

Vincent M. Sugent  
7768 Pleasant Lane  
Ypsilanti, MI 48197  
February 16, 2012

Karen Gorman  
Deputy Chief, Disclosure Unit  
U.S. Office of Special Counsel  
1730 M Street, N.W., Suite 300  
Washington, D. C. 20036-4505

Dear Karen,

This serves as a supplement to my DI-08-2777 response.

I forgot to readdress earlier wind emails. (Attachment 1) Even though they have been offered in the past, I believe they needed further mention.

The Agency states, *"I recommend a memo implementing the "work around" the facility has in place for this condition as procedure"*. This is apparently when the Agency began to go from the problem being siting, placement and software issues to birds and everything but siting and placement issues.

The Agency actually states, *"You still have an issue."*, and then follows up with, *"CSA is recommending we close this UCR as both the FAA and NWS have stated they won't pay to relocate the ASOS wind sensor."*

Attachment 2 is the tower log showing the incident where the aircraft slid off the end of RY 22R on January 29, 2012 at 2104z.

The ASOS wind at the time of the incident was 29019G27 and the MWE wind was 31024G32. Then 17 minutes later at 2123z, the ASOS wind was 30019G29 and the MWE wind was 32026G30. The aircraft was faster than normal on final which leads me to believe that there was more of a tailwind than what we were showing on either wind display.

Attachment 3 is the problem report submitted the night of the incident. The ASOS wind direction was variable and gusting beginning at 23:51:30 and then goes missing at 23:54:01. We had just switched back to a South Flow and these winds would have caused another runway change back to a West Flow. During this period the MWE wind was 29015.

I believe that this incident is just another example of how both wind instruments were inaccurate and at a time where controllers and pilots needed more reliable equipment.

This is now the second time where our wind instruments were a factor in an incident and the Agency refuses to mention them as a cause.

On page six of the Report of Investigation the OIG states, "*AOV officials have again reviewed the specifics of these events. Because there is no requirement to coordinate Runway 22L departures with the Detroit TRACON Runway 27L final approach controller, the AOV officials did not find that the manager's actions or inactions met the definition of an operational deviation as defined in 7210.56C.*"

During my interview, AOV commented on the suspension imposed upon the supervisor for his actions. This led me to believe that AOV, the Agency and the OIG had knowledge of the suspension.

Attachment 4 is the August 6 and August 31, 2008 Proposed Disciplinary Action for the supervisor from Allegation 1. It clearly and repeatedly states on page one that coordination, or lack there of, weighed heavily as a factor for the suspension of the supervisor.

I do not know why this was or could have been overlooked, ignored or omitted. This is just another example of the poor handling of this investigation. The Office of Special Counsel's process deserves a more professional handling of their referred disclosures for investigation.

Attachment 5 is offered as an update that the verbiage sought for the FWA SID change will be implemented on February 27, 2012. The verbiage is in bold in the body of the memorandum and the changed verbiage is highlighted in red on page 3 of the attachment.

Thank you very much for your persistence, help and patience in addressing these and other safety issues brought forth.

Respectfully and Sincerely,

A handwritten signature in black ink, appearing to read "Vincent M. Sugent". The signature is written in a cursive, flowing style.

Vincent M. Sugent

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Vincent Sugent

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From: "Vincent Sugent" <vinjamie@comcast.net>  
To: "Bird, Lewis"  
Sent: Thursday, February 02, 2012 4:57 PM  
Subject: Fw: UCR #34078467 - DTW WME

----- Original Message -----

From: [Gary F. Ancinec@faa.gov](mailto:Gary.F.Ancinec@faa.gov)  
To: Vincent Sugent  
Cc: [brian.yax@faa.gov](mailto:brian.yax@faa.gov); [John.Whitehurst@faa.gov](mailto:John.Whitehurst@faa.gov); Bird, Lewis; Mueller, Paul  
Sent: Wednesday, March 30, 2011 12:10 PM  
Subject: Re: UCR #34078467 - DTW WME

Vinnie,

I agree with you wholeheartedly that this needs to be fixed. Theresa's point is that this is unlikely to be resolved through the UCR process and keeping this item open is an exercise in futility.

Gary F. Ancinec  
Air Traffic Manager  
DTW/D21  
Pho: 734-955-5000  
Blackberry: 734-255-7926

From: "Vincent Sugent" <vinjamie@comcast.net>  
To: Gary F. Ancinec/AGL/FAA@FAA  
Cc: "Mueller, Paul" <@>, "Bird, Lewis" <@>, John Whitehurst/AGL/FAA@FAA, Brian Yax/AGL/FAA@FAA  
Date: 03/30/2011 12:37 PM  
Subject: Re: UCR #34078467 - DTW WME

Gary,

I absolutely do not agree with closing out the UCR and frankly I find it unacceptable that in the Agency's new found safety culture that the wind would be regarded as *"not considered a chronic condition"* due to the amount of time this has been open. This has been a known and documented issue for over 6 years.

