



PBA SAFETY GLANCE



Safety Element for fiscal year 2017:
Lost Day Case:
0.00
Award Goal: 0.57

* **Lost time injuries for fiscal year 2018 is zero. There are zero lost time injuries as of Oct. 31.**

* **Recordable injuries for fiscal year 2018 are one. There is one recordable injury as of Oct. 31.**

* **Pine Bluff Arsenal days without a lost time injury is 54.**

* **Pine Bluff Arsenal days without a recordable injury is 15.**

* **Estimated hours worked without a lost time injury: 231,238.**

IN BRIEF



Pine Bluff Arsenal's Family Morale, Welfare and Recreation will host a Holiday Bazaar today from 10 a.m. to 2 p.m. in the Arsenal's Creasy Auditorium outside Plainview Gate.

Various vendors will be on hand to sell items for the holidays. For information, contact Courtney Lott at 540-3658.

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Practice good OPSEC.
If you SEE something
SAY something...

Workforce updated on fiscal year results

By Rachel Selby

"This is the second one of these we have done together, and I just wanted to start out and tell you how proud I am of what the Arsenal is doing," said Col. Kelso Horne, Pine Bluff Arsenal Commander, as he kicked off the annual workforce briefing Oct. 19.

Employees from across the installation gathered in various locations via video teleconference to hear Horne and Roch Byrne, PBA Deputy to the Commander, talk about the results from fiscal year 2017 and the outlook for fiscal year 2018.

"You guys have been delivering products to the

warfighter at an excellent level of quality, on time and exactly what they need. If they asked for something unusual, you dug in and figured out how to do it," said Horne.

When you come from

"When I get back out into the operational force and start using the products you guys are producing, I will feel good about it because I know it will be a great product and probably last a little longer than

met our target this year in both of these areas. Some of this was out of your control but the goals were met," he said. "Congratulations."

The number one cause of accidents on the Arsenal is overexertion, said Horne. "Sometimes when things get out of sorts we have to just stop and re-assess. Keep doing what you are doing," he said.

In sharing his command philosophy, Horne said that the Arsenal exists because of the warfighter. "We are here to provide the products for them. We are here for them," he said. "We pro-

"You guys have been delivering products to the warfighter at an excellent level of quality, on time and exactly what they need. If they asked for something unusual, you dug in and figured out how to do it."

regular Army, the all-civilian Arsenal is an unusual environment, said the commander.

"I can now truly say I am impressed and I know what I am talking about when I talk about what we do here," he said.

it should. Again, thank you for what you are doing."

Sharing a bit of good news, Horne said the Arsenal met its goals for safety and productivity this year resulting in a group award payout. "We

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JMC CSM makes first visit to PBA



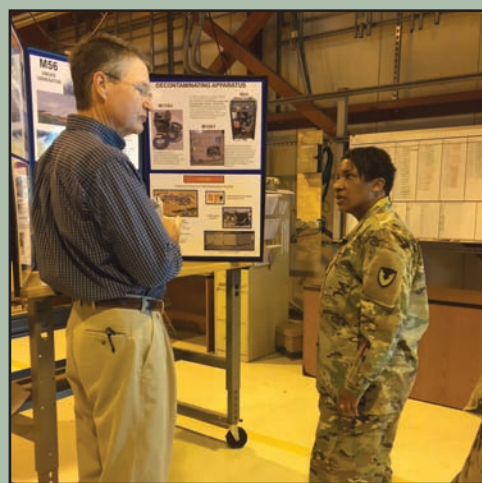
Photo above, Pine Bluff Arsenal Directorate of Ammunition Operations production worker Willie Johnson handles an ammunition round on the M722 white phosphorus 60mm load, assemble and pack line as U.S. Army Joint Munition Command Sgt. Maj. Tomeka N. O'Neal watches during a visit. O'Neal visited the Arsenal Oct. 23. This was her first visit to the installation.

U.S. ARMY PHOTOS BY HUGH MORGAN

Photo right, textile production worker Julee Johnson speaks with Command Sgt. Maj. Tomeka O'Neal during her visit. The CSM toured various areas on the Arsenal during her visit, and also received an overview briefing.



Chris Richards with Pine Bluff Arsenal's Directorate of Ammunition Operations explains the operation that Albert Lowery, AO production worker, is doing on the LAP line as JMC CSM Tomeka N. O'Neal, Arsenal Deputy to the Commander Roch Byrne, and Staff Sgt. Mark Coloma, JMC Aide de Camp, look on.



Rob Shield with Pine Bluff Arsenal's Directorate of Chemical and Biological Defense Operations, explains the work the Arsenal is doing with various decontaminating apparatus and chemically protected equipment to JMC CSM Tomeka N. O'Neal during her visit.

U.S. ARMY PHOTO BY JULIE JAFAR

GSA Supply Store opens at Arsenal

By Rachel Selby

After more than three years of planning and hard work, Pine Bluff Arsenal once again has a more convenient place to go for its office supply needs. The store, located at Bldg. 23-30 (former supply store), is being run by the General Services Administration or GSA. The store is open 7 a.m. to 4 p.m., Monday through Friday.

"I never used the previous supply store since I was in a different position then. However, I think this time the store is going to be run just a little different with GSA on board. The space we are using was already set up for it," said Megan Booker, program support specialist for the Arsenal's Directorate of Public Works. "If we have products on the shelf that aren't moving, GSA will make sure that the items aren't just sitting there. These items will be shipped elsewhere and products will be brought in that are being used."

The Arsenal's store is the second brick and mortar store for the Army, and the first one being built from scratch, according to Booker.

On Oct. 2, a financial run through for the store was conducted for Arsenal Commander Col. Kelso Horne and Deputy to the Commander Roch Byrne. "We wanted to make sure that everything uploaded to GSA like it was supposed to and show the commander how it was going to work," said Booker. "Once we are 100 percent sure everything is working we will be open

SEE STORE, PAGE 4

Right Today

Accomplishing the mission "right today" simply means complying with regulations, policies, plans, work instructions, SOPs, and other requirements. We will not compromise the quality of products that will be used by our Warfighters and when we make these products, we will minimize impact on the environment and we will ensure no one gets hurt in the process.

Better Tomorrow

"Better tomorrow" means that every day, we will make improvements. Every time we start a manufacturing or administrative process, it should be more efficient and more environmentally friendly than it was before. Every day should be safer than the last one.

Commander's Column

As we move forward into our new fiscal year, Pine Bluff Arsenal continues to be ready when our Nation calls on our expertise. We are continually producing quality, world-class ammunition and chemical and biological defense items for the Warfighter.

The Arsenal, in direct support of Combatant Commander's Operational Plans, continues to improve supply chain readiness in a diminished manufacturing source of supply environment.

The installation held its annual Workload Review for fiscal years 2017 and 2018 with Directors and Office Chiefs, culminating in a workforce briefing for all Arsenal employees in mid-October. Our group award program was successful this year due to our achievements in safety and productivity. We are seeing historic safety performance at this

time. Keep up the good work! It is paying off!

In the short term, we need to continue to deliver solutions to the Warfighter, be confident in our relationships with our customers and market the Arsenal achievements and abilities. Our mid-term priorities are focused on investing in our critical mission skills, building our external advocates and continuing to focus on cost reduction across the installation.

Our nation will honor our Veterans Nov. 11. This is a time to say thank you to the men and women across our nation who have been there in times of war and peace. These brave individuals have given of themselves with honorable service, pride, strength and loyalty, and they deserve our thanks.

I will be speaking at a Veterans Day event at the White Hall Histori-



Col. Kelso C. Horne III

cal Museum, Saturday, Nov. 11, at 10 a.m. I hope to see many there as we recognize our past and present Veterans.

The weather continues to remain unpredictable. We need to be mindful of our safety patterns and be prepared for colder and wetter weather in the coming months. With the cooler mornings, deer are on the move. Slow down and be on

the watch for deer crossing the roads here on the installation, as well as on your daily commutes.

As we move into the final months of this year, hunters are also on the move in the woods on and off the installation.

We need every member of our Arsenal team to accomplish our mission. Please be safe while you hunt, and be up to date on the safety recommendations when using tree stands or other hunting stands.

The Arsenal has several visits scheduled in the coming months. I know you will continue to shine and put the installation's best face forward during these visits. Visits will include PEO-Ammo and JPEO-Chemical/Biological Defense topics of interest.

The Arsenal will host its eight annual

Wounded Warrior hunt Dec. 9 and 10. At this time, PBA comes together and welcomes veterans who have fought bravely for our country – some coming home with lifelong disabilities. Wes Sparks, the Fire Department, the Directorate of Public Works and many others help out every year to make this a truly memorable experience for our service members. I look forward to meeting and visiting with the hunters and wish them successful hunts.

I got the opportunity in late October to speak as part of Red Ribbon Week to a local school. The school was Belair Academy, an alternative school, in the Pine Bluff School District.

This school serves students – seventh through 12th grade for a nine to 12 week period who are experiencing difficulties within

their individual schools. This could be due to a disciplinary or academic shortfall. During the time the student spends at Belair, students are graded each day against a set of criteria designed to reinforce behaviors linked to success in school and life.

The experience was great and I want to thank Pat Jenkins with the Arsenal's Employee Assistance Program for setting it up. It is important that the education system helps each student to do well in school and in life.

Thank you to our entire workforce for the support you give to the Joint Warfighter and our Nation. Enjoy what you do; make a difference, and most of all, thank you for being part of the PBA team.

**"Mission First.
People Always.
Enjoy What We Do."**

Social Security

Social Security supports Veterans

By Tonya Cater
Social Security Public Affairs

Supporting veterans and active duty members of the military is a key part of Social Security's mission. Our disability program has helped countless wounded warriors and their loved ones. Every Veterans Day, the nation collectively honors the brave people who risk their lives to protect our country.

For those who return home with injuries, Social Security is a resource they can turn to for disability benefits. Social Security's Wounded Warriors website is at www.socialsecurity.gov/woundedwarriors.

The Wounded Warriors website has answers to many commonly asked questions, and provides other useful information about disability benefits, including how veterans can receive expedited processing of disability claims. Benefits available through Social Security are different from those available from the Department of Veterans Af-

airs; they require a separate application.

Social Security's expedited process is available to military service members who become disabled while on active military service on or after October 1, 2001, regardless of where the disability occurs.

Even active duty military who continue to receive pay while in a hospital or on medical leave should consider applying for disability benefits if they're unable to work due to a disabling condition. Active duty status and receipt of military pay doesn't necessarily prevent payment of Social Security disability benefits.

Although a person can't receive Social Security disability benefits while engaging in substantial work for pay or profit, receipt of military payments should never stop someone from applying for disability benefits from Social Security.

