

# BARSTOW LOG

SERVING A MARINE CORPS REINVENTION LAB

Vol. 4, No. 15

Marine Corps Logistics Base Barstow, California

February 24, 2000

## Hard work pays off for sergeant

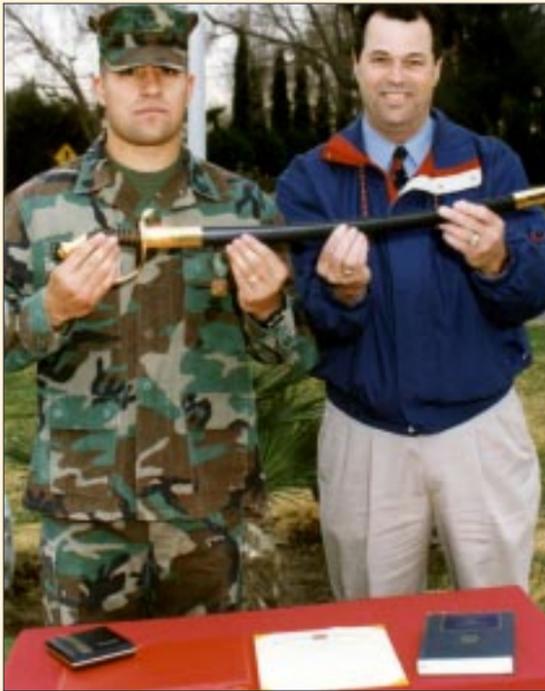


Photo by Donna Redes

Sergeant Omar Ebanks-Rivera (left), Marine of the Year, accepts the Harold C. Lucas Memorial Non-commissioned Officer's Sword from Bob Lucas. Lucas, a retired Air force chief master sergeant and local businessman, presents the sword each year in honor of his father, a former Navy Underwater Demolitions expert who helped clear mines for the Marine landing on Iwo Jima in February 1945. Ebanks also received the Navy and Marine Corps Achievement Medal at the flagpole ceremony Friday.

## CO gives 'State of the Base' address

By Sgt. Mike McQuillan

BARSTOW LOG staff

As MCLB Barstow restructures and changes the way it does business, its core activities continue to equip the operating forces to sail in harm's way as the nation's 911 Force. The fate of some jobs on base lies in question, while Marines scattered throughout the globe still depend on that supply depot tucked in the cradle of the Mojave Desert to deliver them the goods.

In a situation as ambiguous as it is now, the time is perfect for Col. Mark A. Costa, base commander, to address the state of the base. He did so at a joint luncheon of the American Society of Military Comptrollers and the Federal Managers Association Feb. 16.

"For nearly 60 years, members of our family faithfully served Marines, Sailors and other service personnel in peace and at war," said Costa. "But although we were at the forefront of accomplishing the mission we were still basically following a course set by others."

"Things are different now," said Costa. "We stand at a crossroads. We are faced with the choice of continuing to follow a beaten path or be the pioneers of a new trail. We have chosen to be pioneers."

Costa noted both the future impact and the historical significance of the Base's newest challenges.

"If you're the head of a wagon train and the wheel falls off the wagon, you don't sit there and oversee the wheel being put back on, give direction and comment about the quality of the work," said Costa. "Sometimes you get down, you put your back to it and you lift that wagon so that wheel gets put on." "That's how the people made it to this point geographically in this country. We need that again. I will push you, pull you or walk beside you through that process," declared Costa.

The colonel also addressed the ongoing A-76 study of functions within Installation and Logistics Department, an issue tackled by MCLB Barstow every day. He introduced a sealed bottle of champagne to the luncheon crowd, one that he will keep with him throughout the A-76 study. If the base wins the competition, the bottle will represent celebration. If the base loses, the bottle will represent sorrow. In the meantime, it represents incentive.

The rest of the base can't afford to watch and remain uninvolved, according to Costa. He used the analogy of a community or a family when describing the base and its tenants.

Costa emphasized teamwork between entities that don't typically cooperate with

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Photo by Sgt. Mike McQuillan

Colonel Mark A. Costa, base commander, displays a champagne bottle during his remarks at the ASMC/FMA luncheon Feb. 16. The label reads:

*To be opened upon the announcement of the decision of the A-76 study of MCLB Barstow. When we win, there will not be enough to share. If we lose, there will not be enough to soothe one's pain. I do not plan to drink alone.*

## SecNav issues challenges in letter to the Fleet

By GySgt. Frank Patterson

Public Affairs Chief

The Secretary of the Navy recently sent out his "Letter to the Fleet." In this four-page document, Richard Danzig shares his view of what the Naval services have accomplished in his tenure, and where he feels they are headed in the future.

The overall theme of his letter was one of congratulations emphasizing procurement of a pay raise – "the largest in a generation" – the rollback

of REDUX, and improvements to the officer promotion system to include a change from the so-called "zero-defects" mentality. However, challenges were issued to all Marines and Sailors for the year ahead.

"The challenges for the year ahead are of two kinds. First, we need to sustain and build upon these improvements. You need not just one year's good pay raise, but a steady series of them above inflation," wrote Danzig. "We need to meet end-strength year after year. We need not just to congratulate ourselves on getting gapped billets at

sea down to about 10,000; but to recognize that 10,000 is 10,000 too many and to reduce that number towards zero. We need not just to deploy battle groups and [amphibious readiness groups] that are fully manned, but also to raise and stabilize the manning in training well before deployment. We need to assure that spare parts are not simply ordered, but are available in the field and fleet. We need to assure that inter-deployment training cycle reductions, Fleet Assistance Program reductions and Smart Work initiatives actually result in more time for Sailors

and Marines to develop their professional skills, mentor and care for one another, and spend more days and nights with their families.

The Secretary also put forth challenges of a less physical nature.

"There is also a second set of challenges, somewhat less evident but, if anything, more significant to our well-being. In recent years, but most especially in 1999, we have sown the seeds of a transformation in the Navy and Marine Corps;

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### Name that Horse

The Marine Corps Mounted Color Guard has received a new mount. What should we name it?  
See Page 2.

### Dial the prefix

Personnel wishing to make on-base calls must now dial the 577 prefix, not just the extension.  
See Page 3.

### African American Heritage Luncheon

Col. Mark A. Kelly spoke to a crowd of more than 200 Feb. 17.  
See Page 4.

### Human Resources Office

How does the Standard Automated Inventory and Referral System work?  
See Page 6.

### Science Fair

Marines donate a little time to picking this year's science fair winners.  
See Page 7.

## 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.

# To e-mail or not to e-mail a résumé; that is the question

By Col. Mark A. Costa

Commanding Officer, MCLB Barstow

There was a question raised at one of the Installation & Logistics all-hands briefings regarding the use of the government e-mail to electronically transmit résumés to the Human Resource Service Center, San Diego. Since e-mail is becoming a universal method of communication, its use is becoming more and more common as these tools make communications more efficient and effective. Government provided Internet and e-mail access is intended to be used for "Official Business Only". In view of this fact, the Department of Defense issued guidance regarding the use of gov-

ernment information and telecommunications systems. This guidance authorizes me as Base Commander to allow the use of e-mail for various official uses in the interest of the government. Since job searching for alternative positions within the federal government serves a legitimate public interest, I will allow electronic résumé transmission to the HRSC with the caveat that every person granted access to MCLB-provided Internet and e-mail services has a responsibility to maintain and enhance MCLB's image and to use the services in a productive manner.

Along with the use of e-mail for sending résumés to the HRSC, I authorize supervisors the flexibility of allowing their employees to use government computers to prepare résumés as long as it does

not adversely affect the performance of official duties; the use is of reasonable duration and frequency; preferably during the employee's personal break time or lunch periods; and it creates no significant additional costs. Use of government computers to prepare résumés is limited to résumés for submission for Federal jobs, not private-sector job-hunting. Employees seeking private-sector employment because of government actions (RIF, MEO) are provided the opportunity to prepare résumés through the Transition Assistance Program, not at their personal workstations.

A more comprehensive policy letter addressing the uses of e-mail and the Internet is being drafted and will be published in the immediate future. Thank you for your question.

## Worship is not just 'making noise'

By Lt. Cmdr. Tom Cook

Command Chaplain, MCLB Albany

You would not recognize the name Ben Burt, but you would recognize his work. He broke into the movie business at age 10, when he started making "little dramas" with the family's home movie camera. Burt has gone pretty far since "The Window Washer" – his first short made 40 years ago – in which a toy soldier plunges off a high rise.

As a small child Ben was always fascinated with sounds. All kinds of sounds. With a small tape recorder he would record different types of sounds and speed them up or slow them down to give them that special effect.

Ben enrolled in a graduate school program where he earned his masters' degree in film. From there, his career began to soar. He went to work for George Lucas at Lucasfilms. Year after year he received accolades for his brilliant sound creations.

That's right, Ben is the one who invented that humming, crackling sound we hear when Luke Skywalker and Darth Vader unsheathe their light sabers and prepare to do battle in the Star Wars trilogy. He also created the whistles, pops, and other more indescribable sounds emanating from that noisy contraption known as R2D2. And the creepy breathing that comes from under Darth Vader's mask? While the voice was from actor James Earl Jones, the raspy breathing came from Burt's own lungs — fed through a microphone placed in a scuba-tank regulator.

"In Star Wars I wanted to come up with a very massive rumble for a spaceship flying overhead," said Ben, "I recorded the air conditioner

in my motel room, slowed that sound down so it was even deeper and that became the rumble for the spaceships."

