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ERL Scientists Monitor Tornadoes' Parent "Mesocyclones"

Establishment of New England Salmon Sport Fishery Proposed

National Marine Fisheries Service scientists have proposed the establishment of a vigorous spring and fall salmon sport fishery in New England, relatively safe from foreign fishing.

Timothy Joyner and Conrad Mahnken of the Northwest Fisheries Center in Seattle, Wash., outlined their proposal in the October issue of *Marine Fisheries Review*, published monthly by NMFS.

The proposal would combine the latest salmon hatching and rearing techniques with such popular Pacific Ocean species as the coho, spring chinook, and the Japanese cherry salmon.

The Atlantic salmon has fared poorly at the hands of man, Mr. Joyner points out in agreement with many other scientists. Development, industrialization, pollution, and overfishing have taken their toll both in Europe and North America. Two approaches to improving New England's salmon fisheries include: attempting to increase the survival and extend the present range of the Atlantic salmon, or transplanting stocks of Pacific salmon. Some bi-

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NOS Announces New Appointments



Mr. Yachmetz

Mr. Travis

Three new appointments have been announced in the National Ocean Survey's Office of Aeronautical Charting and Cartography: Stephen Yachmetz, Jr., as Chief of the Aeronautical Chart Division; Friason Travis, as Assistant Chief; and Ernest A. Shepard, Jr., as Chief of the Photographic Section in the Reproduction Division.

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The rotating thunderstorm winds that appear to accompany the smaller, tighter whirlwinds called tornadoes were monitored for the first time last spring by displaying Doppler radar wind-velocity contours (called isodops) on a standard radarscope. The unique observations are described in a report issued by the Environmental Research Laboratories.

The observations, obtained by scientists from the Norman, Okla.-based National Severe Storms Laboratory, mark an important milestone in the evolution of Doppler radar into an operational storm-detecting tool.

Dr. Richard J. Doviak, who heads the advanced techniques project, reports the experimental Doppler system there gave evidence of mesocyclone (middle-scale rotating circulation) signatures in nine of the many storms scanned last spring, seven of which are known to have spawned tornadoes. The mesocyclone

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Message From The Administrator

Travel of all kinds, domestic and international, is an essential part of carrying out NOAA's responsibilities. Travel, however, is a significant energy consumer. In addition, the tightening situation in air travel, resulting from restrictions on fuel consumption, requires that we do our part in freeing as many seats as possible on commercial airlines for the essential activities of our Nation.

We are considering in headquarters ways in which we can curtail domestic and international travel in a way which will not impair our ability to do our jobs. We plan to go about this very carefully, and it will be several weeks before we are in a position to issue specific guidelines. Meantime, however, all of us have an obligation to curtail travel as much as possible without eliminating that which is necessary for conduct of our business.

Generally, when we plan a trip, we think in terms of the benefits to us as individuals or to our organization. All of us must now use a more exacting criterion. Each of us must ask whether foregoing a particular trip will adversely affect the work of NOAA. If the answer is "no adverse effect", the trip is not essential. I know I can count on each member of NOAA to do what is right under the present circumstances.

Robert M. White

Season's Greetings & New Year Wishes Extended to You in NOAA



It is a singular pleasure, as NOAA's fourth holiday season approaches, to look back upon the year which is fading and forward to the challenge of the new.

Indications are that 1974 will bring some sacrifice. We shall be cooler in the winter, warmer in the summer, and one of our paramount objectives will be to assist the national energy conservation effort in every possible way. I know NOAA, as always, will do its share and more.

And so, with great pride in and affection for our NOAA family, Howard Pollock, John Townsend and I wish you and your families a happy holiday season and a shining new year.

Robert M. White
Dr. Robert M. White
NOAA Administrator

As the Christmas season approaches, our Nation faces an energy crisis that clearly will require sacrifices of us all. Let us use this crisis as an opportunity to come closer together, not with overlighted Christmas trees and overheated rooms, but with the too-long-forgotten warmth of a cheerful fireplace, a candlelight dinner, a tree resplendent with homemade ornaments, and—most of all—a closeness with and affection for family, friends, and fellowman.

