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ATCT/ARTCC OJT INSTRUCTION/EVALUATION REPORT

1. Name Jeff Lewis		2. Date 12/3/06		3. Scenario/Position(s) GC	
4. Weather <input checked="" type="checkbox"/> VFR <input type="checkbox"/> MVFR <input type="checkbox"/> IFR <input type="checkbox"/> Other _____		5. Workload <input checked="" type="checkbox"/> Light <input type="checkbox"/> Moderate <input type="checkbox"/> Heavy		6. Complexity <input checked="" type="checkbox"/> Not Difficult <input type="checkbox"/> Occasionally Difficult <input type="checkbox"/> Mostly Difficult <input type="checkbox"/> Very Difficult	
				7. Hours 0+51	
				8. Total Hours This Position 6+36	
9. Purpose <input type="checkbox"/> OJT <input type="checkbox"/> OJF <input type="checkbox"/> Familiarization Scenario <input type="checkbox"/> Instructional Scenario <input type="checkbox"/> Evaluation Scenario <input type="checkbox"/> Skill Check <input type="checkbox"/> Certification <input type="checkbox"/> Recertification <input type="checkbox"/> Skill Enhancement <input type="checkbox"/> Other				10. Routing PT / J	

11.	Job Task	Job Subtask	Observed	Comment	Satisfactory	Needs Improvement	Unsatisfactory	Simulation Training
Performance	A. Separation	1. Separation is ensured.	✓					
		2. Safety alerts are provided.	✓					
	B. Coordination	3. Performs handoffs/pointouts.	✓					
		4. Required coordinations are performed.	✓	✓				
	C. Control Judgment	5. Good control judgment is applied.	✓					
		6. Priority of duties is understood.	✓					
		7. Positive control is provided.	✓	✓				
		8. Effective traffic flow is maintained.	✓					
	D. Methods and Procedures	9. Aircraft identity is maintained.	✓					
		10. Strip posting is complete/correct.	✓					
		11. Clearance delivery is complete/correct and timely.	✓					
		12. LOAs/directives are adhered to.	✓					
		13. Additional services are provided.	✓					
		14. Rapidly recovers from equipment failures and emergencies.	✓	10				
		15. Scans entire control environment.	✓					
	E. Equipment	16. Effective working speed is maintained.	✓					
		17. Equipment status information is maintained.	✓					
	F. Communication	18. Equipment capabilities are utilized/understood.	✓					
		19. Functions effectively as a radar/tower team member.	✓	✓				
		20. Communication is clear and concise.	✓					
		21. Uses prescribed phraseology.	✓					
		22. Makes only necessary transmissions.	✓	✓				
	G. Other	23. Uses appropriate communications method.	✓					
		24. Relief briefings are complete and accurate.	✓					



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12. Comments	12A. References
Light traffic ryl.	
<p>⑦ N79W was southbound on taxiway echo. Airport one was opposite direction on echo and was issued traffic and told to "give way". Give way is ambiguous and leaves the decision of separation actions to the pilot/operator. This should be avoided.</p>	3-7-2
<p>⑧ One coordination for mobile 63 with LC was "Cross runway 1L with fuel" which confused the LC. Should have been "cross runway 1L at golf"</p>	FAA 7110.65 3-1-3
<p>⑨ Two separate times with fuel vehicles after being told to hold short of rylL superfluous transmission were made to inform the vehicles of the delays. This was not only unnecessary but dangerous as the fuel trucks are use to the next transmission being crossing instructions</p>	3-7-2
<p>⑩ After being told not to use this technique Jeff entered into a discussion of why I was wrong. That escalated to the point that training was suspended by the CIC.</p>	2-10-3
<p>Signature: <u>[Signature]</u> Date: <u>12/3/06</u></p>	
<p>13. Recommendation <input type="checkbox"/> Certification Skill Check <input type="checkbox"/> Certification <input type="checkbox"/> Continuation of OJT <input type="checkbox"/> Skill Enhancement Training <input type="checkbox"/> Suspension of OJT</p>	
<p>14. Employee's Comments: <u>AS I STATED IN THE DEBRIEF I FELT THIS SESSION COULD EASILY (AND WOULD BY MOST OJT'S) HAVE BEEN HANDLED WITH "OVERALL GOOD JOB". I HOPE THIS REPORT HAS BEEN DISCUSSED WITH ME (SIGNATURE: [Signature]) THE ATTACHED CLARIFIES THE DIFFERENCE OF PERSPECTIVE - TADPERS.</u> Date: <u>12-4-06</u></p>	
<p>15. Certification/Recertification I certify that this employee meets qualification requirements and is capable of working under general supervision. Signature of Certifier: _____ Date: _____</p>	