Ben's skills have been on display in movies such as Raiders of the Lost Ark, Indiana Jones and the Temple of Doom, and E.T.

Yet, Ben did not believe in "The Force" or even God until a simple quiet event in his life. One day, while driving through a beautiful winter scene, Ben suddenly became aware that God was the source of every good thing in his life. This was not the impersonal "force" but a living God who made Himself known to Ben. It was then that he committed his life to God. But as his fame grew, he moved further away from God.

After winning his fourth Academy Award, he returned home and popped open the car trunk. The Oscar that was placed on top of his luggage rolled out and shattered on the road. Ben picked up the pieces. He was stunned. It was at this moment that God gently showed him that he had begun to worship a "golden idol." Humbled by the graphic parable, once again Ben Burt relinquished his life to his Creator, acknowledging that real power belongs to God alone.

Most of us never intentionally search for an idol to worship. The process is far more subtle than that. We get involved in something we enjoy. It takes more and more of our time and attention. The next thing we know, God begins to vanish from our consciousness. Our priorities have changed, until God reminds us that we have left our first love. "Of what value is an idol since a man has carved it? But the Lord is in His holy temple, let all the earth be silent before Him." Habakkuk 2: 18.

## 'Because I've been through the desert on a horse with no name'

It is doubtful the group *America* was thinking of the MCLB base stables while recording their rock and roll hit "A Horse with No Name" in 1975.

However, with the newest addition to the Marine Corps Mounted Color Guard, base employees are invited to do what the the band members never could: name that horse.

You are invited to name the mount pictured below. The three-year-old male was recently acquired through the Bureau of Land Management's "Adopt-a-Horse" program.

Currently, Color Guard mount names are Okinawa, Willy, Luke, Molly, Lite, Freedom, Sonny and Honey.

Please submit your suggestions to the Gunny's Picks box during working hours at the Public Affairs Office at Building 15. All names will be compiled and forwarded to a committee chaired by the Base Commander for final selection. Include your full name, department or division, and work extension with your submission.

The winner will be announced in a future edition of the BARSTOW LOG.



Photo by GySgt. Frank Patterson

### Chapel Hours

Protestant

Sun. 8:30 a.m.

Catholic services will not be available until April 2.

### Yermo Bible Study

Wednesday

11 - 11:30 a.m.

At the Colonel's Workshop

For more info call Don Brooks at 577-7165.

## BARSTOW LOG

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

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For information on advertising in **BARSTOW LOG**, contact Paul Kinison of Aerotech News, Lancaster, Calif., phone: (661) 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 email at [daileyb@barstow.usmc.mil](mailto:daileyb@barstow.usmc.mil).

## Military Spouses Tour

Active duty Marine Corps, Navy and Army spouses new to the area are invited to attend the free Quarterly Spouses Tour of Fort Irwin and Barstow on Mar. 7-9.

The first two days will be held at Fort Irwin. Informational meetings and tours will introduce spouses to services available at the Fort and military life in general.

The third day, hosted by the Military Affairs Committee of the Barstow Area Chamber of Commerce, will begin at the Veterans Home on Barstow Road at 9 a.m. with a free continental breakfast.

After presentations by the Veterans Home Public Relations Department and the Barstow Police Department, guests will take a tour of Calico Ghost Town and receive discount coupons for selected shops at the Factory Outlet and Tanger Malls. A free lunch is included for all participants. The tour will end at the Veterans Home about 3 p.m.

Participants should dress for the weather, wear comfortable walking shoes and bring water to drink while at Calico. Space is limited so registration is required. For more info, call Peggy Teal at the Fort Irwin Outreach Center at 256-1735, or Pamela Butolph at Fort Irwin at 380-4991.

## Tax forms

State and federal income tax forms are available at the Office of the Staff Judge Advocate, Building 236. The OSJA is open from 7 a.m. to 3:30 p.m. For more info, call 577-6874.

## Jazz Social Night

In celebration of Black History Month, the Oasis Club hosts an evening of Jazz tomorrow from 4-9 p.m. Edward S. Virgil is scheduled to

provide the music for the event, slated as a tribute to the late Grover Washington. There's no cover charge, and there will be free hors d'oeuvres while they last.

## Dial the prefix

On-base telephone dialing procedures have changed and will be implemented this evening. Instead of dialing a four-digit extension to reach someone on base, all dialing now requires a prefix. On-base calls require a prefix of 577- before the extension. Callers don't need to press 9 before dialing an on-base listing.

The "577 rule" applies to direct dialing, call transfers and logging into voice mail.

Local off-base calls must now be preceded by 9 + 9. Also, to reach a DSN number, instead of dialing 8 and the number, callers must key 9 + 4 + the number.

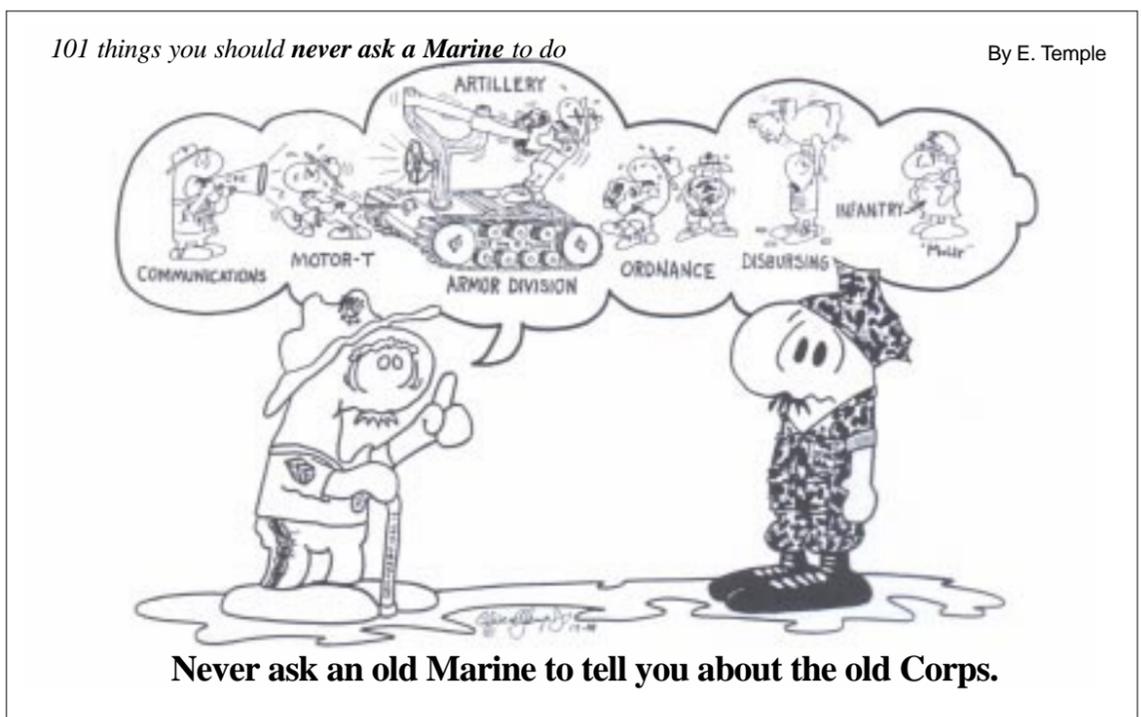
The change results from a Marine Corps-wide upgrade that will broaden capabilities of the base numbering plan.

According to Tom Priest, contractor with Marconi Communications, the current calling scheme limits the number of extensions that can be accessed. All lines on Nebo begin with a 6, and all Yermo extensions begin with 7. All other lines are considered "phantom numbers" and can not be accessed from outside the base.

If callers attempt to dial the four-digit extension only, they will get a recording with instructions to dial 577.

## Teen Summit

The deadline for submitting forms for the Headquarters Marine Corps Teen Summit has been extended to March 3. MCLB is looking for teen students to represent the base at the April 28-May 3 Summit in Leesburg, Va., and the Joint Department of Defense/Boys and Girls Clubs of America



Teen Congress in Washington D.C. in July.

Eligible candidates must be 14-18 years old (but not graduating seniors in 2000-01), registered patrons of the McKinney Youth Activity Center and family members of active duty military personnel stationed aboard MCLB Barstow through October 2001.

Students will be selected based on an essay and presentation, overall GPA and community involvement. Entry forms are available at the YAC and the Child Development Center.

For more info, call Teresa Meugniot or Ingrid Hamilton at 577-6287, or call Margaret Young at 577-6499.

## Tax season cometh, VITA stands ready

According to Benjamin Franklin, only two things in life are inevitable: death and taxes. While you are on your

own concerning the former, we can help you out in the case of the latter, because the only thing worse than having to pay money back to the government is trying to decipher the tax forms and legal mumbo-jumbo.

The good news is base personnel have knowledgeable, trained individuals standing by to help them wrestle with tax laws and perform timely electronic filing.

Armed with sharp pencils and hours of intensive tax-law training, VITA volunteers stand ready to tackle your income tax problems.

Marines and their families normally receive their refunds via electronic deposit within 10 days and save from \$50 to \$200 in commercial preparation fees.

The following is a list of VITA reps and their phone numbers. Call today; don't wait until April 13.

