

BARSTOW LOG

SUPPORTING MCLB'S VISION FOR THE 21ST CENTURY

Vol. 7, No. 23

Marine Corps Logistics Base Barstow, California

June 12, 2003

Commander's Forum

Use of government vehicles in question.

Page 2

IRS Tax Break

An extra bonus check to come for some.

Page 4

Pool Hours

Revised hours for family and oasis pools on base.

Page 6

Inside MCCS

A look at the services provided at the Lifelong Learning Center.

Page 12

Check out the Marine Corps Web site.

<http://www.usmc.mil>

BARSTOW LOG
SUPPORTING MCLB'S VISION FOR THE 21ST CENTURY

<https://www.barstow.usmc.mil>

MCLB realignment sets up for future

By **Rob L. Jackson**
BARSTOW LOG staff

Maintenance Center Barstow is experiencing a transformation but unlike the Bruce Banner/Incredible Hulk change, this one is expected to improve and benefit the organization in the months and years ahead.

The changes were put into motion from October to January beginning with Col. Rob Gerlaugh, MCB commander, meeting with every employee from each cost work center for two reasons: to give them his Commander's Intent and to hear from them.

"It was a way of learning and assessing what the organization does well and what we need to do better," said Gerlaugh. "One thing stood out in my mind after these

sessions: the Department of Defense depot maintenance business environment and performance standards have changed over a number of years and we need to make the decision as an organization to change as well."

Also during this time the MCB commander read everything he could get his hands on and talked to anyone who knew anything about the Theory of Constraints and why the organization wasn't doing any better at it than he thought it should.

The Theory of Constraints is a business methodology used to solve problems of bottlenecks, scheduling, and inventory reduction, as described by Dr. Eliyahu M. Goldratt in his book "The Goal."

"From all this, and few trips to Albany, it became very apparent to me that we were essentially a pretty

good baseball team at one time that suddenly found itself on a football field trying to run football plays," the commander said metaphorically. "You just can't get there from here."

According to Gerlaugh, MCB was not set up to carry out production using TOC.

The Maintenance Center operated by individual business centers, which by definition meant each had its own budget, its own agenda and priorities.

Although the business center model was designed to produce equipment for its customers on schedule and to cost, we weren't accomplishing these mission essential tasks consistently, he said.

"We put a group together, about 12 to 14 people, that included the best minds we had from the production planning standpoint and the

shop floor," Gerlaugh said. "Here we got a two-for-one deal, because we not only had some really experienced guys from our shops but a few of them were also union stewards. It was important to have our AFGE Local 1482 folks involved to help us make these changes effectively and help keep our workforce informed along the way."

Included among that group was Lucianna Wais from the Human Resource Office to assist with the setting up and carrying out MCB's realignment so there would be no mistakes from an HR perspective.

"We are very grateful for the support we got from Esther Gonzales and the HR people," he said. "Lucy Wais came to us in January and has done a magnificent job in helping

See MCB Page 6

MCLB divisions help support N/MCRS

By **Lance Cpl. Andy J. Hurt**
BARSTOW LOG staff

MCLB Barstow's annual Navy-Marine Corps Relief Society fund drive comes at a special time.

Like worker-bees buzzing around the honey-hive, employees here toil in their cubicles for months beforehand scheming the perfect way to lure base employees into their corner of the base for a taste of the sweet nectar.

Or, in this case, chilidogs, sausage, Indian bread tacos and ice cream mixed with bananas, or, banana "splits," as they are so tactically marketed – as these High Desert delicacies should be.

But marketing is intended to do more than entice people to stuff their mouths.

It is intended to generate an interest in people to help take care of Marines and sailors by giving to N/MCRS.

The N/MCRS is a nonprofit, charitable organization that provides financial, educational, and other assistance to members of the naval services of the United States, and their eligible family members and

survivors, when in need.

This year's N/MCRS fund drive was particularly special, when employees welcomed the addition of a silent auction to the whimsical mix of baked treats and roasted delicacies.

A hand-made quilt, soap and lotion basket and an array of scented candles were three different lots that employees could bid on without anyone knowing what their bid was in a silent auction.

The quilt, which began as a simple idea in the minds of several gifted employees from the Military Personnel Division here, became the highest-grossing single item in the drive.

Master Sgt. David W. VanHovel, assistant base inspector, took home the spoils with a donation of more than \$500.

"The (N/MCRS fund drive) spawned many traditions over the years," said 1st Lt. Michael R. Smith, finance officer and fund drive treasurer.

Traditions like the "Budget Ladies" bake sale, which brings joy to

See N/MCRS Page 2

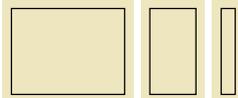


Photo By Lance Cpl. Andy J. Hurt

Lance Cpl. James Hainer, DMS Technician, Communications Division, sprays Crestline Elementary School students at the end of their Field Day with a fire hose provided by the Barstow Fire Protection District. Marines from MCLB Barstow helped with the events at the school June 3. See related story and photos on Page 8.

The Commander's Forum

The "Commander's Forum" is a tool of the base commander to hear and address the concerns of base residents, employees and others. To contact the Commander's Forum, call the hotline at 577-6535 or send your concerns via e-mail to Forumc@barstow.usmc.mil.



Government vehicles for common use

Q "I would like to know the base policy on using a government vehicle to visit a friend during break time. I would also like to know the policy on when one employee gets off at 3 p.m. and then goes to the work site of another employee that does not get off until 4 p.m."

A The base policy states that government vehicles will be used for official business only; however, when employees are driving a government vehicle to another work site and want to take their scheduled break in another area, they should first notify their supervisor.

There is no written policy on visiting another employee during working hours; however, employees are expected to adhere to the work hours assigned and performance of their work during the scheduled work hours. Visitors to a work area including base employees should ensure the supervisor is notified and has granted permission.

Hearts need compassion

By Lt. Cmdr. Randel Livingood
Base Chaplain



I have been thinking a lot lately, probably not unlike many people, about the course our world has taken over the past year or so. Specifically, I thought about the terrorist attack on Sept. 11, 2001 and

what world changing event that was. It was a horrible, catastrophic event that changed our world forever and brought America to a place that several other nations have been for quite some time. We now must be ever vigilant, watching for people who do not seem to fit, or simply look out of place. These changes have brought heightened security at the airports and greater awareness that the world is no longer a place where people can be implicitly trusted to do the right thing. Listening to the news last night I learned that there are large segments of people overseas who believe that Osama Bin Laden is one of the world's great leaders! I wondered how that could possibly be?

Struggling with those thoughts, I decided to sleep on the answers and when I awoke today I was prompted to begin pondering that again. What kind of people can believe that a person who commits heinous crimes against humanity is a great leader?

