

BARSTOW LOG

SERVING A MARINE CORPS REINVENTION LAB

Vol. 4, No. 14

Marine Corps Logistics Base Barstow, California

February 17, 2000

Barstow 2002

Potential solutions to downsizings concerns

By Sgt. Mike McQuillan

BARSTOW LOG staff

The probability of downsizing may cause some civilian Marines to push their "panic buttons." Col. Mark A. Costa, base commander, announced some potential solutions to allay people's fears during a recent series of all hands meetings at the Oasis Club.

"The overall reality is that the future base structure is going to be smaller," said Costa. "We must begin to address the personal issue of where we find places for each individual in the new organization, or how we help them transition out of the organization."

The colonel re-emphasized his "Barstow 2002" plan, his outline to transform the way the base does business. The plan's provisions include revising the budget, making operations more efficient and employees more marketable to the government and private sectors, and providing a smooth transition for employees who opt to leave their jobs here.

The recent concern stems somewhat from ongoing A-76 activities here. Defense Distribution Depot, Barstow tentatively announced a decision on an A-76 competition that could result in contracting more than 60 jobs out to a private bidder. The decision is under appeal. Another 343 positions from the base's Installation and Logistics Department are under a similar study expected to conclude in January 2001.

"We know from history that at least a 20 percent or sometimes a 30 percent reduction in the cost of operations is found by going through an A-76 study," said Costa. Recently the DLA site in Columbus, Ohio won their A-76 competition but had to eliminate half of their positions in order to achieve their Most Efficient Organization (MEO).

"Regardless of the outcome, an organization is going to be smaller after an A-76 study," said Costa.

The DLA study provided a few lessons in personnel adjustments.

Personal Services Division (PSD) and local Human Resources Office play major roles in base assistance to the work force after an A-76 competition. Those who lose their jobs may be eligible for priority placement in other areas within the government work force. They may also seek effective transition assistance for entering the private sector. The Career Resource Management Center offers classes and personal instruction on writing resumes, job hunting and more.

PSD held a meeting of the local DDBC employees to inform them of their options outside of DLA and possibly MCLB Barstow. The mayor of Barstow and a city economic development

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Photo by Cpl. Matthew R. Weir

John Craig (left), President, Aeroplate Corporation and Navy Lt. Michael Michener, base Chaplain, take the first ceremonial shovelfuls of dirt from the site of the Chapel addition.

Chapel addition started

By Cpl. Brian Davidson

BARSTOW LOG staff

Many buildings aboard MCLB have come tumbling down as the need to diminish installation cost has increased aboard the reinvention laboratory.

However, there is one exception to the trend.

The groundbreaking ceremony for a new Base Chapel Administration Building took place Thursday afternoon behind the Base Chapel.

The project signals the first new construction here in many years and was made possible through authorization from Headquarters Marine Corps under the Chapel Life Extension Program in January of 1997.

Aeroplate Corporation, a general contracting firm based in Mission Viejo, won the project bid at a cost of \$365,711. The company was one of 16 firms to bid on the project. Navy Lt. Chris Smith, the base chaplain at that time, made the original request for the project in May 1996 after a visit from HQMC Command Chaplain.

Construction on the 1,718 square foot structure is expected to begin in March and scheduled for completion by the end of summer.

Original plans for the structure called for a simple, 1000 square foot structure, but later requirements led the building to be redesigned twice, growing by another 718 square feet, according to Lt. j.g. Marc Bernath, deputy resident officer-in-charge of construction.

Design firm Pacific General, Inc. rendered final drawings for the building in August 1998 and initial construction bidding began in July.

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Have a say in MCLB's future with PWS

By GySgt. Frank Patterson

Public Affairs Chief

The base commander here is giving employees a unique opportunity to have a say in the future of the base.

Col. Mark A. Costa, recently approved the release of the draft Performance Work Statement on the base Intranet. He wants all employees, not just the affected ones at Installation and Logistics Department, to read it and provide their comments and concerns regarding the future of the base's work force.

"This is the only A-76 study I want to do here," said Costa. "I think that by working together for our common good we can make our base more efficient without having to study or compete

more jobs under another A-76 study. That is why this is so important. We have to get everyone looking at the future together and playing on the same sheet of music. We're talking about our futures here."

Costa authorized the PWS being posted on the Intranet because he wants input from the people that are affected the most by the decisions.

"Sure, I can look around and make cuts here and there," said Costa, "but I can't get the whole picture of what is going on unless the personnel out here help me make the right decisions. I'll be the first to admit that I don't know everything about this process. That

See **PWS** Page 4

Voters are right

What's stopping you from voting? There are a million excuses not to, here are a few reasons you should.

See Page 5.

Directors Corner

Take a look at the Maintenance Centers earned values

See Page 6.

Upgrade

Marines and civilian Marines get a lesson from Camp Pendleton.

See Page 7.

MCCS

The Harlem Clowns are coming. Check out the MCCS page for other local activities.

See Page 9.

Sports

The Business ended the season in first place, but gave up their undefeated streak against NTC.

See Page 10.

SgtMaj voices concerns

By SgtMaj. Alford McMichael
Sergeant Major of the Marine Corps

In my first six months as Sergeant Major of the Marine Corps I've had a unique opportunity to meet and be influenced by many members of the Marine Family. It's been a privilege to learn what's on their minds and to take their voices to the Commandant. Input from Marines in the field have lead to some positive changes for the future.

Joint operations have raised concerns about the lack of equity in per diem rates among the services. The Commandant is committed to providing Marines the same per diem rates as Sailors, soldiers and airmen, which will mean significant increases for many deployed Marines.

This is great news, but Marines must keep in mind that funds to pay higher per diem rates come from the Corps' operations budget.

Another improvement is the conversion from brown to green t-shirts. This is more than a cosmetic color change. The Commandant wants quality gear in Marine seabags; gear that will better serve Marines. Higher quality and better value

drove the T-shirt change, not the color. These beneficial changes have been made because Marines have voiced their concerns and worked to improve their quality of life.

Voting is another way to be heard. Marines need to understand that casting a ballot is a powerful tool for change. Voting should be a priority for all military members because it impacts our paycheck, our housing allowance and quarters, our retirement benefits, and more.

If you don't vote, you have no right to point out what's wrong with the system because you did nothing to try to fix it.

Safety must also be a priority among Marines. I am very concerned about the number of Marines we are losing to accidents and suicide. With such a demanding operational tempo, safety must be paramount. When you're tired and fatigued, you're as vulnerable as when you're intoxicated. When we see situations that aren't safe or encounter a Marine who shows signs of depression, we can't just read the signs, we must act on them.

We must support and depend on one another, not only in combat situations, but in all aspects of our daily lives.



Photo by Cpl. Matthew R. Weir

Just doing my job ...

LCpl. Joseph Sher applies a layer of undercoating to a trailer at Strip 8. Sher came to Barstow after completing a year at Marine Ground Defense Security Force, Guantanamo Bay, Cuba.

After 10 months on station, he has gained an appreciation for Barstow and looks forward to what he will do in the years to come.

"This duty station allows you the opportunity to go to school like no other," he said. Before Sher leaves Barstow he hopes to complete his first college degree and earn his blood stripe.

Surrender: Accepting help to win

Submitted by MSgt. Wanda Collins
SACC counselor

"Surrender" is the doorway to victory over alcohol and other compulsions. In some mysterious way, our bad habits lock themselves in, so our efforts to defeat them only push us deeper into mire. Willpower and mental effort are usually ineffective and lead to frustration and failure. Try as we will, we cannot overcome these devilish problems on our own. To overcome, you must surrender.

What does it mean to surrender? It means you stop trying to quit on your own. You throw up your hands and say, "I give up!" "I don't want to live this way anymore!" "I've had enough!" And you ask for help.

The path of surrender is hard, but it is easier in the long run than the methods we have been using with such disastrous results. It is painful to admit one is an alcoholic and needs help - but it is more painful to be a practicing alcoholic and face further battering at the

hands of John Barleycorn. It may be humbling to join a recovery group where people share their thoughts and feelings so openly. It is more humiliating to continue in the failure and degradation that come to alcoholics. Surrender requires self-discipline and a firm resolve to attend meetings and pay attention to the things necessary for growth in sobriety. But this self-discipline is nothing compared with the vicious bondage we live under as slaves to alcohol and other compulsions. We find true freedom, in fact, only when we surrender.

We surrender to win. The prizes are sobriety, true freedom, self-respect, serenity, confidence, health, and growth in happiness. With so much to win, the only mystery is why it takes some of us so long to let go!