You can learn more by visiting our Veteran's page at www.socialsecurity.gov/people/veterans.

Rules govern working relationships with contractors

(Editor's note: This story is part three in a six-part series about ethics.)

By Kari Hawkins
Army Materiel Command Public Affairs

Contractor services are a vital part of government business. But by no means should contractors be treated like government employees.

"Contractor employees are highly-valued members of the Department of the Army team. They play an important role in providing critical support and services, and often work alongside the government workforce," said Larry Wilde, an Army Materiel Command attorney who works ethical issues for the command. "For that reason, it can be easy to lose sight of the fact that they are not federal employees. At all times, government supervisors and employees must remember that a contract employee's

business relationship and workload is defined by a signed contract."

Contractor employees are not subject to the same ethics laws and regulations – including the federal conflict of interest statutes – as government employees.

"When working with contractors, government personnel must be vigilant to avoid conflicts between their official duties and personal interests, and must avoid creating any appearance of endorsement or preferential treatment," said Wilde. "The use of contractor personnel does not relieve federal employees of their responsibility to act, exercise discretion and make decisions on behalf of the government."

Government supervisors cannot supervise or direct, approve leave, train or approve training, conduct performance appraisals or evaluations, provide or approve awards and recognition, become in-

involved in contractor hiring decisions or discipline contractor employees. In turn, contractor employees may not supervise government personnel, supervise employees of other contractors, administer or supervise government procurement activities, perform inherently governmental functions and evaluate, discipline or reward government personnel.

Most contracts require contractor companies to provide a trained and ready workforce, and to furnish all property necessary to perform the contract. If the government provides property and resources, contractor employees may only use them to fulfill the requirements of the contract, said Wilde.

A contractor employee's time is managed by his or her contractor supervisor, not by government personnel, and any work hours billed the government must be in fur-

therance of the contract. "A government supervisor may not authorize a contractor employee compensatory time, grant early release, or authorize the contractor to leave their assigned workplace to participate in activities unrelated to performance of their contract, such as teambuilding exercises, ceremonies and office social events," said Wilde. "Their participation in such events should be approved by their contractor supervisor and, in many cases, should be at no expense to the government."

Government officials may not ask contractor employees to volunteer to help set up office events, such as potlucks and office parties."

And in all business matters, Federal Acquisition Regulations require that contractor employees must always identify themselves as contractors.

"Contractor person-

SEE CONTRACTORS PAGE 4

Pine Bluff Arsenal
Army Substance Abuse Program (ASAP)
Employee Assistance Program (EAP)

EAP can help you with:

- *Emotional problems
- *Financial problems
- *Marriage and family problems
- *Substance abuse
- *Health management issues
- *Stress management
- *Anger management

EAP can help you:

- *Identify problems
- *Resolve issues
- *Improve your quality of life

..Many names..one goal, to help you in a time of personal crisis or other trouble.

Come visit with EAP staff members Pat Jenkins, Paula Smith, Cassandra Cosen and Dee Jermon at Building 13-040 or call 870-540-3094.

Army Regulation-360

AR 360-1 is the regulation that governs the release of public information.

This includes what to release and how to release it to the public, non-releasable subjects, and items that need to be cleared through public affairs channels prior to release. The Public Affairs Program is the overall responsibility of the Arsenal commander.

Only the commanders and their designated representatives are authorized to speak for the Pine Bluff Arsenal. The PAO acts as the liaison between the media and the installation. However, employees are encouraged to speak to civilian professional groups on matters in which the individual has personal knowledge and expertise.

This needs to be coordinated through the Public Affairs Office. They shouldn't comment on military matters that are beyond their knowledge and experience. Obviously, classified information won't be discussed at all.

Arsenal Sentinel

Col. Kelso C. Horne III,
Commander

Roch Byrne, Deputy to the Commander
Cheryl Avery, Public Affairs Officer
Rachel Selby, Editor
Hugh Morgan, Photographer
Stan Nelson, Webmaster

Keanon Reep, Advertising Manager
Gate House Media, Printer

This newspaper is an authorized publication for members of the U.S. Army. Contents of the Arsenal Sentinel are not necessarily the official view of, or endorsed by, the U.S. Government, Department of Defense, Department of Army or the Pine Bluff Arsenal. It is published monthly using the offset method by the Public Affairs Office of the Pine Bluff Arsenal. Address mail to: Editor, AMSSB-OPB-IN, 10020 Kabrich Circle, Pine Bluff, AR 71602-9500. Telephone: 870-540-3421 or DSN 966-3421. Printed circulation: 1,500. The appearance of advertising in this publication including inserts or supplements does not constitute endorsement by the Department of Army or Gate House Media, of the products or services advertised. All editorial content of the Arsenal Sentinel is prepared, edited, provided and approved by the Public Affairs Office of the Pine Bluff Arsenal. The Sentinel is printed by Gate House Media, a private firm in no way connected with the Department of Army, under exclusive written contract with the Pine Bluff Arsenal. The civilian printer is responsible for commercial advertising. Universal Resource Locator: <http://www.pba.army.mil>.

Online Conduct

Think. Type. Post

"Army Professionals, by our solemn oath, voluntarily incur an extraordinary moral obligation to uphold the Army Values, which apply to all aspects of our life. Although our lives are changed by the Internet and social media in general, the standards of our conduct have not.

Online misconduct is misconduct – wherever, whenever, and however it occurs. Whether in the form of online harassment, assault, bullying, hazing, stalking, discrimination, retaliation, improper relationships, or any other type of misconduct, we hold ourselves and others accountable.

Trustworthy Army Professionals do not

tolerate double standards; anything that is unacceptable to say or do in person is also unacceptable to write or post online.

When using electronic communication, members of the Army Team should apply "Think, Type, Post"

"Think" about what messages/information is being communicated and who could potentially view it; "Type" messages or convey information that is consistent with the Army Values; and "Post" if the message/information is responsible and demonstrates dignity and respect for others.

Remember whenever on online -Think, Type, Post."

Hails and Farewells

Hails

Cameron Johnson, security guard, has joined the Directorate of Law Enforcement and Security.

Louis Blanks, security guard, has joined the Directorate of Law Enforcement and Security.

Almonte Smith, supervisory distribution facilities specialist, has joined the Directorate of Material Management.

Todd B. Dobbins, Jr., utility systems operator, has joined the Directorate of Public Works.

Transfer

Angelia V. Guynn, contracting support specialist, has transferred to the U.S. Army Corps of Engineer District, Tulsa Contracting Division, Tulsa, Okla.

CPAC Corner

The 2018 Open Season for Health Benefits opens Monday, Nov. 13 through Monday, Dec. 11. During this time elections for FEHB, FEDVIP, FEGLI, FLTCIP and FSAFEDS can be done. Please see the flyer on "Insurance" below for information along with additional ways to help you save money with your health care needs.



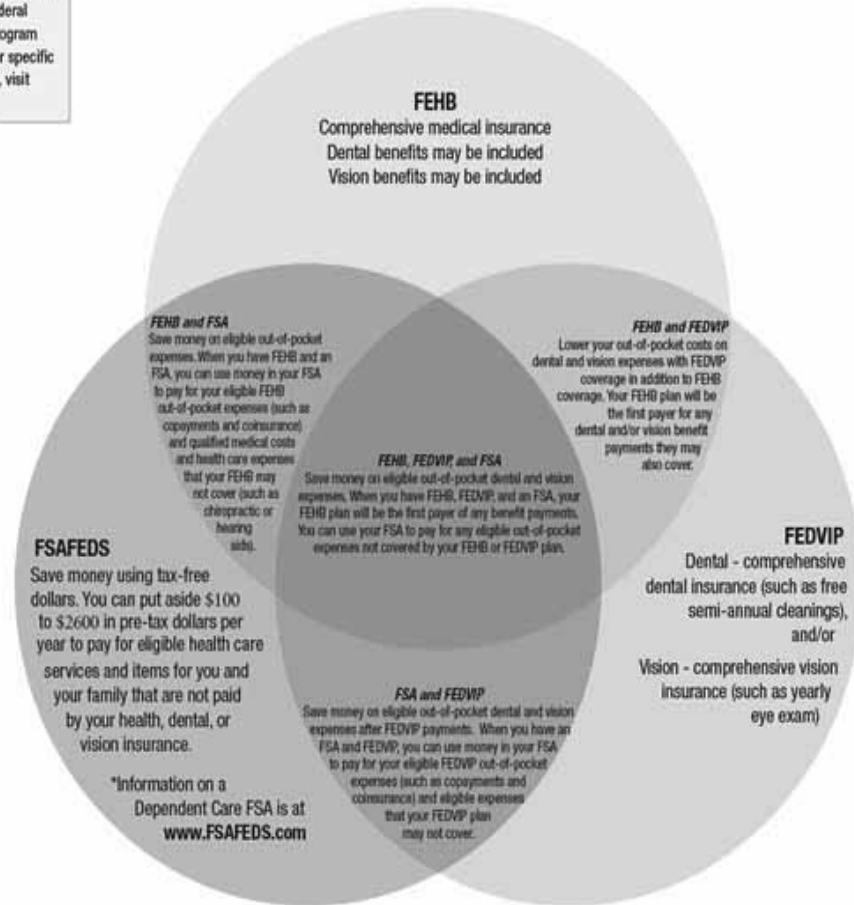
Challenge winners announced

Pine Bluff Arsenal Recreation Services announced three winners for their "Wear Pink Challenge" at the Arsenal's Fitness Centers. Each winner had to wear pink for four days at the center to show their support for breast cancer awareness.

The winners were:
 *Shawneeka Mosby
 *Donna Carpenter
 *Dee Jermon

The intent of this diagram is to provide you with a general understanding of how the Federal Employees Health Benefits (FEHB) Program, the Federal Employees Dental and Vision Insurance Program (FEDVIP) and the Federal Flexible Spending Account Program (FSAFEDS) work together. For specific information on each Program, visit www.opm.gov/insure.

Circle 'Round Your Benefits How to Get the Most Value from the Programs



June 2017

INSURANCE

Federal Employee Insurance Benefits Overview

Federal Employees Health Benefits (FEHB) Program

Unexpected accidents and illnesses can be expensive. Even routine doctor visits and prescriptions can add up. With FEHB, you have 15 or more health plan choices. Each plan provides comprehensive coverage for you, your spouse, and your children under age 26. It's competitive; **your agency contributes to the premium.** There are **no waiting periods** and no restrictions on pre-existing conditions. Cheers to health!

Federal Employees Dental and Vision Insurance Program (FEDVIP)

If you want more dental coverage than what your health plan offers, FEDVIP's comprehensive dental insurance can cover you, your spouse, and your unmarried dependent children under age 22 for cleanings, x-rays, cavities, orthodontics, and more. With 10 dental plans to choose from, it's easy to keep your family smiling.

