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Knecht Named Assistant Administrator for CZM

Dr. Sargeant To Receive Flemming Award

Dr. Douglas H. Sargeant, Director of the World Weather Program Office, will receive the Arthur S. Flemming Award February 27 in Washington. The awards are made annually by the D.C. Junior Chamber of Commerce to honor outstanding young government employees.

Dr. Sargeant will be cited for his work in 1974 as Director of the U.S. Project Office of GATE—the Atlantic Tropical Experiment of the Global Atmospheric Research Program, the largest and most complex international scientific experiment ever undertaken. The field phase of GATE, completed last fall in the Atlantic off Senegal in Africa, involved approximately 5,000 persons from 70 nations, and a wide array of satellites, aircraft, ships, and other scientific platforms.

According to the citation, "Dr. Sargeant's resourceful management helped overcome a threatened loss of vital satellite information and other equipment difficulties. His skill in complex international negotiations helped bring operating agreements acceptable to all nations involved. His outstanding scientific and executive ability combined with his diplomacy in relations with other nations and his aggressive pursuit of his leading role in this mission, brought about a truly international scientific and operational plan."

Others in NOAA who have won the Flemming Award are Dr. Richard E. Hallgren, Deputy Director of the National Weather Service, in 1969, and Dr. John Townsend, Jr., NOAA Associate Administrator, in 1964 for work for NASA.



Dr. Sargeant

NGS To Survey In 16 States And Guam

About 170 National Geodetic Survey geodetic engineers and technicians will conduct land measurements in 16 states and Guam this year.

They will continue a survey of the country that began in 1817 on Long Island, N.Y., measuring the length and breadth of the land with accuracy of within one-half inch in 10 miles. Their's is a program which will never cease as long as the country exists, for the land is constantly changing and with the changes must come new measurements.

Geodetic surveys will be conducted this year in Alaska, South

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ERL Scientists Describe Natural "Rain Machine"

Every year or two, conditions over the American Great Plains are right for one of nature's most efficient rain machines—a rare series of storms within a storm that can produce up to 20 inches of rainfall in a matter of hours.

The disturbances are rare—one may not visit any single area more than once a century—but their destructive touch is unforgettable. They include the rains which washed away part of Rapid City, S.Dak., three years ago, and the persistent heavy rains that saturated central Texas last fall.

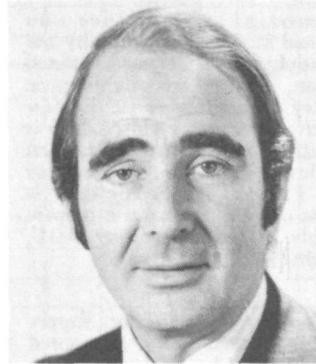
At present, there is no predicting them, or whether they will bring a tolerable two-inch rain or a catastrophic foot of water.

Scientists with the Environmental Research Laboratories' National Severe Storms Laboratory in Norman, Okla., are attempting to change that. With

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A new post reflecting NOAA's increased involvement in the orderly management of the coastal environment has been created by Dr. Robert M. White, NOAA Administrator.

Robert W. Knecht, Director of the Office of Coastal Zone Management, will serve in the new position of Assistant Administrator for Coastal Zone Management.



Mr. Knecht

Contract Let For WSMO At Volens, Va.

The National Weather Service has awarded a \$124,750 contract to Smith-Winer, Inc., Lynchburg, Va., for construction of a new Weather Service Meteorological Observatory (Radar) at Volens, in Halifax County, Va. Delivery of the radar set, which is being built by an Alabama firm, is expected by next fall, and NWS expects to begin operation of the new radar station the latter part of the year.

When completed, the Volens radar will be part of a national network of radar stations operated by the NWS to detect and track the movement of storms.