As I read through the readings for the daily office, I came across what may be part of the answer and I would like to share that with you. I would like to share it partly because I believe that we all have the ability to be a little "hard-hearted."

In the Hebrew Scriptures a writer named Ezekiel records a few words that really shed some light on this question. He discusses how the people of Israel have been scattered abroad, but how the Almighty will bring them back together.

He states that the people will be given one heart and will receive a new "spirit." This reminded me of the few months after the Sept. 11 attacks when people seemed momentarily to gain a grasp of what was important.

Road rage incidents dropped significantly because people decided that it was easy to be courteous to one another. There were more people thinking about others rather than themselves and there seemed to be a growing unity in the country as a whole. There was a

See **CHAPLAIN** Page 5

N/MCRS from Page 1

the hearts of many young leathernecks each spring, is one such tradition, which proved itself extremely profitable this year, raking in about \$570 this spring.

Communications Division's famous Indian bread tacos, a hearty blend of meat, lettuce, tomatoes and cheese, came in a close second, raising "right around" \$500, said Smith.

Cookies and cheesecake; however, may have won an unspoken place in the hearts of many this year, but Communications

Division won the imaginary medal in the field of raising money for going above and beyond the call of duty by raising over \$1400 for N/MCRS.

ASD, whose fund raising efforts brought them into a close second, earned more than \$675 this spring.

Next in the running was the Office of the Comptroller at over \$572, with Maintenance Center Barstow close behind at \$352.

Fleet Support Division, Environmental and the Contracting and Purchasing Office brought in a combined total of more than \$360.

Just did my job ...



Photo by Curt Lambert

Staff Sgt. Jimmy Hill gives his retirement speech June 5 in front of Building 15. Hill served at the Communications Division, the S-3 shop, and the Marine Corps Mounted Color Guard during his time at MCLB Barstow.

<p>Chapel Services</p> <p>Protestant Sun. 8:30 a.m. Mass Sun. 10:30 a.m.</p> <p>Confession services before Mass</p>	<p>Catholic Rosary</p> <p>First Saturday of every month. 3 p.m. at the Base Chapel.</p> <p>For more info call 577-6849.</p>	<p>Nebo Bible Study</p> <p>Wednesday Noon-1:30 p.m.</p> <p>At the Chapel Office.</p> <p>For more info call 577-6849.</p>
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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 and phone number, and be received by noon Thursdays for the next week's issue. Submit news briefs via e-mail to editor@barstow.usmc.mil.

Lunch Menu

Unless otherwise indicated lunch menus for the Family Restaurant and Cactus Cafe are the same. Lunch menus are subject to change.

Today – 6" Mexicali sub

Friday – Baked salmon

Monday – Beef stroganoff

Tuesday – Baked chicken

Wednesday – Yankee pot roast

Active duty military \$3.25, all others, including civilians \$4.75. Lunch entrees include roll/butter, vegetable, coffee, tea or soft drink.

Lunch is served at the Family Restaurant from 10:30 a.m. to 1 p.m. At the Cactus Cafe from 11 a.m. to noon. Cactus Cafe serves hamburgers, subs, salads and other line items available for walk-in lunch—for other Family Restaurant lunch menu items, call in orders before 9:30 a.m. to the Family Restaurant at 577-6428.

Breakfast

Breakfast at the Family Restaurant is from 5:30 to 7:30 a.m. At the Cactus Cafe from 5:30 to 6:30 a.m. Prices: Active duty military \$1.60, all others \$3.25.

Family Night Dining

Tonight – Stir-fry night. Chicken or pork stir-fry, steamed jasmine rice, dessert, plus a fountain drink of choice.

Clinic Closure

The Branch Medical Clinic here will be closed Friday in celebration of the 105th Navy Hospital Corps birthday.

The dispensary in Building 573 at the Yermo Annex will be open for occupational health services for MCB workers from 7 a.m. to 3:30 p.m. For more information con-

tact Helen Sampilo-Spencer at 577-7745.

CWRA Baseball Game

The Civilian Welfare and Recreation Association is sponsoring a trip to see the Anaheim Angels play the New York Mets Friday.

There will be a fireworks show after the game.

The tickets are \$7 and there are 25 of them available. The seats are between 3rd base and home plate and are non-refundable. For more information or tickets, call Vince Chavez at 577-7580.

Town Hall Meeting

A Combined Town Hall meeting will be held Wednesday at 6 p.m. at the Youth Activities Center. All base residents are welcome to attend.

For more information on this meeting, call 577-6556.

Huck Finn Jubilee

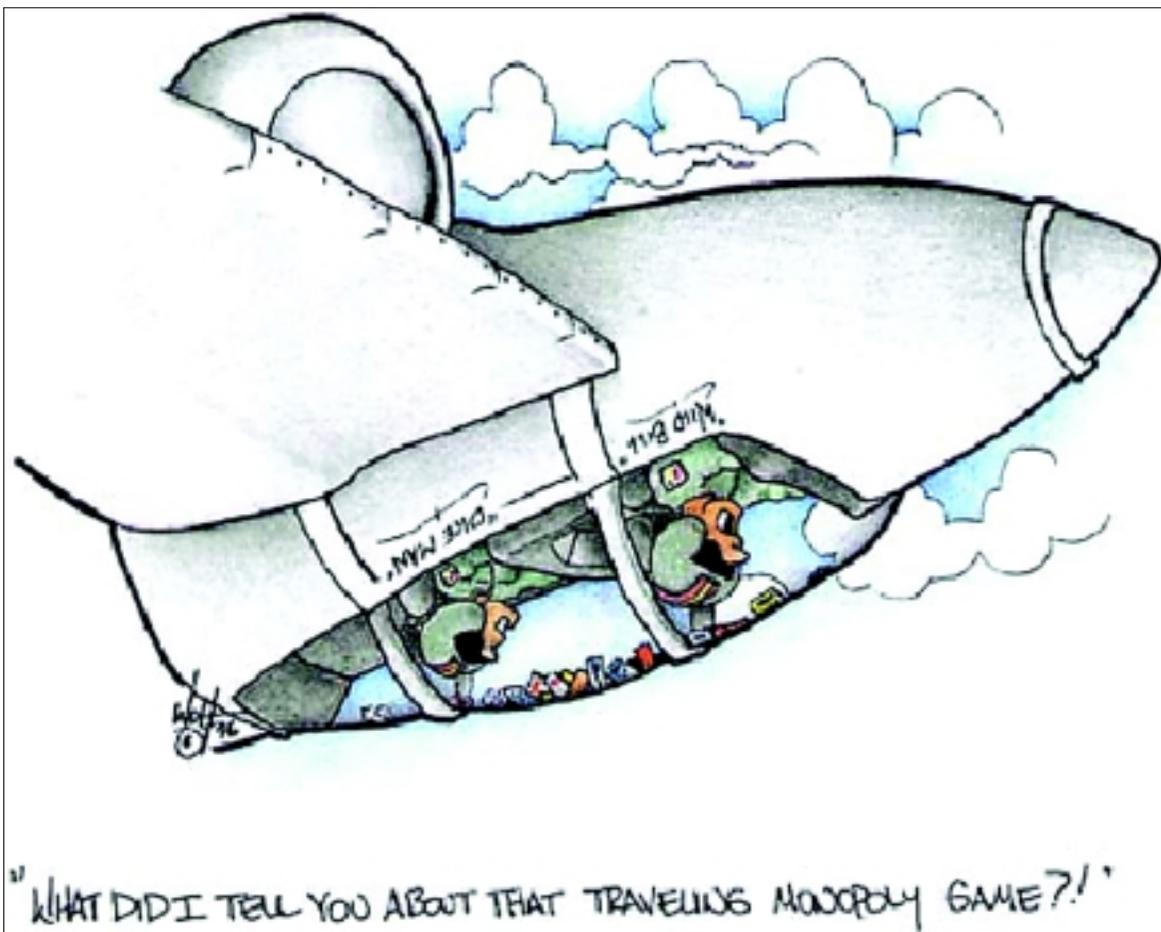
The Huck Finn Jubilee will celebrate its 27th season Friday through Sunday with hot air balloons, river contests and music, headlined by Patty Loveless. The event is located at the Mojave Narrows Regional Park, which is south of Victorville. The price is \$15 for adults, \$5 for children 6 to 11 years old, and free for children under 6. For more information, call (909) 780-8810 or visit <http://www.huckfinn.com>.

