

# Arsenal Sentinel

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

AN ARMY CENTER OF INDUSTRIAL AND TECHNICAL EXCELLENCE



**PBA**  
**24/7 SHARP**  
**Hotline**  
**870-209-4093**

## PBA SAFETY GLANCE



**Safety Element for fiscal year 2019:**  
**Lost Day Case: 0.00**  
**Award Goal: 0.57**

\* Lost time injuries for fiscal year 2019 is **zero**. There are zero lost time injuries as of September 4, 2019.

\*Recordable injuries for fiscal year 2019 are **five**. Recordable injuries are zero as of September 4, 2019.

\*Pine Bluff Arsenal days without a lost time injury is **502**

\*Pine Bluff Arsenal days without a recordable injury is **27**.

\*Estimated hours worked without a lost time injury: **2,141,146**.

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# Partnerships help mission areas expand

By Rachel Selby

Pine Bluff Arsenal has been working on public-private partnerships for the past few years with two companies – Ready One Industries and Design West. These two companies will work with the Arsenal to help expand production in textiles and large filters.

“The partnership agreement with Source America/Ready One started long before I ever came to the Arsenal. We have been building a relationship with them for a couple years now,” said Zach Lachowsky, general engineer over Public Private Partnerships, for the Directorate of Business Operations. “My first introduction to them was back during an Industry Day event in 2018. I had only been here at the Arsenal a week. Everything has fallen into place with this partnership. The timing has been perfect.”

Source America is an Ability One corporation overseeing the Ready One Industries contract. The partnership agreement will expand on

the Arsenal’s current Individual Protective Clothing/Textiles mission to create a low volume commercial Joint Service Lightweight Integrated Suit Technology ensemble or JSLIST.

“Julie Jafar, the former PPP manager, and Roger Johnson, BOP director, both put in a lot of work on this partnership effort to get this off the ground,” said Lachowsky. “The Joint Project Manager-Pro-

tection will be administering the contract to Ready One. The Arsenal will work as subcontractor to Ready One.”

tection will be administering the contract to Ready One. The Arsenal will work as subcontractor to Ready One.”

Defense. The garment creates a CB protective ensemble providing complete protection to the Warfighter against chemical and biological agents.

“Our part in the creation of the garment is just the shirt and pants component of the suit,” said Lachowsky. “Since we already have

**“We will be cutting the JSLIST parts and components. Ready One Industries personnel will be constructing the JSLIST suits, and then Arsenal personnel will pack out the finished product.”**

As part of the contract, Lachowsky said the Arsenal will be setting up a production line in one of the Directorate of Chemical and Biological Defense Operations buildings. “We will be cutting the JSLIST parts and components.

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# Traveling teams PBA sustainment teams big part of DRSKO mission



Top photo, Jason Schreiner, who is part of the Dismounted Reconnaissance Sets, Kits and Outfits Sustainment mission, does tests on a generator. Photo right, Peter Hanna tests a mask with a Self-Contained Breathing Apparatus or SCBA. Schreiner and Hanna are part of the team that travels around the U.S. and overseas servicing equipment in the DRSKO units. U.S. ARMY PHOTOS BY RACHEL SELBY

By Rachel Selby

Pine Bluff Arsenal’s Dismounted Reconnaissance Sets, Kits and Outfits Sustainment Teams has been busy since they hit the ground running earlier this year. The teams have recently completed trips to Camp Humphreys in South Korea and Arifjan in Kuwait.

“We are averaging about four trips a month. When we get rolling, we will end up with eight trips a month per person on the team,” said Stephen Lee, team leader for the



sustainment mission, Directorate of Chemical and Biological Defense Operations. “This will add up to somewhere around 800-plus trips a year for the program.”

Lee, who was chosen to lead the teams due to previous experience working with the Chemical Biological Repair Team or

CBERT mission, and Jason Schreiner, DRSKO field service representative, both traveled to Korea and Kuwait.

“We left Atlanta and came back to Atlanta,” said Lee. “We truly went around the world. We went to Korea then to Kuwait. We were there for



Dr. Mark T. Esper

# Esper named 27th Defense Secretary

By Terri Moon Cronk  
Defense.gov

WASHINGTON -- Dr. Mark T. Esper became the 27th defense secretary on July 23 during an early evening White House swearing-in ceremony.

Earlier in the day, by a 90-8 vote, the U.S. Senate confirmed Esper to serve in the office.

Esper officially became the defense secretary when the president signed the appointment paperwork preceding the formal swearing in.

Esper became acting defense secretary in June after then-acting Defense Secretary Patrick M. Shanahan stepped down from consideration. President Donald J. Trump formally nominated Esper for the top Pentagon job July 15.

Once Esper was formally nominated for the position, he stepped back into his former position as Army secretary. By law, he could not continue to serve as acting defense secretary while under consideration for the permanent job. Navy Secretary Richard V.

SEE DRSKO, PAGE 4

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## 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

Pine Bluff Arsenal continues to manufacture, refurbish and sustain the best ammunition and chemical biological defense equipment to our Warfighters to ensure readiness. Every day our workforce strives to do its best and provide the best products to our nation's military.



**Col. Luis A. Ortiz**

The Arsenal works closely with U.S. Army Joint Munitions Command to provide critical capabilities, provide readiness, remain relevant and ready to respond whenever we are called upon. We are all a team and a family.

Most of the Vision 2019 plan changes and movements have occurred.

As these changes are further implemented, please continue to be patient. The effects of these changes will not be immediate, but I hope will prepare us for the future. Some of these changes can be a challenge, however, I know our workforce has the skills to make them a reality. Thank you for being flexible and open minded as we continue moving forward here at America's Arsenal.

The Joint Munitions Command Cultural Pillars as part of the OIB-SRM initiative are linked to the Army values and it is my expectation that you, as leaders, are acting in accordance with them. The pillars aim to positively shape the culture and the way we work every day. During the month of September, we will focus on forward thinking.

Some things to focus on with this pillar is thinking beyond the task, assessing problems, providing solutions and adapting to change. We can all benefit from forward thinking, and striving to do the best work with the least amount of risk, cost and time.

"Forward thinking" is not "this is the way we do it here". It is also not "we can't change". It is, however, looking ahead at what external factors will influence our ability to do our jobs. It is our ability to remain flexible.

Forward thinking also means that we may have to change our identity (ammunition and chem-bio producer) to assembly and repair facility. It may mean that storage and distribution will take more time and personnel to accomplish. We have to ensure we are willing to change for the sake of remaining relevant in the future.

Let's consider our past for example. We have performed demilitarization of chemical rounds and other objects in the past and we have also manufactured protective masks. How-

ever, we have changed and we do not do either of those activities on this post. For this reason our workforce has diminished. We need to have positive thoughts and keep the "we can" attitude moving forward and take the best of all situations to keep growing. Lessons can be learned from mistakes or activities that did not come to fruition as they were conceived.

The Arsenal's Directorate of Emergency Services continues to implement our traffic enforcement campaign. All drivers on the installation - workforce and visitors - need to be mindful of the traffic laws. Driving violations can cost drivers their driving privileges on the PBA. Select officers have been trained on the use of speeding radars and are out and about on the installation running radar.

Pay attention to the speed limit signs and stay off your cell phones when driving.

Please be cautious of runners/bikers/walkers as you travel around the Arsenal.

On Sept. 16, the Arsenal will host and present a quarterly briefing to Brig. Gen. Michelle M.T. Letcher with U.S. Army Joint Munitions Command. The briefing will also feature information from our subordinate facilities - Radford Army Ammunition Plant in Virginia and Holston Army Ammunition Plant in Tennessee.

The Arsenal's Employee Appreciation Day and Safety Stand Down will be held Sept.

19. EAD will be held during the first half of the day and the Safety Stand Down portion will be held during the last half of the day at the White Hall Community Center. More information will be coming out about these events soon.

Moving into the month of September, Labor Day is over and area schools are well into the fall semesters. However, we still need to be mindful of the daily weather forecasts because of the unpredictable temperature fluxes. Please watch out for each other and take scheduled breaks.

I am proud of our excellent safety record here at Pine Bluff. We have achieved much in the past fiscal year.

Our estimated hours worked without a lost time accident stand at over two million hours. This is a great achievement and one everyone here at the Arsenal helped contribute to.

I appreciate your continued vigilance on the shop floors and office areas in remaining safe. This achievement makes us very attractive to our customers. It shows we know how to make quality products efficiently, effectively and more important, safely.

America's Arsenal stands ready to offer whatever support we can whenever our Nation calls. We continue to do this every day, every month and every year. Thank you for being part of the PBA family and team.

