

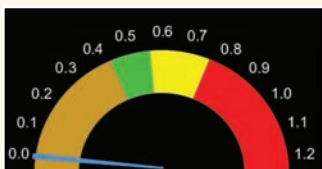
Arsenal Sentinel

PUBLISHED IN THE INTEREST OF PERSONNEL AT PINE BLUFF ARSENAL - AMERICA'S ARSENAL

AN ARMY CENTER OF INDUSTRIAL AND TECHNICAL EXCELLENCE

VIP Visit

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 Dec. 8.

*Recordable injuries for fiscal year 2018 are four. There are zero recordable injuries as of Dec. 8.

*Pine Bluff Arsenal days without a lost time injury is 92.

*Pine Bluff Arsenal days without a recordable injury is 23.

*Estimated hours worked without a lost time injury: 398,310.

IN BRIEF

Fitness Center posts holiday hours

Pine Bluff Arsenal's Fitness Center will be on holiday hours starting now until Jan. 8, 2018.

- Hours are:
- Monday through Thursday-5:30 a.m. to 6 p.m.
 - Friday-9:30 a.m. to 6 p.m.
 - Closed Saturday and Sunday

For further information, call 540-3778 or 540-3779.

ON THE INSIDE



Speaking at Pine Bluff Rotary ... p. 6

INDEX

- Commander's Column ...p. 2
- Social Security ... p. 2
- Hails and Farewells ...p.3
- CPAC Corner... p. 3
- EAP...p. 6
- Safety ...p. 7



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



Steffanie Easter, Acting Deputy Secretary of the Army for Acquisition, Logistics, and Technology (ASA (ALT)), models one of the neck dams while touring Pine Bluff Arsenal's textile production facility during her visit Nov. 29, as Caitlin (Buchanan) Belknap, with PBA's Engineering and Technology Directorate and Doug Bryce, Joint Program Executive Office Chemical and Biological Defense look on. U.S. ARMY PHOTOS BY HUGH MORGAN

Steffanie Easter, Acting Deputy Secretary of the Army for Acquisition, Logistics, and Technology (ASA (ALT)), toured a mortar production line during her visit in November. Dewayne Stewards, Britt Murray and Albert Lowery, production workers with Pine Bluff Arsenal's Directorate of Ammunition Operations, observed as Easter stepped in to stencil a M1124 mortar on the Load and Pack line.



Allen Dehagani with Pine Bluff Arsenal's Directorate of Engineering and Technology explains the components used for the Dismounted Reconnaissance Sets, Kits and Outfits operation to Steffanie Easter, Acting Deputy Secretary of the Army for Acquisition, Logistics, and Technology (ASA (ALT)) during her first visit to the Arsenal Nov. 29.

PBA MLK nominations being sought

In recognition of Dr. Martin Luther King, Jr.'s Commitment to gain equality for all, the Pine Bluff Arsenal Equal Employment Opportunity Office is currently accepting nominations for its' annual Dr. Martin Luther King, Jr. Humanitarian Award.

Nominations will be accepted until 4 p.m., Dec. 22, and should be submitted to Barbara J. Abraham. Nominations may be submitted via e-mail to barbara.j.abraham4.civ@mail.mil, via on post mail to "EEO Office", or via fax at 540-3023. For further information, please call the EEO Office at 540-3292, 540-3063 or 540-3095.

The award will recognize an individual

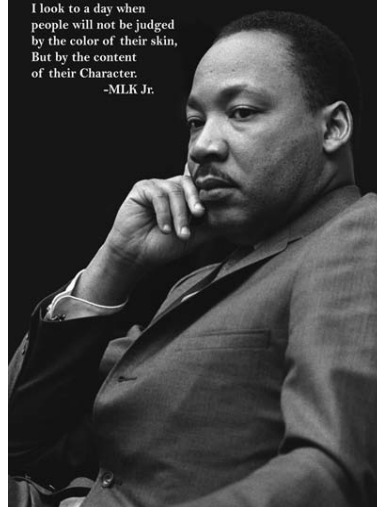
who has given freely from their hearts to others, given their talent, time and energy to meet unmet needs, stirred hope, spoke for the voiceless, built a better world, if for just one person at a time.

Individuals who volunteer their time and talents are the primary focus. We also seek people working in service positions whose passion for people or causes they serve pushes them to regularly go above and beyond their job duties. All employees are encouraged to participate.

The award will be presented on Jan. 11 during the MLK celebration at Creasy Auditorium.

MARTIN LUTHER KING JR.

I look to a day when people will not be judged by the color of their skin, But by the content of their Character. -MLK Jr.



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

I hope everyone had the chance to spend time with family and friends during the Thanksgiving holiday, and to reflect on what you are thankful for.

During this time of the year, many of you will take advantage of annual leave opportunities to spend time with family and friends, decompress from work, complete Christmas shopping, and hunt.

With the winter months approaching, please be aware of weather conditions. Even though the recent weather has been unseasonably warm, hopefully you have completed your preventive maintenance on your vehicle and home to ensure you have the necessary safety or emergency items on hand during any winter weather.

During your morning and evening commutes, please give yourself plenty of extra

time for your routes and slow down during bad weather – be vigilant when road surfaces are wet from rain, snow, and ice. And, continue to watch for wildlife on and off the installation.

The Arsenal hosted a visit Nov. 29 with Stefanie Easter, Acting Deputy Secretary of the Army for Acquisition, Logistics, and Technology (ASA (ALT)).

This was Easter's first visit to the Arsenal. The visit included an overview briefing about PBA, pyro demonstration, production line tours and discussions on the CBRN Logistics Hub. During the visit, Arsenal personnel were able to showcase their readiness abilities. These visits are key to remaining synchronized across the PBA stakeholder community.

In early November, the Arsenal hosted and participated in the PM-



Col. Kelso C. Horne III

CCS Program Management Review. Our Ammunition customers saw how we do what we do. Since personalities change, it is important to bring organizations back to the Arsenal on a regular schedule.

The Arsenal hosted its eighth annual Wounded Warrior hunt Dec. 8-10. Once again the installation came together as a team and welcomed veterans who have served our country

in harm's way. Wes Sparks, the Fire Department, the Directorate of Public Works, and many others are to be commended for their efforts and making this a memorable experience every year for our service members.

A story and photos about the event will be published in the January 2018 edition of the *Arsenal Sentinel*.

Thank you for what you do every day to support the Arsenal, our Nation, and our service members. Enjoy what you do; make a difference, and most of all have fun.

Thank you for being part of the PBA team. My Family and I wish you all the best this holiday season. May you have a very Merry Christmas and a Happy New Year!

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

Ethically speaking...

Ethics still apply during holidays

Courtesy of Pine Bluff Arsenal Legal Office

The Holiday season is traditionally a time of parties, receptions, and exchanging gifts. The Standards of Conduct ethics rules, however, still apply during the holidays. To ensure you do not unwittingly violate the ethics standards, a brief summary of the rules is set out below.

Office Holiday parties

a. Generally, office parties are unofficial events. You may not use appropriated funds to pay for them or use Government vehicles for support.

b. You may not solicit outside sources for contributions for your party. This includes funds, food, decorations, and gift items.

c. A workplace holiday celebration may be publicized by an e-mail announcement and by posting a few flyers within the work area. The key is to keep the use of Government resources modest and reasonable. Government printing support for invitations and costly posters is not appropriate.

d. You may invite contractor employees to attend a workplace holiday celebration, but their attendance must be at no cost to the Government. Be mindful of avoiding the appearance of partiality or favoritism when inviting contractors. Contractor employees may not be asked to organize holiday events.

