

BARSTOW LOG

Vol. 3, No. 37

Marine Corps Logistics Base Barstow, California

July 29, 1999

Better Business Practices brighten MCLB future

By Colie Young
MCLB Albany

Marine Corps Logistics Bases Command is expending considerable resources and energy to implement a program of Better Business Practices in order to improve cost control measures and become more responsive to our customers' needs. In general, BBP efforts work to improve processes, increase performance, and standardize production quality.

The end result helps MARCORLOGBASES produce high-quality products on time at a competitive cost; assist in communicating quantifiable performance to our customers; and implement processes that allow us to measure, document, plan and execute the numerous activities supporting our production lines.

Our commander envisions these initiatives as methods to help MARCORLOGBASES become a world-class organization. Making these efforts suc-

cessful requires the full support of the work force.

"Our record of victory stands upon our commitment to combat readiness, a warrior culture and an expeditionary mindset. We will continue to build upon this foundation by doing those things that have served us well in the past, while exploring opportunities to enhance our future capabilities," —

Commandant's Guidance, General James L. Jones, Commandant of the Marine Corps.

"We will challenge the sta-

tus quo, constantly redefine success and acquire the skills and capabilities necessary to provide responsive support to our customers," — Materiel Command Commanding General, Maj. Gen. Gary S. McKissock.

These visions indicate the direction our leaders are guiding us. To make them reality will take the concerted efforts of each Marine, Sailor and civilian employee throughout MARCORLOGBASES.

As we approach the new millennium, it is imperative that we keep pace with the rapidly changing world around us.

MARCORLOGBASES has weathered the threat of base realignment and closure, but now is not a time to rest on our laurels. Today, we find ourselves in direct competition with private and public sector depots.

Our customers are becoming more demanding. We must be able to show our customers — in detailed terms — that our products are not only the best, but affordable.

The adoption of better business practices help to make the improvements we need to maintain the lead among our competitors.

McKissock's two-year vision statement calls for MARCORLOGBASES to transform the Maintenance Centers and supporting agencies into the industrial maintenance facilities of choice within the Department of Defense by:

– Investing in training and equipment to

The nine better business practices being implemented throughout MARCORLOGBASES are:

- Activity Based Costing (ABC)
 - Maintenance Business Process Improvement
 - Budget Process Improvement
 - Supply Chain Management
 - Earned Value Management
 - Manufacturing Resource Planning (MRP II)
 - ISO 9000
 - Process Standards
 - Defense Contract Audit Agency Compliance
- See story on page 9 for more information.

Maintenance director calls for BBP revolution

By GySgt. Frank Patterson
Public Affairs Chief

"Revolutions are not easy," Gen Charles C. Krulak, 31st Commandant of the Marine Corps wrote when addressing business practices last year. And now Maintenance Center Barstow is in the midst of that revolution.

"There's a revolution taking place in this Maintenance Center and the Maintenance Center at Albany, Ga.," Col Joseph Martin, Jr., Director, MCB, said July 16 while addressing the MCB em-

ployees. That revolution is taking place because if we don't change some of our business processes ... we would not have to worry about Y2K and all that because we're going to put ourselves out of business."

Martin added that he considers MCB the best maintenance center in all of the Department of Defense, but he implied that it might not be enough just to be the best.

"I have been getting feedback from every contractor representative that walks into this Maintenance Center ... saying, 'You know, you have people out there in your Maintenance Center who say they haven't heard of ISO 9000; they haven't heard of Earned Value Management System; they haven't heard about the process improvements that are going on,'" said Martin. "And I know it isn't because we're not getting the word out."

"We're doing these Better Business Practices for our survival."

One way people can take a more active role is to make suggestions to streamline processes and change the way the Maintenance Center does business.

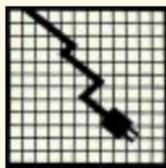
"I'm talking about change that's going to change the way we fundamentally work around the Maintenance center," said Martin. "Changes that are going to cut cost and cut times and make sure we get our products out the door faster."

"Those are the types of changes we need to hear, and those ideas are going to come from the work force because you're out there making things happen everyday, not the managers. You, the work force."

Martin added that ideas people may have had before and which were rejected should be brought up again.

"If you have an idea of a better way, a faster way of doing something, then you push that up the chain of command. And if you see that item or idea stop, I don't want you to stop there. As Leroy Sanchez [AFGE Local President] said in his July 22 Commentary in the *Barstow Log*: 'Get it to the union, they'll make sure it gets to the hands of the right people.' I'm telling you to take it a step further; get that item or idea up to me."

Around the base



Power outage— Base Housing is scheduled to lose power from 9 a.m. to 5 p.m. Monday while the Installation and Logistics Department relocates overhead powerlines underground.

Gas Gas Gas — The Marine Corps Exchange gas pumps will be open for business Aug. 6 at 6:30 a.m.

Normal business hours will be Mondays thru Fridays from 6:30 a.m. to 6 p.m. and Saturdays from 9 a.m. to 6 p.m.

Pumps will accept all major credit cards and a cashiers booth will be open to accept cash checks and credit cards.



Beer goggles



Photo by Cpl. Mike McQuillan

Corporal Mohammed Huda attempts to walk a straight line while wearing goggles that simulate vision at a .08 Blood Alcohol Level. California Highway Patrol Officer Willie Haley included Huda's demonstration in his class on drunk driving at the Professional Military Education session at the Oasis Club July 22.

See **BUSINESS** Page 8

See **FUTURE** Page 8

The CO/XO's Corner

The "CO/XO's Corner" is a tool the Base Commander and Executive Officer use to open the lines of communication from the command deck to all personnel and to disseminate essential information as rapidly as possible.

CO asks 'How am I doing?'

By Col. Mark A. Costa
Base Commander

It's been a year since I assumed command of MCLB Barstow.

At the change of command ceremony I told you what I was committed to.

In August 1998 I published my Philosophy of Command to further explain what you could expect from me and what type of "command climate" I wanted to create and nurture.

It is now time for you to tell me how I am doing in achieving the standards I have set.

The "CO'S Report Card" at the right is one

method I have for getting your feedback. You can use this clipout report card or get a blank form from your administrative officer.

Please take a moment and fill it out then forward it via Guard Mail to the Office of the Commanding Officer or drop it off at Building 15.

You may also send feedback directly to me via E-mail at costama@barstow.usmc.mil.

I plan to use your feedback in making personal course corrections needed to strive to be the leader that deserves your loyalty, respect and efforts.

Thank you for your time and comments.

The C.O. Sends

Your picture is on His dresser

By Lt. Michael Michener
Base Chaplain



I recently heard a story that I found helpful.

A seriously ill woman finally came home from the hospital where she had her lung removed from

cancer.

Although she was only in her late thirties, the effects of cigarettes and liquor and hard living left her looking as though she were much older. She had divorced several years ago and there was no one around to take care of her.

One family who lived next to her had often invited her to attend church with them. The worn out woman always declined their invitations. The neighbors volunteered to help the woman through her convalescence. They asked her permission to invite the pastor to her house to pray with her. The sick woman agreed.

When the minister arrived, he was escorted to the woman's bedroom where she lay recovering from her surgery. He introduced himself and attempted to engage in polite conversation, but the woman was not interested in spiritual matters and was resistant to the minister.

The pastor tried to find some topic that she was comfortable speaking about when he noticed a picture of a beautiful young lady on the dresser.

He pointed to the picture and asked, "Who is in that picture?"

The bedridden woman's eyes brightened and her face lit up and she sat up a bit and said, "That is my daughter. She is a wonderful girl with so much potential. She has her whole life ahead of her and I love her so much that I would do anything for her. But she has been away from me for several years now. I would die for her to help her know how much I love her. I sure wish she were here."

Feeling relieved that he finally made a connection with the woman, the pastor walked over to the dresser, picked up the picture, looked at the woman and said, "God has your picture on His dresser."

Many of us are like the woman.

We have chosen to go through life hellbent on doing everything on our own without external influence. Some wear themselves out with unhealthy lifestyles. Some have been unwilling to let go of bitterness and consequently push everyone aside. Some want nothing to do with God and spiritual matters because they know the church is full of hypocrites.

They haven't come to the place yet where they realize that each one of us in the pew and pulpit are there because we are all hypocrites to some extent and because we need God to make us better.

Many have not yet realized how important

See CHAPLAIN Page 5

CO's Report Card

When I assumed command I made the following comments, have I lived up to them?

