The Emblem

Vol. 49, No. 3 | Marine Corps Logistics Base Albany, Ga. (Web site: *www.ala.usmc.mil*) | Jan. 26, 2006

Weather

Friday
Partly cloudy
63/38

Saturday
Mostly cloudy
70/51

Sunday
Scattered T-storms
68/41

MCLB Update

Tax center

The Marine Corps Logistics Base Albany Tax Center is open. The center is providing free tax preparation services to military members and retirees except reservists on their two-week annual training tours. Those seeking tax assistance should ensure they bring the proper paperwork to the Tax Center. For more information call the MCLB Tax Center at 639-5212/5213.

Quit smoking classes

If you want to make 2006 the year you quit smoking, join up for a free Quit Smoking Class. An information meeting will be held Tuesday, 10-11 a.m. at the Marine and Family Services, Bldg. 7200. Call 639-7935 for more information.

Bowling tourney

Pin City is hosting a Sweetheart (Scotch Doubles) Bowling Tournament Feb. 11 at 2 p.m. The cost is $10 per couple. Call 639-5233 for more information.

Vet services

Every month, a vet for small animals visits MCLB Albany. There is a $2 user fee in addition to fees charges for vaccinations test or any other care provided. For appointments call Sgt. Katasha McCline at 639-5867. The next vet visit is scheduled for Feb. 6.

Tricare information

The after hours/holidays Tricare Prime beneficiaries service line is 800-444-5445 to get authorization for emergency or urgent care. All active-duty members seen in the emergency room or urgent care center are required to report immediately to Military Sick Call at the Branch Medical Clinic for follow-up. After hours, report the next business day.

3-on-3 basketball

Put together your own team for the upcoming three on three basketball season. Rosters may have up to five players. The seaon begins Feb. 13 and there will be a coaches meeting Feb. 2 at 1 p.m. at Thomason Gym. For more information call, 639-5246.

Commissary offers great savings

Individuals who shop at the MCLB Commissary save 30% on groceries.

Base gears for new satellite fire station

Colie Young
Deputy Public Affairs Officer

A $1.8 million satellite fire station is one of the newest military construction projects coming to Marine Corps Logistics Base Albany later this year.

While plans for the groundbreaking are not set yet, base fire officials said the new station is being erected so the base would be in compliance with standards set by the National Fire Protection Association.

We were looking at response time criteria and we had a major issue of not being able to get to any of base housing units within the amount of time allotted by NFPA, Jack Colby, base fire chief said.

Standards set by NFPA give emergency fire vehicles five minutes total to get to emergencies, regardless of where the crisis is on base. One minute is allotted for dress out time [for firefighters] and four minutes for the emergency vehicles to get to the site. While en route, emergency vehicles are allowed to travel 10 miles over the speed limit.

Studies were conducted to determine if the base was in compliance and it was decided that another fire station was required. Following the studies, officials noted a number of dangers that had to be addressed.

One issue with the base only having one fire station is the train - if the train happens to have the station blocked in an emergency, there could be a tremendous delay in responding, Colby said.

We [not only] looked at response times solely from the fire departments perspective, but we looked at the rules on emergency vehicle operators and all of the other things that entered into it, and we liked the idea of being able to respond from opposite directions, Colby said.

Colby said that Anti-Terrorism Force Protection also played a role in having two stations and determining where to strategically place the satellite fire station as well.

As ATFP became more of a frontrunner, it became an issue of separation of critical resources, Colby said. That became a caveat, a desire - if you will, to build a second station.

The new satellite fire station will be erected behind the old golf course because of the close proximity to base housing and the easy access route to other critical facilities.

Colie Young

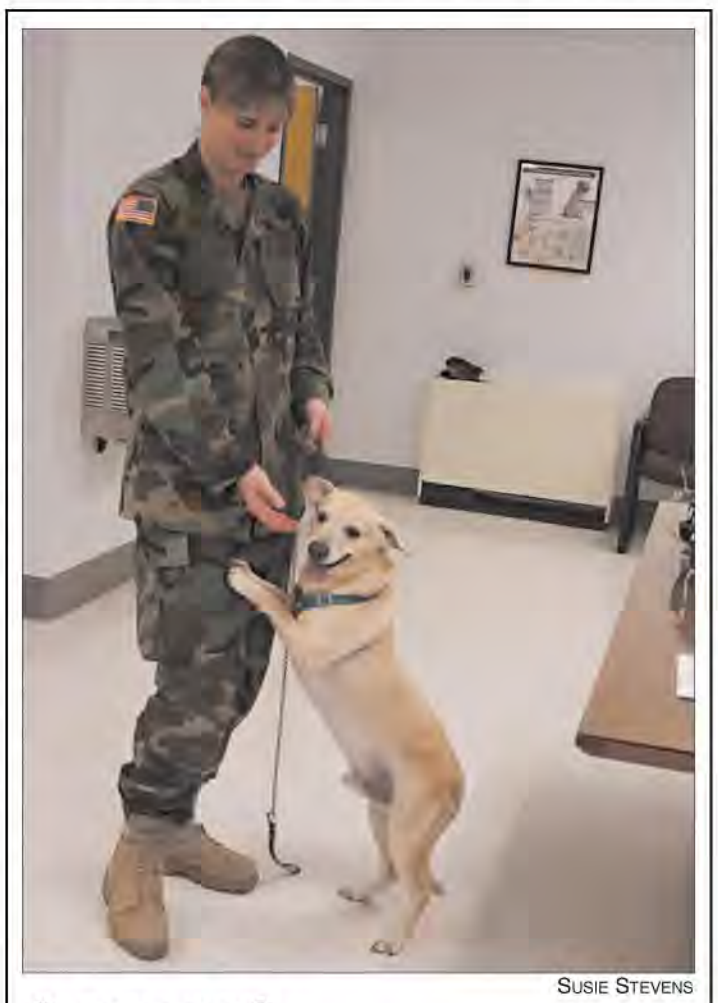
One of MCLB's newest construction projects will be a new satellite fire station. The station will increase emergency response readiness.