# 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.

## 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."

**Like Pine Bluff Arsenal on Facebook at U.S. Army Pine Bluff Arsenal and Twitter at @PB\_Arsenal**

# Social Security

## Back to School with Social Security

By Tonya Cater  
Social Security Public Affairs

It typically takes people a lifetime of planning to reach their retirement goals. The earlier young workers know about saving for their future, the better chance they'll have at achieving a comfortable retirement. This is why Social Security has created a resource specifically for teachers and students.

Our Information for Educators page contains a toolkit with information and resources to educate and engage students on Social Security programs and services. Within the toolkit, you'll find:

- \* Two lesson plans with objectives
- \* Infographics and handouts for each lesson plan
- \* Links to Social Security webpages
- \* Talking points
- \* Quiz questions and answers

It's important for students to understand why Social Security was created and why it is essential to their lives today and in the future. This knowledge and understanding will provide students a strong base on which to build their financial future.

You can access the webpage and toolkit at [www.socialsecurity.gov/thirdparty/educators.html](http://www.socialsecurity.gov/thirdparty/educators.html).

Young workers can also see how Social Security directly relates to them at [www.socialsecurity.gov/people/students](http://www.socialsecurity.gov/people/students).

Encouraging young people to save now for long-term goals that are decades away can be somewhat difficult. Let them know they have a better chance of realizing their dreams if they start planning and taking action early. And also let them know that they can share this information with friends, both in person and on social media.

## Arsenal Sentinel

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## Army Civilian Corps Creed

I am an **ARMY CIVILIAN**—a member of the Army team.

I am dedicated to our Army, Soldiers, and Civilians.

I will **ALWAYS** support the mission.

I provide leadership, stability, and continuity during war and peace.

I support and defend the Constitution of the United States and consider it an honor to serve our Nation and our Army.

I live the Army values of loyalty, duty, respect, selfless service, honor, integrity, and personal courage.

**I am an ARMY CIVILIAN.**

## PBA WANTS YOU TO USE GOOD OPSEC

## 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

**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.**



## Radford hero



**Joseph Phillips, a Radford Army Ammunition Plant employee, was recently recognized for saving the life of a coworker. Phillips administered the Heimlich maneuver on a choking colleague. His quick reaction and correct actions saved her life. He was recognized with a certificate of appreciation by Lt. Col. Anthony Kazor, RFAAP Commander. "This is the culture we foster at RFAAP. Everyone looking out for their fellow worker and taking action when necessary to help one another and ensure we all go home the way we came," said Kazor. U.S. ARMY PHOTO BY RFAAP**

# JMC ensures ammunition readiness through accountability

**By Tony Lopez  
Joint Munitions Command**

ROCK ISLAND ARSENAL, Ill., - Holding contractors and ourselves accountable is critical to the success of Joint Munitions Command. We must ensure that all partners who play a role in munitions sustainment can be effectively relied upon to provide the needed material or components on time and at the agreed upon cost.

That means holding commercial ammunition producers accountable and measuring their effectiveness of delivering to customer required delivery dates.

In partnership with the Joint Program Executive Office for Armaments and Ammunition and the Army Contracting Command acquisition centers, JMC awards approximately 75 percent of its conventional ammunition requirements to the

commercial production base each year, which encompasses entities ranging from small businesses to multinational corporations, and produces everything from 5.56mm small-caliber to 120mm tank ammunition, as well as ammunition components used in production.

During the quarterly update to Gen. Gus Perna, Commanding General, Army Materiel Command, members of the Joint Munitions Command staff presented a scorecard on commercial "performance to promise" which measures adherence to customer required delivery dates, and notes upward or downward performance trends.

This briefing highlighted recent actions JMC has taken to increase focus on accountability and adherence to delivery requirements in relationship with our commercial ammunition suppliers.

This includes initiating engagements with JMC and corporate leaders to maintain visibility and oversight of performance issues, as well as working with ACC to employ contractual levers within the Federal Acquisition Regulation in the event that delivery timelines are not met.

This heightened focus on accountability and performance is yielding positive results, as 12 of 15 programs executed by commercial ammunition producers have either improved or maintained their performance since the previous quarter.

As the Army's senior logistician, Perna acknowledged the great work done and reiterated the importance of contractor accountability in executing AMC's mission to deliver the materiel readiness solutions to ensure globally dominant land force capabilities in Multi-Domain Operations.

## Commentary

*(Editor's note: Mr. Baugh is a WL8 leader on the large filter production line for the Arsenal's Directorate of Chemical and Biological Defense Operations. He started in the Directorate of Ammunition Operations in 2015.)*

**By Michael Baugh**

Whether you are sitting around a camp fire at deer camp or kicked back at high noon listening to the Razorbacks play football on the radio, deer season in Arkansas is a long-lived heritage and pastime a lot of us look forward to each coming year.

It's been a way of life for me since I was born and for many others. Deer camp and deer

season is truly a way of life. It's so much more than chasing after that old smart buck or even dragging out the deer you have been after all season. To a lot of us, it's watching the kids run around the camp playing games or mud riding down the camp road until way after dark. As kids, we remember always getting suckered into a snipe hunt after dark. One kid would hold a sack and follow our dad into the dark woods while our uncle would jump out from the dark and scare us. We would run all the way back to camp.

Those were some fun times for sure, times that I hope to share with my kids because

this was what kept us out of trouble as we grew up.

Now, deer season is a bit more serious. We put a lot of time in to putting out food plots, deer stands or just going to the woods to check trail cameras. It's still something we all look forward to each year. Just being able to unwind around the camp fire with friends, hearing the coyotes howl all night, knowing we all have the opportunity and freedom to continue this important heritage and way of life. It's my hope that generations to come can enjoy the good times, excitement and anticipation of what we call "THE DEER SEASON."

## DRSKO

Continued from Page 1

two weeks, and met Matt Ford, another team member in Kuwait, with more parts. There are five units there in Kuwait supporting the Southwest Asia theater. The main part of our work in Kuwait centered on the Self-Contained Breathing Apparatus or SCBA, which were out of date for service."

Lee said the equipment serviced in Korea was initially a DRSKO prototype for the Army's Explosive Ordnance Detachment Units, but has become set one of the EOD systems. "These systems are what is being fielded by the Arsenal currently," he said. "Every branch of service has different equipment and some are totally different from each other when you open them up."

The relationships the teams are building with the Soldiers on the ground has also been invaluable. "These guys are in touch with the same customer constantly - every 90 days," said Lee. "There is turnover but continuity. There are points of contact with the units to call if there has been issues with the equipment."

The Arsenal support teams travel to unit locations, both in the United States and overseas, and provide field support to the DRSKO systems, including scheduled and unscheduled maintenance on the SCBA and other equipment.

These efforts help provide readiness to boots on the ground operations around the world. All of the PBA team members are all certified and have above operator-level training.

The DRSKO field representatives include Ford, Schreiner, Peter Hanna, Brent Carr, Dewayne Moore and Robert Tackett.

Hanna said he encountered good people in Korea during his trip. "It was a good experience," he said. "Completely different from the last time I was there in 1987 when I was in the military. The entire country has 'grow up' technologically."

The hospitality in Kuwait is very different from the rest of the Middle East, said Lee. "Everything is Americanized," he said. "Any restaurant chain in the United States you will find in Kuwait, which is the complete opposite of Korea and Europe."

The tricky thing about Korea, said Lee, is the team has to take public transportation. "The language barrier at first made this difficult. We had to figure out what bus or train to

get on, but if they changed the bus routes that made it challenging," he said. "There are nuances to traveling in Korea that are different than other places. Even if someone speaks English there is still a barrier because it is usually broken English."

Food was pretty easy to get, said Carr. "It was everywhere in Korea. There is some type of Mom and Pop establishment on every corner there," said Carr. "The Koreans take pride in their food. Pete and I went to lots of different kinds of places to eat. Some of the places were tiny."

Weather can also be a factor for the teams when they are traveling. "These guys went from Kuwait where it was 120 degrees to California to Montana where there was a snowstorm," said Carr.

As the teams travel, Lee said they are getting more savvy and used to the experiences. "I have traveled a lot and I'm used to going to different places. I get a kick out of seeing these guys start out with huge suitcases and gradually downsize to something much smaller like a backpack," he said. "The trips usually last about four days. But some of the trips are back to back. You never know what to pack sometimes because of the weather."

The team was recognized in July for their completion of the back to back trips to Korea and Kuwait by the Joint Project Manager for Reconnaissance and Platform Integration. The team was presented certificates of appreciation and program coins from Ed Conley, the DRSKO System Manager with the Joint Project Manager for Nuclear, Biological and Chemical Contamination Avoidance during a project review here at PBA July 10.

The next overseas trip the teams are scheduled to take is to Germany. "This is a big fielding event to the EOD, however, we will have representatives there," said Lee. "We will also go back to Korea and Kuwait. We are scheduled to go back every 90 days."