Help is available if you are ready to surrender. Call me at 577-6533.

Cupid can't shoot straight

By Lt. Michael Michener
Base Chaplain



Now that Valentine's Day is over (and Hallmark and the flower shops are planning for next year's sales), we can all get back to business and accomplish the

things we should. Besides, cupid can't shoot straight anyway.

Now, don't get me wrong, I don't have anything against romance. I just think we have been sold a bill of goods when it comes to love. We seem to have this goofy idea that love means feeling that certain attraction between men and women. We think that as long as it feels good emotionally, then we must be in love. I would suggest that the Bible paints a different picture.

At most weddings a scripture is often used that couples seldom really understand. That passage is 1 Corinthians 13:4-8: "Love is

patient, love is kind. It does not envy, it does not boast, it is not proud. It is not rude, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects always hopes, always perseveres. Love never fails."

As Paul writes this to the church at Corinth and for us, he intends for us to notice that "love" involves "doing" words rather than "feeling" words. Marriages fail primarily because people choose not to love their spouses rather than because they "fell out of love."

Love doesn't fail, we do. Each one of us has to make a conscious decision to not be self-seeking. Each one of us must decide that today, we are going to be patient with our spouse. Admittedly, there may be things about our mate that we wish were different. But the only person we can change is ourselves. We cannot change the other. It is only as we work on improving that person in the mirror, do we then improve our relationships. When we

See Cupid Page 12

Chapel Hours

Protestant

Sun. 8:30 a.m.

Wednesday

11 - 11:30 a.m.

At the Colonel's Workshop

Catholic services will not be available until April 2.

For more info call Don Brooks at 577-7165.



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

Public Affairs Staff

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

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

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

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News Briefs

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

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

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

| Name | Phone |
|-------------------------|----------|
| U.S Marines | |
| GySgt. Michael Claudio | 577-6533 |
| SSgt. Robert J. Munroe | 577-6684 |
| Sgt. Mario Rivas | 577-6871 |
| LCpl. Kyran Ramcharan | 577-6623 |
| LCpl. William J. Sierra | 577-6784 |
| LCpl. Patrick J. Snyder | 577-6784 |
| 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 |

Battle Color Ceremony

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

Watch in awe and admiration as the Silent Drill Platoon flawlessly executes a precision drill program without verbal commands.

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

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

Call 577-6430 for more info.

SBP made easy

Do you know what will happen to your personal and real property when you die? Do you know about and understand the Survivor Benefit Plan?

If you're not sure, come by the Retired Activities Office to review two new publications: "Help Your Surviving Spouse - Now!" and "SBP Made Easy: The Survivor Benefit Plan."

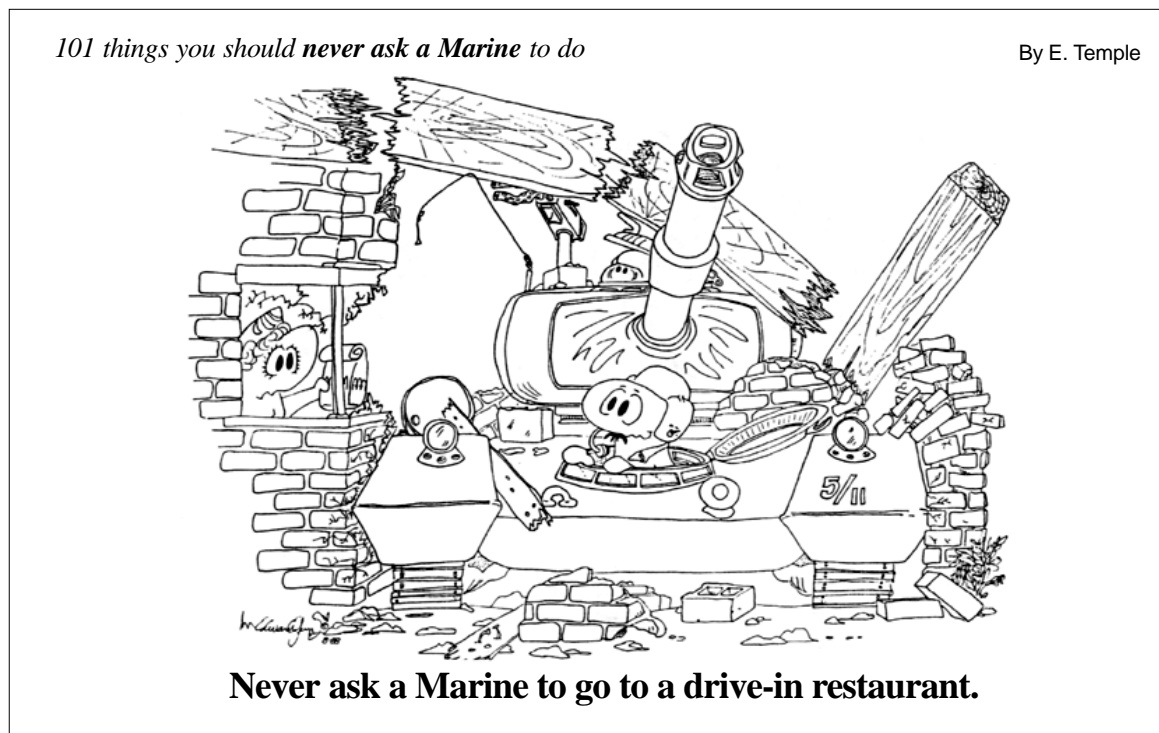
The Retired Activities Office is located in Bldg. 129. Call Personal Support Division at 577-6533 for more info.

25th Marine Corps Marathon

The Marine Corps Marathon will begin accepting applications to the 25th annual race Tuesday.

This is the marathon's silver anniversary, and officials expect the "People's Marathon" to reach maximum capacity early.

Get your applications in early. Receive your applications by calling 1-



800-RUN-USMC and getting on the brochure mailing list or apply on-line at <http://www.marinemarathon.com> and fill out the entry application.

Census 2000

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

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

For more info call 1-888-325 7733 or visit the Census Bureau Web site at <http://www.census.gov/jobs2000>.

Leave Sharing

There is a friend in need at Maintenance Center.

Edward L. Bialkowski, engineering department, has been affected by a medical emergency.

Anyone wishing to donate leave under the leave sharing program may obtain a leave donor application through his or her division adminis-

trative officer.

For more info call Pat Snyder at 577-7284.

Scholarship, loan program

The Navy/Marine Corps Relief Society is offering the Vice Adm. E.P. Travers Scholarship and Loan Program that either grants up to \$2,000 per year or gives a \$3,000 per year interest-free loan. Application deadline is March 1.

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

Daffodil days

The American Cancer Society Barstow Unit is taking orders for its annual Daffodil Days Campaign in support of the society's cancer research, education and patient services programs. Flower orders take place from now through March 3.

Sponsored in the Barstow area by Barstow community Hospital and Highway Stations, the yearly event will sell freshly cut daffodils, the first flowers of spring and a symbol of hope for cancer patients.

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

Parent roundtable

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

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

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

but seating is limited. Call Personal Services at 577-6533 to reserve a space.

Parent support

"What every child knows, and what every parent should," a class in parenting, begins Tuesday from 3 to 5 p.m. at the Forum on Fort Irwin.

For more info or to register, call 380-4021 or 256-5751.

Protect yourself

Come to the Rape Prevention and Awareness Workshop sponsored by MCCS, Person Services Division, to learn about rape facts, prevention and awareness.

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

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

National Dental Health Month contest

United Concordia, the TRICARE family member dental plan, is sponsoring two contests for TRICARE dental patients.

The first is a literary contest for ages 8-12. Contestants must write a story (fictional or non-fictional) no longer than one side of an 8 1/2"x11" piece of paper about their dentist.

The other contest is for ages 3-7. The entry form includes a drawing that must be colored. Winners of each contest receive a \$100 savings bond.

For more info, call Gloria Sheppard at 577-6593.

YMCA art and essay contests

The Armed Services YMCA is sponsoring an essay contest to youth

Job Watch

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

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

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

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

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

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

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department staffer attended to show their support.

"[They're] providing an opportunity to those people to stay part of the High Desert area — to stay part of the community even though they may become displaced," said Costa.

The DLA work force has the option of the right of first refusal.

"When and if the contractor finally comes on board to take over operations, he will be offering positions to the current work force," Costa noted. "Whether he offers comparable pay and benefits ... employees can be the judge."

Though measures are being taken to downsize the work force, Costa is committed to invoking all available benefits and programs to those transitioning employees out of base operations positions without laying them off.