Federal Employees Dental and Vision Insurance Program (FEDVIP)

If you want more vision coverage than what your health plan offers, FEDVIP's comprehensive vision insurance can cover you, your spouse, and your unmarried dependent children under age 22 for **eye exams, glasses, contact lenses, and discounts on laser eye surgery.** With 4 vision plans to choose from and **premiums starting around \$3 biweekly**, you're looking well.

Federal Employees' Group Life Insurance Program (FEGLI)

With FEGLI, your family is protected from burdensome funeral costs and catastrophic income loss if you die unexpectedly. You can **get coverage from as little as one year's salary to more than six years' salary** and many options in between. You can also get coverage for your spouse and eligible children. Now that's peace of mind you can live with.

Federal Long Term Care Insurance Program (FLTCIP)

If you cannot perform everyday tasks such as eating, dressing, and bathing because of a chronic illness, injury, disability, or aging, long term care insurance can help you pay for the assistance you need. With FLTCIP, you and your eligible family members can be protected from this **financial burden that can cost an average of \$32,000 to \$91,000 a year.**

Federal Flexible Spending Account Program (FSAFEDS)

More than 420,000 Feds use pre-tax dollars to save on their health and dependent care expenses. It's like a **30% discount** for what your family spends on **prescriptions, doctor visits, glasses, orthodontics, and other health expenses.** It's also like a 30% discount on **daycare expenses** for your children under age 13 and on daycare for your adult dependents. When you're in FSAFEDS, you're in the money.

MORE INFO: www.opm.gov/insure

For complete information, including terms and conditions, please visit www.opm.gov/insure.



U.S. OFFICE OF PERSONNEL MANAGEMENT

The Federal Employees Dental and Vision Insurance Program (FEDVIP) and the Federal Flexible Spending Account Program (FSAFEDS)

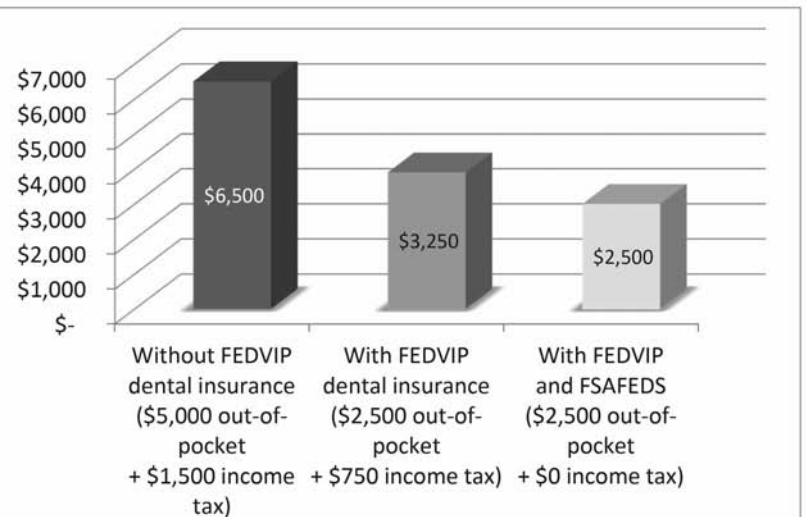
Save Money on ORTHODONTIA

Braces are expensive. Your FEDVIP dental plan can help you pay for them, and most plans cover about 50% of the cost on average, up to a maximum of about \$2,500. For the other 50% and anything over \$2,500, consider another Federal benefit that can help make braces even more affordable.

Thousands of Federal employees save on orthodontia by using FSAFEDS. With FSAFEDS, the income you spend on braces and many other health care expenses is tax-free. Not paying taxes on the money you spend at the orthodontist, for most employees, is like getting a 30% discount on braces.

FEDVIP and FSAFEDS – Working together to save you money on braces.

Estimated Cost for \$5000 Orthodontia



MORE INFO: www.opm.gov/dental and www.FSAFEDS.com

For complete information, including terms and conditions, please visit the above websites.



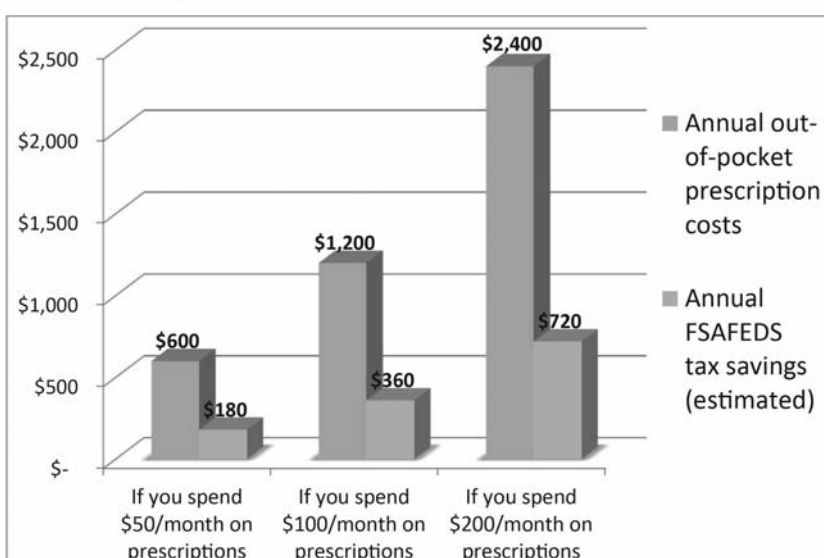
U.S. OFFICE OF PERSONNEL MANAGEMENT

The Federal Employees Health Benefits Program (FEHB) and the Federal Flexible Spending Account Program (FSAFEDS)

Save Money on PRESCRIPTION DRUGS

Prescription drugs can be expensive. Your FEHB health plan helps you pay for them, but you usually still have to pay out-of-pocket each time you visit the pharmacy. This can add up to hundreds or even thousands of dollars each year. Thousands of Federal employees save on prescriptions by using FSAFEDS. With FSAFEDS, the income you spend on prescriptions and many other health care expenses is tax-free. Not paying taxes on the money you spend at the pharmacy, for most employees, is like getting a 30% discount on prescriptions.

FEHB and FSAFEDS Working together to save you money on prescriptions.



MORE INFO: www.opm.gov/health and www.FSAFEDS.com

For complete information, including terms and conditions, please visit www.FSAFEDS.com.



U.S. OFFICE OF PERSONNEL MANAGEMENT

The Federal Employees Dental and Vision Insurance Program (FEDVIP) and the Federal Flexible Spending Account Program (FSAFEDS)

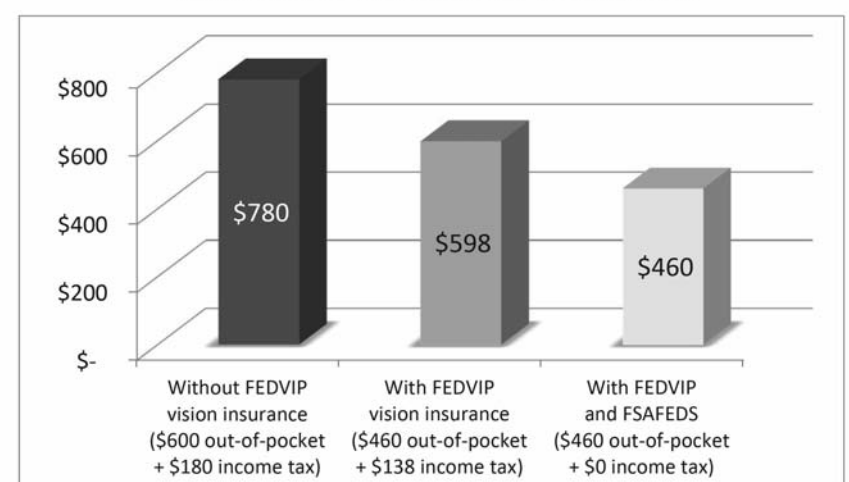
Save Money on EYEGLASSES

Prescription eyeglasses can be expensive. Your FEDVIP vision plan can help you pay for them, and most plans cover about \$140 on a pair of frames. But with designer frames priced at hundreds of dollars, and lens options such as progressives and Transitions* costing even more, consider another Federal benefit that can help make eyeglasses even more affordable.

Thousands of Federal employees save on eyeglasses by using FSAFEDS. With FSAFEDS, the income you spend on eyeglasses and many other health care expenses is tax-free. Not paying taxes on the money you spend at your eye care provider, for most employees, is like getting a 30% discount on eyeglasses.

FEDVIP and FSAFEDS – Working together to save you money on eyeglasses.

Estimated Cost for \$600 Pair of Eyeglasses



MORE INFO: www.opm.gov/vision and www.FSAFEDS.com

For complete information, including terms and conditions, please visit the above websites.



U.S. OFFICE OF PERSONNEL MANAGEMENT

Arsenal's CPI efforts good news story in 2017

By Rachel Selby

Pine Bluff Arsenal's Continuous Process Improvement efforts saw great achievements during fiscal year 2017.

The fiscal year CPI savings goal was 104 percent with a savings of \$7.52 million. The set goal for the year was \$7.24 million. Four Value Engineering proposals were completed during the year for a savings of \$2.5 million, 13 Just-Do-It projects were finalized for a savings of \$5.0 million, and a total of approximately \$8,775 cash awards were given.

The CPI goal for fiscal year 2018 will be approximately \$9 million. This goal is based on the amount of revenue the Arsenal does.

Also, during the last part of the fiscal year, Nova-Dawn Mauldin, with the Arsenal's Directorate of Engineering and Technology, departed the Arsenal. Mauldin had spearheaded the installation's CPI efforts since 2015, following the retirement of David Deane. E&T's John Earnhart, an E&T budget and program analyst, has stepped into the role.

"We are looking at ways to communicate to the installation about the CPI process and progress, as well as ways to hold people accountable towards the projects," said Earnhart. "Mark Springer and I have talked about having a CPI quota for the Directorates. This would be the dollar

amount contribution towards revenue. Quarterly reports to the directorates would also be implemented.

Anyone who wants to submit a project just needs to call or email Earnhart. "They just need to outline what the project is, how it will save the Arsenal money, etc. I think sometimes people think it is more formal of a process. This year I plan to come up with a form to submit projects for CPI," he said. "The process right now seems to be too open ended at this time and needs more direction."

Also in fiscal year 2018, a Green Belt course will be hosted here at the Arsenal. "We have not had one here in a while. Thirty seats will be available for the course with approximately 20 being reserved for Pine Bluff personnel," said Earnhart. "The course is planned to take place in June."

The CPI office, first and foremost, helps the Arsenal by bringing together ideas for improving processes on the installation through Lean Six Sigma or VE. These project ideas, which generate cost savings for the Arsenal, result in cash awards for the submissions.