Lee said he is hoping to add two more team members next fiscal year. "Mr. Conley seems to be very happy with DRSKO production and our sustainment team efforts. The ramp up was very fast," he said. "All of the team members were certified very quickly too. A lot of moving parts in a short amount of time. Everything has just worked out for us."



**Michelle Padgett with Pine Bluff Arsenal's Directorate of Information Management was presented the Achievement Medal for Civilian Service by Arsenal Commander Col. Luis Ortiz recently. Padgett was recognized for her service in developing organizational goals for the Arsenal's workforce. Her vision and collaborative teamwork assisted in providing guidance and realignment goals to better utilize the installation's current and future workforce. U.S. ARMY PHOTO BY RACHEL SELBY**

### Child safety seat check-up

September 23, 2019  
4:00 pm - 6:00 pm  
Pine Bluff Arsenal Fire Dept.  
BLDG 10-050



9 out of 10 car seats checked have one or more errors. Do you need your child's car seat checked? To find out, answer the questions below:

	YES	NO
My child under 2 years faces the back seat.	<input type="checkbox"/>	<input type="checkbox"/>
My child under 40 pounds always rides in A car seat with harness straps.	<input type="checkbox"/>	<input type="checkbox"/>
The straps are snug and I can't pinch any of the strap at the child's collar bone.	<input type="checkbox"/>	<input type="checkbox"/>
The car seat does not move more than 1 inch from side to side.	<input type="checkbox"/>	<input type="checkbox"/>
My child over 40 pounds always rides in a booster seat with a lap and shoulder belt.	<input type="checkbox"/>	<input type="checkbox"/>
The shoulder belt is on my child's shoulder and not his neck, and the lap belt is snug, flat and comfortable on my child.	<input type="checkbox"/>	<input type="checkbox"/>
My child under age 13 always rides in the back seat.	<input type="checkbox"/>	<input type="checkbox"/>
Every family member over 80 pounds wears a seat belt.	<input type="checkbox"/>	<input type="checkbox"/>

If you answered **NO** to one or more of these, then you need to have your child's car seat checked.

Captain Phil Tallent, a trained child passenger safety expert will be on hand to answer your questions and help you with the correct installation of your child's car seat. Please bring your child, their car seat and your primary vehicle.

This event is a collaboration between the Injury Prevention Center at Arkansas Children's Hospital and PBA Fire Dept..

## PBA CREDIT UNION



**STARTING 09/5/2019 WE WILL BE OPEN ON POST TUESDAYS & THURSDAYS FOR YOUR CONVENIENCE!! CALL US ON POST 3714 OR 870-535-2441**

# History of Army civil service grows in professionalism, opportunities

By Kari Hawkins

REDSTONE ARSENAL, Ala. -- Kim Midkiff remembers a time when hiring into federal civilian service was much like winning the "golden ticket" in a state lottery.

When Midkiff was a teenager growing up in West Virginia in the 1970s, her parents eyed federal government jobs in the Washington, D.C., area for their three daughters. To their generation, the jobs represented good pay and benefits, employment stability and opportunity.

"Our parents said we were going to work for the federal government after high school graduation, so off we went. I took a typing test and hired in as a GS-2 at the Department of Agriculture," Midkiff said.

But, Midkiff also had a part-time job as a waitress at a pizza restaurant where customers were generous and co-workers were friendly. For a short while, she juggled both jobs, calling in sick when late nights serving pizza made her too tired for a full day of administrative work.

"My government boss finally found out and told me I had to choose. I knew my mom and dad would kill me if I quit my government job," she recalled.

Not long after she made a full commitment to government service, Midkiff went to work for the Department of Army Materiel and Readiness Command, which became Army Materiel Command. Thirty-nine years later, Midkiff, who is the assistant to the AMC's Secretary to the General Staff, is now looking toward the opportunities of government retirement in a few years, leaving behind a federal workforce that has changed drastically in terms of educational, professional and career opportunities.

Since the Continental Congress first created its Army in 1775, Army civilians have been central to its service in peace and war, fulfilling such duties as clerks and wagon drivers in those early years to today's scientists, engineers and administrative assistants, among other career fields.

"A real strength of our civilians is that they are stable, remaining in their jobs for much

longer periods of time than the military. They thus learn their jobs and are able to hone the skills necessary to be at the highest level of skill and knowledge in their fields," said retired Lt. Gen. James Pillsbury, a former Army Materiel Command deputy commander, in the publication A Brief History of U.S. Army Civilian 1775-2015.

While history holds many examples of civilians providing significant support in all aspects of Army service, modern day developments for federal employees provide a glimpse of how civilian roles have transformed over recent decades. Beginning with the Civil Service Reform Act of 1978 that established the personnel merit system and other personnel practices to improve management of the civilian workforce, other Congressional as well as Department of Defense and Army directives grew the professionalism of the civilian workforce. This culminated with the establishment of the Army Civilian Corps Creed in 2006 and the establishment of Career Programs for all Army civilian occupational specialties in 2011.

For long-time Army civilian Claus Martel, those directives put on paper what he had first experienced as a young nursing Soldier working alongside a civilian medical staff at Walter Reed Medical Center in the late 1970s.

"My familiarity with civilians supporting the Army goes back 43 years when Army Soldiers and civilians worked as one team at Walter Reed," said Martel, who later began a civilian career as an Army historian and who now leads the history program at Army Materiel Command.

Although always stable, the uniformity of civil service employment in the 1960s, 70s and early 80s didn't encourage innovation, initiative and professional development beyond the job at hand.

"In almost a half century as a civilian Army employee, I've seen changes from the old civil service system that did not promote accountability and goal setting, and where you were pretty much locked in for your entire career, to programs that encourage education

and leadership development," Martel said.

"Things started to change in 1986 with the Federal Employment Retirement System that allowed civilians greater flexibility in their careers and more opportunity to build greater wealth for retirement through those careers."

Throughout the '80s and '90s, there was tremendous growth in educational opportunities and leadership development for civilians, Martel said. That continued into the 2000s as civilians deployed in support of troops during war, civilian leadership training programs were put in place and, in 2011, the Career Program System was established.

"The Career Program System was a gigantic leap forward in terms of being able to network with people of similar occupations, and in terms of finding job opportunities and developmental opportunities," Martel said.

"There are so many more opportunities for civil servants than there were 30 or 40 years ago."

With those opportunities also comes a growing respect for what civilians contribute to the Army mission, he said, which is ironic in an era when there are fewer Army civilians than ever before. At AMC, where the workforce is more than 95 percent civilian, AMC Headquarters employed 25,000 civilians in 1962. Today, it is home to 600 civilian employees.

"We've learned to do more with less," Martel said. "The Army has worked to keep an engaged but smaller workforce by providing educational opportunities."

"One of AMC's greatest success stories is its intern program. There are so many people I know who started as an intern and who are now senior executive service members. That's a testament to AMC's commitment to educating the workforce and providing opportunities to progress."

Martel is a product of Army educational opportunities, having attended college on the GI Bill and then joining the Army workforce at Redstone Arsenal through the co-op program, which he describes as "a creative educational program that allowed people

who did not consider a civil service career to be introduced to it."

Even though the Army's civilian landscape has seen significant change, growing a civilian career still requires the same recipe for success - being prepared and working hard, Martel said.

"Things have changed so much. But, what hasn't changed is the simple fact that if you are prepared to work hard and take advantage of opportunities and training, then you will be rewarded," Martel said.

Also, unchanged is the contributions that the civilian workforce makes to the Army every day.

"The thing I've enjoyed the most about being a civilian working for the Army is that I know I am here to support and that I work for great leaders who are committed to our Army and our nation," Midkiff said.

"I've always loved what I do working with AMC employees at the major subordinate commands and at headquarters."

The adoption of the Army civilian creed in 2006 solidified for Midkiff what it means to be an Army civilian.

"The creed made all of us feel more valued," she said. "Everyone felt more important because our value to the Army was spelled out in the creed. To me, the creed meant I was trusted and that meant the world to me."

Today, more than 330,000 Army civilians are part of the total force supporting the Army's worldwide mission.

## EAD RUBBER DUCK HUNT!

17-19 September 2019



**RULES FOR DUCK HUNT**

- NO LIMIT ON AMOUNT OF DUCKS YOU CAN FIND.
- DUCKS ARE NUMBERED ON THE BOTTOM FROM 1-5. EACH NUMBER QUALIFIES YOU FOR A DIFFERENT PRIZE. TWO GRAND PRIZE DUCKS WILL BE MARKED WITH CWF AND MWR ON THE BOTTOM. THERE WILL BE A PRIZE FOR THE MOST DUCKS FOUND (YOU WILL BE NOTIFIED AFTER EAD).
- ALL DUCKS HAVE TO BE TURNED IN ON EAD. THERE WILL BE A TABLE SET UP FOR REDEEMING PRIZES.
- PRIZES WILL RANGE FROM FOOD ITEMS AT COOL BREEZES (GIFT CERTIFICATE WILL BE GIVEN WITH EXPIRATION DATE ON IT) OR MWR ITEMS.
- THE NUMBER MARKED ON THE BOTTOM OF THE DUCK IS THE PRIZE YOU RECEIVE. NO EXCHANGES.

