



NOAA Corps Officer Phillip Johnson examines a lantern found at the site of the U.S.S. Monitor and believed to have been a signal light aboard the historic Civil War ship. The lantern was recovered two years ago during a NOAA-Harbor Branch Foundation expedition.

U.S.S. Monitor Study Planned For Summer

An intensive underwater archaeological investigation of the remains of the Civil War ironclad U.S.S. Monitor, lying in 210 feet of water 16 miles off the coast of North Carolina, will be conducted this summer.

Using some of the most sophisticated diving and underwater archaeological equipment ever used on any wreck in U.S. waters, scientists will make more than 30 dives on the historic remains during three weeks in August, according to Richard A. Frank, NOAA Administrator.

He said NOAA and Harbor Branch Foundation, Inc., a Florida-based underwater oceanographic research organization, have signed an agreement calling for Harbor Branch divers to photograph and video tape the wreck, test it for structural integrity, and establish a series of

control points around it for archaeological reference.

"Although it is far too soon to decide whether or not the Monitor can safely be raised, the expedition will provide valuable additional information to help us ultimately make this decision," Robert W. Knecht, head of NOAA's Office of Coastal Zone Management, said.

OCZM acts as manager and trustee of the Monitor site, which was declared the Nation's first national Marine Sanctuary in 1975.

Since its discovery in 1973, the Monitor has been the object of scientific and public fascination that may turn out to rival its Civil War popularity.

To date, the most useful information regarding the Monitor's condition has come from pictures taken in August 1977 during an earlier NOAA-Harbor Branch collaboration. These showed the wreck lying upside down, with its famous "cheesebox" armored turret detached and half buried in the Atlantic sand.

In that series of dives onto the remains, a signal lantern believed to have been carried on the Monitor's deck the night the ship sank while under tow in 1862 was recovered. Also brought to the surface was a
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Endangered List Adds Monk Seal

The Caribbean monk seal, indiscriminately killed for hides and oil since early Spanish exploration of the western hemisphere, has been listed as an endangered species by the National Marine Fisheries Service.

NOAA scientists fear the animal may already be extinct since surveys and studies have failed to locate any of the mammals in its former habitat in the Gulf of Mexico and Caribbean Sea.

Under the Endangered Species Act of 1973, an endangered species is one that is in danger of becoming extinct throughout all or a significant part of its range and is protected from any contact by man.
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NOAA Team Responds To Chemical Spill Threat

A task force of NOAA specialists, including members of the NOAA Hazardous Materials Response team, early this month put their collective experience with oil spills to work aiding the Coast Guard in a threatened chemical spill near the mouth of the Chesapeake Bay.

The group was hastily summoned to Norfolk, Va., March 5 after an Italian freighter carrying a highly toxic pesticide attempted to enter Hampden Roads with one of its holds flooded with contaminated water.

The Maria Costa, en route to Spain, had developed several cracks in its hull which admitted water into a hold containing 65 tons of a pesticide known as Mokap. The water, mixing with some of the pesticide, formed a

solution it was felt could threaten the Chesapeake fishery if it leaked out.

Members of the NOAA team, headed by Dr. Joel O'Connor of Stony Brook, N.Y., included NOAA Corps Officer Neil Millett, also of Stony Brook; John Robinson, Manager, and Karen Gleason, Administrative Assistant, Hazardous Materials Response Team, Boulder; Jerry Galt, physical oceanographer, and Debbie Payton, physical oceanographer trainee, from Seattle; and marine biologist Jerry Prezioso from Narragansett, R.I., Robert Reid from Sandy Hook, N.J., and Donald Hoss and William Hetler from Beaufort, N.C.

As a temporary patch was applied to the ship at anchor
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Elizabeth L. Hall, curator of the vertebrate and invertebrate museum at NOAA's NMFS Northwest and Alaska Fisheries Center Auke Bay Laboratory, was selected as the outstanding women Federal Employee of the Year for the Juneau area. With Hall are Dr. James C. Olsen, Deputy Laboratory Director (I), and Dr. William A. Smoker, Laboratory Director.

U.S.S. Monitor Study (From p. 1)

65-pound piece of hull plating. During this summer's expedition, attempts will be made to recover any additional artifacts from the forward part of the vessel.

Specially designed containers are being made by the North Carolina Department of Cultural Resources to stabilize and preserve any artifacts recovered until they can be transported to a conservation laboratory.

