

# BARSTOW LOG

SERVING A MARINE CORPS REINVENTION LAB

Vol. 4, No. 3

Marine Corps Logistics Base Barstow, California

November 18, 1999



Photo by Curt Lambert

## WARRIORS REMEMBER ...

Former Sgt. Edwin Silvey, talks with General Jack A. Davis, Commander, Marine Corps Logistics Bases, shortly after the Marine Corps' 224th Birthday Ceremony at the Veterans Home of California – Barstow. The 90-year-old Silvey was the oldest prior Marine present. See more of the Marine Corps' 224th Birthday celebration on pages 6 and 7.

## No time to lay down arms

By Cpl. Matthew R. Weir

BARSTOW LOG staff

If everyone throws up their hands and says, "we are going to lose our jobs," that is exactly what is going to happen.

But if the work force pulls together the base can successfully compete for the contract under the Commercial Activities Study, said David Lloyd, consultant for Booz, Allen & Hamilton.

If the base loses the bid all the jobs being studied will go away, if the base wins the bid, some jobs will have to be cut to streamline base operations, according to Lloyd.

The question is whether the work force wants to see all the jobs go away or just some, said Lloyd. The answer is why Booz, Allen & Hamilton was called in to help focus the base efforts to win the



contract. This was also one of the main reasons for taking 30 workers to Lake Arrowhead for a weeklong workshop.

During the workshop, members of the work force were told what is going on with the A-76 study and given a chance to review the Performance Work Statement and offer ideas to improve the work processes here.

See RETREAT Page 5



**Native-American Heritage Month**  
**Nov. 1 - 30**

## Base kicks off annual Toys for Tots toy drive

By Bill Bokholt  
Public Affairs Officer

The 1999 Barstow Community Toys for Tots campaign is underway and MCLB Barstow military and civilian personnel have joined forces to support the local effort.

Fire Chief Bob Wyman (577-6732) is the Base Coordinator with assistance from other members of the Fire Department and GySgt. Pete Errigo (577-6192) who will be coordinating Marine participation. Any individual or group who would like to get involved or do something special should contact one of the Toys for Tots representatives.

The goal of the on-base program is to give everyone the opportunity to donate new and unwrapped toys to help make Christmas morn-

ing a little brighter for underprivileged children, who might not have a toy under the tree or a surprise in their stocking.

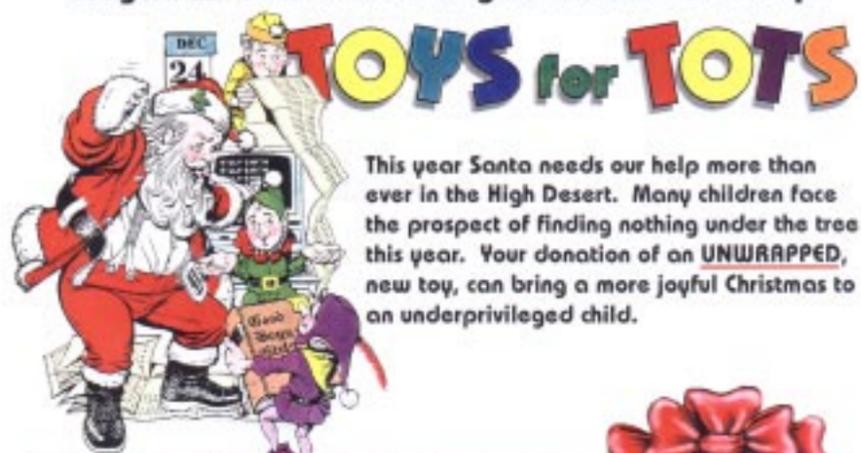
All donated toys, which will stay in the High Desert, will be presented on behalf of the Base at the 20<sup>th</sup> Annual Toys for Tots Telethon at the Barstow Elks Lodge Dec. 4. The telethon will air live on Time Warner Cable Channel 6 from 10 a.m. to 4 p.m. and will feature live music, local personalities and an auction.

Toy donation boxes locations are provided in the flyer below.

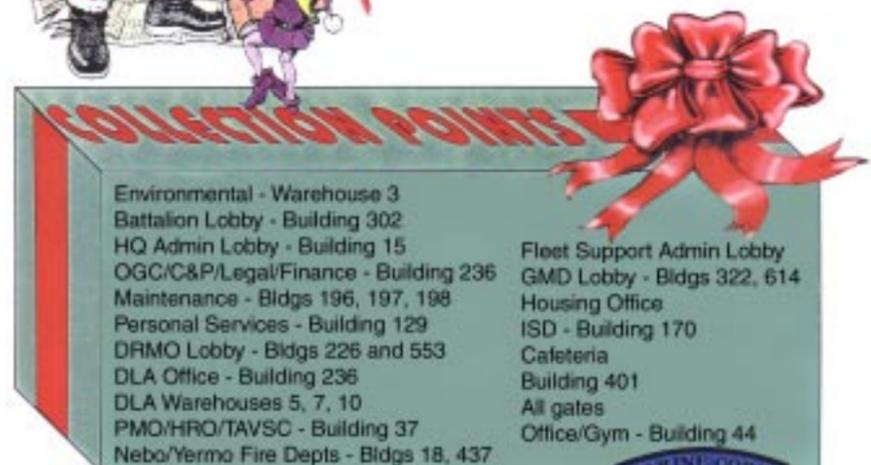
Base residents and employees who would rather make a monetary donation than give a toy can make out a check or money order to Toys for

See TOYS Page 8

Look who's here in the "St. Nick" of time, with the longest list ever... and asking for volunteers to help!



This year Santa needs our help more than ever in the High Desert. Many children face the prospect of finding nothing under the tree this year. Your donation of an UNWRAPPED, new toy, can bring a more joyful Christmas to an underprivileged child.



Environmental - Warehouse 3  
Battalion Lobby - Building 302  
HQ Admin Lobby - Building 15  
OGC/C&P/Legal/Finance - Building 236  
Maintenance - Bldgs 196, 197, 198  
Personal Services - Building 129  
DRMO Lobby - Bldgs 226 and 553  
DLA Office - Building 236  
DLA Warehouses 5, 7, 10  
PMO/HRO/TAVSC - Building 37  
Nebo/Yermo Fire Depts - Bldgs 18, 437

Fleet Support Admin Lobby  
GMD Lobby - Bldgs 322, 614  
Housing Office  
ISD - Building 170  
Cafeteria  
Building 401  
All gates  
Office/Gym - Building 44

Sponsored by the Barstow communities  
Coordinated at MCLB by the  
MCLB Fire Department



For more information call:  
Nebo Fire Department - Ext 6732/6866/6865

# The Commander's Forum

The "Commander's Forum" is a tool the Base Commander uses to hear and address the concerns of base residents, employees and others. To contact the Commander's Forum, call 577-6535. Send your concerns via LAN to COMMANDERS FORUM@HQTRS1 or SMB Barstow Commanders Forum if you have migrated.

## DFAS fixing deposit problems

**Q** "Good morning. I have just become aware of something that I see as a problem here on base. In July I changed my direct deposit account to another bank. In September I went on a TDY training trip and I turned in the paper work to settle the claim and then I found out today that Finance and Civilian Payroll do not talk to each other in any kind of way in regards to this issue so therefore, my settlement claim went to an account at a bank that is closed. I really believe that those two offices need to talk to each other when direct deposit accounts are changed. It would certainly save a lot of hassles. I'm sitting here with a credit card bill to pay and unable to do so because my money went to the wrong bank. Thank you."