SEE ETHICS PAGE 6

Social Security

Social Security's gift to children is security

*By Tonya Cater
Social Security Public Affairs*

During the holiday season, most of us, regardless of religion or beliefs, focus on the children we love. Caring for children is one of the best ways to safeguard the future. And we at Social Security know a thing or two about helping children.

The application for a Social Security number and card is sometimes overlooked in the paperwork that parents fill out in preparation for a child's birth.

Typically, the hospital will ask new mothers if they want to apply for a Social Security number for their newborn as part of the birth registration process. This is the easiest and fastest way to apply. The Social Security card typically arrives about a week to ten days after that little bundle of joy! You can learn about Social Security numbers for children by reading our publication, Social Security Numbers for Children, available at www.socialsecurity.gov/pubs.

A child needs a Social Security number if he or she is going to have a bank account, if a relative is buying savings bonds for the child, if the child will have medical coverage, or if the child will receive government services. You'll also need a Social Security number for a child to claim him or her on your tax returns.

If you wait to apply, you will have to visit a Social Security office and you'll need to:

- Complete an Application for a Social Security Card (Form SS-5);
- Show us original documents proving your child's U.S. citizenship, age, and identity; and
- Show us documents proving your identity.

A child age 12 or older requesting an original Social Security number must appear in person for the interview, even though a parent or guardian will sign the application on the child's behalf.

Children with disabilities are among our most vulnerable citizens. Social Security is dedicated to helping those with qualifying disabilities and their families through the Supplemental Security Income (SSI) program. To qualify for SSI:

- The child must have a physical or mental condition, or a combination of conditions, resulting in "marked and severe functional limitations." This means that the condition(s) must severely limit your child's activities;
- The child's condition(s) must be severe, last for at least 12 months, or be expected to result in death; and
- The child must not be working and earning more than the Substantial Gainful Activity limit (\$1,180 a month in 2018).

If your child's condition(s) does not result in "marked and severe limitations," or does not result in those limitations lasting for at least 12 months, your child will not qualify for SSI.

Family resources are also considered. If the parents of the child or children have more resources than are allowed, then the child or children will not qualify for SSI. You can read more about children's benefits at www.socialsecurity.gov/pubs/EN-05-10026.pdf.

Visit www.socialsecurity.gov/people/kids to learn more about all we do to care for children. Social Security is with you and your children through your life's journey, securing today and tomorrow.

No thanks best answer to restricted gifts

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

*By Kari Hawkins
Army Materiel Command Public Affairs*

When it comes to work-related gifts, the best advice for a government employee is generally to not accept them.

Consider the following:

- An employee used their government credit card to purchase office supplies. The retailer thanked the employee by giving the gift of a free briefcase. After a Department of Defense inspector general's investigation, the briefcase was returned and the employee disciplined.

- An employee was disciplined for soliciting donations for a school event from co-workers while on duty and at work.

- An Army general visited New York City with his wife. During his stay, the general accepted two complimentary meals from the president of a defense contractor with multiple DOD contracts. The contractor also gave the general two free tickets to see a Broadway show. Upon investigation, the IG found the

general's actions to be a violation of the ethics rules. For this and other violations, the general was fined and forced to retire at a lower rank.

All are violations of the gift regulations found in the Standards of Ethical Conduct for Employees of the Executive Branch (5 C.F.R. Part 2635).

"There are significant restrictions on the acceptance of gifts by military and civilian employees of Executive Branch agencies," said Larry Wilde, an attorney

for the Army Materiel Command who specializes in ethics. "The underlying reason for gift restrictions is the fundamental obligation of federal employees to place loyalty to the Constitution, laws and ethical principles above private gain in order to earn and retain the public's trust."

The Standards of Ethical Conduct regulations prohibit federal employees from soliciting or accepting any gift from a "prohibited source" or any gift given because of the employee's official position, unless the item is excluded from the regulatory definition of a gift or falls within an express exception. A "prohibited source" is a person who seeks offi-

cial action from the employee's agency, does or seeks to do business with their agency, conducts activities regulated by their agency, or has interests that may be substantially affected by the performance or non-performance of the employee's official duties.

"Employees of defense contractors, for example, are considered 'prohibited sources' as pertains to DOD employees," Wilde said. "The rules apply regardless of whether the DOD employee who is receiving a gift has any official duties involving the contractor or whether the employee is on or off duty."

But applying such broad gift restrictions would sometimes lead to unintended results if no exceptions are permitted, Wilde said. "Under these regulations, for example, if your spouse works for a defense contractor and you are a DOD employee, your spouse would be considered a prohibited source and, absent an exception, you would be prohibited from accepting any kind of gift from your spouse," Wilde said. "Fortunately, the ethics rules provide a list of exceptions to the basic

prohibition.

One of these exceptions is for gifts that are given clearly based on personal relationships. The history and nature of the relationship – such as a marriage or a father-daughter connection – and whether the person or the employer is paying for the gift are relevant considerations in determining whether this exception is met."

There are other gift exceptions in the Standards of Ethical Conduct rules. A common exception is that employees may accept a gift from a prohibited source, or one given because of the employee's official position, if the fair market value of the gift does not exceed \$20 per occasion, or \$50 in multiple gifts from the same source in a calendar year.

"Before accepting any gifts, however, the employees should also consider the appearance that accepting these gifts might create," Wilde said. "Just because a gift exception could apply does not mean an employee should accept a gift if the circumstances could cause the public to reasonably question the employee's integrity or impartiality."

SEE GIFTS 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

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Commander*

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Hails and Farewells

Hails

Damaris Sullivan-Powe, Program Specialist (SHARP), has joined the Office of the Commander – Employee Assistance Program.

Emily Weissenfluh, Physical Science Technician, has joined the Directorate of Chemical and Biological Defense Operations.

Robert Helsel, Materials Handler, has joined the Directorate of Material Management.

Steve Reeves, Motor Vehicle Operator, has joined the Directorate of Material Management.

Retirements

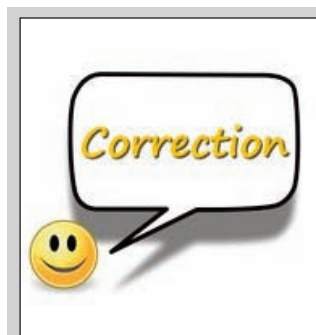
Juanita I. Miles, chemist, has retired from the Directorate of Risk Management and Regulatory Affairs. Miles retires with 27 years of service.

Sharon N. Larsen, Security Specialist (Operations), has retired from the Directorate of Law Enforcement and Security. Larsen retires with 15 years of service.

Larry W. Harris, Hazardous Materials Handler Leader, has retired from the Directorate of Material Management. Harris retires with 44 years of service.

Transfer

Radell S. Nelms, Electrician, has transferred from the Directorate of Public Works to the Veterans Affairs Administration in Little Rock.



The Arsenal Sentinel story on Nov. 9 on the GSA Supply Store incorrectly identified the supply vendor. The vendor is Alphapointe/Ability-One.

Freer joins Business Ops

By Rachel Selby

Jordan Freer joined Pine Bluff Arsenal's Directorate of Business Operations as a project manager in October. Freer, who had been working at PBA in the Directorate of Engineering and Technology since 2007, replaces DeAnne Florquist who recently departed the Arsenal.

A resident of Sheridan, Ark., Freer will be responsible for various projects and portfolio management for sensitive or critical projects, as part of a strategic effort to provide improved readiness and value to the Warfighter – the Arsenal's most valued customer.