We know of one issue where the wind was a factor when a DC9 was attempting to land RY 3R, went around and over flew the B-concourse and RY 4R at Y4. Now the Agency knows of issues with the wind that are detrimental to aviation safety and is going to allow aircraft fly in close proximity on final, PRM, and expect the tower to select proper runway configurations.

It is stated that *"...even in a perfectly sited system we still encountered significant differences..."*. We are not asking for perfection. We are asking for the proper placement of the

equipment so that it can be within tolerances as listed in the 7210.3, 2-10-1 and 2-10-2.

Stated in the body of the email from the UCR Coordinator is, "...implementing the "work around" the facility has in place for this condition as procedure...". What is the facility "work around"?

I do not find that they do not want to properly re-locate the equipment, do not consider the condition as chronic and properly siting the system will not correct the issues as adequate explanations. They are pathetic excuses.

Every aspect of our winds from the site location to the IDS-4 to the handling of yet another safety issue at this facility is failing the pilots, controllers and flying public miserably.

Vin

----- Original Message -----

**From:** [Gary.F.Ancinec@faa.gov](mailto:Gary.F.Ancinec@faa.gov)

**To:** [vinjamie@comcast.net](mailto:vinjamie@comcast.net)

**Cc:** [brian.yax@faa.gov](mailto:brian.yax@faa.gov) ; [John.Whitehurst@faa.gov](mailto:John.Whitehurst@faa.gov)

**Sent:** Tuesday, March 29, 2011 1:28 PM

**Subject:** Fw: UCR #34078467 - DTW WME

Vinnie,

CSA is recommending we close this UCR as both the FAA and NWS have stated they won't pay to relocate the ASOS wind sensor. Unless you have something from your contacts that say otherwise, I'll have to close this out as unresolvable.

Thanks,

Gary F. Ancinec  
Air Traffic Manager  
DTW/D21  
Pho: 734-955-5000  
Blackberry: 734-255-7926

----- Forwarded by Gary F Ancinec/AGL/FAA on 03/29/2011 01:23 PM -----

**From:** Theresa WadeHouston/ASW/FAA  
AJV-C1, Central Quality Control Group

**To:** Gary F Ancinec/AGL/FAA@FAA, Brian Yax/AGL/FAA@FAA

**Cc:** Dan Bush/ASW/FAA@FAA, Charles Lingle/ASW/FAA@FAA

**Date:** 03/29/2011 12:33 PM

**Subject:** Re: Fw: UCR #34078467 - DTW WME

Good morning Gary and Brian,

In reference to the email traffic below, I would like to recommend closure of this UCR.

UCR Order 1300.6 states in Par 12. Evaluation and Review Procedures- see Section b(1).

Requirements for closing the UCR : (1) The condition described in the report has been completely addressed. Not all reported unsatisfactory conditions meet UCR criteria, nor is it feasible to correct certain cited conditions. However, adequate explanations must be given for rendered decisions.

You have attempted by every means to resolve this condition. We have to understand that with the budget limitations and the amount of time this has been open it is not considered a chronic condition. I recommend a memo implementing the "work around" the facility has in place for this condition as procedure.

Please let me know what you would like to do.

Theresa WadeHouston  
UCR Coordinator  
FAA, ATO Central Service Area  
Quality Control Group, AJV-C11  
Desk: 817-222-4944  
Fax: 817-222-4565  
Email: [theresa.wadehouston@faa.gov](mailto:theresa.wadehouston@faa.gov)

[Central Service Center Website](#)  
[Central Service Center Feedback](#)

Always do right-this will gratify some and astonish the rest. *Mark Twain*

This e-mail message is intended solely for the recipient(s) named above. The information may be privilege and confidential. If you are not the intended recipient of this message, notify the sender immediately and delete the original message.

From: Dan Bush/ASW/FAA  
AJV-C35, Progm. Impl. Mgmt (ER/SysOps/Comm) Tm  
To: Charles Lingle/ASW/FAA@FAA  
Cc: Billy J Tennison/ASW/FAA@FAA, Joseph Jirschele/ASW/FAA@FAA, Theresa WadeHouston/ASW/FAA@FAA, Thomas F Porter/AGL/FAA@FAA, Jeff Tague/ASW/FAA@FAA  
Date: 03/22/2011 10:59 AM  
Subject: Re: Fw: UCR #34078467 - DTW WME

Charlie,

Per your request...the following requirement was presented to the Director's committee this morning and was disapproved for Ops Sustainment (emergency ops) funding.