**A** I can understand your frustration regarding the problem you had with liquidating your travel claim. As you know, all employees are required to utilize direct deposit of pay and savings to their personal bank account. Although direct deposit is the preferred method of reim-

bursement when an employee performs travel, not all employees perform travel. Therefore, personnel who travel must identify to the Finance Office an account to be used in addition to their pay account. Additionally, since some employees have more than one savings or checking account, or conduct business with more than one financial institution and do not necessarily use the same one for their pay and travel reimbursement, it is an individual's responsibility to ensure their EFT account information is accurate and current at both Finance and Civilian Pay.

In order to prevent future occurrences such as you experienced, Defense Finance and Accounting Service is working on implementing a new service called the Employee/Member Self Service (E/MSS). Once fully functional, E/MSS will enable employees to update pay information such as their financial institution electronic fund transfer information, either by phone or computer. As we hear more about this service, additional information will be published. Thank you for your interest and for bringing this issue to our attention.

## Adopt-a-Vet troubled

The holiday season may not be joyful for many local veterans this year.

Many veterans do not have anyone to share Christmas with and would not receive a gift if it weren't for this program. The program ensures every vet in the home receives a Christmas gift. But the program is "in a hurt locker."

"So far, there are only around 77 veterans that have been adopted," said Base Chaplain Michael Michener. "There are more than 300 residents at the Veterans Home."

If you would like to purchase a Christmas gift for one of the veterans at the at the Veterans' Home of California - Barstow then sign up with Sgt. Garrison at the Chaplain's Office in Bldg. 15 from 1-3 p.m. Monday - Thursday and Sunday after each service at the base chapel. All gift ideas are under \$25. More than one vet may be sponsored.

For more info contact Sgt. Karl Garrison at 577-6849 or e-mail him at [garrisonkc@barstow.usmc.mil](mailto:garrisonkc@barstow.usmc.mil).

## You might be amazed what prayer can do

By Lt. Michael Michener  
Base Chaplain



On our family's recent visit to Knotts' Berry Farm, my son Zack put down his binoculars and someone else picked them up and walked away with them.

Zack was inconsolable and my husband looked all around the area to find the man who took them. While the rest of the group went on a ride, I tried to calm Zack down. I pulled him to a quiet corner and prayed with him that God would perform a miracle, that we would find the man and the binoculars.

Now, how realistic was that? We all know the multitudes of people who go to amusement parks, especially Knotts' Berry Farm on Veterans Day when military families get in free. Our chances of finding the binoculars were the same as finding that proverbial needle in the haystack. Yet Mike came off the ride with the binoculars in his hand - he had seen the man while waiting in line. A small boy rejoiced, but I wondered exactly what had happened.

We all had wrong attitudes. Zack despaired at the thought of losing his beloved possession.

Mike took action, using his own ability to fix the situation. And I prayed, but only as a last ditch attempt to calm Zack, not really believing that anything would change.

As Christians there is no room for despair; no need to rely on our own abilities; no reason not to trust that God will work things out for the best. Prayer is always the best response, but it is not meant to be used as a last resort to manipulate things to our own desires. Prayer is conversation, a two-way street, but I am often surprised that God cares enough to answer.

What did happen that day at the amusement park? It was a small miracle that we found the binoculars - not on the same scale as healing from illness or peace in the Middle East, but an impossibility overcome, nonetheless. But the real result was a small boy's faith bolstered as he watched how prayer - that two-way conversation - works. He saw God, laughing in the midst of the situation, saying, "Yes, here I am, and I can help." He saw his parents, remembering how to respond when problems arise. It's being faithful on the small things that prepares us for the big things.

In closing, a short note on prayer and sports: At the Monday Night Football potluck for General Davis and his wife last week, my husband

See **CHAPLAIN** Page 8

## Gunny's Picks

Week 11



If two teams from Ohio can win in the same week, two winners from the same work section is hardly impossible.

Here's Richard Baldonado of the Maintenance 3P shop relishing in back-to-back victories for the 3P.

"My partner [and fellow Raiders fan] Robert Montano won last week," he said.

Baldonado opted not to pick any upsets this week.

Which brings me to another point: Look, when you win the Picks it is your chance to gloat, brag and otherwise glorify yourself. It is your chance to say anything you want about anyone you want. (I won't guarantee we'll print it, but you can say it, and we'll listen.)

So, please, come in here with a smile on your face and ready to make a nuisance of yourself. But, remember, it's all in fun.

Atlanta at Tampa Bay\*  
Buffalo\* at New York Jets  
Carolina\* at Cleveland  
Detroit at Green Bay\*  
Indianapolis\* at Philadelphia  
New England at Miami\*  
Pittsburgh at Tennessee\*

Seattle\* at Kansas City  
Baltimore\* at Cincinnati  
Chicago\* at San Diego  
Dallas\* at Arizona  
New York Giants at Washington\*  
St. Louis\* at San Francisco  
New Orleans at Jacksonville\*

### Monday night

Oakland\* at Denver (34)

Total points: \_\_\_\_\_

Name, work section and phone number: \_\_\_\_\_

Monday night's game is a tie-breaker and must include a total score.

### 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/ Editor:  
Press Chief:  
Correspondent:  
PA Support Clerk:

Bill Bokholt  
GySgt. Frank Patterson  
Cpl. Mike McQuillan  
Cpl. Brian Davidson  
Cpl. Matthew Weir  
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.

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## 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 [daileyb@barstow.usmc.mil](mailto:daileyb@barstow.usmc.mil).

### FMA nominations

Do you work for the greatest boss in the world? Want to show your appreciation for them going that extra step?

The Federal Manager of the Year nominations are open again.

Recognize your leaders for their exceptional leadership traits.

Civilians are nominated in one of two categories; GS-7 through GS-10/WS-8 through WS-13, and GS-11-GS-14/WS-14-WS-19 (excluding Directors and Deputy Directors).

Military nominations are for any officer or staff or non-commissioned officer-in-charge that has been on station for at least one year.

For more info or to submit nominations call the following Federal Managers Association members:

Kathy Petermann 577-6701  
Lynda Kay 577-6168  
Margaret Carter 577-6610

Nominations must be submitted by Nov. 24.

### New Parent Support Program

The next New Parent Support Program Playmorning is Nov. 24 from 10 to 11:30 a.m. at the McKinney Youth Center.

Any families with children ages 6 and under are welcome.

Call Sandra Casey at 256-1735 or 380-4021 for more info.

### Turkey giveaways

The Chaplain's office will host a Thanksgiving Turkey giveaway Nov. 22 at 10 a.m. at the base chapel. For more info, call Chaplain Michener at 577-6849.

The Civilian Welfare and Recreation Office is also sponsoring a give-

away. CWRA will hold a drawing and give away four \$15 certificates toward a holiday turkey. For more info, call Dan Keirn at 577-6614.

### Federal Health Benefit Open Season underway

The Federal Employee Health Benefit Open Season began Nov. 8 and continues until Dec. 13.

During this time eligible employees who are not currently registered with a health plan may enroll in one. Eligible members already enrolled can switch from one plan to another.

All federal employees and retirees – including the U.S. Postal Service, Bureau of Land Management and the Department of Social Security Administration are considered eligible employees.