"I'm taking over DeAnne's projects which includes HX (less toxic smoke mix composition) production, the Chemical Reconnaissance and Explosives Screening Set or CRESS, Dismounted Reconnaissance Sets, Kits, and Outfits or DRSKO lifecycle support, 20th CBRNE Counter Weapons of Mass Destruction Kits and the 81mm non-lethal Indirect Fire Munition," said Freer. "The HX is a multi-part project that includes a mix facility and canister production set up for PM-CAS (Project Manager Combat Ammunition Systems), as well as preliminary work on an AN-M8A1 HX grenade for PM-CCS (Project Manager Close Combat Systems)."

Prior to this position, he worked as a project engineer and project manager with E&T, where he provided support for various chemical and biological defense programs including the large filter production and decontamination kit production.

"One of the first projects I worked on when I got here was the automated M295 Individual Equipment Decontamination Kit line and bringing it on line," he said. "It didn't work as well as we liked it to at first but we got it up and running."

Freer said that his role on the M98 non-lethal distraction grenade and the M99



Jordan Freer

blunt trauma grenade expanded more to a project manager role when he was at E&T.

"I have had the project manager experience with two projects. This position now is definitely a challenge. I have to back away from the technical side a bit but also be able to track and monitor every aspect of the different projects I'm a part of," said Freer.

He said that a few of his projects are high-profile such as the 20th CBRNE project. "This is a hot item right now. We have representatives coming in this month to discuss concepts on the kits," he said. "There is a lot of high visibility on this project."

Freer, who is originally from Gurdon, Ark., has a Bachelor of Science degree in industrial engineering and a minor in business management from the University of Arkansas at Fayetteville. He maintains a level two Defense Acquisition University certification in systems engineering.

In 2012, he received commendation from PM-CCS in recognition of his support for the M98/M99 grenades achieving full material release approval. In 2016, he received the Commanders Award for Civilian Service in recognition of his engineering and management support for the M98/M99 and M82 grenades.

"There will be a lot more oversight on these projects with the project management," he said. "It will allow us to track the high-visibility projects more closely."

Retirement



Pine Bluff Arsenal Commander Col. Kelso Horne presents a retirement certificate to Larry Harris. Harris, a hazardous material handler leader with the Directorate of Material Management, retired from the Arsenal recently with 44 years of service.

U.S. ARMY PHOTO BY HUGH MORGAN

CPAC Corner

What is Civilian Service?

Courtesy of Pine Bluff Arsenal CPAC

Army Civilian Service provides mission-essential support to Soldiers by providing a workforce of talented, qualified civilians to fill critical non-combat roles. These include careers in engineering, finance, medicine and much more.

Army Civilian Service employees receive a benefits package designed to provide a comfortable and secure work-life balance. These benefits include:

- Competitive salaries
- Paid holidays, sick leave, and vacation time
- A flexible work environment
- Comprehensive health and life insurance options with a substantial employer contribution to premiums
- A three-tiered retirement program with matching employer contribution
- Bonuses, awards and other incentives for job performance

Put your military experience to work and continue your service to the nation.

If you are a veteran, you may be eligible for preference in hiring over non-veteran applicants. Veterans' preference was established by Congress to recognize those who have served in the U.S. military. While veterans' preference does not guarantee you'll be hired, it does help your resume stand out among other applicants.

If you are unsure of your eligibility, visit Fed-HireVets.gov.

Military spouses may be eligible for noncompetitive appointment or preference when seeking federal employment through Army Civilian Service.

Whether you are a seasoned professional or just beginning your career, Army Civilian Service provides challenging, stable job opportunities that may transfer from installation to installation. Military Spouse Preference is a Department of Defense program applicable to positions in the continental United States and overseas.

Visit America's Veteran for more information about special hiring authorities for military

spouses and family members.

Learn more by visiting the USAJobs Source Spouse Center.

Student work programs within Army Civilian Service offer valuable on-the-job experience, training and avenues for advancement. Whether you are in high school, college, or graduate school, student work opportunities allow you to develop specialized skills and gain meaningful career-related experiences. Student positions are available throughout the United States, may be filled at any time during the year and are typically located on or near a U.S. Army installation.

Army Civilian Service will fill more than 100,000 jobs in the next three to five years. Match your college major to in-need career fields with the Federal Jobs by College Major chart.

Army Civilian Service has an established culture of growing leaders. The Career Intern Program prepares entry-level employees for advancement in professional, administrative and technological career fields.

The Army promotes employment opportunities for students and recent graduates through the Pathways Programs.

If you have a disability, you may qualify for competitive and noncompetitive federal employment.

Disabled individuals may qualify for Army Civilian Service based on a special appointing authority. Applicants must be able to perform the essential duties of the job with reasonable accommodation.

Noncompetitive employment is also available for individuals with severe physical, psychiatric or intellectual disabilities. Candidates must provide documentation of their disability and proof of job readiness signed by a licensed medical professional, a licensed vocational rehabilitation specialist, or a representative from any federal or state agency that provides disability benefits. Candidates who are selected for noncompetitive appointment are hired through the Schedule A (5 CFR 213.3102(u)) Hiring Authority.

How to read your SF-50

Courtesy of Pine Bluff Arsenal CPAC

If you don't know which service you're in or your appointment type, you can refer to your SF-50 (Notification of Personnel Action).

When looking for your appointment type, look for Block 24 named "Tenure" on your SF-50. You may see a 0, 1, 2, 3 or asterisk.

A 0 indicates that you may be in the Senior Executive Service or appointed by the President subject to Senate confirmation. You may also be in a group that

is not defined in The Guide to Data Standards. A 1 indicates that you're a permanent, career employee and have completed three years of service. A 2 indicates that you're a career-conditional employee. You're in a permanent position, but you haven't completed three years of service yet and may still be in your probation period. A 3 indicates a temporary or term appointment.

An asterisk indicates that you were appointed through a specific hiring authority that deviates from the

above. For more information, contact the PBA CPAC if you're unsure about what's in your Tenure block.

When looking for your positions type, look at Block 34 named "Position occupied". You may see a 1, 2, 3, 4 or asterisk.

A 1-Competitive Service indicates you're in the Competitive service. A 2-Excepted Service indicates you're in the Excepted service. A 3-SES General indicates you're in the Senior Executive service. A 4-SES Career Reserved indicates you're in the Senior Executive ser-

vice. If you have an asterisk or questions about Block 34, contact the PBA CPAC to tell you the service type.

The Department of Defense and other agencies have exceptions to these rules. For example:

- If you have Tenure: 0 and Position occupied: 1, you're a current temporary employee.
- If you have Tenure: 3 and Position occupied: 1, you're a current term employee.

If you see a combination of numbers you don't understand, contact the PBA CPAC.

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."

CP DEPMED storage changes are coming

By Rachel Selby

Improved storage methods for the Collectively Protected Deployable Medical Systems or CP DEPMEDS program are in the works, according to Marcus Burris, project coordinator, with Pine Bluff Directorate of Chemical and Biological Defense Operations.

“Right now there are 12 units here at Pine Bluff, and two in Korea,” said Burris. “There will always be two CP DEPMED units packed and ready to go from here within a 72-hour period.”

The CP DEPMEDS is designed to provide collective protection to the core components of Combat Support Hospitals, according to a PBA fact sheet. The unit consists of tents, passageways, shelters and other collective protection equipment to create a controlled patient treatment area that is clean and chemical-free. There are two different styles – tan and green.

“The Army has the tents. We provide the membrane that goes inside the tents that protect them. They are like balloons,” said Brent Carr, CB leader with the CP DEPMEDS project. “The membranes are over-pressurized and expanded. Everything is in the mil van to make it a chemical-free environment.”

According to information provided by Burris, each CP DEPMED kit is stored in mil vans outside in the environment. The proposed ap-

proach, which is similar to what the U.S. Navy is currently using, will store the kits unpackaged on shelving inside a warehouse.

