Changes in getting aboard
MLK revisited
PPB improving how things are done
On the Cover:

Front cover: Laurie Pearson

Staff Sergeant Michael Seabra, company gunnery sergeant, leads Marines on a 4.2 mile run as part of their physical training regimen aboard Marine Corps Logistics Base Barstow, Calif., Jan. 15. The Marines vary their physical fitness training to include running and High Intensity Tactical Training and more in order to ensure combat readiness.

On The Cover:

Marine Corps Logistics Base Barstow, California
Colonel Craig C. Clemans, commanding officer
Sgt. Maj. Sergio Martinezruiz, base sergeant major

Communication Strategy and Operations Office
CommStrat Officer: Rob L. Jackson
CommStrat Planner: Keith Hayes
CommStrat Chief: Laurie Pearson
Editorial Assistant:
Visual Information Chief: Jack Adamyk
Graphic Specialist: Cheri Magorno

The editorial content of this magazine is prepared, edited and provided by the Communication Strategy and Operations Office of Marine Corps Logistics Base Barstow, California. Mailing address: Commanding Officer, Attn: CommStrat Office, Box 110130, Barstow, CA 92311-5050. The CommStrat is located in Building 204. Phones: (760) 577-6430, 577-6450, 577-6451, FAX 577-6350, DSN prefix 282.

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Links in this publication are interactive in the online version
Website: http://www.mclbbarstow.marines.mil
http://www.twitter.com/#!/MCLB_Barstow
Communicator of the Month

Mona Mendez, program analyst, is being recognized as January’s Communicator of the Month because she is a motivated and dedicated employee who is always willing to help out others in the S6 Communications Department. She completes all of her tasks with great attention to detail and excellent quality of work.

Mendez began working in the Communications Department in July of 2017. She enjoys working in a department that assures great customer service to everyone. She is a Barstow native and has worked for Marine Corps Logistics Base Barstow for 22 years.

Mona is a valuable asset to the department and is truly respected and appreciated by all.

Got news? Call us! (760) 577-6430

Contents

- Base access evolves 5
- NCO of the Year 9
- Continuous Process Improvement 6-7
- Teen Dating Violence Prevention 10
- MLK, more than a dream 8
- Calendar January 2020 12
MARADMIN 719/19 SUBJ/ CONCEALED CARRY OF PRIVATELY OWNED FIREARMS FOR U.S. MARINE CORPS LAW ENFORCEMENT PROFESSIONALS//

This MARADMIN authorizes qualified active Marine Corps Law Enforcement (LE) professionals who possess valid Law Enforcement Officer Safety Act (LEOSA) 18 U.S.C. §926B credentials to carry concealed privately owned firearms (POF) aboard Marine Corps property in the United States and U.S. territories for personal protection not in the performance of official duties.

SECNAVINST 5500.37 authorizes the Commandant of the Marine Corps (CMC) to grant permission to Marine Corps uniformed and civilian personnel to carry a POF aboard Marine Corps property for personal protection not in the performance of official duties or status. Through this MARADMIN, the CMC authorizes only Marine Corps LE professionals who possess valid LEOSA 18 U.S.C. §926B credentials to carry a concealed POF aboard Marine Corps property. Marine Corps property are Marine Corps installations, bases, and stations in which the Marine Corps exercises primacy for LE functions.

MARADMIN 518/19
MSGID/GENADMIN/ CMC WASHINGTON DC MRA MP//

The Career Communications Group will host the 15th Military Stars and Stripes Recognition Dinner during the Black Engineer of the Year Award (BEYA) Science, Technology, Engineering and Math (STEM) Global Competitiveness Conference, held 13-15 February 2020 at the Marriott Wardman Park Hotel in Washington, DC. The Marine Corps will be the highlighted Service during this event.

BEYA is an annual three day conference that brings industry professionals and students together to share their experiences and career information. Attendees can network with others from around the country while participating in seminars and workshops that explore every facet of STEM career paths. The goal of BEYA is to create connections between students, educators and STEM military professionals while facilitating partnerships with individuals and their local STEM resources.