Name	Phone
<b>U.S. Marines</b>	
GySgt. Michael Claudio	577-6533
SSgt. Robert J. Munroe	577-6684
Sgt. Mario Rivas	577-6871
LCpl. Kyran Ramcharan	577-6623
LCpl. William J. Sierra	577-6784
LCpl. Patrick J. Snyder	577-6784
<b>U.S. Navy</b>	
HM1 George W. Mosier	577-6081
<b>Civilian Marines</b>	
Vincent Chavez	577-7098
Jacqueline L. Fadely	577-6874
Barbara J. Holt	577-7480
Barbara Kulseth	577-6771
Terri T. Lloyd	577-7378
Cheryl A. Mitchell	577-7479
Tom Quenga	577-7440

## Battle Color Ceremony

MCLB Barstow is once again honored to host the U.S. Marine Corps Battle Color Ceremony at Sorensen Field March 9 at noon.

Watch in awe and admiration as the

Silent Drill Platoon flawlessly executes a precision drill program without verbal commands.

Listen as "The President's Own" marching drum and bugle corps entertains and delights with contemporary and traditional music while executing their own drill program.

These are the best the Marine Corps has to offer. And you are invited to watch them perform in this free traditional ceremony. This is the same parade performed every Friday night at Marine Barracks at 8th and I streets in Washington, D.C., for dignitaries from the four corners of the world.

Call 577-6430 for more info.

## Census 2000

The United States Census Bureau is hiring temporary part- and full-time positions.

Earn from \$11 to \$14 per hour while working in your area. The bureau will also reimburse for mileage.

For more info call Chuck Ashbrook, Career Resource Center, 577-6169, the toll-free number at 1-888-325 7733 or visit the Census Bureau Web site at <http://www.census.gov/jobs2000>.



## Daffodil days

The American Cancer Society Barstow Unit is taking orders for its annual Daffodil Days Campaign in support of the society's cancer re-

search, education and patient services programs. Flower orders take place from now through March 3.

Sponsored in the Barstow area by Barstow community Hospital and

See BRIEFS page 12

## Job Watch

Annc No.	Title/Series/Grade	Open	Close	1st Cutoff	Location
OTR-025-00	Painter Helper WG-4102-05 (TempNTE 1 year)	02-02-00	02-29-00	02-16-00	MCLB Barstow
OTR-30-00	Materials Expediter WG-6910-07 (Temp NTE 1 year)	02-15-00	03-15-00	02-29-00	MCLB Barstow
OTR-031-00	Cable Splicer WG-2504-8 (Temp NTE 1 year)	02-16-00	03-22-00	03-01-00	MCLB Barstow
DEA-051-00	Painting Worker WG-4102-79 (Term NTE 366 days)	02-07-00	03-06-00	02-22-00	MCLB Barstow
DEA-064-00	Cable Splicer WG-2504-08	02-16-00	03-22-00	03-01-00	MCLB Barstow

Applicants interested in announcements beginning with DEA or OTR should submit their resume to:

**Human Resources Service Center, Southwest**  
ATTN: Code 522 (announcement number)  
525 B Street, Suite 600  
San Diego, CA 92101-4418

For more information concerning public job announcements visit the Self-Service, Bldg. 37, Monday through Friday from 7 a.m. to 3:30 p.m. or call the Human Resources Office 24-hour employment information line at 577-6919.

If you have Internet access, browse to <http://www.usajobs.opm.gov>.

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

# Heritage and Horizons

*A new chapter is being written into African American history as we head into the 21st Century*

By Cpl. Matthew R. Weir  
BARSTOW LOG staff

Heritage and horizons, the African American Legacy and the Challenges of the 21<sup>st</sup> Century were the subject of this year's African American Heritage luncheon.

Col. Mark A. Kelly, commander, Theater Support Command, Fort Irwin, spoke briefly on each aspect of the subject.

"You do not know where you are going until you know where you have been," he said. "I believe this is the essence of our theme."

In his speech he quoted Andrew Hacker's book, "Two Nations," mixed with his own emotions. "We must not dismiss our history as if it did not exist," said Kelly. "We must not dwell on it either."

According to Andrew Hacker's book, the subject of race reminds most Americans of a piece of American history most people would rather forget.

Forgetting about America's colorful history would mean forgetting about all the achievements and contributions made by blacks to the American society, according to Kelly.

"The Americas society is greater

today than yesterday," he said. "But we could not have lived up to our potential as a great nation by living in disunity."

The challenge for all Americans, according to Kelly as we enter the 21<sup>st</sup> Century, is for all people to remain vigilant against those would turn back the clock on civil rights.

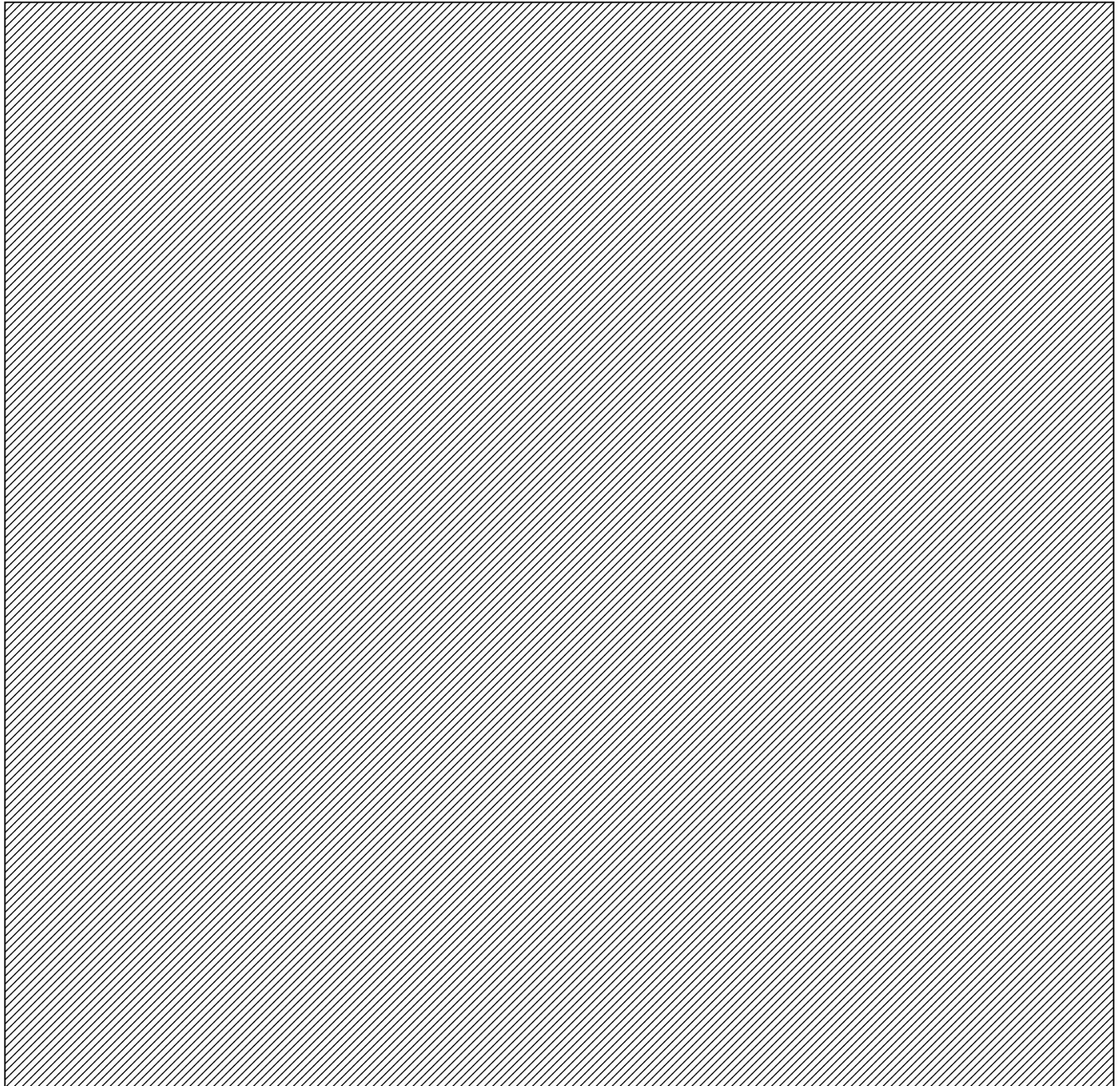
The strongest ground to build unity and respect on is education.

"Education is the holy water, the mental dynamite that can shake the foundations of our being," said Kelly. "It destroys false concepts and can remove fear from our lives."

"We have come a long way, but we still have a long way to go," said Lester Bonner, luncheon guest. I was born and raised in the south, so I experienced prejudice first hand, but it didn't make me hate. You have to weigh the good with the bad and try to go on with you life, try to progress."

J.J. Dillard, luncheon speaker, did not reflect on her past other than to look over it. She stayed focused on the future and where it could lead.

Kelly's inspiring words touched people in different ways, but through his words everyone saw the same goal – a better tomorrow.



**FLEET from Page 1**

we have laid the basis for these truly to be better organizations in which to fight, work and live. Not different in our values, our camaraderie, our honor or our traditions; but dramatically better in our ability to secure the well-being of the Nation and to care for each other and our families. The challenge of the year 2000 is to recognize and nourish – indeed fight for these changes, so that we deliver a Marine Corps and Navy that are truly 21st century institutions.”

But changes are not only coming in the way that Marines and Sailors work, but in the tools they have to work with as well.

“We are investing some \$13 billion of Department of the Navy money in the development of the joint strike fighter, explained Danzig. “Carrier research and development budget has jumped to \$1.5 billion over the next five years up from an average of \$5 million per year. The research and development budget has increased to more than \$4 billion.