When fully operational, the new facility will be manned 24 hours a day by a staff of radar observers and electronics technicians. The operational range of the Volens radar will be 250 miles. Together with radars already in operation at Patuxent River, Md., Bristol, Tenn., and Cape Hatteras, N.C., it will provide excellent coverage for Virginia and adjoining states, filling in an area of limited coverage that now exists in the basic radar network.

In announcing the appointment, Dr. White said: "The elevation of the coastal zone management program to the Assistant Administrator level reflects the fact that the program has come of age. There is a greatly increasing awareness of the need for protecting and making more rational use of the coastal resources of the nation, as well as in developing methods for managing those resources.

"The recent emergence of a wide range of energy problems has focused attention on the coastal zone for deepwater ports, floating nuclear power plants, and offshore oil and gas drilling and has served to draw attention to the program and to the urgent need for closer cooperation between state and federal governments."

OCZM is charged with coordinating with states in their development of a program for managing the coastal zone. In addition to providing grants for program development and implementation under terms of the Coastal Zone Management Act of 1972, it gives technical assistance to states, and is helping them prepare for increased pressures to develop the shore, conflicting uses of the coastal zone, as well as for the onshore impact of oil and gas exploration and related issues. OCZM has also attempted to assure that state concerns are reflected in the plans of Federal agencies involved in activities along the coasts.

Before assuming his present position, Mr. Knecht was Deputy Director of the Environmental Research Laboratories in Boulder, Colo. He first joined the Government in 1948 with the National Bureau of Standards and has held a series of successively more responsible positions. In 1967, he was awarded a Department of Commerce Gold Medal for leadership in a satellite experiment and has received several other awards for community service.

calendar of events

March 1 Annual Fishermen's Forum. Sponsored by Galilee, R.I. the Marine Advisory Service of the University of Rhode Island's Sea Grant program.

Discussion topics will include vessel leasing program, New England fisheries development program, national fisheries plan, and perspectives of coastal oil development. (Bruce Cole, Marine Advisory Service, U. of R.I., 22 Davis Hall, Kingston, R.I. 02881. 401-792-6211.)

March 9-14 Annual Convention of American Society of Washington, D.C. Photogrammetry and American Congress on Surveying and Mapping. Meeting theme: "In Search of a New Independence." Technical Program will include remote sensing and interpretation, photogrammetric surveys, control surveys, land surveys, photography, cartography. (Franklin S. Baxter, Publicity Chairman, 4630 N. 21st St., Arlington, Va. 22207. 703-860-6751.) Exhibits will include latest developments in mapping, surveying, and instrumentation. (Roy A. Smith, Deputy Director for Exhibits, 5402 Southampton Dr., Springfield, Va. 22151. (202-227-2768 or 703-978-8169)

March 24-25 Zmuda Memorial Conference on Colorado Springs, Colo. Geomagnetic Field Models, sponsored by the American Geophysical Union, National Aeronautics and Space Administration, Society of Exploration Geophysicists, and U.S. Geological Survey. In September 1975 a new revision to the International Geomagnetic Reference Field (IGRF) is planned by the International Association of Geomagnetism and Aeronomy during meetings of International Union of Geodesy and Geophysics to be held in Grenoble, France. This conference is planned to discuss the generation and use of field models and prepare inputs for the IGRF session in Grenoble. (Cynthia Beadling, AGU, 1909 K St., N.W., Washington, D.C. 20006. 202-331-0370.)

April 2-4 Southeastern Conference on Water Supply Wrightsville Beach, N.C. and Wastewater in Coastal Areas. Sponsored by Coastal Plains Center for Marine Development Services, Coastal Plains Regional Commission, and Sea Grant Program and Water Resources Research Institute, University of North Carolina, in cooperation with Sea Grant Program, University of Georgia; Environmental Resources Center, Georgia Institute of Technology; Sea Grant Program, South Carolina Marine Resources Center and Water Resources Research Institute, Clemson University. Purpose is to review the "State of the Art" of proper planning and management of water supply and wastewater disposal in coastal areas. Special attention will be paid to defining technological and institutional alternatives, their relation to land use planning and environmental protection, and to identifying those water and wastewater problems of significance in coastal areas. (F. Eugene McJunkin, University of North Carolina Water Resources Research Institute, 124 Riddick Building, North Carolina State University, Raleigh, N.C. 27607. 919-737-2815.)

