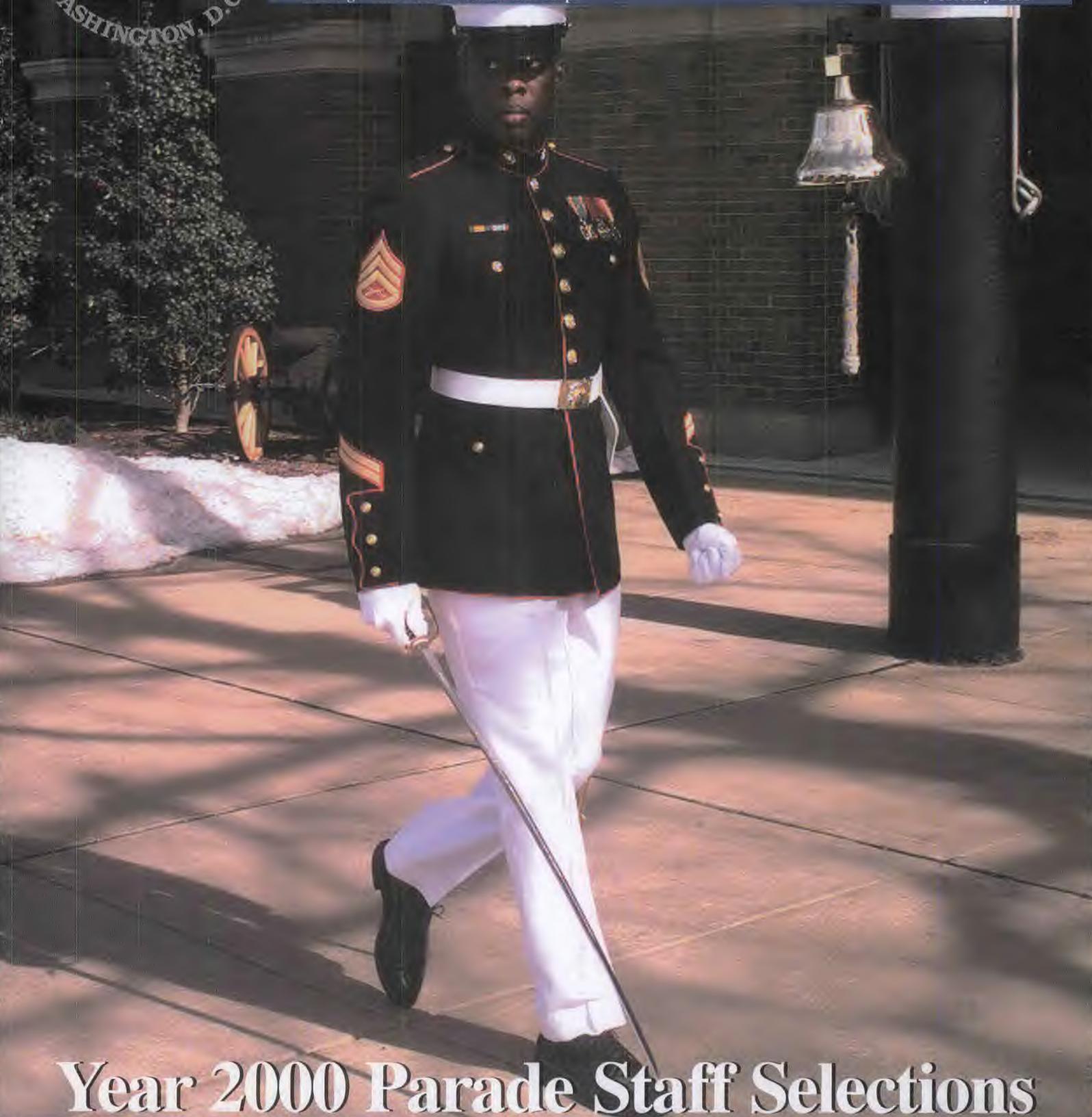




# PASS IN REVIEW

Serving "The Oldest Post of the Corps"

February 2000



## Year 2000 Parade Staff Selections

Iwo Jima 50th Anniversary - Black History - Docents - S-1

# Taking Care of Our Own Takes Care of the Future

*1st Sgt. Gary W. Weiser*

*United States Naval Academy company*

The United States Marine Corps has historically developed some of the best leaders our nation has known, but this development does not happen automatically. Current leaders must take up this challenge on a daily basis, because only a continuous and concerted effort aimed at perpetual leadership development will keep the Marine Corps strong. Just as our traditions, customs, and courtesies have always been handed down to future generations of Marines, so must the commitment to ensure our leadership traits, principles, and skills are passed on.

The process of developing leaders starts in recruit training. Impressions made by drill instructors have an ever-lasting effect. That initial impression lays the first cornerstone in an individual's foundation of leadership.

When Marines report into their first unit, the impressionable seeds planted at one of the recruit training depots needs nourishment. If left unattended, malcontent weeds will quickly overgrow and obstruct its development. The NCOs and SNCOs are responsible for ensuring proper cultivation of our future leaders.

Besides providing an immediate and continuous positive example, it is our responsibility to develop their additional leadership skills by:

- Increasing technical and tactical knowledge that supports the enhancement of leadership skills. As young Marines learn the basic knowledge and skills particular to their Military Occupational Specialty, their self-confidence will grow. Establishing a well-supervised and detailed process for the mastery of Battle Skills Training subjects effectively accomplishes this task.

Providing a training program that presents a challenge will help instill a sense of accomplishment, develop teamwork, and esprit de corps. A progressive training environment will allow you to develop your Marines in accordance with their capabilities. Programs conducted and supervised by your small unit leaders will furnish them with the opportunities to practice making sound and timely decisions. Additionally, it develops a sense of responsibility in your subordinates while building future duty experts in their respective fields.

- Allowing the opportunity to grow yields outstanding results in developing leaders. This process should start with a goal. It can be a simple mission to accomplish, or as long range and challenging as a promotion, especially a

meritorious promotion. To enable your Marines to reach their goals, they must clearly understand the requirements and their role in attaining them.

Once your Marines set and understand their goals, allow them the freedom to take action, make decisions, and most importantly the opportunity to make and learn from their mistakes. This learning process will develop an atmosphere of trust and confidence that will grow in both directions of the rank structure.