To lead you, I must first serve you. Have I served you well as a commanding officer?
YES NO

To gain your respect I must first respect you. Have I respected you in my words and actions?
YES NO

To gain your confidence I must listen more than I speak and listen before I speak.
- Have I listened to you? YES NO
- Have I gained your confidence? YES NO

I sought to gain your personal loyalty.
- Have I gained that in addition to your loyalty to the position of the commanding officer?
YES NO

I believe people accomplish the mission and by taking care of your people, the mission will be accomplished.
- Have I taken care of the Marines, civilian Marines and Sailors here? YES NO

I believe in firm, fair and consistent leadership.
- Have I been that type of leader? YES NO

I believe in empowerment, giving the people at every level in the command the authority to do the job that needs to be done. What can I do to help overcome the barriers to empowerment?
- If I have fallen short of the mark in my commitment, where has it been?

In my command philosophy I emphasized some key points, how have I done in practicing them in my actions?
- **I stated never say NO without explaining why.** Have I always explained my decisions?
YES NO
- **I emphasized finding ways (how) to say YES.** Have I tried hard enough to find the ways to make things happen? YES NO
- **I identified Communications as essential to empowerment.**
- Have I kept you informed? YES NO
- Have I dispelled the rumors - what I consider a cancer to an organization? YES NO

I set standards for a command climate that included:
- **Not tolerating personal violence, discrimination, harassment or improper conduct.** Have I taken the action to prevent these from happening and if they did, did I take the appropriate action to correct the behavior? YES NO
- **Safety is paramount.** Has the base safety program worked? YES NO
- **Performance must be recognized.** Have outstanding performers been properly recognized? YES NO
- Have we acknowledged individual accomplishments? YES NO
- Have we taken corrective actions when performance has not met acceptable levels? YES NO
- Have I lived up to my philosophy of command? YES NO
- If not, where have I fallen short?

- Have I met your expectations as a commander? YES NO
- How have I met them?
- How have I failed to meet them?

- Have I represented the command well? YES NO
- Do you have an example?

If you were to grade me for achievement and effort based on the academic A thru F scale, what would I receive?
- Achievement: A B C D F
- Effort: A B C D F

What issues do you feel I should concentrate on in the next year?
1. _____
2. _____
3. _____

Chapel Hours

Protestant Sun. 8:30 a.m.
Catholic Mass Sun. 10:30 a.m.

Confession services
before Mass

Yermo Bible Study

Wednesday 11 - 11:30 a.m.
At the Colonel's Workshop

For more info call
Don Brooks at 577-7165.



Marine Corps Logistics Base Barstow, California
Colonel Mark A. Costa, Commanding Officer

Public Affairs Staff

Public Affairs Officer/Executive Editor:
Public Affairs Chief/Managing Editor:
Editor:
Correspondent:
Correspondent:
PA Support Clerk:

Bill Bokholt
GySgt. Frank Patterson
Sgt. Matthew Weir
Cpl. Mike McQuillan
LCpl. Brian Davidson
Bertie Dailey

The editorial content of this newspaper is prepared, edited and provided by the Public Affairs Office of Marine Corps Logistics Base Barstow, California. Mailing address: Commanding Officer (B130), Command Headquarters, Marine Corps Logistics Base, Box 110100, Barstow, CA 92311-5001. The Public Affairs Office is located in Building 15. Phones: (760) 577-6430, 577-6450, 577-6451, FAX 577-6350, DSN prefix 282.

This newspaper is an authorized publication for members of the Department of Defense. Contents of BARSTOW LOG are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense, or the U.S. Marine Corps. BARSTOW LOG is published by Aerotech News, a private firm in no way connected with the U.S. Marine Corps, under exclusive written contract with Marine Corps Logistics Base Barstow, California. The appearance of advertising in this publication, including inserts or supplements, does not constitute endorsement by the U.S. Marine Corps, or Aerotech News, of the products or services advertised. Everything advertised in this publication shall be made available for purchase, use, or patronage without regard to race, color, religion, sex, national origin, age, marital status, physical handicap, political affiliation, or any other nonmerit factor of the purchaser, user or patron.

BARSTOW LOG is distributed every Thursday (or Wednesday preceding a holiday) 50 weeks a year. BARSTOW LOG is produced at Aerotech News and printed at Antelope Valley Press in Palmdale, Calif. Printed circulation is 3,500.

For information on advertising in BARSTOW LOG, contact Paul Kinison of Aerotech News, Lancaster, Calif., phone: (805) 945-5634.

News Briefs

"News Briefs" is designed to disseminate information to the MCLB Barstow community. Submissions should include a point of contact, a phone number, and be received by noon, Friday for the next issue. Submit news briefs via LAN to PAO@PSD.

National Night Out

The Base Public Safety Department, the Barstow Police Department, the San Bernardino Sheriff's Department and the California Highway Patrol are teaming up to sponsor the 16th Annual National Night Out Tuesday, Aug. 3, from 5 to 9 p.m. at the McKinney Youth Complex.

This event features a Military Working Dog demonstration, a bicycle rodeo, crime prevention booths and a visit by Batman, who is expected to fly in during the event.

This year's National Night Out will have a slightly different format because of recent guidance from the Commandant of the Marine Corps, which required every command in the Marine Corps to conduct a major safety event before Labor Day of 1999.

Safety booths will be set up, and will emphasize fire prevention, household safety and safe driving. Free food is available, and there is lots for the kids to do.

For more info, call the Physical Security Office at 577-6514.



Weekly themes include Youth Night, Calico Night, Harley Davidson Night and others. Look for these nights in the future:

Date	Event
Aug. 3	Harley Davidson Night
Aug. 10	Heath/Fitness Night
Aug. 17	Youth Night
Aug. 24	Military Apprec. Night
Sept. 7	Community Night
Sept. 14	Country Night
Sept. 21	Health & Fitness Night
Sept. 28	Police & Fire Night

For more info, call Tera Moore at 256-8400 or the Chamber of Commerce at 256-8617.

Getty Museum trip

The MCLB Barstow CWRA is sponsoring a trip to the Getty Museum in Los Angeles August 28 at 6:30 a.m.

You'll enjoy this exceptional opportunity to see one of the world's largest collections of paintings, classical antiquities, bronze and marble sculptures, photography, and much, much more.

The collection includes works of art dating back from ancient history through the more contemporary times and is considered to be one of the best and most diverse in the world.

A bus will leave Bldg. 44 at 6:30 a.m., stops in Victorville at the International House of Pancakes parking lot

at 7:30 and returns to Barstow by 10:30 p.m.

The cost per person is \$10 to cover the price of gas.

Contact the following CWRA committee members for reservations:

Name	Phone
Dan Keirn	577-6614
Frederico Molino	577-7210
Ed Guz	577-6183
Vince Chavez	577-7076
Barbara Kulseth	577-6771
Kay Servais	577-6233
Wrayanne Huddleston	577-6714
Barbara Kent	577-7382
Tangia Joseph	577-7230
Bruce Rowe	577-7207
Cliff Acles	577-7092
Ed Frey	577-6940
Richard Tusing	577-6492
Sixto Granados	577-7424

MSG Duty

Marine Security Guard Battalion is accepting volunteers for classes 01-00 through 05-00.

Applicants must hold the rank of lance corporal through sergeant and have at least one year on station. Waivers will be considered on a case-by-case basis. All Marines are encouraged to volunteer, regardless of MOS.

For more info, call the career planner at 577-6684.

U.S. Naval Academy

The admissions board at the U.S. Naval Academy is accepting nominations for the academy or for the Naval Academy Preparatory School.

Applicants must be between ages at least 17 and younger than 23 by July 1 of the year they would enter the academy.

Potential Midshipmen must also be U.S. citizens, have good moral character, be unmarried, not pregnant and have no dependents.

Transfer orders will be issued on or about May 1, 2000. For more info, call the career planner at 577-6684.

Did you know ...

Money for college could be as close as your local Navy-Marine Corps Relief office?

During 1993, the NMCRS helped military families pursue their academic goals by providing \$1.1 million to fund scholarships for more than 500 children of active duty Marines and Sailors.

Additionally, NMCRS provided more than 700 interest-free loans to military spouses for nearly \$2.1 million.

Don't rule out college this year before contacting the local NMCRS at 256-1378 or 577-6627.

Route 66 Market Festivals

The Barstow Area Chamber of Commerce is sponsoring the Fifth Annual Market Festivals Tuesday evenings from 6-10 p.m. at the Barstow Mall

until Sept. 28. This year's theme is the Route 66 Market Festival.

The annual event features a variety of craft, food and produce vendors, children's rides and a variety of entertainment.



MCCS Update ...

By James H. Gaines
MCCS Publicity

Get 10 percent back on your dollar

August is the time to redeem all those Sand Dollars you earned in July. Your Sand Dollars have a redemption value of one U.S. Dollar, at the Base Exchange, 7-Day Store and Yermo Exchange throughout the month of August.