In this spirit, may I wish each of you a very Merry Christmas and a happy New Year, both for myself and everyone in EDS.

Thomas S. Austin
Dr. Thomas S. Austin
Director, Environmental Data Service

The entire staff of Sea Grant joins me in this holiday season to wish all of our NOAA family a healthy and happy year ahead, and to hope that the faint glimmerings of peace we see throughout the world will be realized.

Robert B. Abel
Dr. Robert B. Abel
Director, Sea Grant Office

Season's Greetings and best wishes for the coming year to all members of NOAA from the Director and the staff of the National Environmental Satellite Service.

David S. Johnson
David S. Johnson
Director, National Environmental Satellite Service

As the spirit of the holiday season is rekindled in our hearts, it is my wish that each of you enjoy a generous portion of good cheer mixed with a full measure of love and peace now and throughout the new year.

Allen L. Powell
Rear Admiral Allen L. Powell
Director, National Ocean Survey

The Director, NOAA Corps, and staff extend season's greetings to all members of the NOAA family. We wish each one an abundance of those things that make our lives worthwhile—peace, health, friends, and the satisfaction that comes from contributing to the work of our organization and to our fellowmen.

Harley D. Nygren
Rear Admiral Harley D. Nygren
Director, NOAA Corps



This last year was one of the most strenuous ever seen by the National Weather Service, with coastal storms, tornadoes, hurricanes, and flooding. Two of our field offices were severely damaged by tornadoes, with the staff putting out warnings up to the last second. We can take a great deal of satisfaction from the savings of life and property because of our services this year.

Let's hope for better weather next year; but that's a doubtful matter. By contrast, it's absolutely certain that the staff of NWS Headquarters joins me in wishing all of NWS and NOAA a Happy Holiday and a Good New Year.

George P. Cressman
Dr. George P. Cressman
Director, National Weather Service

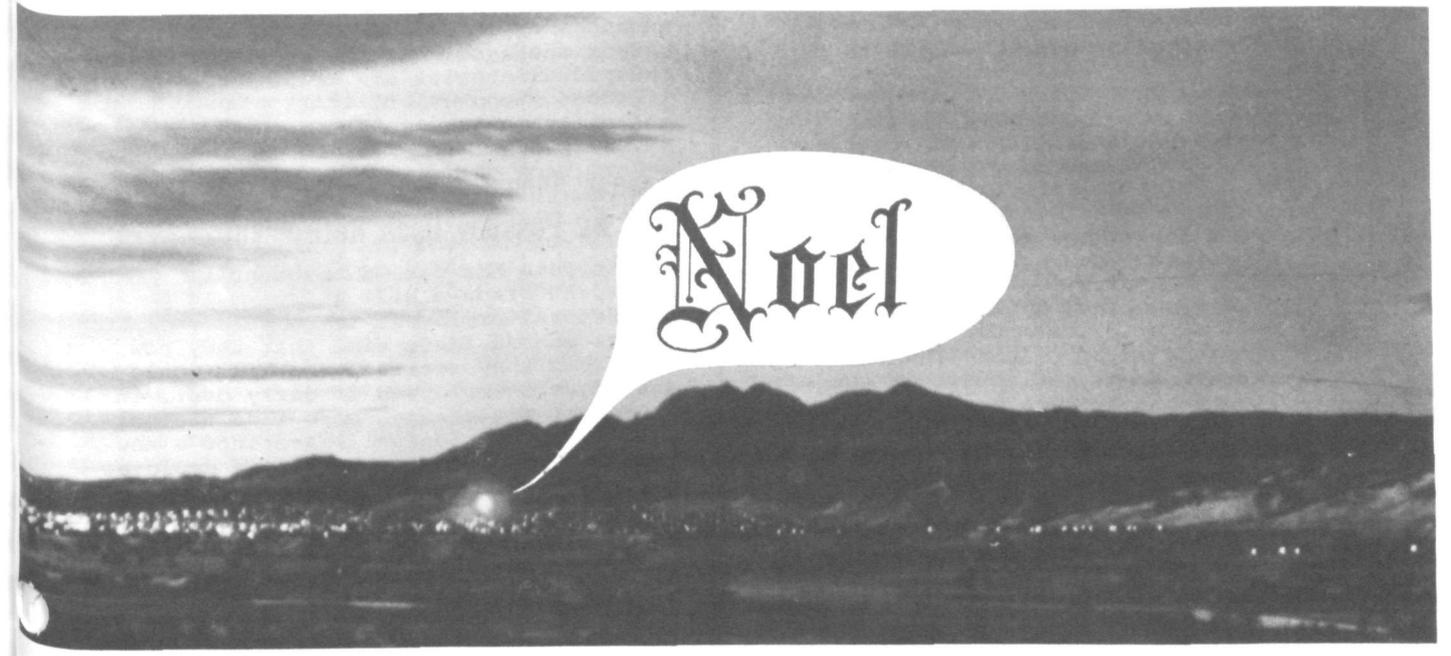
Speaking for all employees of the National Marine Fisheries Service, I wish to extend sincere holiday greetings and best wishes to all our colleagues in NOAA. May the holiday season, and the year to come, be joyous, peaceful, and rewarding for you and your families.

