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THE NATIONAL OCEAN SURVEY'S FIRST OUTSTANDING EMPLOYEE OF THE YEAR AWARD was won by Hanna G. Kelly, Budget and Finance Officer of the Pacific Marine Center in Seattle, Wash.

The Award—a certificate and \$500—was presented at NOAA's Rockville, Md., Headquarters by NOS Director R. Adm. Allen L. Powell on February 10, the 169th anniversary of the Coast and Geodetic Survey, predecessor of the NOS. He stated that Mrs. Kelly's competence, dedication, and effective performance constitute a significant contribution to the success of the Pacific Marine Center in carrying out its mission.

Now responsible for management of the fiscal affairs of 13 NOAA ships and the seven PMC divisions, she joined the C&GS in 1963 as an accounting clerk. She graduated from Strayer College in Washington, D.C., and attended the University of Denver, in Denver, Colo.

## Sea Grant Will Support Joint Research Program

### Coastal Zone Grant Awarded Virgin Islands

A \$120,000 grant has been awarded by NOAA to aid the Virgin Islands in completing development of its coastal zone management program. The endeavor is designed to cope with coastal problems resulting from use of the area for recreation, development, housing, agriculture/aquaculture, conservation, energy production, and other demands.

The Virgin Islands began developing its coastal management plan in December 1974, following an initial grant of \$90,000 from the Office of Coastal Zone Management. The Virgin Islands Planning Office, designated to administer the grant, has indicated only two years would be needed to prepare the management program. Following completion, the program would be

(Continued on page 3)

Exploration of new areas of marine research and the initiation of a cooperative aquaculture program with George Mason University will mark the Sea Grant program at the Virginia Institute of Marine Science, Gloucester Point, Va., under a \$405,000 Sea Grant.

More than a quarter million dollars in non-Federal matching funds from State and private industrial sources will be added to the grant.

During the past several years, the Marine Culture Department at VIMS has been perfecting methods for artificially rearing oysters. To date, researchers have developed an arrangement for spawning oysters year-round; formulated a special diet of microscopic algae that has been successfully used by commercial

(Continued on page 3)

## S.F. Bay Area Investigated By Davidson

Intensive on-the-spot investigations designed to update five nautical charts of the San Francisco Bay area will be conducted from mid-February through April by the NOAA Ship Davidson.

The investigations are a part of the National Ocean Survey program to evaluate its marine surveys and charts.

The Davidson, which is commanded by Cdr. Christian Andresen, working out of Treasure Island, will evaluate the adequacy on existing charts of sounding data depicting water depths, and conduct a 'user analysis' of the National Ocean Survey's products. Where important discrepancies are discovered in nautical charting data, on-the-spot hydrographic surveys will be conducted.

A concerted effort will be made to ascertain how the consumer views Survey products by asking consumers whether the products meet their needs and what, if any, improvements would be necessary.

According to Capt. Robert (Continued on page 4)

## Contract Is Let for Instrument To Analyze Airborne and Oceanic Particle Elements

A \$94,510 contract for manufacturing an instrument to analyze major inorganic elements in airborne and oceanic particles has been awarded to the Kevex Corporation, Burlingame, Calif., by the Environmental Research Laboratories.

The instrument—an X-ray tube excitation subsystem—includes a 3,000 watt capacity X-ray generator and a color display unit which monitors the intensity of the X-rays from the individual elements being analyzed.

Samples of solid material found suspended in the Gulf of Alaska and the Bering Sea will be analyzed by ERL scientists as part of the Alaska Outer Continental Shelf Environmental Assess-

ment Program. This is a major marine environmental study seeking to determine the probable ecological impacts of oil exploration and development activities on Alaska's Outer Continental Shelf. The study is the responsibility of ERL's Pacific Marine Environmental Laboratories in Seattle, Wash.

The scientists will also use the instrument for analyzing marine particulate matter for the Deep Ocean Mining Environmental Study (DOMES), an effort to assess the pre-mining environment of selected ocean areas and predict the environmental effects of deep ocean mining. The DOMES project is managed by ERL's Marine Ecosystems Analysis (MESA) program office.