When we looked at the critical resources we looked at the warehouses, the maintenance center, and Buildings 3500, 3600 and 3700, Colby said.

We also had to bear in mind the housing area, and we needed to strategically place the building in an area with the quickest response time to these areas, and with the minimal amount of congested traffic. Placing a second satellite station in this area addresses all these issues and solves the problems, as far as we are concerned.

Colby said the fire department submitted plans for the satellite fire station through the Public Works Officer and the project was put on the slate for the fiscal year 08 budget. Once the project got the green light from base officials, members from the command had to

See STATION _____ Page 5



Susie Stevens

A new pad...

Capt. Barbara Cloutier, veterinarian, Gulf Coast District Veterinary Command, begins seeing customers in the new Base Veterinary Clinic, Bldg. 7102, during the vet's visit Monday. Earlier that day, Marine Corps Logistic Base Albany Executive Officer Lt. Col. Raymond D. Butler, Capt. Patricia Blocker, Marine Corps Community Services operations officer, Sgt. Katasha McCline, noncommissioned officer in charge, MCLB Albany Veterinary Clinic, and Cloutier held a ribbon cutting ceremony officially opening the new clinic building. The new location allows more space to serve more customers one day a month from 9 a.m. - 3:30 p.m.

MCLB observes MLK Day

Susie Stevens
Emblem Staff

In observance of Dr. Martin Luther King Jr. s birthday, Michael T. Madden, executive director Marine Corps Logistics Command, and the Albany Chapter of Blacks in Government welcomed community leaders to the Dr. Martin Luther King Jr. Memorial Service at the Base Chapel Jan. 19. Among those in attendance were the mayor of Albany, the city manager, the president of the Albany Area Chamber of Commerce, local pastors and employees of the installation.

The Rev. Samuel Billy Kyles, pastor of Monumental Baptist Church in Memphis Tenn., served as the keynote speaker and honored guest for the program. Kyles, a renowned national speaker, civil rights leader and personal friend of King, was an eyewitness to his assassination (April 4th 1968). He spoke to the standing-room-only crowd at this occasion.

Tony Rawls

The Rev. Samuel Billy Kyles was the guest speaker at the MLK memorial program.

There were three people with King during the last hour of his life, and now Im the only remaining living person who was with King that day, Kyles said. I had invited King to dinner at my house and I arrived early. We were standing on the balcony talking. I remember King being in a light-hearted mood that evening. At about 5:45 p.m. I said lets go eat...a shot rang out and I ran to his side (as we were on the balcony of his hotel room in April of 1968). Now, the most asked question I get wherever I go is what were those last few hours of Kings life like?

There was blood everywhere and in those days you called the operator to get an ambulance. I called the motel operator and she looked up and saw what had happened and she collapsed [on the spot] from a heart attack. I remember thinking what will we do now, Kyles said.

Ive never found the words to describe what I felt [that day], Kyles added. King died helping garbage workers, but no one could kill his dream and today Kyles is a living witness to Kings dream that one day men would be judged by the content of their character and not by the color of their skin.

Kyles speech inspired all people to hold fast to their dreams because when dreams die a person is like a broken-winged bird that cannot fly.

Look at this countrys secretary of state now, Kyles said. We know Kings dream today is reality, but in his day it was foreign. King didnt ever stop dreaming that slaves and slave owners would one day sit down together.

Kyles spoke about a time during segregation when he chose to sit in the front seat of a bus.

See MLK _____ Page 4

Cutting-edge way for Marines to connect

Gunnery Sgt. John S. Jamison Jr.
Combat Correspondent

New York, N.Y. If one were to Google U.S. Marines one would find that somewhere in the approximate 19 million sites that appear, one site seems to be a niche for the Marine Corps tight-knit family.

Whether a Marines service is present or past, ***TogetherWeServed.com*** is a site that has reunited many Marines and allowed them to keep in contact with each other through e-mail, photos, blogs and other personal information.

TWS was conceived to meet the objective of being a Marine-only website, devoid of any commercial advertising, explained Joe Armstrong, a retired Marine sergeant major and administrator/advisor for the site. The site is specially created to allow members to not only locate lost Marine Corps friends (brothers) and interact with other Marines, but also provide a place to tell their personal Marine story.

The site was brought on line on Nov. 10, 2003 and since then has signed more than 33,000 profiles - 20,000 of those in the past six months. Which, in comparison, rivals the number of active duty Marines stationed at Camp Pendleton, Calif.