Roger Cook, Operations Director for Harbor Branch, said the foundation's submersible, the Johnson Sea-Link, and several support vessels will be used in the expedition. Additionally, the North Carolina Department of Cultural Resources is design-

ing special pieces of equipment for the study.

"We don't know at this stage exactly what we're going to find when we get down there," Cook said. "But, we expect to get a better idea of just what condition the ship is in, and we plan to bring up a number of important samples that will help us determine its structural integrity."

TAX NOTE

Employees who are subject to state tax withholdings for the State of Mississippi may notice a minor change in their state tax for salary checks dated on or after April 4, 1979.

Chemical Spill Threat (From p. 1)

eight miles off Norfolk, the NOAA scientists took water samples from a Navy helicopter and a chartered research vessel, the Cape Henlopen.

Some of the water samples were flown to EPA's Gulf Breeze Laboratory in Florida for quick analysis, while other samples were used in a ship-board bioassay.

The bioassay was unique in that it utilized laboratory-reared larval fish in an *in situ* situation. The fish were exposed to test water collected from around the Maria Costa and their percent mortality compared with other

fish in control water.

All of the testing was negative, indicating that little, if any, of the pesticide-contaminated water was leaking from the freighter.

As NOAA NEWS was going to press, the 1,500 tons of toxic water were being pumped from the freighter hold into a barge for transit to a dumpsite 106 miles southeast of New York City in the Atlantic. Members of the NOAA team were to take sediment samples at the dump site to record the impact upon the marine environment.

Tornado Advice From NWS: Don't Open That Window

If you've been taught to open a window as a safety precaution when a tornado is imminent, forget it. It could be dangerous.

That's the advice of NWS as the result of a recent study by Texas Tech University commissioned by NOAA.

For a number of years, those in the path of a tornado were advised to open a window on the side of the house away from the approaching storm, before the tornado struck.

This would equalize the atmospheric pressure within and outside of the house, the theory was, thus helping avert an explosive effect on the house.

Texas Tech researchers found that merely the act of trying to open a window as a tornado approaches is dangerous in itself. You run the risk of serious injury from flying glass and debris if a wind-borne missile should hit the window while you're at it.

Additionally, while an open window could help relieve some pressure on the roof, according to the NOAA study, it adds additional pressure on the walls of the house facing the storm.

The researchers found that most buildings, both residential and commercial, have enough natural venting to take care of the rapid pressure change brought on by the passing of a tornado.

And finally, the researchers conclude grimly, if natural venting isn't enough, the tremendous winds and flying debris brought by the storm reach the building before the low pressure center of the tornado, with a good chance that window breakage and other structural damage would "open" the structure to a far greater degree than any opened window would.

Along with the warning on staying away from windows, NOAA's NWS offers this advice if you're threatened by a tornado:

In homes and small buildings, go the basement or to an interior part of the lowest level — closets, bathrooms, or interior

halls are best. Get under something sturdy, such as a workbench or other heavy furniture, or the basement stairs. If the storm strikes, cover your head, and protect your face.

In schools, nursing homes, hospitals, factories, and shopping centers, go to pre-designated shelter areas. Interior hallways on the lowest floor are usually best.

In high-rise buildings, go to interior small rooms or hallways.

In mobile homes or vehicles, leave them and go to a substantial shelter. If there is no shelter nearby, lie flat in the nearest ditch, ravine, or culvert with your hands shielding your head.

Monk Seal (From p. 1)

Karl W. Kenyon, a noted marine mammalogist, conducted an extensive aerial survey of the Caribbean monk seal's former habitat in the Gulf of Mexico and Caribbean Sea in 1973 and failed to locate any of the seals. This survey and a study by NMFS scientist Dale W. Rice provided the basis for the assumption that the species is extinct.

NOAA NEWS

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Norma V. Reyes, Editor
Warren W. Buck, Jr., Art Director

CSC Reorganization Separates Rule Makers & Enforcers

A reorganization plan (Reorganization Plan No. 2) dramatically revising the basic organization structure of the Civil Service Commission and separating the basic functions of that body was approved in August.

The Administration's views were illustrated by the following excerpt from OMB's statements on the plan:

"The Civil Service Commission is now assigned responsibility for protecting the merit system. The Commission is expected to judge whether actions which occur within the personnel system are within the agreed-upon rules. At the same time, the Civil Service Commission is the developer and enforcer of many of these rules. The objectivity which employees expect in the application of rules

to individual decisions directly affecting their job security and compensation has been questioned because the rule maker is also the prosecutor and judge."

Effective January 1, CSC was separated into the Office of Personnel Management and the Merit Systems Protection Board.