You can make purchases during August using all or part of your Sand Dollar earnings on individual purchases (use your earned Sand Dollars all at once, or spread them out over the month of August). You must use all the Sand Dollars in August since after August 31, they have no redemption value.

Sand Dollars are redeemable for all purchasable items except cigarettes and alcohol. DoD MCLB civilian employees may use their Sand Dollars for food and snack purchases only.

The Main Exchange/7-Day Store is open Monday through Saturday 9 a.m. to 6 p.m. and Sunday 10 a.m. to 6 p.m. Call 256-8974 for more information.

The Yermo Exchange is open Monday through Friday 9 a.m. to 3:30 p.m. Closed Saturday and Sunday.

Call 577-7092 for more information.

Lunch menu for this week

This week's lunch menu at the Family Restaurant and Cactus Cafe offers a delicious variety:

Today - Veal Parmesan, pasta & sauce, vegetable, roll/butter.

Friday, July 30 - Hoki fish, potato wedges, vegetable, roll/butter.

Monday, August 2 - Chili and rice with grilled cheese sandwich, vegetable, roll/butter.

Tuesday, August 3 - Fettuccine with clam sauce, vegetable, garlic bread.

Wednesday, August 4 - Baked Hawaiian ham, potatoes, vegetable, roll/butter.

Thursday, August 5 - Chicken Parmesan, rice, vegetable, roll/butter.

All above meals served with coffee, tea or soft drink. Lunch is served at the Family Restaurant from 10:30 a.m. to 12:30 p.m. Lunch is served at the Cactus Cafe from 11 a.m. to noon. Monday through Friday. Price is \$3 military, \$4.50 civilian.

For more info call 577-6428.

Family Night Menu

Family Night at the Family Restaurant - great food, and lots of it, at a very low price. Here's the menu for tonight and next Thursday.

Tonight - Spaghetti & meatballs, vegetable, garlic bread, dessert and beverage (coffee, tea or soft drink).

Thursday, August 5 - Prime Rib, potatoes, vegetable, roll/butter, dessert and beverage (coffee, tea or soft drink).

Family Night dinners are served from 4:30 p.m. to 7:30 p.m. every Thursday. All you can eat \$4.50 adults, \$2.50 children 5 to 11 years, children 4 years and under are free.

For more info call 577-6428.

Another Aerobics Class

A new aerobics class with Kathrine Stearns as instructor offering beginning aerobics and regular aerobics (step, floor and circuit).

The beginning aerobics class is on Sunday from 2 p.m. to 3 p.m.

The regular aerobics class is Monday through Thursday from 6:30 p.m. to 7:30 p.m.

All aerobic classes are held in the Gym/Fitness Center.

For more details on these classes call 577-6971.

Got too much stuff?

No room left in the house? Here's a solution. Customer Service at the Exchange rents Self-Storage units. Load all that extra "stuff" up and haul it over to your storage unit and free up space in the house. Storage unit sizes are 4-by-8-foot renting for \$20 per month, and 8-by-10-foot renting for \$25 per month.

For more info call 256-3719.

Customer Service is open Monday through Saturday from 9 a.m. to 6 p.m.

Sunday from 10 a.m. to 6 p.m.

Visit an Old West Town

Join ITT for a trip to an authentic 100-year-old western town with buildings that date back to the 1800s. Old Town Temecula is the name, Saturday, Aug. 21 is the date.

We'll visit numerous stores and shops featuring antiques and crafts. Learn western Indian and early California lore. This is an antique lovers paradise with nearly 350 antique dealers at this one place.

We'll also make stops at a local winery and Tom's Farm Market in Colton. Tom's Farm Market carries a large variety of local produce.

The cost is \$12 round trip. Reservations and payment are due by Friday, Aug. 13.

ITT also offers tickets to these exciting attractions:

Raging Waters in San Dimas \$16 adults, \$14 children (3-9 yrs.).

Hurricane Harbor at Magic Mountain \$15 adults, \$12 children (under 48").

Wet 'n' Wild in Las Vegas \$19 adults, \$15 children (3-9 yrs.).

Rock-a-hoola Water Park at Lake Delores in Newberry Springs (approximately 18 miles north of Barstow), \$11.50 adults, \$8.50 children (3-9 yrs.). There is a \$3 parking fee.

Disneyland 1-day pass \$32.50 adults, \$25.50 children (3-11 yrs.) with a \$7 parking fee.

Knott's Berry Farm \$20 adults,

\$13.50 children (3-11 yrs.) with a \$7 parking fee.

Magic Mountain \$23 adults, \$9.50 children (under 48") with a \$8 parking fee.

Universal Studios \$29.50 adults, \$24 children (3-11 yrs) with a \$7 parking fee, \$10 RV parking fee.

Legoland \$27.25 adults, \$21.25 children (3-16 yrs.) with a \$6 parking fee.

Wild Animal Park \$15 adults, \$10 children (3-11 yrs.) with a \$4 parking fee.

San Diego Zoo \$18 adults, \$10.25 children (3-11 yrs.) with a \$4 parking fee.

Sea World \$28 adults, \$22 children (3-11 yrs.) with a \$6 parking fee.

Long Beach Aquarium \$13 adults, \$7.50 children (3-11 yrs.) with a \$2 per hour parking fee.

ITT tickets can be delivered to Yermo customers at the Cactus Cafe every Thursday from 11:30 a.m. to 12:30 p.m. Call ahead and order your tickets to be delivered.

ITT is located in the Bowling Cen-

ter, and is open Monday through Friday from 8:30 a.m. to 4 p.m.

For more info call 577-6541.

Batting cage is open

Brush up on your batting skills, the batting cage is now open. Drop by the Gym and check out all the equipment you'll need, and have fun with some batting practice.

New Sauna in transit

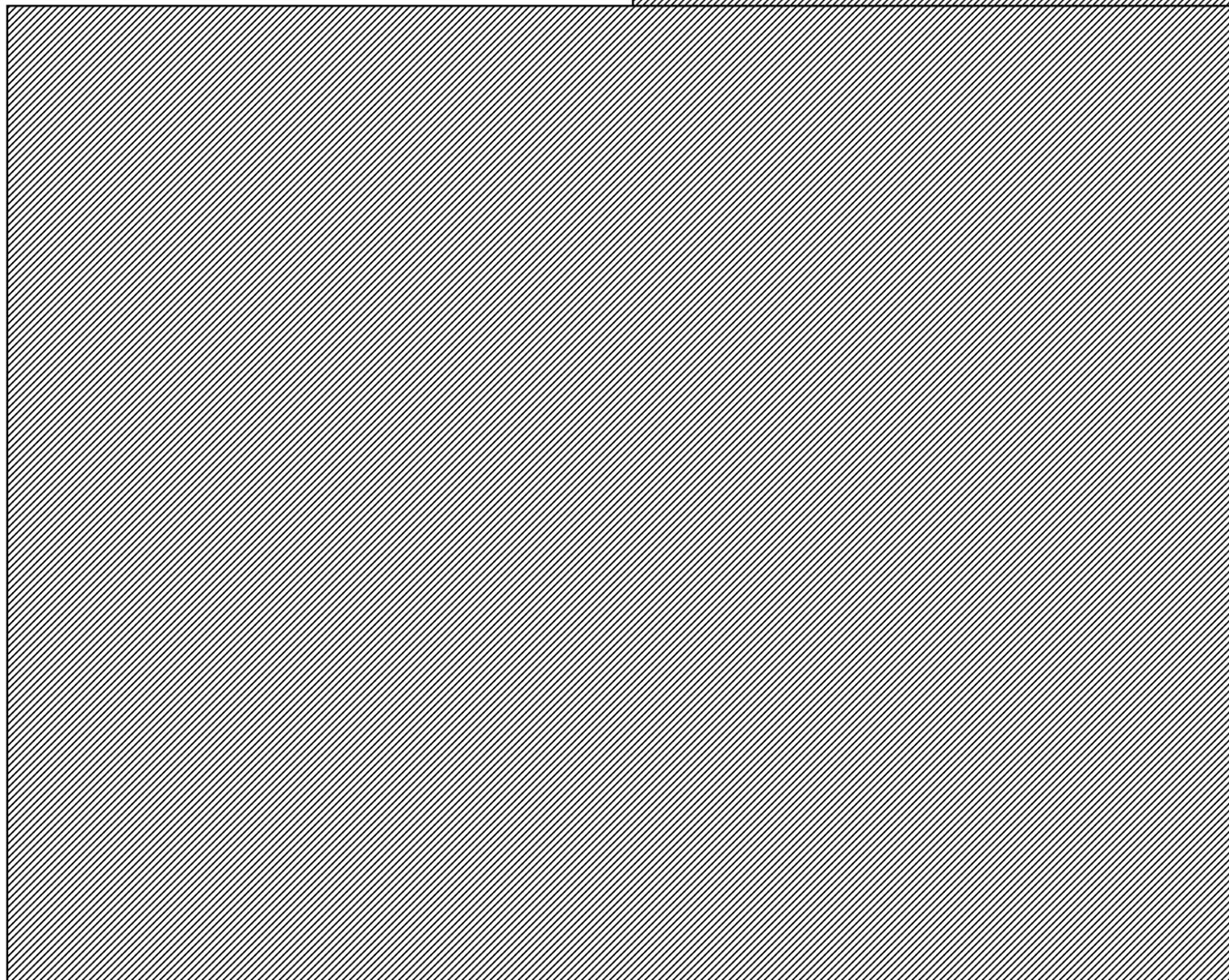
For all you sauna devotees there is good news - a new sauna is on the way, it will be installed and in operation very soon.