## Fur Seal Convention Is Extended

Carmen Blondin, Assistant Director for International Fisheries in the National Marine Fisheries Service, this week termed "unfortunate" the failure of delegates to the Interim Convention on Conservation of North Pacific Fur Seals to adopt U.S.-proposed management concepts designed to give more protection to North Pacific fur seals.

He said the group agreed to recommend to their governments that the Convention be extended for another four years but missed an opportunity to adopt the concept of optimum sustainable population, which is included as a management objective in (Continued on page 4)

## Current Vacancies in NOAA

To insure that NOAA employees are aware of job possibilities throughout the agency, a list of current NOAA-wide vacancies is published below. Employees interested in any of the listed vacancies

should contact their servicing personnel office for information where to apply.

Announcement Number	Position Title	Grade	MLC	Location	Issue Date	Closing Date
397-76	Admin. Officer	GS-14	EDS	Asheville, N.C.	2-5-76	2-27-76
400-76	Staff Liaison Officer	GS-12	NMFS	Seattle, Wash.	2-5-76	2-27-76
182-76	General Engineer	GS-13	NASO	Seattle, Wash.	2-9-76	3-2-76
402-76	Meteorologist	GS-12	NWS	Riverside, Calif.	2-9-76	2-24-76
403-76	Supv. Meteorological Tech.	GS-12	NWS	Bristol, Tenn.	2-9-76	2-24-76
404-76	Admin. Officer	GS-12	NMFS	Galveston, Tex.	2-9-76	2-24-76
405-76	Meteorological Tech.	GS-10	NWS	Caribou, Maine	2-9-76	2-24-76
406-76	Admin. Assistant	GS-7	ERL	Boulder, Colo.	2-9-76	2-24-76
408-76	Industry Economist	GS-13	NMFS	Washington, D.C.	2-9-76	2-24-76
409-76	Admin. Officer	GS-12	NMFS	Washington, D.C.	2-9-76	2-24-76
145-76	Logistics Management Spec.	GS-12	ERL	Juneau, Alaska	2-12-76	2-27-76
182-76	General Engineer	GS-13	NASO	Seattle, Wash.	2-9-76	3-2-76
407-76	Staff Assistant for Information	GS-13	ERL	Boulder, Colo.	2-9-76	3-2-76
410-76	Electronics Engineer	GS-11	NOS	Rockville, Md.	2-9-76	3-2-76
411-76	Program Manager	GS-14	NOS	Rockville, Md.	2-9-76	3-2-76
413-76	Publications Distribution Specialist	GS-12	NOS	Riverdale, Md.	2-12-76	2-27-76
416-76	Supv. Meteorologist	GS-12	NWS	Lansing, Mich.	2-12-76	2-27-76
417-76	Supv. Oceanographer	GS-15	ERL	Miami, Fla.	2-12-76	2-27-76
418-76	Supv. Food Inspector	GS-12	NMFS	Gloucester, Mass.	2-12-76	2-27-76
414-76	Electronics Engineer	GS-13	NWS	Silver Spring, Md.	2-12-76	2-27-76

### DOC Personnel Officer Named

John M. Golden has been named Director of Personnel for the Department of Commerce. Mr. Golden succeeds Wade B. Ropp, who retired in July, 1975.

Born in Wyoming, Pa., on March 21, 1935, Mr. Golden was educated at Wilkes College and received a degree in Business Administration from George Washington University in 1969.

He began his career in the Federal Government with the Department of Army in 1962 in the field of personnel administration. In 1968, he accepted the position of Assistant Personnel Officer in the Department of Health, Education, and Welfare. He transferred to the Department of Commerce, Maritime Administration, as a Supervisory Personnel Management Specialist in 1970, and was appointed the Director, Office of Personnel, Maritime Administration in 1972. He rose to the position of Deputy Assistant Administrator for Policy and Administration in the Maritime Administration, where he has served since 1974. In this capacity he has had responsibility for the coordination of the Bureau's financial and administrative management activities.

Mr. Golden has received numerous awards for outstanding service. Most recently he received the Equal Employment Opportunity Award and the Department's Bronze Medal Award.



