transportation **Sam Skinner** left the Department at the end of 1991. In March, **Andrew Card** was sworn in as the new Secretary of Transportation.

November brought election time, and **President George Bush** began the transition for incoming **President Bill Clinton**.

So the musical chair game begins again for 1993.



Dave Morse



Alaskan Region Annual Report 1992 A yearbook for employees

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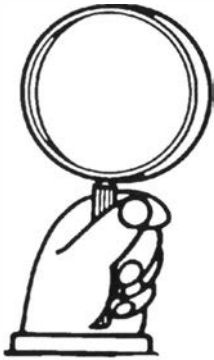
Public Affairs Officer
Joette Storm



Civil Aviation Security Division



Jim Derry



“What’s New With Security?”

*F*or our friends who have recently asked, “What’s new with security,” boy, do we have an answer!

In the last fiscal year:

- ✈ The division moved from the hothouse of E Module third floor to the downstairs greenhouse of G Module.
- ✈ We increased our strength from 16 to 29, with 10 new hires and three transfers from other FAA offices.
- ✈ We sent 25 agents to 33 required training courses, 13 to TQM training, and 25 employees received OATS training.
- ✈ We conducted 58 airport, 164 air carrier, 458 hazardous materials, and 52 FAA physical security inspections.
- ✈ We supported other FAA regions by conducting over 10 foreign airport assessments and 17 U.S. air carrier foreign station inspections in the countries of Nigeria, Germany, Indonesia, Russian Far East, and the United Kingdom.
- ✈ We provided technical assistance in opening Magadan and Khabarovsk airports to U.S. air commerce in the Russian Far East.
- ✈ We addressed security concerns ranging from airport security to hazardous materials transportation in public forums on over three dozen occasions.
- ✈ We completed a joint FAA-FBI vulnerability assessment of Anchorage International Airport and its tenants in support of a prototype national threat assessment program.
- ✈ We sent our manager to Washington to help Headquarters handle their haz-mat hassles.
- ✈ We worked an average of 10 hours of overtime a pay period, per person, just to keep up with the workload.
- ✈ We provided on-site design assistance to the Government of Egypt to enhance the overall security of the Cairo International Airport, including daily operations and emergency operations centers.

“And You Thought We Never Did Anything!”

International Aviation Activity



Charlene Derry



Russian helicopter in Nome, bound for Columbus Day celebration in Florida.

Alaskan Region International Program: The 1991 avalanche of activity continued to gain speed, direction, and mass in 1992. The International Affairs Work Group took on new challenges having global impact involving such countries as Russia, Czechoslovakia, the Commonwealth of Independent States (CIS), China, Japan, Australia, Canada, Finland, France, Norway, Germany, Mexico, Thailand, and many more.

Geographic and political boundaries changed with the break up of the former Soviet Union. The civil aviation infrastructure began and continues a metamorphosis.

In October, the International Program in Alaska was straight-lined to the Office of Policy, Planning, and International Aviation at Headquarters.

Expanded Air Routes: Significant progress was made in opening new shorter Pacific-Far East air routes. These routes will greatly relieve the saturated NOPAC routes and save U.S. air carriers roughly \$11 million in fuel costs the first year of implementation.

The Australian CAA visited Alaska in the summer as they continue their effort to revamp and modernize their airspace and air traffic control system in that country.

The Northern Forum, representing all northern region countries from Scandinavia through Russia, Pacific Rim, Alaska, and Canada, proposed new direct routes with city hubs in a half dozen countries.

Expanded Air Service: In May, Aeroflot commenced twice-weekly direct scheduled service between Moscow and Anchorage/San Francisco, putting Moscow only 9 1/2 hours away. In June, Alaska Airlines recommenced three flights a week to Magadan and Khabarovsk. Northwest Airlines continued demonstration flights of GPS/GLONAS through Russian airspace throughout the year. Kamchatka region requested an informal security survey of Elizova airport at Petropavlovsk, stating intent to internationalize that airport in 1993.



In July, a cross organizational team (Air Traffic, Airway Facilities, Flight Standards, and Airports) from Alaska joined FAA Headquarters and Russian representatives for a 3-week technical assessment in the Russian Far East.



In addition to the scheduled service, Aeroflot averaged 2-3 charters per week. Bering Air and Baker Aviation continued charter service in the North. MarkAir conducted the first commercial charters into Petropavlovsk in May. Era Aviation, through a joint venture agreement and in support of Marathon Oil, placed several of their helicopters on Sakhalin Island to train Russian personnel. Peninsula Airways also received approval to begin charter flights between Alaska and the Russian Far East.

Interest in acquiring Russian aircraft increased, but not without complications. One AN-2 was grounded in Anchorage for several weeks when the original U.S. buyer failed to show.

In January, an AN-124 arrived to export 10 tons of "technical equipment." Department of Justice interest peaked on this, but research revealed the "technical equipment" was actually a popcorn factory.

February saw Russian aircraft flying support for the Hope 92 Russian/American dog sled races across the Bering Strait. In March, a group of five Russian ultralights made the first-ever crossing of the Bering Strait by such aircraft, soon to be followed by the first multi-national hot air balloon crossing. Japanese, Russian, and U.S. crew manned the balloon, which was accompanied by other Russian support aircraft.

In June, over 20 aircraft participating in the Arc en Ciel Round-the-World Air Race transited Russia and Alaska.

In September, two Russian helicopters, an MI-8 and MI-24, bound for Columbus Day ceremonies in Miami arrived in Nome, Alaska, absent any required U.S. Government approvals. Diplomatic and technical discussions and actions by the two governments delayed their departure out of Nome and resulted in their eviction from their hotel rooms due to nonavailability of rooms. FAA and Weather

Service personnel came to their rescue, housing and feeding the crews until commercial lodging was again available. FAA personnel successfully assisted the crews with development of an acceptable flight itinerary, obtaining necessary flight approvals for continuation of the flight in time for the celebrations.

International Harmonization:

Numerous visits by civil aviation officials of the RFE and FAA took place in 1992. Cooperation on standardization of procedures, expansion of familiarization exchange programs, development of common

ATC phraseology guides, and new Letters of Agreement between Anchorage Center and Kamchatka Region ACC's were among some of the accomplishments from these meetings.

In late summer, we witnessed the naturalization ceremony of Nadia Phillips, one of our two Russian translators, as she received U.S. citizenship.

Canadian Connection: Alaska and Canada prepared for Rendezvous '92, the 50-year celebration of construction of the Alaska Highway and World War II Lend-Lease aircraft activities. A joint aviation safety brochure for pilots planning to fly through Canada to Alaska and a special edition of FAA Aviation Safety News were published. A large float plane rally and competition occurred in June from Dawson Creek, B.C., to Fairbanks, Alaska, followed by an air show in Fairbanks in July with the Russian Knight premier military air show team.



*Russian visitors and Regional Administrator **Jacque Smith** discuss the air routes.*

Resource Management Division



The new Resource Management Division logo, designed by division employee **Chuck Miller**, was selected by secret ballot. It exemplifies what our Division is all about: On Target for Quality, with Accounting, Budget, Information Resource Management, and Management Analysis all working

together. All employees in the Division completed Investment in Excellence and TQM Awareness training this year — and 80 percent completed TQM Tools.

Our Division Manager, **Cecelia Hunziker**, was selected to participate in the LEGIS Program this year and spent 6 months on Capitol Hill as part of Senator Robert Dole's staff. (We're not sure, but future Quality Action Teams might be referred to as "Sub-Committees!")