“There are several reasons for moving to the warehouse environment – including labor reduction during Care of Supplies on Storage or COSIS, surveillance, container certification and pre-deployment inspections,” read the information from JPEO-CBD. “This type of environment will help to reduce deployment time for material inspection rather than having to unload, inspect and re-pack. This method will also improve long-term storage resulting in longer shelf life.”

Other pluses for this type of storage include timely customer service, greater asset visibility as well as less labor intensive, more efficient processes.

The process of moving to the warehouse environment has been in the works for almost 10 years, according to Burris.

“The reasoning behind this new method is cost effectiveness and readiness,” he said. “The large area maintenance shelter (located near the PBA Motor Pool area) was built for the type of work we are doing now with these units. Two warehouses up on the northern end of the installation are being looked at for this new storage, however, all the maintenance and loading will be done in the maintenance area.”



Warehousing storage options for the Chemically Protected Deployable Medical Systems is currently being discussed for this project at Pine Bluff Arsenal. Pictured are storage methods currently used by the U.S. Navy for similar items. The CP DEPMEDS is designed to provide collective protection to the core components of Combat Support Hospitals and keep them clean and chemical-free. U.S. ARMY PHOTOS

GIFTS

Continued from Page 2

Other common gift exceptions apply for certain awards and honorary degrees; gifts based on the outside business or employment relationship of the employee's spouse and meals and refreshments in foreign areas under certain circumstances.

“DOD employees can also accept free attendance at gatherings, such as dinners

or galas, that are attended by a large and diverse group of people, as long as there is a written determination made by the employee's ‘agency designee,’ generally the supervisor that the employee's attendance serves the interests of the agency and outweighs the concern that the employee may be, or appear to be, improperly influenced in the performance of official duties,” Wilde said. There are also some common items that are simply excluded from federal gift restrictions.

“Probably the most common of these exclusions are commercial discounts and benefits available to the public or to all federal employees or members of the military,” Wilde said. “This is why employees may accept military discounts or special hotel rates offered to all government employees when the offer is not based on rank. Plaques, certificates and trophies of little intrinsic value that are intended primarily for presentation are also not subject to the gift restrictions.”

The federal gift regulations prohibit employees from ever soliciting a gift. For example, service contractors who are working with federal employees may not be solicited to contribute to office parties or workplace fundraisers, and may never be permitted to contribute to group gifts for federal employees.

Employees should report gifts from outside sources to their supervisor or servicing ethics counselor. Improper gifts may be returned or the donor may be reimbursed fair market value. Tangible items valued up to \$100 may be destroyed or, if the item is perishable, the employee's supervisor may approve that it be shared in the office, given to charity or destroyed.

There are separate statutes and regulations concerning gifts from foreign governments, the acceptance of certain travel benefits and gifts between federal employees. “The gift rules can be complicated and counter-intuitive at times. Naturally, the best way to avoid accepting an improper gift is to not accept it in the first place. Whether or not a gift exception applies, it is never okay to accept a gift in return for being influenced in the performance of duty or to give the appearance of using your public office for private gain,” Wilde said.

Berry passionate about fitness

By Rachel Selby

Her warm, enthusiastic personality is infectious. Once you meet her, Kathy Berry, Pine Bluff Arsenal's new fitness instructor, she will win you over with her smile and positive attitude.

“My programs will be different because I'm here,” she said. “Instead of showing someone how to use the equipment or do an exercise, I plan to work out with them. By being a part of what that person is trying to accomplish, I can help them get there.”

Berry, whose husband, Bradford, works for the Directorate of Law Enforcement and Security, said that many people are intimidated by the gym and working out.

“I want to get them familiar with doing it so it becomes routine. I want to start them out with the basics instead of overwhelming them with too much,” she said. “We will start with low impact exercises because lots of folks have bad knees and bad backs. I want to keep everyone encouraged and motivated.”

One fitness program that Berry is bringing back in January is the Arsenal's Biggest Loser Weight Loss Challenge.



Kathy Berry

The program will kick off Jan. 8 and go until March 30. The program is open to the general public as well as the workforce.

Cost is \$100 per participant. The program is designed, according to a flyer, “to promote, encourage, and motivate individuals toward a healthier, more positive lifestyle.” Berry said that prizes will be given during the challenge to keep people motivated

to continue.

Participants in the Biggest Loser challenge will weigh in and get measured from 6 to 9 a.m. and 1 to 4 p.m., Monday through Thursday. Participants are required to workout at least four time a week for 30 minutes or three times a week for 45 minutes. To receive credit, a fitness attendant must sign the participant's card.

Berry has been work-

ing for Recreation Services since the end of October. This is something I love to do. I have been teaching classes since I started coming out here,” she said. “I want to try to get the folks who used to come to the gym back in here. Get them motivated and keep them going.”

In addition to the Biggest Loser, Berry said that she plans to get other classes going. “It may take a few months to get everything in place and get everyone going,” she said. “I want to see more than half the gym floor taken up with people taking classes. Classes start Jan. 2.”

Classes starting in January will include kick boxing, strength training, circuit training, aerobic training, and abs. “We are going to use every piece of equipment in the gym,” she said. “That is my goal.”

The classes will not cost extra. Participants will need an Arsenal FMWR card.

For information about the classes or the Biggest Loser Weight Loss Challenge, call 540-3621 or come by the Fitness Center at Bldg. 16-310.

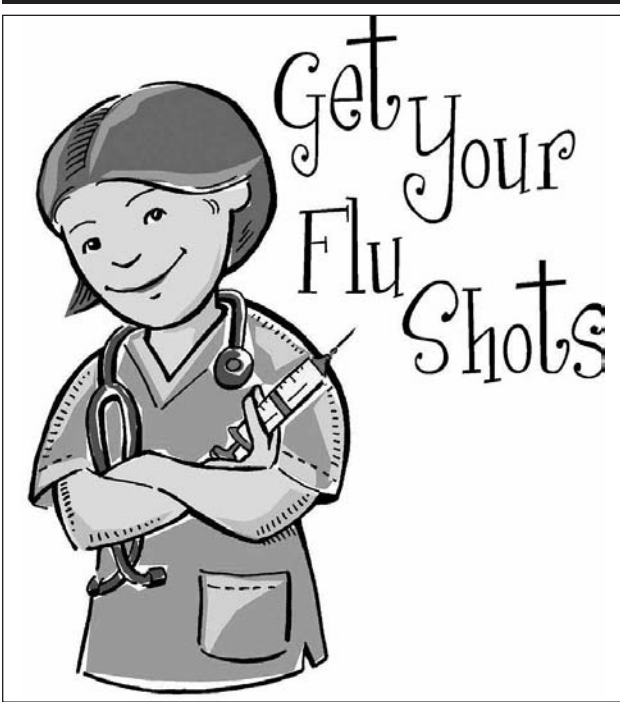
PRACTICE OPSEC
Your Trash... Could be an Adversary's Treasure!