Robert W. Schoning
Robert W. Schoning
Director, National Marine Fisheries Service

The Office of Coastal Environment, NOAA's newest organizational element, wishes the rest of the NOAA family a healthy and happy holiday and New Year.

We appreciate the support and assistance we have received from the other parts of NOAA and look forward to an exciting 1974.

R. W. Knecht
Robert W. Knecht
Director, Office of Coastal Environment



Seasons Greetings from Dr. Wilmot N. Hess and the staff of the Environmental Research Laboratories.

personnel perspective

Program Evaluation Under the 1973 NOAA EEO Affirmative Action Plan

Part VII of the NOAA National EEO Affirmative Action Plan requires that NOAA provide for a system of internal EEO Program evaluation and supply periodic progress reports to management.

Periodic statistical reports on the employment of minority groups and women are furnished to Dr. Robert M. White, NOAA Administrator, and other management officials as a means of analyzing NOAA's EEO progress. These reports contain data on minority groups and women in all organizational and geographical areas. These data were presented to the NOAA Administrator, Major Line Component Officials, Department of Commerce personnel and the NOAA EEO Committee last June in a major briefing on NOAA's EEO progress over the past three years. Another briefing which will present NOAA statistical data covering 1973 vs. 1972 will be presented to the Administrator in January, 1974. These data will also be published in Personnel Perspective. Other statistical information on the employment of minorities and women is presented in the Quarterly Personnel Statistics Report, the Quarterly Management Information Summary and other special reports gathered at the request of NOAA management officials to use as a

gauge in measuring their own EEO progress. The Personnel Division will be adding a full-time statistician whose primary duty will be to develop increased statistical measures to be used as tools in overall EEO Program evaluation.

Annually each MLC Director reports on internal progress toward meeting individual action plan goals and activities. These reports are then consolidated into an annual report of EEO progress which is then forwarded to the Department of Commerce for review and analysis. Beginning next year with a full year of operation under the new EEO guidelines each MLC will begin to receive analyses of the effectiveness of their EEO Action Plans as evaluated by the Personnel Division. These analyses will go into full detail to measure how effective our special program activities have been to assist minority groups and women in achieving full equality with their fellow citizens in NOAA. These systems are now being established and will be operating fully in Calendar Year 1974. The NOAA EEO Committee and the individual MLC EEO Committees will assist in this program evaluation and assessment of progress.

Career Assistance

This fourth article on Career Management explores the concept of career assistance: what is it, who provides it and why is it important. Career assistance is a means of helping an individual to realize personal work strengths and weaknesses, find and interpret career information, and determine realistic career goals and plans. The entire process of career assistance is dependent upon interpersonal communications which reflect real interest and sincere concern by management for an individual's career problems and aspirations. These interpersonal communications must also be recognized as important by both the individual and management.

