

BARSTOW LOG

SERVING A MARINE CORPS REINVENTION LAB

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Marine Corps Logistics Base Barstow, California

January 27, 2000

DoD funds housing allowance increase

Submitted by

Office of the Assistant Secretary of Defense

Secretary of Defense William S. Cohen recently announced a major Department of Defense initiative to eliminate service members' out-of-pocket costs for off-base housing in the United States.

This action will reduce service members' out-of-pocket costs for housing from an average of 18.8 percent of monthly housing costs in 2000 to 15 percent in 2001, with continued reductions each year thereafter, eliminating those out-of-pocket costs entirely

“Good housing is a top priority for the Department and a crucial component of quality of life.”

by 2005. To pay for the initiative, the Department has realigned more than \$3 billion into the housing allowance program over the next five years, beginning with \$160 million in the fiscal 2001 budget.

“This historic boost to the housing allowance is another confirmation of the Department's vigorous and sustained commitment to the quality of life of our men and women in uniform. It adds to the momentum generated by the landmark improvements to military pay and retirement enacted by Congress at the request of the Department of Defense and the Administration in the fiscal 2000 National Defense Authorization Act. It augments our ability to attract and retain the quality individuals America's military needs.

Good housing is a top priority for the Department and a crucial component of quality of life,” Cohen said.

This initiative continues the major improvements in compensation for service members started last year. It also further strengthens ongoing efforts to eliminate DoD's inadequate on-base family housing by 2010 and inadequate barracks for single members by 2008 through the increased use of privatization as well as traditional military construction (MILCON). The Department has a three-pronged integrated plan to improve housing: increasing housing allowances, increasing reliance upon the private sector through privatization, and maintaining military construction. Housing allowances compensate service members who live off-base, and provide the income stream to support privatization.

Service members, whether single or married, are provided either government housing or a monthly stipend known as Basic Allowance for Housing (BAH) to procure commercially-owned housing in civilian communities around military bases. The size and attributes of the government quarters provided to the service member depend upon his or her rank, marital status and family size. For those service members living off-base, the amount of BAH paid depends upon the service member's rank, marital status and the local cost for housing. Some 750,000 service members in the United States are eligible for BAH. The congressional statute authorizing the BAH system currently limits monthly BAH payments to no more than 85 percent of the average local cost for housing. Service members currently pay for the shortfall out-of-pocket. The fiscal 2001 budget will include the necessary proposed legislative changes to allow out-of-pocket costs to be decreased below the currently legislated 15 percent.

Out-of-pocket costs reflect the difference between BAH rates and the national median cost of housing. While housing costs and BAH rates vary by location in the United States, average out-of-pocket costs are the same for the typical member of each military rank at every location in the United States. For example, a typical

married “E-6” (Marine staff sergeant or Navy petty officer first class) currently has an out-of-pocket cost of \$175 dollars per month, regardless of location, which is 18.8 percent of the \$934 national median housing cost for that rank.

This initiative increases a typical married E-6's monthly BAH by \$35 in 2001, with additional increases every year thereafter until the E-6's BAH is \$175 higher than if the initiative had not occurred. For a typical married “E-4” (Navy petty officer third class or Marine corporal), BAH increases \$28 per month in 2001, with a total increase of \$111 per month by 2005. BAH is not

taxed, so every dollar of BAH goes directly into the service member's pocket.

Service members will benefit from improved quality of housing because of the

positive effect that higher BAH will have on housing privatization efforts. In these programs, private developers provide and maintain housing for service members and their family members. The developers' compensation comes from rent paid by service members residing in the housing, using their BAH. Privatization can provide new housing in areas where available housing is limited. Improved BAH increases the income available to private sector

“The military simply cannot afford to build, own and maintain enough quality housing to meet our needs.”

See ALLOWANCE Page 8

HQMC, USDA invest in making civilians into leaders

By Sgt. Mike McQuillan

BARSTOW LOG staff

In the spirit of the old cadence “Get up from your desk and follow me” comes a new initiative to develop the leadership skills in plainclothes citizens of the Marine Corps.

Civilian leadership maintains a high-priority status through a variety of on-site training initiatives. The Quality Management Office spends each day coordinating seminars and providing media for civilian leaders of the Corps. Their most hands-on approach so far is the Civilian Leadership Development program where future leaders learn in the shadow of their mentors.

Headquarters Marine Corps has reinvested capital into its two year-old initiative by sponsoring a CLD participant to attend Graduate School, U.S. Department of Agriculture.

An applicant to be named will receive full tuition to attend the school and enroll in one of four courses, depending on grade level.

“If the school accepts them, then they're entered into the program,” explained Lynda Kay,

“It's not just ‘we pay for it, and they go to training.’ It's a six-month commitment.”

base quality advisor. “It's almost like applying for college.”

The four courses vary in length and intensity, but feature a similar core. All include three to five weeks of classroom instruction in Washington D.C., three to six months of training/development and a 30-day development assignment that places the student in a role outside his or her area of expertise.

“Most people don't stay in the same career field their whole lives,” said Kay. “They need to branch out.”

The four training courses offered are:
– **Aspiring Leader Program** – Available to GS-5 through 7. Six months training/development; three weeks residential training, 30-day development assignment.

– **New Leader Program** – GS-7 through 11,

same syllabus as above.

– **Executive Leadership Program for Mid-Level Employees** (formerly Women's Executive Leadership Program) – 12 months training/development; focus on OPM Core Competencies; five weeks residential training, 360-degree assessment feedback, leadership development plan, 30-day and 60 day development assignment, shadowing/ interviews/ book review.

– **Executive Potential Program** – 12 months training/development; focus on OPM Core Competencies; four weeks residential training, 360-degree assessment feedback, leadership development plan, two 60-day development assignments.

Candidates for the school must submit a nomination package to USDA that includes: a resume; a DD Form 1556 – Request Authoriza-

tion, Agreement, Certification of Training and Reimbursement with appropriate accounting data; completed course data form; and a statement assessing the nominee's potential written by the first line supervisor.

Department heads may send employees to the graduate school any time, according to Kay, but this is the first time HQMC has funded a base CLD participant to attend.

“It's not just ‘we pay for it, and they go to

See LEADERS Page 8

Reminder: The Family Restaurant will be closed all day Monday.

See Page 4 for more info on closures.

Fraud, Waste, Abuse findings revealed

By Randy Meyer

Resource Evaluation and Analysis Division

"Declining resources and increased competition with the private sector has made vigilance against fraud, waste, and abuse an extremely high priority for the command," stressed Sam Callejo, base FWA Hotline administrator. "Its success is the responsibility of all employees."

An FWA situation is any incident of misuse of government property, facilities or official time. This covers all direct or indirect use of government resources including computers, tools, vehicles, telephone, fax machine, facilities and official time for personal reasons. An FWA situation may also be a situation where time, technology or changes in regulations have made a procedure or work process obsolete thus becoming a drain on government resources.

The following are the results of some recent FWA investigations:

- An FWA Hotline call alleged possible misuse of government time, inventory, and purchases by a temporary supervisor.

The resulting investigation found no improprieties in the supervisor's conduct. The increased duties of this supervisor's assignment, mandatory overtime requirement of his crew, and changes in mission priorities required drastic changes in time management in this temporary assignment. Overtime was approved and monitored by upper management and was appropriate to the performance for the duties assigned. The improper inventory man-

agement and purchase allegations attributed to the supervisor did not occur under his tenure and the decisions regarding its handling was made by upper management under approved procedures.

- An FWA Hotline call reported the excess tardiness of a supervisor reporting to duty.

The allegation was substantiated, but it was not considered a fraud, waste and abuse situation. The supervisor in question was undergoing medical treatment and the tardiness was known and approved by his superior.

The tardiness was also charged under the supervisor's leave account.

- An FWA Hotline call alleged a Marine was seen working on a personal recreation vehicle using government tools while on duty.

The allegation was substantiated, and the Marine was reprimanded.

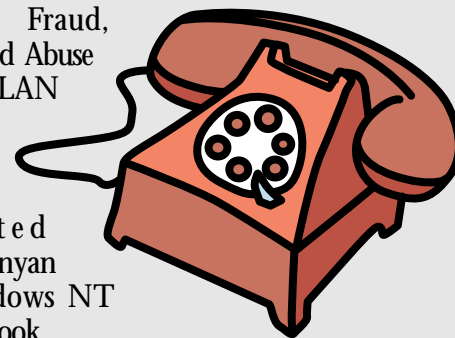
- An FWA Hotline letter alleged a civilian employee was using a government fax machine for personal use.

The allegation was substantiated, and the employee in question was reprimanded.

Hotline callers are treated with complete confidentiality and remain anonymous to the fullest extent possible except when required by law or authority. Calls to the FWA are taken seriously, investigated by professional impartial experts and are important to the command. Reprisals against those who report FWA situations are prohibited by federal law.

FWA migrates to Outlook

The Fraud, Waste and Abuse Hotline LAN account recently migrated from Banyan to Windows NT and Outlook.



You can now report FWA situations through e-mail at FVAHOTLINE@barstow.usmc.mil.