On a side note, I've personally encountered this situation in the field with like (same type & model) wind sensors. I am not in anyway diminishing the relevance of the UCR or the requirement but am highlighting that even in a perfectly sited system we still encountered significant differences with the 2 min average and the recorded peak gust between opposite end sensors.

You still have an issue. Sorry I can't be of more help.

Regards,

Dan Bush  
OPS Sustainment Program Implementation Manager

FAA ATO CSA Service Center  
Planning and Requirements Group, AJV-C35  
Ph. 817/222-4660  
FAX 817/222-5998

Excellence in the support of ATO Service Area Success

From: Charles Lingle/ASW/FAA  
AJV-C39, Requirements (Terminal) Team  
To: Dan Bush/ASW/FAA@FAA  
Cc: Joseph Jirschele/ASW/FAA@FAA, Theresa WadeHouston/ASW/FAA@FAA, Billy J Tennison/ASW/FAA@FAA  
Date: 03/16/2011 01:46 PM  
Subject: Fw: UCR #34078467 - DTW WME

Dan,

Attached is all the latest info (in message below, thanks to Theresa) that I have concerning the DTW WME/ASOS project we discussed yesterday.

Also, here's the meteorological (AJW-14) survey report I showed you. [attachment "ASOS vs WME report 12-06-10.pdf" deleted by Theresa WadeHouston/ASW/FAA]

To reiterate the NAP progress, the UIS Program Manager has declined to fund the relocation, so I have forwarded it to the ASOS Program Office. However, my discussions with those in the Weather Program, both here and at HQ, lead me to be pessimistic about the chances of their funding this relocation, also.

Do you think it has a chance for OPS funding/accomplishment? I'd appreciate any thoughts you might have.

Thanks,  
Charles Lingle  
Requirements Specialist

FAA ATO Central Service Center  
Terminal Requirements Team, AJV-C39  
817-222-4271

[Link to Central Service Center Website](#)

Feedback to Central Service Center: [9-ATO-CSC/ASW/FAA](#)

----- Forwarded by Charles Lingle/ASW/FAA on 03/16/2011 01:04 PM -----

From: Theresa WadeHouston/ASW/FAA  
AJV-C1, Central Quality Control Group  
Charles Lingle/ASW/FAA@FAA

James Owens/ASW/FAA@FAA

03/16/2011 12:22 PM

Re: UCR #34078467 - DTW WME

Hi Charles,

I have attached the information you requested. The NAP entry from 2008 is also attached. Let me know if you need anything else.

[attachment "EMail GAncinec Nov 2008.xps" deleted by Theresa WadeHouston/ASW/FAA] [attachment "UCR 34078467 NAP WME.pdf" deleted by Theresa WadeHouston/ASW/FAA] [attachment "UCR 34078467 Update.doc" deleted by Theresa WadeHouston/ASW/FAA] [attachment "UCR 34078467.pdf" deleted by Theresa WadeHouston/ASW/FAA]

Theresa WadeHouston  
UCR Coordinator  
FAA, ATO Central Service Area  
Quality Control Group, AJV-C11  
Desk: 817-222-4944  
Fax: 817-222-4565  
Email: [theresa.wadehouston@faa.gov](mailto:theresa.wadehouston@faa.gov)

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Always do right-this will gratify some and astonish the rest. *Mark Twain*

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From: Charles Lingle/ASW/FAA  
AJV-C39, Requirements (Terminal) Team  
To: Theresa.WadeHouston@faa.gov  
Date: 03/16/2011 08:40 AM  
Subject: UCR #34078467 - DTW WME

Theresa,

I need to determine the status of the above UCR, because I am working the project entry in NAP that has been proposed to clear it. Briefly, the proposed solution requires relocating both the WME and ASOS wind sensors to a common location near Runway 04 glide slope.

Any information you could give me would be appreciated.

Thanks,  
Charles Lingle  
Requirements Specialist

FAA ATO Central Service Center  
Terminal Requirements Team, AJV-C39  
817-222-4271

[Link to Central Service Center Website](#)

Feedback to Central Service Center: [9-ATO-CSC/ASW/FAA](#)

Vincent Sugent

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From: "Vincent Sugent" <vinjamie@comcast.net>  
To: "Bird, Lewis"  
Sent: Thursday, February 02, 2012 5:52 PM  
Subject: Fw: UCR Case 34078467 Closure Notice

----- Original Message -----

From: Vincent Sugent  
To: Gorman, Karen  
Sent: Thursday, June 17, 2010 11:31 AM  
Subject: Fw: UCR Case 34078467 Closure Notice

Look at this.