- Separate the new corporals from their former peer groups upon promotion to the NCO ranks. Segregation should take place immediately with regard toward living quarters, work and messing facilities. Ideally, a new billeting assignment with a senior corporal will further facilitate the learning process.

You can elevate the status of your new leaders by increasing their responsibilities in regular duties and positions. It does not make sense, nor allow for development, to have a newly promoted NCO continue to live, work, and eat among the Marines in their charge.

The foremost separation takes place with reassignment to a different squad, team, or section. This provides complete removal from possible hardships associated with taking charge of previous buddies.

- An additional step to address in the development of our future leaders concerns professional knowledge, increased through adherence to the PME program. Sending your best Marines to formal schools is paramount. Sending substandard performers and keeping good Marines back to ensure smooth operations only wastes quotas. This also prolongs the refined development of quality Marines. Encourage your Marines to use their new skills and knowledge when they return from a school such as the Corporals or Sergeants Course.

The Handbook for Marine NCOs says, "Leadership has passed from Marine to Marine since the founding of the Corps. ... Leadership is mainly acquired by observation, experience, and example. Working with other Marines is the Marine leader's school."

A future leader's career starts today. The responsibility of their development belongs to every NCO and SNCO charged with their care. Our wholehearted and selfless devotion in developing the future leaders of the Marine Corps is our duty!

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**On the Cover**

Staff Sergeant Derrick F. Ledford, barracks career planner, marches across center walk during the "Pass in Review" portion of the Parade Staff tryouts. (photo by Gunnery Sgt. Shannon Arledge)

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### New MOPP Gear

An improved suit featuring reduced heat strain, enhanced durability and machine wash-ability is introduced to the joint services.

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### S-1, Running Like Clockwork

The administration section handles the Marine's paperwork, promotions, awards, decorations, leave and pay.

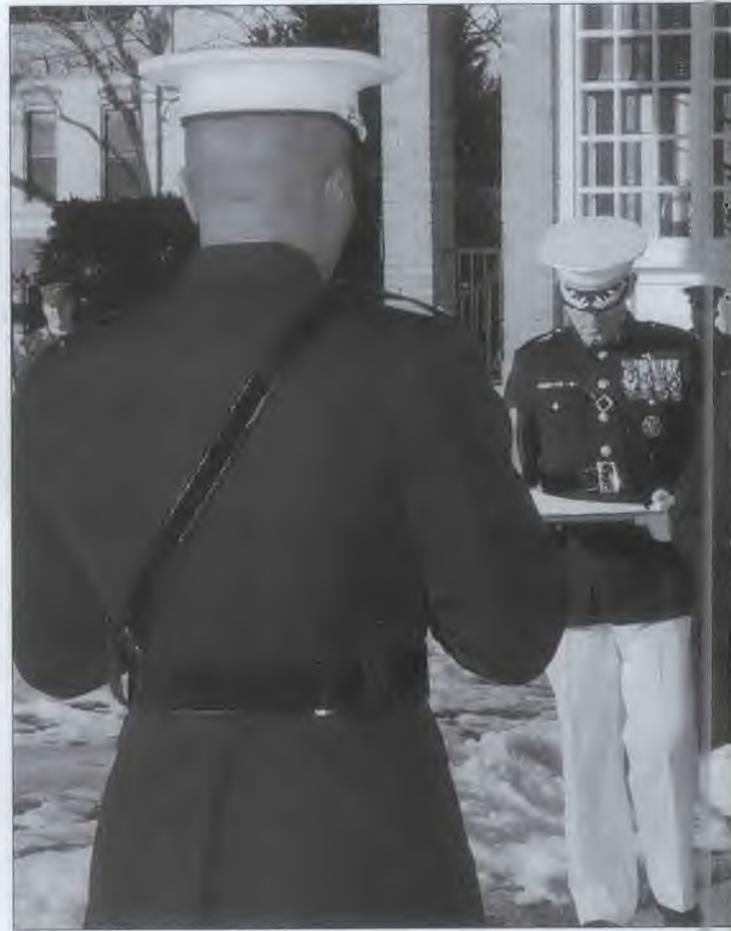
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### Marines Become Docents

The Commandant of the Marine Corps shifts responsibility of Docents to Marines at the barracks.



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## Pulling Parade

### Barracks holds Staff Tryouts for 2000 Parade Season

by *Gunnery Sgt. Shannon Arledge*  
*Public Affairs Chief*

As tensions mounted, parade tryouts stepped off Feb. 8. Nervousness broke the chill in the air as officers and SNCOs stood before their peers and sounded attention, attempting to seize a spot on one of the year 2000 parade staffs.

The first candidate stepped onto the "fat-crack" as the barracks commanding officer and sergeant major led the way in judging the performance. At times eight judges would gather on "Centerwalk," each donning a clipboard and serious stare.

Staff Sergeant Steve E. Rice, Marine Corps Institute



## les Into Focus

company, company gunnery sergeant, said the atmosphere and mood of the moment was adrenaline pumping.

“I was very excited and nervous, however I was anxious to get it over with at the same time,” said Rice. “There is a lot of pressure to perform the best you can, but it’s not easy performing ceremonial drill before eight senior officers and SNCOs who stand only a few feet away.”

The paint slowly wore away from the “adjutant’s dot” while more than 60 officers and SNCOs would march onto the “deck,” however only 20 would be selected to march on one of the parade staffs.

Captain John F. Goodman, Headquarters and Service company, assistant logistics officer, has dreamed of becoming a member of a parade staff since he knew he would be assigned here last year.

“When I checked in it was too late to participate in

*continued on pg. 6*



**Parade continued**

tryouts," said Goodman. "I had a few minor mistakes with the sequence, however I was happy with my performance. I'm glad I could participate in this year's tryouts."

"I thought it was an honor to participate [in the tryouts] as a SNCO," said Staff Sgt. Michael G. Branch, H&S company, guard chief. "...it is a once in a lifetime event that [Marines] will remember, and they will be able to say they were warriors and members of Marine Barracks."

Many of the Marines in the spotlight are returning for the second or third time. Barracks policy says all officers and SNCOs will compete for selection on a parade staff. Veterans returning for another opportunity to march said they feel they have an example to set.

Chief Warrant Officer-4 Michael A. Ladd, barracks' drill master and ceremonies officer, says the Marines here have to look at what they represent.