You can also call the FWA Hotline at 577-6222 or write:

Commanding Officer (B420)
"For Comptroller's Eyes Only"
Marine Corps Logistics Base - Barstow
Comptroller Department
Box 110400
Barstow, CA 92311-5043

Gunny's Picks Super Bowl

There's Cpl. Brad Price, relishing a victory nearly as sweet as an NFL conference title. His pose with last week's winner was only a preview, as Price edged out an unprecedented number of competitors to take the second-to-last winner's circle of the season.

"You don't have me fooled," taunted Price. "I know you bring in ringers from Camp Pendleton for the playoffs."

Price continued to provoke anybody willing to listen stating, "The Tennessee Tuxedos will come through. I'm sick of all the 'jabronies' out there talking about St. Louis. The Lambs don't deserve to be on the same field as Tennessee. Look at what they did to the Jacksonville Job Squad."

If you see the ominous mug shot to the right during the game Sunday, be sure to express your sentiments for or against.



Tennessee at St. Louis

Score: _____
(The winner shall be determined by whoever guesses closest on both teams without going over.)

Name, work section and phone number: _____

His team chooses you

By Lt. Michael Michener
Base Chaplain



It is now evident that this Sunday the St. Louis Rams will play the Tennessee Titans in the Super Bowl.

Millions of people will be watching as the two teams go all out

to prove who is the best.

Each team will have at least twenty-two regular players for offense and defense along with a host of players on the bench as backups in case one of the regulars is injured.

The equation works out something like this: there will be eleven team members on the field at any given time who are desperately in need of rest, and thousands of spectators in the stands who are desperately in need of exercise.

Unfortunately, this is a similar scenario that occurs in most of our churches.

There are often only a few in the church who

do all the ministry while the majority are mere spectators. And many mistakenly reply, "That is why we hired the preacher - to do the ministry."

However, the Bible tells us that pastors are to be more like coaches.

Paul wrote to the church at Ephesus, "He handed out gifts of apostle, prophet, evangelist and pastor-teacher to train Christians in skilled servant work, working within Christ's body, the church" (Eph. 4:11-12). There is plenty of opportunity to be a player rather than a bench-sitter or a spectator.

Most of us can remember a time in our grammar school days when we were waiting to be chosen for a team event. Only a select few were the gifted ones who were coveted by the captain of each team. The rest of us were simply stuck on one team or another by default.

On God's team, this is not so. In fact, as Christians, God specifically picks us to be a team player. John 15:16 says, "You did not choose me, but I chose you to go and bear fruit - fruit that will last."

See CHAPLAIN Page 8

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.



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.

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.

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

Name	Phone
U.S Marines	
CySgt. 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

U.S. Navy	
HM1 George W. Mosier	577-6081

Civilian Marines	
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

Speaking of taxes...

The Retired Officers Association's annual income tax guide is on the Internet at <http://www.troa.org/>

taxguide.asp

The guide provides current information on how federal and state tax laws affect military retired pay, the Survivor Benefit Program and disability compensation.

For more info call Personal Services Division at 577-6533.

Cupid's Quest returns

The Navy is again sponsoring the annual Cupid's Quest Sweetheart Dinner Dance and Scavenger Hunt.

The event starts Feb. 11 at the Oasis Club with a cocktail hour at 6 p.m. The dinner, a choice of either prime rib or chicken breast, starts at 7 p.m.

The cost is only \$12.50 per adult and it is open to all Oasis Club members, their guests and those personnel who are eligible for membership.

Reservations are required. Call 577-6575 to make yours today.

Marriage retreat

CREDO of 29 Palms has reserved slots for six couples for a Marriage Retreat for Feb. 18-21 in the Sequoia National Park.

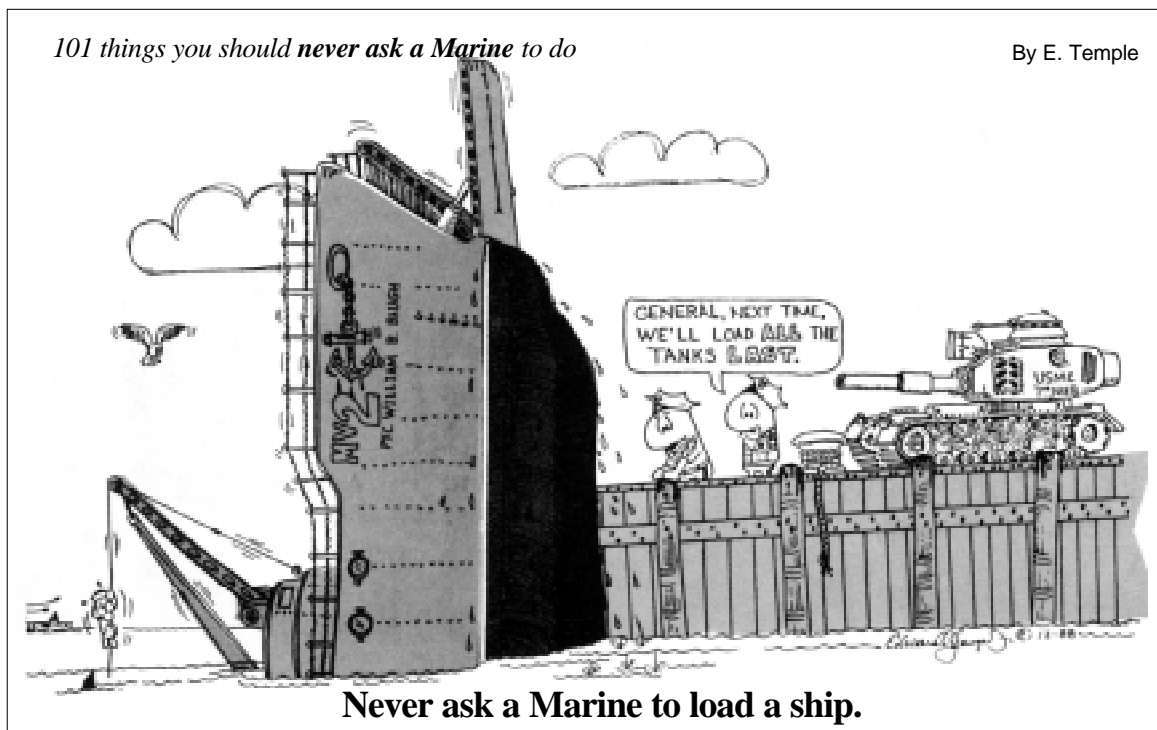
No cost/permissive TAD orders are required. If interested in this retreat, contact the Chaplain's office at 577-6849.

This is a great opportunity to rekindle the old flame in your relationship. Don't let this free opportunity pass you by.

Korean War Foundation seeks veterans

The 50th Anniversary of the Korean War starts in June and continues through July 27, 2003. To prepare for commemorative activities in the United States and abroad Korean War veterans are encouraged to register with the U.S.-Korea 2000 Federation.

The Federation seeks anyone who served in the military, including the



Coast Guard and Merchant Marines, during the Korean War. Service in the Korean Theater is not a requirement.

According to the Department of Veterans' Affairs, less than 20 percent of Korean War Veterans belong to a national veterans' organization. For more info, contact:

U.S.-Korea 2000 Foundation, Inc.
4600 Duke St., Suite 416
Alexandria, VA 22304-2517
(703) 212-8128

Also, contact them by e-mail at Info@USKorea2000.org or on the Internet at <http://www.uskorea2000.org>

Iwo Jima, we remember

The Iwo Jima Commemorative Committee at Camp Pendleton, Calif., is holding a two-day event in remembrance of the Iwo Jima landing 55 years ago.

A series of planned activities on Feb. 18 precedes a banquet and service at

the South Mesa Staff NCO Club at Camp Pendleton Feb. 19.

The men, wives and friends of the Third, Fourth and Fifth Marine Divisions and supporting units, as well as the general public, are invited to participate.

For more info contact:
Jim Weiry
308 Aqueduct Court
Placentia, CA 92870-5469

Racquetball tourney

Semper Fit is hosting a racquet ball tournament Feb. 7-10. It costs \$10 to play, and all the money goes to the Marine Corps Ball fund.

For more info call SSgt. Owen at 577-6899.

Chub Club

Moms - do you want to lose a few pounds or just regain control of your eating habits after all of the holiday goodies? If so, come join the "Chub Club," a nutrition information and support group for mothers.

The first Chub Club meeting is Feb. 1 at 9 a.m. in the parking lot of the Youth Activities Center. Bring walking shoes and water.

For more info call Personal Services Division at 577-6533.

YAC seeking teens for HQMC Summit

Headquarters Marine Corps is requesting each installation sends its Youth Activities Center Director and a teen representative to a Teen Summit held in April at the Xerox Document Center in Leesburg, Va.

The DoD, in association with Boys and Girls Clubs of America, is also holding a Teen Congress in Washington, D.C. in July 2000 to which the Marine Corps is sending 10 representatives. HQMC will fund both trips.

The YAC Barstow is seeking a student to represent MCLB Barstow.

Students, ages 13-18, who are registered patrons of the YAC are being asked to submit an essay on selected topics by Feb. 29. The students will also discuss their essays in a roundtable meeting.

A panel of military and civilian base personnel will select the student based on the essay and presentation, overall grade average and community involvement.