January 2018

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2 Ab's 40min 3:00-4:00 / 4:30-5:30	3 Kick Boxing 3:00-4:00 / 4:30-5:30	4 Ab's 40min 3:00-4:00 / 4:30-5:30	5 Combo Training 3:00-4:00 / 4:30-5:30	6
7	8 Aerobic Training 3:00-4:00 / 4:30-5:30	9 Ab's 40 min 3:00-4:00 / 4:30-5:30	10 Strength Training 3:00-4:00 / 4:30-5:30	11 Ab's 40min 3:00-4:00 / 4:30-5:30	12	13
14	15 Strength Training 3:00-4:00 / 4:30-5:30	16 Ab's 40 min 3:00-4:00 / 4:30-5:30	17 Kick Boxing 3:00-4:00 / 4:30-5:30	18 Ab's 40min 3:00-4:00 / 4:30-5:30	19 Combo Training 3:00-4:00 / 4:30-5:30	20
21	22 Circuit Training 3:00-4:00 / 4:30-5:30	23 Ab's 40min 3:00-4:00 / 4:30-5:30	24 Step/Rope Day 3:00-4:00 / 4:30-5:30	25 Ab's 40min 3:00-4:00 / 4:30-5:30	26	27
28	29 Aerobic Training 3:00-4:00 / 4:30-5:30	30 Ab's 40min 3:00-4:00 / 4:30-5:30	31 Kick Boxing 3:00-4:00 / 4:30-5:30			

Pine Bluff Arsenal Recreation Services
16-310 Flemming Drive
Pine Bluff, Ar 71602

Phone: (870) 540-3778
Workout Hours
3:00 P.M. - 4:00 P.M.
and
4:30-5:30
Mon-Fri



Flu shots available

Pine Bluff Arsenal Health Clinic is still 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.

FEW November meet focuses on compliance

Courtesy of Bluff Center Chapter of FEW

The Bluff Center Chapter of Federally Employed Women held their monthly meeting Nov. 15 at the Pine Bluff Arsenal Training Center. The featured speaker was John Bynum with the Arsenal's Equal Employment Opportunity office.

Bynum's presentation was on "What is Compliance?" It was a very informative presentation giving our members and guests a review of topics such as EEO rules and regulations, reporting requirements such as the MD 715, complaint processes, sexual harassment, and hostile work environments. Bynum was presented a certificate of appreciation by Chapter president Becky Simmons for speaking to the chapter on compliance - one of FEW's four focus areas. A meal was provided by chapter members, and a short business meeting was held after the presentation. The chapter's 2017-2018 budget was approved and discussion was held on the Chapter's Christmas party and support of the CASA Women's Shelter in Pine Bluff.

The FEW January 2018 meeting is scheduled tentatively for Jan. 17 at Jefferson Labs. More details will be forthcoming.

The Bluff Center chapter meets the third Wednesday of the month at 11:30 a.m., alternating between Jefferson Labs and the Pine Bluff 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. We work in partnership with the Federal Women's Program and we focus on legislative issues, compliance, training, and diversity applicable to all employees. We strive to offer training in these four focus areas along with other important subjects at all of our monthly meetings.

All are welcome to join us to learn more about our organization and how we can serve you. 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



Stacy Johnson, SHARP Academy instructor from Fort Leavenworth, Kan., conducts a first responder training on the Army's SHARP program for PBA firefighters Nov. 29. This training - which is being piloted here at the Arsenal, according to Travis White, Directorate of Law Enforcement and Security training officer, was held during the last week in November for all first responders here on the Arsenal. Updates to the SHARP program here at PBA are in the works and a story is set for the January *Arsenal Sentinel* about the new SHARP program manager, Damaris Sullivan-Powe.



From left, Barbara Smith, Sexual Assault Response Coordinator for Pine Bluff Arsenal; Kenny Santee, Training Instructor - SVCC, U.S. Army Military Police School, Fort. Leonard Wood, Mo., Damaris Sullivan-Powe - SHARP program manager for Pine Bluff Arsenal, Stacy Johnson - SHARP Academy Instructor, Fort. Leavenworth, Kan., Alan (AJ) Jarrell, fire chief for Pine Bluff Arsenal, and Travis White, training specialist for Pine Bluff Arsenal's Directorate of Law Enforcement and Security. All of these individuals comprise the Mobile Training Team. According to the Sexual Assault Prevention and Response (SAPR) Program Procedures which is the DoDI 6495.02, all first responders are required to have this training annually. U.S. ARMY PHOTOS BY RACHEL SELBY

Arsenal's CYC sets winter camp sign ups

Courtesy of Pine Bluff Arsenal Child and Youth Services

Are you needing care for your child/children in Kindergarten through 12th grade?

Winter camp signups are happening now at Pine Bluff Arsenal's Child and Youth Services.

Christmas and New Year's is just around the corner. CYC winter camp activities will include crafts, games and

yummy food. We are USDA approved for breakfast, lunch and snack. Our staff are highly trained and are ready to have some fun.

During week one, CYC will be open Dec. 26-30, and for week two, the facility will be open Jan. 2-5. If you are interested in signing up your child/children for Winter Camp 2017 please go to militarychildcare.com to get them on our wait-

list.

Follow these steps to enroll your child/children:

Step 1: Create Account-Go to militarychildcare.com to create an account containing information about your family, or to login using an existing username and password.

Step 2: Search and Request Care-Search the system for the child care options that best

fit your needs and submit your requests for care.

Step 3: Manage My Requests- You can manage your requests for care from anywhere in the world.

Step 4: Update My Profile- Keep your My Profile page up-to-date with important information.

For questions or more information, call 540-2972.

Pine Bluff Arsenal's

"BIGGEST LOSER"

WEIGHT LOSS CHALLENGE

8 Jan 18 - 30 Mar 18

The "Biggest Loser" Challenge is designed to promote, encourage, and motivate individuals towards a healthier, more positive lifestyle. During the process of the program it will include fitness activities, good nutrition, fitness education, and motivation. Everyone must possess an FMWR card to participate. Registration begins 4 December 2017. Cost is \$100.00 dollars per participant. Prizes will be given throughout the challenge. However, there will only be one overall winner...will that winner be you?

RULES

Participants must be registered for the challenge

After registration, a participation card will be issued and must be kept throughout the challenge

Once a week weigh-in and body fat percentage measurements are required (strictly confidential)

Once a week participants will meet to go over material, answer questions, and concerns

Participants are required to workout at least 4 times a week (30 mins.) or 3 times a week for 45 mins

To receive credit for each workout, The Fitness Instructor must sign participant's card

At program's end, the total amount of weight (pounds, body fat percentage and inches) lost per participant will be calculated for final scoring

Weigh-ins will be done 0600-0900 - 1300-1600 Monday thru Thurs

MWR FITNESS CENTER

Hours of Operations

Mon - Thurs 0530 - 2000

Fri. 0930 - 1800

Closed on Sat/Sun

For More Information Contact

Mrs. Katherine (Kathy) Berry

(870) 540 - 3621 or Stop by

MWR Fitness Center, Bldg 16-310

WHUSC Soccer Registration

Spring 2018

When?
9 am to noon
Jan 13, 20, & 27

Ages
4 years - 14 years

Where?
JRMCC Wellness Center in White Hall

Questions?
Call us at (870)-692-1555
Email: rreed1219@yahoo.com
Or find us on facebook!
White Hall Soccer Association

Safety Corner



Staying safe during holiday season

Courtesy of Risk Management and Regulatory Affairs-Safety Division

Holiday safety is an issue that burns brightest from late November to mid-January, when families gather, parties are scheduled and travel spikes.

Take some basic precautions to ensure your family remains safe and injury-free throughout the season.

Putting up decorations is one of the best ways to get in a holiday mood, but about 15,000 injuries involving holiday decorating were seen in emergency rooms during the 2012 season.

- "Angel hair," made from spun glass, can irritate your eyes and skin; always wear gloves or substitute non-flammable cotton

- Spraying artificial snow can irritate your lungs if inhaled; follow directions carefully

- Decorate the tree with your kids in mind; move ornaments that are breakable or have metal hooks toward the

top

- Always use the proper step ladder; don't stand on chairs or other furniture

- Lights are among the best parts of holiday decorating; make sure there are no exposed or frayed wires, loose connections or broken sockets

- Plants can spruce up your holiday decorating, but keep those that may be poisonous (including some Poinsettias) out of reach of children or pets; the national Poison Control Center can be reached at (800) 222-1222

- Make sure paths are clear so no one trips on wrapping paper, decorations, toys, etc.; NSC provides tips for older adults on slip, trip and fall protection

We've all heard it's important when choosing toys for infants or small children to avoid small parts that might prove to be a choking hazard.