May 6-8 Topical Conference on Quantitative Southern California Magnetospheric Models, sponsored by the American Geophysical Union. Program topics: quantitative models of magnetospheric magnetic fields and their associated current systems; magnetospheric electric field models; use of quantitative models to organize and interpret charged particle data; use of observational data sets in the development of quantitative magnetospheric models; and technical problems (e.g., simultaneous use of two or more models, coordinate transformation, minimization of machine time, recommendations on 'standard' models). (Cynthia Beadling, AGU, 1909 K St., N.W., Washington, D.C. 20006. 202-331-0370.)

May 12-16 First International Symposium on Acid Columbus, Ohio Precipitation and the Forest Ecosystem. Sponsored by U.S. Forest Service and Atmospheric Sciences Program, Ohio State University. Discussions will include atmospheric transport and chemistry, forest vegetation, soil environment, and water resources and hydrology. (Dr. Leon S. Dochinger, U.S. Forest Service Laboratories, P.O. Box 365, Delaware, Ohio 43015.)

May 14-16 "Computer Graphics, Pattern Recognition, Beverly Hills, Calif. and Data Structure" conference offered by UCLA Extension in cooperation with the IEEE Computer Society and the Association for Computing Machinery. Purpose: to promote exchange of information on human interaction with patterned data to achieve flexible and intelligent

computer processing. Topics will include user-oriented computer graphics, pictorial pattern recognition, industrial applications of advanced automation, texture recognition and synthesis, sound recognition and analysis, data structures in computer graphics, and imprecise or qualitative data. (Department of Continuing Education in Engineering and Mathematics, University Extension, UCLA, Los Angeles, Calif. 90024. 213-825-1295 or 3344.)

May 20-23 18th Conference on Great Lakes Research Albany, N.Y. Annual Meeting, International Association of Great Lakes Research. Sponsored by New York Sea Grant Institute and State University of New York at Albany. Papers related to the physical, chemical, biological, engineering and socio-economic problems of the Great Lakes will be presented. (Ms. Marian N. Steinberg, Conference Coordinator, New York Sea Grant Institute, State University of New York, 99 Washington Avenue, Albany, N.Y. 12210. 518-474-5787.)

June 26-28 National Symposium on Precipitation Davis, Calif. Analysis for Hydrologic Modeling, Sponsored by Precipitation Committee of the AGU Section of Hydrology. Papers invited in following areas: Collection and automatic processing; Urban (networks and modeling); Analysis of major storms (meso and macroscales); and Modeling for mountainous areas. Papers are due at AGU by April 1. (Dr. Eugene L. Peck, Chairman, AGU Committee on Precipitation, Hydrologic Research Laboratory (W23), NOAA, National Weather Service, Silver Spring, Md. 20910. 301-427-7619.)

November 10-13 Third Joint Conference on Sensing of Las Vegas, Nev. Environmental Pollutants. Theme: A Focus on Applications of Science and Technology to the Effective Assessment of Pressing Environmental Problems. Sponsored by the Institute of Electrical and Electronic Engineers (IEEE), American Chemical Society, American Institute of Aeronautics and Astronautics, American Meteorological Society, Environmental Protection Agency, Instrument Society of America, National Aeronautics and Space Administration, NOAA, and the Department of Transportation. Technical session will be structured by air, land, water and biology; panel discussions will focus on critical interdisciplinary problem areas such as climate change, energy, health and sources and pathways of marine pollution. See NOAA WEEK of January 3 for further information and call for papers. (Abstracts due by April 30.) Dr. C.E. Jensen, Deputy Associate Administrator for Environmental Monitoring and Prediction, represents NOAA on the conference Steering Committee; Dr. V.E. Derr, Deputy Director of the Environmental Research Laboratories' Wave Propagation Laboratory, represents NOAA on the Program Committee; and M.E. Ringenbach, Chief of the National Ocean Survey's Engineering Development Laboratory, represents the IEEE on the Program Committee. (Dr. C.E. Jensen, EM, NOAA, Room 825, WSC-5, Rockville, Md. 20852. 301-496-8646.)