MCO 5354.1E ADMIN CH MRA

MARINE CORPS PROHIBITED ACTIVITIES AND CONDUCT PREVENTION AND RESPONSE POLICY

Mission. To preserve dignity and promote respect for all Marines and other Armed Forces personnel, uniformed and civilian, that are assigned to, or serving with, Marine Corps units by ensuring a clear and common understanding of the prohibited activities and conduct addressed in this Order, their intolerable and corrosive effects on our institution, and proper prevention and response actions.

Women's Bible Study
Starting a new six-week series at the Marine Memorial Chapel. This series covers Jim Cybala's "When God's People Pray." Transformed life of prayer. Fellowship and breaking of bread begins at 5:30p.m. then prayer and DVD begins at 6p.m. For more information contact Laurie Pearson at Laurie. pearson@usmc.mil.

Leave Share Program
Individuals currently affected by medical emergencies and in need of leave donations:
Torría Haulsey
Mario Sanchez Chavez
Anyone desiring to donate annual leave under the Leave Share Program should contact the Human Resources Office at 577-6915.
On January 1, 2020 Marine Corps installations began extending access to commissary, exchange, and morale, welfare, and recreation retail facility privileges. Privileges will be extended to Veterans awarded the Purple Heart, Medal of Honor recipients, former prisoners of war, Veterans with service-connected disabilities, and caregivers or family caregivers for Veterans. This extension is specified in the Purple Heart and Disabled Veterans Equal Access Act of 2018, included in the John S. McCain National Defense Authorization Act for Fiscal Year 2019 and applies to U.S. military installations. The Department of Defense made the initial announcement Nov. 13.

“You don’t lose your connection to the military community just because you leave the service. For some of these returning veterans, it has been a long time since they were on a military installation or in a commissary or military exchange,” said Edward Cutshall, director of Marine Corps Community Services at Marine Corps Installations Command.

“We are honored to welcome home these heroes. This is a way for us to show our support and share our facilities with those who have sacrificed so much.”

Newly-eligible Veterans and caregivers under the Purple Heart and Disabled Veterans Equal Access Act of 2018, will have access to DOD and Coast Guard MWR retail activities including entertainment, clubs, recreational lodging/resorts, special interest activities, bowling, golf, restaurants, marinas, equipment rental, movie theaters, vehicle storage, kennels, AmericanForcesTravel.com, and more. Use of MWR activities primarily funded by appropriations and child development programs are not authorized.

This expansion will extend eligibility to over 4.1 million new patrons. The DOD has processes and procedures in place to vet all visitors to DOD installations including regular workforce personnel, residents, and other visitors. Upon the first visit to an installation, eligible veterans and caregivers must stop at the visitor control center. Depending on the type of installation and the acceptable credential presented, veterans and caregivers may be enrolled for recurring access, which would allow them to proceed to the gate for entry upon subsequent visits without having to stop again at the visitor control center.

For more information on this new program, go to www.militaryonesource.mil/expanding-access, or to determine eligibility, visit a local VA medical facility; call 1-877-222-VETS (8387), Monday through Friday from 8 a.m. until 8 p.m., Eastern time or apply online at VA.gov.

Installation access evolves

Sidebar by: Keith Hayes
CommStrat Planner

Michael Reyes, Physical Security Specialist, Marine Corps Logistics Base Barstow, amplified on the procedure described in the above media release.

“After registering their VA health card with Pass and ID, the veteran will become a ‘trusted travel agent’ and will be able to bring their spouse and immediate family as well,” he said.

Caregivers for the veteran have a slightly different procedure to get aboard base.

“They must have a new VA issued caregiver letter indicating they’re taking care of that veteran,” Reyes continued. “That letter must be with them, and if they are with the veteran, they just display that letter at the gate. If they’re shopping for the veteran on their own, then they must go to Pass and ID and receive a day pass to get aboard base.”

REAL ID California Driver License

Beginning January 22, 2018, the California Department of Motor Vehicles has offered REAL ID compliant driver licenses and identification cards. As mandated by
PPB CPI creating relationship

With over 500 people trained in Lean Six Sigma’s Continuous Process Improvement program, sweeping positive changes are being seen at Production Plant Barstow, Marine Depot Maintenance Command on the Yermo Annex aboard Marine Corps Logistics Base Barstow, Calif.

