

## North Atlantic Treaty Observance Set

Honoring the 20th anniversary of the North Atlantic Treaty Organization, the President has issued a proclamation that says, in part:

"Twenty years ago, on April 4, 1949, twelve sovereign nations, determined to safeguard the freedom, common heritage, and civilization of their peoples, signed the North Atlantic Treaty. In later years, Greece, Turkey, and the Federal Republic of Germany became parties to that agreement and members of the North Atlantic Treaty Organization, which was established to effect the Treaty's goals....

"THEREFORE, I, RICHARD NIXON, President of the United States of America, do hereby direct the attention of the Nation to this twentieth anniversary of the signing of the North Atlantic Treaty; and I call upon all agencies and officials of the Federal Government, upon the Governors of the States, and upon the officers of local governments to encourage and facilitate the suitable observance of this notable event throughout this anniversary year with particular attention to April, the month which marks the historic signing ceremony.

"I also urge all citizens to participate in appropriate activities and ceremonies in recognition of the achievements of the North Atlantic Treaty Organization and its contributions to America's security and wellbeing."

## Regus Rep/WXAP Conference Planned

The Weather Bureau Western Region will host a national Regional User Services Representative/Weather Analysis and Prediction Conference planned for June 2-6.

## Scientific Services Meeting Scheduled

The Weather Bureau's Scientific Services Division Conference is scheduled to be held in Washington, D.C., April 28-May 1.

## Weathermen Appraise Heavy Snow Cover



Thousands of special measurements of the depth of snow on the ground and water equivalent have been made this winter and spring in the Dakotas, Minnesota, Wisconsin, Michigan, Iowa, and Nebraska to determine the amount and extent of the exceptionally heavy snow cover. In addition to automobiles used by substation network specialists to buck hundreds of miles of snow-packed roads, snowshoes, tractors, and trucks were pressed into service. The U.S. Army brought two helicopters into the area, basing one at Sioux Falls and the other at Fargo to take ESSA employees to snowbound areas so that snow depths and their water equivalent could be obtained. The above photo by Chet Gevert of the Fargo Forum, shows a helicopter on a snow-covered field in the Red River Valley of the North. In the foreground are ESSA Weather Bureau personnel from Fargo -- MIC Vernon Hendrickson (left), Substation Network Specialist Keith Blessum (center), and State Climatologist Ray Jensen (right).

## Climatologist Named for Pennsylvania

Paul W. Dailey, Jr., has been named ESSA State Climatologist for Pennsylvania. He will be stationed at the Pennsylvania State University, University Park, Pa.

### Power Squadrons Elect ESSA Officials

Ten ESSA executives have been elected to Government Membership on the U. S. Power Squadrons' Governing Board for 1969. The Cooperative Charting Program, through the mutual efforts of the U. S. Power Squadrons and the Coast and Geodetic Survey, has made a major contribution toward greater safety for those boatmen who cruise the waterways for recreation or use them for commercial transportation. The USPS comprises approximately 370 squadrons distributed throughout the United States, and a membership of nearly 68,000. Elected were: Dr. Robert M. White, ESSA Administrator; Vice Admiral H. Arnold Karo, USESSA (Ret.); Rear Admiral Don A. Jones, C&GS Director; Rear Admiral Harley D. Nygren, ESSA Associate Administrator; Rear Admiral Allen L. Powell, Atlantic Marine Center Director; Rear Admiral Norman E. Taylor, Pacific Marine Center Director; Capt. Miller J. Tonkel, Associate Director, Hydrography and Oceanography, C&GS; Capt. John O. Boyer, Chief, Marine Chart Division, C&GS; Capt. Marvin T. Paulson, who recently retired from the WB Western Region; and Capt. Lorne G. Taylor, former USC&GS DISCOVERER commanding officer.

### Flood Situation Discussed



Dr. Robert M. White, ESSA Administrator, visited ESSA installations at Kansas City, Mo., on Mar. 11 to discuss flood and other related situations with Central Region officials. Left to right: William E. Hiatt, WB Associate Director, Hydrology; Dr. Robert M. White, ESSA Administrator; Verne Alexander, Central Region Hydrologist; Ray E. Johnson, Hydrologist in Charge, RFC, Kansas City, Mo.; and Roy L. Fox, Director, WB Central Region.