Vin

----- Original Message -----

From: \_\_\_\_\_  
To: VINJAMIE@COMCAST.net  
Sent: Thursday, June 17, 2010 11:08 AM  
Subject: Fwd: UCR Case 34078467 Closure Notice

I don't get this..... does it mean that we're closing this UCR that's about 3 years old.... because Gary wants it closed, because you know as well as I do that the wind instruments still don't work.....

maybe we could forward this on???

-----Original Message-----

From: SMIS System <Theresa.WadeHouston@faa.gov>  
To: Theresa.WadeHouston@faa.gov <Theresa.WadeHouston@faa.gov>; Michael.Natoli@faa.gov <Michael.Natoli@faa.gov>; brian.yax@faa.gov <brian.yax@faa.gov>  
Sent: Thu, Jun 17, 2010 9:54 am  
Subject: UCR Case 34078467 Closure Notice

This is a system message, please do not respond to this email address.

An Unsatisfactory Condition Report (UCR) was updated for your service region. The CLOSED UCR case 34078467 submitted by Lewis Bird was closed by Ancinec, Gary F on 6/17/2010. Please review the UCR for accuracy.

The UCR Description is as follows: *No wind readout at all for a few minutes today, when it was on, it was not accurate. Our back-up is not even close. We have wind gusting in excess of 30 knots and no accurate wind readout, when we do get a readout it is obviously not accurate. This is dangerous and not acceptable and needs to be fixed today, not after another thousand a/c take their chances with storm-level winds and windshear information missing.*

The UCR Resolution is as follows: *Both wind sensors to be moved to a new co-located position. Project approved awaiting funding from tech ops. 11/14/2008 - still working to move the sensors//d.sanders. Still awaiting funding from Tech Ops. 12/15/09. 1/12/2010-Recv"d email from L. Amacher which states that: "There is a \$60,000.00 NAP project (# 2008-4703) which has been submitted to resolve this issue. In addition, there was an OIG investigation regarding this issue, for which the report has not yet been completed, to my knowledge." Attaching NAP submission to UCR. (T. WadeHouston) 1/13/2010 - Tech Ops still awaiting funding. (G.Ancinec) 3/8/2010 - Tech Ops still awaiting funding (G Ancinec) No change/GAncinec, 4/26/10, 5/28/10. TDWR WME replaced 3/12/09. Wind speeds now in general agreement. ASOS supposedly reporting gusts that the TDWR isn't, but nothing noted in equipment logs. Problem resolved. UCR closed.*

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DAILY RECORD OF FACILITY OPERATION

PAGE 001  
Page 1 of 1

DATE  
Jan 29, 2012

LOCATION Detroit, MI	IDENTIFICATION DTW	TYPE FACILITY ATCT	OPERATING POSITION DTW Front-Line Manager	CHECKED BY CHIEF Gary F. Ancinec
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UTC TIME	REMARKS
0500	J. STEWART ON. SOUTH FLOW. RWY 27R CLSD. TWY Z NORTH OF FEDEX, 212 AND 214 CLSD. CFPL: THREE WINDOWS HAVE SAGGING SEALS. LIGHT GUN HAS BROKEN GLASS. RWY 21L MASLR. LIGHTS OUT ON THE THIRD BAR. RWY4R APCH LIGHT GENERATOR NEEDS TO BE TURNED ON BY AF FOR CAT II AND III APCHES. RWY 4R ALS PANEL ALARMS WHEN CHANGING TO HIGHER INTENSITY, FAILURE LIGHT IS ON, LIGHTS APPEAR TO OPERATE NORMALLY. SECON LEVEL YELLOW. ASDE-X ONLINE. -- JS
0505	WCLC. -- JS
0857	B. GAULT ON, ABV NOTED. -- BG
1033	C. MORRIS ON, ABV NOTED. -- CM
1125	D. ARDANOWSKI ON, ABOVE NOTED. -- DX
1250	C. FAIRBANKS ON, ABOVE NOTED. -- CJ
1300	WCLC -- DX
1358	D. ARDANOWSKI ON, ABOVE NOTED. -- CJ
Q 1531	CLASS 2 FLG4225 DEPARTED AND REPORTED SMOKE IN THE AIRCRAFT. RETURN TO LAND. -- DX
1549	FLG4225 RETURNED AND LANED WITHOUT INCIDENT. AIRCRAFT WAS BOARDED BY FIRE COMMAND THEN PROCEED TO THE GATE. CLASS 2 CANCELED. -- DX
1731	K. BARTTELT ON, ABOVE NOTED -- KB
1808	LADP IN EFFECT ACN -- KB
Q 2055	QAR INITIATED WITH ASQ5069. WENT AROUND 1/29/12 -- KB
2100	WCLC -- KB
Q 2104	<del>QAR INITIATED WITH ASQ5069. WENT AROUND 1/29/12 -- KB</del>
E 2105	SHADE AT SOUTH WEST LOCAL BROKE -- KB
2257	RY22R CLOSED -- KB
2303	DAL753 AT GATE -- KB
2315	SOUTH FLOW, ACN -- KB
2323	LADP TERMINATED -- KB
E 2334	RY27R APCH LIGHTS CONTROL BUTTONS OTS -- KB
Q 0009	QAR DAL 1437, B737 WENT AROUND. PROCEEDING TRAFFIC DIDN'T CLEAR. 1/29/12 -- KB
Q 0056	QAR INITIATED WITH ASQ5302. WENT AROUND PROCEEDING TRAFFIC DIDN'T CLEAR. 1/30/12 -- KB