Flag football tournament

The Single Marine Program will be hosting a flag football tournament and barbecue on June 20 at Sorensen Field. This activity will be tied in with the "101 Days of Summer," and sponsored by Semper Fit, Substance Abuse Counseling Center and the Single Marine Program.

In coordination with club services, food and non-alcoholic beverages will be provided.

Semper Fit and SACC will display pamphlets, drug identification kits, and substance abuse pathology exhibits to educate Marines, family members and retirees on the dangers of drug use and advocate responsible drinking.



The SACC and Semper Fit will set up the health promotions table at each event.

Relay For Life

The American Cancer Society's 5th Annual Relay for Life is June 21 and 22 at the Barstow SPORTSPARK.

Opening Ceremonies will start at 8:30 a.m. and the walk will last for 24 hours.

Teams of 10 to 15 members will walk the entire time with music, activities and games to keep the walkers and runners motivated.

For more information, call Cindy Ulibarri at 256-0935.

Electrical Outage

The power will be cut off at the RV Park area June 23 from 7 a.m. to 4 p.m. On June 28, the electricity will be cut off at Buildings 103 and 372, and the front gate area from 7 a.m. to 4 p.m.

The electricity will be out in the area east of the golf course to the sewer

plant from 7 a.m. to 4 p.m. July 1 and 2. The golf course club house will not be affected.

Tees and Trees specials

Breakfast Club Special - Tuesdays, Wednesdays and Thursdays from 7 a.m. to noon, green fees: \$5 for 9 holes, \$8 for 18 holes.

Call for details 577-6431.

Tees and Trees golf course is open seven days a week from 7 a.m. to dusk.

Summer YAC Programs

Summer fun at the Youth Activities Center for youth ages 6 through 15 began Monday.

This program will run Mondays through Fridays from 9 a.m. to 3 p.m. through August 22.

The program will not be in session July 4. Program space is limited to 60 children.

Each week will have a fun theme with activities such as field trips, arts and crafts, swimming and sports activities.

Meals will not be provided, however, the YAC snack bar will be open for children who wish to purchase food.

The cost of this program will be \$20 per week for the first child and \$10 per week for each additional child.

There will be extra charges for some field trips, and children must provide their own snack lunch for the field trips.

Open recreation is scheduled from 3 to 5 p.m., Mondays through Fridays for children. For teens the

schedule is 5 to 7 p.m., Mondays through Fridays.

The YAC is also open to all ages from 10 a.m. to 6 p.m. Saturdays. Open recreation dues are \$5 per month for one child, \$3 for each additional child in the family.

Open recreation will have special field trips and activities scheduled for teens, ages 13 to 18 during the summer, to include a trip to Magic Mountain.

Space is limited. For more information call 577-6287.

MCCS One Source Online

MCCS Onesource Online offers assistance on a variety of issues including taking care of your family, building your career, managing your money, strengthening relationships, and coping with the stress of everyday life.

The innovative features of MCCS Onesource Online will save time by offering:

- Direct access to locaters. Search for child care programs near home or work, K through 12 schools in any neighborhood, and day or overnight camps, health and wellness programs, and providers of smoking cessation and weight management to massage therapy and yoga. Locate nursing homes, assisted living arrangements, and home health agencies.

- Access to consultants via "e-mail a consultant." Follow a few simple steps and submit your question to a consultant via e-mail. Consultant follow-up usually within 24 hours with an answer to questions.

For more information call Leo Dumo at 577-6533.

Job Watch

AnnC No.	Title/Series/Grade	Open	Close	1st Cutoff	Location
DEU-232-03-NR	Electronics Mechanic (Electo-Optics) WL-2604-12	05-30-03	06-13-03	06-03-03	MCLB Barstow

Applicants interested in the above positions should submit résumés online at the following Web sites: <http://www.donbr.navy.mil> and/or <http://www.usajobs.opm.gov>.

For information regarding open continuous announcements go to <http://www.donbr.navy.mil> For more information concerning public job announcements visit the Self-Service Center, Building 236, Mondays through Fridays from 7 a.m. to 3:30 p.m. or call the Human Resources Office, 577-6357, 577-6279, or 577-6481.

This is not an official list. See the Web sites listed for a complete list.

Taxpayers to receive advance Child Tax Credit this summer

Released by Internal Revenue Service

WASHINGTON — Beginning the last week of July, eligible taxpayers who claimed the Child Tax Credit on their 2002 tax returns will automatically receive an advance payment of the 2003 increase in this credit, the Treasury Department and Internal Revenue Service announced May 28.

Taxpayers will not have to take any action to get this advance payment of up to \$400 per qualifying child. The Treasury Department and IRS will perform all the calculations and automatically mail a notice and a check to each eligible taxpayer.

“The only thing the taxpayer needs to do is cash the check,” said Mark W. Everson, IRS Commissioner.

“If you qualify, we will send you a notice. There’s no need to call, no need to apply, no need to fill out another form. The IRS will do all the work. A few days after the notice, you will get the check.”