Our Travel Section received special recognition this year for their outstanding customer service and support. Each employee was awarded an engraved cup and certificate as nominees for the Associate Administrator for Airway Facilities National Honorary Award for Excellence. The Travel Forum was also recognized with the AXO Spirit Award in Communica-



Claudia Hoversten

tions. Among the many achievements in the travel arena was the reduction of turnaround time on travel vouchers to an average of 3 days per voucher.



Travel Forum

The entire Accounting Branch has caught the Total Quality Management spirit. There are very active and alive Quality Action Teams in each area of accounting — reviewing processes and pursuing better ways to do business. FY92 accomplishments include the elimination of project capitalization backlog, implementation of Automated Clearing House for "direct deposit" of vendor payments, and coordination with AAL-50 in implementing the VISA card program for small purchases.



*This December shot shows Santa getting a travel advance from our imprest fund cashiers **Bill Ancheta** and **Ron LaCoss**. We may have to request a special interpretation from GSA regarding the authorized mileage rate for POR (privately-owned reindeer).*





Just another fine example of our **teamwork!** One of our two softball teams who participated in this year's Civilair Club Softball Tournament demonstrated the RMD's team spirit and walked off (or ran off) with this year's first place trophy!



In the automation arena, our IRM staff completed a transition this year out of maintaining National systems (*i.e.*, EGATS, TRIMATE, etc.) and into CORN. ("Changing fields," so to speak, or "plowing new ground?") The conversion to CORN involves weeks of training for our computer specialists in the South 40 (or Lower 48). Division Secretary **Carol Pollitt** christens new graduates from the training as "CORNflakes;" we now have several in IRM.

Our management analysts can be seen everywhere, conducting interviews for special studies and surveys, facilitating JQAT's, providing TQM training, etc. Not only did they receive special recognition from within the agency, our analysts received special recognition from the Army and Bureau of Indian Affairs for conducting TQM training classes. Their quality efforts also extended to other government agencies as they initiated and led the Alaska Federal Quality Network, now with 40 participants from 15 agencies who exchange information and share resources.

Our Budget Branch represents the "freshman class" in the Division. With **Naomi Christensen** on a 1-year detail, **Janet Ulrich** recently selected as Budget Analyst, **Terry Hilton** a fairly new trainee, and **Debbie Roth** recently arriving from Air Traffic, that makes **Mary Finch** our Sourdough Analyst — and Mary's only been with us for 2 years! They all seemed like "old timers" when it came to yearend, though, as the Region closed its books at an obligation level of 99.98 percent of allowance. In addition to that, they orchestrated the distribution of funds to meet \$481,800 worth of unfunded requirements through the cooperation of all offices in the Region. It was a great yearend.

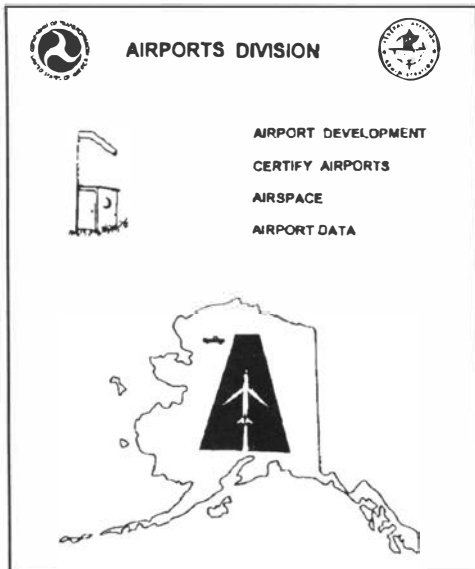


*Resource Management Division really "canned" **Claudia Hoversten** in the "Can Your Manager" competition at Christmas. Each division was challenged to donate enough pounds in canned goods and toys to equal twice the age of their manager.*

Airports Division



Russel S. Hathaway



The Airport Improvement Program (AIP) provides Federal funding for planning and development at airports that are included in the National Plan of Integrated Airport Systems. There are 264 locations in the Alaskan segment of the National Plan.

During fiscal year 1992 the Airports Division:

Mission: To foster and promote the development and maintenance of a safe and efficient national system of airports.

- o Placed 43 projects under grant, distributing \$64,881,908.
- o Processed and approved 29 Airport Layout Plans.
- o Issued AIP grants for five master plans.
- o Issued an AIP grant to update the State of Alaska system plan, which will set priorities for necessary improvements for statewide airport development.
- o Recognized a need to expedite the land adjudication process and helped organize a creative workshop with representatives from the State of Alaska, the Bureau of Land Management, the Bureau of Indian Affairs, and the FAA. Three land laws pertaining to Alaska presently affect airport development: the Native Allotment Act of May 17, 1906, the Alaska Native Claims Settlement Act, and the Alaska National Interest Lands Conservation Act.
- o Completed action on 29 full environmental assessments, six full categorical exclusions, and eight short-form categorical exclusions.
- o Co-hosted with the Northwest Mountain Region Airports Division the passenger facility charges (PFC) conference in Seattle.
- o Completed a 2-1/2 year project with the State of Alaska Department of Transportation and Public Facilities (DOT/

PF) consisting of an intensive evaluation to make Alaska Statewide Accounting System compatible with the FAA's cost eligibility guidelines. We now anticipate working with the DOT/PF to develop an automated grant billing system.

- o Set a new record (55) in the number of project close-outs.
- o Inspected each of 54 certificated airports once; a few airports that had special problems with wildlife or runway incursions were inspected two or three times.
- o Embarked on a program to review deicing requirements and procedures at all fully certificated airports in the region. Anchorage International, Fairbanks International, and Juneau International Airports developed plans for secondary deicing procedures.
- o Processed 190 airspace cases and provided comments to the Air Traffic Division on an additional 171 obstruction evaluation cases.
- o Performed 65 inspections for the Airport Safety Data Program while contracting for an additional 106. Updates brought the total for airport records processed in FY-92 to well over 200.
- o **Ken Moore**, special projects evaluation officer, participated in a 3-week site survey trip to the Russian Far East as a member of an official delegation of FAA representatives.
- o Approximately 20 activities were categorized as "special programs," ranging from training classes for airport managers to publishing and disseminating informational pamphlets and conducting runway incursion conferences.



Combined Federal Campaign



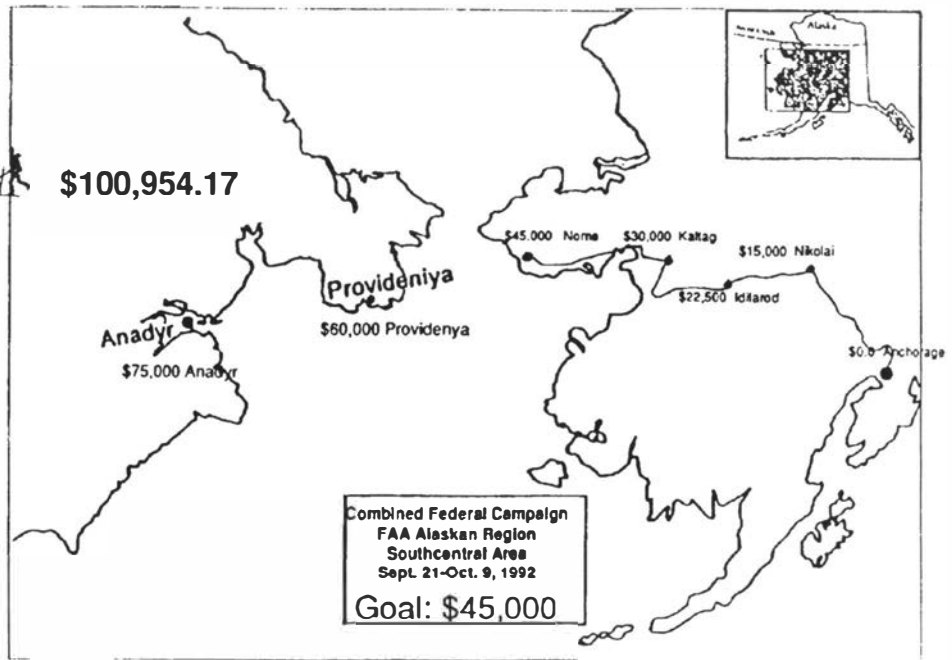
When the employees of the Federal Aviation Administration set a goal for themselves, they mean to achieve it. In 1992, they outdid themselves on the Combined Federal Campaign, raising over 200 percent of their original goal.