If base employees wish to make any changes to their FEHB, they must contact their administrative office for the current Standard Form (SF) 2809 and submit it to:

Director, HRSC-SW  
Attention: Code 516  
525 B Street, Suite 600  
San Diego, CA 92101-4418

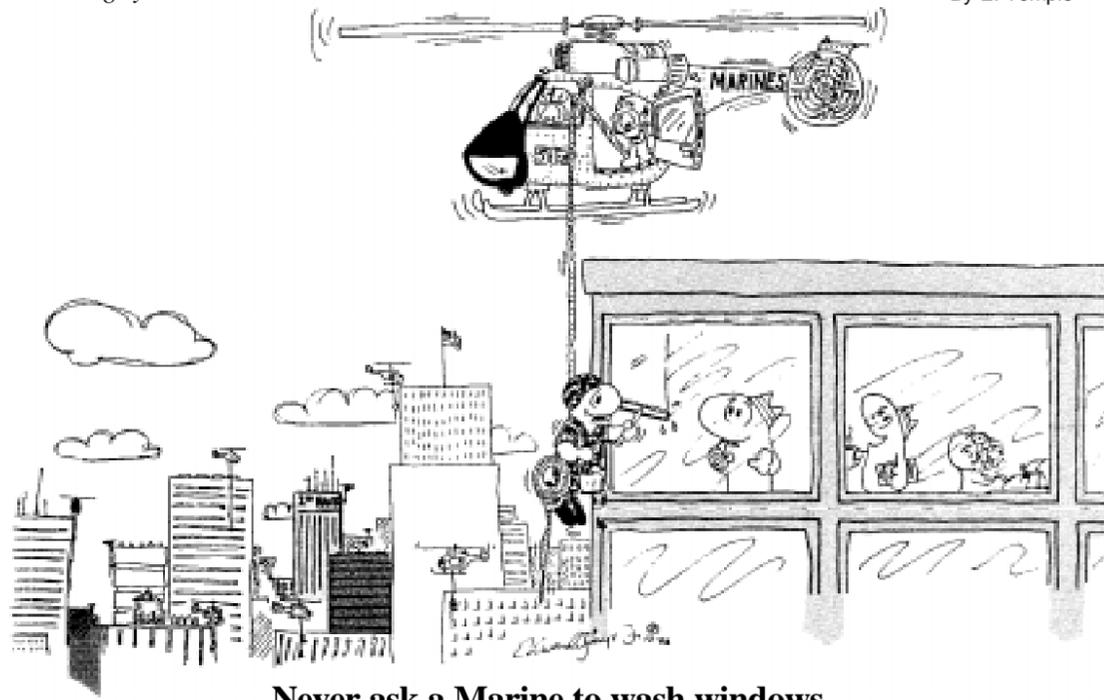
### Retired Officers Dinner

The Mojave Desert chapter of The Retired Officers Association meets for dinner at the Victorville Ramada Inn on the fourth Thursday of every month (except November and December). Tonight's dinner features speaker Janice Olson, who will discuss her thorough research of the Boeing B-17 four-engine bomber from World War II. She also manages the Victor Valley Mall.

The Retired Officers Association is an excellent resource for information

101 things you should never ask a Marine to do

By E. Temple



Never ask a Marine to wash windows.

about services, legislation and programs that are pertinent to retired military officers. If interested in becoming a member of the Association, please contact The Retired Officers Association at (760) 242-5998 or 247-0734. Or call Stephanie Wilson at MCCS Personal Services Division, 577-6533.

### Bowhunting classes

The International Bowhunter Education Program presents a comprehensive course for bowhunters Nov. 20-21 at the indoor archery range. Course topics include: Responsibilities, methods, safety, how to practice, recovering game and more. The course is required in 16 states and is for both new and experienced hunters. For more info,

call Chaplain Michael Michener at 577-6849.

### Closures

The Headquarters Battalion Identification Card section will be closed Nov. 25 and 26.

For more info call 577-6969.

### Did you know that....

Living beyond your means is a prescription for disaster?

The Navy-Marine Corps Relief Society can assist people in improving their financial picture.

Does more than 25 percent of your take-home pay go to paying bills? Are you making only minimum payments on bills due? Are you taking out new

loans to pay off old ones? Are you missing payments? Stalling one creditor to pay another? Are you having family arguments over money matters?

If you answered 'yes' to any of these questions then you may be in financial trouble.

NMCRS volunteers and staff work hard to help Sailors, Marines and their families pull themselves out of deficit budgets and into savings plans.

Navy/Marine Corps Relief Society – it's your first resource, not your last resort.

Contact the Navy-Marine Corps Relief Society Office today at 256-1378 or 577-6627, or stop by our office in Building 117 across from the Child Development Center.



### CFC update ...

Currently we are about three quarters of the way through this year's fundraising efforts and keyworkers still have many potential donors to contact.

CFC is one of only two officially recognized charitable campaigns conducted aboard MCLB Barstow every year, the other being Navy-Marine Corps Relief Society Fund drive.

The Combined Federal Campaign relies entirely on payroll deductions or one-time donations. Everybody working on base should already have been provided a pledge card and a newsprint brochure outlining the many different charities donors can target.

Anyone who hasn't yet had the opportunity to contribute should contact their organizational keyworker.

### CFC Keyworkers

Brenda German 577-7139  
Yolanda Scheib 577-7399  
LCpl. P. J. Snyder 577-6874  
SSgt. C. D. Galbraith 577-7486  
David Dillingham 577-7481  
Sgt. K. C. Garrison 577-6849  
LCpl. K. O. Ramcharan 577-6623  
LCpl. I. Melgoza 577-6898  
SSgt. J.A. Bassett 256-8974  
SSgt. P. S. Holm 577-6334  
LCpl. K. S. Carron 577-6457  
Cpl. B. E. Price 577-6664  
Cpl. S. M. Fisher 577-6494  
Bette Poe 577-6307  
Bertie Dailey 577-6430  
Chuck Moore 577-7039  
Pasty Biles 577-6732  
Meredith Taylor 577-6487

If your section does not have a keyworker listed please call SSgt. Robert Cole, CFC coordinator, at 577-6843 or 1stLt. Leah L. Conley, overall CFC coordinator, at 577-6155.

## Great American Smokeout today

Each year, the third Thursday of November is designated as the Great American Smokeout, sponsored by the American Cancer Society. The Society hopes this will raise the awareness of smokers to the many benefits gained by quitting smoking, not for this day only, but forever.

Did you know:

– Each year 390,000 Americans die from the effects of smoking?

– Cigarette smokers have more than twice the risk of heart attack?

– Cigarette smokers have two to four times the chance of cardiac arrest?

– Giving up smoking rapidly reduces the risk of heart disease? And that after a number of years, the risk of heart disease diminishes to the same level as a person who has never smoked?

– A pregnant woman who smokes increases her baby's chances of infant

crib death?

If you smoke, quit. If you don't smoke, don't start. And remember, avoid long-term exposure to smoke and protect children from it.

Join the majority. Become a non-smoker. Ask MCCS Personal Services Division about their "Freedom From Smoking" classes given by an American Lung Association Certified Counselor. Also, check out the MCCS Personal Services 24-hour telephone information system by calling 577-6241 or 6286. For access from outside the Barstow area, call 1-800-438-6397. Listen to message numbers 125, 130 and 131 for information about tobacco and smoking. For more information about the effects of smoking or how to quit, please contact Personal Services at 577-6533.