John M. Golden

### New Job Classification System

A new system for classifying positions for nonsupervisory employees in grades GS-1 through GS-15 is in the process of implementation by the Civil Service Commission. Position classification has previously been a somewhat abstract process and seldom completely understood by supervisors and employees. The position classifier invariably has had a difficult time explaining the evaluation of positions and the use of classification standards, especially if the grade requested could not be supported. Studies have been conducted for several years to develop a different system, which would clarify standards, simplify their use, and present a clearer picture of classification to supervisors and employees. Further, it was hoped that the new system could serve as a tool supervisors could use in planning, managing, and assigning work.

As a result, the Factor Evaluation System (FES), a new evaluation approach to position classification, was developed. Key elements of the FES are: the use of nine factors, defined degrees for each factor (factor levels), "benchmark" descriptions of representative positions at the various grade levels, and the use of point values to facilitate the evaluation and classification of individual jobs.

Initially, there is to be a trial application for eight occupations. After which, a careful review will be made to determine whether the

### Retirees To Receive 5.4 Percent Bonus

Because of the 4.4 percent rise in the Consumer Price Index (CPI) in December (the third consecutive month in which the CPI advanced more than 0.3 percent), retired Federal employees will receive a 5.4 percent cost-of-living increase effective March 1, 1976.

There is no deadline requirement for retirement which employees must meet to take advantage of the bonus. Employees who retire after an annuity increase goes into effect are entitled to annuities that would be no less than the ones they would have received had they retired prior to the increase.

The March bonus will appear in the April annuity checks of retirees. The last cost-of-living increase occurred in August, 1975, and raised annuities 5.1 percent. Some employees may want to retire on or before February 29, 1976, in order to take advantage of the minimum guarantee of the 5.1 percent increase of last August. An example of how an employee's annuity would be computed if he or she did retire on or before February 29, 1976, follows:

	July:	February:
High-3 average:	\$15,000	\$15,700
Years of service:	30 yrs.	30 yrs., 7 mos.
Earned monthly annuity: (includes survivor benefit)	\$655.00	\$698.00
Cost-of-living adjustment:	\$655. × 5.1% = \$33.00	
Basic monthly annuity:	\$655. + \$33. = \$688.	\$698.00

The February figure would be greater and would be the basic annuity. The 5.4 percent would be applied to the basic annuity. If an employee chooses to retire after February 29, 1976, he or she would get the benefit of the 5.4 percent increase but not the 5.1 percent increase which became effective last August.

system and standards require further refinement prior to mandatory use of the system and standards. Full implementation will take place over the next five years as new standards are issued for the various General Schedule occupations.

No real impact on the position classification process in NOAA is expected until the latter part of 1976.

### Use of Maiden Name and Prefix Ms.

The Civil Service Commission recently changed its regulations to provide for the right of female employees to use their maiden name on Government records. This change permits the use of an employee's maiden name in cases where the employee so requests and is known in the community by that name, provided there is no compelling reason to deny its use and that the same name is used consistently on all records. It is required, however, that an employee, if married, indicate the spouse's name on Government forms used for background investigations. In addition, a woman employee may elect to use the prefix Ms. instead of the traditional forms of Miss or Mrs.

A DEPARTMENT OF COMMERCE BRONZE MEDAL was presented recently to Donald M. Bergstrom (left), Chief of the Engineering Division in the National Weather Service Alaskan Region, for his outstanding service in administering an effective and timely engineering program supporting the Alaska weather and flood forecasting and storm warning mission." His arctic engineering expertise has been instrumental in developing new construction criteria to cope with the severe environmental factors in Alaska. During his six-year tenure as Chief of the Engineering Division, he has completed 48 major facilities projects in remote areas of Alaska. The medal was presented by Alaska Regional Director Stuart G. Bigler.