Entry forms are available at the YAC or at the Child Development Center.

We encourage all registered patrons of the YAC, or those interested in joining the YAC by Feb. 1, to submit.

For more info call Margaret Young at 577-6499.

Anger Management Workshop available

Are you experiencing increased annoyance, irritability or tendency to become negatively critical?

If so, the Marine Corps Community Services Department - Personal Services Division is standing by to help.

PSD is sponsoring an Anger Management Workshop Feb. 15 from 1 to 3:30 p.m. at Building 129.

This workshop teaches participants how to evaluate, understand and control anger.

Reserve your space today. Call PSD at 577-6533.

Producer seeking vets for documentary film

The American Experience, an award-winning historical documentary series, is producing a film about Los Angeles during World War II.

The producer is looking for veterans who spent time in Los Angeles during the war and are willing to share their experiences.

Call Desiree Garcia at (617) 300-5973, or e-mail her at Desiree_Garcia@wgbh.org

Job Watch

Annc No.	Title/Series/Grade	Open	Close	1st Cutoff	Location
OTR-010-00	Laborer WG-3502-04 (Temp NTE 1 year)	01-13-00	02-14-00	01-27-00	MCLB Barstow
OTR-014-00	Supply Clerk GS-2005-04 (Temp NTE 1 year)	01-17-00	02-08-00	01-31-0	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.dasnhroc.navy.mil>.



By Jim Gaines
MCCS Publicity

Lunch menu for this week

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

Today - Beef Stroganoff, egg noodles, vegetable, roll/butter.

Friday, Jan. 28 - Hoki fish, rice, vegetable, roll/butter.

Monday, Jan. 31 - Beef stir-fry, rice, vegetable, roll/butter.

Tuesday, Feb. 1 - Lasagna, vegetable, roll/butter.

Wednesday, Feb. 2 - Meatloaf, mashed potatoes, beef gravy, vegetable, roll/butter.

Thursday, Feb. 3 - Beef tips and noodles, vegetable, roll/butter.

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 12 p.m. Price is \$3 military, \$4.50 civilian.

The Family Restaurant also offers

an a la carte and Sub Sandwich menus for lunch. The Cactus Cafe offers limited a la carte and Sub Sandwich menus for lunch.

For more info call 577-6428.

Family Night Dinner Menu

Tonight - Lasagna, vegetable and dessert.

Thursday, Feb. 3 - Fried chicken, vegetable and dessert.

Family Night dinners are served Thursday evenings from 4:30 p.m. to 7:30 p.m.

Prices: (All you can eat) \$4.50 adults, \$2.50 children (5 to 11 years), children 4 years and younger are free.

Price is the same for military and civilian personnel.

MCCS inventory closures

The following facilities will be closed as described below, for annual inventory:

The Base Exchange - all day Monday.

The Family Restaurant - all day Monday.

ITT will close Monday at 2 p.m. The Ceramic Hobby Shop will

open at 1 p.m. on Wednesday.

The Wood/Rock and Auto Hobby Shops will open at 2 p.m. on Wednesday.

Aerobics and kick-boxing classes

Stephanie Jefferies invites all MCLB military and civilian personnel to join her aerobics class; her kick-boxing class - or both.

Aerobics classes are Tuesday and Thursday from 4:30 p.m. to 5:30 p.m.

The kick-boxing class is Monday and Wednesday from 4:30 p.m. to 5:30 p.m.

The fee is \$15 per month for both military and civilian. There is a \$2 walk-in fee. For more info call 577-6898.

New ticket prices at ITT

Here are some of the new ticket prices just in at ITT:

Disneyland:
(1 day) \$28.50, (5 days) \$54.50

Knotts Berry Farm:
Adult \$32.50, Child \$25.00

Sea World
Adult \$32.50, Child \$25.00

Universal Studios:
Adult \$29.50, Child \$24.00

Magic Mountain:
Adult \$24.00, Child \$20.50

Wild Animal Park:
Adult \$18.00, Child \$13.00

San Diego Zoo:
Adult \$21.00, Child \$11.00

Long Beach Aquarium:
Adult \$24.00, Child \$13.00

For more info on these and other tickets or trips planned call ITT at 577-6541.

Sports roundup

The Basketball League is set to conclude Feb. 7.

After a two-day break, a double-elimination tournament will determine the champions. The tournament starts Feb. 9 and concludes Feb. 11. All game dates will be posted in the Gym, the BARSTOW LOG and by e-mail.

Super Bowl Sunday

Pre-game coverage starts at the Oasis and NCO/Enlisted clubs at 11 a.m.

Watch your favorite team via satellite on our big-screen television.

In addition to the game, the Oasis Club is providing free eats; you supply the elbow grease. Cook your club-supplied hot dogs and hamburgers the way you like them. Members are free, but non-members must pay \$3.50.

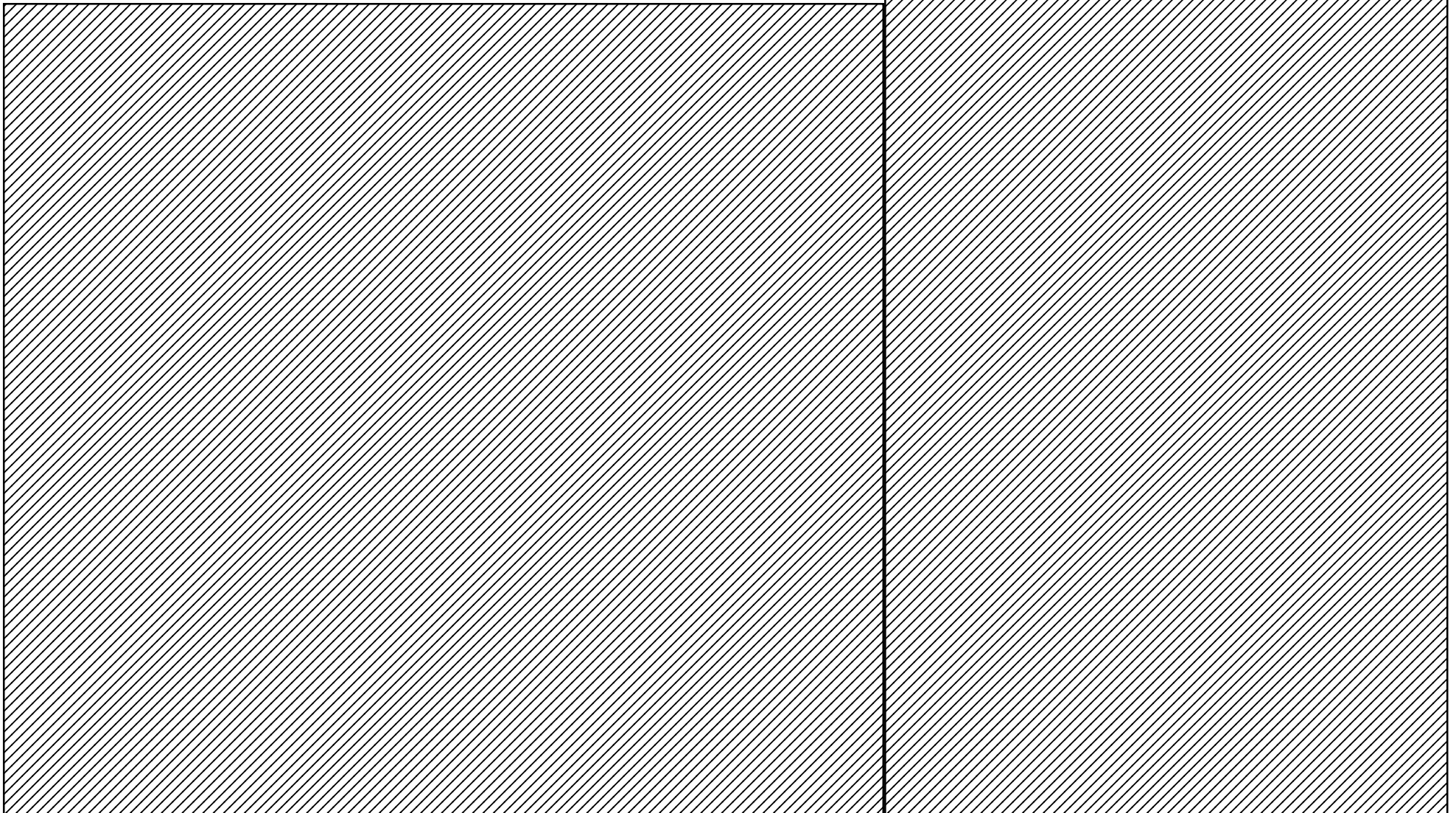
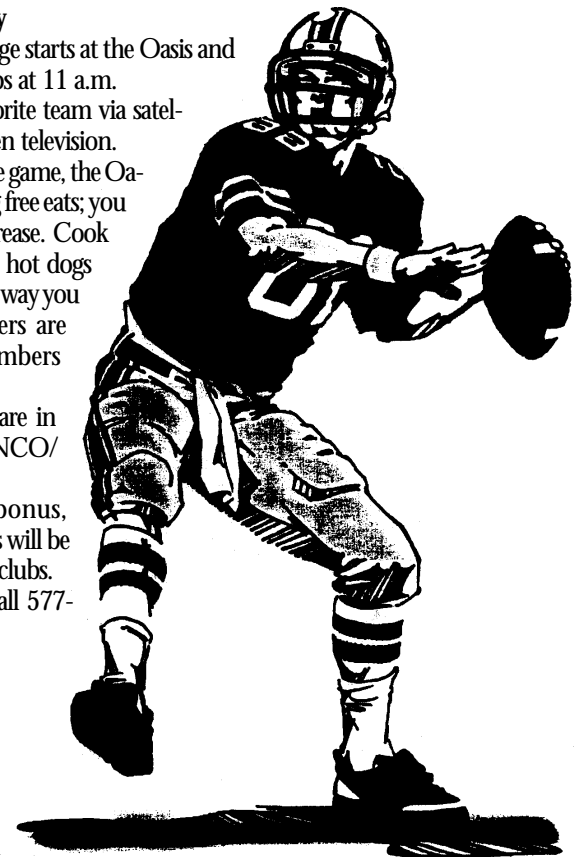
Hors d'oeuvres are in abundance at the NCO/Enlisted Club.