The Office of Personnel Management (OPM) is the central personnel agency for the Federal government. The vast majority of the personnel management functions which were within the Civil Service Commission have been transferred to OPM.

The Merit Systems Protection Board (MSPB) is the adjudicatory and appellate level, and is responsible for the functions which were primarily carried out by the Federal Employee Appeals Authority and the

Appeals Review Board. The MSPB has jurisdiction over practically all of the matters that an employee may appeal, or determinations that an employee may ask to have reconsidered outside his or her agency. An office of Special Counsel, independent of and not subject to direction by the MSPB, was also established to investigate any situation where there is evidence of violations of law or regulation.

A new Federal Labor Relations Authority (FLRA), which is responsible for administering the Federal Labor relations pro-

gram, and which incorporates certain functions formerly performed by the Federal Labor Relations Council and the Department of Labor, including the Federal Services Impasse Panel, was also established.

Reorganization Plan No. 1 also effective January 1, provided for the consolidation of EEO enforcement functions in the Equal Employment Opportunity Commission (EEOC). Overall responsibility for complaint administration, the appellate process, and review of EEO plans rests with the EEOC.

Labor Management Relations Improve With Reform Act

In addition to giving Federal labor relations the stability of law, the Act makes several improvements over the Executive Order:

- Provides for an independent Federal Labor Relations Authority (FLRA) modeled on the National Labor Relations Board which administers private sector labor relations.

- Expands the scope of matters subject to negotiated grievance and arbitration procedures including for the first time such adverse actions as discharge, demotion, and long-term suspensions. The negotiated procedure will not cover prohibited political activities, retirement, life insurance or health insurance, suspension or removal for national security, examination, certification or appointment, and position classification which does not result in loss of grade or pay or any matter that the union and NOAA agree to exclude.

New provisions in Title VII will simplify and expedite the resolution of labor management disputes and expand the due process rights of employees. These include:

- FLRA decisions and orders will be subject to court enforcement including judicial review in unfair labor practice cases.

- Greater authority to make an employee whole in an unjustified or unwarranted personnel action, including back pay plus attorney fees.

- Official time for employees representing the union in negotiations during regular working hours to the extent management officials are on paid time.

- Dues withholding - based on voluntary allotments by the employees, at the exclusive union's request. Allotments are irrevocable for one year, and the withholding service is at no charge to the employee or labor organization.

Civil Service Reform Act Follows Reorganization

Following approval of the reorganization of the Civil Service Commission, the Civil Service Reform Act of 1978 was passed in October. With some exceptions, the provisions of the Act were effective on January 11.

The basic merit system principles which govern personnel practices in the Federal government have been established in law. In summary these are:

1. Recruitment from all segments of society, with selection and advancement solely on the basis of merit after fair and open competition.

2. Fair and equitable treatment for all employees and applicants in all aspects of personnel management without regard to political affiliation, race, color, religion, national origin, sex, marital status, age or handicap, and with proper regard for their privacy and constitutional rights.

3. Equal pay for work of equal value with incentives and recognition for excellent performance.

4. High standards of integrity, conduct, and concern for public interest.

5. Efficient and effective use of the Federal workforce.

6. Retention of employees who perform well, correcting the performance of those whose work is inadequate, and separation of those who cannot or will not meet required standards.

7. Improved performance through effective education and training.

8. Protection of employees from arbitrary action, personal favoritism, or political coercion.

9. Protection of employees against reprisal for lawful disclosures of information.

The law also defines prohibited practices by officials and employees who are authorized to take personnel actions. These are summarized as follows:

- Illegal discrimination.
- Soliciting or considering prohibited employment recommendations.

- Coercing the political activity of any person.

- Obstructing any person from competing for Federal employment.

- Influencing anyone to withdraw from competition, whether to improve or worsen the prospects of any applicant.

- Giving unauthorized preferential treatment to any employee or applicant.

- Appointing, employing, promoting, or advancing relatives in their agencies.

- Taking or failing to take a personnel action as reprisal against a whistleblower or for the exercise of any appeal right.

- Taking or failing to take any other personnel action if such action violates any law, rule, or regulation concerning merit system principles.



Adverse Actions Are Defined By CS Reform Act

The Civil Service Reform Act defines an adverse action as removal, suspension for more than 14 days, reduction in pay or grade, and furloughs for 30 days or less.

Adverse action does not, however, apply to: reductions of supervisors or managers, who have not completed a probationary period in that assignment, back to the grade held immediately prior to the supervisory assignment; a reduction in grade or removal taken pursuant to determination of unacceptable performance; or actions emanating from reductions in force.