I CERTIFY that entries above are correct, that all scheduled operations have been accomplished except as noted, and that all abnormal occurrences and conditions have been recorded.

SIGNATURE(S) OF WATCH SUPERVISOR(S)

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10/17/10

# PROBLEM REPORT

DATE: 1/29/12 TIME (Z): 2351Z INITIALS: MB POSITION: GSW

\* STARS EFSTS ETVS ASDE-X FREQ SSCS ROUTING OTHER - WINDS  
(circle appropriate problem/s) (similar call signs)

DUPLICATE FLIGHT PLANS - Provide flight progress strips if able.

STARS CONFIG: FIXED PAIRS (multi func, D, slew & enter)

ACID: COMBINED: Y / N WITH:

EFSTS CONFIG:

	* TRAN	* RECV	TYPE AC
FREQ:	MAIN STBY	MAIN STBY	LOCATION

PROBLEM:

ASOS WINDS @ 23:51:30 Z = 280 186 34 240 V3  
 @ 23:51:58 Z = 310 286 36 260 V3  
 @ 23:54:01 Z = M/M

The entire time AW = 290 @ 15  
 arrival A/c indicated no windshear  
 Something needs to be done about  
 these wind instruments.

ATTACH FLIGHT STRIP HERE WHEN APPLICABLE  
(STARS - EFSTS - SSCS - ROUTING must be accompanied with a flight strip)

Duplicate Flight Plans - FLMs fax to airline ASAP and then forward form to front office.  
DELTA: 404 715-1527, COMAIR: 859 767-2081, PINNACLE: 901 348-4375, MESABA: 651 387-5385  
COMPASS: 612 713-6829 (Please circle airline to whom you faxed)

CONTROLLERS - FORWARD TO FLM/CIC.



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# Memorandum

Date: August 6, 2008

To: [REDACTED] DTW ATCT

From: Kevin J. Grammes, Operations Manager, DTW ATCT

Subject: Proposed Disciplinary Action

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This is notice that I propose to suspend you for seven (7) calendar days from your position of [REDACTED] per annum at the Detroit Metro Air Traffic Control Tower ("ATCT"), Detroit, Michigan. This proposal is initiated for such cause as will promote the efficiency of the Federal Service. The following information is presented in support of this proposal.

*Reason: Failure to Comply with Facility Directives:*

*Specification:* On July 21, 2008, as the [REDACTED] you authorized, coordinated, and directed three Southwest Flow departure operations in direct conflict with the specifications laid out in DTW Notices 7110.156 and 7110.159 and written guidance from me the Operations Manager. Specifically, you did not coordinate departure gaps for aircraft landing RY 27L while coordinating for gaps with arrival aircraft on RY 27R. You coordinated and directed the release of the three departures on RY 22L contrary to facility operating procedures. Later in an interview inquiring into these events, you admitted that these incidents occurred, you were responsible for authorizing the prohibited operations, and you had made a mistake by not coordinating for arrival gaps in RY 27L. Your conduct in this matter is a violation of the Human Resources Policy Manual (HRPM) ER-4.1, Standards of Conduct.

In making this proposal, I have considered the fact that you were recently briefed on the new transitioning requirements for South and West Flow on March 30, 2008, April 21, 2008 and May 4, 2008. As a [REDACTED] engaged in critical safety-related duties, you play an integral role in the safety of our national system of air transportation. As a [REDACTED], you are held to a higher standard, and I must have complete confidence and trust in your integrity and your judgment. Your failure to comply with facility directives on procedures for transitioning between South and West configurations is unacceptable and reflects poorly on [REDACTED]. You directed [REDACTED] under your authority to engage in a procedure that you knew to be prohibited, and in light of the fact that we hold [REDACTED] accountable for their actions under these same directives. Your actions and poor judgment have brought adverse attention to the facility and have caused management to question your ability to manage the tower operation safely and competently at this facility. Therefore, I believe this proposed disciplinary action is necessary for the efficiency of the Federal service.