Fellow workers within the organization sometimes provide relevant career information and advice to one another. However, it is important that each individual's abilities and aspirations be considered in helping him or her determine career goals and career plans. Career Management assures this by placing the responsibility for career assistance on the supervisor. Good supervisors perceive this as a necessary role of leadership and not as an additional task. NOAA is now conducting Supervisory and Managerial Counseling Workshops to help supervisors acquire competence in providing counseling assistance to their employees.

Career Management Programs provide a system for documenting career plans and aspirations through the use of: 1) the "Career Appraisal," an estimate of career

potential in relation to chosen career goals; and 2) the "Career Plan," a schedule of career-related activities, agreed upon by both the individual and management, which will be helpful in accomplishing established career goals.

The importance of career assistance to an individual is evidenced by increased job satisfaction and a more secure feeling about career prospects. Career assistance enhances an individual's chances for career success. For the organization the individual's gains are transformed into improved manpower utilization and mission accomplishment.

Excess Annual Leave Payment May Be Possible Upon Retirement

Congress has passed and sent to President Nixon a bill which would permit Federal employees to be paid for excess annual leave time that they now lose when they retire. The bill would also permit employees to carry over, in emergency situations, more than the normal thirty days annual leave into a new year. This would apply when an employee could not use annual leave because of a work emergency, because of sickness that came up after the leave was scheduled to be used, or because of administrative error. If the bill is signed, the next edition of Personnel Perspective will contain more detailed information on the subject.

Updating of the NOAA Personnel Handbook

Several NOAA Personnel Handbook chapters have been added to the NOAA Personnel Handbook. To assist holders of the Handbook in determining whether their copy is current, a list of published chapters and the effective date of each follows:

<u>Chapter</u>	<u>Title</u>	<u>Effective Date</u>
	Table of Contents	10/09/73
01	Introduction	2/15/72
03	Section 03, Intergovernmental Assignments	10/09/73
	Section 09, Reduction in Force	2/05/73
	Section 15, References	10/09/73
	Section 16, Exhibits	10/09/73
06	Merit Promotion Program	7/01/69 (New chapter now being printed)
07	Employee Development	8/30/73
08	Career Management Programs	(Basic chapter not issued)
	Appendix A, Electronics Technician Field	7/08/70
	Appendix B, Hydrologist Field	4/01/71
	Appendix C, Cartographer Field	4/05/72
	Appendix D, Executive Development	9/06/73
10	Incentive Awards	9/11/73
11	Hours of Work	10/15/69
12	Leave	2/15/72
13	Adverse Actions and Discipline	4/03/72
14	NOAA Administrative Appeals	10/09/73
15	Grievances	9/12/72
16	Personnel Relations and Services	8/31/73
17	Insurance and Annuities	3/01/72
18	Performance Ratings	11/30/72

All employees are entitled to access to the Personnel Handbook. Supervisors are encouraged to refer to it during their day-to-day operations and to inform employees of where they may review it.

Additional chapters will be distributed as they are developed.

Minority and Female Recruitment Coordinator



Jim Wright of the Special Programs Section, Personnel Relations Branch serves as the minority and female recruitment coordinator for NOAA. He is responsible for seeking out and recruiting qualified minority-group and women candidates from all sources to fill professional, scientific, administrative and technical positions in the NOAA

Corps. To accomplish this, Mr. Wright travels to: colleges and universities, other government agencies, private organizations and industry and to other areas throughout the United States to interview potential candidates for employment and to discuss NOAA's mission with college officials and students.

In addition to his college recruitment activities, Mr. Wright is involved with the recruitment and placement of veterans in various positions in the Washington Metropolitan area.