A base-wide survey was released at the meetings to see who might be interested in the Voluntary Early Retirement Authority and Voluntary Separation Incentive Program, which may offer bonuses of up to \$25,000 to qualifying employees.

"This is strictly voluntary," said Costa. "I will not burden any individual with any artificial incentive to leave."

A key element to greater efficiency

is to train a multi-skilled work force. Costa believes in training employees already on board to perform multiple job-related duties instead of filling vacant positions or offering them for contract.

"The government will not continue to stifle you with narrow job descriptions," said Costa. "You will be more valuable to the base and more marketable on the outside if you decide to leave."

One example of a multi-skilled work force that Costa mentioned was the Training and Audiovisual Support Center. Recently, the graphics artist left for a position at another base. Instead of immediately replacing her, the base is considering combining photography and graphics under one job title.

"People keep telling me, 'you're not going to change the system.' I haven't stopped trying yet," said Costa. "I'll knock down every door I can."

The colonel noted that combined skill positions and incentive programs are not limited to workers under an A-76 study. The base will give employees more freedom to organize their work sections as they see fit, by reengineering how it is done.

"There are a lot of other areas that are not under formal study. It is my intent to not have a follow on A-76 study on those other functions," said Costa. "We will employ Better Business Practices in order to justify not

being studied."

The base can also become even more efficient by revising the budget, said Costa.

The base is using Activity-Based Costing/Management (ABC/M), a formally implemented Better Business Practice that helps the base focus on where to direct reengineering efforts. ABC/M is a spreadsheet database that lists all activities and customers, displaying results based on investments.

"Through ABC/M, we can target where we have a very important customer with a very important mission, or where we have a service that may be questionable, and whether we should continue," said Costa.

The base spends one third of its annual budget on the core activities that provide logistical support to the operating forces and the Department of Defense, meaning the Maintenance Center, Fleet Support Center and DDBC.

In compliance with laws, regulations and policies command another third of the budget. "Those things we can challenge. We are a reinvention lab. Any Marine Corps policy which may no longer be efficient, we should question," said Costa.

One policy in particular concerns warehouse storage — holding supplies

"just in case" instead of ordering them to arrive "just in time." Parts and equipment are stored in bulk, supposedly to minimize turnaround time in replacing and repairing goods.

"Policies like that are included in the cost we spend each year," said Costa. "Policies like that we need to question."

"If we need something, and we can go in town and get it within just a couple of hours, why have it stored here?" asked the colonel. "Instead of having it sit in a warehouse, being watched and taken care of year after year and then probably by the time it's being used, being outdated."

The base devotes the rest of its budget to sustaining base services.

"Not necessarily directly supporting our customer, but supporting ourselves and quality of life. Becoming more efficient in that area, we can further reduce cost."

The "2002" part of Barstow 2002 is significant since it targets the date of transition completion. The ongoing A-76 study for I&L will be completed in early 2001 and implemented over the following six months. Also, Costa passes the reigns to a new commanding officer in July 2001. Barstow 2002 exceeds both of those events.

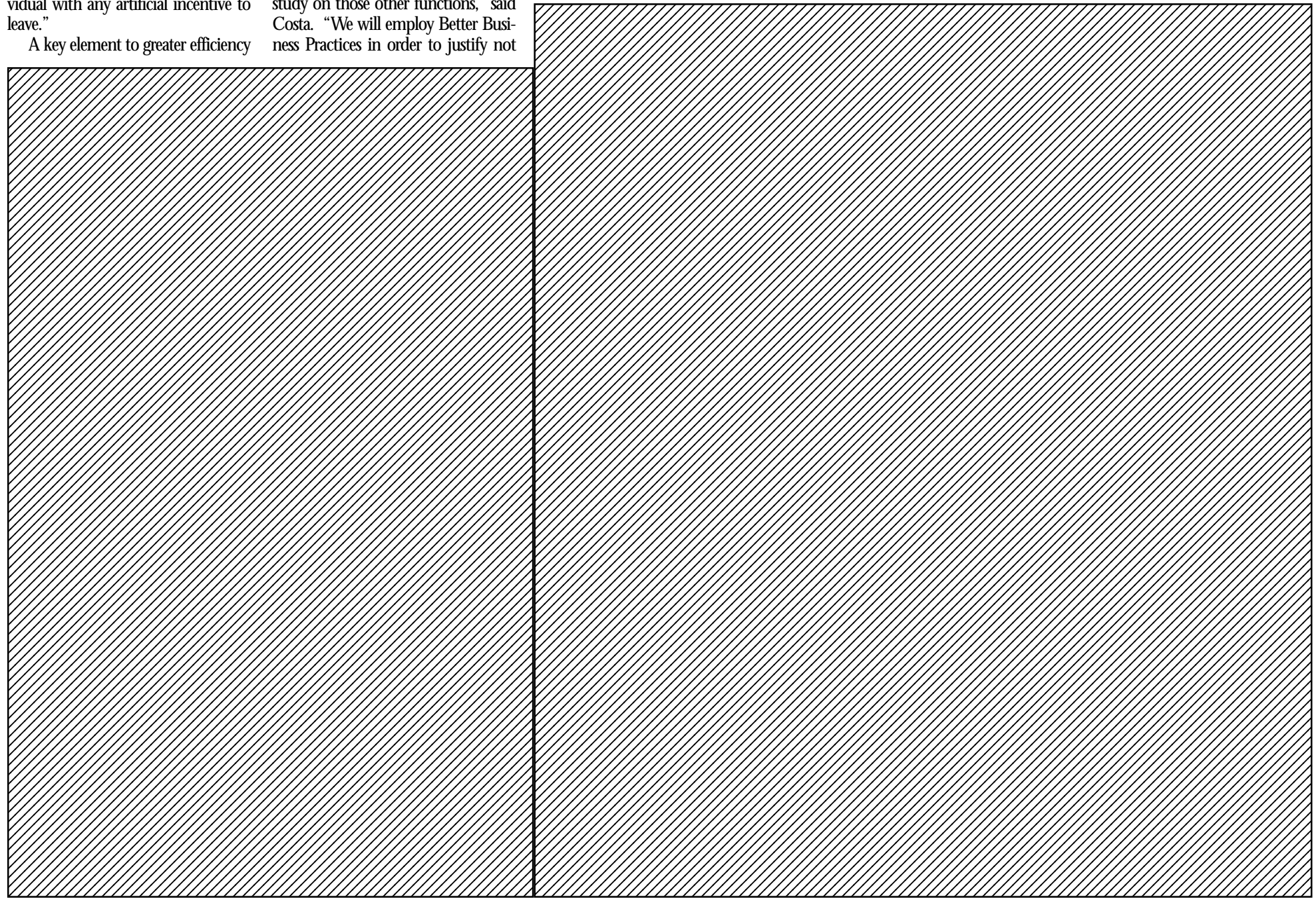
PWS from Page 1

is why we hired Booz-Allen and Hamilton. But I also need the help of every single member of the base regardless of assignment or duties."

The PWS defines what work will be done by the personnel at I&L Department or a contracted service provider. It is the linchpin for establishing the Most Efficient Organization — the document the base uses when fighting for the right to keep its jobs with an in-house governmental work force. As Costa has said in the past, "This is the most important effort the base is undertaking. We need everyone to stay involved and informed."

View the PWS using Acrobat Reader at <http://mclbonline/qmo/PWS/Draft%20PWS.htm>. If this fails, type "mclbonline" in the address bar window. Then double-click on the "Business Initiatives" link in the right frame. Select "A-76 Commercial Activities" in the left frame. Finally, select "Draft Performance Work Statement" in the left frame to read the document.

Send comments to the A-76 Study Team leader, Navy Lt. Joe Charlton at E-mail address charltonjr@barstow.usmc.mil. Comments should be provided in the format of "File name, Section #, Comment" and are due by the close of business on Feb. 25.



Swaying your vote:

Can't see your way through mudslinging ads on TV? Don't give up your vote, seek other refuge for candidate comparison.

By GySgt. Frank Patterson
Public Affairs Chief

Sure I want to vote. It's my God-given right as a U.S. citizen to have a say in how my country is run. When you really stop and think about it, it's more than a right; it is a responsibility.

"In many ways, voting is more important than the weapon you hold in your hand," said Sergeant Major of the Marine Corps Alford McMichael. "Because your vote determines what type of weapon you receive and when you'll get it."

If you are like me then you get confused when it comes to who wants what for this country. I watch television - mostly the news - daily. All that I

have really seen is a lot of double-talk, misrepresentation of the facts by media and candidate's opponents, and a lot of other things that cloud the issues. Push-polling? Who cares? Talk to me about the issues.