Project ideas for fiscal year 2018 are needed. Individuals may contact Earnhart directly or go to their directors with their ideas for submission. For further information, call 540-2953 or email at john.r.earnhart2.civ@mail.mil



Jerry Pye, with Army Community Service, purchases calendars from Johnetta Ford, store manager, at Pine Bluff Arsenal's new GSA Supply Store. The store officially opened with limited inventory Oct. 19. The store is located at Bldg. 23-30 (former supply store), and is being run by the General Services Administration or GSA. Hours are 7 a.m. to 4 p.m., Monday through Friday. U.S. ARMY PHOTO

STORE

Continued from Page 1

for business."

Shelving was installed and supplies were delivered around the second week in October. The store has been open for business since approximately Oct. 19 with limited quantities, according to James Goddard, Chief of the Business Operations and Integration Division for DPW.

"The government owned all the supplies when the store was previously open. That was problematic. Now GSA will take that risk and it is in their best interest to stock items that sell and move off the shelves," he said.

An industrial vendor will also be put in place for supplies needed by DPW and construction type items, said Booker. "This side of the store is still being negotiated through contracting at this time," she said. "The office supply side vendor is Alpha Point/Nobility One. We will have approximately 11,000 items that the Arsenal can purchase."

Store manager Johnetta Ford, a GSA employee, will be the face of the store.

"It has been a bit of a learning curve for me

taking on this position. I used to work in the medical office field previously," she said. "Learning the computer system has been the biggest challenge."

Booker said that she has heard that people are excited to finally get a supply store on post again.

"We had people who have been interested in buying supplies since the first of October so that is a good sign," she said. "In recent years, it has been difficult to purchase supplies in a timely manner. I think this solution is going to make things a lot easier. Buyers can actually see the items they are purchasing and take it right off the shelf and use it. We know it won't be perfect in the beginning but we hope we are able to get everything that people want and need."

Right now, purchases are being limited to employees who are credit card buyers until the store processes are fully operational, said Goddard. "It is just limited at this time. Each organization on post will regulate how supplies are purchased in the

store," he said. "We also need to make sure everything is in compliance with Property Book and hazmat controls too. Everyone can't just come and buy anything at this time. More information will be forthcoming."

The original Memorandum of Agreement with GSA was for DPW and the Directorate of Material Management, said Goddard. "DPW buys a lot of supplies – industrial mostly – so that is why the directorate took oversight of the store," he said. "It is important to use this store because it will bring our costs down. Sales volume will also help to lower costs and get rid of frustrations with other ordering systems."

The overall streamlined process with GSA will make the entire process a lot easier, said Booker. "We have a lot of room to use if we need it," she said. "Supply books and magazines will be available to market what the store has and what can be purchased. The store inventory system will also help us provide good tracking and accountability of items."

New speed monitors for Arsenal's DLES



By the end of November, motorists on Pine Bluff Arsenal should start seeing these new speed monitors in high traffic areas on the installation. The monitors, which were funded by U.S. Army Joint Munitions Command, will be placed in various areas on the Arsenal that see high traffic – such as around Child and Youth Services. Motorists should be aware of these monitors and it should remind them to slow down while they are driving on post. According to John Webber with the Directorate of Law Enforcement and Security, the monitors will replace older ones that were outdated. U.S. ARMY PHOTO

CONTRACTORS

Continued from Page 2

nel are required to identify their contractor status on their signature blocks, and when attending meetings, answering government telephones and working in other situations where their contractor status is not obvious to third parties," said Wilde. "Documents or reports produced by contractors must be marked or otherwise disclosed as contract products. Contractor employees are often issued distinctive identification badges and email accounts that clearly identify them as

contractor personnel. The purpose of these measures is to avoid any confusion about whether they are government officials."

Assigning work is often a problem area. A contractor employee may only perform duties that fall within the scope of the contract. "Under no circumstances should government supervisors ask for, direct or allow contractors to perform work that is not within the scope of their contract. Only a contracting officer is authorized to change contract

terms and conditions," said Wilde.

In addition, there are restrictions on conflicts of interest, gifts and outside employment in relation to contraction employment.

"Federal employees having contact with contractors in the workplace must adhere to the requirements of the ethics and acquisition rules that govern their relationship," said Wilde.

"Employees should consult with their supervisor or ethics counselor with any questions or concerns in this area."

BRIEF

Continued from Page 1

vide them the readiness and quality they deserve. You are doing a good job. We just need to remember the reason."

Horne said we all should enjoy what we do. "You have a great job. This is a great place to live. This is the first place in all my travels my wife has asked if we can retire here," he said. "You guys are doing great work and making a difference."

Horne said that some of his short term priorities in his last year would focus on having confident relationships with customers, delivering solutions to the warfighter, continuing to market the Arsenal's achievements and capabilities, and continuing the installation's historic performance in safety.

"You are only as good as your last delivery," he said. "We just have to remember that."

The commander said that a big part of his mid-term priorities will be to invest in critical mission skills. "We are investing in our workers. We have to keep these skills here on the Arsenal," he said. "Building our external advocates ties back into building relationships with our customers. We have customers now who are bringing us new ones."

Several good news stories were shared by the commander. Among them were the startup of textile production, the Arsenal receiving designation as an Army Center of Industrial and Technical Excellence for the manufacture of smoke-based ammunition, the startup of a new white phosphorus line, passing First Article Testing on M49 large filters, as well as numerous important visits.

The forecast for the new fiscal

year will bring no significant changes to workload, said Horne. "Our workload will remain very similar to the past two years," he said. "There will be no major personnel transfers during the next year, and minimal hiring of new personnel."

Byrne reiterated Horne's comments at the beginning of the briefing. "This is a great Arsenal. You guys collectively perform a critical function for our warfighters," he said. "You all do a great job every day. I appreciate it."

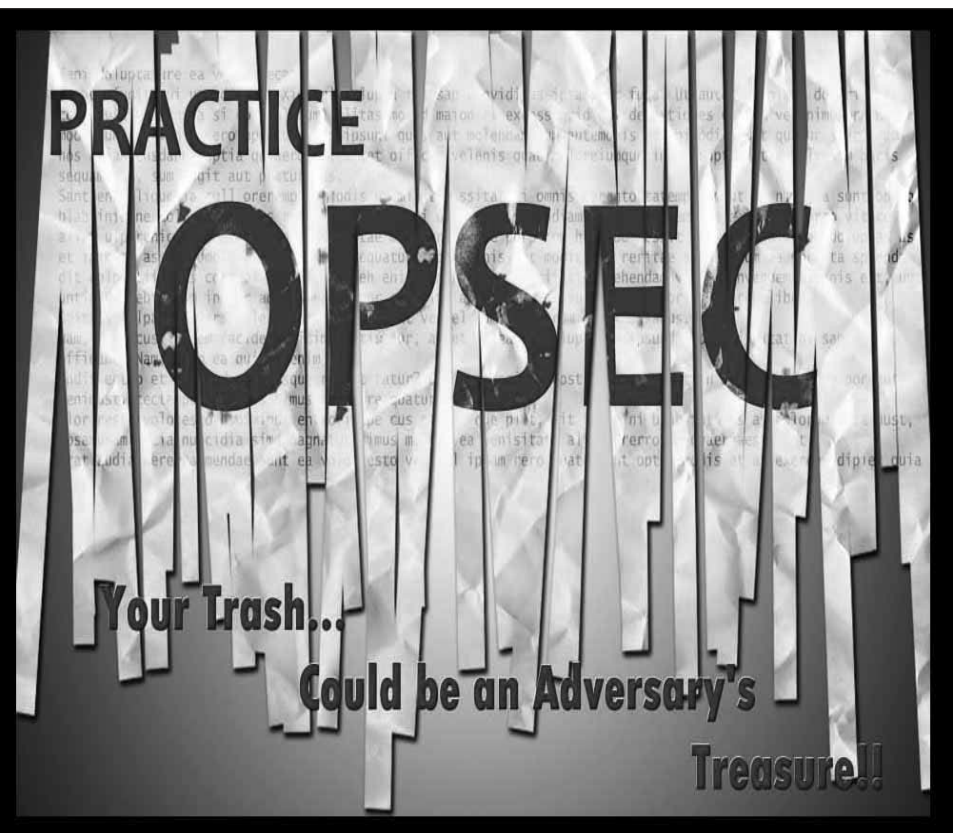
For 2018, Byrne said that the Arsenal is planning to do about 535,000 direct labor hours.

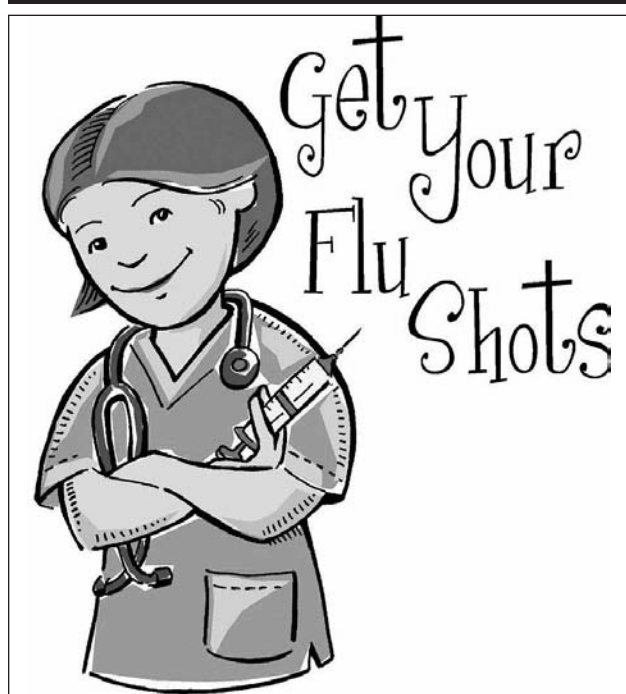
"This is directly in line with what we planned last year. The biggest portion of hours will be within Ammunition Operations," he said. "More labor hours have been added in the area of Chemical-Biological Defense this year. We are hoping to continue the momentum in that area."

For 2018, 10 programs are planned for AO including M819 81mm red phosphorus mortars, M8 smoke pots, M853 81mm illumination mortars and M83/M18 smoke grenades.

Eleven programs will be the focus of CBD in fiscal year 2018 including expansion of the Dismounted Reconnnaissance Sets, Kits and Outfits program, large filter production operations, and production of protective patient wraps and integrated footwear solutions.

Byrne said the biggest challenge in the coming year is controlling expenses and indirect spending. "We have done a great job in the past 10 years of reducing accidents. That helps us reduce our costs," he said.