Displaced Federal Employees

Recently, President Nixon called for even greater priority to be given to our efforts to provide employment opportunities for displaced Federal employees. In the words of the President:

"I am particularly concerned, as economic conversion takes place, that all Federal departments and agencies redouble their efforts to provide employment opportunities for displaced Federal employees. We cannot afford to lose talented and experienced personnel who qualify for existing vacancies."

Secretary of Commerce, Frederick B. Dent, has heartily endorsed this program and has asked all Commerce agencies to increase their efforts in meeting obligations toward displaced Federal employees.

With this goal in mind Personnel Offices throughout NOAA are reviewing their current placement activities with a view to taking affirmative steps to assure that qualified displaced Federal employees are receiving full and proper consideration for all vacancies before they are filled by any other means.

Representatives of NMFS East Coast Facilities Attend Conference

Representatives from National Marine Fisheries Service East Coast facilities attended a Financial Management Conference in Milford, Conn., recently.

The purpose of the conference was to provide a forum for discussion of financial management, concentrating on the NOAA Financial Management system.



Attendees shown are (front row, from left) Lorealee Cooney, Atlantic Fishery Products Technology Center; Mary Ann Smith, Middle Atlantic Fisheries Center; Harriet Hightower, Gulf Coastal Fisheries Center; Kathy Hensley, Office of the Director; Herb Stern, Northeast Fisheries Center; Helen Pawlikowski, Middle Atlantic Fisheries Center; Bill O'Connell, Middle Atlantic Fisheries Center; Agnes Kelly, Northeast Region; (second row, from left) Terry Johnstone, College Park Fisheries Products Technology Laboratory; Ray Perrigo, Office of Resource Management; Dick Kierstead, Office of Resource Research (MARMAP); Bernie Allred, Atlantic Estuarine Fisheries Center;

Daryl Mayberry, Middle Atlantic Fisheries Center; Estelle Frauenberger, Middle Atlantic Fisheries Center; Dave Rand, Office of Resource Research; (third row, from left) John Silk, Southeast Region; Joanne Bridges, Middle Atlantic Fisheries Center; Carl D'Epiro, Northeast Region; Ron Nietz, Northeast Fisheries Center; Joe Cordona, NOAA Administrative Trainee; Jim Barrington, NOAA Finance Division; (back row, from left) Dale Sortland, Office of Resource Research; Ray Niblock, Gulf Coastal Fisheries Center; Norm Fitz, Office of Resource Utilization; Willis Siferd, Southeast Fisheries Center; and Ben Remington, Office of the Director.

Lt. Birkey Heads Gravity Party G-52

Lieutenant (junior grade) Stephen R. Birkey is the new Chief of Gravity Party G-52, which conducts surveys of the force of gravity at points throughout the United States for the National Geodetic Survey. A determination of gravity is one of the factors which has enabled NOAA surveyors to pinpoint with precise accuracy the exact locations of more than 500,000 points which make up the national geodetic networks of elevations and distance on which all land measurements are based.



Lt. (j.g.) Birkey

Lieutenant (j.g.) Birkey has served for the past several years aboard the NOAA Ship McArthur. He joined the NOAA Commissioned Corps in 1971. His two-man party, which includes gravity observer Charles H. Bergmann, is headquartered in Columbus, Tex.

Three-State Ground Elevations Survey Under Way

An extensive survey of ground elevations is being conducted in Mississippi, Tennessee, and Kentucky by the National Geodetic Survey, in cooperation with the Army Corps of Engineers. A 16-man NGS field party headed by Robert R. Gerrish will carry out the five-month project, which involves measuring over 500 elevations along a 430-mile route between Vicksburg, Miss., and Wickliffe, Ky.

"Mesocyclones" (Continued from page 1)

rotation, which often produces a "hook echo" signature on a conventional radar echo intensity display, generates couplets of closed isodops on a Doppler velocity display.

"This signature," Dr. Doviak says, "appears to identify a middle-, or mesoscale cyclone that often precedes the development of the smaller tornado cyclones. What we hope to do is learn to detect and monitor this apparent precursor of tornadoes in real time--that is, as it occurs--and use this information to improve the quality and timeliness of tornado warnings."