The program was implemented approximately 10 years ago, with myriad supervisors at the helm. In 2012 Angelina Rivera took over as the Production Analysis Branch Head and had a new vision for the program.

“Angelina brought stability and clear direction to the CPI program,” said Isaac Luna, the current Production Analysis Branch Supervisor. “I was a Program Analyst at the time. The consistency really worked well and it allowed us to build relationships with the people who are actually doing the hands-on work on the production floor.”

Rather than having a team of people holed away in an office whose purpose was to think about the processes and how to streamline them, without actually doing the jobs directly themselves, the team began to draw in subject matter experts for consultations. They also began to build a sense of trust and mutual respect.

“The SMEs are the experts, and the people who actually do the work, on a daily basis,” Luna said. “They know every aspect of their job so if we want to find out ways that we can improve their systems, or streamline their functional areas, why not ask them?”

As they began to coordinate efforts effectively between personnel on the production floor, and the CPI team, another opportunity was embraced.

“Within the CPI program there are various levels,” Rivera said. “White level is the entry level training course and offers a basic introduction to CPI’s Lean Six Sigma structure.”

This White Level training is now provided to all new government services employees at PPB during their welcome-aboard orientation. This way everyone coming aboard has the same basic knowledge and can work together to that end.

“Then there is the Yellow Level,” Rivera said. “I became a Yellow Belt Instructor in 2018 and started training all Department of Defense civilians here at the plant in Yellow Belt, which became a requirement mandated by David Clifton, executive deputy, Marine Corps Logistics Command.”

The objective of Yellow Belt training is to provide the participant with a practical understanding of CPI methodologies such as: Lean thinking, Six Sigma, and Theory of Constraints and the process improvement tools associated with each.

“At the end of the eight hour Yellow Belt training, the student will be prepared to participate as a CPI team member on a CPI Project or Event,” Rivera explained. “This training has allowed employees on the floor to see what they can do in their own areas to help improve their work areas.”

There are several examples of work-flow improvements made as a result of this team focused CPI process. One project that was recently completed was conducting a Value Stream Map on the M-88 Pack Assembly. Once the project was complete, it resulted in eliminating 30% of waste (non-value added steps). Another example is the current evaluations and changes going on with the Amphibious Assault Vehicle components section.

“They are doing significant clean-up and are re-arranging all of their work areas to help increase their production flow,” explained Rivera.

“Once they’ve had the White and Yellow Belt training, you can see a difference in the employees’ approach, too,” Luna said. “We get to experience the moment when the SMEs realize that their insights are taken into account and they are helping to impact positive change. You can see their ‘Eureka’ moment when they see the Value Stream Map, and things click. They start thinking of different ways to do things, or doing them in a different order, and acknowledging that they can get more...
done in the same amount of time, or perhaps with even safer conditions. It’s their moment, their suggestions, and we help them make those happen! It’s pretty cool to experience that, and then they come to us in the future with more project ideas.”

The shift in perspective is part of what the Yellow Belt training is all about.

“We want them to think outside the box, and realizing that whatever they’re doing in their section doesn’t just affect themselves,” Rivera said. “It affects other areas and other people. The whole chain is impacted and whatever they’re doing affects people down that entire chain. It’s a way to get the transmission people to work with the engine people, for instance, so that they can see the bigger picture. In that area, one of the things that changed was going from one work-cell, to four work cells. They cross-trained more people, and in doing so found that they could be more productive instead of having people wait for specific parts or components.”

“We want them to focus on more than their own little slice of the pie,” Luna said. “They’re part of something much greater.”

When they conduct the Yellow Belt training, they even use Legos to do simulations on how to practice an assembly process.

“We put the participants in practical applications, where they can do hands-on experiments in modifying a production line,” Luna explained. “Then we give them modifications to the production line requirements so that they have to change their workflow, view a bottleneck and resolve it, and then do a cost analysis.”

Clairisa Mattig Smith, program analyst, helps conduct the Yellow Belt training.