See CONNECT _____ Page 3

Susie Stevens

Force protection upgrades...

Cpl. Christopher Weaver, road supervisor, Provost Marshal Office, helps with traffic control at the main gate. According to Jarrod Crew, an employee of Sigcom, "The Catsclaw tire shredders provide a non-lethal way to stop a vehicle safely even after all four tires have been punctured."

Save money, use your MCCS Gas Station! Gas prices: Regular - $2.20, Mid-grade - $2.29, Super Unleaded - $2.38. Prices subject to change.

The blessing of accountability

Editor s Note: The following is a reprint from Feb. 2005

What we lack most in our lives, both private and professional, is accountability. Please consider a few brief points.

How are you doing with your New Year s resolutions? Are you failing to meet your own goals? I submit to you that if you are failing, accountability is what you lack. What about other goals you have chosen whether they are personal, professional, spiritual or other? If you are failing, perhaps accountability is what you lack.

Some of us have the personal drive and discipline to keep ourselves on track. Some of us have learned the art of saying no to those things that will hinder our progress in meeting goals. Some of us have learned how to plan our day for the best success and we make lists and follow them to the best of our ability. Others of us fight daily with the frustrations of mismanaging self and time. Our poor management effects how well we meet our goals. We have not taken the time to plan what we want to accomplish. Missing deadlines, forgetting important details, and dropping our goals because they are just too hard to meet are signs of the need for accountability.

The need for accountability does not mean we are failures. Our contributions to our world are not dependant on our ability to meet every goal we set for ourselves. The need for accountability is not as much an issue of success or failure as it is an issue of inner turmoil or peace.

Accountability means being answerable for our actions. It means selecting someone who will faithfully asks us about our goals. Accountability to someone will push us to work harder. If we have difficulty meeting our goals and we want to be successful, knowing someone will ask us about them drives us to work harder. We may not be able to give a positive answer each time we are asked but no one wants to keep admitting failure. Moving forward on our goals has the positive result of encouraging us and that encouragement will keep us working to accomplish our goals. Accountability is ultimately for our own good. A proverb says, Whoever gets sense loves his own soul; he who keeps understanding will discover good. Be good to yourself and become accountable.

Marine Corps Training

Rifle range

Ranges for 2006 will be held at Parris Island, S.C. Dates are as follows: Feb. 13-17; March 20-24; March 27-31; April 3-7; April 24-28; May 8-12; June 26-30 and Sept. 26-30.

Snap-in will go the week prior at the Battalion armory daily starting at 1 p.m. For more information, call 639-5130.

Pistol range

The range scheduled for 2006 is as follows: Feb. 6-10; March 13-17; April 10-14; May 8-12; June 12-16; July 10-14; Aug. 14-18; Sept. 11-15 and Oct. 1-6

The range safety brief will go on the Friday prior to firing on the range. Please plan accordingly. For more information, call Staff Sgt. Bernard Cooks at 639-5131.

Weapons cleaning

Weapons must be cleaned by the 15th of every month. The Armory is located in Bldg 7121 next to Base Property. Weapon cleaning days and times are: Monday - Friday 8:30 a.m. -11: 30 a.m. and 1 p.m. - 3:30 p.m. Sections are encouraged to schedule appointments for section cleaning by calling Cpl. Christopher Marsh at 639-5108. Please call 639-5108 for assistance.

Martial arts

Interested Marines should call 639-7588. There has to be at least six Marines interested in receiving the upgrade. The class is also dependent on Marines work schedule, etc.

MCCS test

MCCS Review - Feb. 1 at 9:30 a.m. at S-3

MCCS Test - Feb. 2 at 1:30 a.m. at S-3

Marines can arrange to take the Marine Corps Commons Skills Test by filling out a training request via the Military/Ops and Training Section. Contact Staff Sgt. Bernard Cooks at 639-5131 to schedule an appointment.

PFT

PFTs can be scheduled by filling out a training request in the Military/Ops and Training Section. PFTs are subject to the Military/Ops section approval. PFTs will not be taken on days that begin a 96-hour holiday. For more information, call Staff Sgt. Bernard Cooks at 639-5131.

CHRO Training Classes

On-Site training

Anyone interested in attending these courses should contact their supervisor. Nominations for on-site courses must be coordinated through Department/Center Training Coordinators. They have course catalogs, course announcement letters, and quota allocations and can answer most of your questions. If you need additional information, contact the Training Office at 639-5297.

Jan. 30 - Feb. 3: Management Analysis Planning, Bldg. 3010

Jan. 30 - Feb. 3: PBL 235, Bldg. 3010

Feb. 6 & 7: Access Level I, Bldg. 3010

Feb. 7 & 8: CPR/AED, Bldg. 3010

Feb. 8 & 9: Excel Level I, Bldg. 3010

Feb. 13 & 14: Access Level II, Bldg. 3010.

Feb. 14 & 15: CPR/AED, Bldg. 3010.

Feb. 15 & 16: Excel Level II, Bldg. 3010.

