HELP MAKE MCCS BETTER

by Jesse Montes, Labor & Employee Relations

The greatest assets MCCS has are its employees; the people who fill its ranks. That means every time someone leaves our ranks, MCCS loses an asset. And with every departure, MCCS loses the experiences and the tacit knowledge each employee brings to work with them every day. One way to try and retain some of that tacit knowledge and to learn from the experiences of our employees before they leave is for them to fill out a survey called an exit interview.

Employees may leave MCCS for many different reasons: from moving on to greener pastures when they retire; to leaving with their active duty or reserve spouse when their spouse receives orders; or because they decide on a different career path. No matter the reason, MCCS loses an average of 36 employees per month. What this means is that a tremendous amount of experience and knowledge is lost on a monthly basis. MCCS would like your help to try and retain some of that valuable knowledge.

Exit interview forms can be found on the MCCS Twentynine Palms website. They can also be obtained from your supervisor or by visiting the MCCS Human Resource Office. MCCS uses the information these interviews provide to receive feedback about why employees are leaving; to find out what their likes and dislikes were about their employment; and to hopefully learn how the departing employee believes MCCS can be improved. These exit interviews can help make MCCS better; better for those who remain and maybe even better for the employees who are leaving. It’s not unheard of for an employee to work for MCCS Twentynine Palms three or four times throughout their spouse’s career. Help make MCCS better; fill out an exit interview before you leave.

FITNESS

Overtraining

by Danielle Kyle, ATC, CSCS, Semper Fit

In a society that is becoming heavily focused on health, it is hard to believe that there is such a thing as working out too much, also known as overtraining. This term is an all encompassing term associated with the physical and psychological affects that occur when the body is unable to fully recuperate.

In order to understand recuperation you must understand what happens to the body during physical activity. When a stress, in this case exercise, is placed on the body, the result is a breakdown of tissue. This breakdown will allow the body to increase in strength and endurance if the proper rest period is applied. If the proper rest period is not applied, then the body is unable to return to homeostasis (internal balance). With consistent recurrence of improper rest, the body begins to break down both physically and mentally causing chronic injuries and insomnia along with a multitude of other injuries.

Many studies have been conducted to determine the appropriate amount of time necessary to fully recover. The latest consensus is that there needs to be 24 hours between exercise periods. This time should include 8 hours of rest that is unencumbered by outside stimulus including television, computer time and virtual games. It also needs to include proper nutritional refueling and rehydration. It is important to have the proper time of recuperation between types of exercise bouts. The recommendation for high intensity exercise is 72 hours, 48 hours for weight lifting and 24 hours for cardiovascular exercise, as long as the exercise session is not more than 60 minutes.

This is especially important when it comes to summer exercise. When you are increasing your activity levels and the external stresses such as climate are affecting your body, recovery time becomes a significant priority in order to decrease the risk of heat related injuries. Always talk to your doctor before beginning a new exercise routine.

Resources:


TSAC guidelines: 24 hours/ overtraining
On May 18, we welcome country superstars Big and Rich back to the Combat Center for the annual MCCS We Salute You Celebration. It’s always an exciting event, but this year we’ve taken it to a new level with activities for the whole family. The Fun Zone is where the family can enjoy zipline, paint ball and more. The Budweiser Hillbilly Corral is an over 21 area with lots of fun, including a monster gaming truck and laser tag. The action will be happening all along 5th street starting at 4 p.m., with the concert beginning at 8 p.m. I invite you to come out and join in the festivities. For more information visit the special events page at mccs29palms.com, and I hope to see you there.

I’d also like to share with you that my family and I are PCSing to Camp Pendelton at the end of May. I want to take this opportunity to say goodbye since I won’t be able to say it in person to many of you. I appreciate what each and every one of you does for MCCS. It’s been an honor and a privilege to work beside you to serve our Marines, Sailors and families.

Semper Fidelis,
Colonel Hal Sellers
Assistant Chief of Staff, MCCS

World’s Juiciest Burger (or Slider)
from Stephanie Andrews

Here’s a burger recipe that’s a real crowd pleaser! Make it for your next BBQ and let guests construct their own using the topper ideas below.