Let's Show Our Spirit

*People Helping People
Neighbors Around the World*

The total amount given by FAA employees in the Alaskan Region was **\$100,954.17**.

Building on the "Iditarod legacy" of people helping people, the Region traced CFC progress by moving a sled dog team along the Iditarod map as donations came in. With the goal set at Nome, the final destination reached by the CFC dog team was somewhere deep into the Russian Far East!



Civilair Club president Terry Alexander (right) presents Duty Officer Connie Roe a Civilair Club Key Worker award. All the people in the ROC received the award for their service in selling Civilair hats, pins, and other items throughout the year.

Air Traffic Division

Achievements For 1992



Henry Elias



o *Proliferation of International Relations*

- Co-hosted the Pacific Users Conference involving representatives from Japan, Russia, Canada, and Iceland.
- Participated in the sixth Informal Pacific Air Traffic Control Group meeting in Tokyo.
- Coordinated and hosted a meeting involving representatives from the International Air Transport Association, Transport Canada, and U.S. Air Route Traffic Control Centers.
- Participated in an FAA/Transport Canada meeting in Victoria, Canada.
- Hosted an aviation delegation from Australia.
- Participated on the U.S. technical assessment team that traveled to Russia.
- Participated in aviation-related meetings in Russia, Bangkok, Canada, and Mexico City.
- Continued the controller exchange between Anchorage ARTCC and Anadyr and Magadan ACC's in Russia.

o *Operations*

- Reduced the number of reportable non-weather-related aircraft delays by 54% over 1991.
- Implemented a non-radar approach control service at Bethel airport.
- Provided temporary air traffic control tower services at Skwentna during the Iditarod race.

- A 9-month Congressional moratorium on FSS consolidation expired in August 1992. Published notices to the public announcing intentions to proceed with the plan to close and consolidate FSS's beginning in 1993 and establish auxiliary FSS's per our "Alaska Plan."
- The Air Traffic Service in Alaska was evaluated by National Headquarters. The Air Traffic Division and the five major air traffic facilities in the region all received high marks.

o *Work Force Diversity*

- Exceeded our hiring goals for FY92 in relation to meeting the CLF (civilian labor force) by the year 2000.
 - 29% of the new hires into the air traffic control specialist career field were females and/or minorities;
 - 28% of the overall personnel gains in the regional AT work force were female or minority selections;
 - 41 female or minority employees were permanently promoted;
 - nine key staff and managerial positions in the AT work force were filled with female or minority selections;
 - 25% of our current onboard AT work force is female and/or minority;
 - 21% of our current onboard AT supervisor or manager positions are held by female or minority employees;
 - established an upward mobility position in AAL-506 and selected a female;





— 36 female or minority employees were temporarily promoted, detailed, or reassigned for career progression experience, including selection of a female from another program division for a 1-year detail as branch manager in the AT Division;

— 60% of the branch manager positions in the division are held by females.

- ➔ Supported and worked closely with Headquarters and the University of Alaska Anchorage to establish the Air Traffic pre-hire program.
- ➔ Implemented a pro-active program of sexual harassment awareness training and trained over half of our work force as well as many AF and FS employees, plus many employee family members.

o **Volcanological Activities**

- ➔ Participated in international conferences in Russia and Bangkok — presented the Alaskan Region method of tracking and reporting volcano activity. Our system is now being proposed by other countries for worldwide application.
- ➔ Coordinated aviation activities during several volcanic eruptions of Mt. Spurr, one of which dumped a quarter inch or more of ash on the Anchorage area.

o **TQM**

- ➔ Established a coordinator position in the ATD to focus on implementing TQM (Total Quality Management) and QTP (Quality Through Partnership) programs and concepts; trained supervisors in TQM concepts and tools and have two employees certified to teach TQM; implemented QTP at Anchorage ARTCC and Merrill Tower.

Regional Operations Center

“What’s New In The ROC?”

Several things were new in the Regional Operations Center in 1992.

- ➔ A new manager, **Ken Burdette**, assumed responsibility for the ROC in March.
- ➔ A new operations officer, **Bob Turner**, came on board in May.
- ➔ **Bill Schmidtman** is serving in the ROC on detail from AAL-10.



Ken Burdette

The ROC team set several goals for 1992.

- ➔ Review the services performed by the ROC team and see if they were providing what is required.
- ➔ Review, through the Joint Quality Action Team (JQAT) process, the notification procedures.
- ➔ Improve the quality of the services provided to customers.
- ➔ Improve the perception customers have of the team’s duty performance and necessity of their functions.

ROC has decided to let you, the customers, decide how they did!



Left to right: Duty Officers Lou Sudano, Bill Schmidtman, Bob Turner

Civil Rights Staff



Accomplishments:

Sexual Harassment Training

- ➔ Trained over 20 facilitators to conduct training using the course entitled "A Costly Proposition." Over 400 employees have been trained.
- ➔ Developed and administered a questionnaire on sexual harassment to all the employees in the region. Received 619 responses.
- ➔ Developed the Regional Administrator's policy statement on sexual harassment which included the definition and steps on how management will deal with sexual harassment.
- ➔ Provided a handout which lists steps to take if confronted with sexual harassment.

EEO Counselors and Investigators

- ➔ Selected and trained 10 EEO counselors this year. We have a total of 12 EEO counselors; eight are from the Air Traffic Division, three are from Resource Management Division, and one from Airports Division.
- ➔ Updated and published the EEO counselor poster.
- ➔ Have 8 EEO complaints investigators. Three are from Air Traffic; two are from Airway Facilities; and one each from Airports, Resource Management Division, and Civil Rights. Trained five complaints investigators.



Bobbye Gorden

Diversity

- ➔ Participated in diversity training when it was conducted for the Regional Management Team (RMT) in July.
- ➔ Gave briefings for RMT, Airway Facilities, Air Traffic and Flight Standards.
- ➔ Had several articles on diversity published in the Intercom.

Special Emphasis Programs

We have five special emphasis program committees which include the Asian Pacific Islander Networking Group, Black History Committee, Federal Women's Program, Hispanic Employment, and Native American. The Black History Committee and Native American Committee were established this year. All of the groups had programs during their designated month of observance.

Disadvantaged Business Enterprise (DBE)

The purpose of the DBE program is to support the fullest possible participation of firms owned and controlled by minorities and women in DOT programs. This year we have received and approved concession plans from Anchorage International Airport, Fairbanks International Airport, and Kenai Airport.