Shade canopies and grills

Equipment Issue now has shade canopies and charcoal grills you can check out for your own personal use. Perfect for summer barbecues, and parties - and it's free.

Equipment Issue is open Monday through Friday from 5 a.m. to 9 p.m. Saturday and Sunday from 8 a.m. to 3 p.m.

Call 577-6898 for more details.



Job Watch

Ann No.	Title/Series/Grade	Open	Close	1st Cutoff	Location	Ann No.	Title/Series/Grade	Open	Close	1st Cutoff	Location
DEA-95-99	Crane Operator WG-5725-11	03-08-99	09-30-99	03-22-99	Calif., Ariz.	OTR-36-99	Materials Handler WG-6907-07 (Temp NTE 1 yr.)	04-07-99	09-30-99	N/A	Seal Beach, Fallbrook
DEA-140-99	Firefighter GS-081-03/04/05/06	04-05-99	09-30-99	04-19-99	Port Hueneme	OTR-38-99	Materials Handler WG-6907-05 (Temp NTE 1 yr.)	04-07-99	09-30-99	N/A	Seal Beach, Fallbrook
DEA-164-99	Firefighter GS-081-04/05/06	04-29-99	09-30-99	05-13-99	Camp Pendleton	OTR-39-99	Ordnance Equipment Repairer WG-6641-08 (Temp NTE 1 yr.)	04-09-99	09-30-99	04-19-99	Seal Beach
DEA-263-99	Family Services Counselor GS-101-11 (Part Time)	07-06-99	08-03-99	07-20-99	Calif., Arizona	OTR-41-99	Painter WG-4102-07 (Temp NTE 1 yr.)	06-15-99	09-30-99	06-28-99	MCLB Barstow
DEA-270-99	Environmental Engineer GS-0819-09/11 (Term NTE 4 yrs.)	07-19-99	08-23-99	08-02-99	Point Mugu		Heavy Mobile Equip Repair/Oper. WG-5803-08/10/11	06-15-99	09-30-99	06-28-99	MCLB Barstow
DEA-272-99	Cable Splicer WG-2504-08 (Term NTE 366 days)	07-13-99	08-10-99	07-27-99	MCLB Barstow		(Temp NTE 1 yr.) Artillery Repairer	06-15-99	09-30-99	06-28-99	MCLB Barstow
DEA-273-99	Environmental Protection Specialist GS-0028-11 (Temp NTE 4 yrs.)	07-19-99	08-23-99	08-02-99	Pt. Mugu		WG-6605-07 (Temp NTE 1 yr.) Pneudraulic Systems Worker	06-15-99	09-30-99	06-28-99	MCLB Barstow
DEA-274-99	Environmental Protection Specialist GS-0028-11 (Temp NTE 4 yrs.)	07-14-99	08-11-99	07-28-99	Pt. Mugu	OTR-73-99	Preservation Servicicer WG-7006-07 (Temp NTE 1 yr.)	07-06-99	08-03-99	07-20-99	MCLB Barstow
DEA-278-99	Electrical Equipment Repairer WG-2854-10 (Term NTE 366 days)	07-13-99	08-10-99	07-27-99	MCLB Barstow	OTR-79-99	Laborer WG-7502-02/03/04	07-21-99	08-18-99	08-04-99	MCLB Barstow
DEA-286-99	Computer Specialist GS-334-9 (Term NTE 366 days)	07-16-99	08-13-99	07-30-99	MCLB Barstow	OTR-80-99	Educational Technician GS-1702-04 (Temp NTE 1 yr.)	07-20-99	08-17-99	08-03-99	MCLB Barstow
DEA-297-99	Equipment Cleaner WG--7009-04 (Term NTE 366 days)	07-22-99	08-19-99	08-05-99	MCLB Barstow	OTR-81-99	Office Automation Clerk GS-326-03 (Temp NTE 09-30-99)	07-21-99	08-04-99	N/A	MCLB Barstow
DEA-298-99	Computer Specialist GS-334-11/12	07-22-99	10-18-99	08-05-99	San Diego	OTR-83-99	Office Automation Clerk GS-326-04 (Temp NTE 09-30-99)	07-21-99	08-04-99	N/A	MCLB Barstow
OTR-27-99	Motor Vehicle Operator WG-5703-08 (Temp NTE 1 yr.)	03-24-99	09-30-99	04-07-99	Calif., Arizona	OTR-84-99	Painting Worker WG-4102-07 (Temp NTE 1 yr.)	07-23-99	08-06-99	N/A	Port Hueneme
OTR-35-99	Computer Specialist GS-334-11 (Temp NTE 1yr.)	04-06-99	09-30-99	04-20-99	Calif., Arizona						

For more information contact the Human Resources Office at 577-6484.

INFO from Page 7

the military basic pay; or (2) 7 percent (or 0.8 percent for FERS) of the civilian pay. If the military deposit is paid before the interest accrual date no interest is charged on the military deposit.

Thrift Savings Plan

No contributions can be made to

the TSP while on LWOP or separation from the civilian position. However, if the employee is restored to his/her civilian position, retroactive contributions and TSP elections may be made to cover that period of service.

Employees interested in making retroactive contributions must contact their payroll office for a payment plan.