The checks – an advance payment of the 2003 increase in the Child Tax Credit – will be based on the child tax credit claimed on

the taxpayer’s 2002 tax return.

The Jobs and Growth Tax Relief Reconciliation Act of 2003 increased the maximum child tax credit for 2003 to \$1,000 per child, up from \$600 for tax year 2002.

The law further instructed the Treasury Department to provide the difference – up to \$400 per child – as an advance payment to each eligible taxpayer this summer.

The Treasury Department will issue about 25 million of these checks this year, beginning with three principal mailings on July 25, Aug. 1 and Aug. 8.

Taxpayers who filed returns after April 15 – for example, those with automatic extensions – will receive their advance payments after the IRS processes their returns.

They should not make any change to their 2002 returns or remittances based on an expectation of an advance payment check.

The IRS will send notices to taxpayers on July 23, July 30 and Aug. 6, informing them of their advance payment amount.

The IRS urges taxpayers to hold on to these notices for their 2003 tax returns.

See TAX Page 11



Photo by Sgt. Joseph Lee

Robert Wyman (with plaque), chief of the MCLB Fire and Emergency Services Division, and MCLB Barstow firefighters receive a plaque from Ken Hammond (in suit), chief of the Big Bear Fire Department, in recognition of firefighter training support conducted by the MCLB Barstow firefighters for the Big Bear Fire Department.

Secretary Rumsfeld makes case for transforming civilian workforce

By Jim Garamone
American Forces Press Service

WASHINGTON – Defense Secretary Donald H. Rumsfeld cleared up some misconceptions about the proposed DOD civilian personnel system during testimony before the Senate Governmental Affairs Committee June 4.

Rumsfeld said that the current system is not flexible and agile enough to confront the dangers of the 21st century. Basically, he is asking Congress to approve a new way of hiring, rewarding, assigning and firing federal workers to meet these challenges.

DOD has more than 730,000 civilian workers. They are an important part of the department. Rumsfeld, Joint Chiefs chairman Air Force Gen. Richard Myers and Chief of Naval Operations Adm. Vern Clarke emphasized that to transform the department, it must be allowed to transform the civilian workforce.

Rumsfeld spoke about what the new system will and will not do. "It will not remove whistle-blowing protections," he told the senators. "Those who report mismanagement, fraud (and) other abuses will have the same

protections that they have today."

The system will not eliminate or alter employee protections available through the equal employment opportunity complaint process, nor will it in any way affect the rights of DOD employees under civil rights laws.

"Notwithstanding the allegations to the contrary, these proposals will not remove prohibitions on nepotism or political favoritism, as has been charged," he said. "Those things will properly continue to be prohibited."

The proposed changes will not eliminate veterans' preference, nor will they end collective bargaining. "What it would do is bring collective bargaining to the national level, so that the department could negotiate with national unions, instead of dealing with more than 1,300 different union locals, a process that is inefficient," he said.

The proposed changes will not give the department a blank check to change the civil service system unilaterally. "Like the system Congress approved for the Department of Homeland Security, before any changes are made to the civil service system, the employees' unions must be consulted,

the Office of Personnel Management is involved in design, and any disagreements would have to be reported to Congress," Rumsfeld said.

The new system would give the president a waiver that would allow him to give the department the flexibility to respond in the event national security requires DOD to respond and act quickly.

The national security personnel system will not result in the loss of job opportunities for civil service employees, the secretary said. "It's the current system that limits opportunities for DOD civilians," he said.

Presently, some 320,000 jobs that should be filled by civilian personnel are done by military members. The secretary said this is because it is easier to manage service members and contractors than civil servants.

"By creating perverse incentives for managers to give civilian tasks to the military personnel and to give civilian tasks to contractors, we believe that the transforming initiatives we are proposing would most likely generate more opportunities for DOD civilians, not less," he said.

The new system is the result of careful work. "These (proposals) are based

on personnel management systems that Congress approved last year for Homeland Security and many years of experience with a number of successful congressionally authorized programs," Rumsfeld said. One pilot program – the Navy's China Lake experiment that tested pay banding – has been in operation for about 20 years.

"The pilot programs, which now involve over 30,000 DOD employees, tested many of those reforms, including pay banding systems, simplified job classifications, pay for performance, recruiting and staffing reforms, scholastic achievement appointments and enhanced training and development opportunities," he said. "In each of those demonstration programs, when measured, employee satisfaction has been high, and the employers are retaining more of their top performers.

"Our objective is . . . to take those successful, congressionally approved pilot programs and expand them throughout DOD, so that more civil service employees can benefit from the increased opportunities that they've created, and so that their greater effectiveness can be applied across the department," the secretary noted.

CHAPLAIN from Page 2

"spirit" of friendliness and nationalism on the rise. Yes, we were proud to be Americans again! It wasn't too long after that when things began to fade.

It seemed that once again the country began to polarize around differing issues and the malice that seemed to dissipate had reappeared.

We had already begun to forget that what was important was to be able to acknowledge friendships, to be able to say "I'm sorry" to someone, to cherish the moments we have with friends and family because we no longer really know when they will be taken from us. It was a little sad and I think it happened because we stopped short of finishing the course.

Ezekiel went on to write that the completion of this phase would mean that we would be given hearts of flesh instead of hearts of stone. That is where we missed the mark. I believe that for many

See CHAPLAIN
Page 7

Critical days of summer mean risk management

Complied by
BARSTOW LOG staff

Every year Memorial Day kicks off the critical days of summer.

They're critical because more sailors and Marines are killed during the period starting Memorial Day weekend and ending Labor Day weekend than any other.

Basic risk management can reduce your chances of being hurt or killed by taking steps to avoid summer-time hazards. The big ones are swimming, boating, playing sports, making home repairs, drinking alcohol and driving.

Swimming – Know your limits. Swim where there are lifeguards, use the buddy system and check water depth before diving. Do not practice extended breath-holding and hyperventilation.

Never look away from children. Monitor them constantly. A moment's inattention can be deadly.

Boating – Take a boating course. Even seasoned boaters can learn something new. Ensure all boats meet Coast Guard safety requirements and everyone aboard wears personal floatation devices, particularly non-swimmers.

File a float plan and keep a watchful eye on the weather. Drinking while boating can end up in getting arrested.

Sports – Football, basketball and softball are the leading causes of recreational injuries. Poor condi-

tioning, failure to wear personal protective equipment, aggressive play, and poor playing surfaces contribute to injuries.

Regardless of the sport, warm up first. Stretch before and after play. Wear personal protective equipment and keep the game under control. Combat is meant for the battlefield, not the playing field.

Home Repair – Cleaning gutters, painting, caulking, and trimming branches usually require a ladder. Before use, inspect for damage and repair or replace. Never extend or lean too far. Move the ladder as needed.