"As the drill master and a three-year veteran, I have to prove I can do more than just teach drill, and this goes back to basic leadership," said Ladd. "I have to walk-the-walk. My personal standards tell me that if I'm selected, I must show without a doubt that I earned the position."

Preparation is vital. Drill is a perishable skill and even though Marines are returning from last year's tryouts or

are graduates of the recent Ceremonial Drill School, if a Marine does not practice, his performance will speak for itself.

According to Ladd, who participated in the evaluation and critiques, some Marines have been practicing since November and December.

"If a Marine is serious enough about it, he or she will put in the necessary time and not let anything interfere," said Ladd. These tryouts require more than just the right to be a marcher, we have to look at who and what we represent. When a Marine steps off to try out, he or she should have taken the time to prepare."

After all the participants have tried out, the staff who critiqued each Marines' performance meet, often for several hours, to decide who should earn the marching spots. The barracks commander receives all recommendations and makes the final decision.

The results were made public at an officer and SNCO Call Feb. 11. As each name was mentioned, with specific marching positions, the silence of the room was met with surprise and anxiety. The weeks ahead will draw each staff together, as the "2000 Parade Season" shifts into gear with daily rehearsals and preparations.

**2000 Parade Staffs:****Parade Commander**

Maj. K. E. Mayo

**Parade Adjutant**

CWO-4 M. A. Ladd

**Staff**

Capt. C. F. Johnson & Capt. R. E. Rhode III (Flanking Officers), Gunnery Sgt. J. W. Gray, Staff Sgt. M. G. Branch, & Staff Sgt. S. E. Rice

**Parade Commander**

Capt. C. M. Rankin

**Parade Adjutant**

Capt. K. A. Greiner

**Staff**

Capt. J. F. Goodman & 1stLt K. McCombs (Flanking Officers), Gunnery Sgt. J. C. Fiero, Gunnery Sgt. A. C. Benjamin, & Staff Sgt. T. J. Jimmerson

**SNCO Parade Staff:****Parade Commander**

Master Sgt. H. Odrick

**Parade Adjutant**

Gunnery Sgt. J. C. Duncan

**Staff**

Gunnery Sgt. D. E. Smith, Staff Sgt. M. J. Gonzales  
Staff Sgt. D. F. Ledford, Gunnery Sgt. T. L. Hoffman

**Sergeant Major**

Master Sgt. H. L. Bellous Jr.

# February is “Black History Month”

by Corporal Matthew E. Habib  
Staff Writer

On May 25, 1942, Major Thomas Holcomb, commandant of the Marine Corps, issued the order to begin recruiting “colored male citizens of the United States ... in a combat organization.” For the first time in its history, the Marine Corps began recruiting black males.

Even though the order was published, black Marines had to endure segregation from their band of brothers in training and in the fleet, and overcome many hurdles throughout their careers.

With February deemed “Black History Month,” now is the perfect time for reflection on the trials and tribulations that not only black servicemembers endured, but those of all ethnic backgrounds, according to Sgt. Major Dennis D. Frye, Marine Barracks sergeant major.

“‘Black History Month’ is a perfect time for Marines to commit themselves to studying the contributions that blacks and other ethnic groups have made that they would not normally hear about,” said Frye. “Sadly enough, there are groups and individuals out there who have made huge sacrifices and done wonderful things, but are not widely [spoken of]. The 54th Massachusetts regiment, the Tuskegee Airmen, The Navajo Code talkers – all different races that have made rich contributions to our society, but require the Marines to dig for information about them.

“I definitely encourage anyone to read as much as possible about [servicemembers] from all ethnic backgrounds and what they accomplished.”

During “Black History Month,” Frye says that he tries to attend any special ceremonies and special events for the occasion, as well take time to remember a time that helped change the face of the Marine Corps, and country forever.

“I find, specifically for the Marine Corps, the history surrounding Montford Point particularly interesting,” said Frye. “I respect the way the Marine Corps was able to grow from the segregated training, and allow all races and genders to train and become Marines.”

## Montford Point

The Marine Corps designated Montford Point as the new recruit training depot designed specifically for black males in 1942. However, segregation was still a powerful enemy in the ranks as many high ranking officials did not take training black males seriously.



They placed limits on the extent of the available training at Montford Point, and lowered standards across the board.

Once in 1943, Frank Knox, Secretary of the Navy in 1943, visited the black recruits, and as he was inspecting, he commented on their progress.

“This looks good. That looks fine, but you don’t need all that stuff,” said Knox. “They look good – big and strong with strong backs – but all you need to do is train these people to drill and walk in a military manner. Teach them plenty of discipline so they’ll do what you say without questioning you – because they are not going to be doing anything but loading and unloading ship and hauling ammunition.”

## “Hashmark” Johnson

Sergeant Major Gilbert “Hashmark” Johnson saw things in a different light, however. He was one of the first black drill instructors in the Marine Corps, and to prepare his Marines he secretly went against orders and trained them for combat. This training would prove to be invaluable to the Marines of Montford Point and to the Corps when they helped repel the Japanese forces during the invasion of Saipan in the Marianas Island.

Segregation was finally erased from the face of the Marine Corps in 1948 when President Harry S. Truman issued Executive Order 9981, banning all discrimination in the United States military.



# P roactive Efforts Keeping Corps Afloat

The Y2K Bug buried its teeth in the Corps, but prior planning kept the leathernecks tougher than ever

by Sgt. Sean Fitzpatrick  
Editor

The citizens of the world held their breath as the Y2K Bug zipped through the wires at the turn of the century, expecting it to unravel the computer universe and give birth to every bad thing from "Revelations."

The barracks responded to the potential threat with the joint efforts of the maintenance, transportation, supply, food service, ammunition, medical, Information Systems Management Office, and logistics operations personnel. It also increased its recall status to 50 essential personnel to be able to react within two hours, and had constant call-ins from personnel in key billets inquiring to the situation every two hours.

Acquiring generators for electricity, thousands of gallons of potable water, Meals Ready to Eat, ammunition, civil disturbance training – the barracks prepared for the New Year's celebration like it would for a possible natural disaster, only this was global, not local.

The time ticked, the ball dropped and the confetti hit

the deck, but after all the worry nothing happened. In fact the debut of the microchip terror seemed about as disappointing as a rained-out concert.

The backlash has several people staring wide-eyed into their pocket books wondering what they got for their money and waiting for the order to stand down.