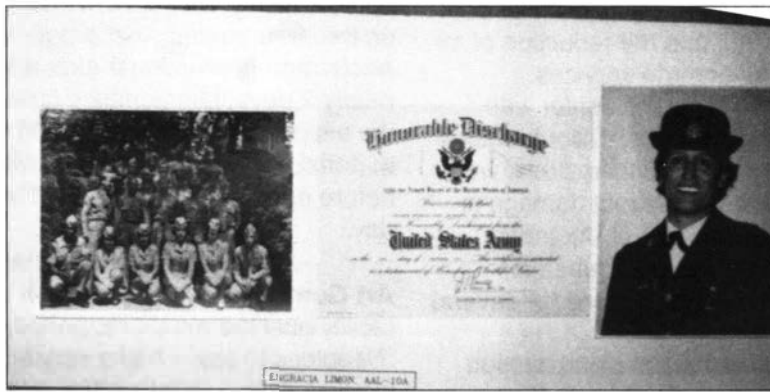
Jessie Barksdale
applauds...



Alaska Native dancers



Indian princess
Concetta Cron



Veterans Day: Engracia Limon



Hispanic dancers



Black history: retiree Frank Austin and
Andre Felton, civil rights clerk



Mount Spurr Volcano *Response and Cleanup*

On Tuesday, August 15, 1992, at 4:41 p.m., a violent volcanic eruption of Mt. Spurr occurred 80 miles west of Anchorage, Alaska. A massive ash cloud, extending nearly 10 miles in altitude, began moving steadily eastward. It was immediately obvious that the eruption would produce a significant impact to critical air traffic control facilities throughout Southcentral Alaska. Anchorage ARTCC AFS personnel quickly responded to the situation and, with a team of Air Traffic managers, began preparations to deal with ash fallout and the reduction of air traffic control enroute services.

At 10 p.m., the center was experiencing heavy ash fallout, and all automation and support systems were powered down to prevent damage to the sensitive equipment. Air traffic controllers were then required to maintain manual operations for several hours.

When the ash cloud passed beyond the Anchorage area, Sector technicians began restoring the automation systems. The center was again fully operational by 1:45 a.m.

Within 15 minutes of Anchorage Sector Field Office (SFO) notification, the response team began arriving back at the SFO. Advance procurement of necessary supplies made it possible for the response team to get

all Anchorage area facilities adequately protected in minimum time.

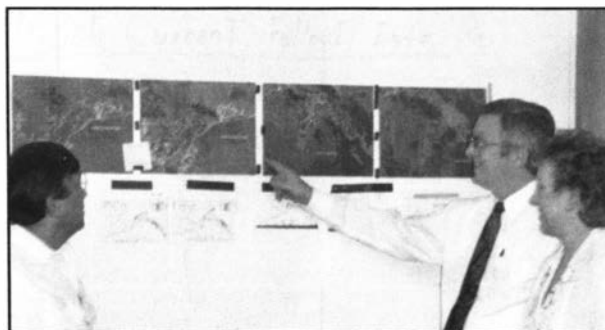
South Alaska Sector deployed a helicopter and response team to Fire Island to top off the tanks and provide additional protection to the equipment. Anchorage ASR, ASDE, and other equipment was powered down when the airport was shut down and IFR flights were rerouted. Additional filters were added to equipment to prevent damage from the ash.

The eruption deposited approximately 1/4 inch of volcanic ash on the area around Anchorage, closing Anchorage International Airport for nearly 2 days. Maintenance crews at the airport cleared almost 1,000 tons of material from each primary runway before opening the airport on Thursday.

Anchorage Tower Manager **Art Gumtau** reduced staffing at the facility until the airport reopened. "Needless to say, I had a very interesting first week," said Gumtau, who had just reported for duty in the Alaskan Region. "I am very proud of our employees for their professionalism and the patience they demonstrated in working the traffic."

Merrill Tower remained open during the entire event.

Both the Cordova and Valdez airports were closed for approximately 20 hours due to a thin layer of ash on the runways. Volcanic ash moved over Sitka Wednesday. Ash moved over Juneau early Thursday morning.



The Emergency Readiness Team set up a command post in the Regional Office MIC room in the early evening to assess the impact of ash fallout.



Office Of The Assistant Chief Counsel

The Office of Assistant Chief Counsel (AAL-7) provides legal advice and assistance to the personnel of the Alaskan Region.

The AAL-7 staff presently consists of 5 attorneys, 1 paralegal specialist, 1 administrative assistant, and 1 legal clerk.

Areas that are dealt with include ethics, conflict of interest, aviation safety and enforcement, environmental, hazardous materials, procurement, airports, tort and employee claims, Enforcement Information System, Freedom of Information (FOIA), and general legal matters.

Aviation Safety Enforcement Program

AAL-7 handles legal enforcement actions for violations of the Federal Aviation Act, the Federal Aviation Regulations, and the Hazardous Materials Transportation Act. Responsibility for hazardous materials cases was recently transferred from the Office of the Chief Counsel where cases had been handled on a consolidated basis.

The Office received 162 enforcement cases during FY-92 after receiving 137 cases in FY-91. We anticipate receiving 350 to 400 cases during FY-93 due to a continued increase in cases from Flight Standards and the reassignment of Hazardous Materials Transportation Act cases.

Hazardous Materials and Wastes

To many, the reference to hazardous materials and waste brings to mind images of large, complex industrial parks with tons of very toxic and exotic pollutants. However, such materials are only a part of the hazardous materials picture. Batteries,

paint, solvents, fuel, oil, oven cleaner, and even copier fluid can qualify as hazardous waste.

AAL-7 helps support our environmental engineers and other management officials in teaching, education, development of future waste management plans, and representation before State and Federal regulatory bodies. We anticipate that the need for legal support in this area will grow rapidly as the FAA can expect continued regulatory emphasis in this area and a long-term need for and commitment to the waste management process.



John Curry

Standards of Ethical Conduct and Conflicts of Interest

On August 7, 1992, the Office of Government Ethics issued its final regulations governing Standards of Ethical Conduct for Government Employees. The new regulations are effective February 3, 1993, and replace the Department of Transportation rules governing employee responsibility and conduct.

The Standards of Conduct require that each employee who is required to file a financial disclosure statement or who is a procurement official receive training on the new regulations during the next year. The Office of Chief Counsel is currently developing a training program which will be given in the Alaskan Region by a representative of AAL-7.

AAL-7 continues to serve as ethics counselor for regional employees as well as review official for Statements of Financial Interests filed by Regional employees, GS-15 and below.

The Finish Line

by Chris L. Steves
Director/Producer, AMG-130, Television
Productions

Saturday, March 14, 1992. Nome, Alaska. The Iditarod. It was late, on past 11 o'clock and heading straight for midnight. But for a musher at this stage of the race, the normal clock that guides our lives has no meaning. It was cold.....11 below zero cold.



The team — photo team, that is! — wait for the musher's arrival. Left to right: Chris Steves, Mike Harvey, Will Schmieding.

We were waiting for **Steve Christon**; as far as we know, he's the first FAAer to attempt the Iditarod, the biggest dog sled race in the world. From Anchorage to Nome, supposedly 1049 miles, a 1000-mile race and 49 more for Alaska being the 49th state.

Steve was somewhere out there in the frozen darkness, moving forward through a storm toward Safety, the final checkpoint before coming into Nome. He had been battling a blizzard down in the Golovin Blow Hole, one of the wickedest parts of the course, for hours.

I arrived in Nome with **Mike Harvey**, a photographer from our



department, after spending 2 days in Kotzebue, a nice little town 26 miles north of the Arctic Circle.

Will Schmieding, our other cameraman for the recruitment video, met us at the airport. "Have I got a surprise for you! We have an FAAer coming in tonight in the Iditarod!"

Jeff Wheeler, the flight service manager, was with him.