**PRIZES:**

- DUCK #1- FREE BURGER
- DUCK #2- FREE FRIES
- DUCK #3- FREE DRINK
- DUCK #4- FREE ICE CREAM
- DUCK #5- MWR GIFT
- DUCK CWF/MWR- FREE BURGER/FRIES/DRINK
- MOST DUCKS- MWR GIFT

**POC- ANN WRIGHT AT 540-3203**

\*\* Ducks will be hidden all over the installation with the exception of production areas. If you see a duck get it!

### EMPLOYEE APPRECIATION DAY SCHEDULE

19 SEPTEMBER 2019

TIME	EVENT	POC	WHERE
0600	HORSESHOES	REC. SERVICES (3778)	ACROSS FROM FIT CTR
0600	SMALL GAMES	REC. SERVICES (3778)	REC SERVICES
0600	BASKETBALL	REC. SERVICES (3778)	REC SERVICES
0700	FUN WALK/RUN	JERRY PYE (3588)	GOLF PRO SHOP BLDG
0730	9 MILE BIKE RIDE	BILLY RAY ASHCRAFT	WILHELM ROAD
0800	BINGO	MISSY BRODNAX	TRAINING BLDG
1100	CATERED LUNCH	CIVILIAN WELFARE	FITNESS CENTER AREA

**\*\*Bike riders must wear proper helmet to ride on Pine Bluff Arsenal.**

**\*\*All activities will conclude at 1130 hours.**

**\*\*Civilian Welfare will provide snacks during the morning time\*\***

**\*\*Civilian Welfare will provide lunch. Lunch will consist of BBQ sandwiches, baked beans, coleslaw and potato salad.**

**\*\*Small games consist of dominoes, pool, ping pong, horseshoes.**

**\*\* Col Ortiz will award 59 minutes to the winners of all the events\*\* 59 minutes must be coordinated with your supervisor prior to taken the time off\*\***

**\*\* Winners will be announced during Safety Training\*\***



## EMPLOYEE APPRECIATION DAY

### 19 SEPTEMBER 2019

### 0600-1130

#### SIGN IN AT REC CENTER

Fishing

Wii Games

Horseshoes

Dominoes

Fitness Center

Bike Ride

Bingo

Snacks

Fun Walk

Music

Basketball

Ping Pong

# Employee Appreciation Day

## 9 Mile Bike Ride

**Date:** Employee Appreciation Day  
19 SEPTEMBER 2019

**Time:** 0730

**Safety Briefing and Starting Place** will be on Wilhelm Drive (old housing road by the ball-fields.)


Ride will start at the end of Wilhelm Drive, going south on Sibert Road, turning left onto Williams Road and turning around at Warbritton Gate. The ride will end at the starting place on Wilhelm Drive.

Bike Riders may park their vehicles on the turnaround loop on Wilhelm Drive.

*\*Timer will be on hand for those who wish to know their time!*

**RSVP:**  
Billy Ray Ashcraft  
(870) 540-3621  
billy.r.ashcraft.civ@mail.mil

*All riders must wear helmets!*



# EAP Corner

## Many roles-one mission: #BeThere

*Courtesy of Employee Assistance Program*

Suicide is a topic that must be brought out of the darkness in order to save lives. There are many organizations working to dispel myths and bring hope and light to the subject so those in crisis feel comfortable seeking help to recover and reengage fully in life.

While the burden of suicide is carried by the working-age population, age 24 to 64, most workplaces are relatively unprepared to help employees who are struggling with suicidal thoughts or to assist colleagues following the death of a co-worker by suicide (CDC, 2010).

Thankfully, employers can play a powerful role in preventing suicide and responding appropriately when tragedies occur.

A report published in the American Journal of Public Health in the fall of 2012, found that more Americans die by suicide than in car crashes, by homicide, or in other injury-related deaths (Rockett, 2012).

For every suicide death, an estimated minimum of six people are affected, resulting in approximately six million American “survivors of suicide” in the last 25 years (Crisis Care Network, 2013).

As employers, your workforce can be impacted directly through the suicide of employees or more indirectly through employees who lose family members or friends, or through the loss of clients or vendors to suicide.

Employees are affected when family members, clients, vendors, and others who surround the work team attempt suicide or die by suicide. Because of the stigma associated with suicide, many people are unsure how

to respond to a co-worker who had a death in the family due to suicide. Apart from the immense human cost, suicide deaths often lead to a decrease in productivity and workplace morale when left unaddressed or handled poorly by workplace leaders.

Moreover, suicidal behavior and untreated mental illness can often lead to escalating healthcare costs. When a suicide death of an employee does affect the workplace, the surviving co-workers are often left feeling a mixture of grief, trauma, and guilt that can linger for a long time.

How to intervene at the workplace

- Ask how he or she is doing.
- Listen without judging.
- Mention changes you have noticed in the person’s behavior and say you are concerned about his or her emotional well-being.

- Suggest he or she talk with someone in the employee assistance program (EAP), the human resources department, or another mental health professional. Offer to help arrange an appointment and go with the person.

- Continue to stay in contact with the person and pay attention to how he or she is doing.

When signs are unclear or when employees are unsure how to respond, employees should be instructed to talk with their EAP or human resources department, or call the crisis line at 1-800-273-8255.

Remember, the mission is not impossible, but it must be carried out. The Employee Assistance Program staff is available to help. We are located in Building 13-040 and can be reached at 870-540-3094.

NAME \_\_\_\_\_ OFFICE SYMBOL \_\_\_\_\_

**MANY ROLES-ONE MISSION # BE THERE**  
COMPLETE THE CROSSWORD PUZZLE BELOW

**Across**

- The state of being comfortable, healthy, or happy
- A person’s condition with regard to their psychological and emotional well-being
- The permanent ending of vital processes in a cell or tissue.
- A natural instinctive state of mind deriving from one’s circumstances, mood, or relationships with others.
- A mark of disgrace associated with a particular circumstance.
- A person who survive, especially a person remaining alive after an even in which others have died.

**Down**

- A condition that affects a person’s thinking, feeling or mood.
- The fact of having committed a specified or implied offense or crime.
- A deeply distressing or disturbing experience.
- The action of killing oneself intentionally.
- The way in which one acts or conducts one self, especially toward others.
- An important assignment carried out for political, religious, or commercial purposes, typically involving travel.
- Deep sorrow, especially that caused by someone’s death.

**Word Bank**  
MISSION, SURVIVORS, DEATH, MENTAL ILLNESS, SUICIDE, GRIEF, TRAUMA, GUILT, MENTAL HEALTH, BEHAVIOR, EMOTIONS, WELL BEING, STIGMA

## FEW Officer Installation



The Bluff Center Chapter of Federally Employed Women held their annual installation ceremony for the 2019-2022 slate of officers. From left, top photo, Melanie Moore, a retired Pine Bluff Arsenal employee, served as the Installation Officer at the July meeting and installed Suzy VonTungeln, who works at NCTR, as the chapter treasurer, and Sandra Hatcher, a PBA retired employee, as chapter secretary. Other officers were installed during the August meeting. They are from left, bottom photo, Taylor Ingle as chapter president; Lorie Castleberry as chapter first vice president, and Michele McLellen as chapter second vice president. The chapter will be offering alternative locations and times for future meetings, and will also explore the capability of webinar offerings to accommodate those who cannot attend lunch meetings. The chapter will hold its next meeting Sept. 18, at 11:30 a.m., at NCTR/Jefferson Labs. The featured speaker will be Dr. Vikrant Vijay. He will be leading a session on yoga at work. For more information about the chapter, contact Ingle at [taylor.ingle@fda.hhs.gov](mailto:taylor.ingle@fda.hhs.gov)



## Mayor visit

Joe Kennedy, command representative at Holston Army Ammunition Plant, Tenn., welcomed Kingsport Mayor Pat Shull to the plant July 1. Shull started his term as mayor July 1. Shull also met with Todd Hayes, General Manager of BAE Systems – the system contractor at Holston, during the visit. As part of the visit, the mayor received a general overview of the facility and a wind-shield tour. U.S. ARMY PHOTOS BY HSAAP

- Self-destructive behavior such as drug abuse, weapon etc.
- Divorce, separation, stress on family
- Loss of health (real or imaginary)
- Loss of job, home, personal security
- Isolation from family and friends
- Showing violent behavior, like punching a hole in the wall or getting into fights
- Giving away prized possessions
- Getting affairs in order, tying up loose ends, or writing a will