Flu shots available

Pine Bluff Arsenal Health Clinic is now offering flu shots. Shots will be given from 1 to 3 p.m., Monday through Thursday and all day Friday.

The Centers for Disease Control estimates that flu-related hospitalizations since 2010 ranged from 140,000 to 710,000, while flu-related deaths are estimated to have ranged from 12,000 to 56,000. During flu season, flu viruses circulate at higher levels in the U.S. population.

"Flu season" in the United States can begin as early as October and last as late as May. An annual seasonal flu vaccine is the best way to reduce your risk of getting sick with seasonal flu and spreading it to others. When more people get vaccinated against the flu, less flu can spread through that community.

Fitness activities regulated on major PBA roads

Taken from PBA Policy Letter 385-2

Runners, walkers, cyclists and motorist alike share the responsibility for roadway safety on Pine Bluff Arsenal.

Runners and fitness walkers should walk no more than two abreast opposing the flow of traffic on a sidewalk or road shoulder if no sidewalk is available. If using a road and a vehicle approaches, move off the road. Wear items that enhance the ability to be seen, including vests, reflective bands, reflective garments, high-visibility garments.

Cyclists should adhere to posted speed limits. If a vehicle approaches, move to the road shoulder and allow the vehicle to pass. Wear a reflective upper garment, vest or a reflective belt positioned over the shoulder and diagonally across the chest. Cyclists are to wear helmets approved by the Consumer Product Safety Commission or American Society for Testing and Materials.

Motor vehicles that encounter runners, fitness walkers or cyclists should reduce their speed.

Fitness paths in front of the Fitness Center and behind the old PX may be used, as well as the loop around the Arsenal's Swimming Pool Complex.

Running, fitness walking and cycling is not allowed on major roads, including Sibert, Hoadly, Atkisson, 504th, Wise and Roemer Roads, on the Arsenal except on weekends during daylight hours. During weekdays, these thoroughfares may not be used for running fitness walking or cycling except during organized events with approval by PBA Safety and Security.

New contracting chief comes to PBA

By Rachel Selby

Gareth Hyndman was named the new contracting chief for Pine Bluff Arsenal. He has been in the position since the end of July. Hyndman comes to the Arsenal from Naples, Italy, where he was a reality specialist, providing acquisition and contract management in support of the U.S. Navy.

"My family and I were in Italy for two and half years when I worked for the Naval Facilities Engineering Command," said Hyndman. "My job was to do the real property acquisition for the Navy. I ran what was called lodging leases, which dealt with acquiring housing."

He said that living in Italy was a great experience. "They say when you come to Naples you cry twice – once when you get there and once when you leave. That was definitely our experience," he said.

Hyndman was born in Falls Church, Va. "My parents were working at the Pentagon at the time. My father was in the Air Force at that time, and my mother was a secretary working for the Navy," he said. "I have two parents who



Gareth Hyndman

are entrepreneurs."

He said he considers Phoenix, Ariz., home. "We moved there when I was seven," said Hyndman. "I grew up there. My father still lives there and my mother lives in Southern California."

He received a Juris Doctorate in Law from Western State University (Irvine, Calif.) in 1998. He has a Bachelor of Science degree in Political Science from Arizona State University and a Bachelor of Arts in psychology from ASU. He received his BS in 2009 and his BA in 2012.

"I went active duty with the Army in 1991 with the first Gulf War. I went to the Defense Language Institute to learn Korean," he said.

"After I graduated from the language school, I was active duty until 1995. When I left government service it was to go to school. At the time, I wasn't sure what I wanted to do and was weighing my options."

He said that his brother, who was in law school at that time, told him that he could go to law school without getting a bachelor's degree first.

"I had some college when I went active duty and my language training also qualified me to get accepted into law school. I returned to Phoenix after graduation, and began my law practice. I finished up both bachelor's degrees in Arizona," said Hyndman.

Hyndman said that he got the psychology degree more for himself. "For me, this is an area of study that has always fascinated me. I pursued it as an act of self-improvement," he said. "I did it to understand myself and my family, and to be a better person."

Hyndman is married, and has one daughter, with one on the way. "I had no ties to Arkansas when I took this job. I had

never been here before we moved here. We looked at living in West Little Rock at first," he said. "For me, if I am going to make a decision about living in a community I'm going to commit to it, so we bought here in Pine Bluff. The community and real estate agent have been wonderful."

Currently, there are two vacancies in the Arsenal's contracting division.

"We don't have a lot of opportunity for promotions here. They have to go elsewhere for that. My concern is to ensure that we maintain our currently level of customer satisfaction," he said. "We need to get back to basics. Some of our rules make sense and some are policy decision when it comes to contracting. We just have to learn to comply with as little disruption as possible."

Hyndman said this is his first experience working at a working capital fund installation and his first supervisory position.

"This is all very new to me. I have a lot to learn," he said. "It is a challenge but a great opportunity for me. I just need to learn to balance it all."



Ammunition Amnesty box available

If any personnel have extra ammunition, don't toss it into the trash, bring all small arms ammunition (up to and including .50 caliber) to the Ammunition Amnesty Box located in front of Pine Bluff Arsenal building 93-500 (Surveillance Workshop). The amnesty box is available 24-hours a day, seven days a week, and is intended for the safe disposal of unaccounted for ammunition. As the name states, this is amnesty, we don't care how or where you got the ammunition, we just want it put into the box for safe retrieval. This box is not to be used in place of a regular ammunition turn in and will not get the ammunition removed from your hand receipt. If anyone has larger ammunition that needs to be turned in, please do not place it next to the box or in the trash, call the Directorate of Material Management, Chief of Surveillance at 540-3654, and arrangements will be made to take these items. U.S. ARMY PHOTO SUBMITTED BY MMQ



What is your role in preventing sexual assault?

Courtesy of Pine Bluff Arsenal SHARP

The only person responsible for committing sexual assault is a perpetrator, but all of us have the ability to look out for each other's safety. Whether it's giving someone a safe ride home from a party or directly confronting a person who is engaging in threatening behavior, anyone can help prevent sexual violence (rainn.org, 2017).

What is a bystander?

A bystander is a person who is present when an event takes place but isn't directly involved. Bystanders might be present when sexual assault or abuse occurs—or they could witness the circumstances that leads up to these crimes. The majority crimes of sexual assault are committed by someone the victim knows. According to RAINN, there are over 293,000 victims (age 12 or older) of sexual assault each year in the U.S. Given the circumstances, it's important to recognize the role bystanders can play in preventing crimes like sexual assault.

What can I do to prevent sexual assault?

You may have heard the term "bystander intervention" to describe a situation where someone who isn't

directly involved steps in to change the outcome. Stepping in may give the person you're concerned about a chance to get to a safe place or leave the situation. You don't have to be a hero or even stand out from the crowd to make a big difference in someone's life. Take steps to protect someone who may be at risk in a way that fits your comfort level.

Whether you're taking home a friend who has had too much to drink, explaining that a rape joke isn't funny, or getting security involved when someone is behaving aggressively, choosing to step in can affect the way those around you think about and respond to sexual violence.

Your actions matter.

Whether or not you were able to change the outcome of the situation, by stepping in you are helping change the way people think about their roles in preventing sexual violence. If you need assistance, contact the PBA SHARP 24/7 hotline at 870-209-4093. You can also receive 24/7 anonymous assistance at the DOD SAFE Helpline at 877-995-5247 or call the National Sexual Assault Hotline at 800-656-HOPE (4673) or chat online at online.rainn.org.

Learning to deal with cyber stress

Courtesy of Pine Bluff Arsenal Army Community Service

Digital media makes our lives better in a lot of ways. It helps us stay connected to others, gives us instant answers and allows us to work faster and more efficiently. But these benefits can sometimes cause problems for us.

What is cyber stress?

Cyber stress is anxiety caused by digital media. Some common forms of cyber stress include:

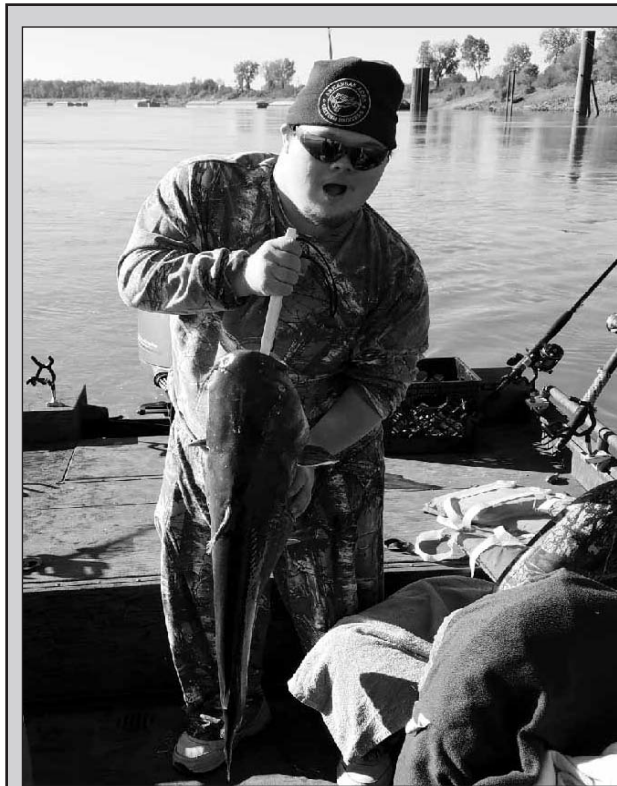
- Cyberchondria. That's when you research physical symptoms online and become anxious about your or a loved one's health.
- Cyberbullying. This is more common among children and teenagers, but people can experience online harassment at any age.
- Overuse of digital media. When going online interferes with life, work and relationships, it's a problem.

- Multitasking. Digital media makes it easy to do many things at once, and nothing very well.

Ways to de-stress your digital life

Depending on your issue, strategies may include:

- Limiting your time online. If you feel anxious or upset after checking into social media or news sites, you may need to unplug or be choosier about what you do online.
- Carving out time to spend with friends rather than relying on social media to stay in touch. There is no virtual substitute for enjoying a walk or a meal with someone you care about.
- Focusing on one task at a time. Digital media makes it easy to do many things at once. But so-called multi-tasking can cause mistakes, as well as stress.
- Blocking certain social media users and reporting cyberbullies.



Big catch on Dream Trip

Jared Bridges, the son of David and Connie Bridges, won a dream fishing trip on the Mississippi River through the Challenged Outdoorsman of America, Arkansas chapter recently. The fish Jared is holding weighed 21 pounds. He caught another catfish weighing 10.25 pounds. Jared's father, David, works at in the Directorate of Public Works at Pine Bluff Arsenal. PHOTO SUBMITTED

The history behind Veterans Day

Taken from
VA.Gov website

World War I – known at the time as “The Great War” – officially ended when the Treaty of Versailles was signed on June 28, 1919, in the Palace of Versailles outside the town of Versailles, France.