### Keith To Command DISCOVERER



Captain Hubert W. Keith, USESSA, has been named the new commanding officer of the USC&GS Ship DISCOVERER. Captain Keith, a 21-year veteran of the Coast Survey, has spent half of his duty at sea. His sea duty has included command of the USC&GS Ships SCOTT, GILBERT, HODG-

SON, and BOWIE. Between tours of sea duty, he was chief of geodetic field parties and also head of an airborne magnetic survey party to Alaska, Greenland, Iceland, Puerto Rico, and in several Atlantic coast states. Other assignments were in the Coast Survey's Geophysics Division, Washington, D. C.; Seattle, Wash.; as acting head of the Anchorage, Alaska, field office; and as liaison officer with the Army at Fort Sill, Okla. His last assignment was as chief of ESSA's Miami Ships Base--the home port of the DISCOVERER. Captain Keith has received the Army's Commendation Medal and the Colbert Medal of the Society of American Military Engineers.

### Air Pollution Stations To Open

The Weather Bureau will inaugurate special programs at stations in St. Louis, Chicago, New York, Philadelphia, and Washington, D. C., in support of air pollution agencies. The program will get underway in St. Louis and Chicago during April. Stations in New York, Philadelphia, and Washington will begin operation within the next few months. Using balloon-borne instrument packages (radiosondes), the stations will record temperature, pressure, and humidity, and wind speed and direction from the earth's surface to about 10,000 feet twice daily. The information gathered will be interpreted by specially trained air pollution meteorologists and transmitted to air pollution agencies. Initial funds to start these pilot stations and to operate them through June have been provided by the Department of Health, Education and Welfare's National Air Pollution Control Administration. Each station will be supplemented later this year by a camper-type vehicle which will act as a mobile observatory.

## PEIRCE To Survey Carolina Coast

The USC&GS Ship PEIRCE has begun the first detailed large-scale survey ever made of the seabed off the Atlantic Coast between Hatteras and Cape Fear, N.C. The bathymetric survey is part of a long-range program to provide detailed maps of the entire continental shelf, which extends from the shore to a depth of about 600 feet. The PEIRCE's program, which ends in May, is to conduct surveys of the sea bottom from Cape Lookout to Cape Fear, to the edge of the shelf. The MT MITCHELL will continue the surveys from Cape Lookout to Hatteras beginning in August. The last surveys in the extensive area were made over 40 years ago. The PEIRCE is commanded by Lt. Cdr. J. Austin Yeager. Commanding officer for the MT MITCHELL is Cdr. Kenneth A. MacDonald.

## Two Alaska OIC's Named



Waskey



Nicholas

Roger J. Nicholas and Leo J. Waskey have been selected officials in charge of WBO Tanana, Alaska, and WBO Bettles, Alaska, respectively. Mr. Nicholas, previously stationed at WBO, Unalakleet, and Mr. Waskey at WBO Talkeetna, are graduates of the Alaska Region's Native Training Classes for the WB/FAA back-up program.

## Kahului Wins Pacific Award

The Kahului Weather Station in the Pacific has been named the winner of the "Surface Observatory of the Year" award for 1968. The award, inaugurated last year, is made in recognition of excellence in the quality of weather observations. Fourteen full-time weather stations ranging from Hilo to Pago Pago, American Samoa, to the Palau Islands, compete in the contest. Kahului weathermen responsible for the winning record are: Richard L. Unruh, former official in charge, Neil M. Bouray, William H. Cope, III, and John Taboniar.

## ESSA Supports Youth Program



As participants in Project MEN, eight ESSA employees hosted students from two Washington, D.C., junior high schools on Mar. 26. Project MEN, the Male Employment Network, is designed to introduce Negro junior high school boys to men of their own race who have made a career for themselves in government or in industry. The program is sponsored by the D.C. Citizens for Better Public Education and by the Widening Horizons Program. During the program at ESSA, the students participated in tours and in individual career conferences with their hosts. ESSA employees who volunteered their services in this program were from the Photogrammetry and Electronic Computing Divisions, C&GS, and from the Administrative Operations, Management Systems, and Personnel Divisions, ESSA. In photo, Napoleon Bonds explains computer operation to participants and other hosts, Messrs. Hawkins, Williams, Buck, Roberts, and Braswell. (Not shown are hosts Johnson and Mackel.)

## Dr. Simpson Lectures on Cloud Seeding

Dr. Joanne Simpson, Chief of ERL's Experimental Meteorology Branch, described results of her cumulus seeding research to members of the Water Users Association of Florida on Mar. 18. The association, which includes most of the major agricultural and water-dependent industrial interests in south and central Florida, were advised that cloud seeding is not a drought preventive, but that it would be possible to increase rainfall at the beginnings and ends of droughts or during intermittent breaks in the drought when clouds suitable for seeding are available. The rainfall rate from the 14 clouds seeded in last year's experiment was more than double the rate of unseeded controls in the same area.