As an added bonus, member door prizes will be given away at both clubs.

For more info call 577-6418.

The base volleyball league is set to begin in mid Feb. All authorized patrons can participate. Anyone interested in participating should attend the first league meeting Feb. 2 at 4 p.m. in the Gym, Bldg. 44.

For details on any of the above topics or any sports-related info call 577-6898 or 577-6899.



Base Property 'supplies' Marine of Year

By Cpl. Brian Davidson
BARSTOW LOG Staff

The title "Marine of the Year" says to the world the Marine who has earned it is MCLB Barstow's finest.

Sgt. Omar EbanksRivera is that Marine.

"Ebanks" as he prefers to be called – joined the Marine Corps for one purpose – to undertake the challenge of his life.

"My recruiter said, 'Earning the title Marine is the challenge of a lifetime – no holds barred,' and I was hooked. I had to join," said Ebanks.

Becoming one of the few and the proud proved to be indeed the challenge he sought.

This year's "Marine of the Year" initiated that challenge by enlisting in the Corps at Recruiting Station Las Vegas,

Nevada, shortly after graduating from Clarke High School in Las Vegas. After graduating from basic training at Marine Corps Recruit Depot, San Diego, Ebanks went on to attend the Supply Administration School at Camp Johnson, Marine Corps Base Camp Lejeune, North Carolina.

Upon graduation with the Military Occupational Specialty 3000 – Supply Administration and Operations Marine – he received orders to the 3rd Marine Division at Camp Butler in Okinawa, Japan where he served one tour. Ebanks credits the experiences he had there as being very instrumental in shaping his ideals of what the Marine Corps is, and how every Marine fits into the puzzle of achieving the Corps' mission.

In 1997 he received orders to Marine Corps Logistics Base Barstow, Ca-

lif.

Since his arrival, Ebanks has proven that he is a Marine of many talents dedicated to the Corps and community service.

Currently he is the Base Property Operations Chief. He has also held the billet of Base Property staff noncommissioned officer-in-charge while a corporal. Both positions are typically reserved for seasoned SNCOs.

Ebanks has earned a reputation as a responsible, hard worker in his section. His hair, sculpted high-and-tight haircut, shiny boots and hard-pressed cammies round out the customary squared-away Marine presence.

"We chose Sgt. Ebanks to compete for the board because of his intense drive to do the right thing and for his understanding of what it means to be a Marine," said MSgt. Joseph K. Hood,

Base Property SNCOIC. "He was doing the very same work as a sergeant that I did when I was gunnery sergeant. Even now he does about four jobs, and he does them all very well."

"He holds us to very high standards and encourages us to give 100 percent as Marines and members of society," said Cpl. Ralph Marquez, base property consolidated memorandum clerk.

Marines in the section agreed that he can be demanding, but he would never ask a Marine to do anything that he hasn't done or wouldn't help them do.

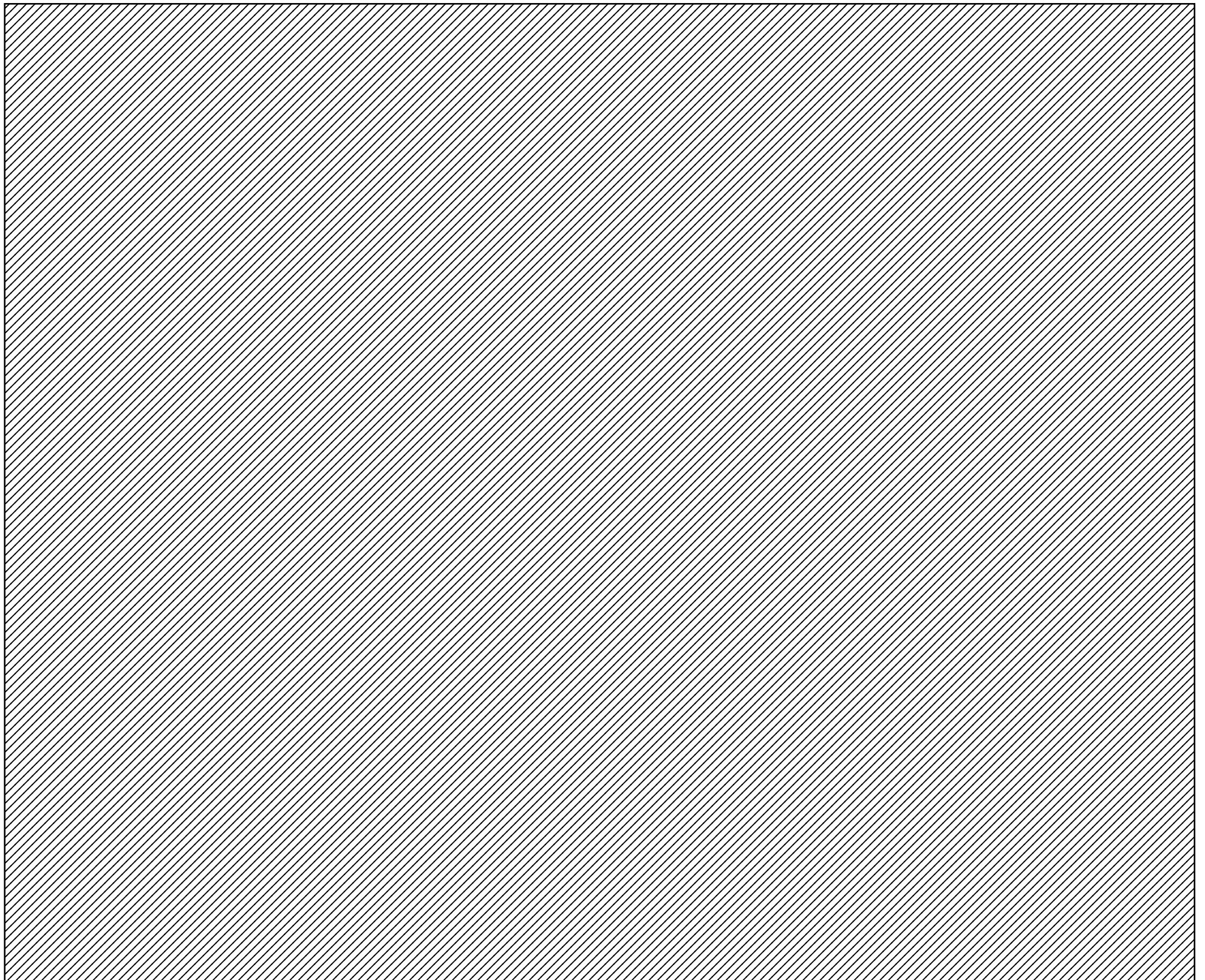
Marquez, who credits Ebanks with helping him meet his goal of joining the NCO ranks concluded, "He leads



by example, everyday."

During off-duty hours, he serves as the noncommissioned officer-in-charge of the command's walking color guard, an all-volunteer detail that represents the command at community functions.

See MARINE Page 12





THE HUMAN SIDE

Civilian Human Resources Office, Southwest – Barstow Satellite Office

Meeting the Challenge of Change

HRO releases leave policy info

Scheduling annual leave

With the beginning of the new year, it is time once again for all employees to schedule annual leave.

Scheduling annual leave in advance prevents the loss of leave at the end of the year, gives other employees in the same work group an opportunity to plan their vacations, and gives supervisors and managers information which will assist them in managing the workload throughout the year.

If you are unsure how much leave you need to schedule, to prevent a loss of leave, review the Leave and Earnings Statement (LES) for the first pay period of the year.

If you have any questions regarding annual leave please contact your local HRO.

Sick leave to care for a family member

Beginning Dec. 2, 1994, most Federal employees may use a total of up to 104 hours (13 workdays) of sick leave each leave year to:

- Provide care for a family member who is incapacitated as a result of physical or mental illness, injury, pregnancy or childbirth;

- Provide care for a family member as a result of medical, dental or optical examination or treatment;

- Make arrangements necessitated by the death of a family member or attend the funeral of a family member.