Price, Tom. (2017). Every American Has a Part to Play in Suicide Prevention. Retrieved from <http://www.hhs.gov/blog/authors/thomas-e-price-md>

Mental Health. (2018). Suicidal behavior Retrieved from <http://mentalhealth.gov/what-to-look-for/suicidalbehavior>

### STAY SHARP

For more information please visit your local SHARP office at Building 13-040 or contact the Lead SARC Damaris Powe at 870-540-3092/damaris.sullivan-powe.civ@mail.mil

PBA 247 SHARP Hotline 870-209-4093  
DoD Safe Helpline 1-877-995-5247; Veterans Crisis Line 1-800-273-8255 (Press 1)  
Military Sexual Trauma 1-866-918-1800; National Suicide Prevention Hotline 1-800-273-8255  
Employee Assistance Program (EAP) 870-540-3094

**The SHARP Point!!**  
SHARP is a Commander’s Program...  
What Army Regulation (AR) covers the SHARP Program?  
AR 600-20 – Command Policy (Chapter 8)

**The SHARP Point!!**  
Sexual Harassment is Incompatible with the Seven Army Values which are:  
• Loyalty • Honor  
• Duty • Integrity  
• Respect • Personal Courage  
• Selfless Service  
**LeaDeRSHIP**

**The SHARP Point!!**  
Three Categories of Sexual Harassment

- Verbal
- Nonverbal
- Physical

### Breaking the SILENCE.....



### Suicide and Sexual Assault

September is Suicide Prevention Month. Like sexual assault, suicide affects all, regardless of age, gender, race, ethnic group or socioeconomic status. The negative impacts of sexual assault are detrimental. Many victims suffer silently, battling fear, anger, anxiety and depression. The lack of support, resources, feeling of helplessness and loneliness, can have catastrophic effects on one’s life. “Overall, suicide is the 10th leading cause of death for Americans” (Price, 2017).” Erratic behaviors such as drinking, drugs, risky sex, withdrawing, and talking of hurting or killing oneself are warning signs and indicators that someone is in pain and needs your help. Unfortunately, these signs often go unnoticed and ignoring the behavior can lead to suicide. “On average, 112 Americans die by suicide each day (Mental Health, 2018).” Like sexual assault, suicide is preventable. The bottom line up front, we have a responsible to intervene and take action. You Matter and your life is more valuable with you here.

If you know someone who exhibits several of the suicide warning signs listed, immediate action is required.

### Warning signs of suicide may include:

- Talking of hurting or killing oneself
- Hopelessness or helplessness

## Safety Corner

# Using safe lifting techniques at work

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

Safe lifting techniques should be stressed by all workplaces, but are commonly overlooked. Most people just want to finish the job quickly, even if that means moving heavy objects in unsafe ways.

In doing so, workers can become injured and have to miss work for extended periods of time.

Safe lifting techniques should be incorporated for all workplaces because back and lifting injuries are a leading cause of missed work days.

According to data from the Bureau of Labor Statistics, overexertion in lifting or lowering caused an average of 12 days away from work (30 percent more than the overall average), and was the fifth highest rate of days missed, per 10,000 full-time workers.

A few ways to help encourage safe lifting techniques may be to start each day off with a stretching program to help acclimate the body or to post signage around your facility reminding your workers to lift safely.

Even if you don't lift heavy objects often at work, you are still susceptible to an injury. You can strain your back lifting something as light as a screwdriver if you are not careful.

Prevention and planning are perfect solutions for most hazard abatement in the workplace. With proper safety training and the use of these safe lifting techniques, your team should be able to greatly reduce the

risk of back and lifting injuries.

- Before lifting, assess what it is you are lifting and where it is going. Recognize how heavy the object is and determine if you can lift it by yourself. Never hesitate to ask for help if it is too heavy.

- Make sure to check the pathway you are taking to your final destination. There should not be any trip hazards or debris in your path.

- To safely lift the object, get as close to the object as possible. This will create more leverage for you and less strain on your muscles.

- Next, position your feet shoulder-width apart and angle one foot slightly forward for better balance.

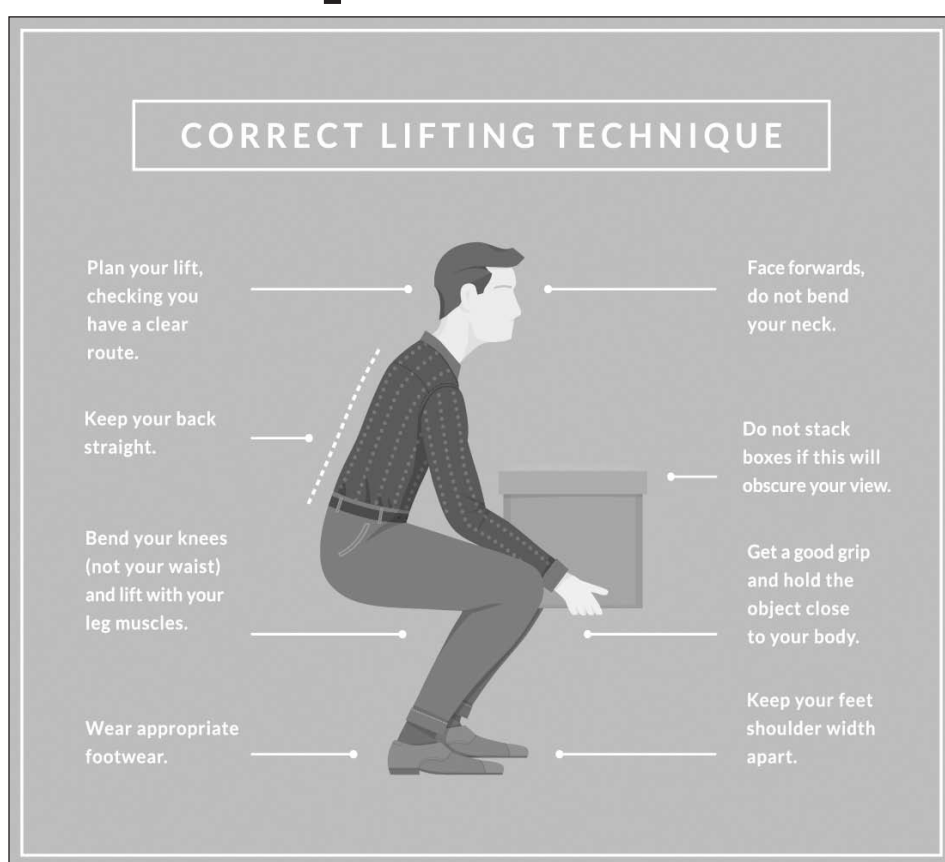
- When you go to bend down for the object, keep your back straight and use your legs and hips to lower yourself to the object. Never bend at the waist because this will cause immediate strain on your lower back.

- As you bend down to pick up the object, use the hand of the leg that is angled forward and place it on the side of the object furthest from you.

- After you have a firm, comfortable grip, tighten your core and focus on keeping a straight back as you lift the object with your legs and hips. Looking forward will help keep your back straight and extend your legs. Always remember to keep the object close to your body.

Just as important as following safe lifting techniques, avoiding unsafe behavior can help you to avoid injury and to advise others on how to do the same.

Here are a few things to avoid



while lifting:

- Never hold your breath while you lift an object. Exhaling out when lifting an object is the proper technique to use.

- When carrying an object, do not bend or twist at the waist. If you need to turn, slowly turn with your feet.

- Don't use a partial grip on an object. Always use two hands!

- Never obstruct your vision with an object you are carrying. Keep the object at mid-section level, from the mid-thigh to mid-chest. This is your

“power zone.”

- Never forget to wear your personal protective equipment, such as gloves for grip or shoulder pads to cushion the load.

By practicing these safe lifting techniques, and avoiding bad lifting habits, you and your staff can stay healthy and on the job.

Since lifting injuries are so common, and detrimental to productivity, the importance of safe lifting techniques cannot be understated and should be treated seriously in every industry.



