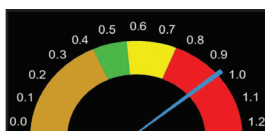




**Pine Bluff
Arsenal
24/7 SHARP
Hotline
870-209-4093**

PBA Safety Glance



**Safety Element for fiscal
year 2021**
Lost Day Case Rate: 0.97
Award Goal: 0.57

***Lost time injuries for fiscal
year 2021 is one. There is one
lost time injuries for Novem-
ber 2020.**

***Recordable injuries for
fiscal year 2021 is one. Re-
cordable injuries is one for
November 2020.**

***Pine Bluff Arsenal days
without a lost time injury is
16.**

***Pine Bluff Arsenal days
without a recordable injury
is 16.**

***Estimated hours worked
without a lost time injury:
39,937.**



Five have held Arsenal's top civilian post

(Editor's note: This story has been written using historical documentation as well as one-on-one interviews with the last three individuals who have held the position. Other information came from individual and online sources.)

By Rachel Selby

Only five men have held the top civilian post on Pine Bluff Arsenal since its establishment in November 1941. These men have guided the Arsenal during different times in its history – from the mid-1950s until today. Each have had their different leadership styles, steering the installation's many unique production missions through war and peaceful times.

C.J. Maupin was the first civilian to serve as Civilian Executive Assistant. Prior to him, the Executive Officer/Deputy Commander position was held by military personnel.

According to historical information compiled by the Commander's Office in 1970 by Lurline Owen, who was a secretary in the office, the Arsenal had an Executive Officer but no Deputy Commander prior to 1952. The title was changed to Deputy Commander, and the function was the same for both the Executive Officer and Deputy Commander.

Maupin served from June 1956 to June 1968 as the Civilian Executive Assistant. According to historical records, biological weapons operations were being conducted on the installation during his leadership. Those weapons



C.J. Maupin

were destroyed in the early 1970s. The Vietnam War was also being fought.

"If you met him, you would have probably been surprised he was in this position," said Patsy Milligan, who started working at the Arsenal in August 1960. "He was a very low key person. He never talked about his position as top civilian in conversation."

Milligan, who worked at the Arsenal for nearly 46 years, was the Commander's secretary. She worked in the Commander's Office for more than 30 years. "I worked with Mr. Maupin briefly and then became the commander's secretary, and worked for 18 commanders – all very special people," she said.

She said Maupin never made anyone feel inferior to him. "He was always someone who would sit down and talk with you no matter what," said Milligan. "He was a very likable person who look at you as an equal when he spoke to you. He was a very good leader."

Milligan recalled Maupin as always wanting to lift everyone's spirits on the instal-

lation. "He would plan events and barbecues at his house and invite people over," said Milligan. "I was very young and insecure at the time. He always made me feel comfortable. There was no pretense about him. He was who he was."

Maupin died in 1989, according to information from Ralph Robinson and Son Funeral Directors in Pine Bluff.

John B. Norris was the second individual to serve as the top civilian. He served from June 1969 to January 1980. The Vietnam War was still going on during this time coupled with anti-war and anti-draft protests. Civil rights, Watergate and the oil crisis were all on the national fore-



John B. Norris

front during Norris' time as the Executive Assistant.

Norris grew up in Birmingham, Ala., and Little Rock, Ark. He graduated from Little Rock High School. He graduated from Arkansas Tech University in 1940, enlisted in the Arkansas National Guard and was called to active duty in January 1941 as a second lieutenant in the U.S. Army. He was discharged from the

Army as a major in 1946 and enrolled at the University of Arkansas, graduating in 1948 with a mechanical engineering degree.

Norris came to Pine Bluff Arsenal in 1951 and retired in 1979. He died July 24, 2004 in Pine Bluff at the age of 86.

"He was a great guy. He was really crazy about his daughter, and would take time every day to tell us about her," said Milligan. "He was very self-confident of his abilities, and had a completely different personality than Mr. Maupin."