**INGREDIENTS**
- 2 lbs. ground beef (an 80/20 fat percent works well)
- 1 egg yolk, beaten
- 2 slices of bread
- 6 tbsp. evaporated milk
- 2 tbsp. Worcestershire sauce
- 1/8 tsp. cayenne pepper
- 2 cloves garlic, minced
- Pinch of parsley, pepper and paprika
- 4 buns or 8 slider buns
- 4-8 slices of cheese, your choice (optional)

**PREPARATION**
1. In a bowl, add the evaporated milk to the bread slices, pressing on bread to allow milk to absorb. Pull apart and mix bread with fork, making a paste. This is called a panade (a bread and milk mixture).
2. In a large bowl, mix the ground beef, egg, panade, Worcestershire sauce, cayenne pepper, and garlic using your hands. Form the mixture into 8 sliders or 4 large hamburger patties.
3. Over medium high heat, cook patties 5 minutes per side, or until well done.

**Topper Ideas**
from Richard Blaze of Top Chef

- Sriracha Sauce + Ranch Dressing = Sri-Rancha
- Ketchup + Pomegranate Juice = Pomegranate Ketchup
- Mayonnaise + Old Bay = Old Bayo
- Cheddar Cheese + Pimientos + Dill + Lemon Zest = Pimiento Cheese
MAY ACTIVITIES CALENDAR

<table>
<thead>
<tr>
<th>Program</th>
<th>Activity</th>
<th>Date &amp; Time</th>
<th>Age</th>
</tr>
</thead>
<tbody>
<tr>
<td>MCCS Special Events</td>
<td>We Salute You Celebration with Big and Rich</td>
<td>May 18, 4 p.m., Lance Corporal Torrey Gray Field</td>
<td>MCCS authorized patrons</td>
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<tr>
<td>Lifelong Learning Library</td>
<td>Make a Gift for Mom</td>
<td>May 9, 6 - 7 p.m.</td>
<td>MCCS authorized patrons</td>
</tr>
<tr>
<td>All Hands Restaurant (at Officers’ Club)</td>
<td>Mother’s Day Brunch</td>
<td>May 12, 10 a.m - 1 p.m.</td>
<td>All hands</td>
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<tr>
<td>New Parent Support Program</td>
<td>Nurturing Parenting Class</td>
<td>May 8, 15, 22 and 29 8 a.m. - 12 p.m.</td>
<td>MCCS authorized patrons</td>
</tr>
<tr>
<td>Sandy Hill Lanes</td>
<td>Free Lunch Bowling</td>
<td>Ongoing; Mon., Weds. and Fri. 11 a.m. - 1 p.m.</td>
<td>MCCS authorized patrons</td>
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<tr>
<td>Auto Skills Center</td>
<td>Basic Class: General Maintenance</td>
<td>May 11 or 25, 11 a.m.</td>
<td>MCCS authorized patrons</td>
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<tr>
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<td>Advanced Class: Fuel Systems</td>
<td>May 18, 11 a.m.</td>
<td>MCCS authorized patrons</td>
</tr>
<tr>
<td>Marine and Family Services</td>
<td>Crossroad Parenting Series</td>
<td>First Series: May 6, 13, 20 June 3, 10, 9 - 11 a.m.</td>
<td>MCCS authorized parents of children ages 6 -18</td>
</tr>
<tr>
<td>Marine Corps Family Team Building</td>
<td>LifeSkills - Interpersonal</td>
<td>May 22, 9 a.m. - 12 p.m.</td>
<td>MCCS authorized patrons</td>
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<tr>
<td>Counselling Services</td>
<td>Open Door Counseling</td>
<td>Mondays, 5 - 7 p.m.</td>
<td>MCCS authorized patrons</td>
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**MAY TRAINING CALENDAR**

- **The FISH!!**  
  May 2, 8 a.m. - 12 p.m.

- **ANNUAL MANDATORY TRAINING**  
  May 8, 8 a.m. - 12 p.m. & 4 - 8 p.m.

- **Tuition Assistance (TA) Briefs**  
  May 10, 10 - 11 a.m. & 1 - 2 p.m.

- **Financial Management**  
  May 15, 9 - 11 a.m.

- **How to Win the Battle & NOT Wage War**  
  May 14, 8 a.m. - 12 p.m.