NGS To Survey in 16 States, Guam This Year

(Continued from page 1)

Carolina, Florida, Minnesota, New Mexico, Maine, New York, California, Connecticut, Georgia, Hawaii, Louisiana, Michigan, Texas, Virginia, Wisconsin and Guam. In addition to normal geodetic survey operations, survey teams will fix the location of the U.S.-Mexican and Maryland-Delaware boundaries.

During the past century and a half, surveyors have measured the latitude, longitude and height above sea level of approximately 500,000 sites throughout the United States. A bronze plaque marking each site denotes a starting point from which accurate measurements can be made. The markers are used by surveyors and engineers to establish the location of land parcels, bridges, dams, highways, and utility plants. Surveys of the constantly shifting earth aid seismolo-

gists in mapping unstable areas of the earth's surface and thus help ensure the longevity of major structures.

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Catherine S. Lawley, Editor
Anna V. Eiler, Art Director

Fair Labor Standards Act

Most employees will receive notification of their status under the Fair Labor Standards Act (FLSA) within the next few weeks. These employees occupy positions which can be clearly identified as covered or not covered by the Act. Other employees, who do not occupy positions clearly identifiable, will be notified of their status as soon as determination is made concerning their positions. All supervisors will be notified of the FLSA status of employees under their supervision. Lists of exempt, nonexempt and undetermined are being provided to the various personnel offices at this writing and it is expected that the now undetermined group will be categorized within the next 30 days.

The Fair Labor Standards Act was originally enacted in 1936. Amendments to the Act which included Federal employees for the first time were effective as of May 1, 1974. The single most important element of these amendments and the impact on Federal employees is the computation of overtime. Overtime has continued to be paid in accordance with the existing pay regulations of Title 5 of the U.S. Code, up to this point, because of the lack of full procedural guidance and instruction for implementation of the FLSA Amendments. The handling of such areas as compensatory time and travel are still to be resolved. Compensatory time for nonexempt employees is continuing to receive further study by the Civil Service Commission. Time and Attendance records from May 1, 1974, will be reviewed and the pay of eligible employees will be recomputed as of that date in accordance with the overtime provisions of FLSA. Any additional payment that may be due an employee under the FLSA computation will be made at a future date.

Employees covered by FLSA are NONEXEMPT. Employees not covered by the Act are EXEMPT. Generally speaking, executive, administrative and professional positions, GS-9 and higher and positions in foreign areas are not covered by FLSA and, therefore, are "exempt." All others are within FLSA and are "nonexempt."

Employees occupying "exempt" positions will continue to be paid for overtime under Title 5. Employees occupying "nonexempt" positions will have overtime pay computed under both FLSA and Title 5 provisions. The employee will be paid under the system providing the most benefit. See example.

Example:

GS-4/1 \$3.46ph

Tour of duty Sunday, Wednesday through Saturday 11 p.m.-7:30 a.m. (Lunch 3-3:30 a.m.). Night differential is payable for the scheduled hours that fall between 6 p.m.-6 a.m. Sunday differential is payable for the entire 8-hour regular shift beginning 11 p.m. Sunday, and for the entire 8-hour regular shift beginning 11 p.m. Saturday, because it ends at 7:30 a.m. on Sunday. The exposure to hazardous duty occurring on Wednesday and Thursday is payable for the entire 8-hour shift.