Conventional weather radar displays show density of precipitation particles--water droplets and hail--within thunderstorm systems; the intensity of the reflected radar signal (echo) can be interpreted as an indication of the storm's severity, and certain characteristic shapes--for example the famous hook echo--have come to be associated with some tornadic storms.

The real-time Doppler velocity field display has been made possible through application of a Doppler velocity computer designed and developed by Dale Sirmans, chief of systems development at the National Severe Storms Laboratory. This velocity computer uses a relatively inexpensive technique to process in real time the Doppler data which issue from the radar at the tremendously high rate of 20 million bits per second.

Because the Doppler radar obtains both precipitation density (reflectivity) and velocity data, the observations of last spring provide a means of comparing the two types of display.

NWS Forecasters Technical Advisory Committee Holds Meeting

The National Weather Service Director's Fourth Annual Line Forecasters Technical Advisory Committee meeting was held at NWS Headquarters November 16-21.

As in past years, the Line Forecasters Technical Advisory Committee had the opportunity to learn of recent developments, plans, and anticipated changes in the centralized guidance products for use of field forecasters. On the last day of the meeting, the LFTAC members met privately with Dr. Cressman to discuss issues of mutual interest and to provide him with a list of recommendations and suggestions of a technical nature for improving the operations of the NWS.

Topics of particular concern at the meeting included the need to have more uniformity in the application of NWS guidelines relating to technical matters, the need to have field forecasters more involved in providing input for future NWS policy, and how to meet current forecast requirements with relation to data problems.

Allan V. Gustafson, from the Weather Service Forecast Office in Raleigh, N.C., was selected to be chairman of the 1974 LFTAC, and William G. Sullivan, from the Weather Service Forecast Office in Los Angeles, Calif., was selected to be the carry-over LFTAC member for 1974.



Shown at the 1973 LFTAC meeting are (seated, from left) David H. Shideler, Honolulu, Hawaii; Dr. George P. Cressman, Director, NWS; Charles H. Sprinkle, 1973 LFTAC Chairman, from the National Meteorological Center; Donald H. Oldmixon, River Forecast Center, Sliedell, La.; (standing, from left) Mr. Gustafson; Kenneth C. Tillotson, Denver, Colo.; William D. Marshall, Birmingham, Ala.; Mr. Sullivan; Paul E. Rausch, Anchorage, Alaska; and Maurice E. Pautz, LFTAC Coordinator, NWSH.

New England Sport Fishery (Continued from page 1)

ologists now believe that the introduction of selected Pacific salmon would most rapidly establish a salmon sport fishery in New England.

The system envisioned by Mr. Mahnken and Mr. Joyner would include fresh-water rearing facilities where groundwater temperatures are optimum for rapid freshwater growth. With modern salmon-rearing techniques, young fall-hatched coho could, by late the next spring or early summer, be trucked to saltwater pens along the coast from Cape Cod to Maine, held through the summer for additional growth, and then released. In about another year, mature coho salmon would begin returning to that general area to enter suitable nearby streams. Spring-running chinook and cherry salmon could be released, the article states, into the estuaries of streams flowing into Vineyard, Block Island, and Long Island Sounds to provide a salmon fishery for southern New England in the spring when the ocean temperatures are favorable for their homing migrations.

Copies of Marine Fisheries Review are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, for \$1.25 each. A one-year subscription costs \$12.50.

Energy Saving Suggestions Received

During the week ending December 7, 15 energy-saving suggestions were received from NOAA employees by NOAA's Energy Conservation Project Manager, Rear Admiral Harley D. Nygren. Plans for implementing as many as possible are being made in the operating units.

AMC Personnel Slated For Ship Duty

Trained personnel from the Processing Division of the Atlantic Marine Center, Norfolk, Va., will be detailed next year to several hydrographic survey ships to expedite the processing of field data for updating nautical charts.