Alcohol – It very seriously affects judgment and reflexes. Drinking to the point somebody is hurt or dies is not cool. Moderation is the key. Leaders should educate young sailors and Marines about the dangers of alcohol. Sailors and Marines should look out for their friends and be responsible for each other.

Know how many drinks are too many. Avoid operating motor vehicles and heavy equipment after the consumption of alcohol. When hosting a social gathering, make non-alcoholic beverages available to those who choose not to drink.

Driving – Going home or even just going to the beach is where most sailors and Marines get in trouble. Traffic crashes are the number one killer of sailors and Marines. It is not the road trips that

See **SUMMER** Page 11

MCLB Barstow pool hours

Family Pool

Tuesday through Friday 11 a.m. to 1 a.m. lap swimming only (all hands and civilian employees) Recreational swimming from 1 to 7 p.m. (E-5 and below, family members and guests)

Saturday and Sunday 11 a.m. to 7 p.m. recreational swimming (E-5 and below, family members and guests)

Oasis Pool

Tuesday through Friday 6 a.m. to 1 a.m. unit training coordinated through Headquarters Battalion S-3 with Semper Fit. Recreational swimming from 1 to 7

p.m. (Officers, staff noncommissioned officers, family members and guests)

Saturday and Sunday 11 a.m. to 7 p.m. recreational swimming (Officers, staff NCOs, family members and guests)

Because the new Common Access ID Cards do not include a civilian pay grade, only those civilian employees who have an active Oasis Club Members card will be able to utilize the Oasis Pool for recreation swimming. The same rules apply regarding family members. All other civilian employees and their families may use the family pool. Civilian employee pool parties at the Family Pool may be requested through Semper Fit.

MCB from Page 1

us accomplish the planning and implementation of this realignment. She also provided an invaluable link to the Base HR Office without which this process would have taken months longer to accomplish".

Gerlaugh then sent his group to the Maintenance Center in Albany to observe its organization since they have been so successful with TOC.

The team returned with information, conclusions and recommendations they made while there. Gerlaugh approved the

basic plan, which was included in his Commander's Intent.

"In May, we brought a team out from the Albany Maintenance Center, headed by their deputy commander, to review our planning and give it a sanity check," he revealed. "Based on their comments, we adjusted a little bit, and began implementing immediately."

Throughout the implementation process every step had to be documented.

"Essentially what we needed to do was

See **MCB** Page 10

Heat flags *indicate safety, not weather, temp*

By Sgt. Cory Kelly
Press Chief

The conflict of man against nature is the stuff great novels and motion pictures are made of; Titanic and Twister are only a couple ex-

amples.

In the Mojave, heat and the Santa Ana winds are the prime menaces. However, one probably shouldn't expect the release of a box office flick about the High Desert heat any time soon.

The winds and the heat together can turn what sometimes seems to be just another three-digit day into a heat casualty nightmare.

The silent killer that is the desert atmosphere wreaks its havoc almost every year, claiming at least one into

the heat casualty category.

Just in one month of the year 2000, more than 20 people fell victim to the heat, some of them members of a unit that conducted train-

See FLAG Page 11



Green flag
(80 to 84.9 WBGT). Heavy exercise for unacclimatized personnel will be conducted with caution and under constant supervision.



Yellow flag
(85 to 87.9 WBGT). Strenuous exercise, such as marching at standard cadence, will be suspended for unacclimatized personnel in their first two or three weeks. Outdoor classes in the sun are to be avoided.



Red flag
(88 to 89.9 WBGT). All physical training will be halted for those personnel who have not become thoroughly acclimatized by at least 12 weeks of living and working in the area. Personnel who are thoroughly acclimatized may carry on limited activities not to exceed six hours per day.



Black flag
(90 WBGT and above). All strenuous outdoor activity will be halted for all personnel.

CHAPLAIN from Page 5

the stony hearts of cynicism were broken up and for awhile instead of being a solid immovable, implacable stone, it became broken up and pliable ready for the stone to be replaced with a soft heart of flesh. I think that is how people can sometimes be so "heartless" to one another. So what action should we take?

Does it take a monumental national crisis to get us to soften up and see the humanity and value of the person next to us?

Does it take thousands of deaths for us to begin to value our family, friends, and loved ones? It doesn't have to be that way. We have the promise of goodness in each of us.

We have the gift of a soft heart and a unified spirit; all we need do is work on letting that gift take hold on an everyday basis.

Peace,
Fr Randel

Marines help at school field day

By Lance Cpl. Andy J. Hurt
BARSTOW LOG staff

Sixteen Marines volunteered June 3 to work with students, grades K-5, at Crestline Elementary School's annual "Field Day."

Marines assisted in making sure the day's events ran smoothly by instructing the children's activities, recording event data and providing support for faculty and staff during the seemingly chaotic day.

Most importantly, however, was Marines being given the opportunity to perform one of the most difficult and rewarding tasks all Marines face: being a role model.

"Most people don't realize the impact they have on young kids," said Gunnery Sgt. Nohelia A. Fritz, head of MCCS Food and Hospitality Branch.

Sgt. Christopher Garcia, a telephone switch technician, added that Marines also have an important impact on the surrounding community.

The Field Day was no exception to either of these responsibilities.

Crestline's relationship with MCLB Barstow starts with Marines. Many of the children whose parents work at the base attend Crestline, a school striving to understand the life of the military child.

"When (parents) are deployed,

these kids may not have 'father figures,' and the Marines that volunteer reach the kids on a personal level," said Laura Fredrick, a first grade teacher at Crestline.

Pfc. Elizabeth Macias-Rojo, an administrative clerk in the Military Personnel Division here, said one little girl looked up to her "like a hero," and felt a special connection with all the children.

"I try to put myself in their shoes, seeing all these Marines that everyone's talking about," added Macias-Rojo.

Children looked up to the warriors, and Leathernecks expressed admiration and their similar dispositions in the children.

"It's their motivation. I wish I could have the energy they do," said Lance Cpl. Angel Jaquez, TAD clerk in the Base Adjutant's Office.

Lance Cpl. Vincent Sassone, a desk sergeant at the base Provost Marshal's Office, had different motives.

"I am a kid, trapped in a grown man's body," he quipped with a smirk.

The Marines donned their "civvies" for the day, leaving only regulation haircuts and authoritative demeanors to show who they were.

"At first, I didn't even realize it was the Marines out here, but we definitely couldn't pull this off without them," said one teacher.



Photo by Lance Cpl. Andy J. Hurt

Lance Cpl. Angel Jaquez, TAD clerk in the Base Adjutant's Office, strikes back at students with a powerful water hose. Jaquez was in charge of the water relay for the day.