Here are some additional gift-related safety tips:

- Select gifts for older

adults that are not heavy or awkward to handle

- Be aware of dangers associated with coin lithium batteries; of particular concern is the ingestion of button batteries

- For answers to more of your holiday toy safety questions, check out this Consumer Product Safety Commission blog

- See which toys have been recalled

Thousands of deaths are caused by fires, burns and other fire-related injuries every year, and 12 percent of home candle fires occur in December, the National Fire Protection Association reports.

Increased use of candles and fireplaces, combined with an increase in the amount of combustible, seasonal decorations present in many homes means more risk for fire.

- Never leave burning candles unattended or sleep in a room with a lit candle

- Keep candles out of reach of children

- Make sure candles are on stable surfaces

- Don't burn candles near trees, curtains or any other flammable items

- Don't burn trees, wreaths or wrapping paper in the fireplace

- Check and clean the chimney and fireplace area at least once a year

Precautions must be taken when using turkey fryers during the holidays or anytime.

- Set up the fryer more than 10 feet from the house and keep children away

- Find flat ground; the oil must be even and steady to ensure safety

- Use a thawed and dry turkey; any water will cause the oil to bubble furiously and spill over.

- Fryer lid and handle can become very hot and cause burns

- Have a fire extinguisher ready at all times

The U.S. Department of Health and Human Services pro-

vides some holiday food safety tips. Here are a few:

- Do not rinse raw meat and poultry before cooking

- Use a food thermometer to make sure meat is cooked to a safe temperature

- Refrigerate food within two hours

- Thanksgiving leftovers are safe for four days in the refrigerator

- Bring sauces, soups and gravies to a rolling boil when reheating

- When storing turkey, cut the leftovers in small pieces so they will chill quickly

- Wash your hands frequently when handling food

Many people choose to travel during the holidays by automobile, with the highest fatality rate of any major form of transportation.

In 2013, 343 people died on New Year's Day, 360 on Thanksgiving Day and 88 on Christmas Day, according to Injury Facts 2015. Alcohol-impaired fatalities represented 31 percent

of the totals.

- Use a designated driver to ensure guests make it home safely after a holiday party; alcohol, over-the-counter or illegal drugs all cause impairment

- Make sure every person in the vehicle is properly buckled up no matter how long or short the distance being traveled

- Put that cell phone away; distracted driving causes one-quarter of all crashes

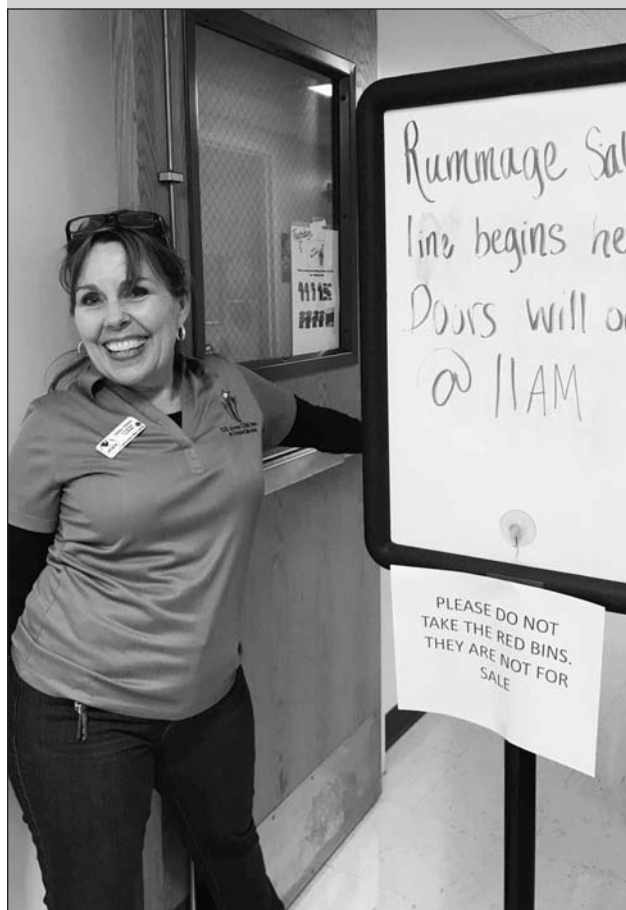
- Properly maintain the vehicle and keep an emergency kit with you

- Be prepared for heavy traffic, and possibly heavy snow

Remember, when guests are staying in your home, make sure areas have night lights or easy-to-reach lamps in case they need to get up during the night.

And, whether you are visiting someone else's home or you have guests in your home, make sure all medications are kept up and away and out of sight from young children.

CYS Sale



Debbie Johnson, Pine Bluff Arsenal's Child and Youth Services Coordinator, was ready and waiting to open the doors for the recent CYS sale. CYS held the sale recently on various items recently in their gym. Items included furniture, toys, books and games. U.S. ARMY PHOTO BY RACHEL SELBY

RFAAP environmental ensures compliance

Courtesy of Charlie Saks RFAAP Public Affairs

The Clean Air Act set national standards for six common air pollutants: particulate matter, ground-level ozone, carbon monoxide, sulfur oxides, nitrogen oxides and lead. As a result of efforts across Radford Army Ammunition Plant (Radford, Va.) to control emissions from stationary and mobile sources, air pollution at RFAAP has decreased. The new Natural Gas Package Boilers have been key in eliminating the air quality

Water. We drink it, bathe in it, cook with it, depend on it for food, recreation, travel, production process, firefighting and consistently use this resource in our everyday lives. Such a necessary part of human existence must be protected in order to provide RFAAP employees, contractors, tenants and housing residents with clean, safe water sources.

Water discharges at RFAAP are monitored to make sure that minimal levels of permitted pollutants enter the New River near the facility. Discharge permits are monitored 24/7 and for the types and amounts of pollutants that can be safely discharged.

RFAAP works to uphold the regulations that govern solid waste management, including reuse, recycling, storage, treatment and disposal. The facility is unique because of the explosive waste generated and the permitted disposal. A new Explosive Waste Incinerator is in the 90 percent design phase and will help RFAAP reduce permitted open burning of propellant.

Responding to pollution-related emergencies is a responsibility that RFAAP shoulders across the entire plant. Creating preparedness and contingency plans is a way that RFAAP stays ready for a variety of environmental emergencies.



Photo left, Gen. Gustav Perna, Commanding General of U.S. Army Material Command, arrives in Tennessee for a visit at Holston Army Ammunition Plant. Photo above, JMC Command Sgt. Maj. Tomeka O'Neil poses for a photo with members of the Holston Army Ammunition Plant staff during her visit to the facility. U.S. ARMY PHOTOS BY HSAAP

Perna, O'Neil among recent visitors to Holston

By Kathy O. Cole HSAAP Public Affairs

October and November were extremely busy months for Holston Army Ammunition Plant in Kingsport, Tenn. In addition to the normal day-to-day operations of the facility, Holston hosted several distinguished visitors during the two month period. Gen. Gustav F. Perna, Commander of the U.S. Army Material Command visited the facility Oct. 23, followed by Command Sgt. Maj. Tomeka O'Neil with U.S. Army Joint Munitions Command Oct. 24. Both officers received a windshield tour of Holston and general overview of the plant.

The next visit included Lt. Gen. Edward

M. Daly, AMC Deputy Command, Nov. 3, followed by a team of individuals from the United States Army Technical Center for Explosives Safety on Nov. 6-8. The team visited potential construction sites to visualize actual relationships with existing and future projects to ensure that all safety standards are met for upcoming modernizations projects and RDX expansion.