A covered full-time employee may use 40 hours of sick leave each leave year for these purposes. An additional 64 hours of sick leave may be used each year if the employee maintains a balance of at least 80 hours of sick leave in their account.

Part-time employees and employees with uncommon tours of duty are also covered, and the

amount of sick leave permitted for family care and bereavement is pro-rated in proportion to the average number of hours of work in the employee's scheduled tour of duty each week.

"Family member" is defined as: spouse, and parents thereof; children, including adopted children, and spouses thereof; parents; brothers and sisters, and spouses thereof; and any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.

Sick leave for adoption

Employees are permitted to use sick leave for purposes related to the adoption of a child.

Employees may use sick leave for appointments with adoption agencies, social workers and attorneys; court proceedings; required travel; and any other activities necessary to allow the adoption to proceed.

Leave to serve as a bone-marrow or organ donor

On Sept. 24, 1999, President Clinton signed Public Law 106-56, the "Organ Donor Leave Act."

This law amends section 6327 of title 5, United States Code, to increase the amount of paid time off allotted for Federal employees to serve as organ donors from 7 to 30 days each calendar year.

The new law enhances the Federal Government's leadership role in encouraging organ donations by making it easier for Federal employees to become donors.

The amount of leave available for bone marrow donation remains at 7 days each calendar year under 5 U.S.C. 6327

CSRS Survivor annuity rates explained

If a Civil Service Retirement System employee wants to elect a minimum survivor annuity, the CSRS and FERS Handbook states the employee may elect as little as one dollar for the survivor annuity.

However, the Office of Personnel and Management confirmed the one dollar actually means the annuity received per month by the survivor, not the annual base amount.

The CSRS survivor annuity is 55 percent of the base amount.

Therefore, to translate, the minimum base amount would be \$22 – 55percent of \$22 will equal \$12 or one dollar per month.

However, if the employee puts one dollar for the base amount on the application, OPM will convert the one dollar to \$22. The cost would be \$0.51 (2 1/2 percent times the base amount).

This is contrary to the accepted interpretation that one dollar is the minimal amount.

OPM will clarify this meaning in a future edition of the CSRS and FERS Handbook

The rates of retirement contributions increased in January as follows:

Civil Service Retirement System		Federal Employee Retirement System	
Regular	7.40 percent	Regular	1.20 percent
Offset	1.20 percent	Special	1.70 percent
Special	7.90 percent		
Offset Special	1.70 percent		

Solving problems with ADR

ADR – What is it? Everyone is talking these days about Alternative Dispute Resolution. Are you wondering what all the hype is about, and why the phrase is so popular?

ADR is a process that is nearly as old as time, but has acquired a fashionable new label in the past few decades. Alternative dispute resolution is a term used to refer to a wide variety of techniques employed to resolve all kinds of conflict. Regardless of the technique used, it provides an alternative to the more traditional means of complaint

adjudication such as investigation, hearing, or litigation.

ADR programs are designed by their users to best serve their particular needs, and may or may not use third party neutrals to help parties reach solutions.

Most ADR techniques aim to get the disputants talking. Conflict typically develops as a result of either miscommunication or lack of communication. If we were willing to take the needed time to honestly talk through situations, there would be little need for filing complaints.

Unfortunately, complaints are big business in today's world. Not only are the administrative complaint systems in the federal government overly burdened, so are our courts. The result is that delay has become an inherent characteristic of the administrative process and judicial system. Delay leads to frustration which has often leads to exacerbation of the disagreement, disrespect for the system, and dissatisfaction with the outcome by all parties. Federal sector personnel involved with the discrimination complaint process know firsthand how tumultuous the adjudication process has become.

Effective Nov. 9, 1999, 29 CFR Part 1614, Federal Sector Equal Employment Opportunity regulation required agencies to develop or make available ADR during pre-complaint and formal complaint processing by January this year.

The Office of Complaint Investigations established its own ADR team in January 1999 to be prototyped for six months.

Mediation was the ADR technique selected for the test.

The team of seven certified mediators began its mission in February, focusing exclusively on resolving complaints. If resolution was not successful, the mediator did not follow up with an investigation. Instead the case was reassigned to an OCI investigator. Our customers responded overwhelmingly in favor of that approach

The team initially targeted activities with large numbers of open complaints and sought their partnership in the process,

assuring their commitment to the effort.

The team encouraged the activities to allow resolution to be attempted on every complaint with no scrub based on issue, level of difficulty, or a previous resolution attempt.

Once com-

plaints were identified from an activity, the number of ADR team members needed to go on-site and the length of the visit was decided. The team made all the calls to the parties requesting their agreement to meet and participate, and then scheduling began. In most instances two mediations per day, per mediator, were conducted.

At one activity a team of four mediators went on-site for two weeks and attempted resolution of 68 complaints, netting 48 settlements. At that same activity, there were a total of 44 cases successfully mediated by OCI the entire previous year. At another activity, a team of four mediators went on-site for one week, attempted resolution of 40 complaints, settling 26.

During the six-month prototype, the team visited 45 activities, attempted resolution of 447 complaints and settled 294 of them. Of the cases settled fewer than 100 involved a monetary settlement, and those settlements ranged from \$5 to \$40,000, proving it is not always about money.

Based on the success of the prototype, OCI will continue to offer resolution as an alternative to investigation. If you are interested in learning more about the use of ADR in resolving EEO complaints contact your local HRO at 577-6022.

Conflict typically develops as a result of either miscommunication or lack of communication.

HRO Manager:
Management Support Assistant:
Staffing/Classification:

Equal Opportunity Employment:
Employment Assistance and Awards Information:

Esther Gonzales, 577-6479
Meredith Taylor, 577-6478
Lucy Wais, 577-6487
Patricia Reeder, 577-6252

Yolanda Ojeda, 577-6022
Kathleen Dunham, 577-6357

Labor and Employee Relations:

Worker's Compensation:

Training Information:

Shaunna Arguelles, 577-6914
Karen Ross, 577-6913
Donna Coppi, 577-6279
Josie Marquez, 577-6481
Marva Johnson, 577-6965

1999 FMA *Managers* of the *Year*

Three base employees were named Managers of the Year during a Jan. 19 luncheon at the Oasis Club.

Commander Gregory L. Simpkins, Branch Medical Clinic; Gunnery Sgt. David Cooley, Base Stables; and GS-11 James Dillon, Fleet Support Center Barstow were all recognized for their leadership abilities and efforts in supporting the base during 1999.

The Federal Managers Association accepts nominations for military and civil service leaders who demonstrate exceptional skills and abilities in their duties. There were five nominees in three categories this year. However, there were no submissions in the category of civilian GS-7 through 10.

Lieutenant Col. Donald W. Zautcke II, base executive officer, installed the officers of the FMA 2000 executive board, remarking that he wished there had been more entries in this year's competition.

"I appreciate the submissions we did get," said Karen Ross, FMA president. "All nominees were deserving of the award, and I know that there are many others out there that were just as deserving of nominations."

Karen Ross is continuing on as FMA president. The vice-president is now Robert Wyman, base fire chief. Donna Coppi from the Human Resources Office here, is continuing on as FMA secretary. The new treasurer is Susan Snow, information systems office.



Commander Gregory Simpkins is the assistant officer in charge of the Branch Medical Clinic. Since coming aboard in January 1998, he has supervised clinic operations and patient care provision. He chaired the Tri-service Military Special Interest group presentations during the 1999 American Academy of Ambulatory Care Nurses Conference, led the clinic's preparation for the Joint Commission of Accreditation of Hospital Organizations, and reorganized and streamlined procedures in Staff Education and Training, improving hospital corpsmen competency training from 10 to 80 percent, and improved overall training compliance from barely 15 percent to 90 percent. He is a highly regarded resource for medical emergencies and health promotion.

He recently earned high praise from the base commander for expert advice on biological emergencies during anti-terrorist exercises and was a key player in the re-organization and re-engineering process of the Occupational Health Department. CDR Simpkins has spearheaded and coordinated numerous projects and programs to improve the quality of patient care, access to care and has dramatically improved working relationships with personnel at Weed Army Community Hospital, Fort Irwin.



Photo by Cpl. Brian Davidson



James Dillon has been the Quality Control Section head since 1982 except for a year he spent in Saudi Arabia.

He daily demonstrates all the attributes desirable in a successful leader. He leads by example and encourages his workforce to actively seek cross-training opportunities and higher education so they may be more competitive in an ever-changing work environment. Dillon is an accomplished communicator who conveys instructions and ideas in a ways that are easily understood and encourages subordinate employees to participate in the decision-making process.

He simplified the inspection process by consolidating inspection times to storage locations rather than the more antiquated method of individual commodities. This more thorough and comprehensive method has resulted in reducing manpower expenditure by more than 75 percent. It also allows the inventory unit, inspection unit and warehousing unit to work as a team which has been a major process improvement for the Fleet Support Center Barstow.

Always looking to the future, Dillon developed individual training plans for his employees which resulted in those personnel being the only Defense Acquisition Workforce Improvement Act-certified quality assurance personnel in the Marine Corps.

Dillon's overriding passion is in the realm of customer satisfaction. His personal concern for the quality of products and services provided not only to on-site customers but customers worldwide has been a significant contributor to the outstanding reputation the FSCB enjoys amongst its customer base.