By Jim Gaines  
MCCS Publicity

**Shop the Base Exchange**

The holidays are coming, and many clearance sales and specials are at the Exchange this month. Make your gift shopping easier, come in and browse our super gift ideas and Christmas card selection. We have tree ornaments, gift wrap and all your holiday needs.

The Base Exchange/7-Day Store is open Monday through Saturday, 8 a.m. to 9 p.m., and Sunday, 10 a.m. to 6 p.m. Call 256-8974 for details.

The Barber Shop is open Monday through Saturday from 9 a.m. to 6 p.m. Call 256-3311 for more info.

The MCX Self Service Gas Station is open Monday through Fri-

day from 6:30 a.m. to 6 p.m. Saturday from 8 a.m. to 6 p.m. Closed Sunday for cash purchases. (Credit card sales available 24 hours – seven days a week).

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

Call 577-7092 for details.

**Lunch menu for this week**

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

*Today* – Open-faced roast beef sandwich, mashed potatoes, vegetable, roll/butter.

*Friday, Nov. 19* – Hoki fish or baked trout, rice, vegetable, roll/butter.

*Monday, Nov. 22* – Baked chicken, vegetable, roll/butter.

*Tuesday, Nov. 23* – Turkey A La King, rice, vegetable, roll/butter.

*Wednesday, Nov. 24* – Chicken Cordon Bleu, mashed potatoes, vegetable, roll/butter.

*Thursday, Nov. 25* – Thanksgiving the Family Restaurant will be open from 9 a.m. to 2 p.m. with menu service.

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

The Family Restaurant also offers a la carte and a sub sandwich menu for lunch. The Cactus Cafe offers limited a la carte and sub sandwich menu for lunch.

For more info call 577-6428.

**Family Night Dinner Menu**

*Tonight* – Mexican Night – Tacos, burritos, enchiladas, Spanish rice and dessert.

*Thursday, Nov. 25* – No Family Night dinner tonight. Thanksgiving Holiday. Family Restaurant open 9 a.m. to 2 p.m. with breakfast and dinner menu service.

Family Night dinners are served Thursday evenings from 4:30 p.m.

to 7:30 p.m.

Prices: (All you can eat) \$4.50 adults, \$2.50 children (5 to 11 years), children 4 years and younger are free. Price is the same for military and civilian personnel.

**ITT tickets**

Ski lift tickets are in – five great ski areas: Bear Mountain, \$27.50; Mammoth Mountain, \$45; Mountain High, \$27; Snow Summit, \$31; and Snow Valley \$28 adults, \$8 children.

Call 577-6541 for more info on these tickets or any other tickets or trips.

ITT is in the Bowling Center and is open Monday through Friday from 8:30 a.m. to 4 p.m.

**Giant New Years Eve party**

Come join MCCS at our giant Millennium Bash, New Year's Eve 1999.

This will be an all-day event starting at 9 a.m. with games, prizes and awards, featuring bowling, golf putting, basketball, racquetball, horseshoes, climbing walls and much more.

Later, enjoy a delicious dinner and a great comedy show, and then the big Millennium Bash New Year's Eve party. Even a Blue Light

service after the festivities – all free!

Parents registered with Child Care Services can get free child care for the event. Sign up by Dec. 22. Call Child Care Services at 577-6287 for details.

Why drive off base, do the traffic tango, and pay big bucks, when you can stay right here and bring in the new year with family and friends?

For more info call 577-6543.

**Win \$100 in the Millennium Bash Logo Contest**

Design a logo for the Millennium Bash and win a \$100 Savings Bond. Closing date is Friday, Nov. 26.

For more info call 577-6543.

**MCCS Thanksgiving holiday closures**

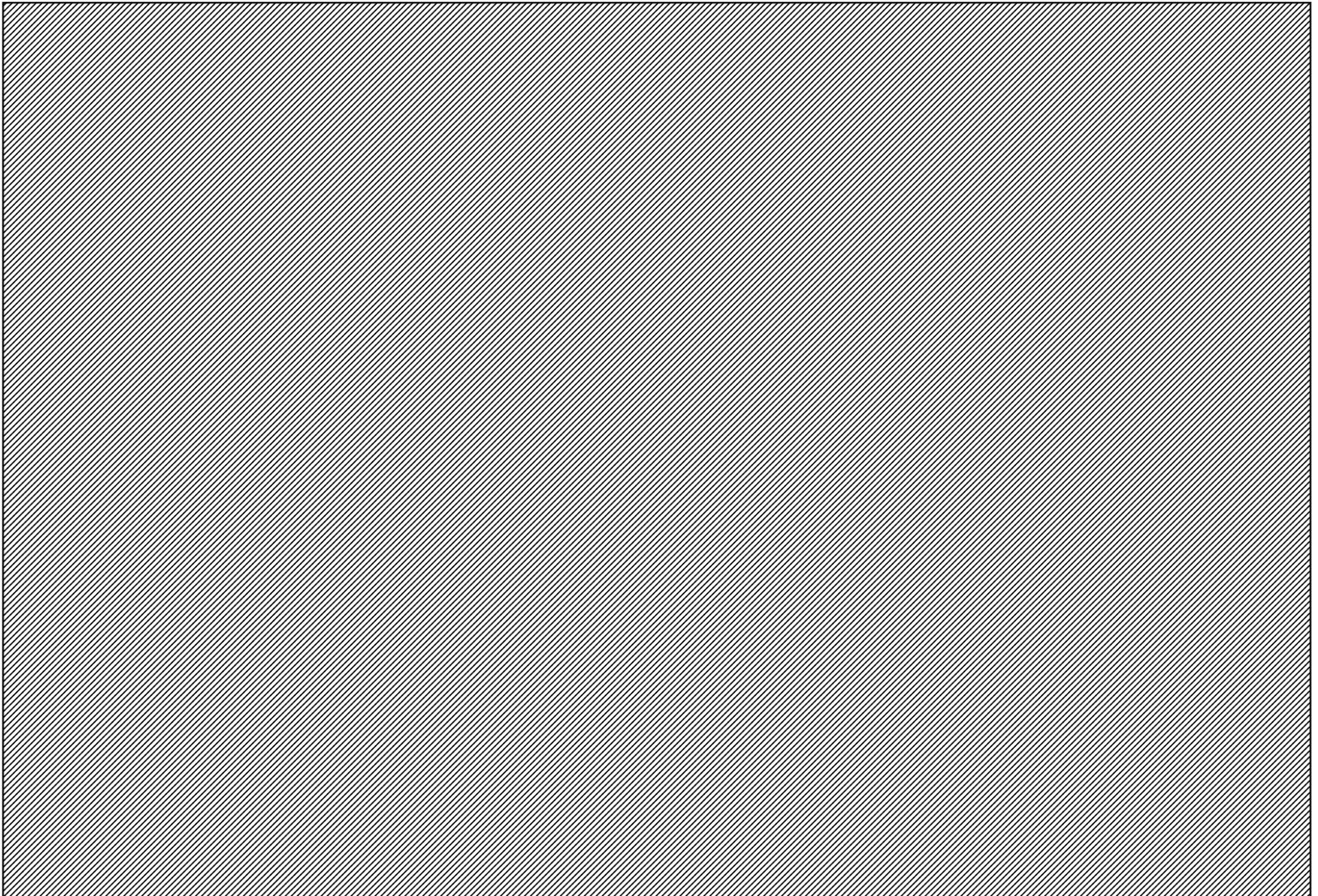
The following MCCS facilities will be open on Thanksgiving:

– The Main Exchange will be open from 10 a.m. to 6 p.m.