However, fighting ceased seven months earlier when an armistice, or temporary cessation of hostilities, between the Allied nations and Germany went into effect on the eleventh hour of the eleventh day of the eleventh month. For that reason, November 11, 1918, is generally regarded as the end of “the war to end all wars.”

In November 1919, President Wilson proclaimed November 11 as the first commemoration of Armistice Day with the following words:

“To us in America, the reflections of Armistice Day will be filled with solemn pride in the heroism of those who died in the country’s service and with gratitude for the victory, both because of the thing from which it has freed us and because of the opportunity it has given America to show her sympathy with peace and justice in the councils of the nations...”

The original concept for the celebration was for a day observed with parades and public meetings and a brief suspension of business beginning at 11:00 a.m.

The United States Congress officially recognized the end of World War I when it passed a concurrent resolution on June 4, 1926, with these words:

Whereas the 11th of November 1918, marked the cessation of the most destructive, sanguinary, and far reaching war in human annals and the resumption by the people of the United States of peaceful relations with other nations, which we hope may never again be severed, and

Whereas it is fitting that the recurring anniversary of this date should be commemorated with thanksgiving and prayer and exercises designed to perpetuate peace through good will and mutual understanding between nations; and

Whereas the legislatures of twenty-seven of our States have already declared November 11 to be a legal holiday: Therefore be it Resolved by the Senate (the House of Representatives concurring), that the President of the United States is requested to issue a proclamation calling upon the officials to display the flag of the United States on all Government buildings on November 11 and inviting the people of the United States to observe the day in schools and churches, or other suitable places, with appropriate ceremonies of friendly relations with all other peoples.

An Act (52 Stat. 351; 5 U. S. Code, Sec. 87a)

approved May 13, 1938, made the 11th of November in each year a legal holiday—a day to be dedicated to the cause of world peace and to be thereafter celebrated and known as “Armistice Day.” Armistice Day was primarily a day set aside to honor veterans of World War I, but in 1954, after World War II had required the greatest mobilization of Soldiers, Sailors, Marines and Airmen in the Nation’s history; after American forces had fought aggression in Korea, the 83rd Congress, at the urging of the veterans service organizations, amended the Act of 1938 by striking out the word “Armistice” and inserting in its place the word “Veterans.” With the approval of this legislation (Public Law 380) on June 1, 1954, November 11th became a day to honor American veterans of all wars.

Later that same year, on Oct. 8, President Dwight D. Eisenhower issued the first “Veterans Day Proclamation” which stated: “In order to insure proper and widespread observance of this anniversary, all veterans, all veterans’

organizations, and the entire citizenry will wish to join hands in the common purpose. Toward this end, I am designating the Administrator of Veterans’ Affairs as Chairman of a Veterans Day National Committee, which shall include such other persons as the Chairman may select, and which will coordinate at the national level necessary planning for the observance. I am also requesting the heads of all departments and agencies of the Executive branch of the Government to assist the National Committee in every way possible.”

On that same day, President Eisenhower sent a letter to the Honorable Harvey V. Higley, Administrator of Veterans’ Affairs (VA), designating him as Chairman of the Veterans Day National Committee.

In 1958, the White House advised VA’s General Counsel that the 1954 designation of the VA Administrator as Chairman of the Veterans Day National Committee applied to all subsequent VA Administrators. Since March 1989 when VA was elevated to a cabi-

net level department, the Secretary of Veterans Affairs has served as the committee’s chairman.

The Uniform Holiday Bill (Public Law 90-363 (82 Stat. 250)) was signed on June 28, 1968, and was intended to ensure three-day weekends for Federal employees by celebrating four national holidays on Mondays: Washington’s Birthday, Memorial Day, Veterans Day, and Columbus Day.

It was thought that these extended weekends would encourage travel, recreational and cultural activities and stimulate greater industrial and commercial production. Many

states did not agree with this decision and continued to celebrate the holidays on their original dates.

The first Veterans Day under the new law was observed with much confusion on October 25, 1971. It was quite apparent that the commemoration of this day was a matter of historic and patriotic significance to a great number of our citizens, and so on September 20th, 1975, President Gerald R. Ford signed Public Law 94-97 (89 Stat. 479), which returned the annual observance of Veterans Day to its original date of November 11, beginning in 1978. This action supported the

desires of the overwhelming majority of state legislatures, all major veterans service organizations and the American people.

Veterans Day continues to be observed on November 11, regardless of what day of the week on which it falls. The restoration of the observance of Veterans Day to November 11 not only preserves the historical significance of the date, but helps focus attention on the important purpose of Veterans Day: A celebration to honor America’s veterans for their patriotism, love of country, and willingness to serve and sacrifice for the common good.



VETERANS DAY

IN THIS TIME OF THE YEAR, THE HEARTS OF THE PEOPLE FOR WHOM HE SAVED THE UNION THE MEMORY OF ABRAHAM LINCOLN IS ENSHRINED FOREVER

November 11, 2017

"To care for him who shall have borne the battle..."

ABRAHAM LINCOLN

DEPARTMENT OF VETERANS AFFAIRS
UNITED STATES OF AMERICA

Veterans Day
National Committee

www.va.gov

Arsenal CDC moves into main CYS building

By Rachel Selby

Due to stagnant growth and for financial reasons, Pine Bluff Arsenal's Child Development Center has moved into the main Child and Youth Services Center building. At this time, according to Missy Brodnax, director of Family Morale, Welfare and Recreation, the CDC building will remain unoccupied.

"Officially, the move started Oct. 16, so this is our second week in the new space," said Debbie Johnson, CYS Coordinator/Facility Director. "This has not been an easy process. We still have the same amount of children. We never gained and never lost."

Brodnax said it was originally thought that the center would grow into all the space but it just never happened. "Our military family population declined greatly, the chemical demil mission ended and there were just lots of factors working against the growth. It is actually quite amazing that we have maintained our numbers."

She said the children enrolled at the center now have parents either at

the Arsenal or the National Center for Toxicological Research/Jefferson Labs in Jefferson. "We do have a couple of military kids whose parents work at the Armed Forces Reserve Center and a couple from Camp Robinson in North Little Rock," said Johnson.

"Our military family population declined greatly, the chemical demil mission ended and there were just lots of factors working against the growth. It is actually quite amazing that we have maintained our numbers."

When this move was announced, Brodnax said she expected some upset staff and parents. "I was so wrong. The staff is excited. The parents are excited," she said. "When the CDC was in the other building, they were too isolated and there was no interaction."

Johnson said another positive thing is there are windows between

the rooms. "In the other building, the rooms were pretty secluded. My staff is just down and across the hall if anything happens or teachers need us for any reason too," she said. "Everyone can help each other. Since last October, we have been short staffed in management and it has been hard keeping the two buildings open. You have to have a manager present for open and close."

The center staff has also taken on additional roles due to size.

"We are dual hatted in all areas. I have taken on the responsibility of being the facility director as well as my role as CYS coordinator. Jamie Enloe and Becky Vaughn-Holsted are program directors/trainers," said Johnson. "We haven't been able to replace anyone who left last year. We have not backfilled any positions."

Brodnax said that CYS has undergone a complete reorganization of positions.

"There have been a lot of changes recently – from new menus and moving around of staff to new roles. The building change is just another thing," she said.

Since CDC has been added to the CYS building, the playground used by the infant, toddler and pre-school aged children will be renovated starting later this year.

"Right now, the classes are having to use the playground at the other building because the ones at the CYS building are not geared for the children's ages. I was so excited I cried when I heard they are starting construction early," said Johnson. "We thought the construction wouldn't begin until early next year. Construction will actually begin after Thanksgiving and they expect to be finished in February."

The CDC playground will be added to the current playground at CYS. There will be individual ones for each class. "All new components will be added. New sidewalks will be installed. It will be nice once it is done," said Johnson. "All of the playground renovations are spearheaded by our headquarters—Installation Management Command."

Having a one-stop shop for child care makes it so much easier, said Brodnax.



A beautiful cake was served honoring breast cancer survivors at the Bluff Center Chapter of Federally Employed Women's annual Passionately Pink Luncheon. The 15th annual luncheon was held in October, which is Breast Cancer Awareness Month. PHOTO SUBMITTED BY FEW

FEW chapter holds annual Passionately Pink luncheon

Courtesy of Bluff Center Chapter of Federally Employed Women

The chapter's October meeting was held at Jefferson Labs and celebrated the organization's 15th annual Passionately Pink Luncheon. Rhonda Kimble, a cancer survivor and retired employee of the State of Arkansas and now serving as a compliance consultant, was the guest speaker at the luncheon. She shared her story as a five-year breast cancer survivor.

The chapter also presented Jefferson Regional Medical Center with a donation to their breast mammography program to assist women with no insurance to obtain this important screening. All cancer survivors were recognized and a special memory/honor board was available for members/guests to recognize loved ones.

The Bluff Center Chapter of Federally Employed Women will hold their next meeting Nov. 15, at 11:30 am at the Pine Bluff Arsenal Training Center. Our training topic will be compliance. FEW has a close working relationship with federal departments and agencies, including the Of-

ice of Personnel Management, Equal Employment Opportunity Commission, Merit Systems Protection Board and the Department of Labor.

The FEW Compliance Program monitors progress made by the federal government in achieving equal employment opportunity as evidenced by adherence with statutory civil rights protections. FEW members are encouraged to visit the members-only section of FEW's website for information on our partnership with Shaw, Bransford, Veilleux, and Roth PC for consultations.

The Bluff Center Chapter of FEW meets the third Wednesday every month at 11:30

a.m., alternating between Jefferson Labs and the Arsenal.

Membership is open to all employees (women and men) of the U.S. government, government contractors, and others who subscribe to the purpose of our organization. This includes employees in private industry, men and women in the military (active duty, reserves, and National Guard). We are a private, non-profit, membership organization founded in 1968. For more information regarding meeting date/time, contact Becky Simmons, Chapter President, at 870-543-0585 or any of our PBA members or visit our website at www.few.org

Certificates of Appreciation



Anthony Gray



Jason Fullen



Judee Lybrand



Nathon O'Fallon



Raymond Martin

Anthony Gray, Jason Fullen, Judee Lybrand, Nathon O'Fallon and Raymond Martin, all with Pine Bluff Arsenal's Directorate of Chemical and Biological Defense Operations were recognized with a certificate of appreciation for their contributions to the continued improvement and success of the large filter manufacturing process. Their support and guidance in the development and production of the various collective protection filters produced by Pine Bluff Arsenal, including the M98 gas and particulate filters and the M49 gas filter, has been instrumental in reestablishing this critical manufacturing capability. This capability has and will continue to ensure our success in providing superior filters, built with integrity, to the warfighter. They consistently made themselves and were available, both during and after their scheduled tours of duty to keep management up to date on all matters related to filter production, and provided insight and expertise into the various issues that presented themselves during the course of development, evaluation and production. U.S. ARMY PHOTOS BY HUGH MORGAN

Kirklin Heights Apartments Sheridan, Arkansas

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\$200 OFF Move-in Fee

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Pine Bluff Arsenal Mentoring Program



*Program is available to all Arsenal employees

*Participation will require personal time (Lunch and Learn)

*Participation is voluntary. Volunteer today!