CHRO News

News you can use from the Civilian Human Resources Office

An NSPS rundown

Office of the Director

NATIONAL SECURITY PERSONNEL SYSTEM UPDATE

On Nov. 1, 2005 the final NSPS enabling regulations were published in the Federal Register. While the implementing rules published in the Federal Register provide the framework for establishing NSPS, they do not entail the specific details of how NSPS will be implemented. The specifics, such as the pay schedules and associated pay bands, salary ranges, performance rating criteria and forms, etc., are covered in the DoD draft NSPS implementing issuances. The Federal Register regulations can be viewed from the DON NSPS Web site at ***http://www.donhr.navy.mil/nsps***.

The Department of Defense issued the draft implementing issuances for the human resources portion of the National Security Personnel System on Nov. 23, 2005. These draft issuances provide details for carrying out provisions included in the NSPS regulations. Subjects addressed in the implementing issuances include conversion into NSPS, classification, compensation, performance management, workforce shaping, and staffing and employment.

The implementing issuances are subject to a continuing collaboration process with the exclusive representatives of DoD employees. In early December this continuing collaboration process began with DoD and the employee representatives meeting in Rosslyn, Virginia to discuss training and an overview of the HR Implementing Issuances. Comments and recommendations from the employee representatives regarding the HR implementing issuances, except workforce shaping, are due later this month. DoD will provide a written statement to the employee representatives of the reasons for taking any final action relative to the issuances in early January. Comments on workforce shaping are due from the employee representatives in mid-January.

During the collaboration process the unions will have an opportunity to participate in the further planning, development and implementation of the human resources system for NSPS, including the opportunity to submit written comments and discuss their views on the identified subjects. To review the content of the proposed implementing issuances, please visit the DoD NSPS Web site at ***http://www.cpms.osd.mil/nsps***.

See NSPS _____ **Page 4**

Crossroads Restaurant Menu

Today
Homemade Pork Barbecue
Chicken Wings
Mashed Potatoes
Baked Beans
Corn on the Cob
Texas Toast

Friday
Baked & Fried Trout
Chicken Wings
Rice Pilaf
Oven Roasted Potatoes
Black Eyed Peas
Chef s Choice Vegetables

Monday
Country Fried Steak
Baked Chicken
Steamed Rice
Field Peas w/Snaps
Buttered Corn
Rolls & Butter
Soup of the Day
Salad Bar

Tuesday
Fried Chicken
Sliced Pork Loin W/Gravy
Mashed Potatoes
Green Beans
Cauliflower w/Cheese Sauce
Rolls & Butter
Soup of the Day
Salad Bar

Wednesday
Sweet & Sour Pork
Chicken Stir Fry
Steamed Rice
Vegetable Fried Rice
Spicy Whole Green Beans
Rolls & Butter
Tossed Salad

Monday - Thursday: Salad Bar and Hot Lunch prices vary by item • Wednesday: Hot Lunch Buffet with tossed salad, dessert and drink $5.95.

MCCS MARINE CORPS Community Services Albany

It's All For You!

Sweethearts (Scotch Doubles) Bowling Tournament
Saturday, February 11
2 p.m.
$10 per couple
639-5233
ALL

COLLEGE 101
Friday, Feb. 3
9—10 a.m.
NEW LOCATION:
Bldg. 3010
(Outside of the Front Gate.)
639-5162
ALL

The Week Ahead

Fri Jan 27	Sat Jan 28	Sun Jan 29	Mon Jan 30	Tue Jan 31	Wed Feb 1	Thur Feb 2
Tonight's Movie *Pride And Prejudice* PG 7 p.m. 639-5166 **ALL**	**Tonight's Movies** *The Chronicles of Narnia* PG 7 p.m. 639-5166 **ALL**			**Playmorning** 9:30-10:30 a.m. Base Chapel Annex 639-5199 **ALL** **ITT Office will close** January 31 At 2 p.m. for inventory 639-8177 **Quit Smoking Class** 10—11 a.m. Bldg. 7200 FREE 639-7935 **ALL**	**Retiree Breakfast** 6:15 a.m. Crossroads 639-5277 **R** **Tonight's Movie** *Cheaper By The Dozen 2* PG 7 p.m. 639-5166 **ALL**	**Coaches Meeting for 3 On 3 Basketball** 1 p.m. Thomason Gym 639-5246 **ALL**

YMCA Youth Soccer Registration

Register Jan. 13—Feb. 4
Games begin March 11

Boys and Girls, ages Under 5 through Under 13
$36 registration fee
$10 uniform fee

Call Tom at 639-5246 for more information, or pick up a registration form at the MCCS Main Office, Bldg. 7520.
ALL

Put together your team for
3 On 3 Basketball
Up to five players on a roster.
Season begins Feb. 13

Coaches meeting
Thursday, Feb. 2
1 p.m.
Thomason Gym
639-5246
ALL

BUILD WEALTH NOT DEBT

Wednesday, Feb. 22
9—11 a.m.
Bldg. 7200
FREE

Learn how to save, invest, and become debt-free!

Call 639-5279 to register or for more information.
ALL

Don't let another year go up in smoke!

If you want to make 2006 the year you quit smoking, join us for a "Quit Smoking Class."

Informational meeting will be held Tuesday, January 31 from 10 to 11 a.m. at Marine & Family Services, Bldg. 7200.