Holston had the privilege of hosting Congressman Michael Turner (R-OH), Chairman of the Armed Services Tactical Air and Land Forces Subcommittee and Lt. Gen. John Murray, DCS, G-8, Nov. 10. Both received an orientation brief and a production tour focused on the

RDX and IMX expansion programs at Holston.

Holston continues to support readiness through production of bulk explosives.

Holston AAP is a Government-Owned, Contractor-Operated facility located in Kingsport, Tenn. BAE Systems is the current operating contractor. Since 1942, Holston has produced explosives in support of the Department of Defense.

Holston AAP is a

subordinate installation of the Joint Munitions Command.

JMC operates a nationwide network of conventional ammunition manufacturing plants and storage depots, and provides on-site ammunition experts to U.S. combat units wherever they are stationed or deployed.

JMC's customers are U.S. forces of all military services, other U.S. government agencies and allied nations.

GSA store gives guidance

From the Pine Bluff Arsenal GSA Supply Store: Your AbilityOne vendor

According to the Competition in Contracting Act (41 U.S.C. 253) and guidance in the Federal Acquisition Regulation (FAR 8.002), the AbilityOne program has a priority for supplies and services to satisfy agency requirements.

In fact, the statutory requirement to buy AbilityOne products applies to any dollar amount. Government purchase card holders are required to buy AbilityOne products if they cannot get their supplies from the Federal Prison Industries which has priority over the AbilityOne Program. This means government employees should not purchase from Staples when you can get it from your local GSA Supply Store. Call 540-3417 to let us help answer your office supply/furnishing questions.



It was the night before Christmas, he lived all alone, in a one bedroom house made of plaster and stone. I had come down the chimney with presents to give, and to see just who in this home did live. I looked all about, a strange sight I did see, no tassel, no presents, not even a tree.

No stocking by mantle, just boots filled with sand, and on the wall pictures of far distant lands. With medals and badges, awards of all kinds, a sobering thought came to my mind. For this house was different, so dark and so dreary, the home of a soldier, now I could see clearly.

The soldier lay sleeping, silent, alone, curled up on the floor in this one bedroom home. The face was so gentle, the room in such disorder, not how I pictured a United States soldier. Was this the hero of whom I'd just read? Curled up on a poucho, the floor for a bed?

I realized the families that I saw this night, owed their lives to these soldiers who were willing to fight. Soon round the world, the children would play, and grownups would celebrate a bright Christmas day. They all enjoyed freedom each month of the year, because of the soldiers, like the one lying here.

I couldn't help wonder how many lay alone, on a cold Christmas eve in a land far from home. The very thought brought a tear to my eye, I dropped to my knees and started to cry. The soldier awakened and I heard a rough voice, "Santa don't cry, this life is my choice;

I fight for freedom, I don't ask for more, my life is my God, my country, my corps." The soldier rolled over and soon drifted to sleep, I couldn't control it, I continued to weep. I kept watch for hours, so silent and still, and we both shivered from the cold evening's chill.

I didn't want to leave on that cold, dark, night, this guardian of honor so willing to fight. Then the soldier rolled over, with a voice soft and pure, whispered, "Carry on Santa, it's Christmas day, all is secure." One look at my watch, and I knew he was right. "Merry Christmas my friend, and to all a good night."

By Lance Corporal James M. Schmidt

120097

EAP Corner

December is national 3D month

Courtesy of Pine Bluff Arsenal's Employee Assistance Program

Great strides have been made in the last couple of decades in sending the message that driving drunk is dangerous, and presents a serious public health risk to all. There are misconceptions that driving under the influence of marijuana or a prescription medication is safer than driving while impaired by alcohol. We have a lot of work to do and need to be serious when it comes to drunk and drugged driving. The bottom line is impaired is impaired.

Every day, 28 people in the United States die in motor vehicle crashes that involve an alcohol-impaired driver. This is one death every 51 minutes. The annual cost of alcohol-related crashes totals more than \$44 billion. Drunk and drugged driving can result in horrible tragedies and loss of life.

How big is the problem?

- In 2015, 10,265 people died in alcohol-impaired driving crashes, accounting for nearly one-third (29 percent) of all traffic-related deaths in the United States.

- In 2015, a total of 1,132 children 14 and younger were killed in motor vehicle traffic crashes, of these 1,132 fatalities, 181 children (16 percent) died in alcohol-impaired-driving crashes.

- In 2015, nearly 1.1 million drivers were arrested for driving under the influence of alcohol or narcotics. That's one percent of the 111 million self-reported episodes of alcohol-impaired driving among U.S. adults each year.

- Drugs other than alcohol (legal and illegal) are involved in about 16 percent of motor vehicle crashes.

- Marijuana use is increasing and 13 percent of nighttime, weekend drivers have marijuana in their system.

- Marijuana users were about 25 percent more likely to be involved in a crash than drivers with no evidence of marijuana use, however other factors – such as age and gender – may account for the increased crash risk among marijuana users (NHTSA, 2015).

Drugged driving

It is known that drugs, even those prescribed by a physician, can impair perception, judgment, motor skills, and memory. Recent surveys have shown how pervasive drugged driving has become in the United States. The Office of National Drug Control Policy or ONDCP is taking steps to highlight the growing problem of drugged driving. Specifically, ONDCP aims to make preventing drugged driving a national priority on par with drunk driving.

To work toward this goal, ONDCP's strategy calls for:

- Encouraging states to adopt Per Se drug impairment laws;
- Collecting further data on drugged driving;
- Enhancing prevention of drugged driving by education communities and professionals;
- Providing increased training to law enforcement on identifying drugged drivers; and,

Year		Total Fatalities in all Crashes	Alcohol-impaired Driving Fatalities (BAC = .08+)		Per 100 Million VMT
			Number	Percent	
2012	Arkansas	560	144	26	0.43
	US	33,782	10,336	31	0.35
	Best State*			15	0.08
2013	Arkansas	498	121	24	0.36
	US	32,893	10,084	31	0.34
	Best State*			17	0.14
2014	Arkansas	470	136	29	0.40
	US	32,744	9,943	30	0.33
	Best State*			18	0.11
2015	Arkansas	550	158	29	0.45
	US	35,485	10,320	29	0.33
	Best State*			15	0.14
2016	Arkansas	545	117	21	
	US	37,461	10,497	28	
	Best State*			19	

*Based on the BAC of All Involved Drivers and Motorcycle Riders (Operators) Only
2016 National VMT is a Preliminary Estimate and Subject to Change
2016 State Vehicle Miles Traveled (VMT) Data is Not Yet Available

- Developing standard screening methodologies for drug-testing labs to use in detecting the presence of drugs.

Marijuana-impaired driving

Discussions of marijuana legalization in some states are putting increased focus on marijuana-impaired driving and its impact on public safety.

Project SAM (Smart Approaches to Marijuana) summarizes the latest science on the effects of marijuana on the brain and body. It explains how the drug can significantly alter the ability of an individual to drive a vehicle safely. The typical effect is significantly diminished psychomotor performance. Psychomotor skills are essential for the basics of driving; steering, braking, and shifting between gears. These effects can more than double the risk of a vehicle crash.

Making healthy choices

Designating a sober driver or finding a safe ride home via a taxicab or other means reduce impaired driving crashes. It removes the impaired drivers from the road as well as deters others from attempting to drive, thereby lessening the hazards to innocent people.

Our ability to safely drive a motor vehicle can also be impacted by drug use, including medical marijuana and prescription drugs. When you drive drunk or drugged, you aren't just putting yourself at risk, you are endangering anyone else who is riding in your vehicle, and everyone else on the road (Kathy Peters, 2015).