"This Fall we will elect one-third of the Senate, all of the House of Representatives, the President and - depending in the state you call home - the Governor, State senate and State House of Representatives," said Capt. Sean Dugan, Base Voting officer. "This is a very important election year because the President will appoint three to five members of the Supreme Court and approximately half of all Federal judges."

OK, now that I'm getting an idea

of how important it is for me to cast my vote, isn't there anyplace I can go to find out what I want to know about each candidate? What about their past voting records? What is their platform? What do they consider important? Does a candidate believe in right to life? How about his stance on defense?

I can't sit down and personally talk with each candidate and see what kind of person they are. All I can really do is rely on what they say and how they act. Then again, who really knows if what they say is what they actually think?

GoVote.com and selectsmart.com are two sites dedicated to sorting out the election issues. Want to know what Al Gore's stance is on abortion? Defense? China? Click on the "Presiden-

tial Candidates" link. Did you know Gore did a tour in Vietnam as a military reporter? I didn't.

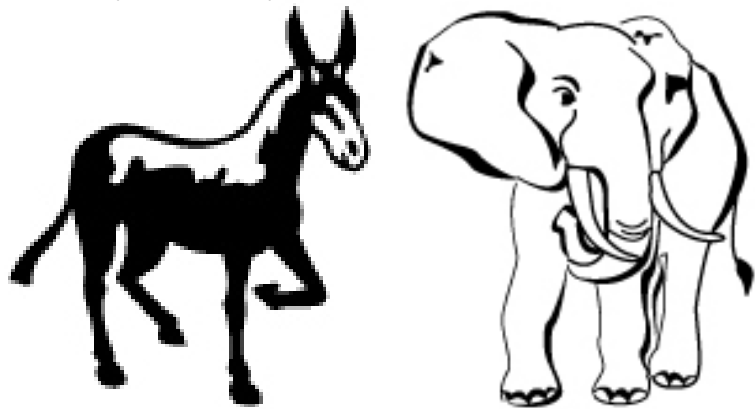
What about John McCain? Want to know his take on the drug problem? GoVote.com has a wealth of information on and also links to forums where you can read what other people are saying about a candidate. Share your ideas there.

Selectsmart.com has an interesting tool. It allows you to select a Presidential candidate based on a series of questions regarding education, military service, etc. For instance, what would you prefer? A candidate who spent time in the service in the United States, in Vietnam or didn't serve at all?

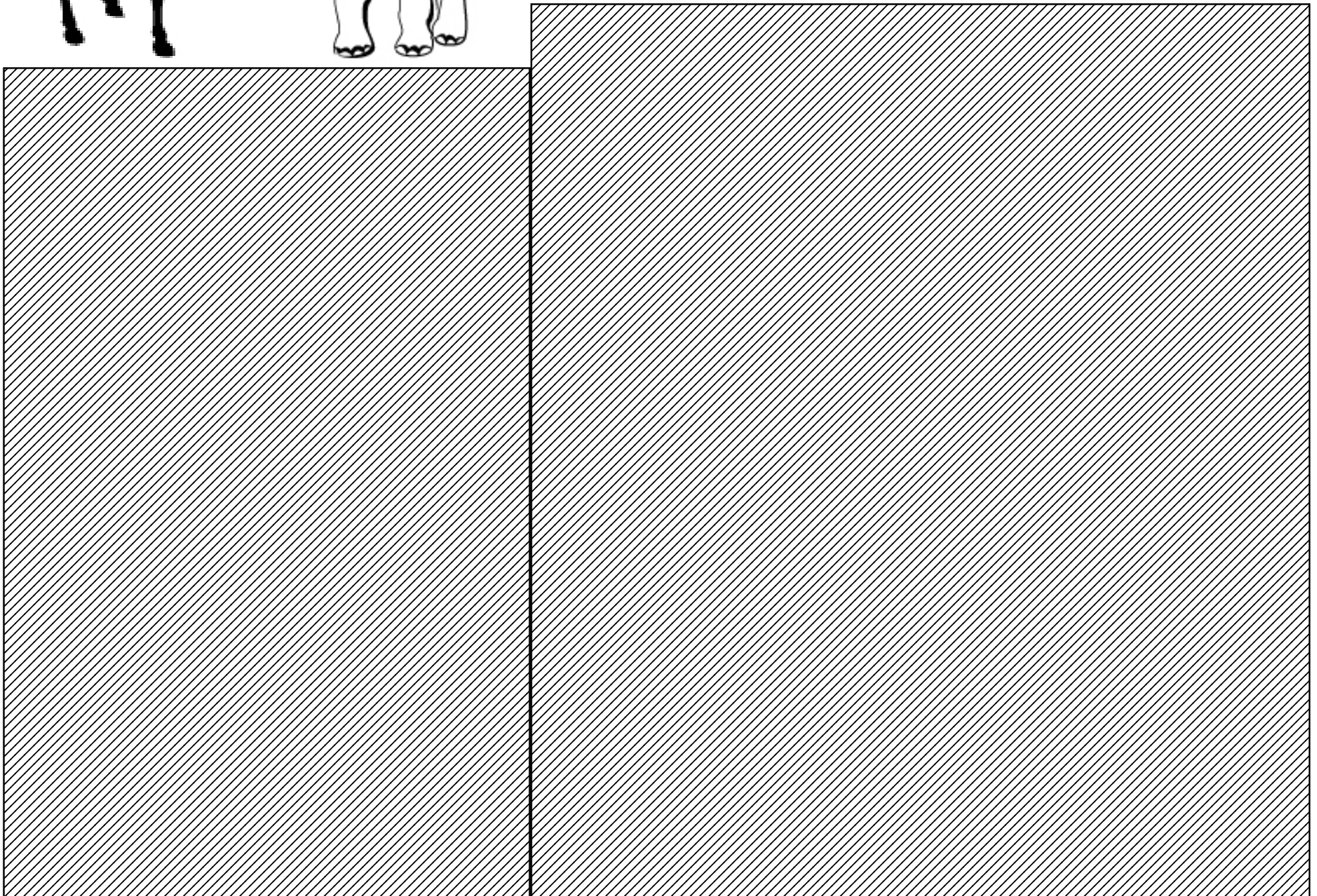
Absentee voting is a great concern

for military personnel. The Federal Voting Assistance Program has a Web site to help out in this aspect. FVAP is responsible for educating U.S. citizens around the world regarding their right to vote. Their Web site is very informative regarding absentee voting and has references for the approximately 6 million citizens under the Uniformed and Overseas Absentee Voting Act of 1986. The site also carries a wealth of information to help out voting assistance officers.

For more info, call Capt. Sean Dugan, the Base Voting Officer, at 577-6712 and check out the Web sites at <http://www.fvap.ncr.gov>, <http://www.govote.com> and <http://www.selectsmart.com/president>.



"In many ways, voting is more important than the weapon you hold in your hand. Your vote determines what type of weapon you receive and when you'll get it."



DIRECTOR'S CORNER

Maintenance Center Barstow

From the Director ...

By Col. J. Martin Jr.
MC Director

Congratulations to the employees who received Time Off Awards for their hard work and dedication in 1999.

We need to continue using teamwork and Better Business Practices to reach our production goals.

Think ISO 9000

Work Instructions are required for the performance of daily work tasks. If one has not been provided for you, contact your supervisor immediately.