This class is free! Call 639-7935 for more information.
ALL

ELIGIBILITY LEGEND

ALL Open to all Active Duty, Retirees, DoD Civilians, Contractors, Reservists and their family members
AD Active Duty and their family members
R Retirees and their family members
C DoD civilians and their family members
N Contractors and their family members
V Reservists and their family members

MCCS Marketing Hotline 639-5268
MCCS Web site ***www.ala.usmc.mil/mccs***

The Emblem

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Commissary, base clinic partners in health campaign

Susie Stevens
Emblem Staff

The Base Commissary began this month participating in a new Defense Commissary-wide *Its Your Choice, Make it Healthy* campaign. The new campaign partners with TRICARE to help inform store customers about the foods they eat and how their choice of foods impacts upon their health. In mid-January a person from the Naval Branch Health Clinic was on hand inside the store conducting free blood pressure checks to those who wanted one and provided literature on how to reduce a persons blood pressure.

Its Your Choice, Make it Healthy ties in with *Healthy Choices for Life*, an awareness campaign established by TRICARE, the U.S. Department of Defenses military health system.

To showcase the campaign here, a large poster is featured at the main entrance to the commissary. Additionally, customers may notice small green shelf-talkers (tags) in the aisles displayed next to food items. The tags inform customers of a variety of topics including healthy eating tips and food safety tips.

To raise the awareness of the causes of high blood pressure, medical personnel performed free blood pressure checks and targeted that audience with information on how to lower their blood pressure by their choice of foods. This campaign ends here at the end of January.

Employees who work for the Defense Commissary Agency here on base such as Jack Vierling, retail manager, shared his own personal observation.

Younger shoppers seem to have noticed the green shelf-food information tags while the majority of the retirees may not have noticed the tags. About 85 percent of the commissary customers here are retirees, said Vierling.

Mary Meshanko, the wife of a local retiree who comes to the store once a week said, The information tags were hard to notice for two reasons: they were very small and their color blended in with the other food information in the aisle.

This is the first time I am aware that TRICARE has partnered with the Defense Commissary Agency to offer food for thought, said Vierling.

According to Patrick B. Nixon, chief executive officer and acting director of DeCA, Commissaries offer health and wellness products, fresh produce, lean meats and much more - all at cost. And, one of the best ways to lose weight and eat healthy is to know whats in the products youre buying. You cant always do that in restaurants or the fast food drive-thru, but you can do it by reading labels at the commissary.

The dietary tips, based upon new Dietary Guidelines for Americans from the U.S. Department of Agriculture and Health and Human Services, are located where customers will find pizza and frozen entrees, juice, dairy, canned vegetables and fruits, oils and fats, cereals, bread, pasta, rice and other items found on store shelves.

Were not trying to tell people what is good or bad for them, Nixon said. Were just offering some food for thought while they shop. And since we are very concerned about food safety, customers will also see tips on food handling, preparation and storage.

DeCA collaborated on the shelf signs with a Defense Department weight management integrated project team of dieticians, including representatives from the Navy Bureau of Medicine and Surgery, Navy Environmental Health Center, the Air Force Medical Service and the U.S. Army Center for Health Promotion and Preventive Medicine. The signs are a model for the grocery industry.

Its Your Choice, Make it Healthy ties in with TRICAREs *Healthy Choices for Life*, an awareness campaign addressing three major health problems identified by DoD. Tobacco, alcohol, and obesity-related issues are leading causes of preventable death in the U.S., said Dr. William Winkenwerder Jr., assistant secretary of defense for health affairs. Preventing these unhealthy behaviors is critical to the readiness of our forces and the health of our nation as a whole.

Susie Stevens

Barbara Sermon, support clerk, Defense Commissary Agency, stands alongside the new "It's Your Choice, Make it Healthy" campaign poster.

Capt. Steve Butler

A groovy time...

A good time was had by all during the 70s, 80s party held at the Officers' Club Friday. Michelle Stewart, who arrived as "Foxy Brown" was named winner of the costume contest. Second place winner was Ken Morrison. The event boasted karaoke singing and a contest, name that tune contests and more. If you missed this event, the club is hosting a Mardi Gras event in February.

First course of the year in session

Michelle Stewart
Emblem Staff

Twenty corporals and one lance corporal attended the first Corporals Course of the year here. The course provides the Marines with the education and leadership skills necessary to lead Marines.

Our program of instruction places emphasis on leadership foundations and a working knowledge of general military subjects, said Albany, Ga. native Gunnery Sgt. Michael D. Odom, Corporals Course director.

Our goal is for them to develop leadership skills and to inspire them to take the knowledge they attain here back to their work sections, Odom said.

The course entails learning leadership styles, sword manual, oral presentation (Techniques of Military Instruction) and Marine Corps History.

The students are expected to learn a lot in the three-week course, but the course provides a basis of support from each other.

The course is in a new location - Bldg. 7111. A lot of work was done to move the course from its previous location and get it ready for its first class.

We received a lot of support for moving. Securing a facility was a major milestone. For that we had contractor support to clean up, move furniture and to paint, Odom said.

Installation & Logistics personnel and Lt. Cmdr. Phillip Knauss, resident officer in charge, construction work, Naval Facilities Command, Charleston S.C., provided a great deal of support to the course staff.