Above: Commander Gregory Simpkins shifts his way through the day's stack of paperwork after a busy morning with patients. Simpkins had dual duties this week as Senior Clinic Nurse and acting Officer-in-Charge for the Branch Medical Clinic. Photography is one of Simpkins' favorite hobbies and was a means for him to support himself while in college. Many of his works decorate his office.

Left: James Dillon confers with Martha Saenz, an automated supply technician in his section, to ensure quality is assured to the letter. Dillon, originally from New Jersey, made the High Desert his home after retiring in the area from service in the Air Force.

Below: Gunnery Sgt. David Cooley (right) and Sgt. Adam Frederiksen coax "Freedom" out of a horse trailer at the Base Stables. Cooley has had a lifelong, love affair with horses and his expertise has proved to be invaluable for the Mounted Color Guard.

Photo by Cpl. Brian Davidson



Gunnery Sergeant David Cooley managed the Base Stables and the Marine Corps Mounted Color Guard for the last 18 months. His writing skills were a primary strength in developing and producing a comprehensive Base Stables renovation plan, seventy-eight parade and event instruction letters, the public narrative used at every MCG appearance, and a 40-page source document to develop a high-speed, precision-riding drill team.

Cooley personally coordinated each MCG public appearance, working with more than 150 requesting agencies and organizations including the Riding Exhibition and Tournament of Roses Committee, Major League baseball sports franchises, national and international horse shows, city and county agencies, law enforcement agencies, public schools, various military agencies, Boys and Girls Scouts, veterans organizations and the National Military and High School Rodeo associations. His superior abilities enhanced the MCG's ability to meet its mission under extreme and growing demands. He developed the coordination of riders, mounts, transportation, lodging, supplies, equipment and schedules into a highly efficient and streamlined process allowing the MCG to respond rapidly to meet the mission and fulfill the commander's intent.

Cooley's innovative and efficient management of resources saved the base more than \$100,000 in operation and maintenance funds in 1999.



Photo by GySgt. Frank Patterson

ALLOWANCE from Page 1

developers, facilitating increases in the quantity and quality of privatized housing.

"The military simply cannot afford to build, own and maintain enough quality housing to meet our needs," said Cohen. "Adequate housing is a core military requirement. But building and maintaining housing is not a core military competency. It makes good sense to incentivize the private sector to provide the housing we need.

"Having said that, it is also critically important to maintaining funding for government-owned and operated housing."

By employing a three-pronged approach – improved BAH, privatization programs and MILCON – the Department is fulfilling a key commitment to provide safe, quality housing to our men and women in uniform and their families.

LEADERS from Page 1

training," said Kay. "It's [at least] a six-month commitment."

Enrollment in CLD and the supervisor's permission are necessary to apply for the position. "Being a participant means they have a mentor and a training plan. Then they can compete for the spot," said Kay, adding that a selection panel will decide who goes if more than one person submits a package.

Graduate School USDA doesn't grant any degrees, and in its history has never sought the authority to do so, according to the USDA web site. The American Council on Education, however, will recommend that credits be granted for certain training. Those who wish to pursue outside degree programs should verify which credits would transfer to their college or university before registering for courses at the Graduate School.

The Graduate School keeps up with the changes in the busi-

ness world, said Kay. She alluded to a paradigm shift from authoritarian leadership to cooperative problem solving, something students will learn first-hand.

"That's the one thing that's changed about the way we operate," said Kay. "It's no longer where someone gives the orders and everyone else follows along. Communication is stressed in working toward a common goal."

"They'll increase their interpersonal skills; learn about teamwork and how to work cooperatively," Kay added. "It enhances career potential and makes them better leaders. It's very similar to the way the private sector operates."

Kay added that major corporations like Ford and Motorola have operated in this manner for the past ten years or so.

Nominations to the Graduate School are due by April 3. For more information, call Lynda Kay at 577-6168. Also, those interested can visit the USDA web site at <http://www.grad.usda.gov>.

CHAPLAIN from Page 2

Bishop Roger Haskins writes, "Imagine that! God wanted me on His team. I had His approval, and He now trusted me with the gospel."

The exciting thing is that we not only can be chosen for God's team, but He enables us to be an excellent player – we don't have to depend on our own abilities to make great plays for God.

The Bible reminds us that He has given each one of us spiritual gifts to be used on His team, the Church.

Bishop Haskins writes, "With the large crowd of witnesses cheering from heaven's grandstands, God announces your name. It is time for you to get into the game. He has a specific and unique role for you to contribute to His team.

"Contentment, joy and fulfillment await you as you identify and integrate your gift in daily acts of love and faith.

"Your church will find greater health and fruitful ministry as others join you in using their spiritual gifts.

"And our world is full of people all around you who are waiting for the gift God has put into your heart and hands."

Remember, He has chosen you to be a player, not a bench warmer.

Blessings,
Chaplain Michener



Taking the 'bite' out of microwave oven hazards

Compiled by
BARSTOW LOG Staff

Remember as a child how your parents would warn you about touching the stove? "Don't touch that, you'll get burned."

It really seems the more things change; the more they remain the same.

It used to be the unwritten rule that if you could actually feel the heat rising from an item then it was a sure bet that item was hot.

But, thanks to technology, that rule has been broken. Liquids heated in a microwave are very hot, even if the container they are heated in is cool, according to the Gurnee, Ill., Fire Department Web site, http://www.gurnee.il.us/fire/psa_microwaves.html.

Scaldings resulting from using microwaves ovens have become so prevalent that a recent letter went out all across the Internet talking about the hazards of microwave ovens.

It seems some unlucky fellow decided to heat up a cup of water using a microwave oven. Since he wanted to boil the water, he left it in the microwave for a long time – how long he didn't remember. Apparently, when he took the water out of the oven it wasn't boiling, but it suddenly blew up in his face giving him first- and second-degree burns over his whole face. He may also lose partial sight in his left eye. The young man in question is 26 years old.

Whether or not this story is true or merely an example, the fact remains that "... burns associated with microwave ovens are increasing. Most

of these injuries involve scalds to the hands. While such burns occur at all ages, more than 50 percent of those injured are under the age of five," according to the Washington State Parent-Teacher Association Web site, <http://www.wastatepta.org/programs/advocacy/safety/pradsa09.htm>.

Liquids heated in a microwave oven may not turn into steam, even though they are very hot. Moving these containers of hot liquid, or putting a utensil or other object into them creates a "steam bubble" and the hot liquid may splash out, causing a scald burn.

Additionally, microwave ovens are frequently perceived as less dangerous and risky than conventional heating methods. Many people do not fully appreciate or understand how microwaves heat food. The fact that a food container may not be hot may mislead someone to assume the food itself is not really hot, and a burn injury results. Typically, children burn themselves when taking food or liquids from the microwave.

The good news is that most burns associated with microwave ovens are preventable by exercising a few precautionary, common sense rules:

- Read and follow the directions for the operation of the microwave oven. The specific directions associated with heating prepared or packaged food are equally important to follow.

- Be careful when removing coverings or lids from microwaved foods. Puncture plastic wrap before heating foods in the microwave.

- Remember the fillings in jelly doughnuts and other foods may become very hot, even though the outer portion remains only warm to the touch.

- Stir foods to distribute the heat. Many microwave ovens have a tendency to heat from the outside edge toward the middle. This can produce food that is very hot on the edges but still cold in the middle.

- Extreme caution should be exercised when heating baby bottles or baby food. The amount of food/liquid to be heated, the starting temperature of the food/liquid (refrigerator or room temperature), and the specific microwave energy setting you select will all influence the final temperature. Small amounts of room-temperature food/liquids will require less heating time and lower energy settings to reach a safe temperature.