For information about the program, contact Missy Brodnax at melissa.j.brodnax.civ@mail.mil or Laura Hiserodt at laura.d.hiserodt.civ@mail.mil

MISSION

The mission of the mentoring program is to include a diverse population of mentors and participants from all people groups for the purpose of encouraging the development of the participants in leadership competencies, and provide practical advice that will provide direction toward the professional goals of the participant from a trusted mentor.



VISION

Enable a network of mentoring relationships at Pine Bluff Arsenal.

Employees interested in the Arsenal's mentoring program should sign up by April 17, 2018.

EAP Corner

Holiday blues got you down

Courtesy of Pine Bluff Arsenal Employee Assistance Program

Once again the holiday season is upon us.

"Holiday blues are a pretty common problem despite the fact that as a society, we see the holidays as a joyous time," said Rakesh Jain, MD, director of psychiatric drug research at the R/D Clinical Research Center in Lake Jackson, Texas. "Many people feel depressed, which can be due to the increased stress that comes with the need to shop and the decreased time to exercise which gets put on the back burner during the holidays".

For many, the problem during the holidays is not to avoid drinking and driving, it's to avoid drinking at all. The holiday season, between Thanksgiving and New Year's Day, can be the most difficult time for alcoholics and their families.

Emotional survival guide for the holidays

Lay off the eggnog: Alcohol and holidays often go hand in hand. Drinking may seem especially tempting at the annual office holiday party. But don't give into temptation if you are in a negative state of mind. If you are depressed, alcohol will make you more depressed because it is a depressant.

A lot of people dread the holidays because they are not looking forward to the parties. If you feel politically obligated to go to an office party, go for a few minutes and make sure the boss sees you. Wish your colleagues a happy holiday and say you have another commitment.

Unwrapping your heart: Gift giving can cause stress and unhappiness on so many levels, especially if a person doesn't have the money or time. Do something better than buying a gift, give a gift certificate instead. Or if it's someone you care for, write them a letter telling them why they are so wonderful. This little something can sometimes make all the difference. It's better to give a gift from the heart.

Shake things up: If someone died and you always spent Christmas Eve with them, rather than sit home, do something different. Start a new annual friends' dinner or go to a house of worship. A lot of people feel sad and lonely during the holidays because, they think you should be kissing someone at the stroke of midnight on New Year's Eve and when that doesn't happen, they feel bad. Who says that is the only tradition that there is? Create a new tradition instead.

The bottom line is when you expect something to happen, and it doesn't, you feel lousy. It's not necessarily the holiday that's the problem, but our rigid expectations of it.

Your family tensions probably existed during the year, but they didn't

upset you as much because you weren't comparing them to your holiday expectations.

Reach out and touch someone: If you ask yourself why you are down and the reason is that you can't afford to visit your family this year, the solution is simple. Use your cellular phone.

Avoid Scrooges and Grinches: Look at how to protect yourself from the negative people of the holiday season who deplete your holiday energy. They can include the drama queens, blamers, criticizers, and sob sisters. Try to be around positive people.

Not burning the yule log on both ends: "Meditate," Carve out three minutes a day to relieve stress and use your breath to calm down and focus on the positive. Picture a child's face, a waterfall or a flower. Say "I will not give in to the pressure" over and over again to remind yourself that you deserve to be in control of your time.

Dashing through the snow: Get outside and exercise during the holiday season. Getting outside is great because you get sun, fresh air, and exercise. This can be hard because if you live in certain parts of the country, it's cold and snowing during the holiday season. Exercise has been shown to boost level of endorphins - the body's natural antidepressants.

Lending Santa a helping hand: Volunteer to help someone. Deliver presents for Santa or help at a homeless shelter. This is really the top thing that people can do to turn their holiday blues around.

Altruism and volunteerism make you feel better about yourself, but they also get you out of your rut, home, and isolation. This is the time of year where the spirit of helping and compassion is right there, and if you can tap into it by helping others, that's great!

Remembering that it really is "a wonderful life": Be grateful for what you do have and all the positive things that have happened in your life. Talk to supportive friends on the phone and find the kind of support to make you feel less lonely rather than dwelling on the loneliness.

Thinking that the glass is half full, not half empty, is a simple but effective tool.

Instead of thinking about what you can't buy, think about the extra time and joy that you have to share with your friends and family.

If the holiday blues got you down, Pine Bluff Arsenal's Employee Assistance Office staff are here to help. We offer you a safe and confidential place to discuss concerns, challenges, and strategies for managing difficulties in your life. Our office is located Building 13-040, phone number is 870-540-3094.

Walk for Life



The Walk for Life Program sponsored by Pine Bluff Arsenal Employee Assistance Program has come to a close for another fiscal year. This year there were two categories with two top walkers in each category. Rodney Rutledge and Shawneeka Mosby were the first place walkers, and Donna Carpenter and George Whale were the second place walkers. Pictured from left are some of the walkers that participated in the program in fiscal year 2017: Dee Jermon, Mark Babb, Stan Taylor, Rodney Rutledge, Shawneeka Mosby, John Hamilton, Donna Carpenter, and Larry Collins. U.S. ARMY PHOTO



November is Military Family Appreciation Month

Courtesy of PBA Army Community Service

Military Family Appreciation Month is a time to honor the sacrifices of our military families. Army families of Active, Guard, Reserve, survivors, veterans, and retirees are giving back in a time of need and sustain and support the Soldiers who defend our Nation. Army Families are Total Army Strong.

Throughout the month of November, Army Families serving around the world are

being honored through a variety of observances and are being recognized for the commitment and contributions they make every day


Through Total Army Strong commitments, the Army will continue to build trust and confidence that the Army cares for Soldiers and Families. At all levels, the Army will continue to recognize the continued support and sacrifices Army Families make every day.

Army Families are


important as the strength of our Soldiers comes from the strength of their Families. They are a vital connection between Soldiers and the Army's ability to remain strong. All Army Families - Active, Guard, Reserve, survivors, veterans and retirees are giving back in this time of need. With thousands of Soldiers deployed, recognizing the daily sacrifices made by Army Families has never been more important.

SAVING ENERGY *Saves Money*


Looking for ways to save energy and money at home? Check out the 8 things all homeowners should do to cost effectively lower their energy bills.




Install and set a programmable thermostat. Save an estimated 10 percent per year on heating and cooling costs by using a programmable thermostat.




Use sunlight to your advantage. Choose window treatments that allow you to use natural light while reducing heat loss and gain.




Switch to ENERGY STAR appliances, fans and electronics. Using ENERGY STAR certified products throughout your home could save nearly \$750 over the lifetime of the products.




Choose energy-saving lighting. Replacing 5 of your home's most frequently used lights with energy-efficient ENERGY STAR bulbs could save you \$75 a year in energy costs.




Use an electronic power strip for your electronic equipment. Help reduce phantom loads -- and save up to \$100 a year -- by plugging electronic devices into a power strip and turn it off when not in use.



Reduce energy for water heating. Take simple steps -- like lowering your water heater's temperature and installing low-flow showerheads -- to reduce your water heating bills.



Hire a professional to maintain your heating and cooling system. Check and replace your air filters regularly and arrange for annual maintenance with a qualified technician.



Consult a home performance contractor to achieve large savings. These professionals will do a comprehensive audit of your whole house using special tools to measure home energy efficiency.

ENERGY.GOV

Name _____ Office Symbol _____

Holiday Blues Got You Down/Word Search

HOLIDAY	NEW YEAR'S EVE	DEPRESSED	SEASON
THANKSGIVING	CHRISTMAS EVE	ALCOHOL	EXERCISE DRINKING
BLUES			

F B G B E K L S U P I S X B Y C P R P N
W C D M D O L G V A Q V R Z X C I X Y U
M E L G H Z N Q P M V P P A O Q L V S E
L D M O V I V A J K E M U R G T K X W E
P Z C J K S P C W E S I C R E X E I E W
P L M N C H R I S T M A S E V E H O F A
A X I E H F S S T H Q M W Z U Q C V E Q
J R A W B P H S G G W O C M X C A E F R
D A F Y B J L L M X G R Z K X B Y E B Q
A F P E F F H B L S I W I J N A B V W W
Q C J A G N I V I G S K N A H T G V V X
H D T R C A B L Z E P D E H O L I D A Y
D E S S E R P E D K X I X I W Q U S R S
V U C E C K S J O P E F L G W V E J E C
U Y M V V R I H U K H F F P D U B K G N
M R J E L M V M E K S C Q C L L J T A K
P K M P Z C B X M D W A I B X B K G H G
G A R U N N O Z E S Y U Y P V C G S W X
T K R L J F M E H O L B F J C W V M U N
M Z K U A T J Y I W Q Y W V S E A S O N

Workers Comp

Arsenal's injury cases increase by 12% in FY17

Courtesy of Pine Bluff Arsenal Workers' Compensation Office

Pine Bluff Arsenal injury compensation chargeback cost for fourth quarter fiscal year 2017 is \$428,172 for 58 cases, an increase of 12 percent when compared to fourth quarter fiscal year 2016. Chargeback cost is what we pay.

The chargeback cost excludes tenants and cost for death and permanently non-employable cases which are paid at the Army level.

Our Long Term Roll

is at zero. Our LTR has been as high as 29 for fiscal year 1991.

Injury compensation chargeback cost is broken down by directorate as follows; Ammunition Operations- 28 percent, Public Works-56 percent, Chemical Biological-14 percent, Material Management-less than one percent, Logistics - less than one percent, Law Enforcement and Security-less than one percent, Information Management-less than one percent, and MWR, EA, ET, RA all

at zero. These statistics are excellent news and reflect the hard work and dedication of PBA employees.

What can you do to reduce compensation cost? Manual handling is our most costly cause of injuries. You should use proper lifting techniques, reduce size/weight of object, utilize two-person rule, use lifting devices, etc. Slips/trips/falls is are second most costly cause of injuries.

Good housekeeping, quality of walking surfaces, selection of proper footwear, and

appropriate pace of walking are critical for preventing fall accidents. It is important remembering that safety is everyone's business.

Prevention of injuries is the number one method to reduce our injury costs.