---

This proposed disciplinary action is in accordance with guidelines established in FAA Human Resources Operating Instructions (HROI), FAA Table of Disciplinary Offenses and Penalties.

You have the right to reply to me orally, in writing, or both, and furnish affidavits and other documentary evidence in support of your answer within fifteen (15) days from the date you receive this letter. In making a response, you have the right to be represented and the right to review the material relied upon to support this proposed action. Full consideration will be given to any reply you choose to submit.

If you have any questions about procedures regarding this proposed suspension notice, you may contact Barbara Wilson, Labor & Employee Relations Specialist, AGL-16 at 847-294-7897 or Kevin Dunphy, Labor & Employee Relations Specialist, AGL-16 at 847-294-7314.

If I can be of any assistance, or if you have any questions, please do not hesitate to contact me.

  
Employee's Signature

8 6 13  
Date

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# Memorandum

Date: August 31, 2008

To: [REDACTED], DTW ATCT



From: Kevin J Grammes, Operations Manager, DTW ATCT

Subject: Proposed Disciplinary Action

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My letter dated August 6, 2008, informed you of a proposal to suspend you from your position at the Detroit Metro Air Traffic Control Tower, Detroit, Michigan, for seven (7) calendar days for Failure to Comply with Facility Directives.

In making my decision, I have considered your written response of August 24, 2008; (you did not provide an oral response), the information contained in your file concerning the facts of this matter, your position, the nature and seriousness of the offense, your length of service, and any prior discipline. You do not have any prior discipline.

In your reply, you state that you forgot about notices N7110.156 and N7110.159, and that at the time you directed three Southwest Flow departures, there was no transition between flows. However, the guidance in the notices and in the briefings was clear requiring you to use the transition rules when departing RWY22L with RWY27 arrivals. Despite the fact that you state no separation rules were broken according to the 7110.65, this operation has been under increased scrutiny and oversight and the decision was made to stop the use of Southwest Flow and to follow the Facility Notices until a clear interpretation was given concerning this operation. Although I do not find that you have not taken full responsibility for your actions, you did admit that you violated Notices 7110.156 and 7110.159 and that you were remorseful for your actions.

Among other factors, because you have been employed with the Agency for [REDACTED] years, this is your first disciplinary offense, and your performance record has been acceptable over many [REDACTED]. I have decided to mitigate this penalty. While I believe the charge would normally warrant a seven day suspension, I have decided to mitigate the penalty to a five day suspension. My decision to mitigate this penalty should not be misconstrued as acceptance on my part of your misconduct as I find your behavior in this matter unacceptable and contrary to the goals and mission of the FAA.

I find the charge and specification is supported by the record and warrants your suspension for five (5) calendar days. Your suspension will be effective Thursday, September 11, 2008 to Monday September 15, 2008, inclusive. You should report to work for your normal duties on Tuesday September 16, 2008. This action is taken to promote the efficiency of the Service.

You have the right to grieve this action under the FAA Administrative Grievance Procedure (AGP). Your written grievance must be received no later than 10-calendar days after receipt of this decision and must be addressed to Joseph Figliuolo, District Manager, Motown District, FAA Detroit ATCT, Detroit Metro Airport, Detroit, Building 801, Michigan, 48842.

The written grievance must state your reasons for contesting the suspension and you may supply any information or proof you care to submit.

You may be accompanied, assisted or advised by a representative of your choosing. Your representative, if any, must be designated in writing to the grievance official listed above. Your choice of representative, if an FAA employee, may be disallowed if a conflict of interest exists or because of operational demands. Should this occur, you will be allowed a reasonable amount of time to designate a new representative.

In the event that you may have a personal or health problem, assistance is available through the Employee Assistance Program (EAP). This is a free and confidential service, and I strongly encourage you take advantage of this assistance. You can seek assistance by calling the EAP Hotline at 1-800-234-1EAP or visiting the EAP website at [www.magellanhealth.com](http://www.magellanhealth.com)

If you need help understanding this notice or your rights, you may contact Barbara Wilson, Employee/Labor Relations Specialist, at (847) 294-7895.

Employee's Signature: 

Date: 9-2-08

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# Federal Aviation Administration

## Memorandum

Date: 02/16/12

To: All Personnel

*Ronald D. Bazman*

From: Ronald D. Bazman, Support Manager, DTW ATCT

Prepared by: Ronald D. Bazman, 734-955-5050

Subject: Permanent Change to the DTW FWA 4 SID

R&I	02/16/12
PRE-DUTY	XX
DURING SHIFT	
GIB	
Remove On	03/10/12
Originator	BA
Copies to	

On February 27, 2012 at 0501 UTC, 0001 Local, a permanent change to the FWA 4 Standard Instrument Departure will be implemented utilizing a Permanent NOTAM. This change will later be permanently published in standard form. The change will modify the Departure Route Description wording to:

**TAKE-OFF ALL RUNWAYS:** Climb via assigned heading for radar vectors to join assigned route. When the ATC assigned altitude is at or above 5,000 feet, cross DXO 10 DME arc at or above 5,000 feet for noise abatement. If unable to comply, advise ATC prior to departure. Expect clearance to filed altitude / flight level Ten (10) minutes after departure.