"Welcome to Nome. It's 'Mardi Gras on Ice' around here this weekend." The airport at Nome during the closing week of Iditarod is as busy as Chicago O'Hare. It is controlled madness and a circus all rolled into one.

With Steve Christon in the race, we had a connection just like all the rest of the people in Alaska. We'd now bonded with a musher.

11:35 p.m. Jeff burst into the Anchor where we were all holed up, waiting. Steve had

checked in at Safety! Now it was standby alert for the next 3 hours waiting for Steve to navigate the last 29 miles. I walked out to look down the street where he would be coming, as the 52 before him had come. It had started to snow rather briskly, and the street had an eerie yellow-orange from the sodium street lamps. You looked as far as you could till the whiteness turned into darkness. It was quiet now on a street that would soon turn into excitement.

As outsiders from Oklahoma, we knew about the Iditarod from sports on television or the likes of *Sports Illustrated*. We saw the beginning from home on February 29 as casual





observers. When we arrived in Alaska 5 days later, the state was gripped with the mild frenzy caused by this race against the elements. Front page of the paper, sports page, it leads off the newscast, updates every hour on radio stations. Wherever we went, Cold Bay, Bethel, Kotzebue, Anchorage, people were talking about it. The casualness of observing was going by the wayside.

2 a.m. Sunday morning. We are all tired but at the same time excited. We've virtually moved out of the Anchor now. There is a nervousness in the air as we know he is so close, but we don't know where. Jeff asks us the hundredth time of the night if we have everything and are we ready; we answer, "no problem." We've talked a pair visiting from Juneau into being our assistants for the shoot; it's all in the line of duty; extra batteries, extra videotape, mic cables and mics are all ready.

2:15 a.m. Steve is spotted on the outskirts of town. The horn blasts from the P.A. system. Police cars race to escort him in. Vans and trucks all do U-turns on Front Street to get ready for the processional. People start pouring out of everywhere to line up along the street. Quite a fan club has developed.

Suddenly he appeared in our viewfinder, a long ways down the street, the dogs darting in and out of the police escort. I wondered what Steve felt like being alone so long over the last 124 days and then suddenly finishing with all sorts of people cheering his finish. Then I found myself cheering also.

The announcer started into Steve's bio, where he was born and

raised; how he came to Alaska; that he was an air traffic controller at the Anchorage Center; that he started mushing in '89. One of his sponsors was the National Air Traffic Control Association at the Anchorage Center.

2:38:27 a.m. He crosses the finish line. The official time, 14 days, 17 hours, 38 minutes, and 27 seconds.

The hundred or so people sounded like their team had just won the really big one. Steve may have been 53rd in coming in, but for that moment, he was first place to us.

For a period in time that night, it seemed as though we were doing more than working for the FAA or the Government. We were all part of a big family, rooting for Steve, rooting for the home team; we didn't know each other, yet some of us left that night feeling like we'd known each other all our lives, and that we could count on each other. It was a good feeling to have.



Steve Christon (center) is interviewed on arrival at the end of the Iditarod.

Airway Facilities Division



Robie Strickland



Accomplishments

- ➔ Established a Co-op Prehire Program with the University of Alaska Anchorage and the Upward Mobility Program.
- ➔ Developed a comprehensive 5-year plan for both the ARTCC and GNAS Sectors, including a plan to absorb the MAR Radar facilities in addition to the other major facility acquisitions (NEXRAD, MLS, ANICS, etc.).
- ➔ Expanded the Employee Involvement Program to include the Regional Office.
- ➔ Exceeded Minority Business Enterprises goal of \$1,000,000 by 45% in FY-91; and as of June 1992, exceeded the FY-92 goal by 10% (\$1,096,000).
- ➔ At the end of the grace period on October 9, 1992, exceeded FY92 F&E obligation goal of \$35,778,338 (revised 3rd Qtr. BFP on 6/30/92) by \$5,181,985. Obligations for FY-92 totaled \$39,960,323, or 117% of goal.
- ➔ Maintenance Control Center (MCC) implementation. The Alaskan Region leads the country for development of the MCC. We have the only fully staffed 24-hour MCC's (three sectors).
- ➔ Achieved 8% improvement in facility reliability from 54.2% to 58.3%.
- ➔ Alaska leads the nation in the Hazardous Waste Management Program.
- ➔ Implemented Rotational Maintenance Program at Bethel and Cold Bay to solve severe staffing problems.
- ➔ Formed Special Program Office for ANICS management, providing a higher degree of Division oversight of this highly visible and critical MSA.
- ➔ Completed 56% (completed 19 out of 34) of F&E commissioning goals for 4th Qtr.
- ➔ AWOS — FAA has taken over maintenance effective January 1993.

Airway Facilities Mission

We want to provide reliable and precise airway facilities and services in a way which fulfills employee needs, is effective and efficient, and exhibits integrity and commitment,

So that our customers receive professional, timely, safe, and efficient service,

as measured by dependable facilities and services plus customer and employee satisfaction.

Airway Facilities Values

Facility Performance

Quality of Work Life

Development of Employees

Technician Exchange

The Alaskan Region has inaugurated work in the technical exchange program with Russian technicians. We are planning for and identifying the possible impact to the Region. A preliminary Letter of Agreement is being formulated for AAL-400 for negotiations with the Russian Ministry of Civil Aviation, Magadan Concern of Civil Aviation (MAK). A possible training program for Anchorage Center has been formulated, and a staff study on the preeminent location for housing the Russian guests has been compiled.





Anchorage Center Expansion

Phase I of a multi-phase Anchorage Center expansion project has been under an expedited construction schedule since April of 1992. The immediate goal was to get the new technical operations and service buildings roofed and enclosed prior to the onset of sub-zero winter temperatures when outside construction activities can become difficult and expensive. As the construction approached the 40% completion mark, the foundations were completed and backfilled, the structural steel erection nearly completed, and the new roofing which will tie the new and old center together had been started.

Winter attacked the Anchorage area almost 1 month early, taxing the

contractor's abilities to the limit in meeting his goals. Siding applied to the structures allowed for some temporary interior heating to be installed for inside construction to continue throughout the winter. A target for the spring was for the construction contractor to reach a critical point in construction when he would vacate the service building to permit a separate headquarters contractor to come onto the site to install power generators, switchgear, and UPS systems.

Following completion of that work, the construction contractor is scheduled to complete the finishing of the major facility by June 1994.

ZAN expansion begins.



F&E Housing Replacement Program

All elements required to begin this dynamic program are well underway. This "high visibility" program has been placed at the top of our Regional priority list. Briefings on a monthly basis to various concerned groups have been mandated to address ever changing circumstances.

Accomplishments:

- Regional creditability established.
- Initial Housing Plan issued with update underway.
- Project Coordination Team functional.
- Employee Newline items actively submitted.
- Architectural/engineering design phase nearing completion.

Objectives:

- Keep "people issues" as a top concern.
- Funding levels must be maintained.
- Project schedules are to remain rigid.
- The matrix system shall continue to be utilized.





Hazardous Materials



Minchumina 1992

The Alaskan Region has active hazardous materials (haz mat) and fuel storage tank programs concerned with human and environmental health risks, the need to comply with Federal and State of Alaska regulations, and the need to minimize FAA's environmental liability.

- We have 68 stations currently under haz mat investigation and another 60 possibly needing studies. The Alaskan Region has 70% of FAA's national Federal docket listings for possible superfund sites. We have 440 fuel storage tanks at 57 stations. We have developed plans to address all fuel storage tanks at each station and are working on a plan for haz mat.
- To date, we have completed 50 haz mat investigations; 18 more are

scheduled and another 60 should be screened next year. Work plans for detailed investigation and interim remediation or removals at five stations are planned.