An employee is entitled to:

1. at least 30 days advance written notice of the proposed action;
2. at least 7 days in which to reply to the charges;
3. representation;
4. a written decision containing the penalty and the specific reasons for the decision;
5. appeal agency decisions under either a negotiated grievance procedure, if appealable, or directly to the Merit Systems Protection Board, but not both.

APPEALS

Non-SES employees may appeal any adverse action to the Merit Systems Protection Board (MSPB). Employees in organized bargaining units can grieve those areas specified in negotiated agreements instead of appealing to the MSPB, but cannot use both channels. SES employees' appeals to the MSPB are limited to actions to remove them from the Civil Service or to suspend them for more than 14 days.

An appellant has the right to (1) a hearing for which a transcript will be kept; (2) be represented by an attorney or other representative.

An appeal will be sustained if the employee can show that the decision:

- was based on harmful procedural errors;
- was based on any prohibited personnel practices;
- was unlawful.

For GS-13 through 15

Managers, Supervisors' Merit Pay System Begins In '81

A Merit Pay System has been established for all managers and supervisors in grades GS-13 through GS-15. The provisions of this system will be implemented not later than the beginning of the first pay period which begins on or after October 1, 1981.

Basic pay for a manager or supervisor will be set at a rate within the minimum and maximum range of pay applicable to the employee's grade level, and increases, within the range may be provided each fiscal year in

recognition of individual quality performance and organizational accomplishment. Conversion to the Merit Pay System will not cause any reduction in pay for any supervisor or manager.

When an adjustment of the General Schedule occurs, these employees will have their pay adjusted by an amount equal to at least 50% of the percentage of increase generally applicable to other GS positions in the same grade level, or a greater percentage of such comparability in-

creases, as determined by the Office of Personnel Management.

Another significant feature of the Merit Pay System is that before the initial appointment as a manager or supervisor becomes final, the individual must serve a probationary period in the position. An employee who does not satisfactorily complete the probationary period will be returned to a position of no lower grade and pay than the position which was previously held.

Grade and Pay Retention Provisions Retroactive To '77

New grade and pay retention provisions of the Civil Service Reform Act make it possible for most employees who are downgraded as a result of reduction in force or job reclassification to retain their grade for two years and continue to retain their pay for longer periods. These benefits apply to employees reduced in grade since January 1, 1977.

Grade Retention

1. An employee reduced in grade as the result of a reduction in force must have served 52 consecutive weeks in a position or positions at a grade or grades higher than the new position.
2. An employee whose position is reduced in grade due to reclassification action is entitled

The same standards will apply whether the adverse action is appealed to the MSPB or resolved by an arbitrator.

In certain cases where the appeal is sustained the employee may be eligible to receive payment for reasonable attorney fees.

Decisions of the MSPB are appealable to the U.S. Court of Appeals, or in matters of pay which are not applicable to SES employees, the U.S. Court of Claims.

Complaints involving discrimination may be handled in two different ways:

1. Those cases which are appealable to the MSPB in which the employee claims discrimination are adjudicated by the

to retain the previous grade provided the higher graded position had been classified for at least one year immediately before the reclassification action.

3. Grade retention does not apply to employees who:

- a. have a break in service of one workday or more;
- b. are demoted for personal cause or at personal request;
- c. are placed in or decline a position equal to or higher than the retained grade; or
- d. elect in writing to have grade retention benefits terminate.

Pay Retention

At the end of a grade retention period, employees will be

MSPB. These are called "mixed cases" and are not directly appealable to the Equal Employment Opportunity Commission (EEOC). However, an employee may ask the EEOC to review the MSPB decision.

2. Cases that include discrimination complaints about actions which are not appealable to the MSPB go to the EEOC. The MSPB plays no part in these decisions.

In either case a union may call for grievance procedures for employees in organized bargaining units.

Regardless of whether the decision is made by MSPB, EEOC, or an arbitrator, an employee has the right to appeal the decision to a U.S. District Court.

assigned to the lower grade and have their basic rates of pay set at a rate the lower of:

1. the rate paid immediately before the reduction in pay; or
2. 150% of the maximum rate of pay for the grade to which the employee is demoted.

Employees will retain their pay until they:

1. have a break of service of one workday or more;
2. are entitled by operation of pay setting authority - e.g., General Schedule - to a rate of basic pay at their grade level which is equal to or higher than the retained rate;

3. decline a reasonable offer of a rate equal to or higher than the retained rate;

4. are demoted for personal cause or personal request.