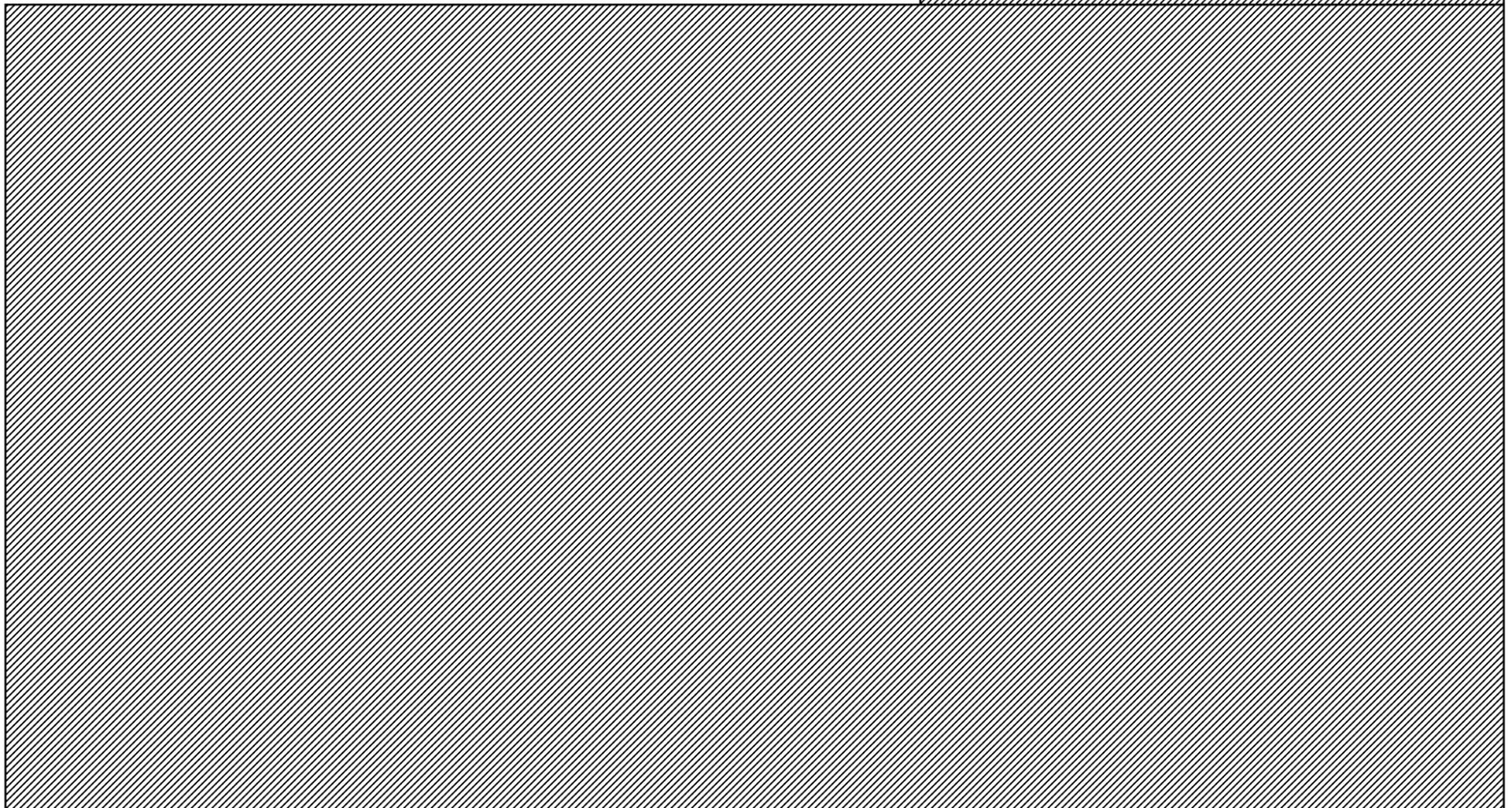
CHAPLAIN from Page 2

they are to God. They choose to believe that He does not exist or at least He is not concerned with their lives. And yet, God loves each one of us so much that our picture is on His dresser.

For God so loved the world that He gave His one and only Son, that who-

ever believes in Him shall not perish but have eternal life. For God did not send His Son into the world to con-

demn the world, but to save the world through Him." (John 3:16-17)
Blessings, Chaplain Michener



Electro-Optics Team: the Optometrist of the Marine Corps

Story and photos
by LCpl. Brian Davidson
BARSTOW LOG staff

The Electro-Optics Facility is unique to MCLB Barstow in many ways.

It's the only place in the Marine Corps capable of repairing and reconditioning the DIM-36 thermal sighting system, fitted for the LAV-25, and the PAQ-3 Modular Universal Laser

Equipment (MULE) system.

The DIM-36 allows the LAV target acquisition in total darkness, providing thermal imaging capable of seeing through walls.

"We refer to ourselves as mushrooms because we spend much of the time in dark isolated workspaces repairing night vision goggles and fiddling with the sighting elements for the Howitzers," said Larry Bonner, an optics technician at the EO shop. "We get tested for overexposure to

radiation a lot, but we enjoy our work."

"The thermal sighting system is the very same technology everyone saw in movies like Predator," said Bonner. "The DIM-36 is essential to night operation of the LAV because it does what ambient light or night vision optics can't - look through buildings and dense vegetation."

The mission of the Electro-Optics Team is to provide fire control, optical instruments and night vision devices fast, still maintaining a high standard of quality.

The team recently showed their commitment to their mission by completing upgrades to more than 500 periscope units, making viewing safer for Marines by installing them with filters that block all laser frequencies used on the battle field.

"Before we upgraded the periscopes troops had to wear special goggles that were bulky hot and only screened-out one particular frequency of laser," said Bonner. "If one happened to be viewing without wearing goggles, their eyes could suffer severe corneal damage. Now, our troops are fully protected," he added.

"The result of the modification is that the laser filtration is an integral part of the periscope, offering the best possible protection," said Doug Settle, EO supervisor.

The same is true for the MULE, a shoulder-fired unit incorporating a laser ranger-finder and target designator. Its primary function is to locate and guide laser-guided missiles and projectiles to targets up to 5,000 meters away.

"If you saw the news clips of the Gulf War you may remember seeing a grainy image of a building with a crosshair superimposed on it, and after a few seconds, a big explosion," said Settle. "That was a target marked by a laser designator, a smart bomb rode the laser beam to it."

What's it worth?

"\$434K and worth it," said Settle.

The tools used to maintain them aren't cheap either.

The repair station for the M1A1 Abrams sighting system is valued at \$250,000, while another test system costs a 'cool half million,' according to Bonner.

"The equipment that we use to fix the systems is just as important to us as the systems are to the Marines depending on them," said Bonner. "If the oscilloscope that we use to tweak the 60



EO technician Jack Aday cleans the 'variable field-of-view' mechanism of the DIM-36.

channels on the DIM needs calibration, the DIM won't function at its optimum level."

All of EO's testing equipment receives regularly scheduled maintenance.

In addition to repairing sighting systems and components like germanium crystals and cryogenic coolers, they fix a wide range of other optics like detector arrays and telescope devices requiring expertise and great care. The equipment and systems they repair come from all over.

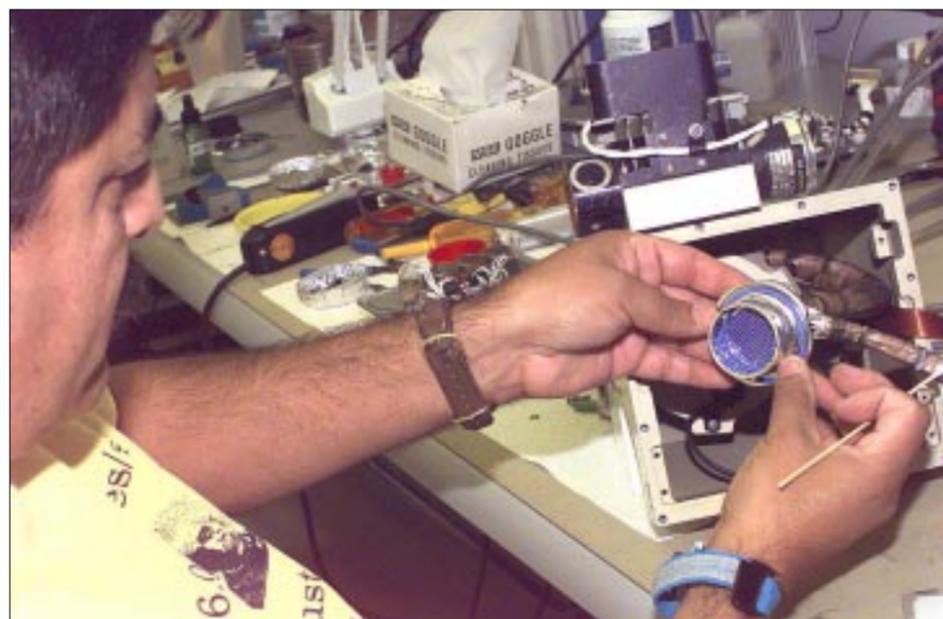
"We have some programs where we do work directly for the unit, some for the program managers at the Maintenance Directorate, Headquarters Marine Corps, the Marine Reserves and the Army," said Settle.

Having advanced sighting systems is a key factor for American troops on the battlefield, according to Bonner.