### Recognition and swearing in

Photo left, Laverne Graham with Pine Bluff Arsenal's Directorate of Business Operations was recently recognized for her duties as acting Inspector General for the Arsenal over the past 12 years. Graham was presented a Civilian Service Commendation Medal by U.S. Joint Munition Command IG Corey Knight during the ceremony in the Arsenal's Command Suite in August. Graham's processing of IG requests, exercising of prudent judgment and professional demeanor, providing IG assistance to the commander and JMC IG contributed to the successful accomplishment of the JMC missions. U.S. ARMY PHOTOS BY HUGH MORGAN

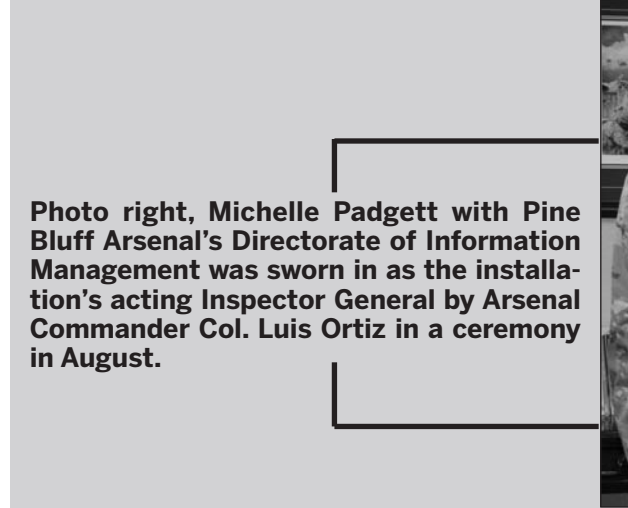


Photo right, Michelle Padgett with Pine Bluff Arsenal's Directorate of Information Management was sworn in as the installation's acting Inspector General by Arsenal Commander Col. Luis Ortiz in a ceremony in August.



John German, Associate Counsel for Environmental Law at U.S. Army Materiel Command received an Achievement Medal from Pine Bluff Arsenal Commander Col. Luis Ortiz in August for support he provided in addressing multiple environmental issues at PBA, Holston and Radford Army Ammunition Plants. As a result of his dedication and commitment to excellence, the installations were able to address environmental concerns and maintain compliance with Federal and state environmental regulations. AMC PHOTO

## AGS Musings

### Out of debt

*Courtesy of Laura Brown  
Financial Readiness Program  
Army Community Service Program Assistant*

Most families with money problems didn't get there because they bought a home or a car that they could not afford. Instead, they have credit card problems. Do you have a budget? According to the National Foundation for Credit Counseling 59 percent of consumers do not have a budget and eight percent don't know how much they spend on food, housing, and entertainment each month.

Here are some common questions people ask when it comes to credit card problems: “What happened?” “What do you mean by Impulse?” “How common is impulse shopping?” “Are there people who can't control this impulse?” “Is there a cure for impulse shopping?”

Are you heading for trouble with your credit cards? Take the true or false “Warning Signs of Credit Card Abuse” quiz below and see where you stand.

T	F	Life would be terribly difficult if they took away all my credit cards.
T	F	I pay my bills on time. But, I have to keep using my credit cards because I run out of cash between paychecks.
T	F	I've thought about getting a consolidation loan to pay off all my credit cards.
T	F	I usually borrow from friends and relatives to make ends meet each month.
T	F	When I come home from shopping, I usually hide the things I bought so my family won't see them.
T	F	The balance in my savings account is shrinking and it's hard to save money.
T	F	I'm a good juggler. I can always find a way to put off paying a bill so I can pay my credit cards on time.
T	F	I have at least two Visa cards and two MasterCard's.
T	F	I have used the cash advance on one credit card to make payments on my other credit cards.
T	F	My credit card payments are eating up more than 20 percent of my monthly income.
T	F	I usually pay only the minimum monthly payment on my credit cards.
T	F	Someday I'll get the money to pay off all my charge cards.

Score: Answer True to six or more and you're headed for trouble. Answer True to nine or more and you may have a serious problem.

Excerpts from: Out of Debt: 2018-19 Edition by Harry Dahlstrom.

# Cultural Pillar Focus for September: Forward Thinking



## Forward Thinking

### OBJECTIVE

We think about the impacts—the risks and benefits—of what we do and how we do it. PBA employees work in a way which improves our ability to produce the best work with the least amount of risk, cost and time.

### BEHAVIORS

- Think beyond the task
- Embrace and lead change
- Avoid group think; challenge the status quo
- Assess problems and provide solutions
- Strive for improvement
- Be nimble and agile; adapt to change

### IN PRACTICE

- I plan ahead for the day and week to make sure time is used efficiently—I account for the things I know will be changing (e.g., someone who is going to be absent or a piece of equipment that will be unavailable).
- I think about the condition of how I leave my work area, to make it ready for the next shift.
- When a better way of doing something is identified, I update the standard and train others on the new process.
- I ensure that my direct reports understand why a specific activity or process is important—to their daily goal and the overall mission.

# Building safe command climate helps combat sexual assault in workplace

By Kari Hawkins  
Army Materiel Command

REDSTONE ARSENAL, Ala. -- From a professional perspective, Gen. Gus Perna, commander of the Army Materiel Command, knows confident and happy employees who work in a safe environment where they are treated with dignity and respect, are more dedicated to their jobs and more committed to the mission.

From an Army perspective, Perna is convinced a safe working environment builds unit cohesiveness, contributes to high morale and fosters trust -- all essential to readiness.

But, from a personal perspective, the four-star general, whose has nieces and granddaughters, said a workplace free of harassment, assault, intimidation, bullying and other negative behaviors is essential to the wellbeing of the Army's families.

"We want our children to feel confident and follow in our footsteps," Perna said.



No matter how he thinks about it, Perna said the Army's SHARP (Sexual Harassment/Assault Response and Prevention) program has a significant impact on ensuring a safe work environment, healthy and happy employees, and Army readiness.

Speaking to about 50 attendees at the AMC SHARP Summit Aug. 21, Perna thanked SHARP leaders for the information and support they provide employees to "create ink spots of excellence that will go through the organization. The goal is to have an organization where everyone is treated with dignity and respect, and an organization where we hold ourselves accountable to that. We are here because an organization of employees who trust each other is a better organization and that contributes to Army readiness."

"Shaping a Culture of Trust" was the theme for the two-day AMC SHARP Summit, which was a synchronized effort across the AMC enterprise to bring together AMC senior leaders and SHARP program coordinators with local, state and federal advocates for sexual assault prevention as well as survivors of sexual assault and human trafficking to review and discuss issues pertaining to providing a full spectrum of SHARP support to AMC's 190,000 employees. Guest speakers included Pat McCay, director of the Alabama Human Trafficking Task Force; human trafficking and sexual abuse survivor Lynn Caffery, executive director for Safe Harbor for Youth; and sexual assault survivor Sherry Brown of Restoration Counseling Services.

Even though the Army has instituted policies and programs to combat sexual harassment and assault within both its military and civilian ranks, the issue is far from gone in the workplace. At a recent meeting of the fifth annual SHARP Program Improvement Forum, it was reported sexual assault prevalence in the Army rose for women from 4.4

percent in 2016 to 5.8 percent in 2018. For men, the rate rose from 0.6 percent to 0.7 percent. It was reported that one in five women serving in an unhealthy command climate will be assaulted and that 24 percent of women serving in the Army report toxicity in their chains of command. For men, it's six percent. Survivors of assault are mostly concentrated at E-3 (private) level.

Experts at the SHARP forum noted a strong link between the health of a command climate and the incidence of sexual harassment with the likelihood that a sexual assault will occur. For Perna, ensuring a healthy command climate is key to confronting sexual harassment/assault in the workplace.

"We are getting better every day, but we are not where we need to be," Perna said. "I think we have great pockets of excellence. They are a reflection of our current leadership. Those leaders are personally involved with holding people accountable. The consistency and depth of our SHARP programs have to go past the commander telling employees what they shouldn't do. This is a difficult challenge and we have a lot of work to do."

Perna wasn't the only AMC leader to speak to the SHARP leaders, who came from programs at AMC's 10 major subordinate commands. AMC Command Sgt. Maj. Rodger Mansker told the group they are important to establishing their command's culture and an understanding of SHARP issues while Maj. Gen. Bob Harter, AMC's chief of staff, said they can have the most significant impact on command culture through their everyday engagements with employees.

"You are more of a trainer than anything who helps to set the culture and the understanding," Mansker said.

"We owe it to our moms and dads and kids to change the culture. What you are doing makes a difference every day in how we help each other, how we care for ourselves and others, how we talk to each other. It's about talking to employees and understanding the differences."

When a call comes in regarding sexual harassment or assault, SHARP leaders and command leadership are already behind in their response, he said.

"When you find out, it's been happening a while. It's too late and you are reacting," Mansker said. "We need to get ahead of the events. Take the time to talk to your leaders about the atmosphere and the work environment. Make assessments of the environment and culture in your workplace. Do what's right for our employees by working to keep sexual harassment and assault from happening."

Harter said each command's SHARP program is directly related to installation readiness, and family and Soldier readiness, which are two of AMC's focus areas.

"You make a difference for our team every day," Harter said. "Our SHARP programs are tied to readiness. Your commanders need to know how SHARP fits into readiness. How do we treat everybody with dignity and respect? It's not about getting bogged down in policy. It's about leading through genuine engagement, and incorporating SHARP messages in town halls, holiday events, leader messages and every day in the workplace."