### AMS Severe Storm Conference Held

The American Meteorological Society's Sixth Conference on Severe Local Storms: Thunderstorms and Thunderstorm Phenomena was held in Chicago, Apr. 8-10. ESSA scientists presenting papers or presiding at sessions were: S. L. Barnes, NSSL, Norman, Okla.; M. Reap, M. A. Alaka, and A. K. Showalter, WBH; R. M. Lhermitte, ERL, Boulder, Colo.; G. H. Clemons, Weather Bureau, Key West, Fla.; J. H. Golden, NHC, Miami; Dr. Helmut K. Weickmann, Director, APCL, Boulder, Colo.; B. B. Phillips, ERL, Boulder, Colo.; and Dr. Edwin Kessler, NSSL, Norman, Okla.

### Brooks Wins Bronze Medal



Arthur W. Brooks (above left), meteorologist in charge, WBO, El Paso, received the Department of Commerce Bronze Medal from Wilmer L. Thompson, Southern Region Director, in a ceremony held at El Paso on Feb. 24. Mr. Brooks, who has since retired, was cited "for outstanding leadership of the Weather Bureau Office, El Paso, Tex., and for his practical contributions to the science of meteorology."

### Fishermen's Paradise Surveyed

The Coast and Geodetic Survey has published a new nautical chart which provides for the first time detailed coverage of a "fisherman's paradise" in a key portion of the Everglades National Park. The chart covers the northwest section of the park along the southwest coast of Florida, from Lostmans River to Wiggins Pass, as well as the thousands of mangrove islands offshore. In the past, fishermen have faced the danger of losing their way in the maze of twisting waterways which cover the sub-tropical area. The new chart is expected to increase the recreational value of the park.

### Brooky Named Barter Island OIC

Ronald L. Brooky has been named official in charge of the Weather Bureau's Barter Island, Alaska, office. Mr. Brooky, a former member of the Air Force's Air Weather Service, entered the Bureau in 1966. All of his assignments have been in Alaska, including Barrow, Nome, Shemya, and Barter Island.

### Twenty-three Attend Satellite Seminars

Twenty-three meteorologists from ten Eastern Region WB offices recently attended satellite data utilization seminars conducted by the U.S. Air Force at four different bases in the Eastern Region. Attending were: S. Brown, C. Reynolds, Baltimore; E. Parke, Wilmington, Del.; R. Thomas, Trenton, N. J.; E. Addison, New Brunswick, N. J.; R. Wassall, J. Leedom, G. Butler, Philadelphia, Pa.; M. Fayne, G. Reiss, M. Traunfeld, A. Zwecher, New York; W. Paggi, D. Corbett, S. Parrish, R. Otts, D. Musgrove, Charleston, S. C.; R. Carpenter, E. Rampey, Columbia, S. C.; R. Frantz, G. Schielein, F. Ramella, Hartford, Conn.; and S. Waserman, ERH.

### Billones Awarded Air Force Medal



Captain Louis Billones, Weather Bureau employee currently on military furlough, has been awarded the Air Force Commendation Medal for outstanding technical knowledge, professional skill, and devotion to duty in providing complete weather service to a Tactical Fighter Wing, two Tactical Electronic Warfare Squadrons and a Tanker Task Force which contributed to the success of U.S. Air Force tactical combat operations in Southeast Asia. Capt. Billones' last WB assignment was at WBAS, Oakland, Calif.

Items to be considered for ESSA NEWS must be received by Monday for publication the following Friday. Send material to: Office of Public Information, ESSA, Room 804, Bldg. 5, Rockville, Md. 20852. Phone (301) 496-8243.

### Orphan Has New Home



Since 1966, the officers and crew of the USC&GS Ship OCEANOGRAPHER have served as foster fathers to Young Kil Lee, a Korean orphan, donating \$15 a month toward his support in addition to providing extra funds for special occasions. Through their efforts, Young Kil Lee has since been adopted by a member of the crew--Raney B. Jennette, Jr., OCEANOGRAPHER engineer. Above are shown some of the original sponsors of Young Kil (center) from the OCEANOGRAPHER.

### Correction

Silvio G. Simplicio, WB Eastern Region Director, and not Gerald L. Shak, met with members of the NAS/NAE Panel. (See NAS/NAE Panel Review Weather Services, ESSA NEWS, Vol. 5, No. 14, pg. 4).

### Deaths

Robert Moore Williamson, who retired from the Weather Bureau in 1947 as official in charge at Indianapolis, Ind., died Mar. 19. Mr. Williamson retired with more than 44 years of service.

Earl S. Gray, former meteorological technician in the Data Verification Section of EDS' National Weather Records Center, died Mar. 26. Mr. Gray was a technical advisor on station observation procedures and techniques to the chief of the section for many years.

Joe M. Crites, Chief Airport Meteorologist, WB Airport Unit, NSSFC, Kansas City, Mo., died Apr. 4. Mr. Crites had been employed at Kansas City since 1953, and was largely responsible for establishing the 38-county tornado warning system for northwest Missouri and east Kansas as it exists today. He previously served at Grand Island, Nebr., Louisville, Ky., Chicago, and Washington, D. C.