This change ~~eliminates~~<sup>BA</sup> effectively eliminates the requirement to fly the procedure to ILLIE intersection or the FWA VOR, and allows the departure aircraft to pick up the next segment of their filed route without conflicting with the SID wording. The change will mainly affect aircraft filed to CVG and CMH, and the PDC option for delivering the clearance should be available for these aircraft.

For your reference, I am attaching the current procedure as reference to the old wording. Please advise if you have any questions.

(FWA4.FWA) 11013

# FORT WAYNE FOUR DEPARTURE

DETROIT METROPOLITAN WAYNE COUNTY (DTW)  
9.119 (FAA) DETROIT, MICHIGAN

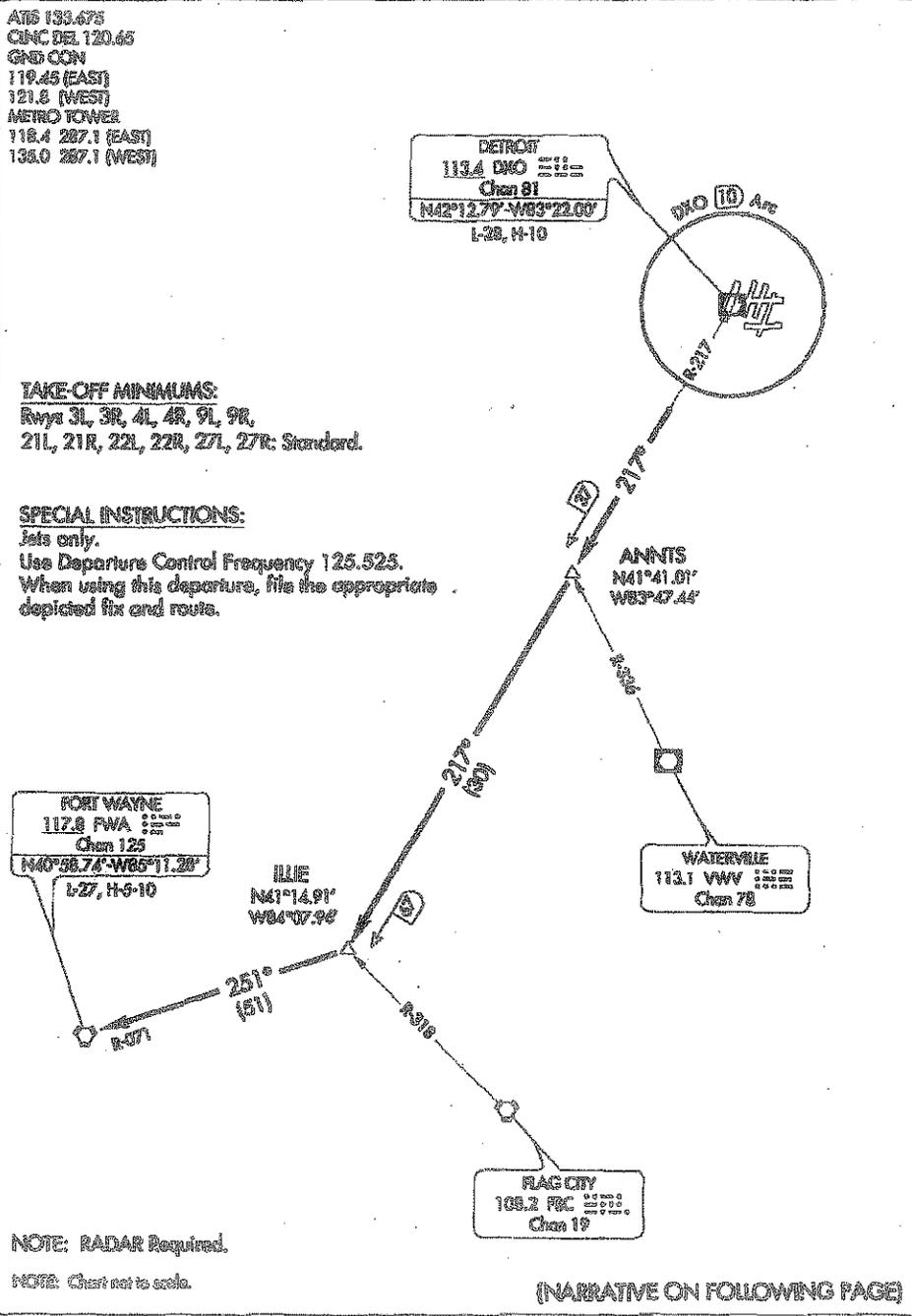
ATIS 133.675  
 CNC DEL 120.65  
 GND CON  
 119.45 (EAST)  
 121.8 (WEST)  
 METRO TOWER  
 118.4 287.1 (EAST)  
 136.0 287.1 (WEST)