If a retained rate exceeds the maximum scheduled rate for the position, the employee will receive statutory increases in the amount of 50% of the increase between the old and new maximum rates of the employee's grade.

Employees who have been reduced in grade and are eligible for retroactive benefits will be repromoted to their original grades as of the date of downgrading and will receive full grade and pay benefits, as cited above.

Senior Executive Service (SES) Has Flexibility

The establishment of the SES will provide greater flexibility in rewarding, selecting, compensating, assigning, appraising, and removing executives. The SES covers all managers and supervisors in current GS-16 through GS-18 positions, Level V and IV positions in the executive rates and similar positions in other

Rating Systems For Non-SES Being Developed

Systems for appraising employee performance in non-SES positions will be developed which provide for periodic appraisals of employee performance, encourage employee participation in establishing performance standards, and use the results of appraisals as a basis for training, rewarding, reassigning, promoting, reducing in grade, retaining, and removing employees.

The systems must make it possible for employees to be advised on the critical elements of the jobs; provide for the establishment of performance standards that will permit the evaluation of performance based on objective, job-related criteria; provide for the assistance to employees; and provide for reassignment, demotion, or removal of those employees where performance continues to be unacceptable only after they have been given an opportunity to improve.

Pending the issuance of regulations from the Office of Personnel Management and the development of agency performance standards, we will continue to operate under our present performance rating system of outstanding, satisfactory, and unsatisfactory, except that there is no longer a system of appeals of ratings. In lieu of an appeal employees may use the grievance procedures applicable to them.

Appeals to the Merit Systems Protection Board or grievances under negotiated procedures as applicable may be entered into for any adverse personnel action, however.

pay systems. In order for a position to be placed in SES, it must be recommended by the Department of Commerce and approved by the Office of Personnel Management (OPM). Those positions which are not recommended for inclusion will remain as presently established.

The criteria for including a position in the SES is stated in the law. That is, any position in which an employee:

- a. directs the work of an organizational unit;
- b. is held accountable for the success of one or more specific programs or projects;
- c. monitors progress toward organizational goals and periodically evaluates and makes appropriate adjustments to such goals;
- d. supervises the work of employees other than personal assistants; or
- e. otherwise exercises important policy-making, policy-determining, or other executive functions.

There are two types of positions in the SES structure - Career Reserved, to be filled only by career appointees; and General, which can be filled by career, noncareer, limited appointees. Also, there are four types of appointments: *Career*, with selection by the merit staffing process with approval of qualifications by OPM; *Non-career*, with selection made without benefit of the competitive process; *Limited Term*, a non-renewable appointment for up to three years; and *Limited Emergency*, also a nonrenewable appointment for up to 18 months.

Those employees in positions that are designated to go into SES will have 90 days from the time they are notified to decide whether they wish to convert to SES. Employees not electing to convert may be retained in their present jobs or reassigned to non-SES positions. In neither case will there be any loss of grade, salary, or tenure.

The President will initially establish 5 or more levels of basic pay for SES, ranging from

GS-16, step 1 (\$44,756) through Executive Level IV (\$50,000). Agency heads will set the basic pay of individual executives at one of the authorized levels. The total compensation an employee can receive in any one year cannot exceed the salary rate for Executive Level I (\$66,000). This includes basic pay, plus any emoluments for performance awards or honorary rank.

Agencies will develop an annual performance appraisal system for SES which will include criteria for evaluating both individual and organizational performance. The appraisal system will provide for at least three levels of performance: fully successful, minimally satisfactory, and unsatisfactory. Achievement of fully successful performance makes the employee eligible for a performance award, while less than fully successful performance can be the basis for removal or reassignment.

Performance awards are available only to Career Executives and the amount of the award, not to exceed 20% of the base pay, is determined by the agency head. Awards are paid in lump sum and must be earned each year. In addition to performance awards the President may award the rank of Meritorious Execu-

tive for sustained accomplishment, or Distinguished Executive for extraordinary accomplishment to any Career Executive. These awards carry with them the entitlement to a lump sum payment of \$10,000 and \$20,000 respectively.

Under SES a career appointee may be reassigned to any SES position within the agency after receiving a 15-day advance written notice. This flexibility is limited by the proviso that no involuntary reassignments may be made for 120 days after the appointment of a new agency head or a new noncareer supervisor. Career appointees may transfer to an SES position in another agency with the approval of that agency.

SES pay can be set at any level no more than once in any 12 month period except that no reduction of more than one level may be made at one time.