- **Turn’em on Turn ‘em Loose!!**  
  May 16, 8 a.m. - 12 p.m.

- **New Employee Orientation & Indoctrination: (All new employees)**  
  May 20-22, 8 a.m. - 4 p.m.

- **Developing People Skills – Team Building Activities**  
  May 23, 1 - 4 p.m.

- **CDSO Brief** (No need to register)  
  May 24, 10 a.m. & 1 p.m.

- **Marine Corps Acculturation Program (MCAP)**  
  May 29, 8 a.m. - 2 p.m.

- **Training location is Personnel training room (unless otherwise specified)**

Visit mcss29palms.com or call 830.6163 ext. 222 for more details.
JUNE Training Calendar

New Employee Orientation & Indocriation: (All new employees)
June 3-5, 8 a.m. - 4 p.m.

The Leadership Challenge
June 6, 8 a.m. - 12 p.m.

PeopleSoft: Recruiting Solutions
June 10, 9 - 11 a.m.

Give’em the Pickle
June 11, 1 - 5 p.m.

"Are You Listening?" Facilitated by the MCCS Training Dept.
June 12 & 13, 8 a.m. - 5 p.m.

New Employee Orientation & Indocriation: (All new employees)
June 12 & 13, 8 a.m. - 5 p.m.

Drug Free Workplace for Supervisor Training
June 20, 2 - 3:30 p.m.

CDSO Brief
June 21, 10 a.m. & 1 p.m.

Leadership Skills for Manager’s (LSFM) Course Set Up
June 24, 7:30 a.m. - 4 p.m.

Leadership Skills for Manager’s (LSFM) Course
HQ Course Applications Required June 25-28, 8 a.m. - 4 p.m.

Training location is Personnel training room (unless otherwise specified)

Visit mccs29palms.com or call 830.6163 ext. 222 for more details.

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<tr>
<td>Lifelong Learning Library</td>
<td>Make a Gift for Dad</td>
<td>June 13, 6 - 7 p.m.</td>
<td>MCCS authorized patrons</td>
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<tr>
<td>830.6875 • Bldg. 1528</td>
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<tr>
<td>All Hands Restaurant</td>
<td>Father’s Day BBQ</td>
<td>June 16, 11 a.m. - 2 p.m.</td>
<td>All hands</td>
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<td>(at Officers’ Club)</td>
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<td>830.6610 • Bldg. 1573</td>
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<tr>
<td>Sandy Hill Lanes</td>
<td>Firecracker Bowling</td>
<td>June 29, call for time</td>
<td>MCCS authorized patrons</td>
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<tr>
<td>830.6422 • Bldg. 1584</td>
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<tr>
<td>New Parent Support Program</td>
<td>Baby Basics Workshop</td>
<td>June 6, 8 a.m. - 4 p.m.</td>
<td>MCCS authorized patrons</td>
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<td>830.7622 • Bldg. 1438</td>
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<tr>
<td>Desert Winds Golf Course</td>
<td>Junior Golf Program</td>
<td>Tuesday - Saturday (ongoing)</td>
<td>MCCS authorized children, ages 7 - 17</td>
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<td>830.6132 • Bldg. 3812</td>
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<tr>
<td>Marine and Family Services</td>
<td>Anger Management and Couples Communication</td>
<td>June 4 (call for time)</td>
<td>MCCS authorized patrons</td>
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<tr>
<td>830.6345 • Bldg. 1438</td>
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<tr>
<td>Auto Skills Center</td>
<td>Basic Class: How to Change a Tire</td>
<td>June 8 or 22, 11 a.m.</td>
<td>MCCS authorized patrons</td>
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<tr>
<td>830.7527 • Bldg. 1083</td>
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<tr>
<td>Advanced Class: Steering and Alignments</td>
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<td>June 15, 11 a.m.</td>
<td>MCCS authorized patrons</td>
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<tr>
<td>Family Advocacy Program</td>
<td>Couples Communication Workshop</td>
<td>1st and 3rd Tuesday of each month, 9 a.m. - noon</td>
<td>MCCS authorized patrons</td>
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<tr>
<td>830.6245 • Bldg. 1438</td>
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