Photo by Lance Cpl. Andy J. Hurt

Intense competition commenced when Gunnery Sgt. Nohelia Fritz, head of food and hospitality at MCCS, entered the 50-meter relay race against (left to right) Ashley Harris, Kasyla Castanda, Carleen Garcia, Keisha Crawford, Kimberly Valencia, and Jenna Drogermeier. "Most people don't realize the impact they have on young kids," said Fritz.



Lance Cpl. Steven White, a calibration technician at Cost Work Center 684, gets a squirt in the eye as he goofs off with students Sandra Davila and Adam Manes.

Photo By Lance Cpl. Andy J. Hurt

Around the Corps

CJTF-HOA troops acquire valuable information

By Cpl. Matthew Apprendi
Combined Joint Task Force

CAMP LEMONIER, Djibouti - Country Desk Teams play an essential role in Combined Joint Task Force-Horn of Africa's counter-terrorism mission here.

Mission accomplishment involves CJTF forces having the most up-to-date knowledge the CDTs provide on all seven countries CJTF-HOA operates in: Kenya, Somalia, Sudan, Djibouti, Ethiopia, Eritrea and Yemen. Without this knowledge, the task force could not effectively fight terrorism, according to Marine Lt. Col. Thomas Duhs, deputy director of Theater Security Coordination.

Once forces are assigned a mission, they need to know the background and the present political/military climate in the country. CDTs supply this information, as well as briefing and coordination to facilitate the task force's involvement with other countries.

"Before entering Eritrea or Ethiopia, troops have to realize these two nations just signed a peace treaty (in 2000) after being at war against one another for more than 10 years," Duhs said.

CJTF-HOA has a country desk officer designated for each country in the Horn of Africa region. The country desk officer serves as the resident expert for the CDT with up-to-date knowledge of his/her assigned nation. CDOs maintain situational awareness of current events, strength of militaries, biographies of key leaders, prominent religions and road systems, Duhs said.

The CJTF also has representatives who live and work at American embassies throughout the region. These liaison officers, in conjunction with CDOs at the CJTF headquarters here,

form the cohesive CDT. By having representatives of both the regional counter-terrorism headquarters in Djibouti and personnel living and working in partner nations, CDTs are better able to see the larger picture concerning intelligence, operations and logistics of a given country, and integrate information with activities across the Horn of Africa region.

"In order to be accepted in the region, we have to understand the countries," Duhs said.

"Each country has different customs and sensitivities that we have to be aware of," said Marine Capt. Christa Bowdish, Djibouti and Ethiopia CDO. "We use numerous resources to gather this information."

The team uses an extensive database of research produced through the Internet which links CJTF-HOA into inter-agency information from across the U.S. Departments of Defense, State and Justice. The team also taps into the Internet for a wide variety of news, cultural and other research information from host nation sites. Further information comes from host nation officials.

A particular aspect of the team's mission that has met with great success is the proposal and coordination of various projects with ministry-level officials from partner countries.

"We met with the Minister of Health and the Minister of Education to help identify schools, hospitals and clinics for refurbishment in the Dikhil, Ali Sabieh, Tadjourah and Obock districts (in Djibouti)," she said.

"By knowing what their (a country's) needs are," Bowdish explains, "we are able to outline the best course of action on our (CJTF-HOA) part."

"Not only do we get a better grasp of their culture, but we also synchronize the host nation and the task force

to complete the same goal."

A key element to CJTF-HOA's mission is making a positive difference in the lives of the region's inhabitants, thereby "giving back" to the people and communities through civil-military operations.

"We look at a particular country and ask ourselves, 'What type of operation could we accomplish that will support our mission?'" Duhs said.

Due in part to CDT associations and partnerships, CJTF-HOA has worked with local Djiboutian community leaders to stage four medical clinics, construct a water system to irrigate crops and build structures to store food in numerous villages.

Joint training exercises have been conducted as well, to include Marine Corps Martial Arts, where Marines taught Djiboutian soldiers from the Fast Action Rapid Battalion the first level of the program. Also, members of the CJTF small craft detachment have taught forces from the Djiboutian Navy various tactics, techniques and procedures associated with small boat handling, maintenance and maritime patrol combat formations.

"We are always planning for future involvement," Bowdish added. "We are very eager to collaborate with countries in the region."

Planned projects include training between the U.S. Army's Company C, 4th Battalion, 31st Regiment, 10th Mountain Division, and Ethiopian forces. While Ethiopian forces have extensive experience and expertise in ground combat operations, CJTF forces plan to provide training that can be used effectively to fight the war on terrorism.

Duhs went on to say that everything the team initiates in the region revolves around the task force's ability to detect, deter and defeat transnational terrorism in the region.

(Left) DORALE, Djibouti — A Marine, here in support of Combined Joint Task Force - Horn of Africa, works alongside villagers to replace pipes for running water at a school.

(Right) DAMERDJOG, Djibouti — Navy Capt. Kenneth E. Leonard and Lt. Kimberly L. Bell, here in support of Combined Joint Task Force - Horn of Africa, check the ears of a Djiboutian boy during a visit Feb. 1.

Photos by Cpl. Paula M. Fitzgerald



Photo by Cpl. Matthew J. Apprendi

DAMERDJOG, Djibouti — A soldier here supporting Combined Joint Task Force-Horn of Africa holds a baby during a medical clinic held here, which is one of many humanitarian and training operations members from the Theater Security Coordination section's Country Desk Team helped to facilitate.



flatten the organization; we needed to really beef up our planning, our voice to the customer, and improve the control of our flow of work using critical chains that are built as part of TOC.

"We had to improve our parts and material service and we had to take off the backs of our first line supervisors and branch heads as much of the personnel administrative things as we possibly could," Gerlaugh explained. "So (from that) we have formed the Manpower and Administration Department."

The reasons for this move was to take the all administrative requirements off the branch heads and first line supervisors, except what they are legally required to do like disciplinary actions and training, so they could focus on their trade departments' requirements, according to the commander.

"The whole reason this has been organized the way it is, the one-line intent of this entire realignment, is to focus our processes and the entire organization's work on support for these shops," Gerlaugh said. "The theme of this entire evolution is very simple: schedule, cost, and performance. That's all that counts, that's all our customer cares about."

MCB's working group evaluated all the processes involved in its operation using TOC – critical chains, buffer, drums – all the financial items, and project planning, which according to the commander, was a tremendous effort to put the right number of people and the right types of people together to do this.

"This is our one voice to the customer," said Gerlaugh. "When the guys are finished working with our customer, we have a statement of

work we can understand, a schedule that we know we can meet, [and] we understand the cost and budget with which we have to do it."

According to the MCB commander, the group that put these processes together haven't had any training in what the Marine Corps considers "Force Planning." The colonel has had it, he's taught it and it is very difficult.