- In the summer of 1992, over 600 tons of hazardous materials/wastes were disposed of from 26 stations. Included were batteries, pesticides, herbicides, used solvents, used oils, and used glycol. We transported 424 drums of dioxin-contaminated soils from Lake Minchumina to an EPA-designated storage facility in Texas.
- In 1991/1992 FAA decommissioned/upgraded 63 fuel storage tanks at 11 stations, conducted three release investigations, and constructed two remediation systems.



Bethel 1992, PCB spill; old electrical component put out in storage; less than 2 gallons of oil leak, 10 yards of soil removed



Gulkana 1992, 180 drums of 1950 vintage tar

AF Employees Receive Associate Administrator's Awards

Ruben Jackson - EEO for Excellence
Bob Bransky - Supervisory/Managerial

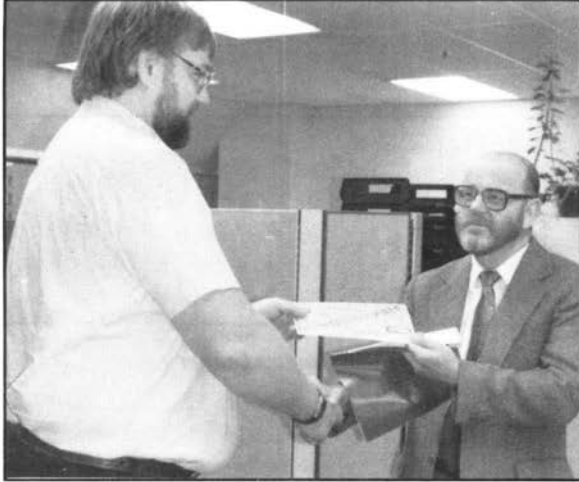
Associate Administrator's Key of Excellence Awards:

For their outstanding leadership abilities:

David Epstein, NA AFS
Dorea Swanson, ZAN AFS
Melissa Berry, SA AFS



✓



Chuck Moody (right) eagerly handed an *On-the-Spot Award* to **Chuck Miller**.
— *Wouldn't you?*

On December 30, 1992, supervisory electronics technician **Bob McMolin** (right in top picture) congratulated two retiring Murphy Dome ET's:



Al Noe, 37 years, and...



The good (**Rose Mower**)



The bad (**Ken Slauson**)



Ron Way, 36 years and 9 months.



And the ugly (moose in downtown Anchorage)

**Some of Our
Old Timers**

35 Years Each



Marion "Moose" Moore



Bill Dougherty



Dave Morse



Alfred (Hank) Zingg, Jr.



Richard E. Stanton, Sr.



**Anchorage Air Route Traffic Control Center
— air traffic facility of the year**



Anchorage Tower — Drug free and proud!



On May 26, 1992, three air traffic control specialists at the Cold Bay Flight Service Station (a Level I FSS) conducted 109 Special VFR operations in less than 16 hours. They received a group special achievement award for their outstanding work. Pictured left to right: Rickey Davidson, Tammy Cravens, and Kevin Wastell.



Human Resource Management Division

Key Personnel Events



Staffing assistant **Sherri Stevens-Mack** was a semi-finalist in an essay contest sponsored by the Department of Transportation



Vince Casey (AAL-14) was recognized by the Western Region's National Black Coalition of Federal Aviation Employees for his efforts in recruiting Alaska Natives.



The University of Alaska Anchorage recognized **Dave Brubaker (AAL-17)** for his service to UAA in the areas of Aviation and Total Quality programs.

Some Internal Events

- **New Employee Orientation**
A different approach to orienting employees new to our region was set in motion in FY-92.
 - ➔ Booklets geared for regional office supervisors and the new employee.
 - ➔ A 1-day session of briefings on topics such as employee benefits, child care services, the merit promotion program, travel regulations, wellness, and IDPs.
 - ➔ A second day tour of selected FAA facilities in the Anchorage area.
Three orientation sessions were conducted in FY-92.
- **Alternate Work Schedule**
The Alternate Work Schedule (AWS) program was implemented in the Regional Office on January 13, 1992.
- **Performance Standards**
The Regional Management Team determined a need for better performance standards; **Jim Pooley (AAL-16)** played a key role in securing the training necessary to accomplish this objective.
- **Physical Fitness** Under the leadership of **Marge Cholometes (AAL-16)**, the FAA led in surveying Federal employees vis-a-vis their need and support for a physical fitness center in Anchorage.
- **AFSS Consolidation Briefings** AAL-14 and AAL-16 personnel conducted a number of briefings for employees impacted by the Automated Flight Service Station consolidation.



Grace Davis-Nerney

- **Child Care** The provider of services for the Tundra Tykes Child Care facility declared bankruptcy. The Tundra Tykes Board of Directors will run the facility until a new provider is selected.
- **Pre-Hire Agreements** Under the leadership of **Bob Wedemeier (AAL-17)**, the region established long-desired pre-hire programs with the University of Alaska Anchorage (UAA) Air Traffic and Electronic Technology programs.

Some External Activities

- Along with the Airway Facilities Division, AAL-17 personnel worked with officials in Seattle to formalize Alaskan Region participation in the Electronic Technician Upward Mobility Program conducted by the Seattle Tri-Regional Training Center.
- With support and assistance from AAL-17, UAA's Airway Science curriculum was officially approved by FAA in December 1991. A number of regional officials joined UAA dignitaries in June 1992 for a joint signing ceremony. It was later announced that Congress had provided UAA with a \$6.9 million Airway Science grant.

Logistics Division



Robert Lewis

Subsistence Support

Three more FAA facilities were added to the Subsistence Support Program this year. Nome began receiving support during January 1992, with Yakutat and Northway becoming part of the program during the fall. There are now 13 facilities in this region receiving support.

Women's Executive Leadership (WEL)

Concetta Cron was selected during 1992 as this region's candidate for the WEL program. She has been extremely busy completing the requirements and is enthusiastic about the opportunities being provided. She recently completed a 120-day detail to the Logistics Center in Oklahoma City and was scheduled for another detail in the Washington, D.C., area.



Regional Recycling

The Anchorage Federal Office Building recently began a limited recycling program. Currently the program accepts only paper and paper products (cardboard, etc.). The Logistics Division is in the process of establishing a region-wide program for recycling. This program should be complete by the end of the next year.



Building Services

An agreement was reached during December of 1992 transferring to FAA the responsibility for notifying Federal employees of building closures. This responsibility had been assigned to the Bureau of Land Management. A reassessment of requirements indicated that the FAA was better able to communicate the needed advisories due to having a 24-hours Regional Operations Center (ROC). This service is necessary during periods of heavy snowfall, volcanoes, etc., in order to notify all employees whether or not to report for work.

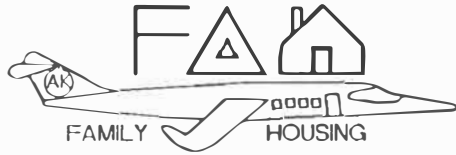
Space

Regional headquarters continues to gain space, although it has been a very slow process in 1992. In February, Flight Standards moved into new space with new systems furniture and private offices for branch managers. Additional work stations were added in the Aviation Medical office, and the old X-ray room was converted to office space to accommodate the new Drug Abatement Program staff. The Air Traffic Division will join the Security Division in the Federal Building/U.S. Courthouse Annex (Module G) in 1993. Realignment of space for Airports, Human Resources, and Resource Management is in progress. Walls will soon be installed to enclose the Assistant Chief Counsel offices. Initial planning has begun on reconfiguration of the Regional Administrator, Planning, Public Affairs, and Civil Rights offices. Space-saving storage systems have been purchased for the Assistant Chief Counsel and Human Resources divisions and will be installed in conjunction with planned realignments.