**TAKE-OFF MINIMUMS:**  
 Rwy 3L, 3R, 4L, 4R, 9L, 9R,  
 21L, 21R, 22L, 22R, 27L, 27R: Standard.

**SPECIAL INSTRUCTIONS:**  
 Jets only.  
 Use Departure Control Frequency 125.525.  
 When using this departure, file the appropriate  
 depicted fix and route.

EC-1, 08 FEB 2012 to 08 MAR 2012

EC-1, 08 FEB 2012 to 08 MAR 2012



**FORT WAYNE FOUR DEPARTURE**  
 (FWA4.FWA) 11013

DETROIT, MICHIGAN  
 DETROIT METROPOLITAN WAYNE COUNTY (DTW)

(FWA/LFWA) 10022

**FORT WAYNE FOUR DEPARTURE**

DETROIT METROPOLITAN WAYNE COUNTY (DTW)  
8L-119 (FAA) DETROIT, MICHIGAN

▼ DEPARTURE ROUTE DESCRIPTION

**TAKE-OFF ALL RUNWAYS:** Climb via assigned heading for radar vectors to intercept DXO VOR/DME R-217 to BLUE INT, then via FWA R-021 to FWA VORTAC. When the ATC assigned altitude is at or above 5,000', cross DXO 10 DME Arc at or above 5,000' for noise abatement. If unable to comply, advise ATC prior to departure. Expect clearance to altitude/initial flight level (10) minutes after departure.

**TAKE-OFF OBSTACLES:**

- Rwy 3L: Tree 3794' from DER, 1441' left of centerline, 100' AGL/734' MSL.
- Rwy 3R: Headwall 399' from DER, 566' right of centerline, 17' AGL/647' MSL.
- Rwy 4L: Transmission towers beginning 1516' from DER, 827' left of centerline, up to 60' AGL/690' MSL.  
Rods on towers beginning 2751' from DER, 762' right of centerline, up to 41' AGL/714' MSL.
- Rwy 4R: Trees beginning 2850' from DER, 1058' left of centerline, up to 100' AGL/744' MSL.  
Antenna on building 3348' from DER, 1301' left of centerline, 100' AGL/736' MSL.
- Rwy 9L: Trees beginning 968' from DER, 461' left of centerline, up to 15' AGL/682' MSL.  
Trees beginning 987' from DER, 607' right of centerline, up to 48' AGL/715' MSL.
- Rwy 9R: Trees beginning 1172' from DER, 686' right of centerline, up to 100' AGL/729' MSL.
- Rwy 21L: Trees beginning 1079' from DER, 586' left of centerline, up to 100' AGL/739' MSL.  
Tree 3910' from DER, 1188' right of centerline, 101' AGL/733' MSL.
- Rwy 21R: Tree 1963' from DER, 564' left of centerline, 100' AGL/739' MSL.  
Trees beginning 2468' from DER, 721' right of centerline, up to 100' AGL/739' MSL.
- Rwy 22L: Bush 514' from DER, 619' right of centerline, 17' AGL/652' MSL.  
Trees beginning 794' from DER, 611' right of centerline, up to 100' AGL/739' MSL.  
Trees beginning 1726' from DER, 921' left of centerline, up to 100' AGL/744' MSL.
- Rwy 22R: Trees beginning 1014' from DER, 729' left of centerline, up to 100' AGL/749' MSL.  
Trees beginning 1039' from DER, 680' right of centerline, up to 100' AGL/749' MSL.
- Rwy 27L: Trees beginning 2623' from DER, 693' left of centerline, up to 100' AGL/744' MSL.  
Tree 3589' from DER, 777' right of centerline, 100' AGL/739' MSL.
- Rwy 27R: Trees beginning 2998' from DER, 949' left of centerline up to 100' AGL/754' MSL.  
Rod on OL ASR 4461' from DER, 464' left of centerline, 106' AGL/756' MSL.  
Multiple Trees beginning 3289' from DER, 1239' right of centerline up to 100' AGL/744' MSL.

EC-1, 08 FEB 2012 to 08 MAR 2012

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