Unlike other military academies, classes are provided by individuals outside of the course staff.

We have three instructors on staff, many of our classes come from the sections here. For example, classes are provided by the Substance Abuse Counseling Office, Installation Personnel Administrative Center and Equal Employment Opportunity Advisor.

The Courses chief instructor had his own reasons for volunteering.

Most of the Marines attending the course belong to the band. If I didnt volunteer, they wouldnt have received this important training, said Gunnery Sgt. Monty A. Clark, Albany Marine Band instrument repair technician, an Eskridge, Kan., native .

I believe this course is important for a Marines development. It is a good way for Marines to get the basic leadership skills that will be the foundation for their growth as noncommissioned officers, Clark said.

The goal for the attendees had a similar ring - leadership.

My goal is to get the tools that I need to make me a better leader, said Albany Marine Band saxophonist and guitar player Cpl. Nicholas Ouelette. I also want to have a 260 or higher PFT.

Robert C. Koonce, a Kinston, N.C., native, hopes to be the honor graduate and have a 300 PFT. Koonce is a piano player for the band.

Whether they make the 260 or 300 physical fitness score they aspire to, the Marines will leave the course with a few more leadership tools than when they arrived.

Michelle Stewart

Sgt. Jonathan L. Perrine inspects Cpl. Christopher Barger in his Alpha Uniform while scribe Cpl. Alan Phillips takes notes.

Employee Spotlight

Employee: Sgt. Orlando L. Ford Jr.
Organization: Passenger Transportation Office, Marine Forces Reserve
Billet: Passenger Transportation Office clerk
Job Duties: Providing transportation for Marines in and out of the Continental United States and overseas.
Hometown: Winter Haven, Fla.
Hobbies: Producing music
What I like most about my job: Ensuring Marines get to where they need to be.
One of the most significant achievements since youve been here: Attaining my current rank.
Time in military service: 4 yrs.
Time at stationed at MCLB: (4 mon.) Part of displaced Marines from New Orleans

CONNECT from Page 1

TWS members include active, reserve and retired Marines and, of course, Navy corpsmen and chaplains. Family members of Marines who are deceased, fell in the line of duty, or are POW/MIA are also invited to join TWS for the purpose of posting a remembrance profile.

TWSs oldest member was born 93 years ago and members ranks range from private all the way to lieutenant general. The current membership roster includes hundreds of veterans of WWII, the Korean and Vietnam Wars, and hundreds who are still on active duty and/or serving in Afghanistan and Iraq.

New profiles are being added at an average of 120 per day. The primary means of membership growth is by invitation from an existing Marine member, said Armstrong. Very little advertising is done for the site which results in only about 30 percent of membership growth, the other 70 percent of Marines that join almost every day are invited by other Marine members.

Each of these individuals has the opportunity to post as much personal and professional information as they wish. All of which is cross-referenced with the incalculable amount of information already entered by other members. If there is a match to someone elses entries, say, their platoon number in bootcamp, it will alert all members that also attended at the same time.

New members may search the entire Web site in more than 30 different variables to locate the Marine for whom they are looking.

I really like the TWS Web site. Last week I spoke to one of my drill instructors after 36 years, said Joe Lisi, a Marine who was discharged as a corporal in 1972. I was able to locate him through Marines on the TWS Web site. What a thrill it was to hear his voice after all this time. And, he wasnt yelling at me to boot.

There are plenty more kudos from other satisfied customers on the Forum pages of the site. These 34 different pages offer an area for Marines to comment on current events, professional issues, sports and hobbies and many other subjects to include a reunion forum that gives dates and places of unit get-togethers.

It reminds me of sitting on a footlocker in an open squadbay with a bunch of Marines and telling stories, said Bob Heise, a Marine sergeant who served from 1965-68 in Vietnam. In the open forums there is an opportunity to speak with active Marines which keeps you not only informed but feeling as though you are still tied in.

Not all of the members posted are legitimate and they are soon found out using the Profile Dispute System. The Profile Dispute System is a way for the other members of the site to call into question or verify any service history data posted by another member, said Armstrong.

When an item is disputed or verified, the members are notified and provided an opportunity to clarify and/or remove the data that may be incorrect, or to acknowledge the verification posted for them. In this way, the website has become self-policing with the integrity of service data becoming a primary feature.

Additionally, since the Web site is profile driven, and those profiles are continuously reviewed, verified and/or challenged by other members, there is no such thing as an anonymous profile on this site that are common on other sites, Armstrong explained.

Armstrong is not the only person dedicated to the accurate perpetuation of the Corps Marines and stories. TWS is supported by a very enthusiastic TWS Advisory Group (TAG) which consists of 11 volunteers, Marine and Navy, representing the entire rank structure and multiple eras of Marine Corps history, he said.

As it is entirely devoid of any advertising, which is in keeping with the sanctity of the site, TWS relies solely on membership upgrades in order to meet its debt as well as promotional and operating expenses.

Armstrong explains that, all Marines can join TWS as Free Members and enjoy a great many of its unique features. Full Membership, has been deliberately set to be in the reach of most at a very nominal $14.95 for 12 months.

An exception is made for all members who are currently on active duty in combat areas. They are given complimentary membership upgrades, as are those who are seriously disabled.