The personnel will be assigned on a rotating basis to the Mt. Mitchell, Whiting, and Peirce, and possibly other ships in the future. Eventually, it is hoped to fill the survey departments aboard ships with Processing Division personnel. This move, it is anticipated, will not only expedite the work, but will also reduce the number of personnel required aboard ship for handling field data.

Qualified personnel from the ships' survey departments will be assigned to the Processing Division as openings there become available. Three ship employees will report for duty in Norfolk in January.

The Processing Division will be enlarged by transfer of the shipboard positions. Vessel employees meeting general schedule requirements will be selected for these rotating assignments.

The ships will profit in having reviewer-trained surveyors in data acquisition, while the Processing Division will gain reviewers with data-gathering experience.

Peter George Putz Dies

Peter George Putz, former Observation Specialist at the National Weather Service Office in Charleston, S.C., died on December 10. He retired last May after 29 years' Federal Service. He is survived by his wife, Helen, of 831 McCants Drive, Mt. Pleasant, S.C. 29464, and four children, Ricky, Rose Marie, Larry, and Patricia.

William F. Frank Is New MIC Of Baton Rouge, La., WSO

William F. Frank, who has been Meteorologist in Charge of the National Weather Service Office at Baton Rouge, La., for the past six years, has been named MIC of the WSO at the Amarillo, Tex., Air Terminal. He succeeds



Mr. Frank

Charles M. Crouch, who retired recently. Mr. Frank, whose meteorological career spans 30 years, has wide experience in providing severe weather warning services to the public and aviation interests. He served at Springfield, Mo., and Port Arthur, Tex., before going to Baton Rouge.

Library Services Expanded in D.C. Area

A new library service for NOAA employees in the Washington metropolitan area has been established as a result of a program developed by the Federal Library Committee. Federal employees can now borrow books directly from 20 Federal libraries in addition to the Environmental Data Service's Atmospheric Sciences Library housed in the Gramax Building in Silver Spring, Md. Borrowers' cards, as well as a list of participating libraries and an instruction leaflet will be issued by the Librarian of the Atmospheric Sciences Library on request. Application for the card may be made in person at the Library or by calling 427-7800 or Code 161-77800. Other Department of Commerce libraries cooperating in this new service are those located at the Main Commerce Building, National Bureau of Standards, and the Patent Office. The inter-library loan service will continue as in the past. For further information, contact Elizabeth McElroy, Atmospheric Sciences Library.

New Appointments (Continued from page 1)

Mr. Yachmetz, who received the Commerce Department Silver Medal in 1958 for major contributions to the development of aeronautical charting, previously headed the Radio Facility Chart Branch. He has been



Mr. Shepard

with the NOS and its predecessor, the Coast and Geodetic Survey, for 33 years.

Mr. Travis has been with the agency since 1949 and was previously Chief of the Visual Chart Branch.

Mr. Shepard has been with the agency for 11 years, serving previously as Senior Photographer.

recipe of the week



FLAKY WHITING

3 pounds pan-dressed whiting or other pan-dressed fish, fresh or frozen

1 teaspoon salt

Dash pepper

1 cup instant mashed potato flakes

1 package (7/10 ounce) cheese-garlic salad dressing mix

1/2 teaspoon salt

Dash pepper

1 egg, beaten

1/4 cup butter or margarine, melted

Paprika

Thaw frozen fish. Clean, wash, and dry fish. Sprinkle inside with salt and pepper. Combine potato flakes, salad dressing mix, salt, and pepper. Dip fish in egg and roll in potato flakes. Place fish in single layer on a well-greased bake and serve platter, 16 by 10 inches. Pour butter over fish. Sprinkle with paprika. Bake in an extremely hot oven, 500°F., for 15 to 20 minutes or until fish flake easily when tested with a fork. Makes 6 servings.

Items to be considered for publication in NOAA WEEK should be submitted to: Office of Public Affairs, NOAA, Room 221, Bldg. 5, Rockville, Md. 20852. Phone (301) 496-8243.

National Oceanic and Atmospheric Administration

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