Hrs. Worked	S	M	T	W	T	F	S	Total
Reg. Hr.	8			8	8	8	8	40
OT			8					8
ND (10%)	6½			6½	6½	6½	6	32
SD (25%)	8						8	16
HP (25%)				8	8			16

Computation under Title 5, U.S. Code

\$3.46	x	40	=	\$138.40	Basic pay
.35	x	32	=	11.20	Night Differential
.87	x	16	=	13.92	Sunday Differential
.87	x	16	=	13.92	Hazard Pay
5.19	x	8	=	41.52	Overtime
Total				\$218.96	

Computation under FLSA for the 48 hrs. actually worked

\$3.46	x	48	=	\$166.08	Straight time
.35	x	32	=	11.20	Night Differential
.87	x	16	=	13.92	Sunday Differential
.87	x	16	=	13.92	Hazard Pay
			=	\$205.12	÷ 48 = \$4.27 regular rate
+ ½ x \$4.27	x	8 OT	=	\$17.08	
				\$222.20	Total Payment under FLSA

Conclusion: Computation under FLSA exceeds computation under Title 5. Therefore, employee is paid under FLSA, for a total of \$222.20 for the week.

Overtime under FLSA—FLSA overtime is computed on a weekly basis. The Act states that compensation must be paid for work in excess of 40 hours per week, which the employer either directly orders or "suffers or permits." However, the 40 hours must be actual work and does not include leave or holidays. The overtime pay is computed on the basis of adding to the "regular rate" half of that "regular rate" for each hour worked over 40 per week. A "regular rate" is constructed by adding the established hourly rate for the grade and step and extra payments for night differential, environmental differential, hazard pay, Sunday premium pay, cost-of-living allowance, etc. (for all hours of actual work during the week) and then dividing this by the total hours of actual work. Monies paid for nonworked time (holiday, leave, etc.) are excluded from the computation of the "regular rate." This means the "regular rate" and, therefore, the overtime pay may change depending on actual hours worked and variations of the extra payments.

Overtime under Title 5—Overtime under Title 5 is work officially ordered or approved in excess of 40 hours in an administrative work week, or in excess of eight hours in a work day. Nonwork time (leave, holidays) is included. The overtime pay is one and a half times the hourly rate of the employee's basic pay up to step 1 of GS-10. No additional payment, such as night differential, hazard, etc., is included in the computation of basic pay under Title 5. Employees whose basic rate of pay exceeds step 1 of GS-10 receive one and a half times the hourly rate of step 1 of GS-10.

The notification employees will receive concerning the status of their position under FLSA represents the considered judgement of management based on actual duties and responsibilities. Any employee has the right to appeal this determination in accordance with the classification appeal procedure. However, such an appeal may not be exercised until such time as an alleged loss of compensation has been suffered as a result of the determination. Any questions should be referred to your servicing personnel office.

Annual Performance Ratings

The current performance rating year which began April 1, 1974, will end March 31, 1975. During April 1975, the performance of all NOAA employees must be evaluated by their immediate supervisors (Rating Officers) and concurred in by their second-level supervisors (Reviewing Officers).

Most employees will be rated for the entire year; however, in cases where this is not possible, the rating must cover at least ninety days. Therefore, performance ratings for the following categories of employees must be postponed until the 90-day requirement is met.

1. Employees with more than three months service who came under the supervision of the Rating Officer after January 1, 1975.
2. Employees with more than three months service who had a change in grade or position after January 1, 1975.
3. Employees who, after January 1, 1975, were issued warnings of unsatisfactory performance.

Any employee who entered on duty in NOAA after January 1, 1975, will not be rated for this performance rating year.

Chapter 18, "Performance Ratings," of the NOAA Personnel Handbook contains guidance for conducting annual performance ratings. Both supervisors and employees should familiarize themselves with these provisions. Any questions concerning performance ratings should be addressed to your servicing personnel office.

Vacancy Announcements

The listing of NOAA Vacancy Announcements will resume in the March 7, 1975, edition of Personnel Perspective.



National Oceanic and Atmospheric Administration

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