"These guys learned it as they did it. It was kind of painful for them but they hung in there and turned to on this," he said. "They did things as well as any group I've ever worked with in the planning world in the Marine Corps; joint, operational, budget, whatever, these guys did as well as anybody I've ever seen."

Dave Solano, one of the key members of the Realignment Team, explained that he came in to the development with the *Renegade* team.

His main concern was to get them focused on the processes and start becoming familiar with every block of a step-by-step process map the group put together during the early stages of this transformation because that is the way they will be doing business.

"The beauty of this is unlike a written procedure," Solano explained. "It's a process flow that you can follow through and tell exactly what it is that needs to be done and when, to include when the mechanics on the floor are in the execution phase."

Solano pointed out, through the use of his process chart, how the trade shop's job is to just execute the daily schedule and manage their people.

"They don't have to worry about material, shop floor layout, they don't

GOT NEWS?

If you think you've got something newsworthy call the public affairs office at 577-6430.

have to worry about financials on the job, just execute the schedule," he said.

The process is ongoing and will be until MCB gets to where it needs to be and everyone knows exactly the way business is being done, according to Solano.

Solano, Jack Kulju, Greg Johnson, Raul Reyes, just a few of the 14 individuals named by the MCB commander, spent many hours, days, nights and weekends putting this process together, and it wasn't easy.

Solano gives an example of how the process works using his flow chart.

"When we receive the technical material on the Statement of Work, based on the content of that we do our initial risk assessment. Number one gives you the process flow for doing that.

"In the statement of work it'll tell us if there is any type of special training and certification requirements. Once that's done then our training administrator will develop that product line training and certification requirement.

Then prior to the start of the job, will ensure that the training takes place and is delivered," he explained. "Everybody knows exactly what's going on because you hold your start of work meeting before you ever start your project."

In viewing the process maps, one will note that each block is numbered indicating a progressive step

in the production planning, execution and closeout phases.

The processes are set up so the Trades Department can focus on the work at hand. The commodity branches with their shops in the Trades Department are considered the nucleus of the processes.

"They're the guys that produce the product and everybody else in this Maintenance Center feeds that nucleus," said Solano.

According to the Colonel, no one in the government tries to reorganize unless there is an important reason to do so. "The only conclusion I could come to after about five months studying this place as best I could was that we were simply trying to execute a radically different method of production (Theory Of Constraints) with an organization that was not set up to accomplish it," Gerlaugh explained. "That happens. Organizations must adapt to changes in the environment. Every major corporation in America has had to do at least some degree of adjustment to new environments every five to 10 years."

When referring to realignment, Gerlaugh mentioned that this included moving people, offices spaces and work assignments, which are one of the last steps in the process.

"Before we can do that we've got to understand what it is we're doing and why we're doing it...what it is you really need to be doing and how to be successful at it," he said.

Gerlaugh revealed also that

people throughout the Maintenance Center have been pulled in – shop leaders, planners, expeditors, journeyman mechanics, et. al. – to look at the planning and to help refine it to make sure it was right.

"I can honestly tell you that there are probably more people in this Maintenance Center who have contributed directly to this plan than not," he said. "It would not have been possible without their help."

The MCB commander couldn't say enough about the assistance he received from the local American Federation of Government Employees, who have been critical but constructive.

They have shown a lot of leadership in keeping the workforce informed and involved, which is not an easy feat considering the size of the MCB workforce.

"This is a very important evolution for us," he said. "It has to be done and done well as quickly as possible because the Marine Corps is depending on us. Our customers out there are depending on us to do our part in resetting the force."

So what's next? "With regeneration of the Force about to get underway in earnest, and with BRAC-05 just around the corner, we have a terrific opportunity to show our customers and the Marine Corps that Maintenance Center Barstow is THE depot maintenance provider of choice. All we have to do now is execute Schedule, Cost and Performance".

TAX from Page 4

They will need to take the advance payment into account when determining the amount of their child tax credit on their 2003 tax return.

Taxpayers who are not eligible for the advance payment may still qualify for the increased child tax credit of up to \$1,000 when they file the 2003 tax return next year.

For instance, a taxpayer who did not have a child in 2002, but had one in 2003, would not receive an advance payment but may qualify for the full \$1,000 credit on the 2003 tax return.

More information, including answers to frequently asked questions, is available on the IRS Web site at www.irs.gov.

SUMMER from Page 6

are so bad, it is what people fail to do.

High on the list is proper planning. Drive responsible distances with proper rest after ensuring the vehicle is in good working condition. Make the last one for the road a soda or coffee and wear a safety belt. Place children in approved safety seats.

"Although summer safety is normally associated with off-duty activities, summer months have proven to be the most hazardous time of year for on-duty activity as well," said Ray Aguilar, head of the MCLB Base Safety Office. "During the last two years, the summer months accounted for 34 percent of all on the job injuries here at MCLB Barstow."

The elements of summer are what can make it dangerous, said Aguilar.

"There are a variety of reasons to

explain why summers are so dangerous," said Aguilar. "Heat and fatigue are a couple of contributing factors."

Even though the summer conditions heighten risks, Aguilar said most accidents are because of human error.

"Regardless of the contributing factors, the primary cause of all mishaps that occur throughout the year can normally be attributed to one root cause, poor judgment," said Aguilar. "Think before you act, if it doesn't feel or appear to be a smart thing to do, it most likely is not and the result may not be what you intended."

While it is not often feasible to draw up a risk management plan for every activity, paying close attention to the really big hazards will ensure survival. Take time out to ask the appropriate "what if" questions. Make common sense prevail.

Information from this article was pulled from ALMAR 036/03.

FLAGS from Page 7

ing here.

The almost nonexistent humidity levels that make MCLB Barstow perfect for its intended purpose of storage and maintenance also pose a very real threat to those here who don't understand the weather's effect on the body and their limitations given their daily dose of triple-digit heat and Santa Ana winds.

The lack of humidity and gusting winds can lead one to believe that it is cooler than it actually is. If you are not dripping with sweat after a run, it's because it has already evaporated.

Hydrating and exercising caution are the best tools available to divert becoming a casualty in the conflict here in the desert. Whether walking, working or exercising, one should respect the climate and be aware of the flag conditions.

Morning temperatures rapidly soar from a cool 70 degrees to scorching-hot, black-flag conditions by noon.

A common myth is that the flag

conditions are determined solely on the temperature. However, there are many more variables that go into establishing the flag conditions, including humidity levels and wind pressure.

The Wet Bulb Global Temperature Index indicates heat flag conditions.

The WBGTI is a combination of natural wet- and dry-bulb temperatures and a globe thermometer temperature.

So if the flag you're looking at is a black flag and it's not quite 90 degrees out, it would probably be best just to mind the flag because there are more than likely variables taken into account that you're not aware of.