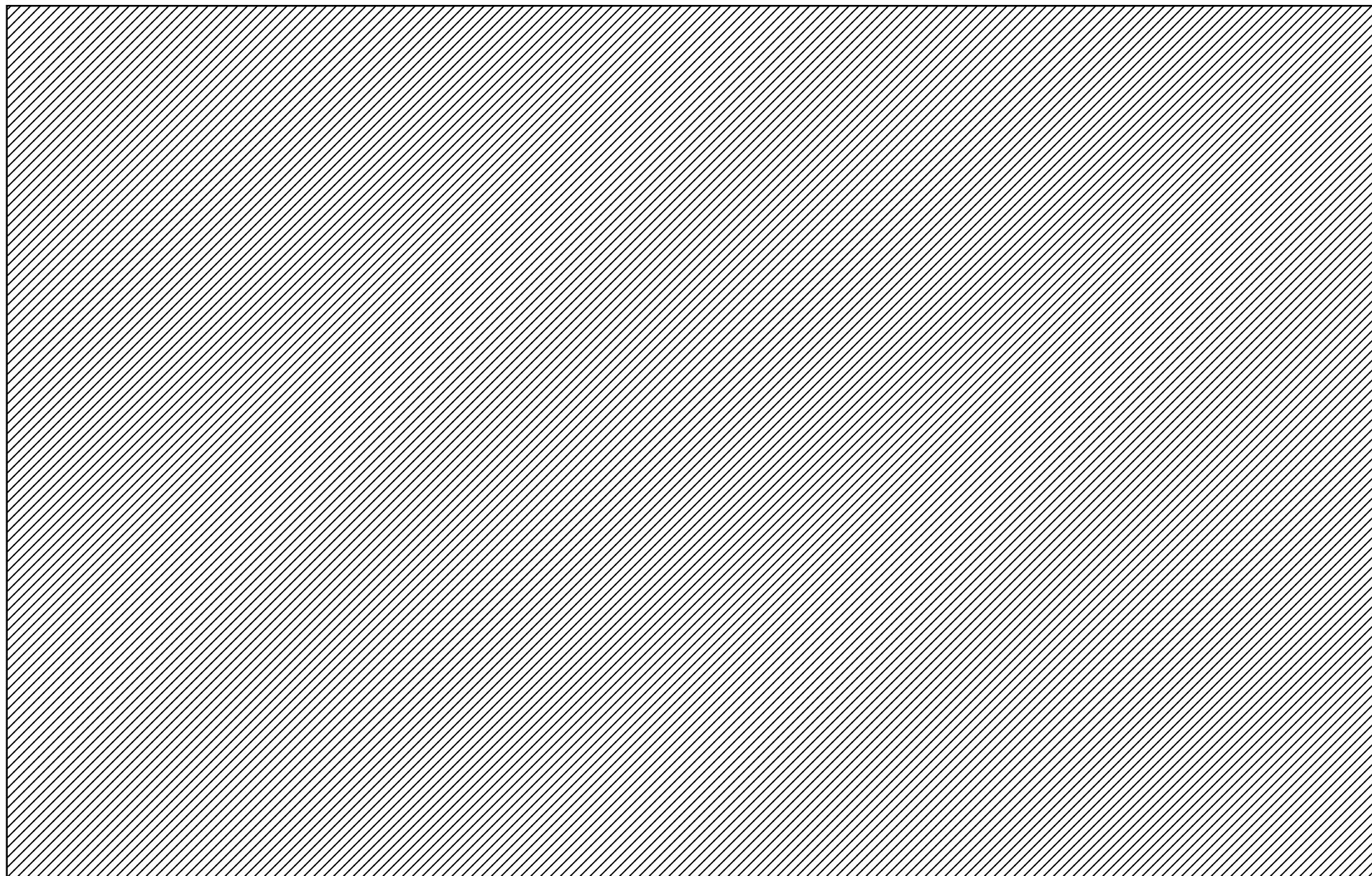
- Heating baby formula in a microwave is a

dangerous practice and could result in a scald to the baby's mouth or throat. Even though a bottle might not feel warm to the touch after it has been microwaved briefly, there may be hot spots within the formula. Hot spots are places where the microwaves have reached first or more efficiently, producing uneven heating.

- Follow microwave guidelines on baby formulas, baby food jars, plastic bottles and plastic bottle liners. Remember, not all foods can be heated in a microwave oven.

- Baby-sitters, grandparents and other caregivers should be instructed in using your mi-

See **MICROWAVE** Page 12



SPORTS

Scoreboard Basketball

BUSINESS topples ENFORCERS 47 – 35

The Business maintained their unbeaten streak with a Jan. 20 win over the Enforcers.

Poor shooting and turnovers in the game plagued the Enforcers throughout the first half. Travis Dilk put the Enforcers' first point on the scoreboard 10 minutes into the first half when he hit the first of two free throw attempts.

Four minutes later, Monte Matthews made the second bucket for the Enforcers when his 3-pointer brought the score to 17-4 in favor of Business.

Although Business finished the half leading 28-9, they only outshot the Enforcers by three attempts.

Enforcers came back strong in the second half outscored Business for the first few minutes.

After letting the Enforcers score seven unanswered points, Business coach Fred Waddel yelled, "How about some defense out there. It's five minutes into the half, and I haven't seen any defense yet."

On the coach's cue, Business got their heads back in the game. But the Enforcers were still playing strong. With less than 10 minutes left in the game Enforcers came within 10 points of Business.

A good lead and help underneath the basket from William Washington managed to keep the Enforcers at bay.

CLINIC fixes ROCK BOTTOM 52 – 27

The Clinic broke a six-game losing streak crushing Rock Bottom Jan. 20.

Clinic was off to a bad start being down 8-0 in the first minutes, but started their run for the win after putting their first points on the board.

Rock Bottom's zone defense could not hold back their opponents as Clinic left the half up 30-14.

Both teams came into the second half flustered. Rock Bottom had trouble coming together, and the Clinic enjoyed their first lead of the season. Neither team was at an advantage as they went basket-for-basket through the second.

The Clinic's Matt Weir led the game with 13 points overall. Ray Oleas was close behind with 12.

Standings

Team	Record
Business	8-0
NTC	5-1
Top Gun	4-4
Enforcers	3-5
Rock Bottom	1-6
Clinic	1-7

Barstow Marines challenge, conquer marathon

By GySgt. Michael Claudio
MCCS Financial Counselor

On Jan. 16, while many of you were still sleeping or having a cup of coffee and figuring out what to do with your Sunday, three Barstow Marines weathered the rain and cold to hit the pavement to run the San Diego Marathon at Carlsbad, Calif.

Scott Duplechain from Finance, Mike "da' machine" McQuillan from Public Affairs, and I did what others only dream of doing – pushed our bodies to the limit and ran 26.2 miles.

Don't get me wrong, I know many of you push your bodies to the limit while visiting the all-you-can-eat salad bar at the Sizzler, but this is completely different. It takes months of long runs, short runs and speed work to train the body to withstand the punishment of running 26.2 miles.

This is much different and more difficult than the basic "12- ounce curl." Let me take you down my first 13 miles in the wet and cold marathon.

Miles 1-8: Nothing but pure motivation. Ooorahs here, oorahs there, joking with other runners, loosening up for the test. The motivation grew exponentially when I saw Elvis – yes, somebody ran the whole marathon in an Elvis Presley rhinestone jumpsuit. He

was about 120 pounds lighter and much faster than I had ever seen Elvis run.

"Get some, Elvis!" I shouted. More oohrahs!

Miles 9-13: Motivation has slowed down just a bit, but it was still there. McQuillan was running with me and many times ahead of me.

Miles 13-20: Internal motivation required. I had to focus on myself and no one else. Did I mention it was raining and cold?

At Mile 20, Duplechain and I crossed paths. He hollers at me "Ooohrah gunny, you're doing a great job!" I can only wave.

Miles 20-24: Still going strong. I have broken through the "wall" – the bane of all long-distance runners. This is the point where your body has lost all forward momentum and has to fight for the power to make the next step. Most runners hit the wall around miles 8-20. The legs start to cramp, some runners become nauseous, and others simply quit.

They become Marathon roadkill. They didn't train and couldn't stand the pain.

Miles 24-25: My hamstrings are so tight I can only take baby steps, but I continue on.

Mile 25 to the finish line: I can see the end, but how can one mile be so long? And why did it have to rain today? Down the stretch, 385 yards to go, family and friends cheering me on, just a couple more steps. I cross the finish line at 3 hours and 24 minutes flat.

I get choked up. I have done it again! I ran the same race two years ago and finished almost a half-hour slower. Until you run one, you will never feel the sense of joy and satisfaction that overcomes your entire body after completing a marathon. I felt like Superman until reality kicked in and my legs tightened making a simple task like walking extremely difficult.

I see McQuillan and holler "Get some!"