### Wallops Personnel Address Students

Four employees at Wallops Island, Va., served as lecturers for the Lower Eastern Shore Science Students Seminar held at Salisbury, Md., during February and March. Participants were: Lloyd W. Chamberlain, MIC, WB Support Facility; Robert A. Dittmar, PA, WB Support Facility; Robert S. Gray, Manager, ESSA/ITSA Ionosphere Sounding Station; and H. Q. Van Dyke, Manager, Command and Data Acquisition Station. The team, led by John F. Spurline, Head, Meteorological Projects and Systems Section, NASA, gave a series of six two-hour lectures on "The Role of Meteorology."

### EDS Publishes New Booklet

EDS has published and is currently distributing the booklet, "Instructions for Completing High Altitude Meteorological Data Forms and Details of the Publication Format." This booklet explains how to use the recently adopted uniform international reporting format for meteorological rocket data and also describes the format in which these data will be published by the World Data Center A for Meteorology.

## Will You Help?

On August 27, 1968, the Civil Service Commission announced the adoption of a new Federal Merit Promotion Policy to strengthen quality staffing programs throughout the competitive service.

ESSA must develop and issue a promotion plan conforming with the new policy on or before July 1, 1969, consistent with instructions and a model plan prescribed by the Department of Commerce.

The Civil Service Commission's new policy contains a number of significant procedural changes and it emphasizes that employees and employee organizations should participate in the development of the merit promotion plan.

Some of the changes from the present policy include:

- \* Appraisal of an employee's past performance used in a promotion action is to be made available to that employee upon his request.
- \* All first-level supervisors must be given supervisory training before they assume their responsibilities as supervisors or as soon after as practical.
- \* Employees demoted without personal cause must be considered for promotion before other means are used to fill the position.
- \* Competitive procedures must be used for temporary promotions for more than 120 days.
- \* There is increased emphasis on keeping employees fully informed on promotion opportunities and other aspects of the operation of the promotion program.
- \* Minimum areas of consideration have been broadened.
- \* The need to avoid personal favoritism in selecting employees for promotion is stressed.

The purpose of this special insert in ESSA News is to ask each of you to participate in the development of your new Merit Promotion Program. On the next page of this issue is a preaddressed questionnaire that we would like you to complete, fold and staple, and mail to the Personnel Office. Your responses will form a very significant part of the thinking that will go into the development of the new program. We urge you to participate in this important undertaking.

## Questionnaire

1. Please check a block to show where you work.

- Essa Headquarters
- Weather Bureau
- Coast and Geodetic Survey
- Research Laboratories
- National Environmental Satellite Center
- Environmental Data Service

2. Are you a supervisor?

- Yes
- No

3. What is your grade?

- GS \_\_\_\_\_
- Wage Board \_\_\_\_\_
- Wage Marine \_\_\_\_\_
- Other \_\_\_\_\_

4. Do you understand the present Merit Promotion Program?

- I understand generally how the program operates
- I do not understand some aspects such as \_\_\_\_\_
- I have not really studied it.
- I wasn't aware that we had one
- Other \_\_\_\_\_

5. If you do understand the Merit Promotion Program, how did you find out about it?

- Co-worker explained it to me
- My supervisor explained it to me
- I read the Plan
- Other \_\_\_\_\_

6. Do you find that the best qualified people are selected for promotion?

- Always
- Most of the time
- Some of the time
- Rarely

7. If you have not applied for announced vacancies, what is your reason?

- Not necessary to apply - my supervisor and/or the Personnel Office will recommend my name for consideration when they feel I am ready.
- I felt someone else had already been selected.
- No vacancies announced for which I felt I qualified.
- Fear my supervisor would object to my job hunting.
- Language in announcements is not descriptive enough to permit me to decide if I am qualified.
- Insufficient circulation of announcements.
- Other \_\_\_\_\_

8. If you were promoted within the last two years, how was it accomplished?

- Through my supervisor's efforts in my behalf.
- By filing for a job in response to a vacancy announcement.
- Locating the vacancy myself and applying personally
- Through a review of my skills by the Personnel Office
- Other \_\_\_\_\_

9. Should employees in separate bureaus or offices compete for promotion? For example, should employees in Census Bureau and National Bureau of Standards compete with employees in ESSA for promotion in ESSA?

- Yes       No

10. If you had your choice, which one of the following methods would you use to locate candidates for promotion?

- Vacancy announcements
- Recommendations of supervisors
- Periodic and systematic review of each employee's skills to assure that all qualified candidates are considered for the specific jobs to be filled.
- Other \_\_\_\_\_

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