## Summer interns recognized for work at PBA



From left, Sarah K. Neoh, Caleb M. Walker and Jacob D. Kinney were recognized at the conclusion of their summer internships at Pine Bluff Arsenal with Certificates of Appreciation for their support to the directorates in diverse projects of key importance to our customers and the Warfighter to include support of 81mm flash-bang munition or FBM and other Arsenal production lines. Beyond direct production support, the interns learned about logistic improvements and applied lean principles, all while providing critical assistance to our base support. Their time here at the Arsenal allowed them to experience our critical defense mission, understand the opportunities of a federal career and contribute to the installation's overall success. A group photo was unavailable. U.S. ARMY PHOTOS BY RACHEL SELBY

### Recreation Services

**Music and arcade game in Recreation Center!**

Pine Bluff Arsenal Recreation Services offers many bounce house and game rentals for all ages for your party or event! Whether you need a fun attraction for a birthday party, or something to keep kids occupied during a family function, we have plenty to choose from! We offer a variety of sizes of bounce houses, portable stand up games, table top games, a dunking booth, ball striker, and other items for your party or event!

Call 540-3778 for rental information!

Need a place to hold your party? You can rent our gym for your party or event too! Packages start at \$150! Attendees that do not have Arsenal access can be put on a one-time gate list for the event. Call 540-3821 for more information!

We look forward to making your party or event the best it can be!

### PORTABLE TOSS GAMES

\$30.00 Daily  
\$60.00 Weekend

Slap Shot Hockey

Kick Score Soccer

Laser Tag Toss

Deer Hunter

### TABLE TOP GAMES

\$15.00 Daily  
\$30.00 Weekend

Plinko  
Prize Wheel  
Toss and Win

### OTHER FUN ITEMS

Dunking Booth  
\$75.00 Daily  
\$150.00 Weekend

Bell Striker  
\$75.00 Daily  
\$150.00 Weekend

Folding Tables  
\$5.00 Daily  
\$10.00 Weekend

Coolers  
\$1.00 Daily  
\$2.00 Weekend

Grill  
\$40.00 Daily  
\$100.00 Weekend

Metal Chairs (per chair)  
\$1.00 Daily  
\$2.00 Weekend

Bubble Machine  
\$25.00 Daily  
\$60.00 Weekend  
\*Solution not included\*

**PINE BLUFF ARSENAL RECREATION SERVICES**

18-310 Fleming Drive  
Pine Bluff, AR 71602

Phone: (870) 540-3778

For Rental Information, call 540-3778!  
For Gym Rental / Parties, call 540-3821!

### Non Commercial (Small Use)

Princess 13'W x 11'L x 8'H  
\$50 Daily  
\$100 Weekend

Island Hopper 10'W x 13'L x 8'H  
\$65 Daily  
\$100 Weekend

Playtime Castle 7.5'W x 7.5'L x 6.4'H  
\$65 Daily  
\$100 Weekend

Hoops and Hops 15'W x 13'L x 7'H  
\$65 Daily  
\$130 Weekend

Dragon 10'W x 10'L x 8'H  
\$65 Daily  
\$130 Weekend

Rock Crawler 18'W x 11'L x 7'H  
\$65 Daily  
\$130 Weekend

**Commercial Single Games:**

Giant Basketball 6'W x 6'L x 8'H  
\$100 Daily  
\$200 Weekend

### COMMERCIALS

Playground 12'W x 18'L x 5'H  
\$125 Daily  
\$250 Weekend

Backyard Obstacle 11'W x 20'L x 13'H  
\$125 Daily  
\$250 Weekend

Monster Truck 13'W x 17'L x 12'H  
\$125 Daily  
\$250 Weekend

Rocket 15'W x 15'L x 15'H  
\$150 Daily  
\$300 Weekend

Blizzard Bounce 14'W x 14'L x 14'H  
\$150 Daily  
\$300 Weekend

Funhouse 21.6'W x 15'L x 11'H  
\$150 Daily  
\$300 Weekend

Pirate Ship 10'W x 19'L x 12'H  
\$150 Daily  
\$300 Weekend

Playhouse Commercial 20'W x 17'L x 12'H  
\$150 Daily  
\$300 Weekend

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### Pine Bluff Arsenal Outdoor Recreation

Pine Bluff Arsenal Recreation Services has all kinds of equipment available to rent for any function or event that you want! From canopies, tents and campers to wedding supplies, sports equipment and birthday parties, we have you covered!

Eligible patrons are:

- Active Military
- Retired Military
- Federal Employees
- Arsenal Contract Employees

- If equipment is brought back dirty or late, a day fee and a \$10 service fee will be charged.
- Rented equipment is due back NLT 0800 (M-TH) or 1100 (Fri) on the day of your scheduled return.
- Weekend fees are charged for rentals on Fridays-Sundays.
- Prices are subject to change without notice.

### Bounce Houses! (Call for more info)

**Non Commercial (Small Use)**  
\$50 Daily, \$100 Weekend

Princess Bounce  
Island Hopper  
Playtime Castle  
\$65 Daily, \$130 Weekend

Hoops and Hops  
Dragon Bounce  
Rock Crawler

**Commercial Giant Basketball**  
\$100 Daily, \$200 Weekend

**Commercial Bounces**  
Playground \$125 Daily, \$250 Wknd  
Backyard Obstacle \$125 Day, \$250 Wknd  
Monster Truck \$125 Day, \$250 Wknd  
Rocket Bounce \$150 Day/\$300 Wknd  
Blizzard Bounce \$150 Day, \$300 Wknd  
Funhouse \$150 Day, \$300 Wknd  
Pirate Ship \$150 Day, \$300 Wknd  
Playhouse \$150 Day, \$300 Wknd  
Princess 2 Lane \$250 Day, \$400 Wknd  
WaterSlide \$200 Day, \$400 Wknd  
4-Ballgames \$200 Day, \$400 Wknd

**Other Fun Items**  
Dunking Booth \$75.00 Daily  
\$150.00 Weekend  
Bell Striker \$75.00 Daily  
\$150.00 Weekend  
Portable Games (Slap Shot Hockey, Kick Score Soccer, Laser Tag Toss, Deer Hunter) \$30.00 Daily  
\$60.00 Weekend  
\$60.00 Weekend

**PINE BLUFF ARSENAL OUTDOOR RECREATION**

Recreation Services  
18-310 Fleming Drive  
Pine Bluff, AR 71602

Phone: (870) 540-3778

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### RV Campsites

\$9.00 Daily  
\$16.00 Weekend  
\$13.00 Week

14 ft Boat Fully Rigged  
\$35.00 Daily  
\$90.00 Weekend

Party Barges  
\$150.00 Daily  
\$400.00 Weekend

Canoe  
\$20.00 Daily  
\$50.00 Weekend

Canoe Trailer (Must rent 2 or more canoes)  
\$15.00 Daily  
\$30.00 Weekend

16x18 Canopies  
\$50.00 Daily  
\$120.00 Weekend

15x15 Canopies  
\$55.00 Daily  
\$130.00 Weekend

20x20 Canopies  
\$65.00 Daily  
\$150.00 Weekend

20x30/20x40/20x60 Canopies  
\$80.00 Daily  
\$180.00 Weekend

Generator  
\$45.00 Daily  
\$100.00 Weekend

Grill  
\$40.00 Daily  
\$100.00 Weekend

TIN/UTILITY Trailer  
\$30.00 Daily  
\$75.00 Weekend

Tandem Trailer  
\$50.00 Daily  
\$125.00 Weekend

Metal Folding Chairs  
\$1.00 Daily (per chair)  
\$2.00 Weekend (per chair)

White Folding Chairs  
\$2.50 Daily (per chair)  
\$3.50 Weekend

Camping Tent w/ Screen Porch (Sleeps 6-8)  
\$20.00 Daily  
\$50.00 Weekend

Folding Picnic Tables  
\$25.00 Daily  
\$60.00 Weekend

Hand Truck (Dolly)  
\$10.00 Daily  
\$20.00 Weekend

28" Fans  
\$20.00 Daily  
\$45.00 Weekend

Folding Tables  
\$5.00 Daily  
\$10.00 Weekend

Coolers  
\$1.00 Daily  
\$2.00 Weekend

**PINE BLUFF ARSENAL OUTDOOR RECREATION**

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Phone: (870) 540-3778

## Pine Bluff Arsenal Recreational Lodging

Pine Bluff Arsenal Recreational Lodging provides excellent lodging options to meet your needs! Whether you are looking for a room for a night or two, or you're needing a home away from home, we can offer you very comfortable, clean rooms at excellent rates! Our rooms have microwaves, refrigerators, iron and ironing boards, in-room coffee, cable TV, and Wi-Fi internet access.

**Rates per night:**

Single **\$30.00**  
Suites **\$55.00**  
VIP Suites **\$60.00**

**Extended Stay Lodging\*** **\$55.00 / night**  
\*For long term lodging, you must stay a minimum of 30 days. Call for pricing.