– The Family Restaurant will be open from 9 a.m. to 2 p.m. with menu service.

– The Gas Station will be closed. However, credit cards sales are available 24 hours.

All other MCCS facilities will be closed for the holiday.



## RETREAT from Page 1

"I think most people knew how the study was progressing because of our monthly updates we attend with Carl Fillingame," said James L. Bishop, maintenance supervisor. "Some updates repeat the same information we have heard before, but this workshop put forth all new information."

The base has done a fairly good job of letting the work force know what is going on, according to Lloyd. Some of this comes from Col. Mark A. Costa, Base Commander, being involved in everything that happens with the study.

Employees should feel very lucky about that, said Lloyd. There are a bunch of other commanders who are not nearly as involved as Costa.

Until this workshop, consultants from Booz, Allen & Hamilton had been working with the CA Core Team, comprised mostly of division heads, ac-

ording to Lloyd. "We wanted to get the 'where the rubber meets the road' view to see how we can improve what we do here at Barstow."

Who better to talk to about trimming fat from daily operations than the work force? asked Lloyd.

"These are the folks that turn the wrenches day in and day out; they know the job," he said.

The week started out slowly with some resistance from the workers.

"Initial reactions were 'you're going to cut my job,' but by the end of the

week people saw what we were trying to do, and that we were trying to help," said Lloyd.

William K. Harris, 3Q Shop, work leader, was one of the skeptical members of the group at the beginning of the week.

"I was at a base that just shut down," said Harris. "They were not under a CA Study, but they were doing a lot of things that parallel what we are doing here."

Skepticism like Harris' seems to have spread throughout the work

force. Thinking about the changes ahead has drained many people of hope about having a job in the future.

"The work force needs to know there is hope," said Harris. "I came away from this trip with hope."

Gaining hope where it is lost is not an easy task, but workers need to keep a positive attitude in approaching such a study.

The work force must also keep in mind the base is competing with other vendors; whether or not we win the contract depends on the team effort,

said Lloyd.

The team effort does not come from just the workers coming together, but with cooperation between management and the work force.

"The management can come up with a bunch of ideas, but if the work force is not ready to buy into it, it is not going to work," Lloyd said.

On the flip side of the coin, Lloyd added, "Workers can say this is what needs to happen, but if management walks away blindly, it is not going work either."





The color guard presents the colors and the honor guard presents arms before the ball.



Col. Mark A Costa, base commander, addresses guests and delivers birthday wishes during the Nov. 10 ceremony.

# Honor, Courage, Commitment Marines celebrate 224th of tradition

By GySgt. Frank Patterson  
Public Affairs Chief

Marines and their guests celebrated the 224th Birthday of the Marine Corps at Primm, Nevada on Nov. 10.

The guest of honor was a prior Marine and hero who spent more time behind barbed wire than most Marines have or will spend in the Corps.

MSgt. William R. Pettit, USMC (Ret.), was a two-time prisoner of war. He was captured at the fall of Corregidor during the opening battles of World War II and was again captured in Korea.

His speech was filled with wry humor regarding these periods in his life. He referred to his interment as "my stay with the Chinese" and provided listeners with a first-hand perspective regarding life as a prisoner of war.

Other highlights of his speech were when he was put in charge of the firing squad for Cpl. Harland H. Block. Block was the first Marine in the group of Marines who raised the American flag at Mount

Suribachi

Pettit a under "C got his na it was blo

On a li first time

The ba base's nor ball.

"The o ceremony did a great

Sgt. Ja thought i charge. I'l a great ex

Guests wait in the elegant Primmadonna Ballroom while the narrator, Cpl. Brian K. Davidson, signals the



ment:  
 7 years  
 dition



on Iwo Jima.  
 added that he personally knew and was privileged to serve  
 "Chesty" Puller. He confided that the beloved Marine hero  
 came from a having his chest rebuilt with a silver plate when  
 torn apart during World War I.  
 lighter side though, the ceremony was conducted, for the  
 ever, by the noncommissioned officers of the base.  
 base sergeant major, SgtMaj. John D. Hathaway, put the  
 noncommissioned officers in charge of the ceremony for the

opportunity was there for our NCOs to take charge of the  
 ," said Hathaway. "So they took the bull by the horns and  
 at job."  
 James G. Hettinger, ceremony adjutant, commented, "I  
 it was great to have an all-NCO ball. It was cool to be put in  
 ll probably never get the chance to be adjutant again. It was  
 perience."

start of the ceremony.



Col. Mark A. Costa, base commander, presents the first slice of cake to the guest of honor, MSgt. William R. Pettit, USMC (Ret.). Pettit was the guest speaker for the ceremony and reflected on his years as a prisoner of war during World War II and the Korean War.

Photos by  
 Cpl. Matt Weir

The time-honored cake-cutting ceremony symbolizes the passing of knowledge and tradition from the oldest Marine to the youngest Marine.



## Job Watch

Ann No.	Title/Series/Grade	Open	Close	1st Cutoff	Location
DEA-308-99	Pipefitter WG-4204-08/10	07-27-99	12-31-99	08-10-99	China Lake
DEA-309-99	Electrician WG-2805-08/10	07-26-99	12-30-99	08-09-99	China Lake
DEA-314-99	Boiler Plant Operator WG-5402-08/10	07-26-99	12-31-99	08-09-99	China Lake
DEA-389-99	Pipefitter WG-4204-10 (Term NTE two yrs.)	08-27-99	11-30-99	09-10-99	San Diego
DEA-454-99	Library Technician (OA) GS-1411-05 (Term NTE 366 days)	10-21-99	11-18-99	N/A	Barstow
DEA-469-99	Program Support Clerk (OA) GS-0303-05 (Term NTE 366 days)	11-01-99	11-29-99	11-15-99	Barstow
DEA-740-99	Equipment Cleaner WG-7009-04 (Term NTE 366 days)	11-08-99	12-20-99	11-22-99	Barstow
OTR-145-99	Preservation Servicer WG-7006-07 (Temp NTE one yr.)	11-12-99	12-10-99	11-26-99	Barstow
9-NH-4892	Artillery Repairer Inspector WG-6605-11	11-10-99	12-08-99	N/A	Barstow

For more information concerning public job announcements, contact the Human Resources Office 24-hour employment information line at 577-6919 or browse to <http://www.usajobs.opm.gov>.

For information regarding Open Continuous Merit Promotion announcements on the internet point your browser to <http://www.dasnhroc.navy.mil>.

## CHAPLAIN from Page 2

blessed the food and asked God to help the Minnesota Vikings beat the Dallas Cowboys. It was both a touch of humor and a dig towards the rabid Cowboy fans present. When we left, the Cowboys were winning, but we were later surprised to hear that the Vikings had come from behind and won. People commented that prayer had really accomplished things. I don't know if it helped the Vikings, but maybe it pointed people back to God and the fact that He's here.

Mike says there may be some theological problems with praying for one football team to win over another. But the larger issue is to understand that God really does care about the faith of a small child, and that He is willing to listen to our daily concerns – even when those concerns

seem insignificant to us.

It may be that He has been waiting to do just such a miracle in your life, and all He wants is for you to ask.

No, He is not some cosmic genie in the sky ready to grant our every wish. However, you could be surprised at how He is wanting to bring you a special blessing – just ask.