“If we follow-through on this effort, the effects will be revolutionary. Over the next decade we will change the propulsion system of our combatants by moving to electric drive; we will multiply fleet communications and connectivity; we will decrease the amount of work that must be done at sea and thereby improve sea-shore rotation and reduce the number of souls at risk when we enter combat; and we will improve living conditions on ships

in the decades ahead to the point that we should begin providing enlisted Sailors with shared staterooms.”

Other changes involved altering the future of war fighting through using the IT-21 integrated information system and the Navy-Marine Corps Intranet. Weapons changes include the Tactical Tomahawk, improved gun systems and area and theater missile defense. Retooled concepts include Ship-to-Objective Maneuver, network

cludes the use of civilians wherever possible. We plan to expand this effort. By the end of [Fiscal Year 2000] the number of civilian-repainted ships and submarines will grow to 35. Smart Work includes providing good tools instead of just making do with less. It also includes automating to save labor.

“The same logic has led us to improvements in training and to the Navy College Program. The College Program, initiated this year, provides every boot camp graduate with a transcript showing his or her credits from Navy training. Many first-term Sailors will earn enough credits to take them halfway to an [associate of arts] degree in an area related to their Navy training during their first enlistment.

According to Danzig, this all adds up to a better Navy and Marine Corps. He envisions a “... Navy and Marine Corps in which our hard work bears very meaningful and lasting results; a Navy-Marine Corps team that operates seamlessly together, communicating on an integrated network under a unified vision for the conduct of combat; a Fleet armed and equipped with 21st Century technologies, tools and equipment to both maintain the force and fight decisively in any mission of war; and – above all – a team of carefully recruited Sailors, Marines and civilians who are consistently regarded as highly valued professionals whom we diligently develop and retain.”

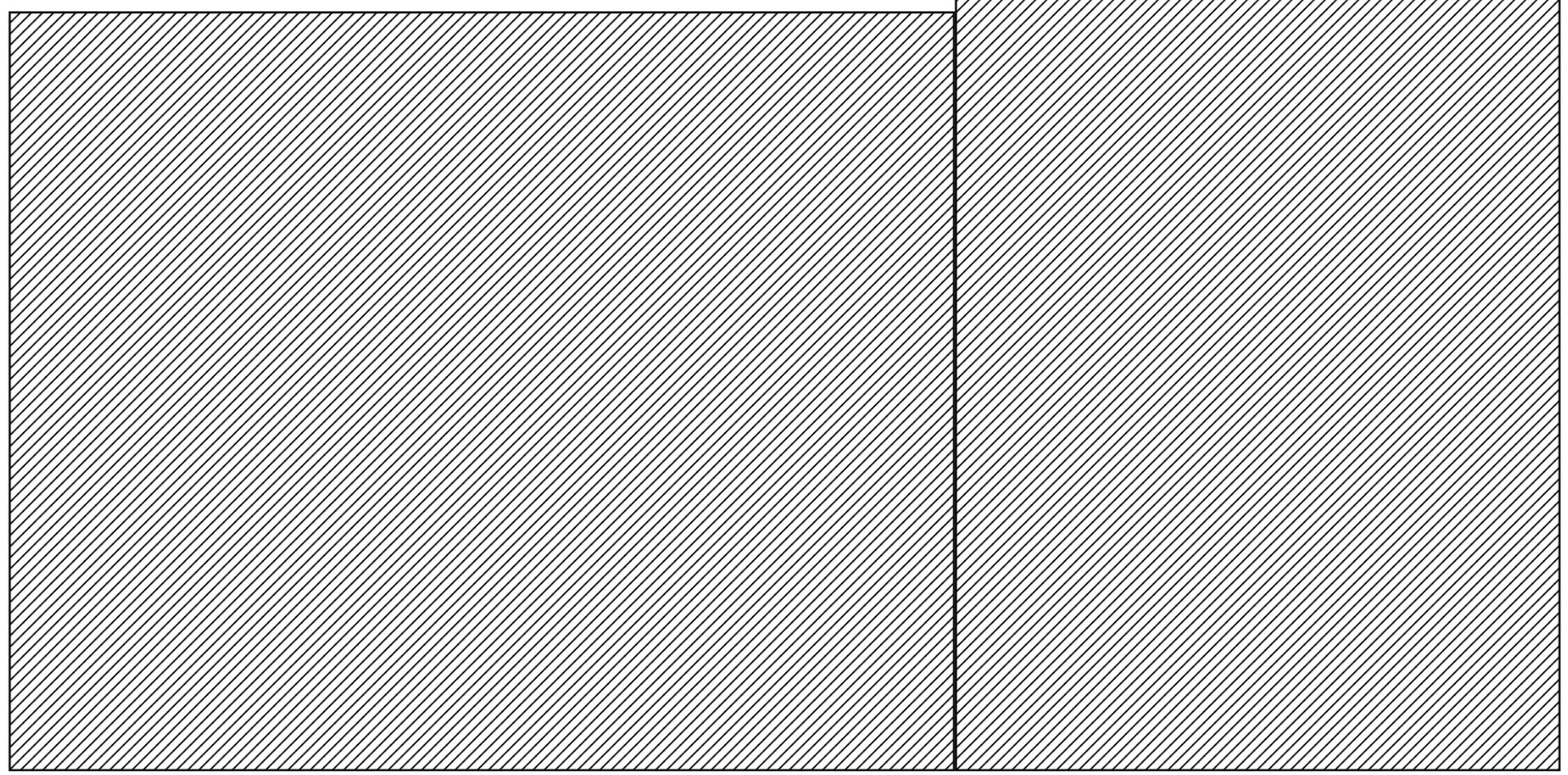
Danzig’s complete letter is available online at <http://www.chinfo.navy.mil/navpalib/people/secnav/letters/ltr000131.txt>.

***I have argued throughout the year gone by that, in too many respects, we remain ‘infected by the psychology of conscription***

warfare, organic anti-mine warfare, and using unmanned aerial vehicles.

The Secretary also had much to say concerning the proper employment of Naval personnel as a labor force and his “Smart Work” plan which includes using civilian labor wherever possible, especially in performing time- and labor-intensive tasks.

“I have argued throughout the year gone by that, in too many respects, we remain ‘infected by the psychology of conscription,’” wrote Danzig. “As we improve the quality of professional life for Sailors and Marines, we must also eradicate any tendencies to view our manpower as low-cost labor. Rather, we must invest in you as valuable professionals who we need to support, develop and retain. That logic has led us to ‘Smart Work.’ This in-





# THE HUMAN SIDE

Civilian Human Resources Office, Southwest – Barstow Satellite Office

Meeting the Challenge of Change

## The people under the STAIRS

### Use Resumix to submit your job applications online

Submitted by Donna Coppi

Employee Relations Specialist

What is "STAIRS"? STAIRS is the automated system used in the Department of the Navy to process applications. The acronym STAIRS stands for Standard Automated Inventory & Referral System. The software selected to implement STAIRS is a commercial product called Resumix. You may hear the terms "STAIRS" and "Resumix" used interchangeably.

Resumix uses a very sophisticated artificial intelligence to extract the skills reflected in applicants' resumes and matches them to the duties required in specific positions. It is not a "buzzword" system. It actually reads what an applicant writes in the context within which the experience was gained.

Using a scanning device, when a resume is received it is scanned into the system. A resume can also be entered directly if it is submitted electronically.

Resumix then identifies the skills, training and education which are described in the resume. This process is called "skills extraction". The information is stored in the system for future matching to specific vacancies. When a vacancy is to be filled, a job description is entered into the system and from that information, Resumix extracts the skills required to perform the work. The job description information may come from the position or job description or from information about the position provided by the manager.

Using the position skills, Resumix then searches for applicants whose resume skills match those needed for the position and produces a list of possible candidates.

Under STAIRS, job information will be published which identifies the series that are serviced by the Human Resources Service Center, Southwest (HRSC-SW). The job information is publicized by way of Civilian Career flyers.

Applicants must specify at least one series in which they are interested. Applying by series rather than announcement number could result in more referrals for you. It gives the manager the option to request a search of applicants for a particular series, for anyone in the whole system who has matching skills. If you specify "all" or do not specify any series, your resume will be returned.

There are several ways to get job information:

You can visit the HRSC-SW web page at <http://www.donhr.navy.mil> or the OPM web page at <http://usajobs.opm.gov>, where positions will be listed by series for easy search capability, or you can get copies of the Civilian Career flyers by automated faxback by calling 1-800-831-0622 and selecting option 7.

You can apply by submitting a typed resume up to five pages long. You can only have one resume on file at a time but you can update your resume whenever you wish.

We encourage you to submit your resume electronically, but a hard copy is acceptable. Faxes will not be accepted because of unreliable scanning results. There will be an on-line resume builder available at the HRSC-SW web page (<http://www.donhr.navy.mil>) that will allow you to write and submit your resume directly from the web.

Your resume will remain active for one year from receipt. One month before the one-year anniversary date, you will be notified that your resume is about to be purged and you will need to resubmit for continued consideration.

Your resume will also be inactivated whenever you are selected for a permanent position (regardless of whether it is for reassignment, promotion or change to lower grade).

You will need to resubmit in order to be considered again. Your offer letter will remind you of this. Applicants can use the update process to add series in which they are interested. Such an update must list all series they want consideration for (not just the additional ones).

In addition to your resume, you will need to submit responses to the questions on the Additional Data Sheet. This data does not count as one of the five pages of your resume. The information you provide will allow HRSC-SW to process your resume properly. It is particularly important that you indicate your geographic availability.