**Cabin in the Pines** **\$70.00 / night**

\*Pet friendly rooms are available! There is a \$50 non-refundable fee for pets.

Office Hours:  
Monday-Thursday 0600-1530  
Every other Friday 0600-1430

Closed Saturdays and Sundays

**Visit our website: <https://pinebluff.armymwr.com>**

Recreational Lodging Main Office is located in Bldg. 15-330, Bullene Hall, across from the Fire Station.

Recreational Lodging Office:  
(870) 540-3008

Recreation Services:  
(870) 540-3778

Chief, Recreation Services Division:  
(870) 540-3779

\*After hours, contact:  
(870) 556-0907



## Grinston selected as 16th Sergeant Major of the Army

**By Army Public Affairs**  
 WASHINGTON -- Secretary of the Army Dr. Mark T. Esper and Army Chief of Staff Gen. Mark A. Milley, announced in June Command Sgt. Maj. Michael A. Grinston will assume responsibilities as the 16th sergeant major of the Army (SMA).



**Command Sgt. Maj. Michael A. Grinston**

"I look forward to working with Command Sgt. Maj. Michael Grinston," Esper said. "The Army is in the midst of a renaissance, and he is a great choice to carry on our readiness, modernization and reform efforts."

Grinston currently serves as the senior enlisted leader for U.S. Army Forces Command (FORSCOM) -- the U.S. Army's largest command and provider of expeditionary land forces. He is a combat veteran who has served in every leadership position from team leader to division command sergeant major.

His deployments include two tours each to Operations Iraqi Freedom and Enduring Freedom, as well as Desert Shield, Desert Storm and to Kosovo. Grinston also served as the senior enlisted leader for the Army's first deployment of a division headquarters, with 1st Infantry Division, in support of Operation Inherent Resolve from October 2014 to June 2015.

"Congratulations to Command Sgt. Maj. Grinston and his fam-

ily," Milley said. "He is a world class leader who stands out among our exceptional Noncommissioned Officer Corps. He is the right Noncommissioned Officer to lead our Army into the future."

As the FORSCOM command sergeant major, Grinston played a key role in the development of training and preparation of combat units as a globally responsive force as the Army simultaneously builds and sustains readiness to meet the needs of national defense. He will succeed Sgt. Maj. of the Army Daniel A. Dailey, who has served in that position since January 2015.

"Command Sgt. Maj. Grinston is the right leader," Dailey said. "He possesses all of the character and leadership qualities necessary to lead our NCO Corps into the future, and he will continue to serve the best interests of our Soldiers, their families and the Army."

The 16th SMA will serve as the Army chief

of staff's personal adviser on matters affecting the enlisted force. Much of the sergeant major of the Army's time is spent traveling throughout the Army to observe training, and talk to Soldiers and their families.

The SMA recommends quality-of-life improvements to Army leadership and sits on numerous councils that make decisions affecting Army families. The sergeant major of the Army also routinely testifies before Congress on these issues. Additionally, Grinston will serve as the public face of the Army's NCO Corps to the American people, in the media, and through business and community engagements.

"I am honored to have the opportunity to continue to serve the great Soldiers and families of the United States Army," Grinston said.

Grinston was sworn in as the 16th SMA during a ceremony at the Pentagon Aug. 16.

He has attended every level of the Noncommissioned Officer Education System, and is a graduate of Ranger, Airborne and Air Assault Schools. He's also a graduate of the U.S. Army Drill Sergeant School and the Equal Opportunity Course.

Grinston possesses a Bachelor of Arts degree in Business Administration from the University of Maryland University College.

## McConville: Taking care of people key to winning the fight

**By Sean Kimmons**  
**Army News Service**

WASHINGTON -- Gen. James McConville smiled as he reminisced of when he was chosen to lead the 101st Airborne Division (Air Assault), before he became its longest-serving commander.

It was the same week in 2011 he commissioned his eldest son into the Army after he graduated as an ROTC cadet from Boston College.

But perhaps the most proud was his father, a former enlisted sailor who had served in the Korean War and then spent nearly 50 years working at the Boston Gear factory.

At the ceremony, his father, Joe, was asked by a local newspaper how he felt about his family's generations of military service.

Sixty years ago, he told the reporter, he was a junior seaman on a ship. And today, his son was about to command a famed Army division and his grandson was now a second lieutenant.

"What a great country this is," McConville recalled his father saying. "I don't think I could have said it better."

McConville, who was sworn in as the Army's 40th chief of staff on Aug. 9, said he credits his father for inspiring him to join the military.

After high school, McConville left Quincy, a suburb of Boston, and



**Army Chief of Staff Gen. James McConville**

attended the U.S. Military Academy, where he graduated in 1981. Since then his 38-year career has been marked with milestones and key assignments.

McConville has led multiple units in combat before most recently serving as the 36th vice chief of staff under Gen. Mark Milley, who will be the next chairman of the Joint Chiefs of Staff. He also oversaw the Army's G-1 (personnel) and legislative liaison offices.

The idea of serving the country was sparked by his father, who, now nearing 90 years old, still passionately shares stories of his time in the military.

"I was always amazed that a man who I had tremendous respect for, who had tremendous character, just really loved his time serving in the Navy," the general said.

Currently with three children and a son-in-law in the Army, McConville and his wife, Maria, a former Army officer herself, are con-

tinuing the family business.

The sense of family for McConville, though, extends beyond bloodlines.

As a father and a leader, McConville understands the importance of taking care of every person in the Army, which he calls the country's most respected institution.

"People are the Army," he said of Soldiers, civilians and family members. "They are our greatest strength, our most important weapon system."

As the Army pivots from counterinsurgency missions to great power competition against near-peer rivals, the system could better locate and recognize Soldiers with certain skillsets the service needs to win.

"If we get them in the right place at the right time," he said, "we'll have even a better Army than we have right now."

The talent of Army civilians, which he says are the "institutional backbone of everything we do," should also be managed to ensure they grow in their positions, too.

As for family members, he said they deserve good housing, health care, childcare and spousal employment opportunities.

"If we provide a good quality of life for our families, they will stay with their Soldiers," he said.

# SAC Summer Camp Talent Show 2019



Photo above, Ella Jafar does a dance routine to "Thrift Shop" during the last performance of the SAC Summer Camp Talent Show as the crowd watches.

Autumn Henderson, Bri'Niyah Murray and Nira Pugh before a dance routine to "Hey Mickey" during the School Age Center Summer Camp Talent Show at Pine Bluff Arsenal's Child and Youth Services. This was the last big event of the summer for the camp. U.S. ARMY PHOTOS BY RACHEL SELBY



Photo left, Grace Shelby does an acrobatic routine to "Call Me Maybe" during her performance.



Levi Camp did an incredible rap to the "Fresh Prince of Bel Air" during the talent show. He learned every word and did a great job.



Riley Scholes sang "You Say" during the show. Scholes was also one of the show's hosts along with Kayley Hobson.



Madalynn Heird, Bri'Niyah Murray and Cassandra Thorndra do a dance to "Git Up" during the talent show.

# CAIRA Exercise



Pafford Air One recently participated in a quarterly CAIRA exercise at Pine Bluff Arsenal and performed emergency services during the event. The emergency helicopter service, located at Grider Field in Pine Bluff, landed one of their helicopters at the Arsenal gate during the exercise. U.S. ARMY PHOTO – DIRECTORATE OF EMERGENCY SERVICES



Individuals part of the firing range project are from left, Preston Keen (DPW), Rob Aikman (DPW), Shane Hubanks (DES), Lucas Dickson (DPW), Bo Harrison (DPW), Darren Edwards (DPW). Center, Crystal McCoskey (DPW).



Pine Bluff Arsenal's Firing Range, located east of Yellow Lake near the Arkansas River, is undergoing upgrades. According to information from Shane Hubanks, Physical Security Specialist with the Directorate of Emergency Services, there has been several incidents in recent years which has required the Department of the Army to look at our current Law Enforcement Weapons Training and Qualifications Program. The 2009 Fort Hood Active Shooter incident was one of the incidents that pushed the DA into replacing the current Military Law Enforcement Weapons Training with one that would address today's current threats. In response to the new weapons training requirements, DES was able to procure funding support from JMC to provide upgrades for the firing range. The scope of work involved berm work, concrete pad, lighting, and signage. This initiative would not have been possible without the support from the Arsenal's Directorate of Public Works—specifically the Roads and Grounds and Carpenter Shops. DPW has completed all the work in-house and has worked hard to provide DES with a functional range that will be used for years to come. The range upgrades are in the final stages with an expected completion date of Sept. 30. U.S. ARMY PHOTOS BY HUGH MORGAN

**JULY 4 - SEPTEMBER 2, 2019**

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