It is the goal of this website to eventually chronicle the service history of 250,000 Marines or more, covering all recent eras, within the next five years, Armstrong said. If this Web site is able to accomplish this goal, it will ensure that the site becomes not only a prolific Marine locator, but more importantly, it will ensure that the living history that the Marine members represent ...will be recorded for posterity in the words and pictures of those who were there and who Served Together.

NSPS from Page 2

Pay bands are an integral part of the NSPS compensation structure. Pay bands allow for pay progression to be driven by performance, not longevity, and provide for greater flexibility in the classification process. Currently, the NSPS pay bands are anchored by the General Schedule architecture; in the future, however, pay band salary anchors (the pay band minimum and maximum) will be based on national and local labor market factors. No employee will lose pay upon conversion to the NSPS pay bands. Employees eligible for a within-grade increase will receive a pro-rated increase in their salary (e.g., if you are in a 3-year waiting period for WGI and have completed 2 years, you will get 2/3 of your WGI).

Proposed pay bands for each of the career groups follow and are subject to continuing collaboration with employee representatives. For detailed descriptions of the proposed series and job families that will be assigned to each career group upon conversion, refer to the draft implementing issuances at ***http://www.cpms.osd.mil/nsps***.

Another key concept of the NSPS performance-based pay system is pay pools. A pay pool groups together a number of employees for the purpose of calculating payout funds, determining assessments for performance and contribution, and recommending individual payout decisions for the employees in the pay pool.

Pay pools can be structured a number of different ways. They can be created along organizational lines, by career groups or by geographical locations, and can encompass a range of career groups, occupations, pay band levels, salaries and performance levels. One of the lessons learned from the demo projects is that the most useful pay pool size is between 50 and 150 employees. Despite the varied composition of the pay pools, they normally all have at least one thing in common; the pay pool panel membership usually includes senior management officials in order to elevate the performance evaluation of a single employee beyond the first-line supervisory level.

The first line supervisor usually serves as the rating official and is responsible for goal setting and establishing performance expectations and measures with the employees participation. The supervisor functions as a coach, ensuring the employee understands expectations, receives development support, and receives ongoing performance feedback. The rating official discusses the employees rating with him or her and submits a recommended rating to the pay pool panel.

The Pay Pool Panel, usually a group of senior management officials, reviews the rating officials appraisals and payout recommendations, seeks clarifying information as needed, adjusts scores to ensure consistency and equity across the pay pool, and may make and/or approve payout recommendations to the pay pool manager. The Pay Pool Manager (PPM) looks across the entire pay pool to ensure equity and fairness. The PPM, typically the senior manager of an organization, validates the pay pools distribution and representation of the pool, determines need for and makes final adjustments, and communicates with pay pool members and/or rating officials.

Employees can prepare for NSPS now!

1. Familiarize yourself with your Commands Strategic Plan.
2. Think about how what you do supports the Strategic Plan.
3. Talk with your supervisor about the key products and services for which you are responsible, and their connection to the Strategic Plan.
4. Think about and discuss with your supervisor the outputs for these key products and services and how they could be measured (i.e., how would I know if I were successful?).

These steps will help you get ready for NSPS and will provide you with additional clarification as to your roles and responsibilities.

Train the Trainer: To date nearly 675 DON employees have been certified as NSPS trainers. The PEO sponsored and conducted Train the Trainer (T3) sessions at the DFAS training facility in Columbus, OH and the DoD training facility in Southbridge, Me., between August and December in the following courses:

¥ HR elements for HR practitioners;
¥ LR elements for LR practitioners;
¥ HR elements for managers, supervisors, and employees;
¥ Performance Management for managers and supervisors;
¥ Performance Management for employees; and
¥Appeals and Adverse Actions for ER practitioners.

NSPS 101: The DoDs 45-60 minute optional online course, which provides and overview of NSPS, called NSPS 101 will be online and available in January.

NSPS Websites

Put these important Web sites on your favorites list to get the most up-to-date NSPS information.

http://www.donhr.navy.mil/nsps - The Department of the Navy, Civilian Human Resources, NSPS Web site. Among the new items available on this site are the DoD implementing issuances and frequently asked questions and answers (FAQs) prepared when the final guidance was released for the Federal Register. Also, you are able to subscribe to the DON NSPS newsletter via this website.

http://www.cpms.osd.mil/nsps - The Department of Defense NSPS Web site. This Web site has the most current information on NSPS from the DoD perspective. The new web-based course, NSPS 101, which is planned for release in early January, will be available here. Also on this Web site are several brochures relating to communications and transition to NSPS.

https://wwwa.nko.navy.mil/portal/splash/index.jsp - Navy Knowledge Online (NKO) Website - On-line or distance learning is a very convenient way to conduct certain types of training. E-Learning courses available on NKO are a major component of the training strategy for NSPS implementation. Employees are encouraged to register on NKO and become familiar with the training already available through NKO (see Anticipated Schedule and Training section). The newly released Navy Knowledge Online E Learning Reference Guide should also be of help for new users. It is found at ***http://www.donhr.navy.mil/NSPSdocs/NKO_ELearning_Guide.pdf***.