HRSC-SW will accept your resume for any job, at any grade, at any time. Because vacancies will generally not be individually announced, resumes that are in hand at HRSC-SW at the cutoff date are the only ones that will be considered. The cutoff date is either two days prior to the Resumix list being run by the HRSC-SW or a date specified by the manager.

In order to ensure that you don't miss an opportunity, you should apply now. Don't wait until you hear that a vacancy may be filled. It could be too late.

The Applicant Kit (available at your local Human Resources Office) will provide you with the information needed to apply for positions under STAIRS. You may submit your resume and your responses to the questions on the Additional Data Sheet via one of the following:

By e-mail:

Email your resume in the body of your message. Do not send as an attachment. Submit to:

<http://www.wantajob@sw.hroc.navy.mil>

By U.S. mail:

HRSC-SW

Attn: Code 53 (RB)

525 B Street, Suite 600

San Diego, CA 92101-4418

You will receive an acknowledgment from the HRSC-SW when your resume is initially received. If your resume is submitted by hard copy and can't be scanned, it will be returned so that you have a chance to rework it.

Any time that an applicant is rated as ineligible for a job, he/she will be notified of that determination.

Those who are referred but not selected will receive a notice to that effect.

As mentioned before, one month in advance of your resumes one-year expiration date you will receive a notice that your resume will be purged from the system and inviting you to resubmit it.

There also may be some other reasons why a resume could be inactivated from the system (e.g., when an employee retires or leaves the HRSC-SW serviced population). A notice will be issued at those times.

If you need to verify your application has been received you may contact the HRSC-SW at their General Information number (619) 615-5500, DSN 245-5500, or 1-800-831-0622 extension 5500 (be sure to get your supervisors permission if you are calling via DSN or using a government phone).

## FECA explained

### WORK INJURIES COVERED UNDER THE FECA

The Federal Employees' Compensation Act (FECA) provides compensation benefits to civilian employees of the United States for disability due to personal injury (including occupational disease) sustained while in the performance of duty. Damage to or destruction of medical braces, artificial limbs and other prosthetic devices incidental to a personal injury is also compensable. The FECA also provides for the payment of benefits to dependents if job-related injury or disease causes the employee's death.

An employee must provide medical and factual evidence to establish the essential elements of a claim, i.e., that the claim was filed within the statutory time requirements of the FECA; the injured or deceased person was an employee within the meaning of the FECA; the employee sustained an injury or disease; the employee was in the performance of duty when the injury occurred; and the condition found resulted from the injury. Benefits cannot be paid if injury or death is caused by willful misconduct of the injured employee, by intent to bring about the injury or death of oneself or another, or by intoxication of the injured employee.

### FORMS TO BE USED FOR REPORTING AN INJURY

Form CA-1, "Federal Employee's Notice of Traumatic Injury and Claim for Continuation of Pay/Compensation" is the form to use when reporting a traumatic injury.

Form CA-2, "Federal Employee's Notice of Occupational Disease and Claim for Compensation," is the form for reporting an occupational disease. In addition, the employee should be given two copies of the appropriate checklist, Form CA-35A through H, for the disease claimed (specific checklists have been devised for various conditions in order to facilitate submission of evidence).

Instructions attached to Forms CA-1 and CA-2 should be followed carefully. Form CA-1 should be filed within 30 days following the injury, and Form CA-2 should be filed within 30 days from the date the employee realized the disease or illness was caused or aggravated by the employment.

An injured employee is entitled to initial selection of physician or facility for treatment of an injury. If the employee requires medical treatment because of a work-related traumatic injury, the HRO will issue Form CA-16, "Authorization for Examination and/or Treatment". Retroactive issuance of form CA-16 is not permitted under any other circumstance. An agency may refuse to issue a CA-16 if more than a week has passed since the injury.

Charges for initial medical treatment received without authorization by a CA-16 may be paid by OWCP when it is determined the treatment resulted from the employment injury. The CA-16 guarantees payment to the original treating physician (or any physician to whom the employee was referred by the original treating physician) for 60 days from date of issuance unless OWCP terminates this authority at an earlier date. Treatment may continue at OWCP expense if the claim is approved.

### Medical Evidence in Support of COP

The time allowed for the employee to provide the employer with a medical report supporting disability has been reduced from 10 working days to 10 calendar days. A requirement is also included that medical evidence must contain a statement of when the employee can return to the date of injury job.

The Injury Compensation Program Administrator is Donna Coppi at 577-6279.

HRO Manager: Esther Gonzales, 577-6479  
 Management Support Assistant: Meredith Taylor, 577-6478  
 Staffing/Classification: Lucy Wais, 577-6487  
 Patricia Reeder, 577-6252  
 Equal Opportunity Employment: Yolanda Ojeda, 577-6022  
 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  
 Training Information: Marva Johnson, 577-6965

# Marines judge local science fair

By Cpl. Brian Davidson  
BARSTOW LOG staff

Concepts like natural selection or the relationship between elements and their positions on the periodic table are not part of the academic studies would-be Marines are undertaking at the recruit depots.

But that didn't stop MCLB Leathernecks from doing their part to make the Barstow Unified School District Science Fair successful.

Approximately three fire teams of Marines lent their talents and astute attention to detail to the cause of judging science projects in Barstow schools and at the district finals Thursday at Barstow Community College.

There were 175 entries from 189 budding scientists competing in nine categories ranging from physical science to three different categories of life science, according to Marcia Zableckis, chairperson for the Science Fair.

Science fair officials called on the Marines to help in judging this year's projects but it wasn't the first time.

"We have used Marines to help with the judging process in past," said Zableckis. "They are interested in the kids and very conscientious and thorough. When they take it upon themselves to do a job, they do it very well.

Marines who participated in the

judging were very busy, spending several hours over a two-week period at the schools and, finally, at the district competition.

"The hard part about organizing ourselves was getting the Marines together because of some confusion with scheduling difficulties, but once we were able to overcome that everything came together," said Sgt. John P. Kenney, detail noncommissioned officer-in-charge.

Watching the students advance was one of the more rewarding benefits, according to Kenney.

"Many of the students that we judged earlier, we gave some suggestions on how they could improve. Some of the students were able to learn from that. Some of them didn't and as a result didn't place as well as they could have," said Kenney. "We are able to interact with the community and you can tell that a lot of the kids enjoyed it, too."

Not all of the works judged at the science fair were independent works.

"There are a few projects that have two students working together and one project that has three students," said Zableckis, a 7th grade science teacher at Kennedy Middle School. "Having many students working one project is okay and won't take away from the science project as long as it validly requires

that amount of work and that amount of cooperation," she added.

"The students were informed about the science fair in October," remarked Zableckis, "but some students have invested two and as many as three years on their projects," she noted.

District competition has traditionally been held at Barstow High School. However, due to the growth and popularity of the science fair, a new venue was in order. Barstow Community College officials saw hosting this year's competition as an opportunity to invest in future students and show their support for academic achievement, according to Cheryl Bardowell, Barstow College Relations Manager.

"We would like the college to be involved in the schools. These are our up-and-coming students, aspiring towards higher education, and this is a chance for us help out," said Bardowell.

A total of 17 entries from the district-wide competition will continue on to compete at the county, state and possibly at the national level, according to Zableckis.

Being involved with the science fair may mean working later or harder for Marines who take time out to judge, but there are tremendous benefits for Marines involved with the science fair and also for the students and the community at large, according to Col. Mark A. Costa, base commander.

"For the Marines themselves, I think judging allows them, as I always emphasize, to get involved with the community they serve," said Costa, who was on hand for the final judging. "Being in the military you serve the community and the nation as a whole, but there should be a connec-

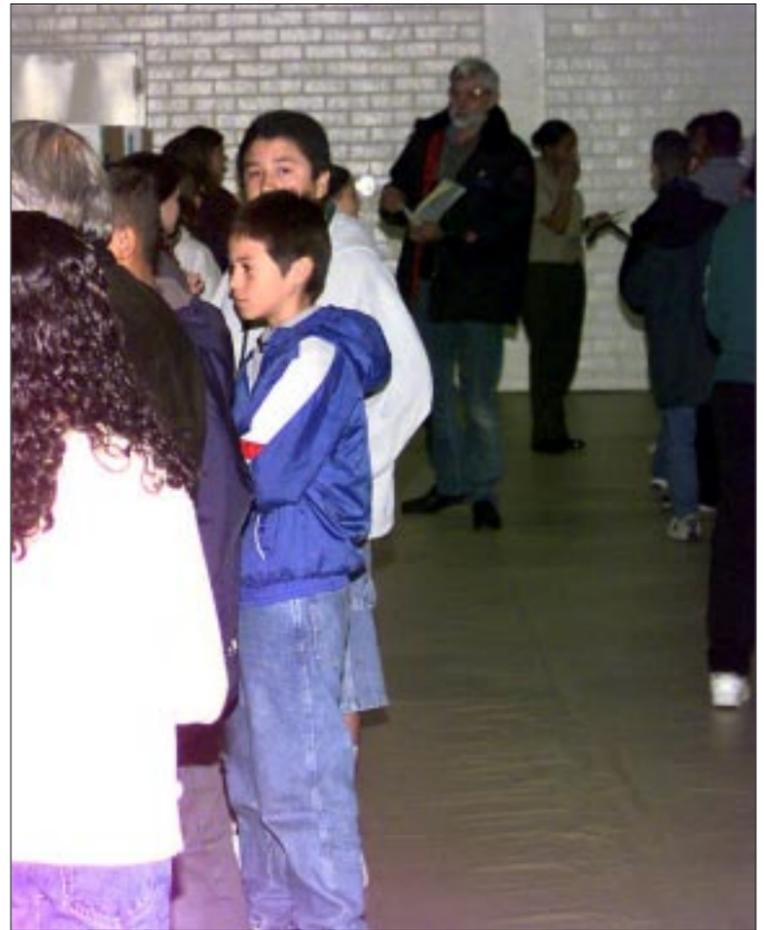


Photo by Cpl. Brian Davidson

Junior high school students transform the Barstow College Gymnasium into a maze of exhibits as they anxiously await the judges. This is the first year the college has hosted the Barstow District Science Fair.

tion with the immediate community you serve in. For the students, I think this shows them that people in the military have an interest in education."