A new lease was negotiated for office space to house the South Alaska AF Sector, and the space they vacated was taken over by Anchorage FSD0.



Housing



FY-92 was a very exciting and busy year in the housing area. The Comprehensive Housing Plan was completed in January. This plan included the replacement of the FAA housing at all of our field stations. Also in January, the Regional Administrator created the Housing Oversight Committee which meets a minimum of once per quarter. Project Documents for new housing were completed for four of the field stations and submitted to Washington Headquarters.

We received the initial funds to begin engineering for the new housing. Two engineering firms were selected through the A&E process, and we are in the negotiation phase at this time.

The Housing Project Coordination Team for the new housing program was established and meets monthly. Housing inspections were accomplished at 10 of the FAA stations. A staff study has been conducted at Sitka to determine if FAA should provide housing for our employees stationed there.

Haz-Mat

The agency was required to relocate the stored hazardous material at Minchumina to an approved storage facility located in Texas. We were able to negotiate the cost of storing the material from \$1 million per year down to \$521,000.



"Let's all pretend we don't see it."



"Oh, say, does that star-spangled banner yet wave?" (Vickie Sherburne)



Caught! (Linda Durand)



Art Lenseth was one of the people who "flew away" to retirement in 1992.



Secretaries enjoyed Christmas lunch. The tree was decorated by the Asian Pacific Islanders Networking Group.



Joette Storm

Accomplishments FY 92

Events and Programs:

- University of Alaska Anchorage Prehire Agreement ceremony
- Media Skills Training for Local Coordinators
- Media Skills Training for Flight Standards
- University of Alaska Airway Science dedication
- ARTCC groundbreaking ceremony
- Youth in Government Day
- Anchorage Fur Rendezvous booth
- Merrill Field Air Show

Aviation Education:

- Aviation Career Education (ACE) Academies
 - Homer
 - Kodiak
 - Fairbanks
 - Anchorage
- Nome - Bering Straits School District seminar
- Minority Female Leadership Conference
- Partnership with State Dept. of Education — serving 54 school districts
- Teacher workshop at Alaska Pacific University
- Partnership with Imaginarium for development of aviation display
- Experimental Aviation Association Partnership
- Master Aviation Education Resource Center
- Alaska Pacific University Resource Center dedication
- Participation with Home School Program
- Support classroom presentations throughout the state by FAA personnel
- Aviation Career Days with Girl Scouts

Communications:

- Support for Employee All Hands Meetings
- Public Listening Sessions and Safety Symposiums
- 12 issues of **Intercom**
- 60 issues of **Newsline**
- **1991 Annual Report**
- Planning and scripting for recruitment video
- Planning and scripting HRM video on KSAO's
- Facilitated six TQM awareness classes
- Responded to hundreds of media and public inquiries
- Coordinated two orientation tours for new employees
- Articles and photos appeared in **FAA World**, **Aviation Safety Journal**, Headquarters **Intercom** and regional Intercoms
- Developed public affairs plans for:
 - Aviation Safety
 - Flight Service Station consolidation
 - Hazardous Materials Program
- Photographed presentations, programs, and events



Mary Lou Dordan Wojtalk, aviation education coordinator for the Federal Aviation Administration in Alaska, received the Chuck Yeager Award for aerospace education excellence. She was nominated for the award by the Civil Air Patrol's Pacific Liaison.



Planning and Appraisal

Emergency Preparedness Activities

For the past several years, we have seen a trend developing in emergency preparedness — a change of focus from nuclear threat and the cold war to catastrophic natural disasters.

The "Federal Response Plan" was finally approved and issued in April 1992. It was developed through efforts of 27 departments and agencies of the Federal government, a major accomplishment for the public sector. This plan represents a concerted effort by the Federal Government to provide assistance quickly to a state and its affected local governments to save lives and to protect property when a catastrophic disaster or emergency occurs.

The Alaskan Region participated in two activities this year, both

focusing on a better understanding of the Federal Response Plan and how to operate under it.

March 1992: A State/Federal exercise to test the conceptual design outlined in the Federal Response Plan.

September 1992: The Regional Emergency Transportation Coordinator (RETCO) and Regional Emergency Transportation Representative (RETREP) hosted an annual training session in Alaska. This year's training session focused on the Federal Response Plan, the roles and responsibilities of the various agencies tasked under the plan, and provided a forum for discussions among participants on how best to carry out assigned responsibilities in the event of a disaster.



Davie Elliston

Aviation Forum

The Alaska Aviation Forum is made up of representatives from virtually every segment of the Alaskan aviation industry. The Forum meets on a bimonthly schedule to exchange information which will promote the safety and efficiency of air transportation throughout Alaska.

To prepare for each session of the Forum, the Planning and Appraisal Staff solicits discussion items from within FAA and from the aviation industry; coordinates development of FAA briefing papers; arranges for topical presentations and speakers; and circulates in advance the final agenda. Although the Forum's "chair" rotates amongst its members, the Planning Staff manager usually leads the FAA delegation at each session. The Staff records the official minutes. Following each meeting, it issues to each of the straight-line divisions a listing of items within their program areas which may require further review or action.

The many significant aviation issues discussed during the year include:

Prototype Assigned Pilot Examiner Scheduling Program
AWOS
GPS
DUATS
Statewide Airport Security Program
Anchorage Airspace Hazards Report
Publicizing aviation safety information
Summer airport construction schedules
Alaska Highway 92 Celebration.
Old St. George Airport closure
Traffic count through Pt McKenzie airspace
Anchorage Runway 14 ILS update

Merrill Field Air Show
Installation and use of portable navigation equipment in aircraft
Terminal airspace reconfiguration
Airport Security Program
Common Traffic Advisory Frequencies
Traffic counts for Anchorage and Lake Hood
Auxiliary Flight Service Station Program
USAF usage of Pt. McKenzie airspace
MIL NOTAMS being dropped from AFTN
Telephone access problems for Transcribed Weather Broadcasts (TWEB)
Runway Visual Range replacement program

Civilair Club

Established in 1947, the Civilair Club is older than many of the employees it serves. In spite of its advancing years, the club has had a busy year with not only social and recreational activities, but community services as well.

FAA'ers love to eat, so many of the club's events centered around food. We kicked off the new year with our annual membership drive and baking contest, followed by chili feeds and bake sales throughout the year to raise funds for other club activities.



Picnic time for the family.

The first major social event was the retirees picnic on the shores of Lake Wasilla in June, where approximately 200 FAA employees, retirees, and their families enjoyed

halibut, salmon, and burgers. The end of summer was celebrated, or mourned, with the annual Fall Bash which featured all-you-can-eat ribs and all the trimmings, and which took place at a beautiful lakeside chalet at Otter Lake.



Sure, you can dance—do it this way.

Winding up the social calendar were the children's and the adults' Christmas parties in December. The adults had a traditional turkey dinner while the kids,

alas, had to be content with punch and cookies — and clowns, face painters,

crafts, balloons, and gifts from Santa.

During the summer, more than 60 employees, their families and guests, took the club-sponsored halibut charters out of Homer. A host of others participated in the golf and softball tournaments.

Eighty employees took advantage of the club's business card ordering service, while countless others ordered name tags, Fur Rondy buttons, discount coupon books, Federal Employee Almanacs, and FAA pins, jackets, hats, and mugs.

