

Interoffice

NATIONAL RADIO ASTRONOMY OBSERVATORY

TUCSON, ARIZONA

April 28, 1977

*25 Meter Millimeter Wave Telescope  
Memo #88*

To: M. A. Gordon

From: D. A. Webb

Subject: Meeting with Mr. Bennet McInnes, Dale Webb, and Bobby Ulich

Mr. McInnes of the Royal Observatory in Edinburgh, Scotland told us about the UK telescope which is being built on Mauna Kea, and the personnel policies which they are implementing. This memo is to briefly summarize his comments.

They expect to have four employees relocated to Hilo by July of 1977, including their four wives and (collectively) five children. By 1979, they expect to have relocated or hired 20 people. The officer in charge will be an astronomer. They will also have four research assistants, six electronics personnel, two software people, two mechanical people, one administrative officer plus several locally hired people such as clerks, drivers, vehicle mechanics, and handymen. They are now projecting an annual recurring budget of approximately \$765K. Their Capital Construction budget is approximately \$6 million and their Instrumentation budget is also approximately \$6 million.

His major concern was to try and find out the status of the 25-m project and to find out if NRAO was planning to have a lab in Hilo or Waimea. They have very mixed reactions on the two cities, just as we do. They too are concerned about sharing facilities such as Helium liquifiers, transportation, etc. They prefer to be near the NRAO facilities in either town. They plan to rent a small store front space in Hilo for 6 months to get started. They have been made an offer by the Parker Ranch which is similar to the offer made to NRAO if they will decide to go to Waimea.

The first people to move to Hilo will be Alex McLoughlin, a technical employee, and Dave Brown who is the Administrative Manager.

The terms under which they plan to relocate personnel are:

1. Try to give the relocated person essentially the same standard of living as they had at Scotland.

2. The Science Research Council will pay \$350 to \$380 per month for a home rental. (Maybe more if they cannot find suitable accommodations at that price.) In the long run, the SRC may decide to purchase homes for employees as they now do in Australia.
3. They are discouraging people from selling their homes in Scotland as most terms of Mauna Kea employment are expected to be three years and they do not want to have to pay for moving furniture, appliances, etc. - just personal items. They will pay, however, when requested for relocating everything in the home plus a car but they will also give the employee the option of having the observatory purchase furniture and appliances for rented homes. At this time it is nearly impossible for an employee to consider purchasing his own home because he is only allowed to take 60¢ out of every dollar out of the UK if it is to be invested in another country.
4. The SRC will also pay miscellaneous monthly expenses such as telephones, etc., up to a total of about \$450 per month for a senior employee. This includes home rental of ~ 350 per month.
5. They provide a Foreign Service Allowance which is based on their Civil Service Regulations, set by the government and updated every three years. In the case of the Administrative Manager, his salary will more than double. Also they will have "temporary" promotions for some personnel.
6. If they find that schools are not up to the standards of Scottish Schools the SRC will pay for boarding and tuition for the employee's children in Scotland. They will also pay for two trips to the "new" home for the children. Mr. McInnes expects that based on this policy, they will be pleased to pay Hawaii private school tuition if the schools are not adequate.
7. The SRC will also pay for all medical bills just as the National Health Service does in the UK. This fringe benefit includes dental hospitalization, etc.

They are currently expecting to have most employees stationed at a downtown lab for purposes of a work station designation. They will then drive employees to the midpoint on company time and then switch them to four wheel drive vehicles with professional drivers (who stay at the midpoint and are acclimated) for the rest of the journey to the summit. I mentioned that the U of H now has employees going to the mountain partly on company time and mostly on their own time and he said he did not know of this but he expects that they would want to keep things about equal to

an employee in Scotland who typically must leave home about 1/2 hour before starting work.

They are not expecting to pressurize any facilities on the mountain at this time. Their normal observing run is about one week but they expect most observers to come in one week early to work on their equipment and get acclimated.

I provided Mr. McInnes with copies of my opinions on Hilo and Waimea, our latest cost summaries for recurring and non-recurring costs, and information provided by the Air Force to me for high altitude working problems. He plans to send you more information on actual building costs as well as to write to you requesting an official opinion on NRAO's choice between Hilo and Waimea.

After thinking somewhat about our conversation, I am somewhat concerned about them setting very liberal and expensive precedents to follow. On the other hand, I am sympathetic to the notion that they (and we) must provide a standard of living for relocated employees, similar to, or a little better than, that to which they are accustomed.

c: B. L. Ulich

UKIRT Aperture: 3.8 m (i.e., largest on  
Mauna Kea). Type: flux collector — so comparatively  
cheap ( $\sim$  \$6M). building now being completed —  
done being erected April 1977. Telescope under factory  
test in the UK and due to reach Hawaii  $\sim$  September  
1977. Commissioning due to phase into operation in 1978.

### Construction and commissioning:

Project Manager: Mr Gordon J. Carpenter (an engineer).  
Staff at present in Edinburgh but four will move  
to Hawaii in 1977 for three year periods of duty  
there.

Instrumentation: Dr Terry J. Lee (a physicist).

Project Manager:   
Staff at present in Edinburgh but some will move to  
Hawaii in 1978.

### Operation

Officer in charge on Hawaii: to be appointed soon —  
following interviews of applicants (within SRC).

Staff expected to be around 20 by 1979 — mostly  
UK people on three years postings from Edinburgh  
to Hawaii, accompanied by wives and children.

These staff members will provide support to  
visiting astronomers from UK universities;  
using dormitories at Hale Pohaku. — a base  
(offices, laboratories, computer<sup>?</sup>, workshop, library,  
etc.) either at Hilo or at Waiman.