Employee Recognition

October/ November/ December 1999

Time Off Awards (9 hours)

| | |
|------------------|--------------|
| Cathy Ashbrook | Joann Bond |
| Denis Kepley | Cindy Malloy |
| Bradley Minneman | Karyl Morris |

Margot Padilla Time Off Awards (8 hours)

William Carbajal Jr.
(4 hours)

| | |
|------------------|----------------|
| Sheryl Forsythe | Delmas Gaddis |
| Joyce Richardson | Sheila Taulbee |

Work breakdown structure

1.01 Assault Amphibious Vehicle

1.01.01 Hull / Frame

- 1.01.01.01 Hatches/Ramp
- 1.01.01.02 Miscellaneous Hull Components
- 1.01.01.03 Plenum
- 1.01.01.04 Hull

1.01.02 Suspension / Steering

- 1.01.02.01 Water Propulsion System
- 1.01.02.02 Brake System & Steering
- 1.01.02.03 Suspension
- 1.01.02.04 Final Drive

1.01.03 Power Package/Drive Train

- 1.01.03.01 Engine-525 HP integration
- 1.01.03.02 Transmission
 - 1.01.03.02.01 PTO
 - 1.01.03.02.02 HSU
 - 1.01.03.02.03 Speed Change Assembly
 - 1.01.03.02.03.01 Housing
 - 1.01.03.02.03.02 Clutches
 - 1.01.03.02.03.03 Break Ends
 - 1.01.03.02.03.04 SC Misc
 - 1.01.03.02.04 Misc Trans Comp
- 1.01.03.03 Cooling System
- 1.01.03.04 Air Induction System
- 1.01.03.05 Controls & Linkages

1.01.04 Auxiliary Automotive

- 1.01.04.01 Fire Suppression
- 1.01.04.02 Electrical System
 - 1.01.04.02.01 Wiring Harness & Cables
 - 1.01.04.02.02 Other Electrical Components
- 1.01.04.03 Ventilation System
- 1.01.04.04 Hydraulic System
- 1.01.04.05 Crew Accommodations
- 1.01.04.06 Fuel System (Vehicle)

1.01.05 Turret

- 1.01.05.01 Comm. / Elect.
- 1.01.05.02 Periscope (M36E3)
- 1.01.05.03 Miscellaneous Turret Components
 - 1.01.05.03.01 Turret Basket
 - 1.01.05.03.02 Green House & Hatch
 - 1.01.05.03.03 Fire Control
 - 1.01.05.03.04 Other Turret Comp.

1.01.06 Navigation & Communications

- 1.01.06.01 Navigation System (MHS)
- 1.01.06.02 PLRS
- 1.01.06.03 Communications

1.01.07 Vehicle Disassembly

- 1.01.07.01 Vehicle Disassembly - Hull

1.01.08 Vehicle Assembly, Integrat& Inspect

- 1.01.08.01 Assy-Hull (#1)
- 1.01.08.02 Electrical System Install (#2)
- 1.01.08.03 Fuel/Hatch System (#3)
- 1.01.08.04 Propulsion/Hydraulic System (#4 & 5)
- 1.01.08.05 Suspension/Fire Suppression (#6)
- 1.01.08.06 General Assy (#7)
- 1.01.08.07 Pack Installation (#8)
- 1.01.08.08 Turret Installation (#10)
- 1.01.08.09 Comm/Optics (#11)
- 1.01.08.10 Final Assy. (#12)
- 1.01.08.11 Vehicle Inspection

1.01.09 Vehicle Test

1.02 Miscellaneous Material

1.02.01 Paint

1.02.02 Line Side Stock

1.02.03 Hazardous Material

1.02.04 Fabricated Parts

1.03 System Engineering and Program Management

1.03.01 Industrial Engineering

1.03.02 Production Management

1.03.03 Configuration Management

1.03.04 Program Management

1.04 Vendor Processing

1.05 Facilities

1.06 Spares

1.07 GFM Repair

Maintenance Center's Planning measuring Earned Values analyzing forecasting corrective measures

By Kay Sobien
Robbins-Gioia, Inc

Earned Value Management is just one of the Better Business Practice initiatives being implemented within MARCORLOGBASES.

The objectives of Earned Value are: plan all work; measure performance; analyze schedule variance; analyze cost variance; forecast completion date and final cost; and most importantly – take corrective action. All of these are integrated to get an entire understanding of the program and to provide performance reports to management and customer.

Before EVM

In the past, schedule was the major factor for the Maintenance Center. With the tightening of defense budgets, cost and schedule performance are now the driving factors.

A program would consist of a number of vehicles to be worked for a price. The performance measurements were; when vehicles were inducted, and when they were completed. At any particular time it was difficult to determine what work had been completed and what work remained. The entire cost of the program was not known until the end of the program.

What was done differently for RAM/RS

For the last year and half MCB has been using Earned Value on the AAV RAM/RS program. The completion of 63 vehicles by December was a major accomplishment for Barstow, there were government furnished material (GFM) issues, implementation of EVM, MRPII, Material Control Center, and major changes in how work is accomplished.

The RAM/RS program was the first to implement Earned Value Management at MCB. This program began like any other program; a statement of work (SOW) was received from the customer. MCB, Maintenance Center Albany, and MARCORLOGBASES worked together to create a cost estimate to repair the vehicles.

Instead of an entire program or a vehicle, the RAM/RS was subdivided into manageable segments.

Performance information is provided for each of these elements. A good example of a WBS element is 1.01.01.04 Hull. This

element contains the following work; steam, blast, hull weld, and initial paint of the hull. If you think of the hull as a component it is worked just like any other component: cleaned, repaired, and then painted.

As the individual WBS elements are completed on a vehicle, we earn the value of that work (what was budgeted). The next step is to compare the amount of work that was done to the amount of work that was planned – this is the schedule variance. The cost variance will compare the actual cost of the work to what was budgeted for that work.

A very important step is determining how much work has been completed (earned value/BCWP – budgeted cost for work performed/status). This must be an objective measurement of work accomplished (physical progress).

As we progress through the implementation of MRPII, it will provide the status of work completed based on the artisan input. This is why there is so much emphasis for the artisan to status their operations complete.

After the status and actual costs are collected, the analysis of the information starts. We work with the control account managers (supervisors) to determine why they are behind/ahead of schedule, and above/below cost. The most important step in the analysis part, is the corrective action plan.

What is being done for the other lines

For the other lines, we are doing "EV Light". EV Light is an initiative by MARCORLOGBASES to measure performance on programs that have not yet implemented Earned Value.

Earned Value Light is at a program level. The budget for the program is divided by the number of vehicles, and time phased by month, based on when the vehicles need to be produced.

The planner provides the status of what work is complete; this determines production equivalence for the line. From the production equivalence, a value is determined for the work completed.

This is then compared to the plan to determine a schedule variance, and against the actual costs to determine the cost variance. Again, the most important step is the corrective action plan.

To apply Earned Value Management the following steps must be continuous: define the work, plan the work, execute the work plan, measure performance, analyze deviations, define corrective action, and make the change.

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

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

'Slew-to-Cue,' comfort too

By Cpl. Matthew R. Weir
BARSTOW LOG staff

Marines and civilian Marines from Barstow took a lesson from the Marines in 3rd Low Altitude Air Defense Bn., Camp Pendleton, while modifying the HMMWV mounted Avenger Missile System.

Installing the Ground Base Data Link was the most important modification they worked on while there, according to Cpl. Francoares Ventura, electronics technician.

The GBDL allows the Avenger to receive target positions from longer range radar or other acquisition systems before the target comes into sight.

Commonly called "Slew-to-Cue," the Avenger systems automatically rotate into position when fed target positions via GBDL.

"That way the Marine isn't looking out with his M-1 eyeball when something is already on his tail," said SSgt. Larry Essary, Hawk missile technician.

"Now they know what is going on a hundred miles away, even if they can't see them yet," said Ventura. "It adds to the theater of defense."

Other modifications seem simple with the addition of an air conditioning unit and a small diesel generator, it will save the Corps money in problems and time in manpower.

Before the change, the Avenger system drew power from the same 24-volt electrical system that ran the power for the rest of the HMMWV it was attached to.

According to LCpl. Jeremy Reed, Avenger technician, 3rd LAAD, this

modification cuts out a lot of the wear and tear on the HMMWV's alternator.

"Instead of having to power four batteries, the alternator only has to power two," said Reed. "The hummers are equipped with heavy duty alternators, but that was still a lot of stress on them."

While the generator is operating, it produces enough power to run all the electrical systems inside the Avenger turret, as well as charge the turret batteries.

Because the turrets and the HMMWVs are on the same 24-volt electrical system, either system can be used to run the vehicle as a whole in case of an emergency.

The second half of the modification seems like more of a luxury than a necessity, but being inside the turrets closed cockpit on a sunny day can be like sitting in an oven, according to Reed.

"Before I transferred here, I was with the 1st Stinger Btry., Okinawa Japan," Reed said. "You could easily get a heat index of 130 degrees with humidity while you were inside the turret."

During operations in 29 Palms last summer, Reed reported the temperature at 115 degrees in the shade.

"It was about 70 degrees inside the cockpit with the turret closed and the air conditioner running," he said.

"I could not guess at how much the Marine Corps is saving with an installation like this," said Reed, "but the ability of the troops to function inside the cockpit with the turret closed is a big savings in manpower."



Photo by Cpl. Matthew R. Weir

Jamie Meadows, Naval Surface Warfare Division gets the diesel engine and air conditioner into place on the HMMWV. After the generator is in place on the Avenger unit, it will run the electrical system, causing less wear on the HMMWV's alternator, as well as allow the Avenger operator to work in a more favorable climate.



Photo by Cpl. Matthew R. Weir

Cpl. Francoares Ventura got into some tight places to fasten the generator and A/C unit in place.