Editor's Note:

The appropriate Flags are raised at Building 15, next to the Base Gym, Boll Field, and at Maintenance Center Barstow in Yermo. In addition to the flags, the current WBGTI can be found by calling the Base Safety Office at 577-6266.

Inside MCCS

By Jim Gaines
MCCS Publicity

Welcome to Inside MCCS. This will be a series of articles taking readers inside, to meet the people of the various divisions and branches of MCCS to see what they do and all the services they make available.

The first article in this series will feature Personal Services Division's Lifelong Learning Branch.

Lifelong Learning

To advance in today's world, a degree is absolutely necessary, and that's what Lifelong Learning does. It provides the path to achieve a degree.

Francis Villeme is the branch head, and he succinctly describes his job as, "finding pathways to degrees." Villeme holds a bachelor's degree in education obtained via the Marine Corps Staff Noncommissioned Officer Degree Completion Program, and a master's degree in education from Chapman University, earned



Photo by Curt Lambert

Francis Villeme

while on active duty in the Marine Corps. The point here is that he has earned his degrees while on active duty and can show current Marines how.

A big factor in earning a degree is the cost. There is help. Lifelong Learning offers active duty Marines and Sailors 100 percent tuition assistance for credit courses.

In addition, Lifelong Learning will help in finding alternate sources of financial aid, scholarships and student grants. This help is available to active duty military, retirees, family members and DOD employees.

Lifelong Learning works with 96 universities offering associate's, bachelor's, master's and doctorate degrees.

Lifelong Learning can also provide students with vocational certificates, documented proof of work experience, and journeyman certificates from the Department of Labor.

Testing services include DST and CLEP, and are available to all. Military Classification testing, SAT, ACT,

GR Subject, M-SAT and PRAXIS are offered to all military.

College exams are given at no charge. Lifelong Learning is a certified test center. Students can have their college exams sent to Lifelong Learning here at MCLB, and take their test here. DST and CLEP testing services are available to everyone. SAT, ACT, GR Subject, M-SAT and PRAXIS are offered to all military.

Education counseling, education planning and program selection are key services to help in the achievement of a degree in any field.

It's all right here aboard MCLB Barstow. To find out more, call Villeme at the Lifelong Learning Education Center at 577-6118.

Park University

Park University offers external degrees in many areas with online service.

Cathey Donaldson, is the resident center administrator for Park University aboard MCLB Barstow. Her office is located in the Lifelong Learning Center.

Donaldson holds an associate's degree from Barstow Community College, and a bachelor's degree

in social psychology and criminal justice administration from Park University.

She has earned her degrees from Park University and can show others how. As Donaldson says, "I'm living proof you can earn your degree from Park University, if you just give it your all." Call Donaldson to find out more about Park University and other on-line degree programs. Her number is 256-8811.

Library/Resource Center

Villeme likes to call the Base Library "the biggest-littlest library you'll ever see." And he's right. In the space the library occupies the entire world awaits readers.

Robin Cross-Walker is the librarian for the Base Library. Cross-

Walker is intent on providing services for everyone who comes into the library. Having served as a librarian for 12 years, she can assist readers with just about anything.

Use the library to access the Internet. The library computers are available to ev-



Photo by Curt Lambert

Robin Cross-Walker

everyone. Send and receive email, surf the internet, or do some research online.

The library is proud to feature its Computer Program for Children. This program consists of various tutoring programs such as math,

English and many others. These programs may be checked out and taken home, and are available to everyone.

If students are interested in study material for an exam, it's available. Professional military education material with MCIs are on file.

Pretest study material is also available for SAT, CLEP and other exams.

The library has a wide choice in VHS videos, A&E classic historical significant videos, as well as audio books, to use in the library or check out.

And of course - there are books. A wide selection in fiction and non-fiction is available, with new arrivals regularly.

Call Cross-Walker at 577-6395 for more information.

The Lifelong Learning Center, Park University and the Base Library are located in Building 218.



Photo by Curt Lambert

Cathey Donaldson

1985 FORD RANGER: Long bed, straight body, V6, P/S, P/B, radio w/ cassette player, selling because it's not needed, \$1,500. Call 252-2195 after 5 p.m.

1985 MUSTANG CONV: 3.8 liter, V8, engine runs good, trans needs work, can deliver, reg. non-op. \$400. Call Jim 255-2115

1994 ISUZU TROOPER: 4x4, power everything, cassette, CD, A/C, new Michelins, \$6,150. Call 252-1908.

BOATS: 1980 pleasure boat, 14' with trailer, 75 HP motor, boat cover, bimini top, seats four, also fish finder, plus extras, \$3,600. Call 252-4089.

TRAILERS: Utility trailer, spare tire, storage box and permanent registration, \$225, OBO. Call 252-1908.

MISCELLANEOUS: Women's Golf set, great starter set, comes with bag, tees, balls, clubs are in xlt. cond. (putter included), for right-handed golfer, great deal, \$100. Call 760-486-4234 ask for Mary.

MISCELLANEOUS: EZ Up Dome tent 8 x12 nearly new, \$100; RV/truck tires, Michelin, LTX 235-85-R16, \$40 each. Call 256-6629.

MISCELLANEOUS: 55-59 Chevy truck gas tank, \$50; new 6 gallon plastic gas tank for outboard engine, \$10; 4x4 roof rack, #25; leaf springs with hangers (3 Sets) $\frac{3}{4}$ & $\frac{1}{2}$ ton; Reese adjustable hitch 8" drop max for 2 " receiver. Call Jim 255-2115.

MISCELLANEOUS: 2-3 Person CalSpas Jacuzzi w/cover, \$700 OBO; computer monitors-view sonic P775, \$200 and E771, \$175; three piece couch set, \$500, OBO. Call 256-4412 Aurora or John.

MISCELLANEOUS: Children's computer desk with file cabinet and chair, \$40 OBO. Call 256-1914.

PETS: Free to GOOD home, full-blooded Australian Blue Heeler, female, xlt. dog for family but NEEDS lots of ROOM to exercise, and running, nine months old, these dogs become easily bored, country home would be a plus. Call 252-5728, lv msg.

PETS: Purebred Doberman puppies, reds, blacks, males, females, parents on premises 5 weeks old, \$400. Call 253-7601.

WANTED: Honda or Acura car or car parts. Call 254-1913.

YARD SALE: Saturday on Club Street, first house on the left, maternity and baby clothes, used John

Ad Placement

Non-business BARSTOW Log Classified Ads are free for base employees and active or retired service members and their family members. Non-business ads may be submitted to:

editor@barstow.usmc.mil

To place business-related ads call:

Aerotech News and Review

(661) 945-5634