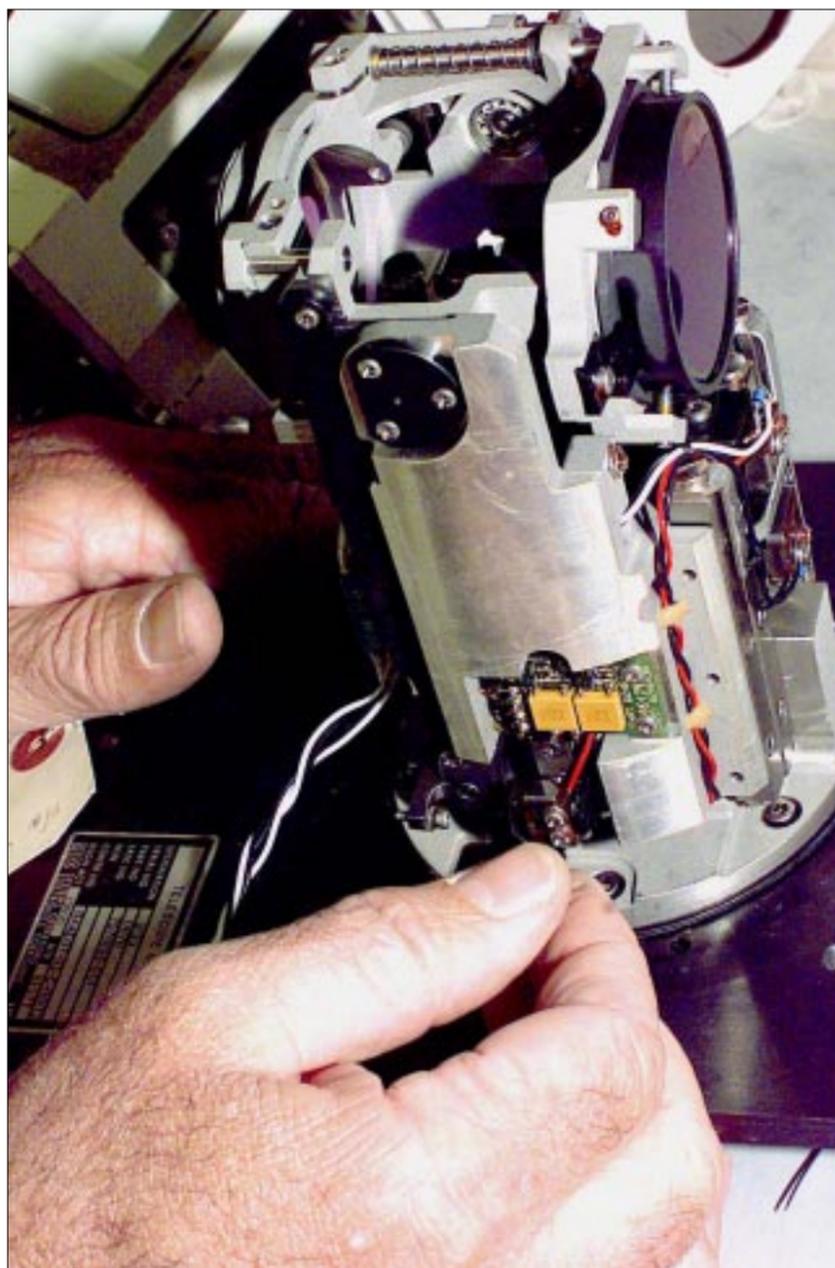
"Most people don't realize how important what we do here is, said Bonner, most of the fighting in the Gulf War took place at night and much of our success is due to having the night as an ally."

According to Settle, the EO team is determined to support Marines primarily and others when possible.

As they say, "all of our customers get the GOOSE: guarantee of optimum service in electro-optics."



Alfredo Escareno inspects the cables used to connect channels in the DIM-36.



(Above) A re-calibrated oscilloscope is connected to the thermal sighting system testing bay to fine-tune the data boards in the DIM-36.

(Left) A hands-on inspection of the magnifying telescopes ensure quality work is going back into the fleet.



THE HUMAN SIDE

Civilian Human Resources Office, Southwest – Barstow Satellite Office

Meeting the Challenge of Change

Information for employees entering active duty military

On Oct. 13, 1994, the Uniformed Services Employment and Reemployment Rights Act (USERRA) was passed. USERRA expanded the rights of employees entering uniformed services, therefore, giving employees options related to their employment and benefits. The following is a checklist designed to counsel employees on their benefits and provide an opportunity for them to make elections regarding their options.

Military Leave

Employees who perform active military duty may request the use of paid military leave. Eligible full-time employees accrue 15 calendar days of military leave and may have up to 30 calendar days of military leave for use during the fiscal year. Employees who enter into active duty may choose to have their annual leave remain to their credit until they return to their civilian position, OR receive a lump-sum payment for all accrued annual leave. This provision applies whether or not an employee is placed on LWOP or separates.

Health Benefits

Employees who are covered by the Federal Employees Health Benefits Program (FEHBP) and are either separated or placed in a LWOP status to perform military service may continue to be covered by FEHB for up to 18 months, unless the employee elects in writing to have the enrollment terminated. If the employee chooses to continue the FEHB, he/she is responsible for

paying the employee share of the premium for the first 12 months and 102 percent for the final 6 months of continued coverage. Employees may pay currently or incur a debt to be paid upon their return.

Note: You may cancel your FEHB at any time by notifying your personnel office. When you cancel an enrollment, it is considered a break in coverage. Termination is not considered a break.

Life Insurance

Employees who separate or are placed on LWOP to perform active duty service continue to be covered by the Federal Employees' Group Life Insurance (FEBLI) for up to 12 months at no cost to the employee.

Retirement

An employee who is placed on LWOP while performing active military duty continues to be covered by the retirement law, i.e., CSRS or FERS. Death and disability benefits under the civilian retirement rules would apply if the employee continues in LWOP. If an employee separates to perform active military duty, he/she would generally receive retirement credit for the period of separation if a deposit for the military service is made. Upon restoration to the civilian position, the employee may make a deposit for the military service. The deposit would equal the lesser of: (1) 7 percent (or three percent for FERS) of

See INFO Page 5

Did you know?

The House has approved a 3.4 percent January pay raise for itself, which would raise most salaries from the current \$136,700 to \$141,348.

According to OPM, the "typical" federal employee (though there really is no such person) is 45.6 years old with 16.6 years of service.

There were 254,679 less federal and postal employees on the rolls as of April 1999 (2,783,362) than in January 1993 (3,038,041).

The federal work force is 55.6 percent male. Nearly 30 percent is classified as minority: 16.7 percent African American; 6.4 percent Hispanic; 4.5 percent Asian/Pacific Islander and 2.1 percent Native American. Disabled workers account for another 7.1 percent, and about 25 percent of the work force has military service time.

The average base salary (which includes locality pay) of a general schedule worker is \$44,886 worldwide; \$57,371 in the Washington D.C. area, where the average GS grade is 11.1 (it's 9.4 worldwide). The GS schedule represents about 72 percent of the total work force. About 13 percent is under the wage grade (blue collar) system.

Since the Clinton administration's Hispanic employment initiative began in September of 1997, the representation of Hispanics in the federal government has increased from 99,064 to 101,124 employees in March 1999. Hispanic representation in the senior executive service (SES) doubled during the same time from 1.4 percent in 1993 to 2.8 percent in March 1999.

There are about 385,000 federal and postal employees who are eligible to retire under normal circumstances. There are even more who would be eligible if their agencies offered them early retirement.

FEDWeek publishes new Retirement Planning guides

FEDweek has developed new and user-friendly CSRS and FERS Retirement Planning Guides.

The information contained in the guides simplifies the planning process, helps in calculating an annuity (with plenty of examples), warns about possible reductions in an annuity, tells you how Social Security fits into the picture, and what to do about health and life insurance.

"The guides ...contain everything you need to know to make your retirement a success," said Don Mace (FEDweek publisher)

They are \$9.95 each plus \$3.00 shipping and handling, for a total of \$12.95.

You can order the publications directly from FEDweek's website at <http://www.fedweek.com>, by FAX (1-804-288-5123), by mail (P.O. Box 71900, Richmond, VA 23255) or with their toll-free number (1-888-333-9335).

Please indicate which guide you want, CSRS or FERS.

CSRS-Offset employees should order the CSRS version and those who switched from CSRS to FERS want the FERS version.

Self-Service Center

The Human Resources Office Self-Service Center (located in Building 37) provides employees with information on the following:

- Health benefits
- Life Insurance
- Thrift Savings Plans
- Military Deposit
- Social Security
- Job Announcements

Designation of Beneficiary Forms are available for:

- Life Insurance
- Thrift Savings Plan
- Unpaid Compensation
- FERS Retirement
- Deductions
- CSRS Retirement Deductions

Employment applications from veterans (VRA and VEOA eligibles)

The Veterans Employment Opportunities Act (VEOA) of 1998 permits eligible veterans who have been honorably discharged from the armed forces after 3 or more years of active service to apply for and receive consideration when the agency accepts applications from individuals outside its own work force for those jobs announced under the merit promotion program.

The HRSC-SW has been accepting these applications since the implementation of the VEOA which was effective on Oct. 31, 1998.

VEOA applicants can be considered under merit promotion procedures or as non-competitive candidates.

For more info on these and other programs for veterans, call the Human Resources Office at 577-6487.

Human Resources Office Manager: Esther Gonzales, 577-6479
 Management Support Assistant: Meredith Taylor, 577-6478
 Staffing/Classification: Lucy Wais, 577-6487
 Employment Assistance and Awards Information: Kathleen Dunham, 577-6357
 Labor and Employee Relations: Shaunna Arguelles, 577-6914
 Karen Ross, 577-6913

Worker's Compensation: Donna Coppi, 577-6279
 Josie Marquez, 577-6481
 EEO: Sharon Lange, 577-6599
 Yolanda Ojeda, 577-6022
 Training Information: Marva Johnson, 577-6965

BUSINESS from Page 1

"If there are going to be changes to any of the work processes, they will come from the people who are doing the work everyday."

"Now somebody may wonder why we're doing all these Better Business Practices," Martin said. "I'm telling you we're doing them for our sheer survival."

According to Martin, maintenance work within the Department of Defense is no longer a "free ride."