Nothing quells the appetite like water, lots and lots of water. Start out with two quart bottles in the morning and carry one with your to work or wherever you go. If you like, divvy up the 64 ounces of water into eight (8-ounce) bottles or four pint (16-ounces) bottles to carry around with you all day.

MLK from Page 1

The driver said he was calling police to have me arrested and the black men and women all sitting in the back asked me to move to the back, [where I belonged], so that they could all get to work on time. I went to the back of the bus to have a civil rights meeting. We have to sit in the front if were going to drive these buses one day, Kyles remembered saying. This was a time I remember the people on the bus had lost their dream, he said.

Kyles was instrumental in convincing King to come to Memphis in April of 1968 in support of the sanitation workers strike. Kyles described that these men, whose job was to pick up garbage, would work all month and still qualify for welfare.

King had come to support their efforts - to help these workers and their appalling situation.

King gave his last speech on April 3, Kyles said. No one knew it would be his last introduction. I remember, as he was being introduced by Dr. (Ralph) Abernathy, and it was a long introduction that King cut short. He opened by saying he had not prepared a speech. He spoke a lot that evening about death - more than he had in the past. He spoke about signing books and about when he was stabbed in the chest with a letter opener and was rushed to the hospital. Doctors said the knife had just missed his aorta, which had it been hit would have killed King instantly. King was told if he had sneezed he would have died. While he was recuperating in the hospital he received so much mail that he did not remember any letter but one sent by a child who said she was sorry he was almost killed, but was so glad he did not sneeze. Kyles reminded attendees that the King dream is still alive.

Special events for the day began in the morning with the memorial service at the Base Chapel. The service was followed by a luncheon for base employees and local community leaders at the Base Conference Center. The days activities ended with a trip downtown to visit the Albany Civil Rights Museum. The museum marks the spot where in 1961 King was arrested during a civil rights demonstration where he spoke to a capacity crowd in excess of 2,000 people.

How are we doing? Please let us know. Call 639-5216.

Base and Local Happenings

Senior Valentine Bingo

The Albany Recreation and Parks Department is announcing its second senior Valentine Bingo Breakfast Feb. 14 from 10 a.m. - noon in the George Ort Clubhouse located at the Flint River Municipal Golf Course. The breakfast is free and intended for seniors ages 55 and older. Participants will also have the opportunity to play Bingo for great prizes. For more information, call Tee Taylor or Cary Kennedy at 430-5219 or 430-5222.

Employee leave donation requests

The following employees are currently approved as leave recipients under the Annual Leave Transfer Program:

James Phil Bush, an employee of Supply Chain Management Center, needs leave donations for recovery from surgery. Call Jim Martsching at 639-8133.

Dorothy Fallin, an employee of Supply Chain Management Center, needs leave donations for recovery from surgery. Call Tim Laing at 639-7988.

Charlie L. Eaton, an employee of Maintenace Center Albany, needs leave donations for recovery from heart surgery. Call George A. Potter at 639-6900.

Terry A. Bogadi, an employee of Maintenance Center Albany, needs leave donations for recovery from a heart attack,. Call Sherry Robinson at 639-6326.

George T. Branch, an employee of Maintenance Center Albany, needs leave donations for recovery from surgery and chemo/radiation treatments. Call Lee Grant at 639-5361.

James A. Cross, an employee of Maintenance Center Albany, needs leave donations for recovery due to an illness. Call Sheila Cross at 639-7063.

Debra Lokey King, an employee of Supply Chain Management Center, needs leave donations for care of family members. Call Jeanette Bell at 639-8213

Beth LeVert, an employee of Business Performance Assessment Office, needs leave donations for recovery from surgery. Call Vickie Layer at 639-5575.

Rhonda G. Johns, an employee of Supply Chain Management Center, needs leave donations for care of minor child following surgery. Call Mack M. Williams at 639-8299.

Willie E. Walker, an employee of Maintenance Center Albany, needs leave donations for recovery from a stroke. Call Mary Fields at 639-6361.

For further information on an individual need, please call the point of contact.

STATION — **from Page 1**

travel to Washington to brief officials at Headquarters Marine Corps for approval.

Headquarters Marine Corps brings in representatives from all its bases every two years to brief their military construction projects, Lt. Cmdr. Phillip Knauss, public works officer, said.

According to Knauss, Colby traveled to Washington, D.C., to brief the satellite fire station, but there were actually three military construction projects briefed by MCLB personnel.

All three of the MCLB projects will eventually get funded [I think], Knauss said. They were all for fiscal year 08, and two of them were picked up as fiscal year 06 congressional additions - which means they got funded two years early.

The satellite fire station is one of the two projects that got picked up for 06, with the other project being the combat vehicle preservation and maintenance facility down at Fleet Support Division, Knauss said.

According to both Knauss and Colby, local congressman Sanford Bishop was instrumental in moving both of the base military construction projects forward.

In addition to the new satellite fire station, HQMC approved a $463,000 renovation of MCLBs current fire station. The current fire station is one of the first buildings built on the base when it was established in 1952. It was initially constructed as a single-room station manned by both Marines and civilians, Colby said.

Even with the new station being built, our current fire station still needed some updating, Knauss added.

The new satellite fire station will upgrade MCLBs fire safety and bring the base into compliance with current standards.