She said you could never get really close to Norris. "You knew who his family was and he was very much in love with his wife. She came first in his life and his job was second," said Milligan. "He was very much a family man but he didn't talk about it too much. He was an extremely private person."

James L. Bacon was the third individual to serve as the Arsenal's Civilian Executive Assistant and Chief Engineer. Bacon served from June 1979 to November 1996.

"I came to work at the Arsenal in September 6, 1960, and was upstairs here in Building 10-020. I worked for what was known at the time as Arsenal Operations, working in the Reserve Plants Mobilization office as a GS-5 mechanical engineer," said Bacon. "This was my first real engineering job right out of college."

Back in those days, he said the Corps of Engineers handled all the engineering positions here at the Arsenal

See DCO PAGE 2

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.

DCO from Page 1

for personnel. "At first it was totally new to me. It was a mixed engineering job with a lot of writing and administration," said Bacon. "The design engineering was done in Facility Engineering in those days."

His wife, Diane, worked at the Arsenal. "This is where we met," he said. She worked for the U.S. Army for 10 years.

Bacon grew up in Chidester, Ark., and initially worked in his family's farming and sawmill operations. He graduated from Chidester High School in 1955, and attended Southern State College in Magnolia, Ark. He graduated from the University of Arkansas at Fayetteville with a Bachelor of Science degree in mechanical engineering and a Master of Science degree in Engineering.

"The draft board was on my back. I was 21 and had avoided the draft trying to finish college. They came back at me after I finished. I chose to join the Army Reserve in April 1961," he said.

Bacon said he went to basic training at Fort Leonard Wood, Mo., and then went to advance training. "Things were starting to get hot over in Berlin, Germany and Cuba. The 489th Combat Engineering Battalion I belonged to here in Pine Bluff was mobilized, and sent to Fort Benning, Ga., however I never saw combat," he said.

Following his military service, he returned to the Arsenal in 1962, and for the next 11 years held a number of key engineering positions. He served as a project engineer in three different Arsenal directorates, was the Arsenal's first Pollution Control Officer (now Environmental), and in 1972 was named GS-13 Chief of the Process Engineering Division as a Special Assistant to the Technical Director at Edgewood Arsenal (the Army's Chemical Research and Development Center in Maryland).

"Once you made it past a GS-5, you promoted pretty quickly to a GS-9 and then a GS-11. After that it got pretty competitive," said Bacon. "In 1969, after years of professional development, I took an exam and became a registered professional engineer. I could

put P.E. behind my name."

In 1973, Bacon transferred to Aberdeen Proving Ground, Md., where he worked as a Senior Project Officer with the Army Project Manager for Chemical Demilitarization. He returned to the Arsenal in 1976 when he was named director of Engineering and Technology.



James L. Bacon

"Mr. Norris called me and told me several people were retiring. So he wanted me to take over E&T," he said. "In 1979, Mr. Norris was retiring and he wanted me to replace him. It was a target position I was working towards. The Arsenal allowed me to do this. I was the CEA for 17 years."

At the time, several military units were here at the Arsenal, said Bacon. "We had a signal corps unit dealing with communications and supply folks helping with logistics. There were quite a few military here when I came," he said. "All the major directors were chemical officers – majors and lieutenant colonels."

Bacon said he believes the Arsenal is here to this day because certain missions could be carried out here successfully. "We did things other places couldn't do," he said. "It was all related to the technology and expertise on the chemical side. Everyone knew Pine Bluff made all the colored smoke and incendiary grenades. When I was here, we recruited those types of projects like the mask and clothing lines, and various ammunition projects. Our higher headquarters supported us, and we supported them."

The Vietnam War was still waging when Bacon was in charge. "We had to mobilize smoke and white phosphorus. These were production lines



Jim Bacon, Civilian Executive Assistant at Pine Bluff Arsenal, from June 1979 to November 1996, sits at his desk in the Commander's Office. U.S. ARMY PHOTO - PBA HISTORIAL PHOTO

I had worked on as a project engineer," he said. "All of the crisis in the Middle East also happened under my watch – the first Gulf War. We were moving and shaking out here with full mobilization. Every time we would start downsizing, another crisis would occur. I was able to be involved in all of it."