According to Maj. Francis R. Quigley, Logistics officer, the funding, the in-depth surveys and inventories of the barracks' infrastructure, elevators, telephones, heating and air conditioning units, bought the world peace of mind.

"I would not call this situation 'hype.' It was an unpredictable environment with the potential to seriously impact our living and working environment, as well as our operations," said Quigley, who was responsible for activating and supervising the Contingency Operations Center.

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*The debut of the microchip terror  
seemed about as disappointing as a  
rained-out concert.*

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"The contingency plans we worked out for the Y2K are perfectly matched to the contingencies we would enact for other threatening conditions brought about by weather, or the effects

from war or civil disturbance. In any of these situations, we take the action required to keep people safe and continue to perform our mission.

"The new millennium was not 'hype,' it was just a precaution" said Quigley. "The fact that nothing severe occurred was more a function of the nation's preparation than 'hype.'"

Rear Admiral Robert F. Willard more or less confirmed Quigley's assessment of the dawning of the new millennium during a press conference Dec. 31, when a reporter asked him if the government wasted \$3.6 billion dollars, the DoD's Y2K remediation costs to date.

"Absolutely not! We believe very strongly that the year 2000 is a tremendous technological risk and that the remediation efforts thus far that have been, again, not only national, but international, were absolutely necessary," said Willard. "Moreover, there are a lot of residual benefits we think from the level of effort that we've put into it. I think we know ourselves, technologically, better than we ever have."

The order to stand down Y2K contingency operations will not come at least until the end of the year 2000, or until it is replaced by another Continuity of Operations Plan for Marine Barracks. This document provides actions to counter the loss of commercial support for a 72-hour period, until those commercial utilities are restored.

Logistics began Y2K preparations in April and spent \$49,000 dollars total implementing its facilities contingency plan. Only 34 of the barracks' 172 Facilities related

systems could not be made Y2K compliant, and these systems were replaced before October, according to Quigley.

The Information Systems Management Office also began preparing for Y2K, and updated its IT systems with minimal expenses, according to Capt. Steven R. Bowers, Marine Corps Institute, ISMO officer.

"The money spent for IT was very minimal, [because] most of the equipment was 'good-to-go to begin with,'" said Bowers. "The software we used to check for compliance and the software we used to fix machines was free from the vendors. However, it did cost us big time in manpower. The ISMO spent countless hours conducting these inventories, checks, tests, repairs, and reports."

Other agencies like Headquarters Marine Corps and the Marine Corps Combat Development Command performed and paid for remediations for security systems and the barracks' Individual Simulated Marksmanship Trainer.

The exhausting man-hours and tireless attention to detail created a serious dose of preventative medicine for the barracks' infrastructure, and kept it running in the "green."

## Wreath Laying Ceremony honors Veterans at Memorial

by Sgt. Sean Fitzpatrick  
Editor

People gathered at the Marine Corps War Memorial Feb. 20, to witness the Rededication and Wreath Laying Ceremony honoring the 55th Anniversary of the landing on Iwo Jima.

Honored guests included: Gen. James L. Jones, commandant of the Marine Corps; Sgt. Maj. Alford L. Mc Michael, sergeant major of the Marine Corps; Cmdr. Ronald F. Meyer, assistant chaplain of the Marine Corps; several Medal of Honor recipients includ-

ing Iwo Jima veterans Hershel Woodrow Williams and Jacklyn Harold Lucas who placed the wreath at the base of the memorial; Maj. Gen. Fred E. Haynes (ret.), Iwo Jima veteran; guest speaker James J. Bradley, the son of Pharmacist Mate First Class John Bradley who helped raise the flag on Iwo Jima; and James H. Webb Jr., USMC Vietnam veteran and former congressman.

The sculpture above the memorial depicts the flag raising on Mt. Suribachi, with a plaque dedicating the monument to "The Marine dead of all wars and their comrades of other services who fell fighting beside them."



## Marines Join Forces with Sprint and Community



Lance Corporal Alfred Daniel, "A" company, 2nd Platoon, sands away rough edges before painting in the new resource center at Hendley Elementary School. (photo by Cpl. Mathew E. Habib)

*by Cpl. Matthew E. Habib*  
Staff Writer

Marines from "A" company helped keep the barracks' tradition of volunteering alive Feb. 1 when they helped renovate and prepare Hendley Elementary School for a new family work center.

The Marines worked in conjunction with Sprint and Communities in Schools to help develop the "Sprint Family Resource Center" at the southeastern Washington school.

The room for the new resource center was in dire need of renovations, and according to Kathleen Kavanaugh, Sprint employee, the project was a huge success because of the Marines' help.



"With the Marines lending support and Sprint and Communities in Schools joining forces to provide equipment and vital programming, the resource center received everything it needed to be successful," said Kavanaugh.

"Working with the Marines was a real pleasure," she said. "They are polite, efficient, and ready to pitch in wherever we needed assistance. Sprint would be pleased to work with the Marine Corps on additional projects."

Many consider the center to be an investment in the children's future, because it offers benefits to the students at Hendley, according to Kavanaugh.

"The center is part of a whole-family approach to student support and achievement. The center will assist parents with child development and life-skills training, education, job resources, health programs, and access to technology to help their children's chance at success," said Kavanaugh. "The room is equipped with three computer stations, connected to the Internet, fax machines, and a photocopier. There will also be job and health fairs, along with workshops covering a wide range of developmental and educational skills."

However reconstructing the center was not the end of the renovations for the Marines. When they saw that there was more work to be done, each Marine chipped in for some badly needed painting and cleaning up throughout the school.

According to Cpl. Adam J. Lane, "A" company, 2nd platoon, the Marines were happy for this opportunity to help out the community.

"Hendley is so close to the barracks that it is almost like we are neighbors, and of course, Marines like to get out and lend support anywhere they can, so we really jumped at this opportunity," said Lane. "It's great to get out there and get some hands-on work done with such a great group of people, and it was a perfect opportunity to have a positive influence on some wonderful kids."

# Corps Tests New Improved MOPP Suits



by Sgt. Ronna M. Weyland

**MARINE CORPS BASE QUANTICO, VA. (Feb. 11)** — The increased use of chemical and biologi-

cal weapons has triggered the need for a more efficient protective suit for today's Marines. Therefore, a new improved suit featuring reduced heat strain, enhanced durability and machine wash-ability has been introduced to the joint services.