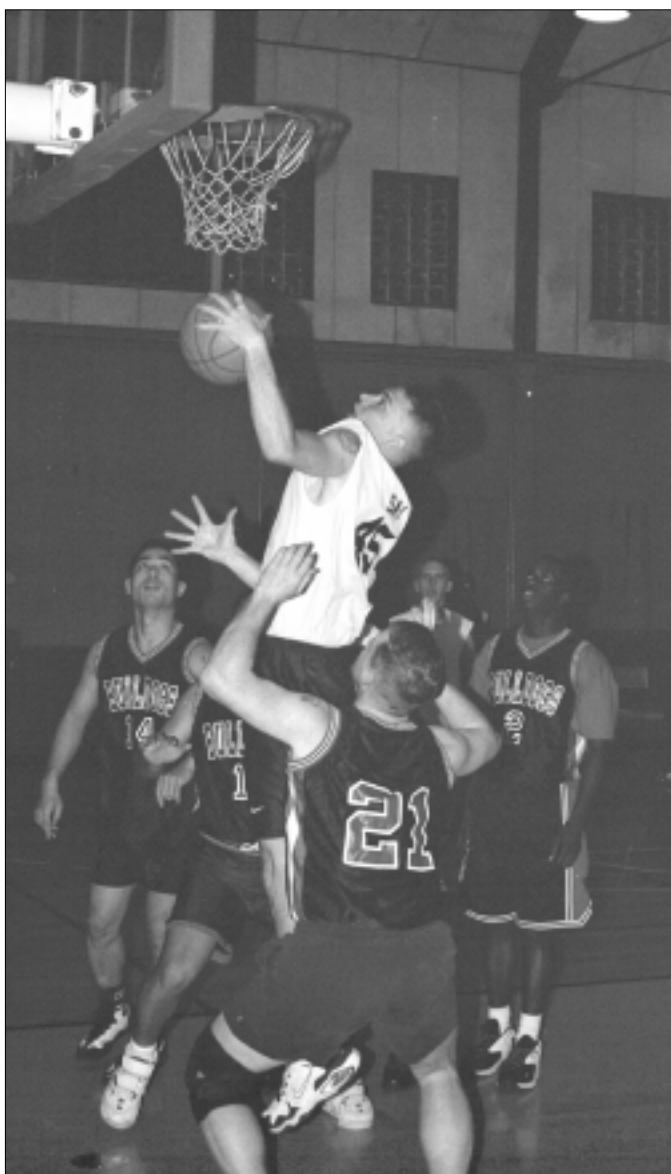
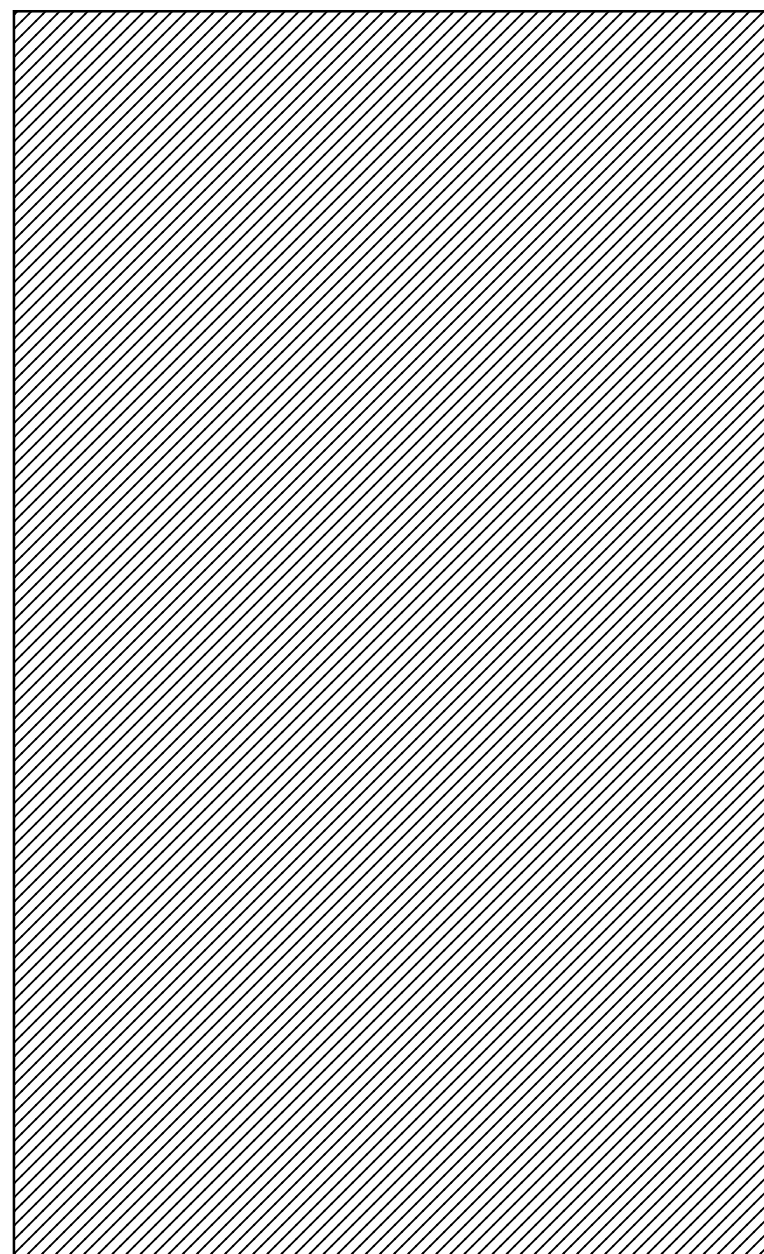


Photo by Sgt. Mike McQuillan

Top Gun's Walter Olenderski (white shirt) breaks through the Clinic defense for this layup during Monday night action.

See MARATHON Page 12



TRADER ADS: Please submit all Trader Ads to *daileyb@barstow.usmc.mil* by noon Friday.

ENTERTAINERS WANTED: The Marine Corps Logistics Base Barstow Multi-Cultural Day Committee is seeking entertainers for May 17 from 10 a.m. to 2 p.m. If interested, respond by Feb. 12. Call Kim Whaley at 577-6508.

1970 OLDS CUTLASS: 2-door, V-8, auto, air, smog-free car. \$2,000 or trade for 4x4 running or not. Call 252-9199.

1996 KIA SPORTAGE: 4x4, red, AC, AM/FM cassette, 4 door, power windows/power steering. \$9,000. Call 255-4081 AWH.

FOR SALE: AIWA NSX-MT720 Minitheater stereo system. 3-disc changer, dual cassette, AM/FM radio w/32 pre-sets, five speakers, electronic graphic equalizer, 3-D sound, multi-jog dialer, full-function remote. Still in box. \$350 OBO. Call 957-1622.

FOR SALE: Two swivel-rocker recliners, \$150 each or \$250 for the pair; Singer "Tiny Surger" sewing machine, \$25; Welbilt bread maker, \$25. Call 254-2295. Lv msg.

FOR SALE: Hardwood microwave cart w/shelves, towel bar and drawer, \$100; Double-papasan frame w/ottoman (no cover), \$100; men's mummy bag (-20 degrees), \$100. Call 254-2295. Lv msg.

FOR SALE: Two GE Master II VHF 60-watt, 8-channel radios, \$20; one DIN-mount Ford AM/FM stereo car radio, \$10; one Isopole 220 JR, \$5. Call 254-2295. Lv msg.

FOR SALE: DJ equipment; Two BST turntables w/needles, Numark Cut Master mixer, mic headphones and three crates of vinyl. \$325 OBO takes all. Call 252-9146.

FOR SALE: Hutch, glass shelves w/interior lighting, excellent condition. \$300. Call 256-1430.

FOR SALE: 411 Posi GM rearend; 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.

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

THANK YOU: The family of Lanny Schooler thanks you for your continued prayers, encouragement and contributions. Your love and support goes far beyond expectations.

MARATHON from Page 10

He smiles and waves and looks as if he was just starting because his stride still had bounce, finishing in 3:41:28. That's why I call him "da' Machine." He was still smiling after being rained on and being cold for close to four hours.

Here comes Duplechain, looking

strong. We begin to cheer and shout! He comes across at 4:16:49. What an accomplishment! This was his first marathon. There are two goals for many first-time marathoners – the first one is to finish the marathon, and the second is to finish under 4:30. He smoked them both. Great job Marine!

Out of 1,187 male runners and

3,000 total, here are the results:

Duplechain came in 674th, 116th in his age group, with an average mile time of 9:47. McQuillan came in 311th, 11th in his age group, with an average mile time of 8:26. I came in 158th, 40th in my age group, with an average mile time of 7:46.

I am very proud of what Duple-

chain and McQuillan accomplished. If you see them, let them know they did a great job.

Also, don't forget Scott Bush and Herby Flatt, both from the Provost Marshal's Office, who ran the half-marathon that day.

Bush and his wife, Erin, finished side-by-side in 2:14:04. Flatt edged his boss from the K-9 Division,

crossing the line in 2:7:21.

Finally, I'd like to say "thank you" to our families for putting up with the training during the last four months, and, more importantly, supporting us at the finish line.

Also, I want to thank William Bradshaw and Brenda Petruncio from Semper Fit for their great support and follow through.

MARINE from Page 5

"Being a member of the color guard is very rewarding," said Ebanks. "Wearing my dress blue uniform and carrying the colors is an honor, but seeing children's faces light up or veterans stand at attention tall and proud keeps me on the detail."

Ebanks is also a Deck NCO charged with ensuring order and cleanliness for his deck.

Physical training and sports are the preferred means of passing spare time for the stocky, 5-foot-8-inch Ebanks, whose hobbies include "... all things athletic."

Since becoming "Marine of the Year," Ebanks has decided to take on yet another title – husband. He recently took leave to wed his fiancée of two years.

A native son of Managua, Nicaragua, Ebanks' goals for the near future include molding Marines on the drill field, attaining his American citizenship, and furthering his career by earning a commission as a U.S. Marine Corps officer.

In closing Ebanks noted that being "Marine of the Year" ranks high on his list of accomplishments as a career Marine, and the rewards that accompany it are great, but nothing compares to just being a Marine.

MICROWAVE from Page 9

crowave oven before they prepare food or drinks for young children.

· Be sure children are old enough to understand the safe use of the microwave oven before allowing them to heat foods. Children still need adult supervision and help to follow product directions. Children should be tall enough to reach the oven and handle foods safely.

· Preschoolers like to push the buttons and hear the beeping sound made by some microwave ovens. They must be taught to avoid microwaves as they would any other potentially harmful appliance.

· It is a good idea to let food cool for 60 seconds or more in the oven before removing it. Food hot enough to burn will cool down while remaining warm enough to enjoy.

Microwaves may heat food differently than conventional ovens, but there is nothing different about the scald burns they cause.

Treat mild burns as you would any other mild burn – with lots of cool water.