However, when disability occurs returning the individual to duty, even if restricted, as soon as medically feasible not only reduces our compensation cost, but lowers our lost production rate.

Thank you to em-

ployees whom actively seek and accept restricted employment and those supervisors who modify duties so it is possible to accommodate their recovering employees!

Employees are required to promptly and accurately report all injuries to their supervisor, observe all safety rules/regulations/instructions, properly wear personal protective equipment, advise their physician of the availability of light duty, maintain contact during disability, and re-

turn to work as soon as medically feasible.

Supervisors are required to enforce safety rules/regulations/instructions and proper use of personal protective equipment, investigate injury circumstances, challenge questionable claims, accurately complete and submit claim forms in a timely manner, maintain contact with disabled employees, and accommodate recovering employees.

For information, call Blake Tolleson at 540-3076 or the Army Benefit Center at 1-866-792-7620.

Backpack safety

It's time to lighten the load

Courtesy of Pine Bluff Arsenal Child and Youth Services

When you move your child's backpack after he or she drops it at the door, does it feel like it contains 40 pounds of rocks? Maybe you've noticed your child struggling to put it on, bending forward while carrying it, or complaining of tingling or numbness.

If you've been concerned about the effects that extra weight might have on your child's still-growing body, your instincts are correct.

Backpacks that are too heavy can cause a lot of problems for kids, like back and shoulder pain, and poor posture.

The problem has grabbed the attention of lawmakers in some states, who have pushed for legislation requiring school districts to lighten the load.

While we wait for solutions like digital textbooks to become widespread, there are things you can do to help prevent injury.

While it's common these days to see children carrying as much as a quarter of their body weight, the American Chiropractic Association recommends a backpack weigh no more than 10 percent of a child's weight.

When selecting a backpack, look for:

- An ergonomic design
- The correct size: never wider or longer than your child's torso and never hanging more than 4 inches below the waist
- Padded back and shoulder straps
- Hip and chest belts to help

transfer some of the weight to the hips and torso

- Multiple compartments to better distribute the weight
- Compression straps on the sides or bottom to stabilize the contents
- Reflective material

Remember: A roomy backpack may seem like a good idea, but the more space there is to fill, the more likely your child will fill it. Make sure your child uses both straps when carrying the backpack. Using one strap shifts the weight to one side and causes muscle pain and posture problems.

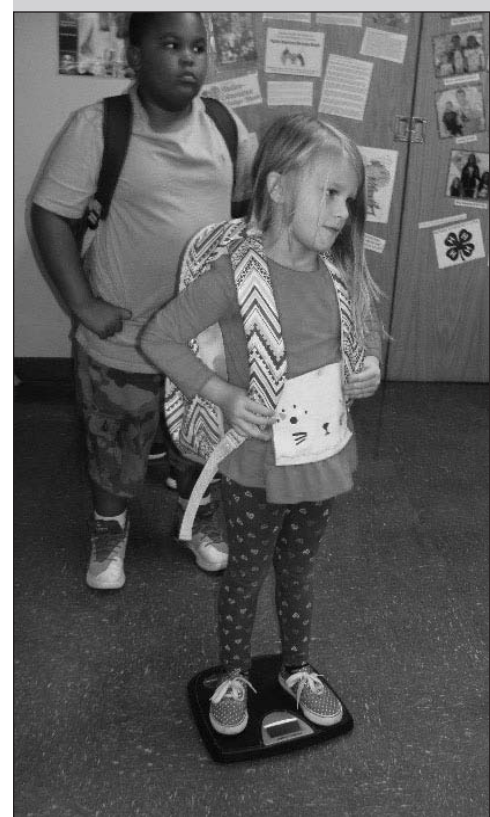
Help your child determine what is absolutely necessary to carry. If it's not essential, leave it at home.

What about backpacks on wheels? They are so common these days, they're almost cool. But, the ACA is not giving them a strong endorsement.

Rolling backpacks should be used "cautiously and on a limited basis by only those students who are not physically able to carry a backpack," the ACA website reads. The reason? They clutter school corridors, replacing a potential back injury hazard with a tripping hazard.

So, pick up that pack from time to time, and let your children know you've got their back.

Photos below children from Pine Bluff Arsenal's Child and Youth Services weigh themselves and their backpacks to determine if they are carrying too heavy of a load. Backpacks that are too heavy can cause a lot of issues for children as well as injuries. U.S. ARMY PHOTOS BY CYSS



Fire Prevention Week Drill



A fire drill was conducted at Pine Bluff Arsenal's Headquarters Building during Fire Prevention Week – Oct. 8-14. U.S. ARMY PHOTO BY HUGH MORGAN

Safety Corner



Hunting tips serve as reminder of season

Courtesy of Directorate of Risk Management and Regulatory Affairs-Safety Division

Fall is hunting season throughout the United States, and a great time to remind anyone who loves autumn recreation—hunters, anglers, hikers, mountain bikers, birders or campers—how to enjoy and safely share the great outdoors.

Hunting safety tips for non-hunters

If you feel uneasy about outdoor recreation during hunting season, follow these common sense rules and (with a few fashionable swaths of hunter blaze orange fabric) you can continue to enjoy the outdoors:

- Identify hunting seasons and lands open to hunting. Learn about where and when hunting is taking place and plan your recreation activities accordingly.
- Wear bright clothing (like hunter blaze orange). Make yourself more visible. Choose colors that stand out, like bright, fluorescent red, orange or green. Avoid wearing

earth-toned clothing.

• Don't forget to protect your dog, too. Tie a swath of brightly-colored fabric or a bandana around your dog's neck or purchase a hunter blaze orange dog vest, available from many sporting goods outfitters.

• Make noise. Whistle, sing or carry on a conversation as you walk to alert hunters to your presence.

• Be courteous. Once a hunter is aware of your presence, don't make unnecessary noise that disturbs wildlife.

• Make yourself known. If you do hear shooting, raise your voice and let hunters know that you are in the vicinity.

• Choose an alternative place or date. If you don't feel comfortable outdoors this time of year, choose an area where hunting is not allowed, like most (but not all) national or state parks (check ahead to be sure). The most heavily hunted seasons last only a few weeks—find out when they occur and schedule your activities around them.

Radford Health Clinic transfer of operations



The operating contract at Radford Army Ammunition Plant, BAE Systems, has taken control of the RFAAP health clinic as of October 2017. BAE Safety, Health and Environment (SHE) Department and Army Staff Safety found it necessary, in support of the Department of Defense future mission at RFAAP, to make improvements to medical services through the plant clinic operations restructuring and increased Army oversight measures. These overdue improvements will ensure RFAAP has better patient tracking and help RFAAP medical/safety professionals keep waiting times down and allow more time for patient care. Electronic records and SOPs will also be phased into the clinic. The RFAAP workforce is a key part of the mission to the DoD. Team Radford is focused on injuries, root causes and regulations to ensure workforce safety. The clinic is here to ensure the health and safety of the work force. Pictured are the RFAAP clinic exam rooms and check in station. U.S. ARMY PHOTOS RFAAP

RED RIBBON 2017



Pine Bluff Arsenal's Army Substance Abuse Program celebrated Red Ribbon Week activities this year with James Matthews Elementary School in Pine Bluff. The children gathered outside for a red balloon release. U.S. ARMY PHOTOS BY HUGH MORGAN



Pat Jenkins with Pine Bluff Arsenal's Army Substance Abuse Program speaks to students at James Matthew Elementary during Red Ribbon Week activities. Red Ribbon Week is an annual event held in Oct. 23-31 and recognizes drug abuse prevention and education. The event honors the memory of Drug Enforcement Administration Special Agent and former Marine, Enrique S. Camarena, who was murdered by drug traffickers in 1985.



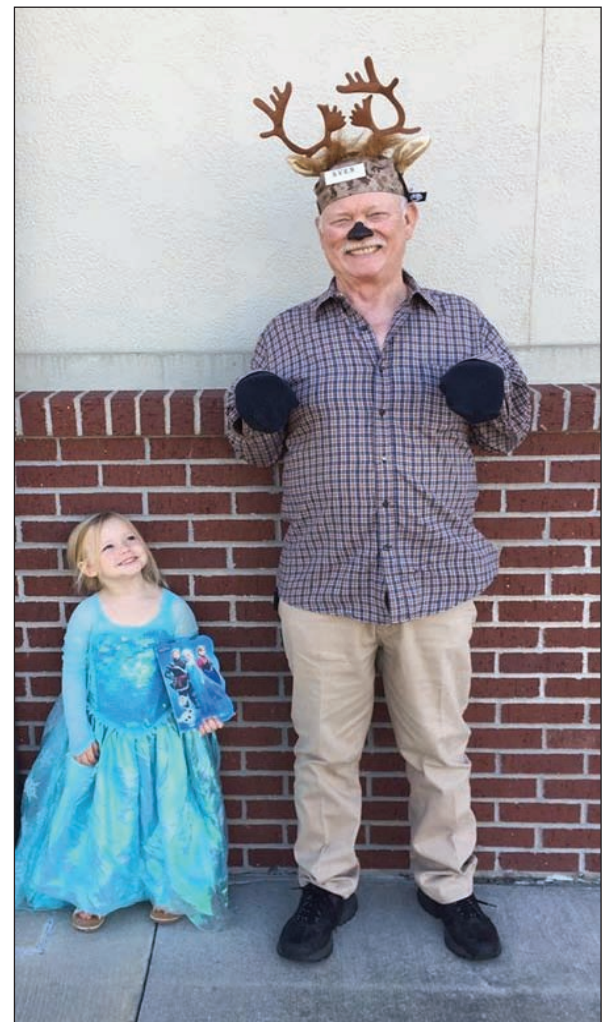
Pine Bluff Arsenal Commander Col. Kelso Horne speaks to students at Belair Academy in Pine Bluff during Red Ribbon Week. U.S. ARMY PHOTO BY RACHEL SELBY



CYS Storybook Character Day



Pine Bluff Arsenal's Child and Youth Services teachers Ashleigh Williams, Stacy Suell, and Tracy Lawrence dress as their favorite storybook character during the CYS Storybook Character Day.



Faith Hiserodt (dressed as Elsa from Disney's "Frozen") looks up at her grandfather, Jerry Pye (dressed as Sven from Disney's "Frozen"), with Pine Bluff Arsenal's Army Community Service Office, during the CYS Storybook Character Day in October.



Photo above, Jinwoo Kang and Stella Newton are all smiles as they participate in the CYS Storybook Character Day parade.

Photo right, Dawson Kimzey proudly displays his book as he walks in the parade. The children have a lot of fun with this event every year



U.S. ARMY PHOTOS BY PINE BLUFF ARSENAL CHILD AND YOUTH SERVICES