"We needed a different kind of suit that we could use in the desert environment," said Doug Bryce, program manager, Marine Corps Systems Command. "The charcoal suit was very heavy and very bulky."

The new overgarment is a two-piece, lightweight front-opening garment that can be worn as an overgarment or as a primary uniform worn over personal underwear. Bryce said the new suit is more comfortable and induces less heat strain on the individual wearing the overgarment.

"One of the biggest areas for contamination was around the neck," said Bryce. "With this in mind, a hood was added to the suit."

In addition to added protection and comfort, the suit's sustained protec-

tion period was increased by 15 days. The new suits provide 45 days of protection and can be laundered once a week for hygiene purposes. Suits can only be re-used once after contamination.

Another added convenience of the overgarment is that all services will have the same suit. This will help logistically, since the suits will no longer have to be kept separate. During past joint operations, a separate supply of protective suits was needed for each service.

The JSLIST overgarment is currently being used in the Air Force and Navy. The suit will not be fielded until the current Saratoga suit wears out, because they are both similar in features.

The efficiencies received from the new suit has helped the Department of Defense reduce a 12 million overgarment supply requirement to 4.4 million.

## Digital Recordbooks Simplify Promotions

by Cpl. Brian E. McElaney

**MARINE CORPS BASE QUANTICO, Va. (Feb. 4)** — Say goodbye to piles of papers and mountains of microfiche, the next promotion board will be digital, as the Personnel Management Support Branch here has orchestrated the change to a quicker process.

With the advent of scanners and advanced software Official Military Personnel Files can now be digitized, allowing boards to access the most information possible during the promotion process. Fitness reports and other service information can be accessed with the click of a button instead of hours of research. The speed gained in viewing digital records makes it possible for all members of a promotion board to view a service member's entire record book, as opposed to listening to a brief of selected

information from a single board member as in the past. While a briefer is still responsible to present a case for each applicant, all board members have the ability to spot not only problems with a package, such as missing data, but also positive notes a briefer might have overlooked. William G. Swarens, head of MMSB, cited several advantages the digital boardroom has over the old microfiche and paper systems.

"Creation and maintenance of a digital record costs significantly less than a microfiche record; boards are finished more quickly which saves per diem, and all board members have access to all the information for all candidates," said Swarens. "Bottom line is that we are saving \$45 million over 10 years and we are providing a superior

*continued on pg. 12*

## Promotions continued

service to the Marine Corps and individual Marines.” While the Marine Corps is not the only service “going digital” for promotion boards, it is leading the way toward instituting technology to be used for promotion boards in the future.

Since the establishment of the Corps, records have been kept for every Marine. The extreme limitations of this record keeping made the process of picking the best and the brightest a tedious one for promotion boards. Something had to be done to the process to save funds and ensure only the most competitive Marines would be picked for promotion.

The MMSB revolutionized the promotion process by designing digital boardrooms. Other branches of military service are observing the rooms, which were first used in the October 1998 major general board. An Air Force 10-member committee came here to learn more about the system Jan. 14.

In another issue, until 1983, all Official Military Personnel Files were kept on paper. Not only was the paper-based system hard to store, there were no back-up files and information was hard to keep current. During a promotion board, each board member was tasked to read a certain percentage of the packages and give a brief on the

prospective promotion candidate to the rest of the board. Often, the briefer had to sort through unorganized information, which may have had pieces missing, complicating the process even further. Since only the briefer saw the entire package, the chances of a prospect getting promoted was sometimes dependent upon the ability of the briefer to present a case. If the briefer overlooked any information, the board would never know it.

In 1983, MMSB attempted to rectify problems with the paper-based system by going to microfiche, but the task turned out to be very labor-intensive, as well as costly.

In 1997, a plan to move to digital record keeping began as MMSB began digitizing more than 21 million microfiche images for use in a digital boardroom setting. Since then, 57 boards have occurred in the digital boardroom, with improvements made to the system each time.

The cost and time needed to develop the program are worth it to the Marine Corps. There are more important things to consider than time and money, such as who will lead Marines onto the battlefields of the next century.

“We’re able to pick the right Marine to be promoted,” said Sgt. Maj. Jimmie Brown, senior enlisted Marine in MMSB. “That’s what this is all about ... being fair and impartial in the selection of Marines.”

## Spotlight

**Name:** Cpl. Danielle Y. Burnard  
**Unit:** Headquarters & Service company, Facilities/Maintenance  
**Job:** Plumber  
**Enlisted:** October 13, 1997  
**Home Town:** Syracuse New York  
**Favorite Part of the Job:**

I have an interesting job, because even though I’m trained as a plumber, I haven’t done that type of work since I got here.

I do whatever needs to be done, and it keeps me moving. I really like that, not being tied down to a desk.



# Information Technology Will Revolutionize Admin

*“ ... nearly 25 percent of the 15 million transactions keyed in by administrators each year could be eliminated with this type of system.”*

by Cpl. David H. Coe

**MARINE CORPS AIR STATION CHERRY POINT, NC (Feb. 8)** — One of the biggest changes within the business world during the past few years is the expansion and implementation of Information Technology.

IT advances have allowed companies to consolidate work sections, communicate with customers more efficiently, and reduce certain repetitious areas of day-to-day operations.

As 2000 begins, the Marine Corps is well on the way to doing the same with its current administrative system. In 1997, the commandant of the Marine Corps concluded that more than 1,000 Marine Corps administration billets could be eliminated.

This decision prompted the creation of the Total Force Administration System, an initiative designed to modernize the Corps' administration to meet the requirements of the 21st Century, according to Lt. Col. Jeffery Peterson, TFAS branch head.

The TFAS plans include making it possible for Marines to access all of their pay and personnel information through telephone and web-based applications, and even make changes to some of the data.

“One intent behind this system is to enable the individual Marine to take care of certain personal administrative duties considered to be within current admin boundaries,” said Chief Warrant Officer Steven W. Wallace, TFAS East Coast representative.

Plans also include streamlining information collection and reporting for the small unit leader. This will allow commanders to use personal electronic devices to collect and report information directly into the system, without the need of an administrator.

This technology could be used for events such as physical fitness tests, nuclear, biological and chemical qualifications, training lectures, proficiency and conduct marks and drill accounting.

It is possible that nearly 25 percent of the 15 million transactions keyed in by administrators each year could be

eliminated with this type of system.