Career Executives can be removed from the SES for inadequate performance and are guaranteed placement in non-SES positions at the GS-15 level or above with no loss in pay. Executives may be removed from the Federal service for misconduct, malfeasance and similar cause.

The SES system will be operative by June, 1979.

The Civil Service Reform Act Also:

- Authorizes employment of student volunteers as part of an agency program to provide educational experience.

- Authorizes the hiring of interpreters for deaf employees and reading assistants for blind employees.

- Allows agencies to train employees for placement in another agency if the employee would be otherwise separated by a reduction in force.

- Expands the early retirement provisions to include a major reorganization or a major transfer of function.

- Redefines "preference eligible" in many aspects to eliminate nondisabled veterans retiring at rank of major and above.

- Provides additional benefits to disabled (30% or more) veterans in appointments and retention.

- Requires agencies to conduct a recruitment program to find qualified minorities when there is an underrepresentation of minorities within categories of civil service employment.

- Provides that the combined retirement pay and Federal civilian salary received by future retirees of the uniformed services may not exceed the pay for Executive Level V.

- Requires employees who accept assignments under the Intergovernmental Personnel Act to serve an equal amount of time with the Agency upon completion of the assignment.

“High Three” Holds Key To Basic Annuity For Retirees

Office of Personnel Management (formerly CSC) retirement brochures note that basic annuity for retirees is computed on the basis of length of service and “high three” average pay (the highest average basic pay earned during any three consecutive years of service).

The computation includes unused sick leave if the employee is retiring on an immediate annuity. The employee must first qualify for retirement before the sick leave can be added.

Generally, the basic annuity cannot be more than 80 percent of the “high three” average pay but if the amount in excess of 80 percent is due to crediting of unused sick leave, the amount then is payable.

The basic annuity is computed by:

- Adding one and one half percent of the “high three” average pay times service up to five years.

- One and three-fourths percent of the “high three” pay times years of service over five.

- Two percent of the “high three” pay times years of service over ten.

A slight variation of the basic annuity formula is used when the “high three” average pay is less than \$5,000. Information about this variation can be obtained through Bureau of Retirement, Insurance and Occupational Health, Office of Personnel Management, Washington, D.C. 20415.

Basic annuity will be reduced if an employee:

- Retires before age 55, unless employee retires under the disability provisions or under the special provisions for law enforcement officers and firefighters.

- Fails to make a deposit for service during which no deductions were taken from the employee’s pay.

- Elects to provide for a survivor annuity.

An annuity is increased by all cost-of-living increases which occur after the employee’s retirement. In addition, a com-

parative computation is made based on service and average pay as of the day before the effective date of the last preceding cost-of-living increase. The higher of the two annuity rates constitutes the annual annuity.

If retirement is for disability, the employee is guaranteed a minimum basic annuity which amounts to the lesser of either 40 percent of the “high three” average pay or the amount of an annuity figured under the basic formula after increasing the service by the time between date of separation and the date when the employee reached age 60. This guaranteed minimum applies only if the employee is under age 60 when retiring and if it is more than the “earned” annuity.

If an employee voluntarily

retires during a major reduction in force or is involuntarily separated and is younger than 55, the basic annuity will be reduced by 2 percent for each year the employee is under age 55.

There is no age reduction for an employee who retires under the disability provision or under the special provision for law enforcement officers and firefighters.

If an employee dies in service after 18 months or more of federal civilian duty, the surviving spouse automatically will get an annuity provided they were married at least one year or if there is a child of the marriage. The surviving spouse is entitled to a guaranteed minimum yearly annuity which is 55 percent of the lesser of either 40

percent of the “high three” average pay or the regular annuity obtained after an employee increased service by the period between date of death and the date the employee would have reached age 60.

The guaranteed minimum does not apply if 55 percent of the earned annuity is more than the guaranteed minimum or if the retiree is age 60 or over at the time of death.

The unmarried children also will be entitled to annuities if the employee dies in service and their annuities will continue until they reach age 18 or age 22 if they remain in school until then.