**Sea Grant to VIMS**  
(Continued from page 1)

hatcheries and that allows the oysters to "set" (the stage that immediately precedes the growing of shells) in record time; and designed a new tank system that will allow adult oysters to spawn under optimum conditions. This year the project will concentrate on discovering genetic and environmental factors that influence growth in adult shellfish and setting in their larvae. VIMS scientists will study the seasonal influx into Chesapeake Bay of cownose rays, which have been sighted from New England to Brazil. Highly destructive to shellfish, their increasing numbers currently pose a serious threat to the Chesapeake Bay oyster industry. Their life history and distribution will be studied and a variety of methods for preventing them from entering shellfish beds will be tested. Scientists in the Department of Biology at George Mason University in Fairfax, Va., will isolate and identify certain genetic factors that affect inbreeding, natural selection, and population distribution of the bay scallop and calico scallop. The study is expected to lead to the design of more efficient breeding systems so that aquaculturists may obtain superior hybrids of these shellfish.

**Dr. Potter Detailed To EDS Headquarters**

Dr. Thomas D. Potter, Director of the Environmental Data Service's National Climatic Center in Asheville, N.C., has been temporarily detailed to EDS Headquarters, due to the illness of Arnold R. Hull, EDS Deputy Director.

Dr. Potter will assist Dr. Thomas S. Austin, EDS Director, in monitoring EDS climatological programs and in EDS participation in the NOAA annual program review scheduled for March 4-5.

**NWS Golf Tournament Scheduled May 18-20**

The National Weather Service Golf Tournament is scheduled to be held at Myrtle Beach, S.C., on May 18-20. Further information is available from Bill Kerchusky, Weather Service Forecast Office, Municipal Airport, West Columbia, S.C. 29169.

**Magnetic Tape Drive Complements LSC Electronic Calculator System**

The National Ocean Survey's Lake Survey Center recently installed a new Wang Model 2209, nine-track magnetic tape drive to complement its 2200 electronic calculator system. Jim Fremont, mathematics technician and computer programmer, has begun writing programs for this time-and money-saving device, which looks somewhat like an oversized tape recorder. One



Mr. Fremont

tape reel can hold 40-million numerical digits—the amount of data on one-half million punched cards.

Water level data from LSC's Water Level Branch and other water level data from the Corps of Engineers, Detroit District, will be converted to tapes and, as necessary, be sent for use with equipment in other organizations, such as the Corps of Engineers, North Central Division, universities and water level oriented agencies in Canada, such as the Canadian Hydrographic Service. Usually about six-thousand individual cards are sent to these agencies at one time, but now the same data can be sent easily on one tape with a considerable savings in postage. Tapes also will be used as a backup storage for horizontal and geodetic files and other LSC data.

**V.I. CZM Grant**  
(Continued from page 1)

submitted to the Secretary of Commerce for approval, making the Virgin Islands eligible to receive additional grant aid to put the plan into effect.

Under the Coastal Zone Management Act of 1972, the Virgin Islands will add \$60,000 of its own money to the current Federal grant, making the second-year planning effort worth \$180,000.

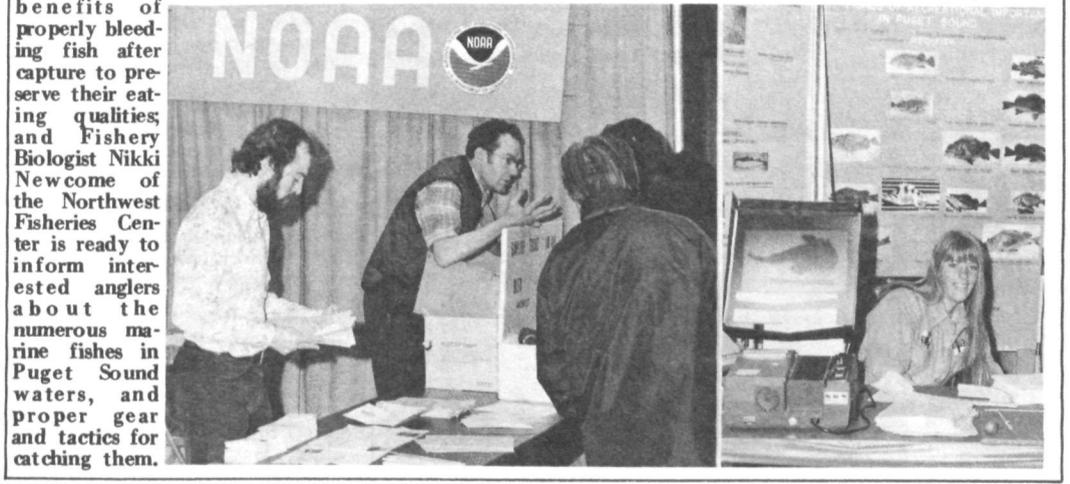
The year's work program will include identifying the coastal zone boundary; preparing a land and water use plan that considers permissible uses, geographical areas of particular concern, and priority uses; and structuring an organization to implement the management program.