“We work with a lot of people who are very hands-on in what they do,” Smith said. “By doing these simulations, it really clicks with people and makes them eager to want to try the concepts in their own work areas.”

Another improvement that took place as a result of employee input, was adding an automatic roll-up door to an area on the production floor.

“Employees noticed others getting off a forklift multiple times a day to open a specific door,” Rivera said. “One supervisor, Dennis Blackford, collected data, did a cost analysis, and figured out that the roll-up door would essentially pay for itself in productive hours, within two years.”

Rivera and Luna are now both Black Belt trained, as well, allowing for further on-site training in the CPI methodologies.

“It’s allowed us to maintain such a strong knowledge base so we can adapt those process improvement methodologies to really fit our production plant,” Luna said. “Adjusting the CPI tools to fit the depot maintenance processes really helps us, as a team, to continue to hone those skills.”

“Management’s commitment to CPI in the last few years has really helped elevate our CPI program,” Luna said. “Managers like Chip Schwartz, plant manager, Will Beckley, Trades Division manager, and TJ Perez, Production Support Division manager have really given their support to Process Improvement. They have invested in training, and been Project Sponsors and Project Leads. With upper management’s backing we can remove organizational roadblocks that might otherwise hinder a successful project. We meet with them monthly to discuss all CPI initiatives going on throughout the organization and they help us prioritize the projects that will have the greatest impact.”

Whether it’s organizing supplies in specific cabinets, with labels for each specific item, or getting an analysis done to approve a rolling door, no project is too big or too small. The CPI team is willing and ready to get their hands dirty and work side-by-side with production crews to make their areas the best they can be, with the understanding that things will continue to change over time as workflow demands change.
On Monday, the nation observed what would have been Dr. Martin Luther King Jr.'s 90th birthday, though his actual birth date is Jan. 15.

At the time of his death, on April 4, 1968 at age 39, Dr. King had accomplished more than most do in a lifetime. For example, at age 25 he became the pastor of the Dexter Avenue Baptist Church in Montgomery, Alabama and by age 27 he was elected president of the Southern Christian Leadership Conference, an organization formed to provide new leadership for the growing civil rights movement.

At age 35 Dr. King became the youngest man to have ever received the Nobel Peace Prize, states nobelprize.org.

Though he is recognized more for his fight for civil rights, he also fought against poverty and war. It was because of his accomplishments and his constant battles against injustice, that King was awarded the Nobel Peace Prize, quite an achievement for one so young.

As with all Nobel Prize winners, King was invited to Oslo, Norway, to take part in the festivities, receive his medal, personal diploma and his monetary award. In return he had to give a lecture. On Dec. 11, 1964, having already given his acceptance speech the day prior, King gave his lecture.

Dr. King talked about man's advancements in technology, computers, aircraft, space travel and the like.

“There is a sort of poverty of the spirit which stands in glaring contrast to our scientific and technological abundance. The richer we have become materially, the poorer we have become morally and spiritually,” he said.

“We have learned to fly the air like birds and swim the sea like fish, but we have not learned the simple art of living together as brothers.”

King went into three areas of concern to enhance his aforementioned comments.

He spent a great amount of time explaining in detail each of these areas the first being racial injustice, not just in the United States, but worldwide. Though he gave some harsh examples, he offset the negative aspects of racial injustice with progress that had been made in the U.S.

He highlighted the Supreme Court’s 1954 decision outlawing segregation in public schools and the American people’s overwhelming rejection of a presidential candidate who had become “identified with extremism, racism and retrogression.”

The second area King covered in his lecture, “which plagues the modern world is that of poverty.”

Upon introducing this second “evil,” King said, “Take my own country for example. We have developed the greatest system of production that history has ever known. We have become the richest nation in the world… Yet, at least one-fifth of our fellow citizens – some ten million families, comprising 40 million individuals – are bound to a miserable culture of poverty.”

He suggested that the rich not ignore the poor because the two are “tied in a single garment of destiny.”

“We are inevitably our brothers’ keeper because of the interrelated structure of reality,” he concluded.

His third area of concern was the subject of war. Keep in mind that, at the time King was giving his lecture, the Vietnam War was in effect.