OPM also said that at the time of retirement, the employee can elect either to receive

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NOAA Personnel Division Lists Current Vacancies

Announcement Number	Position Title	Grade	Organization	Location	Issue Date	Closing Date
AR-79-33(IH)	Meteorological Technician	GS-11	WSO	Anchorage, Ak.	3/22	4/5
AR-78-34(IH)	Meteorological Technician	GS-9 (may be filled at a lower grade)	WSO	Barter Island, Ak.	3/22	4/5
SER-79-10	Computer Programmer	GS-11 (may be filled at GS-9)	NMFS	Miami, Fla.	3/22	4/5
SER-79-11	Industry Economist	GS-13	NMFS	Miami, Fla.	3/22	4/5
NMFS-79-14(CG)	Financial Assistance Specialist	GS-7/9 (promotion potential to GS-11)	NMFS	Washington, D.C.	3/22	4/5
NASO-79-07(HLF)	Fishery Biologist (Research Administration)	GS-15	NMFS	Seattle, Wash.	3/19	4/9
NASO-79-08(BJS)	Supervisory Research Chemist	GS-14	NMFS	Seattle, Wash.	3/19	4/9
HQS-79-36(CB)	Personnel Management Specialist	GS-12	ADMIN	Rockville, Md.	3/19	4/9
HQS-79-37(CB)	Program Analyst	GS-13/14	HQS	Washington, D.C.	3/22	4/12
SR-79-22(GC)	Meteorologist (ARTCC Resource Met) (2 positions)	GS-12	NWS	Miami, Fla.	3/27	4/9
SR-79-20(RH)	Electronics Technician (Senior ET)	GS-10 (with potential to GS-11) (may be filled at lower grade)	NWS	Pensacola, Fla.	3/27	4/9
NCC-79-03(GWE)	Supervisory Meteorologist	GS-12	NCC	Asheville, N.C.	3/27	4/9
NESS-79-14(WL) (Reissuance)	Electronic Engineer	GS-12	NESS	Camp Springs, Md.	3/27	4/9
NWS-79-7(GZJ)	Computer Systems Analyst	GS-12	NWS	Suitland, Md.	3/27	4/9
EDIS-79-27(MJH)	Computer Technician	GS-7	EDIS	Washington, D.C.	3/29	4/12
NWS-79-22(BJJ)	Meteorologist	GS-14	NWS	Camp Springs, Md.	3/27	4/17
NOS-79-15(NB)	Oceanographer	GS-13	NOS	Rockville, Md.	3/27	4/17
HQS-79-41(AS)	Oceanographer or Physical Scientist or General Engineer (this is one vacancy)	GS-14	HQS	Rockville, Md.	3/29	4/19
HQS-79-42(RW)	Accounting Technician (2 positions)	GS-5/6	HQS	Rockville, Md.	3/29	4/19

Twenty-three NOAA employees received Bronze Medals from the Department of Commerce during the last six months of

1978. The Medal is awarded for extremely competent performance of official duties in the Department over a long period of time.

Bronze Medals



Hazen Bedke (3rd from left) presented the Bronze Medals to (l to r) Louis Billones, Bonita Dobbins, and Richard Anderson.



Walter Gilbert was presented his Bronze Medal by then-Governor of South Carolina, James Edwards. Mrs. Gilbert and John C. Purvis, MIC Columbia, attended the presentation.



Fellow employees watched as Mercedes N. Bakon received her Bronze Medal from Dr. George P. Cressman.

July: Wallace H. Blackwell, Jr., ADMIN; Donald R. Engle, NOS; Evelyn S. Liddel, EDIS; Irma Lee Westrell, ADMIN; Jack White, OCZM.

August: Mercedes N. Bakon, NWS; Walter Gilbert, NWS; John V. Graff, NWS; Joseph Judson, ADMIN; William E. Kennedy, NWS; Harold E. Lowman, NWS.

October: Louis Billones, NWS; Corinne G. Cook, NWS; Robert C. Embleton, NWS; Donald L. Olson, NWS; Walter W. Parker, NWS; Leo J. Sansregret, Jr., NWS; Arthur Valdemar, NWS.

November: Richard G. Anderson, NWS; Bonita Dobbins, NWS; Charlotte S. Jones, NWS; Robert M. Stuart, NWS.

December: Jim H. Branson, NMFS.



Ted Gleiter made the Bronze Medal presentation to Irma Lee Westrell.