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Lessons learned, OJT session with Ken Moyer, 12-03-06:

- Item #1, reference job subtask 7: I understand the risk in the use of “give way to” instructions, though in this particular case I ensured that it worked quite well. What I would like to understand, to learn from this experience, is if I have a fuel truck and an aircraft approaching RY IL from opposite sides, what am I expected to do with them to maximize efficiency? (I.e., what specific phraseology in lieu of a well-placed “give way” as done this time).
- Item #2, reference job subtask #4: the required coordination was performed, though I may have performed it better had I specified location rather than “fuel”. I observed LC while coordinating and did not sense any confusion on his part. My thinking was by specifying “fuel” LC would scan the crossing zone and rapidly absorb the traffic picture, thus more efficiently decide and coordinate the crossing. This technique worked, but considering this may not work well here at CCR ATCT, I will practice your technique and make it habit to specify the taxiway (though we all already know it has to be Golf/Echo per the LOA since it is a fuel truck).
- Items #3 and #4, reference job subtasks #22 and #19: the issue is the advisability of the technique of giving moving fuel trucks traffic information, so they will slow down vs. screaming to the runway crossing point then have to wait. Thus, the issue is efficiency. The validity of this efficiency “concern” was reinforced when it was specifically addressed by Ken at least twice during this session, and at least once he specified that we don’t want fuel trucks to have to apply the “brakes”. To maximize efficiency while maintaining a high level of safety, the instructions I delivered were effective and matched with careful consideration of the LC traffic picture; I ensured any confusion by the fuel truck driver (and there was none) would not possibly create a separation issue.
- An ongoing problem in training with Ken has been his refusal to pause to reasonably allow me to listen to pilots when they call during our briefings, or when he is “instructing”. He tends to just move forward rapid-fire with whatever he is saying and it prevents me from collecting needed information. In all situations thus far when this has happened, the traffic level has not been so busy that he could not pause. At the close of this training session, two separate flights called GC and I could not serve them because Ken’s continued instructional comment prevented me from hearing them. After the first missed call, I asked Ken if we could discuss the content (about the technique of giving new info to the crossing fuel trucks) later. Ken rejected my suggestion and continued talking. When the second flight called and was again missed (by me) due too Ken’s insistence on pushing his instructional point, I commented that he was interfering with my ability to train; at this time, FD suggested we should quit OJT and the CIC concurred and we left. I did not “enter into a discussion of why (Ken) was wrong”; in fact, I asked if we could have this non-pertinent discussion later, in debriefing.



Exhibit 2

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ATCT/ARTCC OJT INSTRUCTION/EVALUATION REPORT

1. Name JEFF LEWIS	2. Date 11-29-06	3. Scenario/Position(s) GC	
4. Weather <input checked="" type="checkbox"/> VFR <input type="checkbox"/> MVFR <input type="checkbox"/> IFR <input type="checkbox"/> Other _____	5. Workload <input type="checkbox"/> Light <input checked="" type="checkbox"/> Moderate <input type="checkbox"/> Heavy	6. Complexity <input type="checkbox"/> Not Difficult <input checked="" type="checkbox"/> Occasionally Difficult <input type="checkbox"/> Mostly Difficult <input type="checkbox"/> Very Difficult	7. Hours 1706 8. Total Hours This Position 475745
9. Purpose <input checked="" type="checkbox"/> OJT <input type="checkbox"/> OJF <input type="checkbox"/> Familiarization Scenario <input type="checkbox"/> Instructional Scenario <input type="checkbox"/> Evaluation Scenario <input type="checkbox"/> Skill Check <input type="checkbox"/> Certification <input type="checkbox"/> Recertification <input type="checkbox"/> Skill Enhancement <input type="checkbox"/> Other			10. Routing PT/3