USMC Photo

When the upgrade is completed the Avenger Missile System will be able to track incoming targets from other long range tracking systems, long before the targets can be seen with the naked eye.

Buckle up, the life you save may be your own

By Sgt. Mike McQuillan
BARSTOW LOG staff

Before you shuffle through the statistics I've listed below, let me tell you a story.

The main character, surprisingly, is me, Sgt. Mike McQuillan (corporal at the time, since this flashes back to the past century).

After winning the Marine of the Year board, I was granted a four-day weekend last July. I rented a car and headed out to the California coast. Ninety minutes into my vacation, my eagerness got the best of me.

Highway 58, the site of my only California speeding ticket 15 months earlier, can give you a false sense of confidence. You don't always see when the road takes an abrupt dip or turn, highlighted by grooved asphalt beaten by tractor-trailers that move cargo into Bakersfield. Add a late-evening glare and a slight infraction of the speed limit, and you get a recipe for disaster.

I could hear the famed lyrics "The crying tires, the busting glass," as my 1998 Chevy Lumina performed a triple-lutz into the center-dividing wall.

What I did next was uncommon to many people after a car crash. I stepped out of the car and walked to find help. If I hadn't strapped on that repulsive restraining device, I might be typing this with the aid of a pencil between my teeth.

Although the car repairs cost more than \$12,000 (put your checkbook away, my insurance covered it), I didn't have a scratch on me.

Does this make me a subject mat-

ter expert? Hardly. All I can boast is the common sense to buckle my seat belt whenever I get behind the wheel.

Although I'm sometimes willing to wear two seat belts nowadays, too many Marines have added themselves to the Marine Corps serious incident report by refusing to buckle up.

During Operations Desert Shield and Desert Storm, the Corps lost more Marines stateside in traffic accidents than it did in combat.

That was a nearly decade ago, but

here are some recent figures. Traffic death rates for Marines in the past four months averaged 40.52 per 100,000 personnel, more than the other services combined. Closer to home, we have had two well-known accidents with Marines from here in the last year.

Remember that former lance corporal who was pending DWI charges when he went out for yet another joyride? On top of all his other bad decisions that night, he failed to buckle his seat belt and put himself in a coma.

He left his hospital bed for the first time more than a month later. Waiting for him that day were his discharge and hundreds of thousands of dollars in medical bills.

In a more recent case, we had a Devil Dog airlifted to Lake Arrowhead after plummeting into the I-40 overpass. Once again, no seat belt. He spent several days in the hospital and then a month on convalescent leave.

I'm not offering tips on how to

drink and drive safely. Those examples were both alcohol-related, but you don't have to be drunk to crash your car. Buckling your seat belt doesn't mean you plan to crash either.

For those of you who still aren't convinced, Marine Corps Orders 5100.19D and 5110.1C mandate that Marines wear their seatbelts at all times. Military Policemen can issue a citation that can result in loss of on-base driving privileges or mandatory traffic school.





By Jim Gaines
MCCS Publicity

Shop MCX and save!

Right now - Quasar 4-head VCR for \$89.99, JVC 32" TV for \$499.99, JVC 27" TV for \$279.99. Get 15 percent off all cameras and 10 percent off all camcorders.

St. Patrick's Day Sale and Spring Sale coming next month.

Shop at your Base Exchange: great bargains and everyday low prices.

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

Lunch menu for this week

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

Today - Lasagna, vegetable.

Friday, Feb. 18 - Hoki fish, maca-

roni and cheese.

Monday, Feb. 21 - President's Day - Family Restaurant open from 9 a.m. to 2 p.m. with menu service.

Tuesday, Feb. 22 - Meatloaf, mashed potatoes, beef gravy, vegetable.

Wednesday, Feb. 23 - Beef tips and noodles, vegetable.

Thursday, Feb. 24 - Mushroom stuffed chicken, mashed potatoes, chicken gravy.

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 as well as a sub sandwich menu for lunch. The Cactus Cafe offers a limited a la carte and sub sand-

wich menu for lunch.

For more info call 577-6428.

Family Night Dinner Menu

Tonight - Hamburger pie.

Thursday, Feb. 24 - Prime rib dinner with mashed potatoes.

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

Prices: \$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 holiday closures

President's Day is Monday. The following is a list of what's open and what's closed at MCCS on this holiday.

The Yermo Exchange, Barber Shop, Oasis Club, NCO/Enlisted Club, Library, ITT, Bowling Center and Gas Station will be closed Monday.

The Auto, Ceramic and Wood/Rock Hobby Shops will be closed Sunday and Monday.

Tees & Trees Golf Course will be open 7 a.m. to 5 p.m. Monday.

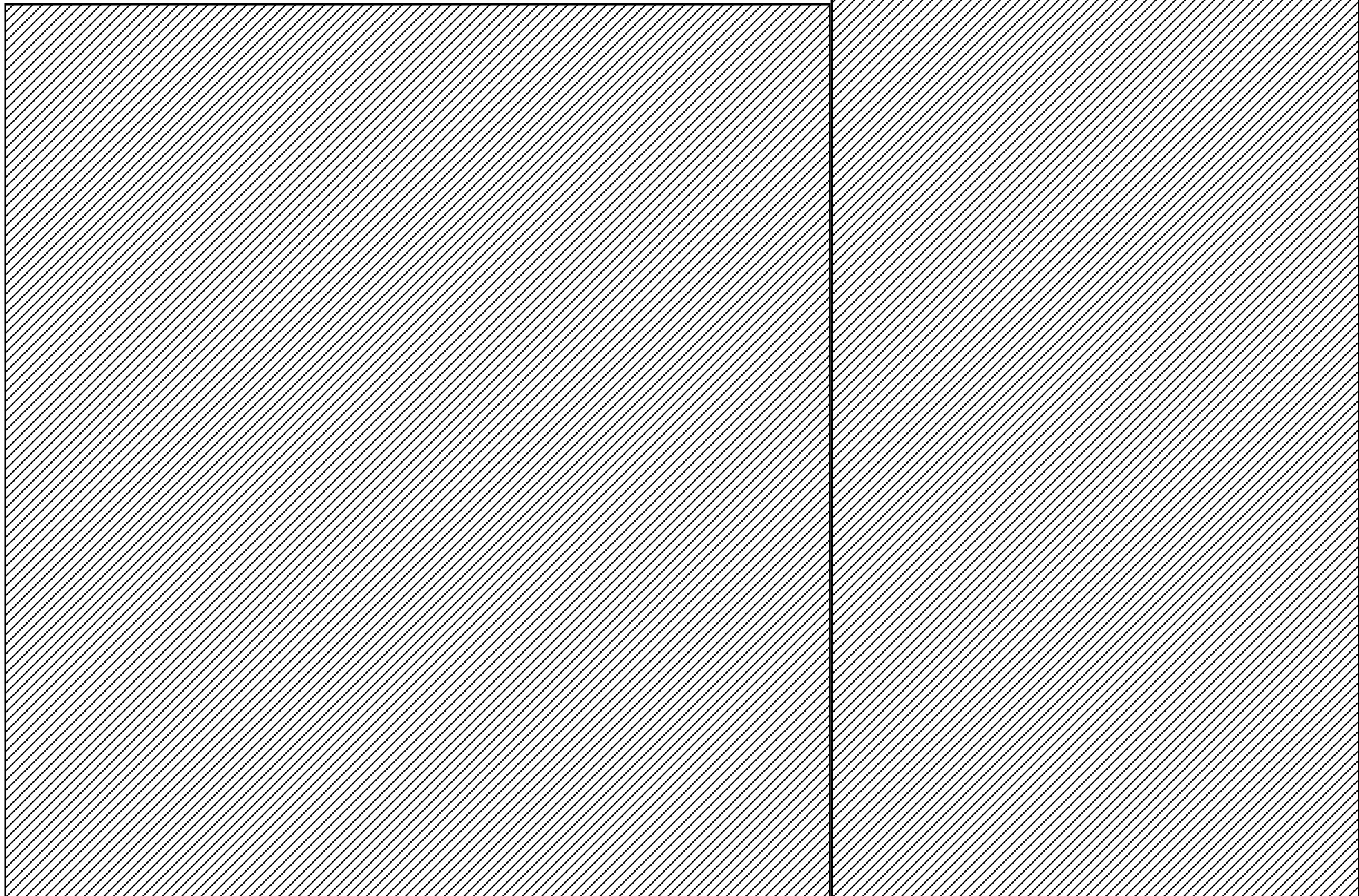
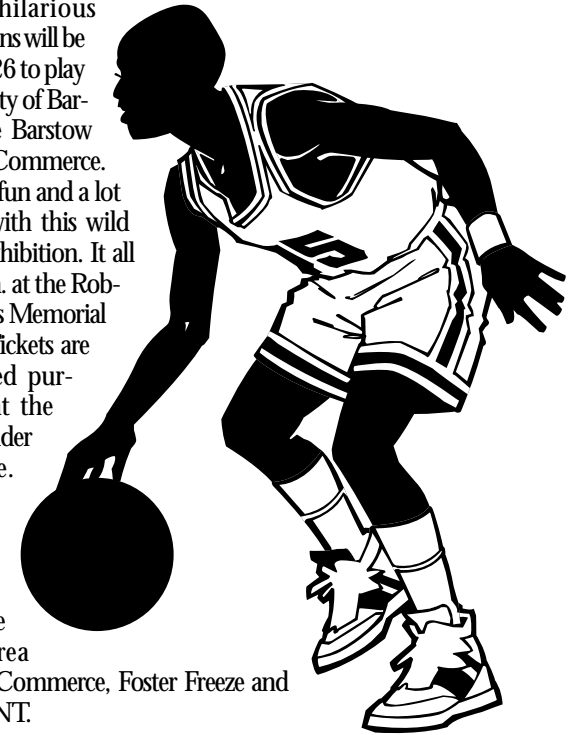
The Base Exchange and 7-Day Store will be open from 10 a.m. to 6 p.m. on President's Day.