R. Adm. Allen L. Powell presented the Bronze Medal to Donald R. Engle as Mrs. Engle watched.



**QUICK-MADE ITALIAN STYLE
SMELT-SPAGHETTI CASSEROLES**

- | | |
|--|---------------------------------------|
| 1-1/2 pounds pan-dressed smelt,
fresh or frozen | 1 egg, slightly beaten |
| 12 ounces spaghetti | 2 tablespoons water |
| 1 jar (15-1/2 ounces) meatless
spaghetti sauce | Fat for frying |
| 1-1/2 cup yellow cornmeal | 1/2 cup grated Parmesan
cheese |
| 2-1/2 teaspoons salt | 1/4 cup melted margarine
or butter |
| 1/8 teaspoon pepper | |

Thaw fish if frozen; rinse in cold water. Cook spaghetti as directed on label and heat sauce. Combine cornmeal, 1-1/2 teaspoons salt, and pepper. Combine egg, water, and remaining 1 teaspoon salt. Dip fish into egg mixture; drain fish and roll in cornmeal mixture until coated. Heat fat in skillet over moderate heat. Fry fish in fat until nicely browned on one side, about 3 minutes. Turn carefully and brown second side. Drain on absorbent paper. Toss hot drained spaghetti with cheese and margarine or butter. Fill large individual casseroles 2/3 full of spaghetti; spoon heated spaghetti sauce over spaghetti and top with smelt. Makes 6 servings.

Basic Annuity For Retirees *(From p. 6)*

full annuity or to name the spouse as a survivor annuitant and receive a reduced annuity. If the employee chooses the latter, the spouse will be entitled to receive a survivor annuity to start immediately upon the employee's death.

To provide a survivor annuity, the retiree's annuity will be reduced by two and one half percent of the first \$36,000 of annuity, plus ten percent of the annuity over \$3,600. The survivor annuity will be 55 percent of the amount of the retiree's annuity before this reduction.

An employee may name the spouse as survivor annuitant for only part of the annuity and then the annuity will not be reduced so much. For example, if the employee is entitled to a basic annuity of \$6,000 a year, the employee can name the spouse to receive a survivor an-

nuity based on only \$2,000 of the annuity. Then the annuity will be reduced by two and one half percent of \$2,000 and there will be no reduction on the other \$4,000 of the annuity. Of course, the survivor annuity in this case would be 55 percent of the \$2,000 instead of 55 percent of \$6,000.

If an employee leaves federal service employment before completing five years of service, the retirement deductions may be returned to the employee.

If the employee leaves after completing at least five years of service but before being eligible for an "immediate" annuity, the employee has a choice of having deductions returned or leaving the money in the retirement fund. If the money is left in the fund, the employee will be entitled to a "deferred" annuity at age 62.

**Scientists Look For Deep-water
Coral Reefs & Ancient Shipwrecks**

Government scientists next week launch an intensive underwater survey off the Florida coast in hopes of locating deep-water coral reefs and possible ancient shipwrecks.

A research team of marine scientists from NOAA, the Army Corps of Engineers, and Klein Associates, Inc., will be investigating more than 50 square miles of the Key Largo National Marine Sanctuary from the

NOAA research vessel *Pierce*.

The sanctuary was created in 1975 by the Department of Commerce to protect some 100 square miles of tropical waters enveloping one of the East Coast's northernmost coral reef ecosystems. The area is thought to contain a large deepwater reef system that may extend for miles along the Florida Keys.

BEST FISH BUYS

According to the NMFS National Fishery Education Center in Chicago, the best fish buys for the next week or so are likely to be frozen fish sticks and chunk light canned tuna along the Northeast Seaboard; fresh whole bluefish and whole whiting in the Middle Atlantic States, including the D.C. area; fresh whole speckled trout and whole mullet in the Southeast and along the Gulf Coast; frozen pan-dressed smelt and chunk light tuna in the Midwest; fresh rainbow trout and canned tuna in the Northwest; and frozen turbot fillets and fresh catfish fillets in the Southwest.

**NOAA's EEO
Awareness Day
Luncheon**

NOAA's EEO Awareness Day Luncheon and Meeting will be held April 27 at the Officers' Club, Bolling Air Force Base beginning at 11:30 a.m. with a cocktail hour.

Administrative leave will be granted to NOAA employees who attend as long as they return to their work after the meeting.

Tickets are available at each NOAA facility in the D.C. area as listed on announcement posters or call Delores Reese, 443-8137 or Eleanor Green, 634-4253.



Recent graduates of NOAA's National Upward Mobility Program in Seattle received certificates of completion from Dale Gough, Director, Northwest Administrative Service Office. Shown (l to r) are Devonia Smith, Gough, Katherine O'Brien, and Melvin Fondue. Smith will work as a personnel clerk within the NASO Personnel Division; O'Brien will be assigned to the NASO Director's staff as a project support assistant; and Fondue will be a purchasing agent. Imogene Henry, who was not at the presentation, also completed training and will become a purchasing agent.

National Oceanic and Atmospheric Administration

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