"We're trying to position ourselves to ensure that we will be the depot of choice," added Martin.

He said that in order to be competitive the Maintenance center must possess the same credentials as its civilian competitors.

Those credentials are the nine Better business Practices being instituted through out Corporate Logistics Bases; things like ISO 9000 certification, Earned Value Management System,

MRP II, to name a few.

"When we compete for future work, we want to be in the position to put our credentials on the table, just as those private organizations will. These Better Business Practices will get us to this position."

"Some one asked me how I know we could do this," Martin said. "I know we can do it because we just won the AAV RAM/RS contract and have demonstrated that we can apply these Better Business Practices."

"It was some of these Better Business Practices that played a key role in Systems Command winning the David Packard Award for Acquisition Excellence for the AAV RAM/RS," said Martin. "I know that we can apply these practices throughout the Maintenance Center."

"Change is hard, but when your survival depends on making changes, then you simply have no choice."

FUTURE from Page 1

ensure a skilled work force

- Proposing accurate and competitive bids

- Developing a responsive maintenance program

- Communicating quantifiable performance to customers

- Implementing processes that allow personnel to measure, document, plan and execute the numerous activities supporting the production lines.

In order to assist MARCORLOGBASES, the management consulting firm of Klyveld, Feat, Marwick and Goerdler (KPMG) has been hired to integrate enterprise-wide all better business practices and to measure, evaluate, and define success for integration objectives.

They are also responsible for training and implementing Activity Based

Costing, ensuring certification of our Earned Value Management System, and preparing MARCORLOGBASES for ISO 9000 certification.

KPMG is studying our organization and collecting data to identify areas for improvement.

They take information other teams develop and incorporate it into a plan of action which will be approved by the Commanding General before the plan is implemented.

The majority of the items that KPMG studies are direct results of input from the work force of MARCORLOGBASES.

As MARCORLOGBASES military and civilian personnel, this is our initiative and KPMG is helping us.

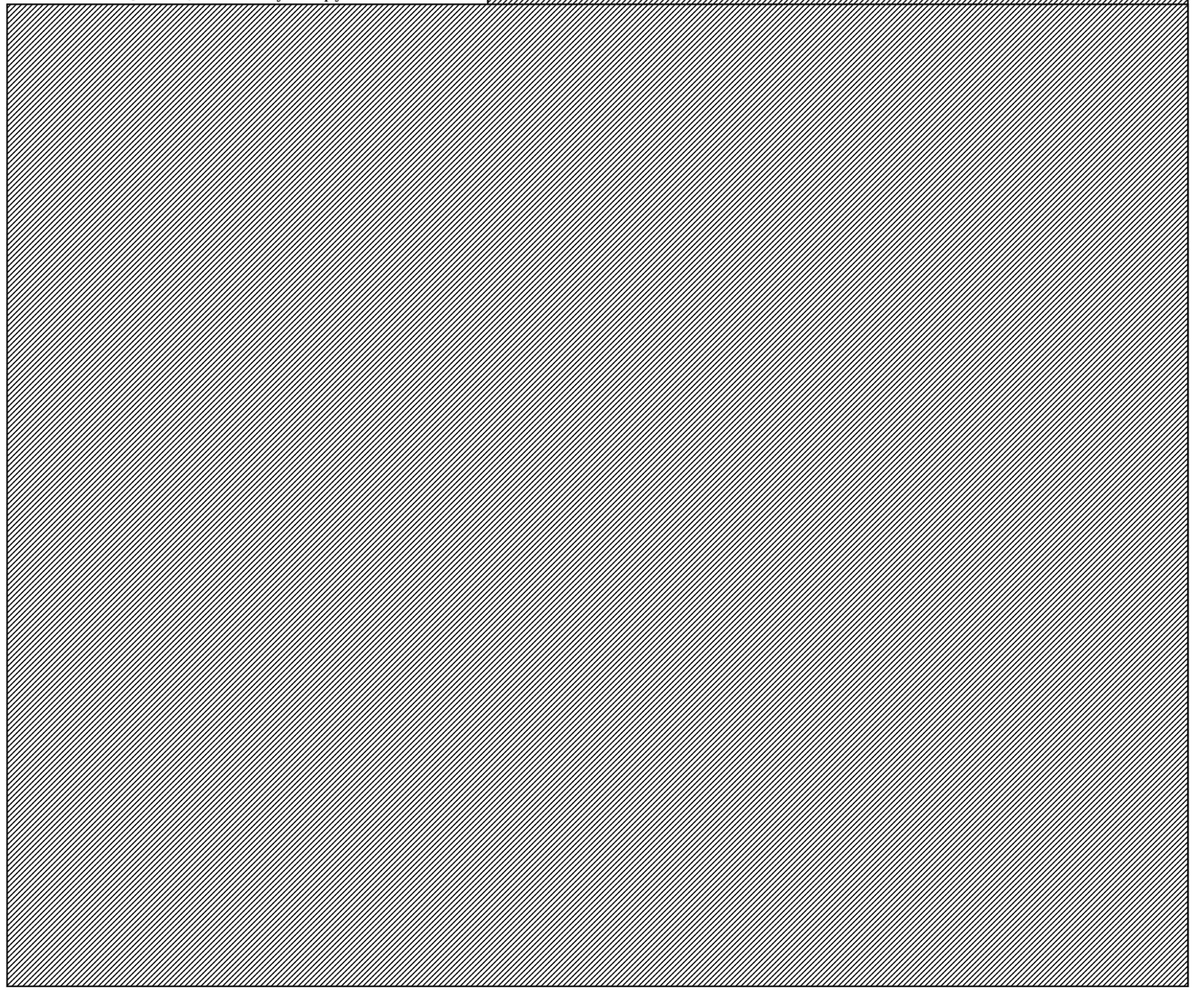
A recent success of the BBP efforts

occurred at Blount Island Command following a preassessment ISO 9002 audit conducted May 3-7.

The Defense Contract Management Command conducted the audit, identifying only six minor discrepancies. As a result of the lack of findings, the DCMC audit team changed the pre-assessment audit to a compliance audit and the BIC received ISO 9002 compliance notification June 29.

Other factors that supported BIC's strong showing were the 100 percent improvement from the DCMC Gap Analysis in June of 1998 and the maturity of the BIC Quality System.

More "quick wins" and success stories will be identified and published as the Better Business Practices continue to bring about improvement throughout MARCORLOGBASES.



Nine better business practices: A toolbox Guide to Better Business Practices

Activity-based Costing

Analyzing the production and management areas which breaks down the costs of operation into a standard model. This highlights what it truly costs an organization to produce products and services, overcomes traditional cost accounting limitations, and enables management to make fully informed decisions in pursuit of increased productivity.

Maintenance Business Process Improvement

Identifying, defining and refining key business processes to develop the most effective and efficient methods for accomplishing the depot-level maintenance mission.

Budget Process Improvement

A framework for process improvement within the MCLB Planning, Programming and Budgeting System (PPBS) by identifying, defining and refining key business processes to develop the most effective and efficient methods for accomplishing the depot-level maintenance mission.

Supply Chain Management

Standardizing and improving inventory management processes across the MARCORLOGBASE corporate structure to ensure materiel requirements are identified and fulfilled in a responsive, cost-effective manner.

Earned Value Management Guide-

lines

A management system that collects information to report cost, schedules production line progress, and measures the execution against the budgeted plan.

MRP II

A shop floor control tool offering the ability to schedule work, plan for materiel requirements, and monitor time spent on various work lines. Compass CONTRACT provides production data outputs enabling

MC personnel to track job status at the both the detail level and in summary format and retain the data for analysis and improvement of job plans and estimates.