The Gym/Fitness Center will be open from 8 a.m. to 3 p.m. Monday.

The Family Restaurant will be open from 9 a.m. to 2 p.m. with menu service on President's Day.

The Harlem Clowns hit town!

The hilarious Harlem Clowns will be in town Feb. 26 to play against the City of Barstow and the Barstow Chamber of Commerce. Enjoy family fun and a lot of laughter with this wild and wacky exhibition. It all starts at 2 p.m. at the Robert A. Sessions Memorial Sportsark. Tickets are \$10 advanced purchase, \$12 at the gate. Kids under 12 are free. MCLB ITT has tickets. Tickets may also be purchased at the Barstow Area Chamber of Commerce, Foster Freeze and Fort Irwin TNT.



SPORTS

NTC shatters Business unbeaten streak in last game

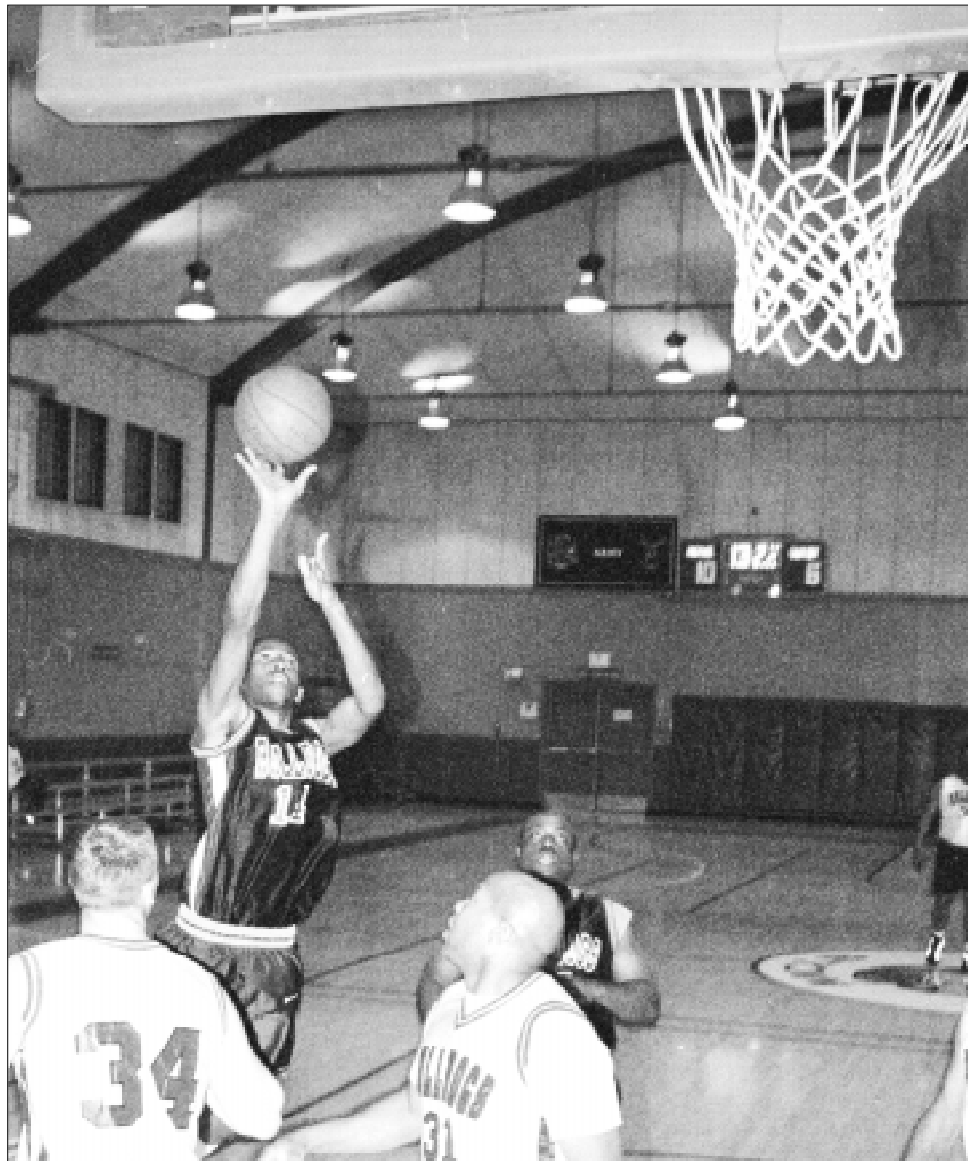


Photo by Sgt. Mike McQuillan

Above: Sidney Collins of NTC airs a lay-up over the Business' Travis Fallin and Joe Hood

Right: Hood wards off a stifling NTC defense before sending it down court.

By Sgt. Mike McQuillan

BARSTOW LOG staff

NTC bested the Business in the basketball season finale, 56-44, to earn the #1 seed in this week's championship tournament. The teams beat each other once during the season and dominated the rest of the league, setting the spotlight on center court Feb. 9.

The game opened at a gentle pace, averaging a basket per minute through the first quarter. In a showdown of style, the Business poked small holes in the NTC defense for a series of quick lay-ups, while NTC stormed the court with one fast break after another.

The Business held the scoreboard for most of the first half, climbing to a lead as high as five points. They capitalized on shot clock-free ball,

harboring the ball for as long as two minutes on a single drive. Travis Fallin was flawless in the half, netting 10 points. NTC closed the gap late in the half when Tim Woods scurried down court for a bucket, evening the score at 20-20 as the buzzer signaled 20 minutes elapsed.

"It's a whole new ball game, straight from the 'Top,'" said a somewhat frustrated Businessman Joseph Hood.

NTC struck first on a flurry of threes by Daryl Givens. NTC shifted momentum to their brand of ball, combining dazzling ball-handling with bonus foul shooting. The Business fought back relentlessly, but had to eventually turn to the consolation that they would have another shot during the playoffs.

Fallin led the Business with 16 points, matching the NTC team high for Andre Clemmer.