“The days of administrators filling out forms, printing them out, and signing them, only to give them to a diary clerk, who re-keys the same information into the system, must end,” said Peterson.

“We will create a 21st Century system where forms auto-populate off existing information and automatically generate updates to the Marine Corps Total Force System when you change information.

“With those changes, we expect the number of administrators at the battalion and squadron levels to be reduced. These commands will still keep a small cell of clerks, supported by regional personal admin centers (PACs) to assist with more technical processes,” said Peterson.

“The PAC's primary function will be to provide technical expertise in transaction reporting above the traditional command level,” explained Chief Warrant Officer Tony Torresramos, TFAS operations officer. He indicated that once TFAS is in place, no fewer than three PACs will exist.

The TFAS plans are also aimed at reducing the mystery surrounding pay and personnel administration.

“One of the main points we want to get across is that TFAS will give Marines and small unit leaders an opportunity to access information they don't have access to today,” added Torresramos.

“TFAS will present information to Marines and their commanders in easily understandable language, not in computer code. It will provide them the information when they want it, not when it is convenient for someone else to provide it,” he said.

A key part of TFAS planning is telecommunications security and access. The system will incorporate state-of-the-art security measures, a must as the Corps makes pay and personnel information available to a wider base of users.

“We will build a system compatible with our current telecommunications capacity and ensure it will take full advantage of the future expansion,” added Peterson.

“What TFAS really means for the Marine Corps is that commanders will have increased access to information and an enhanced ability to do those things inherent to being a CO, namely, taking care of Marines,” said Torresramos.

For more information on TFAS, visit the Headquarters Marine Corps Manpower website at <http://tripoli.manpower.usmc.mil>.

# S-1 Office Keeps Post Running Like

by *Cpl. Sara Storey*  
Staff Writer

**T**he first and the fifteenth roll around every month and, although most Marines realize it is payday, many do not realize the amount of work that goes into making sure their money hits their bank account.

Marines in the administration section, or S-1, spend their days filing paperwork and entering data into a computer, taking care of promotions, awards, decorations and leave.

The section is comprised of four sub-sections: Unit Diary, SRB/Pay, Orders, and Separations. Each section has a different mission, but they are all linked together, according to Staff Sgt. Jefferson J. Boyd, Headquarters and Service company, S-1, personnel chief.

"What one section does affects all the others," said Boyd. "It is like a big circle, the paperwork starts at one section and continues through the cycle."

## Unit Diary

Marines in Unit Diary enter a person's data into the Marine Corps Total Force System. The MCTFS system holds information for Marines stationed worldwide, such as pay, entitlements and leave.

"It is the brains of it all," according to Sgt. Rasheem M. Brown, H&S company, S-1, unit diary chief. "[MCTFS] holds all the information and is linked to the Defense Finance & Accounting Service, which controls all the Corps' finances."

Unit Diary Marines spend most of the day re-keying information to

keep the system updated, but changes are underway Corpwide. In 1997, the commandant concluded that more than 1,000 administration billets could be eliminated, prompting the creation of the Total Force Administration System. The TFAS is designed to modernize the Corps administration, possibly eliminating 25 percent of the 15 million transactions keyed in by administrators each year.

Plans to make information about pay and personnel available through telephone and web-based applications are also underway.

The new system would save time, according to Brown, allowing the Marines in Unit Diary to fine-tune the program and ensure Marines are getting paid and promoted on time.

## SRB/Pay

Marines in the Service Record Book/Pay section type paperwork for awards, Leave and Earning Statements, and promotion warrants.

"It gets really hectic on the first of the month, because pay and promotions hit at the same time," according to Sgt. Albert A. Cooper, H&S company, S-1, SRB/Pay chief. "If we do not keep all the paperwork organized, it creates chaos. If things fall through the cracks, it means someone is getting promoted late or is not getting paid."

Every payday, Cooper goes through a list with the names and wages of every Marine in the battalion. If a Marine's name does not appear on the list, or it seems a Marine is receiving less than he rates, Cooper looks into the problem, determines the reason for it and corrects any errors.

## Orders

Marines in the Orders section deal with permanent change of station and temporary additional duty orders. They type orders, arrange flights and settle travel claims.

"It took me about six months to learn the ins and outs dealing with entitlements for Marines PCSing," said Cpl. Dixie L. Joseph, H&S company, S-1, PCS orders chief. "Many Marines do not realize what they rate, but they can come to me for the answer. If I do not know the entitlement off the top of my head, I know where to find it."

During an average month, Joseph checks in seven Marines, and processes seven to 10 sets of orders for Marines PCSing from the barracks.

"We want to get the Marines what they rate and make their PCS transition smooth, whether they are just arriving or departing the barracks," said Joseph.

When a Marine receives TAD orders, someone from the Orders section explains to him what money he rates, so he understands what he can spend while on temporary duty. Their goal is to ensure a Marine is not spending out-of-pocket for official government travel, according to Cpl. Alex G. Seals, H&S company, S-1, TAD orders chief.

The Marine files a travel voucher upon returning, and Seals has five days to file the paperwork with disbursing for payment.

"It gets hectic around West and East Coast Tours, because we send about 130 Marines TAD at once," said Seals. "They all leave and come back at the same time, and we try to get money to them at the same time."

# Clockwork

## Separations

Marines in the Separations section deal with discharges, retirements, and releases from active duty. It takes two-to-three days to prepare paperwork for final payments, orders for terminal leave, and discharge paperwork.

“We include the Marine’s decorations, medals, and schools in the paperwork – basically their entire military history,” according to Cpl. Myriam T. Vargas, H&S company, S-1, separations clerk. “Doing the paperwork itself is not hard, but if you make one little mistake you have to retype the whole page again.”

The S-1 office relies on team work. When a Marine comes in for any type of administrative service it affects every section in some small way - one section cannot work independently of the others, according to Boyd.

“What we do within the S-1 sections affects the entire battalion,” said Boyd. “As long as Marines are getting paid and promoted on time, they are happy and we do not have any problems.”