Science and technological advancements have long played a part in winning wars. Science fairs have always been fertile grounds for future scientist and, according to some, they could yield tomorrow's *tufelhunden*.

"Many of the Marines here inter-

acting with the students aren't far removed the students they are judging," noted Costa. "If seeing these younger Marines inspires some of the students to consider being in the military means being part of an organization that values education and values interactions such as this, then it can also be a bit of a recruiting tool to plant a seed for a future Marine, sailor or Airman. Everyone is served well by this."

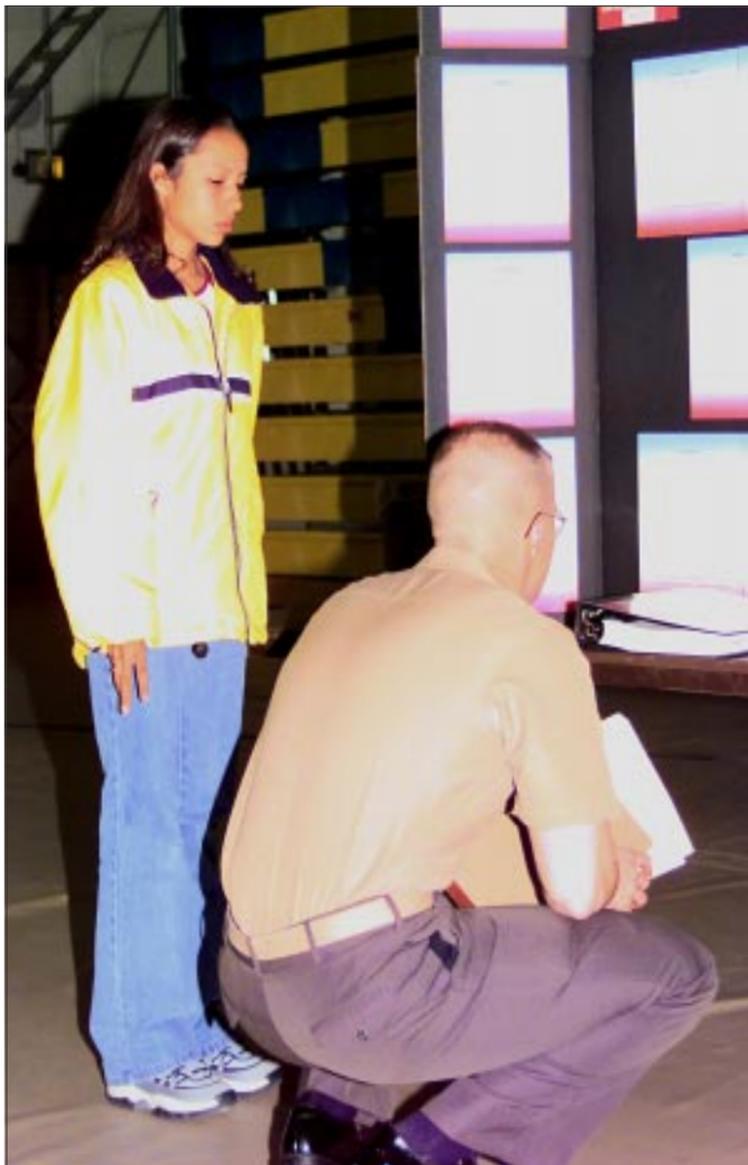


Photo by Cpl. Brian Davidson



Photo by Cpl. Brian Davidson

(Above) LCpl. Martin Coronado (center, facing) and PFCs James E. Woods, Jr. (left), and Nicole D. Verene (right) bring Col. Mark A. Costa (center), base commander, up to speed on judging procedures and standards used to evaluate each science project.

(Left) 1st Lt. John K. Norris, Jr., interviews Christine Concho, a 10th grade student at Barstow High School, about the merits of her science fair project, which focused on the effects of global environmental trends on some of the earth's smallest inhabitants, termites. Concho is one of the areas most promising, budding scientists. The project she entered last year earned her the distinction of being an international competitor.

# SPORTS

## Playoff injuries spell defeat for Business

By Cpl. Brian Davidson  
BARSTOW LOG staff

It was evident to everyone following it the intramural basketball season grew more interesting and competitive as it went on. The fat lady sang her song, and the notes rang bitter for Business.

The last game for the season championship, played between the Business and NTC, took place Thursday night under the glaring lights of the Base Fitness Center.

To sum it all up – NTC emerged victorious by forfeit. Be that as it may; they are the champions and everyone else isn't. NTC and the Business dominated the season and few were surprised that it all boiled down to the two teams; the young and swift versus the salty and seasoned.

Both teams brought the requisite skills to make the game exciting, but the edge went to NTC.

A bankrupting combination of foul trouble and injuries left the Business shortchanged. Officials closed the door on the Business' dream of bringing home the intramural championship and, of course, the coveted bragging rights that accompany the title.



Photo by Cpl. Brian Davidson

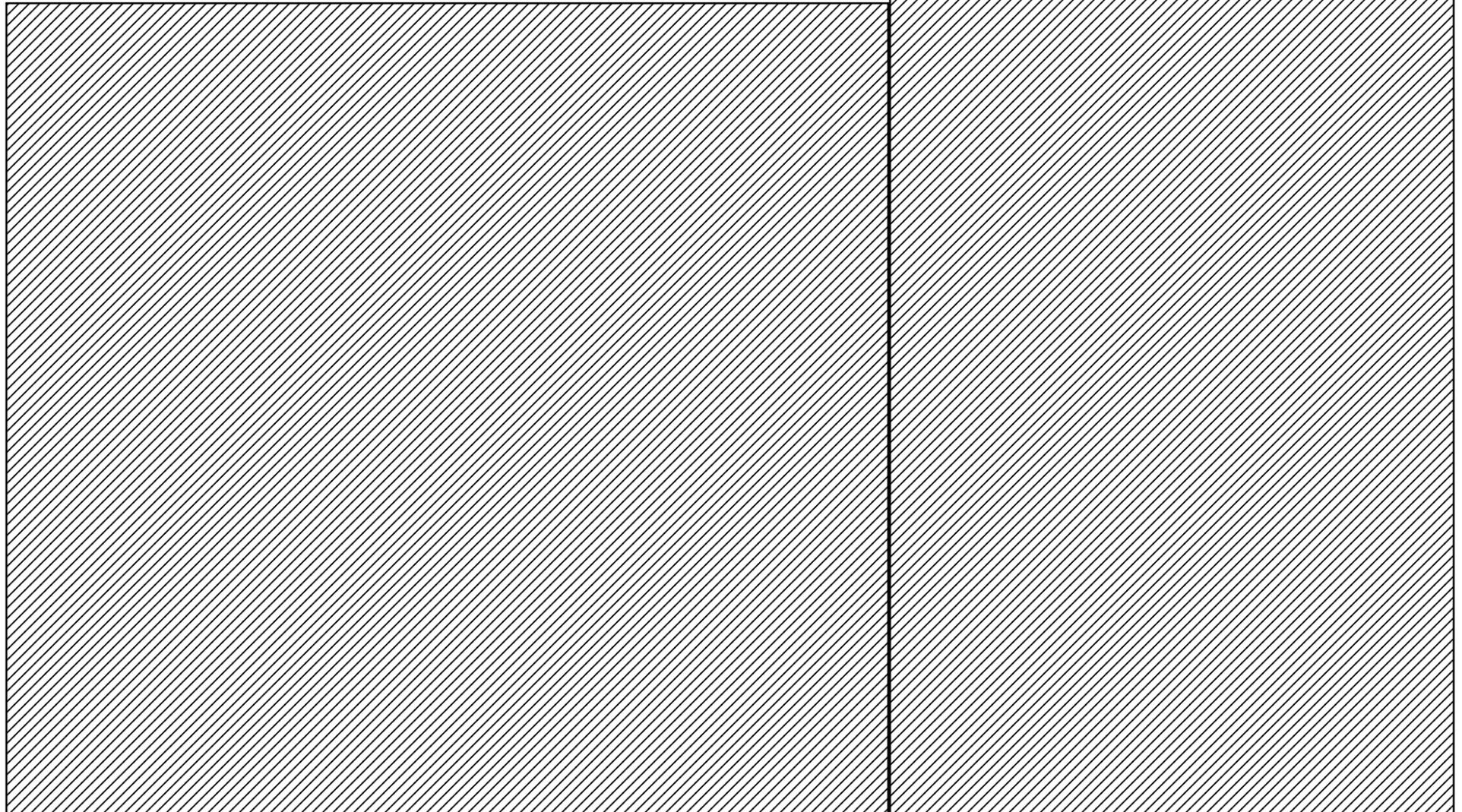


Photo by Cpl. Brian Davidson

(ABOVE) Top Gun's Phillip Lamb (white shirt) posts to defend against Business' Paul Bradley, #33, during the first-round of intramural basketball playoffs Tuesday night. (LEFT) Travis Fallin (center) gets ready to grab another rebound in semi-final action against Top Gun.