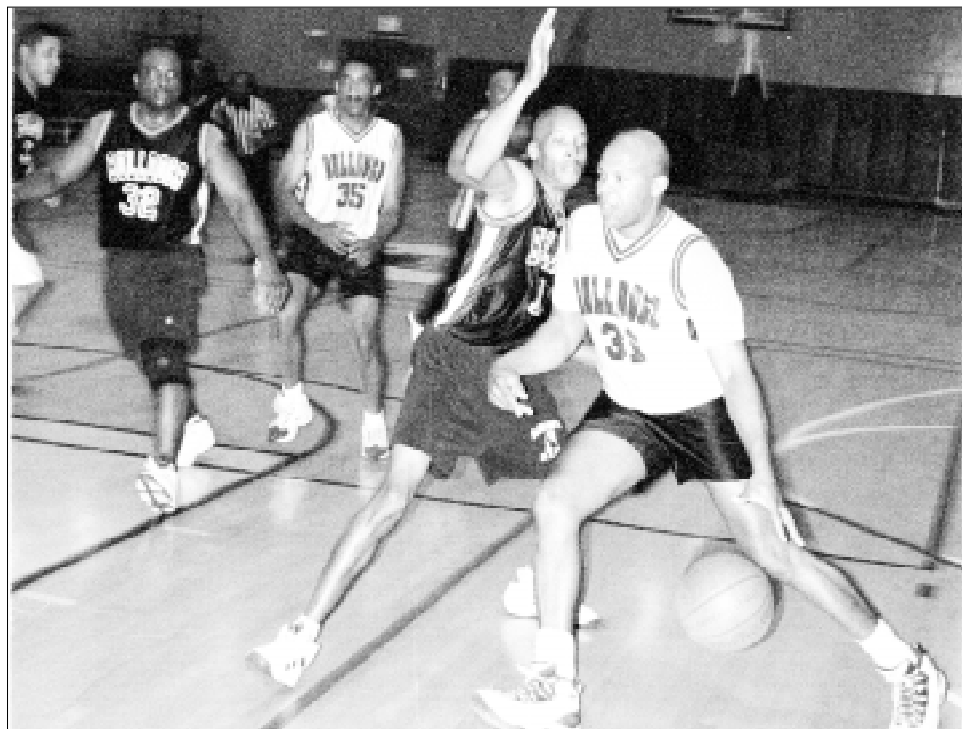
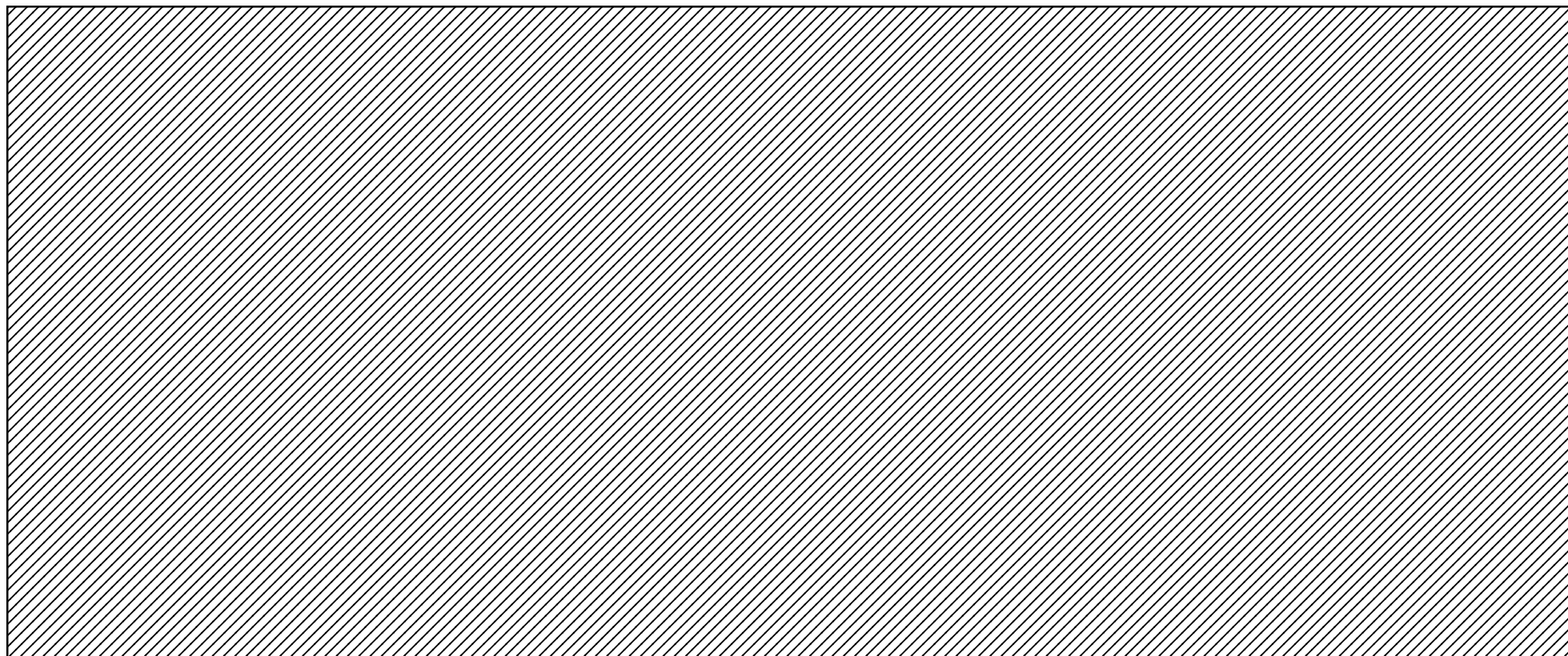


Photo by Sgt. Mike McQuillan



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

1988 FORD BRONCO: Eddie Bower edition. Blue/Tan, tan interior. 108k miles. PW/PL. EFI 351, auto, four-inch professional Rancho lift w/dual RS-5000 all around, new BF Goodrich 33 inch tires. \$7,500. 252-4634

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

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

1982 FORD: 3/4 ton pick-up, automatic transmission, needs minor engine work, \$1,000 as is. Call 256-9519 AVH

FOR SALE: AIWA stereo system, 200w, five speakers, 3-disc changer, dual cassette, AM/FM radio, electronic graphic equalizer, 3-D sound, multi-jog dialer, full-function remote. Unused, still in box. \$350 OBO. Call 957-1622.

FOR SALE: Truck tires, LT 215 85 R16, xlt cond. , 5 at \$25 each, 2 at \$15 each. Call 256-6629.

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

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

FOR SALE: Washer, Crosley, 2 cycle and dryer, Sears, 3 cycle, fairly new. \$300 for both. Call 252-3355.

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

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

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

FOR SALE: Weight bench w/weights \$25. Call 256-6629.

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

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

Cupid from Page 2

want better marriages, then we have to make ourselves better.

In our culture, we court and ultimately choose our mates. In ancient biblical times many of the marriages were arranged. Our society has a very high divorce rate. Divorce was not so easily obtained in

ancient days. Marriages worked because the people understood that quitting was not an option. True love, as Paul reminds us, never fails. True love means that we hang in there and honor our vows and persevere through the hard times and decide to love even when we may not feel like it.

Poor old cupid cant shoot straight

because he has a bad definition of love.

I hope you had a romantic Valentine's Day. More importantly, I hope you have renewed your commitment to love your spouse in a lasting, biblical sense. I hope you will be a better shot than that fat little cherub.

Blessings, Chaplain Michener

BRIEFS from Page 3

of military families in four age categories ranging from pre-school to high school.

The subject must focus on the importance of reading. Poetic entries are acceptable. Winning entries can win up to \$1,000 in U.S. Savings Bonds.

The ASYMCA is also sponsoring

an art contest for military children from Kindergarten through 6th grade. The theme is "My Military Family."

The top prize is a \$500 savings bond and selection as the Millennium 2000 poster for Military Family week in November.

For more info, call Andree Swanson at (703) 866-1260 or log on to <http://www.asymca.org>

CHAPEL from Page 1

Finding the right firm to construct the administration building was no easy task. The lowest bid was more than \$100,000 above the government's first estimate of \$220,000 for construction. Some bids were as high as \$486,719. According to Bernath, the Public Works Office in conjunction with the Resident Officer-in-charge of Construction's Office successfully justified the variance in the cost between the government estimate and the last two solicitation bids to HQMC, which granted funds for construction in January.

The new structure will serve as a combined fellowship hall and classroom area, complete with kitchen, bathrooms and a small storage area.

Catholic and Protestant parishioners both will soon be able to fulfill their religious and social beliefs at the Base Chapel without encroaching on the others space, according to Lt. Michael Michener, base chaplain.

"Currently we really don't have space for religious education," said Michener. "We have Protestant and a Catholic services and we cant hold Sunday school at the same time either service is taking place, unlike most places that have separate sanctuaries and study areas."

The new addition affords the congregations with space and facilities improving the current situation of the religious programs held at the chapel, according to Michener.

"The new administration building will give us the space needed to accommodate religious education programs and fellowship after services. We'll have a kitchen area that can be used for potluck meals and social gatherings," said Michener, adding, "It will be a lot of fun for both congregations to have the extra advantages. We want it to be versatile."

The combined fellowship and classroom takes advantage of moveable walls to make the best use of space. The area may remain open or be partitioned into four separate classrooms accommodating up to 12 people. Construction plans also include two offices, one for the Chaplain and one for an assistant.

"The [Command Religious Program] has been in need of a new administration building," noted Bernath. "It's long overdue. The Chaplain's Office was located in Building 302, is now in Building 15, and finally, will be at the Base Chapel."