Please drive to arrive alive this holiday season! Merry Christmas and Happy New Year! The Pine Bluff Arsenal Employee Assistant Office staff are here to help. We offer you a safe and confidential place to discuss concern, challenges, and strategies for managing difficulties in your life. Our office is located at Building 13-040 and phone number is 540-3094.

DRUNK AND DRUGGED DRIVING PROCLAMATION

WHEREAS: In 2015, impaired driving led to 429 deaths in a year in Arkansas; and whereas in the United States 1.1 million drivers are arrested each year for impaired driving; and

WHEREAS: The National Highway Traffic Safety Administration (NHTSA) has created the *You Drink & Drive. You Lose.* National Campaign to address this public health and traffic safety problem; and

WHEREAS: NHTSA and its *You Drink & Drive. You Lose.* partners nationwide are working toward a goal of reducing impaired driving fatalities; and

WHEREAS: Designating a sober driver or finding a safe ride home via a taxi or other means, reduces impaired driving crashes both by removing impaired drivers from the road, as well as deterring others from attempting to drive, and thereby lessen the hazards to innocent people; and

WHEREAS: The Pine Bluff Arsenal of Jefferson County in Arkansas, considers its duty to protect our citizens from hazards, such as impaired drivers, of the highest priority; therefore be it

RESOLVED: That the Pine Bluff Arsenal of Pine Bluff, Arkansas hereby joins the *You Drink & Drive. You Lose.* campaign in proclaiming December 20 to be *Lights on for Life*; the month of December to be *Drunk and Drugged Driving (3-D) Month* and hereby proclaims support for designated sober drivers and safe ride activities as valuable weapons in the battle against impaired driving.

Roch Byrne
Roch C. Byrne III
COL, CW
Commanding
04 DEC 2017
DATE

Name _____ Office Symbol _____

Unscramble Words /Drunk and Drugged Driving

- COLLAHO _____
- ERBE _____
- NIWE _____
- SPTNORPICE _____
- ZUBZ _____
- GURDS _____
- RUNDK _____
- MAPTRIMINE _____
- VINGDRI _____
- CADIMIETNO _____
- ARIMUAIAN _____
- RUGGED _____

Speaking engagement



Pine Bluff Arsenal's Deputy to the Commander Roch Byrne speaks to the Pine Bluff Rotary Club during November at the Pine Bluff Country Club. Byrne gave an update on the Arsenal's mission during his talk. U.S. ARMY PHOTO BY HUGH MORGAN

ETHICS

Continued from Page 2

e. Minimize the use of Government time for holiday activities. For example, duty time should not be used to cook food or purchase cookies and refreshments.

Gifts

Employees may exchange gifts during the holiday season but must be mindful of appearances and the rules on gifts between employees. Specific rules follow:

a. Gift Exchange: A \$10 limit should be established to avoid an inadvertent violation of the ethics rules on gifts between employees.

b. To Supervisors: You may not solicit contributions from other employees for a group gift to a superior. You should refuse a gift valued at over \$10 from another Federal employee who makes less money than you do, unless there is no superior-subordinate relationship, and there is a personal relationship that would justify the gift.

c. From Contractors & Outside Organizations: Government personnel may not accept gifts, including attendance at parties, open houses, and receptions from contractors, contractor personnel, and other outside organizations unless one of the following exceptions and exclusions applies:

(1) "\$20 Rule:" DoD personnel may accept gifts (other than cash) not exceeding \$20, as long as the total amount of gifts that the personnel accepts from that source does not exceed \$50 for that calendar year.

(2) Personal Gift: DoD personnel may accept a gift, even from a contractor employee, when it is based on a bona fide personal relationship, such as a relationship. (Such gifts must be paid for personally by the contractor employee, not the company.)

(3) Widely-Attended Gathering: DoD personnel may generally attend an open-house or reception and accept free refreshments if the event is widely-attended and the employee's supervisor provides advance approval in writing that it is in the agency's interest that the employee attend.

(4) Open to the Public: DoD personnel may accept invitations (even from contractors) that are free and open to the public, all Government employees, or to all military personnel.

(5) Gifts unrelated to DoD employment: DoD personnel may accept invitations offered to a group or class that is not related to Government employment (for example, if the apartment owner where you live throws a reception for all of the tenants of the building).

(6) Modest Items of Food and Refreshments: DoD personnel may accept food items consisting of soft drinks, coffee, pastries, or similar modest non-alcoholic refreshments not constituting a meal.

(7) Gifts based on Outside Business or employment relationships: DoD personnel may accept attendance to events when the invitation is solely based on outside business or other employment relationships.

d. Even some gifts that qualify for an exception may create an appearance of impropriety. Always consult with your supervisor and ethics counselor before accepting gifts from contractors.

Contractor employee may want to check with his/her employer before accepting because many contractors have their own ethics rules. The Government employee host may accept a customary hospitality gift, such as a modest bottle of wine, from a subordinate Government employee. If a contractor employee brings a hospitality gift, it may not exceed \$20 (if the gift exceeds \$20 but is edible and may spoil, the host may accept it on behalf of all the guests and share it with them).

e. Private Parties (Contractor Host): If a contractor employee or company is having a party and invites Government personnel, the Government personnel generally must decline because the food, drink, and entertainment is a gift from a prohibited source. Several of the gift exceptions described above may, however, permit attendance such as if the average cost per guest does not exceed \$20 (the "I won't eat more than \$20 worth of food" defense won't work). If you are invited to a party by a defense contractor, the best course of action is to consult with your supervisor and an ethics counselor before attending.

6. NOTE: This guidance only highlights common questions and does not cover every situation. Contact any of the following Ethics Counselors with specific questions:

a. Dallas Heltz at Dallas.W.Heltz.civ@mail.mil or DSN 966-3131

b. Marina Yokas-Reese at marina.d.yokas-reese.civ@mail.mil or DSN 793-8458.

c. Gift Exchange: Your office wants to exchange gifts at the office party. Because it is difficult to have a truly anonymous gift exchange, you should restrict the value of gifts to \$10 or less if the recipients are of different pay levels.

d. Private Parties (Federal Employee Host): An employee is having a party at his home and has invited office personnel, including support contractors. A gift of food and refreshments to a contractor employee does not violate Federal ethics restrictions, but be mindful of appearances. In addition, the

contractor employee may want to check with his/her employer before accepting because many contractors have their own ethics rules. The Government employee host may accept a customary hospitality gift, such as a modest bottle of wine, from a subordinate Government employee. If a contractor employee brings a hospitality gift, it may not exceed \$20 (if the gift exceeds \$20 but is edible and may spoil, the host may accept it on behalf of all the guests and share it with them).

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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.

CELEBRATING VETERANS DAY 2017



Members of a Jefferson County motorcycle riders club salute the flag during the annual White Hall Veterans Day ceremony Nov. 11. U.S. ARMY PHOTOS BY HUGH MORGAN



Pine Bluff Arsenal Commander Col. Kelso Horne III speaks during the annual Veterans Day program at the White Hall Community Center.



Dr. Richard Bailey with the University of Arkansas at Pine Bluff plays "Taps" as the annual Veterans Day ceremony concludes Nov. 11.



The famous Budweiser Clydesdales were a big draw for the crowd attending the annual White Hall Veterans Day program at the White Hall Community Center. M&K Distributors in Pine Bluff served free hot dogs and hamburgers for lunch after the ceremony. U.S. ARMY PHOTO BY RACHEL SELBY

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White Hall Mayor Noel Foster speaks at the annual Veterans Day ceremony Nov. 11 at the White Hall Community Center. During the ceremony, Foster did a special tribute to all the Vietnam-era veterans.