The apostle Paul had a good concept of asking God about his concerns. That is why he wrote the following to the church at Ephesus. *“God can do anything, you know – far more than you could ever imagine or guess or request in your wildest dreams! He does it not by pushing us around but by working within us, his Spirit deeply and gently within us.”* (Ephesians 3:20).

Blessings,

Jennifer Michener (the Chaplain's better half)

## TOYS from Page 1

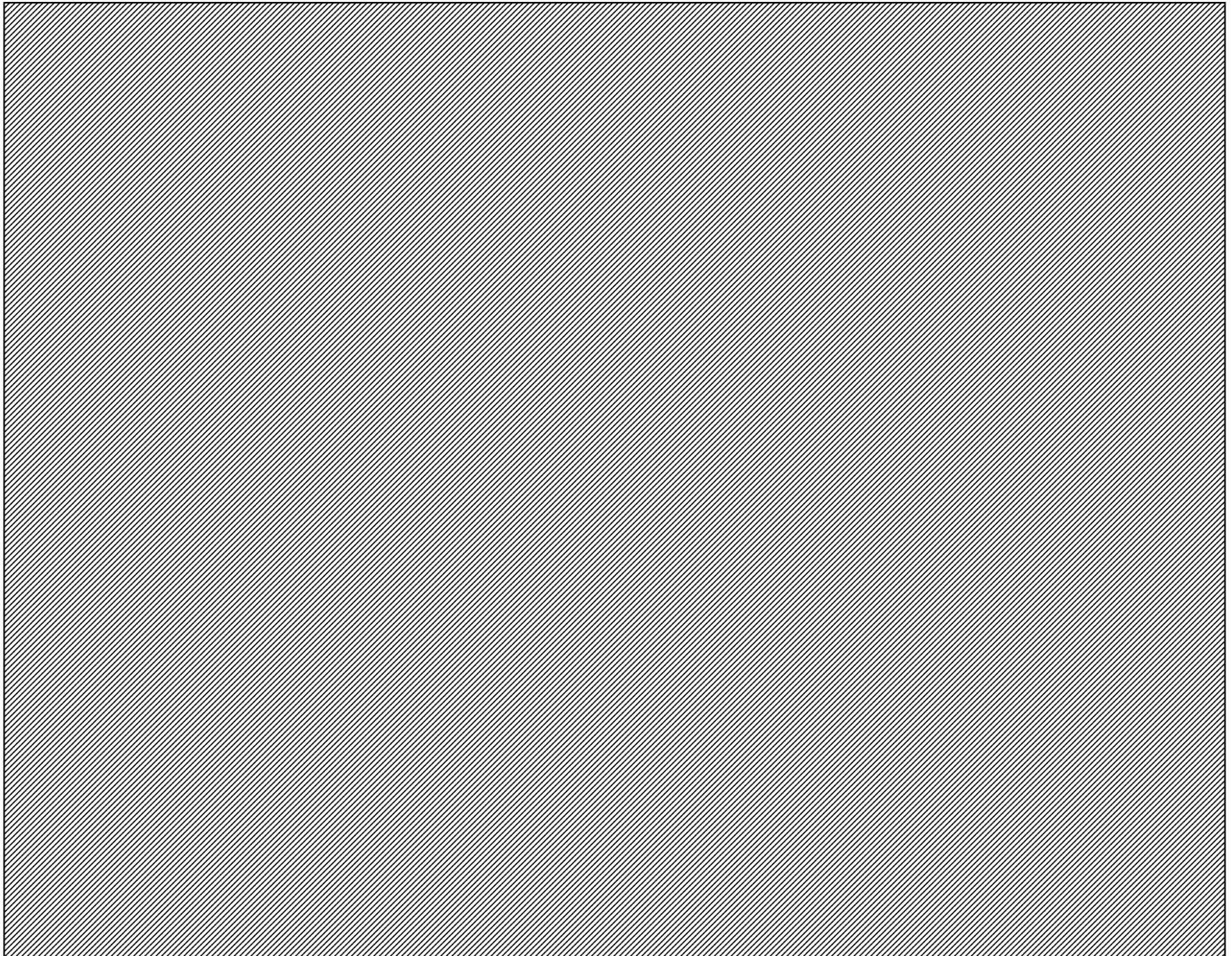
Tots and mail or take it to 420 Broadway, Barstow, CA 92311.

Although Barstow's Toys for Tots program is administered by community volunteers rather than the Marine Corps Reserve, the base is a major contributor to the success of the holiday program.

Bob Wyman said, “This is my third year to coordinate the base's effort and it just gets better and better. How can you go wrong when its Christmas and it's for the kids?”

“I'm looking forward to 1999 being the best year yet.”

For more info contact a Toys for Tots representative.



# Puck Hogs drop second season matchup against Army

By Cpl. Mike McQuillan  
BARSTOW LOG staff

MCLB's Puck Hogs dropped their second game of the roller hockey season, 9-6, to last year's champions, HHT 2/11, at Fort Irwin Nov. 8.

The players showed a new sense of tenacity in their journey down Fort Irwin Road that evening, seeking to avenge their season opening loss.

"I can't believe it," smiled coach Jay Hunsaker. "Ten players, and they're all here on time."

A late acquisition goaltender, Matt Weir,

rounded out the timely 10.

The Puck Hogs opened by softening the opposing goalie with constant back-to-back shots on goal. He held strong, and half of the first period went by without a goal.

With 6:04 remaining, 2/11 scored the first goal of the game. They followed with another 45 seconds later and continued on to a commanding 3-0 lead after the first period.

"We need shots on goal," said Hunsaker during the first intermission. "Good defense doesn't put points on the board."

The Puck Hogs exploded during the second period, launching two shots on goal in the first minute. Eventually, the stone wall broke and Mike Pugliese scored for the Puck Hogs with a minute and a half gone in the period.

The Hogs and HHT 2/11 traded goals throughout the period until time expired with the score 7-5. Pugliese racked a hat trick in the second, and Mike Ashbrook and Wayne Kopanski each added a goal.

The notion they outscored their opponents in the second period fueled the Puck Hogs for a

possible upset.

Six quiet minutes elapsed before 2/11 shifted the momentum against the Puck Hogs and scored during a power play. Joey Rancourt responded with a feed from Mike Pugliese Jr. to close scoring for the Puck Hogs.

Weir ended the game with an unofficial 18 saves, wooing even the opposing team's bench.

"I keep telling him to fall on the puck," said Hunsaker. "I think he'd rather take the abuse. Overall he did an awesome job for someone who didn't know he was going to play."