The plan also calls for closer cooperation and coordination with Federal and territorial agencies, and greater involvement of the public in developing the management program.

**Students View ERL Solar Energy Setup**

More than 50 juniors and seniors from Cherry Creek High School in Denver, Colo., recently visited the Environmental Research Laboratories' Air Resources Laboratories in Boulder, Colo., as one of three stops at facilities concerned with solar energy and solar radiation. They were shown how solar energy is measured and instruments used by the NOAA scientists to monitor solar radiation; some solar cells were calibrated; and the laboratories' Global Monitoring for Climatic Change program—a network of observatories monitoring atmospheric constituents and solar radiation at "clear-air" locations around the world—was explained.

AT THE RECENT "SALMON AND STEELHEAD FISHING CLINIC" in Seattle, Wash., personnel from the National Marine Fisheries Service facilities in the Seattle area manned a booth to inform the 3,000 anglers and conservationists who attended the Clinic about NOAA activities and services. (From left) Steve Peterson of the Northwest Regional Office distributes questionnaires on activities and expenditures of steelhead anglers as part of a survey being conducted by the Region's Division of Economics and Data Analysis; Dr. Wayne Tretsven of the Pacific Utilization Research Center explains the techniques and



benefits of properly bleeding fish after capture to preserve their eating qualities; and Fishery Biologist Nikki Newcome of the Northwest Fisheries Center is ready to inform interested anglers about the numerous marine fishes in Puget Sound waters, and proper gear and tactics for catching them.

**noaa week**

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NOAA Week reserves the right to make corrections, changes or deletions in submitted copy in conformity with the policies of the paper or the Administration.

Catherine S. Cawley, Editor  
Warren W. Buck, Jr., Art Director

## Missing Thaw Causes Concern In Lakes Area

Great Lakes area residents, property owners, and businesses are concerned about what is known locally as "the January thaw"—a period of milder weather which lasts from several days to a week and melts some of the snow accumulation. Last month there was no thaw, and the snow piles continue to grow with each new fall, with very little runoff. The question now being asked is, "What's going to happen to the lake levels when the snow does thaw?"

According to National Weather Service data, as of the end of January 1976, snow depths averaged from a high of 40 inches near Marquette, Mich., to two inches near Toledo, Ohio. Most Great Lakes areas have recorded above-average snowfall and most of it is still on the ground. How this snow melts will greatly affect lake levels and most rivers. On the average, 10 inches of snow equals one inch of water.

The Army Corps of Engineers has forecast levels about like last year—above average but below records.

A DEPARTMENT OF COMMERCE BRONZE MEDAL was presented recently to Arthur J. Rozett, Jr., (right) Leading Forecaster at the Great Falls, Mont., National Weather Service Forecast Office, for "25 years of sustained superior performance as a Forecaster in the State of Montana, with special achievements in accurately forecasting severe Montana storms."

On the left is William Rammer, Meteorologist in Charge at WSFO Great Falls.



## Fur Seal Convention Extended (Continued from page 1)

the Marine Mammal Protection Act of 1972.

Under the new concept proposed by the U.S., consideration would have been given to the esthetic and recreational value of the fur seals and the necessity of maintaining the health and stability of the marine ecosystem. The present management concept

provides for maintaining populations at levels which permit maximum productivity, taking into account the relationship of fur seals to other marine resources.