### *For the record*

Team	Wins	Losses
NTC	12	1
Business	11	3
Top Gun	9	6
Enforcers	5	8
Clinic	2	11
Rock Bottom	1	11





**By Jim Gaines**  
MCCS Publicity

**Lunch menu**  
**Today** - Mushroom stuffed chicken.  
**Friday** - Hoki fish.  
**Monday** - Chili Mac and grilled cheese sandwich.  
**Tuesday** - Lasagna.  
**Wednesday** - Salisbury steak.  
**Thursday** - Chicken cacciatore.  
 All above meals 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. Lunch is served Monday through Friday at the

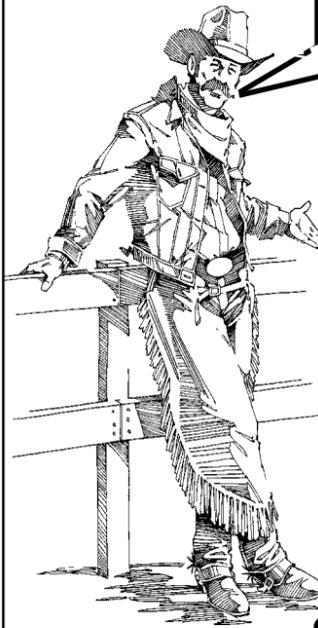
Cactus Cafe from 11:30 a.m. to noon. Price is \$3, military, \$4.50 civilian. The Family Restaurant offers a la carte and Sub Sandwich menus for lunch. The Cactus Cafe also offers a limited a la carte and Sub Sandwich menu for lunch.  
 For more info call 577-6428.

**Family Night Dinner Menu**  
**Tonight** - Prime Rib.  
**March 2** - Sliced roast chicken.  
 Family Night dinners are served Thursday evenings from 4:30 p.m. to 7:30 p.m. Cost is \$4.50 for civilian and military personnel, \$2.50 children from 5-11 years. Four and under are free.

## WILD WEST NIGHT AT THE OASIS CLUB COMING MARCH 25TH

Come on over to the best event of the year. Good food, good dancing, good fun - right here pardner.

Free Souvenir Mugs 2000 while they last!



FLEET SUPPORT CENTER PRESENTS AN 1880'S WILD WEST NIGHT  
 SATURDAY, MARCH 25, 2000 - 6 P.M. TO 12 A.M.

**EVENING ITINERARY**  
 6-7 P.M. COCKTAIL HOUR  
 7-8 P.M. DINNER  
 FOLLOWED BY DJ/MUSIC, CONTESTS & LINE DANCING

**TICKETS**  
 Advanced purchase \$10.50 - At the door - \$12.95  
 Advanced tickets must be purchased by March 21.  
 POC for tickets: Capt. Sobien HQBN 6801, Capt. Quiner FSC 7776, MSgt. Wilkinson PMO 6858, SSgt. Rancourt MC 7253, SSgt. Hill ISO 6671, SSgt. Owen MCCS 6899, Willie Krause I&L 6753

Open to all Military & Civilian personnel & their guests

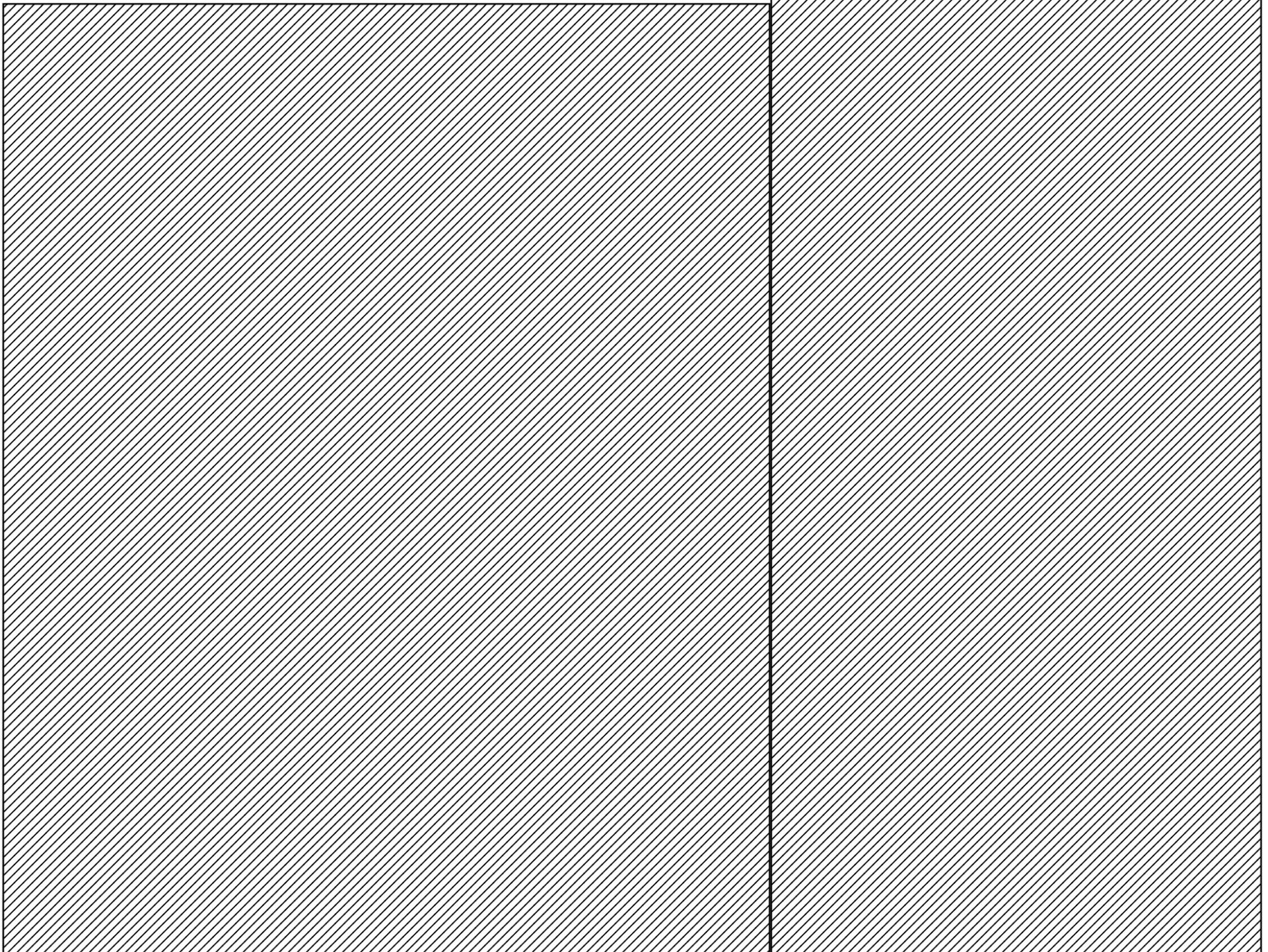




Photo provided by Leak family

Carrie Leak is trying to make her way to Australia this summer and play soccer in the People to People Sports Ambassador Program.

# Local girl wishes for soccer trip

By Cpl. Matthew R. Weir  
BARSTOW LOG Staff

A local girl has been offered the chance of a lifetime, but she might not have enough money to take a chance like that.

Carrie Leak, daughter of GySgt. David and Isidra Leak, is trying to make her way to Australia this summer and play soccer in the People to People Sports Ambassador Program.

This program was started by President Dwight D. Eisenhower in 1956 and has sent thousands of United States students overseas for the international experience.

Balanced with athletic and educational value, the trip also offers students a chance to gain extra high school and college credits.

The trip is scheduled to go from June 26 to July 11, at a total cost of \$3,500 plus expenses. For a small

military family with three children this money is hard to come up with.

"So far I've made about \$25 from recycling aluminum cans," said Carrie, who has other ideas to raise money.

She plans to hold a bake sale at the end of the month and a car wash in the future.

On weekends, Carrie and her mother have been hitting local shopping areas to solicit contributions. Those contributions won't go unrewarded either. In a letter she wrote, Carrie promised to name each organization or person who provides support in a local newspaper with a welcome back reception at the Leak home when she returns. Carrie also promised to bring back a souvenir for every sponsor who donates \$100 or more.