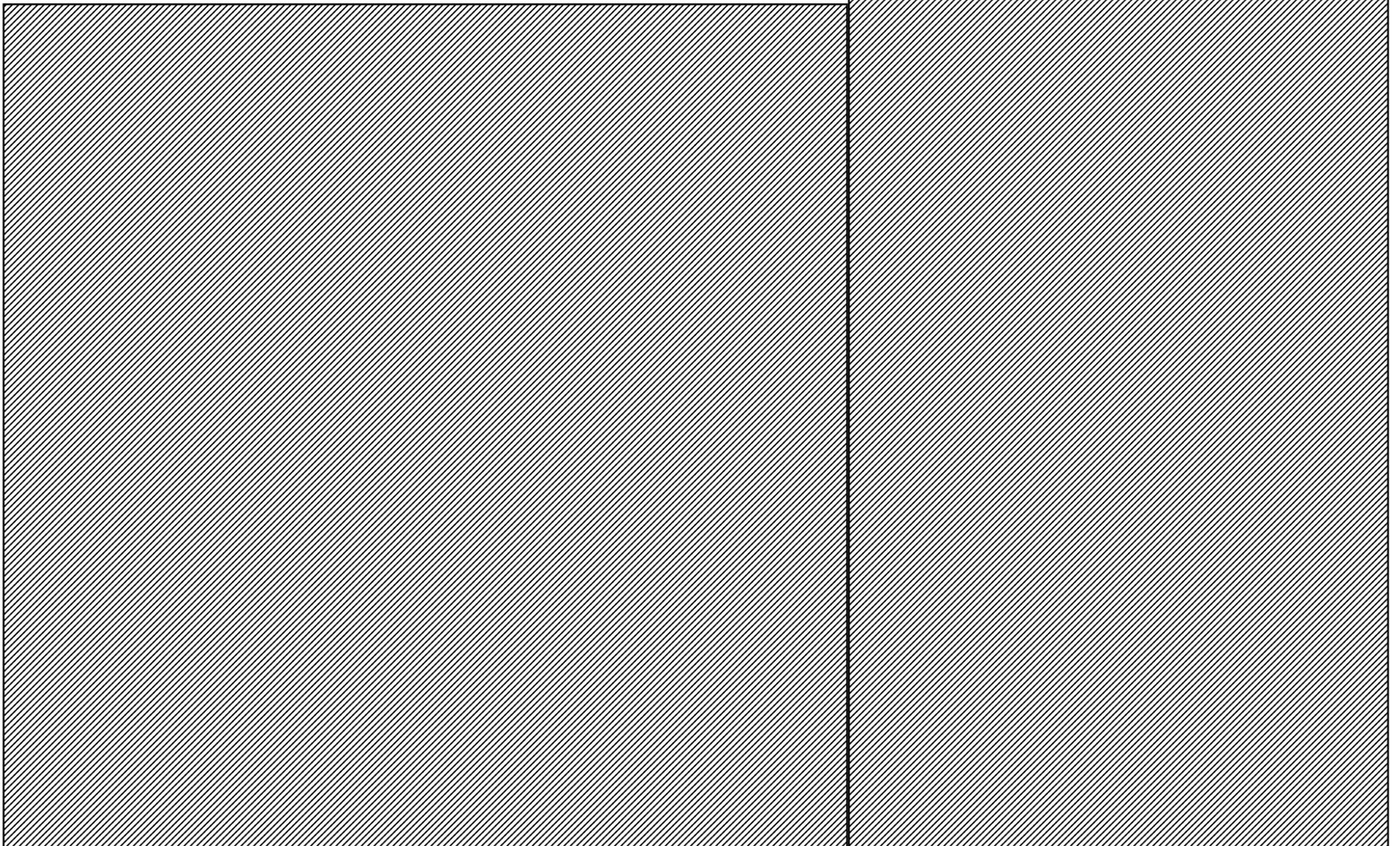
Photo by LCpl. Rene Ardila

Puck Hogs (dark helmets) guard their goal from a 2/11 intruder during the first period the game.



Photo by LCpl. Rene Ardila

The 2/11 goalie digs for the puck as Puck Hogs move in for the kill.



# DIRECTOR'S CORNER

Maintenance Center Barstow

## Better Business Practices: Reducing costs, improving performance

MARCORLOGBASES personnel are key players in this endeavor. Your ideas and suggestions important to the continued success of BBP. If you have an idea how to do things better call 577-7267.

By Colie Young  
MCLB Albany

For several months, Marine Corps Logistics Bases have been implementing Better Business Practices in order to become more efficient and responsive in satisfying our customers.

We are focusing (now, more than ever) on identifying our cost of doing business and reducing that cost wherever possible.

The business concepts of focusing on reducing costs and im-

proving performance are not new. These concepts have been central to the Marine Corps ethic of doing more with less for many years. MARCORLOGBASES understands that cost cutting alone will not enhance our abilities to support the fleet unless we conduct thorough analyses of our activities, and eliminate those with little or no value.

The Business Innovation Division identifies competitive weaknesses of MARCORLOGBASES' business practices and facilitates change of business processes within the command. Our vi-

sion is to transform our Maintenance Centers and supporting agencies into competitive, industrial maintenance facilities of choice for the Department of Defense. By controlling cost, improving quality and enhancing production capabilities, we can, and will guarantee customer satisfaction.

The following table describes each of our nine Better Business Practices and provides a brief explanation of the benefits MARCORLOGBASES can expect.

### The nine Better Business Practices; what do they mean and what are their benefits?

**Activity Based Costing (ABC):** A means of focusing on what MARCORLOGBASES is doing, rather than what we are spending. ABC highlights what it truly costs us to produce products and services. The result of ABC is the capability to look at our processes and analyze activity costs and cost drivers, support "what-if" pricing strategies and improve cost estimating capabilities.

**How ABC benefits MARCORLOGBASES:** ABC will cut unnecessary spending, create a clear sense of mission, search for market (not administrative) solutions, and allow us to measure our success through customer satisfaction.

**Process Standards:** The comprehensive documentation of all procedures required for rework at a product line, including the time, tools, and materiel. These standards are intended to help standardize products between the depots, and provide planners and supervisors with critical information required to provide accurate cost estimates for work.

**How Process Standards benefits MARCORLOGBASES:** This program adds clarity and precision to defining our job duties and responsibilities; allows for better control of budget estimates, and facilitates variance reporting and performance management. Process standards will lower costs by aligning production efforts with their respective Statements of Work. The program will also drive higher overall product throughput by eliminating unnecessary work steps, while simultaneously improving quality with repeatable and predictable steps.

**International Standard for Organization (ISO) 9000:** ISO 9000 is a Quality System which is actually a series of five standards. While ISO 9000 and 9004 are informational documents, ISO 9001, 9002 and 9003 are detailed conformance guidelines. This system controls everything that affects the quality of our products and is a key element in the integration of all other Better Business Practices. ISO is intended to help remove all the variables that keep us from producing consistently high-quality products.

**How ISO 9000 benefits MARCORLOGBASES:** Consistency is the key to this robust quality management system. This system provides all employees standardized guidance on how to fulfill their roles, resulting in a proactive quality system that serves the good of all. Benefits of this system include reduced scrap/rework, increased profit (more business and jobs), and improved customer satisfaction. Additional benefits are increased competitive advantage, improved customer demand, larger market share, better documentation, heightened operational efficiency/productivity, and a more highly motivated work force.

**Earned Value Management System (EVMS):** By establishing a performance measurement baseline, we can plan, budget and schedule all aspects of a job. With the comparison data, we identify performance trends and any variances from our management plan. EVMS is a tool that allows both government and contractor program managers to have visibility of technical, cost, and schedule progress on their contracts.

**How EVMS benefits MARCORLOGBASES:** Implementation of EVMS will ensure integration of cost, schedule and technical aspects of the contract. It provides a clear definition of work, enabling management to credibly request appropriate resources and measure performance. It also provides true-cost condition by sidestepping false cost variances, encouraging realistic projections of final costs and enhancing accuracy of funding forecasts.

**Manufacturing Resource Planning (MRP) II:** MRP II is a system which offers a means for us to effectively manage required resources such as, materials, labor, equipment, tooling, facilities, engineering specifications and money. It is a comprehensive system that includes a shop floor control tool which has the ability to schedule work, plan for materiel requirements, and monitor time spent on work lines.