11.	Job Task	Job Subtask	Observed	Comment	Satisfactory	Needs Improvement	Unsatisfactory	Simulation Training
Performance	A. Separation	1. Separation is ensured.	/					
		2. Safety alerts are provided.	/					
	B. Coordination	3. Performs handoffs/pointouts.	/					
		4. Required coordinations are performed.	/					
	C. Control Judgment	5. Good control judgment is applied.	/		✓			
		6. Priority of duties is understood.	/					
		7. Positive control is provided.	/					
		8. Effective traffic flow is maintained.	/					
	D. Methods and Procedures	9. Aircraft identity is maintained.	/					
		10. Strip posting is complete/correct.	/					
		11. Clearance delivery is complete/correct and timely.	/		✓			
		12. LOAs/directives are adhered to.	/					
		13. Additional services are provided.	/					
		14. Rapidly recovers from equipment failures and emergencies.	/	No				
	E. Equipment	15. Scans entire control environment.	/		✓			
		16. Effective working speed is maintained.	/					
	F. Communication	17. Equipment status information is maintained.	/					
		18. Equipment capabilities are utilized/understood.	/					
		19. Functions effectively as a radar/tower team member.	/		✓			
		20. Communication is clear and concise.	/					
		21. Uses prescribed phraseology.	/					
		22. Makes only necessary transmissions.	/					
		23. Uses appropriate communications method.	/					
		24. Relief briefings are complete and accurate.	/		✓			
G. Other								



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12. Comments	12A. References
<p>Moderate traffic started on Rys 17 and later switch to Rys 32.</p>	
<p>(24) Started out behind after accepting the position but did not understand and had questions about the briefing. Before taking the position ensure all questions are answered and understood.</p>	<p>FAA ORDER 7110.65R par 3-7-23-</p>
<p>(11) Correct phraseology for taxiing an aircraft to a runway when hold short instructions are not going to be issued is "taxi to runway (number)" N1775A and N734FR ^{clearance} was not compliant to order FAA 7110.65.</p>	<p>FAA ORDER 7110.65R par 3-7-2 b</p>
<p>Correct phraseology for taxiing an aircraft to a runway when hold short instructions are going to be issued is "runway (number), taxi via (taxiway) hold short of (taxiway or runway) N1775A ^{an} clearance was not compliant with order FAA 7110.65</p>	<p>FAA ORDER 7110.65R par 3-7-2c</p>
<p>(19) When changing runways to assist LC as soon as you are able give control of the runways to to LC. I had to do for you after undo delay delay.</p>	<p>FAA ORDER 7110.65 2-1-1</p>
<p>(5) Switching N1325V to clearance delivery while taxiing left a moving aircraft off frequency taxiing in a movement area. Bal ideal</p>	
<p>Signature: <u>[Signature]</u> Date: <u>11/29/06</u></p>	
<p>13. Recommendation <input type="checkbox"/> Certification Skill Check <input type="checkbox"/> Certification <input type="checkbox"/> Continuation of OJT <input type="checkbox"/> Skill Enhancement Training <input type="checkbox"/> Suspension of OJT</p>	
<p>14. Employee's Comments: <u>PLEASE SEE ATTACHED, AS FOLLOWS UP TO OUR DEBATE W/STATION...</u></p> <p>This report has been discussed with me (Signature): <u>[Signature]</u> Date: <u>12-3-06</u></p>	
<p>15. Certification/Recertification I certify that this employee meets qualification requirements and is capable of working under general supervision.</p> <p>Signature of Certifier: _____ Date: _____</p>	



Lessons learned, OJT session with Ken Moyer, 1-29-06:

Four key items were addressed in the OJTI comments:

1. Thanks, Ken, for pointing out the distinction between taxi phraseologies used for routes with and without hold short instructions. Unrestricted taxis will get "Taxi runway via route", and restricted taxis will get "Runway, taxi via route, hold short". I was not aware that the 7110.65 had this fine yet very useful distinction (maybe I spent too much time in the Oceanic enroute environment...? ☺)
2. Generally speaking, the procedure at CCR for runway changes includes a critical requirement for GC to clearly state "All runways are yours" to LC, even if the action is discussed and agreed to, or if the CIC declares the action is happening. Likewise, it is critical that LC give back to GC the inactive runways as early as possible, e.g.: "Runways 19 are now yours".
3. If a flight calls GC for taxi and IFR clearance while FD/CD is open, I should only allow that flight to "monitor Clearance on 118.75" after the flight is parked in the run-up area. One possible exception may be if I know they have two working radios, and yes, there is the "chance" I could relay taxi instructions via FD/CD, but as a matter of practice, it is always a good idea to just keep taxiing aircraft on GC frequency and ship them only when they are done taxiing.
4. It is good practice for me to pause as needed during a briefing to ensure the other controller(s) can readily incorporate a pilot's initial call into the position relief process, so that the pilot will not have to repeat himself (unless of course it is a very busy situation). It is also good practice for me to not rush, or make the other controller(s) feel rushed.