Proceeds from the club's various fund raising activities went to a number of worthy causes including \$850 for Hurricane Andrew relief, \$250 for Tundra Tykes payroll shortfall, and \$1,595 for four aviation-related scholarships.

The club also expended more than \$800 for trophies for golf and softball tournaments, pancakes for a public fly-in breakfast, and cakes and refreshments for a number of special observances.

All FAA'ers are winners, but some of the more significant winners in 1992 were **Sylvia Caldwell** and **Alpha Valdrow** who won the ham and turkey drawings, **Lou Redmon** who won a Myron Rosenberg print at the Fall Bash, and **Jacque Smith** who won a \$75 split-the-pot drawing at the Retirees Picnic. But **Ron Mobley** won the really big prize - a \$1,000 travel gift certificate in the December 1992 raffle.



Donna Skiles relaxes at the picnic.



Spencer and John Madden enjoyed the Fall Bash.



Aviation Medical Division

The Medical Division has experienced an exciting year of growth. We have seen a major increase in overall activity, including new program responsibilities, bush medicine clinic visits, changes in the airman certification process, and an increase in the number of employees in the division.

The agency drug program has been reassigned to the Medical Division. **Marge Cholometes** brings her expertise to this drug intervention/deterrent program. Alaska has been fortunate in having had relatively few employees identified as using drugs illegally. The intervention/rehabilitation programs have been instrumental in returning employees to productive employment.

Bush medicine visits have been made to 12 remote sites. Employees have responded in a very supportive manner to these "health screening" visits. Blood pressure screenings, blood chemistries, counseling, referrals for treatment, etc., have been offered to both employees and dependents in the bush locations

we have visited. Although this program was dormant for years because of a lack of resources, we will continue to provide bush medical visits as long as resources are available and the program is supportable.

The industry drug program personnel have performed routine investigations on several regional operators and handled one "on-the-spot" emergency evaluation in response to operator concerns regarding medical coverage of their program. The new DOT/FAA program implementing alcohol testing for aviation-related, safety-sensitive positions will be a challenge for 1993.

Our staff now numbers 10 employees, with four of them directly involved with either the agency or industry drug programs. Airman medical certification and alcohol/drug issues have significantly increased in number. Our staff, together with Civil Aviation Medical Institute (CAMI) specialists, are directly involved with the resolution of these complicated certification cases.



Robert Rigg, M.D.



*Regional Administrator **Jacquie Smith** was number 107 to receive a flu shot from **Linda Swanke**.*

Flight Standards Division



Thomas Stuckey



Organizational Growth and Participative Management

The Alaskan Region was the first Flight Standards Division to align our organizational structure with the AFS-1 council and committee structure.

- o Formed a partnership between Flight Standards management and PASS Union representatives. **Bob Davila** was elected by Flight Standards District Office employees as their union representative.
- o Established a special assistant position with **Edna French** as incumbent to emphasize internal and external communications and marketing.
- o **Steve Maddox**, the regional airworthiness specialist, was designated as maintenance coordinator for regional aircraft.
- o **Bill Missal** was designated as the program manager in the regional office with the responsibility to support the aircraft programs. **Jim McCoy**, Juneau FSDO, **Pete Dula** and **Debbie Covic Beu**, Anchorage FSDO, and **Al Bauman**, Fairbanks FSDO, are the field representatives.
- o The Anchorage Flight Standards District Office was completely reorganized.
- o **Val Aron**, was a team member in developing a national format for tracking Accident Prevent Program goals and objectives.
- o Developed a cross training/career enhancement program through the use of IDP's and details. **Sylvia Michael** from the Anchorage FSDO was detailed to another Federal agency. **Diana Hinshaw**, **Cathy Quinn**, **Mariann Halstead**, **Peggy**

Don, and **Anne Graham** were detailed to other positions in Alaskan Region Flight Standards offices. **Al James** and **Gerald Acord**, aviation safety inspectors, were detailed to European assignments. We developed an educational exchange between the regional office and the FSDOs' administrative personnel.

- o Provided training opportunities for all division employees: The Myers-Briggs Type Indicator, the Investment in Excellence course, workshops in Total Quality Management, Seven Habits for Highly Effective People.
- o Adopted a participative management charter, formalized the quality council, and empowered the committees to act as quality action teams for the division.
- o Safety programs were implemented through partnership with various joint FAA/industry safety committees.
- o Inspectors from the Anchorage FSDO worked with the National Transportation Safety Board (NTSB) office in Anchorage for 2-week periods each. During that time, the inspectors learned more about NTSB activities and functions and helped overcome NTSB staffing shortages.

Flight Standards Recognition Programs

- o Hi-Flyer Awards (for exceptional service to the Flight Standards Division or for outstanding support in aviation safety) went to eight recipients, including four FAA Alaskan



Region employees, the Anchorage Flight Inspection Field Office, and four individuals in aviation industry.

- o Employee Recognition, Flight Standards employees received 48 incentive awards and 21 Letters of Commendation.

- o Pound Cake and Pizza Awards (to both FAA and contract facilities) for extraordinary assistance to the Flight Standards Division have been well received.

National Field Office of the Year Award

Presented to the Anchorage Flight Standards District Office (FSDO) by **Tom Accardi**, Director, Flight Standards Service, on August 19, 1992.

Participating with Law Enforcement in "Drug Busts"

The Flight Standards Branch cooperated with the Security Division and law enforcement agencies in two Drug Enforcement Agency major drug raids in Alaska involving several government agencies, including the U. S. Marshal's Service, State of Alaska Troopers, State of Alaska National Guard, and the FAA.

Aviation Safety Program

- o **Certified Flight Instructor (CFI) Hangar Meetings** held in the Anchorage Bowl area bimonthly by the Anchorage FSDO. This program has been ongoing for 2 years.
- o **Spring Palmer Fly-in Breakfast** in May.
- o **The Annual Anchorage Spring Symposium.**
- o **Fairbanks First Annual Safety Symposium.**
- o **Remote Mini Safety Seminars** at Barrow, Tok, Homer, Soldotna, Talkeetna, Juneau, Ketchikan, Wrangell, Petersburg, and Sitka.



Flight Standards managers "mugged" every employee at Anchorage FSDO for their great work in becoming National Field Office of the Year.



Some Hi-Flyers



- o **Fall Hunter/Guide Safety Program** with special hunting season surveillance.
- o **Fall/Winter Safety Seminar** in October 1991.
- o **Pilot Decision-Making Program**; completed the first segment, a "trigger film," a cliff hanger, designed to provoke discussion on using aviation safety in the hunting season. This tape is the first of six planned.
- o **The first Biennial Summer Solstice Air Show/Trade Show** on June 20 at Merrill Field, a culmination of the Alaska Aviation Safety Week declared by the Governor of Alaska.



Areas Of Emphasis

The Regional Management Team has approved an annual planning process to replace the former goals and objectives process. The purpose of this annual planning effort is to provide an integrated process for managing the region by setting broad areas of emphasis for the upcoming year.

For each area of emphasis, the RMT will identify the purpose, define the desired state, and agree to the strategies and initiatives which will be pursued in order to achieve the desired state. Each division and staff office will then identify ways of supporting the agreed-to strategies and initiatives.

Quarterly, the RMT will meet to discuss the progress towards improving the area of emphasis and any opportunities or barriers encountered.

For FY 93, the RMT approved five areas of emphasis:

- Quality of Work Life
- Customer Service
- Aviation Safety
- Communications
- Employee Development

Thanks to the following people who contributed to this yearbook:

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Jim Hughes
Mark J. Kelliher
John Madden
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