- Major Samuel Nicholas**  
*1st CMC 1775-1781.*
- Lt. Col. William Burrows**  
*2nd CMC 1798-1804.*
- Lt. Col. Franklin Wharton**  
*3rd CMC 1804-1818.*
- Lt. Col. Anthony Gale**  
*4th CMC 1819-1820.*
- Colonel Archibald Henderson**  
*5th CMC 1820-1859.*
- Colonel John Harris**  
*6th CMC 1859-1864.*
- Brig. Gen. Jacob Zeilin**  
*7th CMC 1864-1876.*
- Colonel Charles G. McCawley**  
*8th CMC 1876-1891.*
- Maj. Gen. Charles Heywood**  
*9th CMC 1891-1903.*
- Maj. Gen. George Elliott**  
*10th CMC 1903-1910.*
- Maj. Gen. William P. Biddle**  
*11th CMC 1911-1914.*
- Maj. Gen. George Barnett**  
*12th CMC 1914-1920.*
- Maj. Gen. John A. Lejeune**  
*13th CMC 1920-1929.*
- Maj. Gen. Wendell C. Neville**  
*14th CMC 1929-1930.*
- Maj. Gen. Ben H. Fuller**  
*15th CMC 1930-1934.*
- Maj. Gen. John H. Russell, Jr.**  
*16th CMC 1934-1936.*

*by Cpl. Sara Storey*  
*Staff Writer*

People from all walks of life have passed through what has been the home to every commandant since 1806, creating a building rich in both tradition and history. Docents, or tour guides, give this hidden wealth freely to honored guests during CMC parades, special events, or when directed by the commandant.

Originally, Key Volunteers and officer's wives trained as docents, but with a new commandant came a new tradition – Marines as docents.

Docents learn about paintings and furniture in the house, some dating back to the beginning of the Corps, and pass the unique knowledge to visitors through anecdotes and stories.

These Marines welcome visitors at the front door guide them through each room in the three-story home,

showing them everything from the commandant's private study, to the children's playing room.

"The commandant relies on us to tell the vast history of his house," said Staff Sgt. Steve Rice, Marine Corps Institute company, company gunnery sergeant. "I enjoy just being able to walk through the commandant's house. I like to think I am making my mark in history as well."

The docents must study and master each room, guiding tourists and guests through its history by describing artifacts and retelling tales of the Corps' legacy. And as each story places the artifacts into context, people come to see each docent as a reflection of the man who lives there and of the Marine Corps as a



# Doc Inside the Home of



**"I feel honored to present the history of the unique home to our guests who..."**

Sgt. Vinh H. Nguyen, Marine Corps Institute company,



# ents f the Commandants



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visit here."**

Nguyen, Marine Corps docent.

whole, according to Sgt. Keith A. Burns, Headquarters and Service company, Marine Corps Community Services, recreation manager.

"We are setting a standard," said Burns. "We are not showing people the house, we are helping them understand today's Marine Corps, by telling about our past."

Showing the house is almost like stepping back in time, reliving the history and heritage that has made the Corps what it is today, according to Burns.

"History, in general, has always interested me, and the Corps' history affects me directly," said Burns. "We see the outside of the house everyday because we are stationed here. Being a

docent, we are allowed to go inside and learn about the Marine Corps, then turn around and share that knowledge with the public."

Docents spend hours walking the floors of the commandant's house, learning new bits of knowledge and brushing up on their tour areas. They learn from each other, by trading information and quizzing one another.

"I get a little nervous before a big group comes through," said Rice. "Quizzing each other scares away any last minute jitter bugs."

Docents research everything from the antiques in the house, to the commandants who originally purchased and placed them there, so they can answer a visitor's questions to the best of their ability.

"The extra time I put into studying is worthwhile because this opportunity has not always been available to us," said Burns. "We are the first Marines to be docents in the commandant's house and it is quite an honor."

- Lt. Gen. Thomas Holcomb**  
*17th CMC 1936-1943.*
- Gen. Alexander Vandergrift**  
*18th CMC 1944-1947.*
- Gen. Clifton B. Cates**  
*19th CMC 1948-1951.*
- Gen. Lemuel Shepherd, Jr.**  
*20th CMC 1952-1955.*
- Gen. Randolph Pate**  
*21st CMC 1956-1959.*
- Gen. David M. Shoup**  
*22nd CMC 1960-1963.*
- Gen. Wallace Greene, Jr.**  
*23rd CMC 1964-1967.*
- Gen. Leonard F. Chapman, Jr.**  
*24th CMC 1968-1971.*
- Gen. Robert E. Cushman, Jr.**  
*25th CMC 1972-1975.*
- Gen. Louis H. Wilson**  
*26th CMC 1975-1979.*
- Gen. Robert H. Barrow**  
*27th CMC 1979-1983.*
- Gen. Paul X. Kelley**  
*28th CMC 1983-1987.*
- Gen. Alfred M. Gray**  
*29th CMC 1987-1991.*
- Gen. Carl E. Mundy, Jr.**  
*30th CMC 1991-1995.*
- Gen. Charles C. Krulak**  
*31st CMC 1995-1999.*
- Gen. James L. Jones, Jr.**  
*32nd CMC 1999-*

When you see these Marines congratulate them on their recent promotions.

## H&S Company

Staff Sgt. D. Kitchen  
Staff Sgt. J.P. Rigsbey  
Sgt. J.D. Barto IV  
Cpl. K.W. Anderson  
Cpl. D.L. Hicks  
Cpl. R.W. Hinkle  
Cpl. S.D. Kolego

## MCI Company

Master Sgt. H. Odrick  
Cpl. B.A. Gerding  
Lance Cpl. R. Jules  
Lance Cpl. J.T. Price

## "A" Company

Cpl. B.A. Baxter Jr.  
Cpl. T.N. Dawson III

Cpl. J.M. King  
Cpl. R.M. Roberts  
Cpl. R.M. Roe  
Lance Cpl. D.W. Houck  
Lance Cpl. M.D. Laidlaw  
Lance Cpl. W.G. Maurer  
Lance Cpl. J.D. Patterson

## "B" Company

Cpl. T.A. Boardman  
Lance Cpl. J.M. Britton  
Lance Cpl. C.M. Harmon  
Lance Cpl. D.E. Harvey  
Lance Cpl. R.L. Hopkins  
Lance Cpl. G.H. Lancaster  
Lance Cpl. P.A. Regino  
Lance Cpl. J.A. Skelton

## Security Company

Sgt. D.C. Kolesar  
Sgt. E.M. Yurgartis  
Cpl. R. Gomez  
Cpl. M.J. Hoffman  
Cpl. S.J. Laureto

Cpl. M.E. Ramirez  
Cpl. B.J. Valdez

## USNA Company

Cpl. C.B. Harrison  
Cpl. W.J. Parker

Congratulate the following Marines for the awards they recently received.