**How MRP II benefits MARCORLOGBASES:** Forecasting and planning are the keys to this

management philosophy. MRP II allows MARCORLOGBASES' Maintenance Centers to manage the amount of on-hand inventory, provides management with a scheduling system for all resources within the Maintenance Centers, and provides data for cost-estimating in order to compete for additional work. Having a matched set of resources at the right place and time is essential for an economical, rapid response to customer demands. MRP II will only operate effectively with the efforts of hundreds of planners/estimators, mechanics, supervisors, leaders, etc., who know the processes and accomplish the work.

**Supply Chain Management:** An integrated management approach for planning and controlling the flow of materials from suppliers, through the distribution channel, to the end user or customer. This management philosophy can also be defined as planning and supervising every step of a product's life cycle, regardless of corporate, political, or geographical boundaries—from raw material supply, through final delivery to the ultimate user.

**How Supply Chain Management benefits MARCORLOGBASES:** Supply Chain Management gives management the ability to plan versus react. Our depots will become more valuable by being competitive with corporate and industry standards, such as ISO 9000. Being competitive and producing the same quality results as the private sector actually attracts more business, which leads to more jobs.

**Budget Process Improvement:** Building a framework for process improvement within the Marine Corps Logistics Base (MCLB) Planning Programming and Budgeting System by identifying internal budget formulation and execution process flow for study, base lining, and improvement. Focus on improving the budget estimates and the execution of programs supporting depot-level maintenance.

**How Budget Process Improvement benefits MARCORLOGBASES:** It will stop losses currently occurring within the Navy Working Capital Fund, Depot Maintenance. Improving the accuracy of the Maintenance Center budgets will result in a stabilized rate which is sufficient to fully recover all direct and indirect costs, thus avoiding future losses.

**Defense Contract Audit Agency (DCAA):** Responsible for auditing the accounting and estimating systems at the Maintenance Centers to determine their adequacy. DCAA will make our Maintenance Centers more competitive with outside sources when bidding for new jobs. We must match requirements placed on our competitors and ensure we can provide accurate and timely cost estimates and reports.

**How DCAA benefits MARCORLOGBASES:** Receiving a "clean" audit opinion increases our competitiveness with outside sources. We plan and perform the audit to obtain reasonable assurance about whether the data and records generated by the accounting system and its impact on the estimating system are accurate. Our aim is to be the audit organization with the leading reputation for competence, integrity, and customer satisfaction.

**Maintenance Center Process Improvement:** The purpose of the Maintenance Center Process Improvement is to establish a framework for process improvement within the MCLB Maintenance Centers by identifying, defining and refining key business processes in order to develop the most effective and efficient methods for accomplishing the depot level maintenance mission.

**How Maintenance Center Process Improvement benefits MARCORLOGBASES:** Systemically examines and maps processes within an organization with the intent to simplify the way things are done and to eliminate unnecessary processes. It combines repetitive methods, charts and gets rid of needless practices, and generally improves efficiency on particular procedures.

Implementing Better Business Practices Helps MARCORLOGBASES become more competitive, and as such provides a greater sense of security for the future of our depots. To enjoy even greater rewards, our efforts need to be fueled by input and ideas from our work force.

Maintenance Center Director: Col. J. Martin, Jr.  
Maintenance Center Deputy Director: Gary Baker

Editor: Dianna McCormick  
Director's Corner phone numbers: 577-7054/7055

**1996 FORD ESCORT LX:** New tires, power mirrors, A/C, tachometer, rear spoiler, tinted windows, AM/FM, CD player, 30 MPG, new condition, asking \$5,900. Blue book, \$6,950. Call 256-8750.

**1997 HONDA CIVIC DX:** Silver with black LaHabra bra, really cute, four door, auto, AC, PS, PB, AM/FM radio, new tires, tinted windows, front and rear deck cover, tilt wheel, xlt cond., clean, runs great, 32K miles. Book \$12,800. Asking \$11,800. Call 843-9498 after 5 p.m. Lv msg.

**1995 FORD F350 XLT:** 4X4, crew cab, 40K mostly highway miles, step bars, grille guard, bed liner, camper shell, AM/FM cassette, automatic, \$22,000 firm. Call 252-1287. Lv msg.

**1990 DODGE GRAND CARAVAN:** Original owner, asking \$3,000. Call 254-2094.

**1995 ACURA INTEGRA:** Four door, sunroof, A/C, AM/FM radio, nice and clean, 63K miles, asking \$13,000 OBO. Call 252-7627.

**1984 MERCURY TOPAZ:** AM/FM, A/C, rebuilt transmission, new smog pump, good transportation car, asking \$1,800. Call 252-7627 or 252-9168.

**1978 MONTE CARLO LANDAU:** two door, custom paint, new engine and transmission, three pumps, eight battery, 10 switches, needs interior work only, \$4,000 OBO. See at 1260 Monterey Ave. or call 252-3802.

**1985 HONDA 350 DX:** Three wheeler, two each, w/rack, twist throttle, good condition. Call 253-3481.

**DUNE BUGGY:** Super reliable, ready to go, \$2,800 OBO. Call 252-7017

**FOR SALE:** 12 x 24 mobile home with pop-out and attached enclosed porches, furnished, \$4,900 OBO. See at North Star Park, 342 Petrol, Bakersfield, Calif. Call 253-5926.

**FOR SALE:** Sofa and loveseat, lamp and rocking chair, all xlt cond. Must see to appreciate. Call 256-6186.

**FOR SALE:** Sofa w/queen-size sleeper, loveseat and chair. All overstuffed, good cond. Paid \$2,400, sell for \$450. Call 957-1007. Lv msg.

**FOR SALE:** 80 feet of 1 1/4-inch black pipe. Call 256-6186.

**FOR SALE:** Pro Model Nordic Track ski machine w/heart monitor, xtl cond., Paid \$600. Sell for \$250. Call 253-4242.

**FOR SALE:** Larso 18' runabout boat with trailer, fair cond., \$700 OBO. Call 252-1337.

**FOR SALE:** 1979 Sunliner 17' boat. Moving, must sell. \$2,000 OBO. Call 252-7017. Pgr (916) 369-9540

**FOR SALE:** Weight bench and weights, \$85 OBO. Call 253-1200.

**FOR SALE:** Bicycle, women's, 26" Huffy, pink, perfect cond., \$75. Call 247-9783.

**FOR SALE:** Digitech desktop calculator, new, 8" x 6", \$10; Big League handheld base ball game, new, \$10; VCR, RCA good cond., \$40; pet carrier, kennel, 21"X16"X16", good cond., \$20. Call 242-8839.

**FOR SALE:** Two rocker-recliner chairs, \$150 both or \$100 each; three CD storage racks, \$5 each; hardwood M/W cart with drawer/towel bar, \$100. Call 254-2295 after 4 p.m.

**FOR SALE:** Set of closet doors for six-foot closet, \$50; small student desk, \$15; golf club airline carrier, \$40. Call 254-2295 after 4 p.m.

**FOR SALE:** Washing machine, Whirlpool, large capacity, \$100; dryer, electric, \$100; refrigerator, good cond., \$150. Call 256-2048.

**YARD SALE:** Multi-family, Tulagi Street, Nov. 19 from 9 a.m. - 2 p.m.