He summed up the subject by adding: “If we assume that life is worth living and that man has a right to survive, then we must find an alternative to war.”

Fifty Six years ago, Dr. King lectured about what should be done to solve the problems of injustice, poverty and war. Have we made progress? Think about it.
Sergeant Jeffrey Xochicale is the Non Commissioned Officer of the Year for 2020 for Marine Corps Logistics Base Barstow, California. Xochicale is assigned to S-4 Supply as a Disposition Liaison, but he has been the barracks manager since he arrived at MCLBB. He is in charge of the old and new barracks as well as the geographical bachelor housing.

“I check in and check out Marines,” Xochicale said. “I make sure they have an assigned room. I also make sure they are living in a safe and hygienic way. I make sure maintenance requests are put in so they can be performed quickly.”

The sergeant is no stranger to recognition for doing his job because he was the NCO of the Quarter for 2019.

He said he joined the Marines in August of 2014 to get away from his neighborhood in his native downtown Los Angeles.

“I wasn’t running away but I didn’t want to stay there the rest of my life,” Xochicale said. “Gangs are prevalent around there. I was lucky enough to never get involved with them. I was also lucky enough to have family members who counselled me.”

The view the public has of the Marine Corps was the same one Xochicale held before he joined.

“The only concept civilians have of the Marines is boot camp, so I thought it was going to be that way all the time. But that changed over the years once you get promoted and get more responsibilities,” he said.

He was deployed for two years to Camp (Sgt. Elbert L.) Kinser, Okinawa, Japan, with the 3rd Supply Battalion, which was his first time away from his family, and he got homesick.

“I would call my family once a week, but after a while, the Marines give you a sense of belonging and basically become a second family to you,” Xochicale said.

Xochicale was also deployed to Australia for six months from October 2016 to April 2017 with the Marine Rotational Force-Darwin, as the NCOIC of a warehouse with four Marines under his supervision.

“When I participated in the Ground Equipment Stage Program, they call it GESP,” he said. “We supported the maintenance Marines by ordering Class IX repair parts so they could fix tactical vehicles so when the new rotation came in for training they could perform their operations.”

As an NCO, Xochicale has younger Marines under his supervision for whom he provides guidance and counselling.

“The biggest challenge to being a supervisor of young Marines is setting an example for them. Sometimes I just want to relax, but there’s people who look up to you and if you don’t set a good example then it’s almost like failing them,” he said.

Talking the talk and walking the walk is a guiding tenet in Xochicale’s career.

“When I tell a Marine to do something I try and think if that’s something I’m doing, like going to school. I am in school now trying to get a degree in business management,” he explained. “That way I can answer questions the Marine may have about their educational future.”

He said the Marine Corps has shaped his life in a positive way.