## Navy and Marine Corps Achievement Medal

Staff Sgt. J.R. Parker Jr.  
Pfc. T.M. Byers

## Good Conduct Medal

Cpl. Sara Storey



## OUTSTANDING!

Marines from Headquarters and Service company conduct a motivated company physical fitness session by running to the Marine Corps War Memorial from the Pentagon in honor of the 55th Anniversary of the Marines' landing on Iwo Jima.

The Marines formed ranks on the parade deck when they arrived and conducted an intense "Daily Seven." However, before the Marines left the monument, Maj. Marc F. Riccio, H&S company, commanding officer, gave the Marines a brief history of the famous battle, and the names of the Marines and Corpsman who raised the flag above Mount Suribachi.

# A Tragic Legacy: Buckle Up

by Michael Wilbon

Washington Post Columnist

This morning I got into my car, buckled my seat belt and drove to work.

To many of you, that's the most ordinary act in the world. But it's brand new to me. I am 41 years old, I've been driving since I was 17, which means for 24 years I didn't wear a seat belt. Never, ever.

Okay, in the 34 months that I've been married, my wife has harassed me into wearing my seat belt on the occasions she has been in the passenger seat. But even then, sometimes I wouldn't fasten it. Just wouldn't, not for any reason, probably I thought it was uncomfortable. The reason, or my perceived reasons, doesn't matter because any perceived reason is too dumb to defend. Still, I didn't wear a seat belt.

Earlier this year, I felt guilty about it for the first time when my 10-year-old goddaughter, Brittany, hopped into my car for me to drive her to soccer practice and said, "Uncle Mike, why aren't you wearing your seat belt?" I was embarrassed, but not enough to wear it once she got out of the car.

I do wear a seat belt now, however. I put one on the other night in the front seat of a taxi in San Francisco. Sometimes it takes me a few minutes to remember; last night I was halfway home from BWI Airport when I realized I wasn't wearing one and immediately strapped in. There's only one reason I wear my seat belt now: Derrick Thomas. He suffered a paralyzing — and eventually fatal — injury on Jan. 23. I voluntarily put on a seat belt for the first time on Jan. 24.

Thomas is hardly the first person to be paralyzed or die because of injuries from an automobile accident. Graveyards and hospitals are full of them. Jackson Memorial Hospital in Miami, where Thomas died Feb. 8, is full of patients who are there for the simple reason that they weren't wearing a seat belt when they were involved in an accident. It happens every day. But clearly, this one struck something in me and I know beyond a shadow of a doubt I'm not alone.

I didn't know Thomas very well; I had talked to him a half-dozen times during his NFL career. He was a towering figure in Kansas City because of his Third and Long Foundation and because he was one of the people, he was accessible. He took money from his pocket and paid for trips, funerals, hospital stays. People all over Kansas City, and for that matter his native Miami, have stories of Thomas being a do-gooder.

I'm not going to sit here and deify Thomas because he did some stuff a man shouldn't be proud of, like fathering a bunch of children out of wedlock. He might not have had the virtue of, say, Arthur Ashe; Thomas was flawed. But aren't we all? If you weigh the good stuff and the bad stuff, Thomas comes out better than a whole lot of folks. And the sad, cold truth of it is, his death is waking up a lot of people on the issue of seat belts.

It's a shame a man who already was prone to good works had to die in the prime of his life in order to help bring about radical and necessary change. But Thomas probably has saved lives already. I

know he has. If a defiant fool like me will buckle up, I know others have, too. People pay attention to what celebrities do. Is that sad? Sure. But, good or bad, it's a fact in this culture. Out of all the people in the world who have met a terrible fate because they didn't wear their seat belts, Thomas hit home to me. Thomas has grabbed me, shaken me, and made me do what my wife, mother and goddaughter couldn't. I hope everybody else who doesn't wear a seat belt is as shaken.

The Kansas City Star, quoting a federal highway study, reported that six of 10 children killed in traffic accidents are not buckled into their seats. And of those six, medical experts contend three would have survived if they had worn their seat belts. Of 432 accident fatalities in Kansas in 1998, 331 (76 percent) were not wearing their seat belts. The Star reported that of the 1,025 people thrown from their vehicles in 1998 in accidents in Missouri, 841 (82 percent) were not wearing seat belts. Here's the stat that really matters: In the car Thomas was driving (too fast for the conditions, we are told), one passenger wore a seat belt and received only minor injuries while the two who did not died.

A spokeswoman at Jackson Memorial told me yesterday that spinal injuries are down, and hospital officials are certain it is as a direct result of an increase in seat-belt use.

Now, we tend to frame discussions about anything involving an athlete to athletics. Is this a matter of an athlete somehow feeling physically invincible? Maybe. Am I a case of a sportswriter feeling physically invincible? We've got to be careful with these sweeping generalizations. Having said that, I'm trying to figure out if people who don't use their seat belts have any great similarity, beyond stupidity. At the same time, I'm trying to digest the federal study that says African Americans and Hispanics are a lot less likely to buckle up than whites. The only thing I can think of, lame as it is, is that whenever I was shamed into buckling up in the past, I felt weak or vulnerable in a way I didn't like. I think that feeling is dangerously common among black men, that anything that suggests vulnerability is something many of us instantly reject.

While it's no excuse, I come from a culture of disdain for seat belts. My father didn't wear his. The men I came of age with, primarily black men, didn't wear theirs. Examining why is something that federal authorities may wrestle with as they try to figure out the cultural dynamics and how to encourage people to wear their seat belts and comply with seat-belt laws. Every state ought to be like Iowa, where police can stop somebody who isn't wearing a belt (77 percent conform) as opposed to those where people can be stopped and ticketed only if they are stopped for some other violation.

I can't answer why. It's not even important to me anymore. The important thing is that there are no more excuses forthcoming. No more "It's going to wrinkle my clothes." No more, "Suppose I needed to jump out because the car caught fire." No more "Shut up, I don't feel like wearing it." No more, "I'm only going to reach 20 mph going around the corner to the grocery store."

I'm done with being stupid, at least on this issue. Like a lot of people, I have Derrick Thomas to thank. And mourn.

## Marine Barracks Washington circa 1900



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