The delegates will recommend to their governments that they approve a Protocol providing:

—that natives, living on the islands where seals breed, be permitted to take seals for food when the meat obtained from the commercial harvest and research is not sufficient for their needs;

—that the Parties ensure that the methods used to capture, mark, and harvest the seals, on land or at sea, spare the seals pain and suffering to the greatest extent possible;

—for suspension or reduction of the fur seal harvest on any island or group of islands where the total number of seals falls below the level necessary to maintain the population at maximum productivity;

—for research on the relationship between fur seals and other living marine resources and the effect of commercial fisheries on fur seals;

—for a termination of the Convention one year after any of the Parties gives written notice to the other Parties of any intention to end the Convention; and

—for representatives of the Parties to meet within 90 days of a request by any of the Parties to consider modifications of the Convention.

The Interim Convention on the Conservation of North Pacific Fur Seals was entered into in 1957 by the U.S., Canada, Japan, and the Soviet Union to regulate the harvest of fur seals in the North Pacific. Nearly 80 percent of the northern fur seal resource is currently associated with the Pribilof Islands of the U.S., located off the coast of Alaska.

## LSC Handouts Are Available

The National Ocean Survey Lake Survey Center lists among its most popular handouts the following:

—"Great Lakes-St. Lawrence River Profile," which shows each Lake's elevation (using chart datum as a reference) and its greatest depth pictorially.

—"Abnormal Water Level Fluctuations," which describes the disturbance called a Seiche.

—"Data on the Great Lakes System", which lists interesting facts about the Great Lakes, such as length, breadth, area in square miles and length of outflow rivers.

Copies are available from the LSC, 630 Federal Building, Detroit, Mich. 48226.

## S.F. Bay Area

### Is Investigated

(Continued from page 1)

Munson, Associate Director of the NOS Office of Marine Surveys and Maps, changing times and conditions require a better and more swift response to consumer needs.

"The increase in the size of commercial vessels, especially oil tankers, in waterfront construction and in the use of pleasure craft and the greater emphasis on ecology and pollution control require better chart coverage in an area and more immediate response to these needs," he declared. "In order to better direct our limited resources, our task will be to determine exactly where inadequacies exist so that priority may be given to solving them. The new program is designed to accomplish this."

The Davidson's operations will cover five charts in the San Francisco Bay Area: San Francisco Entrance (Chart 18649); San Francisco Bay, Southern Part, Redwood Creek (Chart 18651); San Pablo Bay (Chart 18654); Suisan Bay (Chart 18656); and San Francisco Bay, Candlestick Point to Angel Island (Chart 18650).

## obituary

### Anne V. Gibson

Ms. Anne V. Gibson, Contract Specialist in the National Marine Fisheries Service Southeast Region, died in St. Petersburg, Fla., on February 10. She had completed over 31 years of Federal service and had been with the NMFS Southeast Region and its predecessor agencies since 1959.

She is survived by her brother, Archie, of Erie, Pa., and a sister, Isabelle, of St. Petersburg.

## notes about people

Rosalyn Ebenholtz, who has served as secretary to the Directors of the National Weather Service Eastern Region since 1953, has been selected as the 1976 Secretary of the Year by the Long Island, N.Y., Chapter of the National Secretaries Association. She was cited for her "professionalism, poise and ability to handle



Miss Ebenholtz

any given situation calmly and efficiently."

Miss Ebenholtz was the first Federal Women's Program Coordinator for the Region and inaugurated many programs for women employees at ERH, including an IWY '75 program at the United Nations.

In 1966, she was the first NWS woman recipient of a Department of Commerce Bronze Medal, which she received for "Outstanding Competence and Devotion to Duty for Many Years for the Weather Bureau Eastern Region."

A SPECIAL ACHIEVEMENT AWARD for his work while assigned to the Smithsonian Institution's submersible operations group at Fort Pierce, Fla., from 1971-1974, recently was presented to Lt. Cdr. John T. Atwell (left)

by R. Adm. H. R. Lippold, Jr., Director of the Pacific Marine Center in Seattle, Wash. Lt. Cdr. Atwell is presently the Executive Officer of the NOAA Ship Miller Freeman.



# **National Oceanic and Atmospheric Administration**

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