Carrie has been playing soccer since the fifth grade, but she hasn't always had aspirations of being a

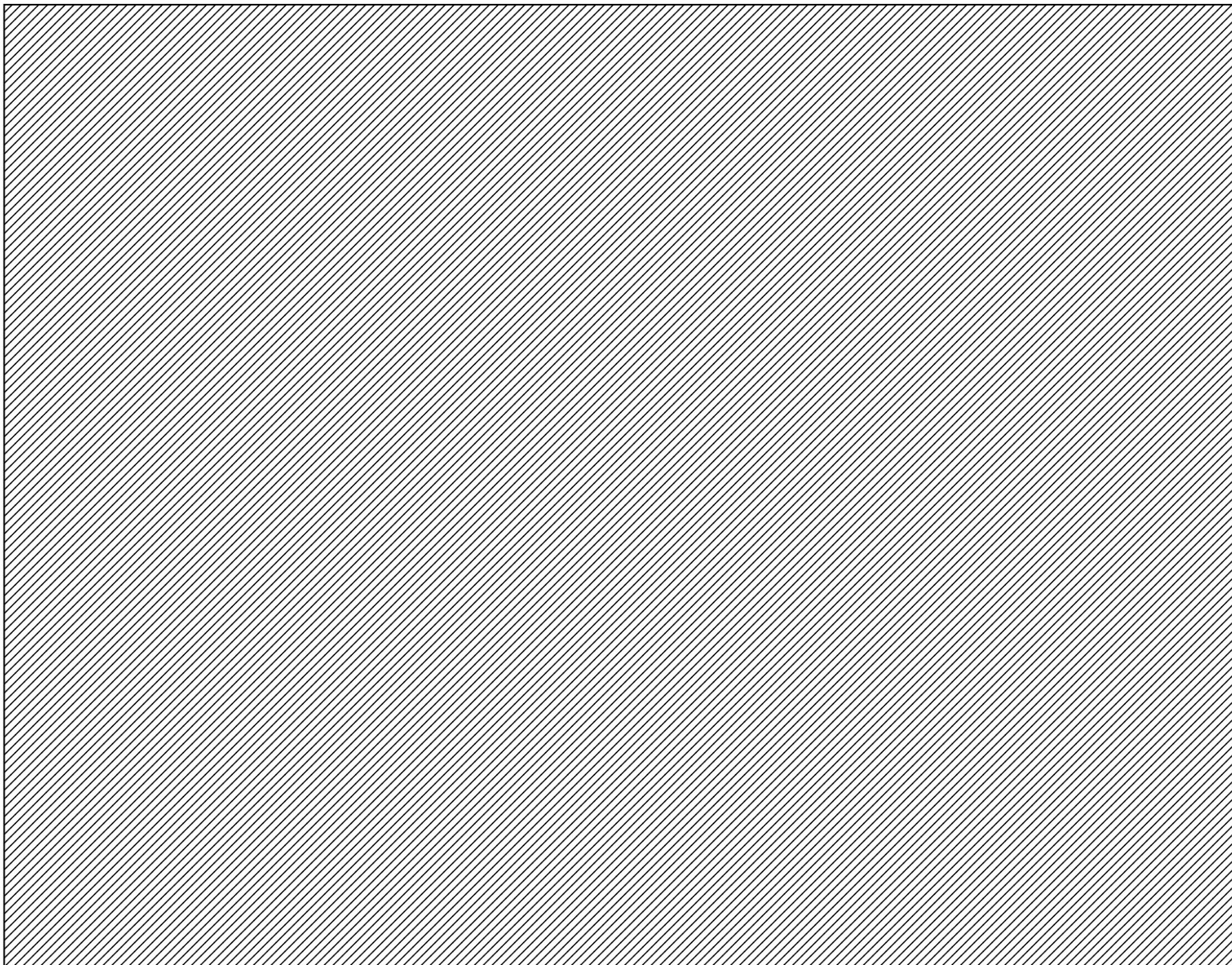
great soccer player. "When I was little, I wanted to be a basketball player," she said. But playing and staying competitive for so long has helped set Carrie's mind on a new goal.

"I would like to go to college and play soccer on a scholarship," Carrie said. "I think going to Australia and getting college credits might help my chances."

Carrie's mom has a positive outlook for her daughter's trip. "This is a wonderful opportunity for her," she said. "It will help open up a lot of doors. We are going to get her the money to go no matter what."

So far the Leaks have come up with more than \$500 through family and friend contributions and Carrie's odd jobs. As the time to leave approaches Carrie has to work even harder to find money for her trip.

For more information contact Carrie Leak at 252-7630.



**TRADER ADS:** Please submit all Trader Ads to [daileyb@barstow.usmc.mil](mailto:daileyb@barstow.usmc.mil) by noon Friday.

**1997 GRAND MARQUIS:** Fully loaded with 47,000 miles., xlt cond., \$15,000. Call after 4:30 weekdays or all day on weekends 252-5911.

**1992 HONDA ACCORD:** 4 dr, DX, AM/FM stereo tape, A/C, 4cyl 2.21 L, 5-spd trans., Air bag, power brakes, tilt steering, velour cloth seats, tinted windows, \$6,000. Call 252-7126.

**1985 LINCOLN CONTINENTAL:** Gray interior and exterior, fully loaded, well-maintained inside and out. \$3,500 OBO. Call 256-6447.

**1985 JEEP CHEROKEE:** White, manual trans., new tires, brakes, clutch. \$2,500 firm. Call 252-7600.

**FOR SALE:** AIWA stereo system, 200w, five speakers, 3-disc changer, dual cassette, AM/FM radio, electronic graphic equalizer, 3-D sound, multi-jog dialer, full-function remote. Unused, still in box. \$300 OBO. Call 957-1622.

**FOR SALE:** 500 pound overhead air hoist, \$125. Call 243-1392.

**FOR SALE:** Dining room table with 4 chairs, black metal and glass, \$100; Work bench, steel and wood, 8 foot long, \$150; Couch, sleeper, tan, \$150; Nintendo arcade box, \$50. Call 252-7789.

**FOR SALE:** Graco open-top infant swing, \$25; Clothes dryer, \$50; Treadmill with safety feature, \$300. Call 252-4728.

**FOR SALE:** Sectional, blue, 2 recliners love seat with small storage area, queen-size sofa sleeper, also a rocker/recliner, must see to appreciate, \$1,000. OBO. Call 256-6632. Lv msg.

**FOR SALE:** Almond G.E., 18 cu . ft. Refrigerator, \$200; Bassett sleeper sofa and loveseat, earth tones set \$275; Kitchen table, black wood, folding end leaves, \$75; Stereo cabinet with tape storage, black wood, heavy, \$75. Call 252-4072.

**FOR SALE:** 1997-99 Ford F150 - F250, factory sliding rear window, take out, \$200. Call 243-1392.

**FOR SALE:** 411 Posi GM rear end; 455 Olds Engine; 400 Olds trans. \$350 for all. Call 252-9199.

**FOR SALE:** 27-foot Catalina sailboat, located at Camp Pendleton with a military slip that transfers with the boat. Way too many upgrades to list. \$12,000. Call 957-1812 for details and pictures.

**FOR SALE:** Registered thoroughbred brood mare, 15 yrs, 15.2 hands, English reigner, dark bay. \$1,000 negotiable. Call 952-1934.

**FOR SALE:** Electric mobility, Rascal, model R200, 3 wheel scooter with instructions and walker holder, never used, stored inside. Purchased 12-10-98, for \$1,688. Asking \$1,300. Call 256-6117.

**WANTED:** Queen-sized bed in good condition. Call 252-2687. Lv msg.

**WANTED:** Older 4x4 in running condition or not. Call 252-9199.

**BRIEFS from Page 3**

Highway Stations, the yearly event will sell freshly cut daffodils, the first flowers of spring and a symbol of hope for cancer patients.

Community members can order their flowers or volunteer to support the program by calling John Rader at 256-1761, extension 340.

**ADDRESS from Page 1**

one another.

"Don't let yourselves be divided so someone can conquer," he said. "That is the biggest challenge I believe you have."

"When management does not have the same agenda as labor, you are fighting each other," cautioned Costa. "We need a coordinated effort. At the local level we can have partnership. We can be united."

The colonel explained that efforts must go beyond the local level. During this time of change in the federal workforces, change outside the base must support efforts here.

"Not in each individual installation should this revolution take place, but across the nation," said Costa. "Make the changes in [the Office of Personnel Management]. Give us the opportunity. Let us use creative pay incentives for our federal workforce. The same things our competitors use."

"Don't hold us to the limitations of the federal workforce of the past," pleaded Costa. "Let us show them that if we are treated the same way, given the same rules and play on the same level field, we are good. We will produce, and we will beat the competition."

He then urged members of the FMA to solicit support from their organization.

"I challenge you, the members of the FMA, to send that message to your national leadership," he said. "Do not dismantle the federal service by allowing individual studies and reengineering throughout DoD and the federal government slowly pick away at the workforce."

During the question and answer period, a question was raised about the possibility of another round of Base Realignment and Closure in the next decade, and concern over whether or not MCLB Barstow will remain open.

"I wouldn't even lose sleep over it," said Col. Joseph Martin Jr., Director of the Maintenance Center.

"Because of the multi-commodity capabilities that the two depots [Barstow and Albany] bring to the Marine Corps, there's nobody out there that can do the type of work that we're doing."

The trail is not yet blazed, and the wagons are not yet circled. Still, the mission is outlined.

"I ask you to join me at this crossroads," concluded Costa, "and be motivated by the pioneer spirit and together strike off and blaze a new trail and a new effort."

**Parent roundtable**

Join the parent roundtable for "Raising Adults," a humorous and common sense approach to effective child discipline.

Ben McCart hosts the Tuesday roundtable from 3:45 to 5:15 p.m. in room 10 of the McKinney Complex.

The session is free and open to all military personnel and their spouses,

but seating is limited.

Call Personal Services at 577-6533 to reserve a space.

**Scholarship, loan program**

The Navy/Marine Corps Relief Society is offering the Vice Adm. E.P. Travers Scholarship and Loan Program that either grants up to \$2,000 per year

or gives a \$3,000 per year interest-free loan. Application deadline is March 1.

For more info, call NMCRS at 577-6627 or 256-1378, or stop by their office.

**Protect yourself**

Come to the Rape Prevention and Awareness Workshop sponsored by

MCCS, Person Services Division, to learn about rape facts, prevention and awareness.

You will have the opportunity to actively participate in learning the self-defense techniques demonstrated by a martial arts instructor.

Call Personal Services at 577-6533 to sign up for the Wednesday class from 4 to 6 p.m.