“I think the Marine Corps is good for a lot of people who have no sense of order or organization in their lives, especially if they come from a chaotic background,” Xochicale said.
Behavioral Health is prepared to kick off a variety of events in light of February being Teen Dating Violence Prevention and Awareness Month, aboard Marine Corps Logistics Base Barstow, Calif. “Our intent is to start reaching the youth, when they’re tweens and teens, so that we can instill those protective factors in them, in order to prevent them from becoming a number or a victim of teen dating abuse,” said Michelle Adams, prevention and education specialist and victim advocate with the Behavioral Health Section on base. “The events we have planned throughout the month of February are fun and engaging, but also educational and informative. We’ll have resources available so that attendees can check them out, take information home with them, or ask questions while we’re there, as well.” Some of the events include an art contest, self-defense classes, art night and a bowling night. “If a teenage is approached too directly about the topic of dating violence, or teen violence, they may not be as receptive,” Adams said. “So, we touch on the subject, but try not to be off-putting or heavy handed with it. Then once the fun activities are over and everyone has had a good time, they can also take information home. We make sure they know the resources available and then they can reach out when they’re ready.” With an uptick in electronic usage, especially among teenagers, special attention is paid to the use of cellular phones, computers and myriad social media platforms as potential tools for abuse. “Teen dating violence takes many forms,” said Angelica Benavidez, Marine Corps Community services Barstow operations officer, and former victim advocate with Behavioral Health. “It can be physical violence, sexual violence, psychological aggression, and even stalking. It can be in-person or it can be online, or via text.” Regardless of what method an abuser uses, it is important to note what healthy relationships look like, compared to bad ones, and be able to identify abuse. “In a healthy relationship, there is a mutual respect,” Adams said. “In an unhealthy relationship, the abuser might try to make a person feel bad, feel unsafe, or try to manipulate them.” You may be experiencing digital abuse if your partner: • Tells you who you can or cannot be friends on social media • Sends you mean, insulting or threatening messages • Uses social sites and applications to keep track of you and your every move or stop • Puts you down in their status updates • Sends you unwanted explicit images and/or demands them • Pressures you to send explicit videos • Steals or insists on having your passwords • Sends abundant texts to keep you tethered to your phone intentionally so that they can keep tabs on you • Looks through your phone frequently, checks your pictures, messages and call logs “It’s also important to note that sending and receiving explicit images from anyone under the age of 18 is illegal and those individuals can be prosecuted,” Benavidez said. “In addition, the person sending the images might be promised that the images will be deleted immediately, but that’s not always the case. Abusers can save those images in order to punish the person later, or threaten them. Even some of the apps used to share images state that the images are deleted after a short period, but that doesn’t stop someone from downloading them without the sender’s knowledge. Once an image is sent, it can be out there forever, to be used against them at any time.” A healthy relationship should include the following characteristics: – Mutual respect for healthy boundaries – The ability to shut of your phone without permission. – You have the right to be alone and spend time with friends and family without your partner getting angry.
the REAL ID Act of 2005, a REAL ID, U.S. Passport or military ID will be required by the federal government to board domestic flights, or to access some federal facilities starting on October 1, 2020. Reyes said the REAL ID can also be used to gain entrance to military installations.

“Once someone has the REAL ID, and they have legitimate business aboard base, they have to have

– You do not have to text any pictures or statements that you are uncomfortable sending, especially nude, partially nude photos, known as “sexting”
– You do not have to share your passwords with anyone
– Know your privacy settings. Social networks allow the user to control how their information is shared and who has access. These are often customizable and are found in the privacy section of the site. Once apps are updated, re-check those settings.
– Be mindful when using check-ins on social media sites. This can alert abusive partners, or predators to your location and habits.

“It’s important to remember that abuse can happen to anyone,” Adams said. “It doesn’t discriminate between social classes, ages, genders, or racial lines. Nearly 1.5 million high school students experience some form of physical abuse at the hands of their dating partner each year. One in three girls are victims of physical, emotional or verbal abuse. Also one in ten high school students have been purposefully hit, slapped or otherwise physically hurt by a partner. This violent behavior toward females often begins around the ages of 12 to 18 years. So, getting this information to them starting with the tweens is really important.”

Teen Dating Violence Facts:

Violent relationships in adolescence can have serious ramifications by putting the victims at higher risk for substance abuse, eating disorders, risky sexual behavior and additional domestic violence
- Youth who experience some form of dating violence are more likely to attempt suicide
- Only 33 percent of teens who were in an abusive relationship told anyone or reached out for help

“Sadly, there is a higher chance that someone who experiences abuse as a child or teen will continue to experience some form of issues as they mature, but it seems to be a fifty-fifty chance that they will become either a victim or an abuser,” Benavidez said. “In some way, though, the cycle of abuse will continue without proper intervention, education and treatment.”

Setting healthy online boundaries plays a critical part in society today.

“Ask people if it is okay to tag them in photos or check-ins, before just doing so,” said Jesica Grow, Family Advocacy Programs coordinator. “Ask, too, if it is okay to post a change to your relationship status on social media. Some people prefer to keep those things private, and that’s okay. Another good question might be whether it is okay to friend or follow each other’s friends on social media. What are reasonable expectations regarding texting and returning messages? You should also discuss whether it is okay to use each other’s devices. It’s up to you each to establish those healthy boundaries and understand why they are important to each other.”

For additional information about the vast resources available, contact the Behavioral Health Section at 760-577-6533.

Additional sites include: www.loveisrespect.org, and www.militaryonesource.mil.