ISO 9000

This is a family of "world-recognized" standards from the International Organization for Standardization. These standards are adopted by more than 90 countries. The American version was published in the United States in 1987 by the American Society for

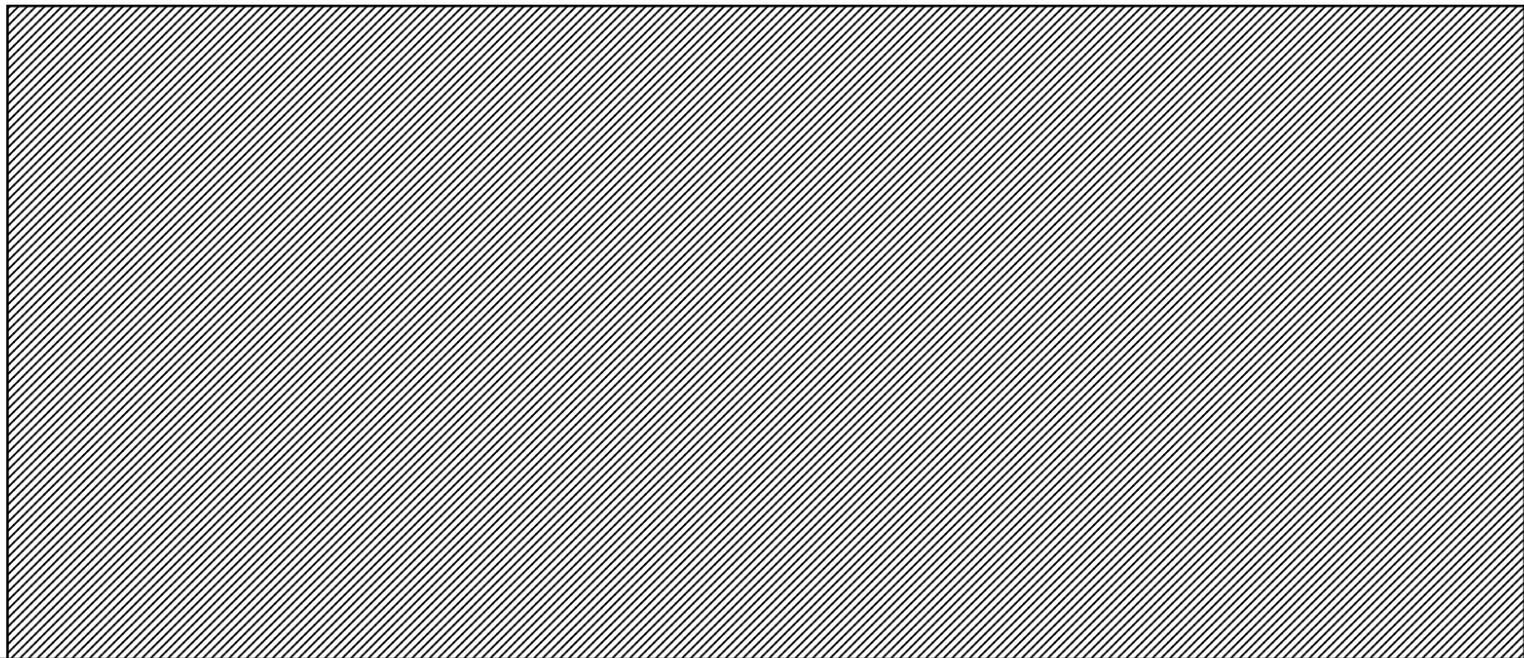
Quality Control for the American National Standards Institute. The current American version, last revised in 1994, is ANSI/ASQC Q9000-1-1994.

Process Standards

A comprehensive list of all procedures for a rebuild product line associated to the time, tools and materiel required to complete the task. Intended for use in standardizing products between the depots and providing planners with critical information required

to provide accurate work cost estimates. **Defense Contract Audit Agency** Audited the MC's accounting and estimating systems. The final audit disclosed 13 deficiencies. The DCAA Integrated Process Team (IPT) develops and implements corrective actions in accordance with DCAA recommendations.

For additional information about BBP and these nine initiatives visit <http://www.ala.usmc.mil/bbp> or call 1(800) 952-3352.



SPORTS

Bulldogs represent MCLB in Western Regionals

By Cpl. Mike McQuillan
BARSTOW LOG staff

Barstow Bulldog shortstop/coach Rolando Sotolongo called from 29 Palms to MCLB Barstow to announce the team's status in the Western Regionals Championship Tournament.

Unfortunately, the Bulldogs fell out of contention for first place with a loss to 1st Force Service Support Group, 19-13. The Bulldogs roared out in front to a 8-1 lead before giving way to the heavy hitters of FSSG.



Photo by Donnie Keeney

The mighty Bulldogs put on their puppy dog faces one last time.

"We couldn't keep them down too long," said an optimistic Sotolongo. "The other team couldn't believe we gave them a run for their money. We really had them worried."

Dominic Williams led the Bulldogs in that game by batting 4-for-4, followed by Fred "The Head" Waddell, who batted 2-for-3 with 4 RBI's.

Waddell added a bright spot for the Bulldogs by winning the home-run derby by belting four of seven pitches over the wall. He hit one of five in the second round to win the tiebreaker and cinch the trophy.

"We're getting respect this year," said Sotolongo. "Other teams have thousands of Marines to choose from. We only have what, 200? We might not win the tournament, but we're out to shock the world."

Major Gen. Clifford Stanley, MCAGCC Commander, will present the trophy to Waddell today.

Of the eight teams in the tournament, Sotolongo predicts that Marine Corps Base Camp Pendleton will win the tournament.



Photo by Donnie Keeney

The Bulldogs strut across their home hunting ground before heading to 29 Palms.

"I don't think anyone can touch them," said Sotolongo. "Our concern now is MCRD San Diego. If we beat them next, we play a double-header."

The Bulldogs are still in contention to place in the tournament. See next week's edition for the final report.

MCLB Fire Department aids in fighting Phelan blaze

By Cpl. Mike McQuillan
BARSTOW LOG staff

An engine company from MCLB Barstow joined fire departments from three counties to battle a 2500-acre brush fire in the Cajon Valley Sunday.

Captain Rick Dunham, Engineer Domingo Duran, Firefighter Steve Cheeseman and Firefighter Ralph Nadler responded to the call at approximately 1:30 p.m. Sunday and joined the North Desert Strike Team in fighting the blaze.

"Our mission was basically to pick a house and protect it," said Dunham. "We had to try to save the house. Whatever resources we have we try to deploy."

The firefighters reached the staging area at Serrano High School in Phelan and waited for their area of assignment.

Once deployed to a site three miles away, the Barstow firefighters drove their engine, equipped with 750 gallons of water, to a ranch on the outskirts of Phelan.

"We used up the entire tank in three minutes," said Nadler. "Fortunately, there were other water supplies there."

While attacking the flames, Duran suffered from smoke inhalation and was rushed from the scene to see a paramedic.

"I got a little too aggressive and took in too much hot air and smoke," said Duran. "They asked me if I wanted to go to a hospital. I just signed the release form and went right back to the Engine Company to fight fires."

Wind currents swept the fire over the firefighters' position several times in the battle.

"Sometimes we had to get down behind the engine and spray the hoses straight up in the air,"



Photo by Capt. Rick Dunham, MCLB Fire Department

Firetrucks line Hwy. 138 as a water tanker roars overhead on the way to the blaze.

said Dunham. "It was worse than I expected. I only expected it to last five or six ours."

What first appeared to be a long afternoon became an all-night affair, lasting well into the next afternoon. The strike team was dismissed at 6 p.m. Monday, after the fire was 20 percent contained.

"We're still pretty beat and sore," said Dunham. "We didn't get home until eight o'clock [Monday] night."

"You couldn't see five feet in front of you," added Dunham. "You're just out there to survive in those conditions."

The cause of the fire is still unknown. No people were injured, but some livestock was killed. Three houses were also damaged.

"The houses we were assigned to protect didn't burn up," said Dunham. "I'm very happy about that."



Photo by Capt. Rick Dunham, MCLB Fire Department

Winds pushed the flames directly over the firefighters as they struggled to contain it.

1992 TOYOTA PREVIA MINIVAN: White, dual A/C, cruise control, tilt wheel, power everything, central lock, blue book. \$11,900. Will take \$10,900. Owner may finance if needed. Call 252-1766.

1993 JEEP GRAND CHEROKEE: Limited Edition, white with gold trim, 318 V-8, auto overdrive, rebuild eng. and trans., loaded, tow package, CD/Primo sound system, tan leather interior, wholesale \$11,150. Retail \$16,205. Sell for \$12,000. OBO. Call 241-8967.

FOR SALE: Refrigerator, Xlt. cond. Runs xlt. \$100. Call 256-8750.

FOR SALE: Factory rear sliding window for 1997-99 Ford F-150/F-250. Take out. \$250. Call 243-1392 AWH.

FOR SALE: 1990-91 Honda, front and rear bumper cover dark blue, \$125.; '92 front \$90. Call 243-1392 AWH.

FOR SALE: Lawn mowers, one gas and one electric, \$100. each; Basketball hoop, new. \$10; Patio table and 2 chairs, Rattan, 3' round glass top. \$40. Call 252-1766.

FOR SALE: Couch, Lazy Boy, hide-a-bed, queen size, good condition, good mattress, mauve and blue. \$240. Call 247-3871.

WANTED: 8 ft. camper shell for Fleetside Chevy pick-up. \$50 or less, Call 243-1392. AWH.

WANTED: Tow dolly. Call 256-0878. Lv msg and number.

WANTED: Fold-up portable playpen. Call 252-3355. Lv msg.