A big part of Bacon's job was the Arsenal's ties to the local community. "They involved me in their leadership and I involved them in ours. They kept us informed and kept us in the loop," he said. "The community wanted to make sure the Arsenal was taken care of and involved us."

Bacon retired as Arsenal CEA November 1996. He continued his federal career, achieving a Senior Executive Service position, and retired in 2002 at Aberdeen Proving Ground, Md.

Following Bacon's departure from PBA in 1996 as lead civilian, Larry E. Wright took the helm beginning July 1997 to February 2017.

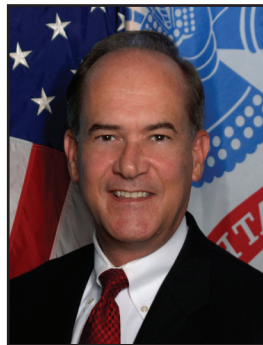
Wright started his 37-year Army career as a GS3-engineering student trainee at the Arsenal during summers from 1979 to 1982. He graduated in 1983 with a Bachelor of Science degree in chemical engineering from the University of Arkansas at Fayetteville.

"My job when I started was part of a new cooperative program with the University

of Arkansas. Jim Hayley (S3 Operations) and I were hired under the same program," said Wright. "Jim Bacon came and recruited us, and signed a memorandum of agreement with the university. We were the first two co-op students."

He said at the time, there were several hundred military on the installation. "There were military directors at the time, headquarters detachment, a large EOD (Explosive Ordnance Detachment) company and our Tech Escort (now called the 20th Support Command Chemical Biological Radiological Nuclear and High-Yield Explosives Analytical Remediation Activity) were also military."

"During the summers, I



Larry E. Wright

had the opportunity to work with the BZ demilitarization program. I worked with Jim Stewart, the project engineer, and I really liked it," he said. "When I finally graduated, I came on board with the BZ

program, which was a hybrid demil program."

In a 2017 Sentinel story, he said when he was a student during the summers, he worked as a courier between what is now the Directorate of Engineering and Technology and the Commander's Office. "We didn't have email. We didn't have computers," he said. "That is how I got to know Maxine Miller and Patsy Milligan (former administrative personnel). They were such professionals and maintained a well-run office. I developed a relationship with them. It was quite a privilege to be here."

In 1988, he became the Director of the Chemical Agent BZ Demilitarization Program, and was instrumental in the successful completion of the Arsenal's first full-scale chemical weapons disposal program. In 1994, he joined the Pine Bluff Chemical Activity as it stood up its mission as the Director of Risk Management and Remediation, where he established comprehensive programs for the receipt, storage and disposal of recovered chemical warfare material. In June 1996, he was appointed Director of Technical Operations and Strategic Planning, where his efforts were devoted to strategic planning, workload development, business and industrial process improvement and Arsenal-wide streamlin-

Commander's Column

With a hint of coolness in the air, we know the holidays are not too far away. However, this year's festivities will look very different than in years past. With the pandemic still raging on as we near the end of the year, safety is of up most concern to me when it comes to our Workforce. I hope everyone celebrates the Thanksgiving holiday next week with safety in mind. No matter how you celebrate, we have lots to be thankful for.

The Arsenal is continuing to perform all mission activities with minimal impacts due to COVID-19. I'm aware this can change at a moment's notice due to rising case numbers in our state. Continue to practice social distancing, wear your mask when you can't properly distance, and make sure to wash your hands. We are a team and it is important for us to be able to come to work and do our mission.

Our Nation honored our veterans Nov. 11. This was a time to say thank you to the countless men and women across our nation who have been there in times of war and peace. These brave individuals gave of themselves with honorable service, pride, strength and loyalty. They deserve our great thanks.

The weather continues to be unpredictable. We need to be mindful of our safety patterns and be prepared for colder and wetter weather in the next few months. With the cooler mornings, deer are on the move. Slow down and be on the watch for deer and other animals crossing the roads here on the installation, as well as on your daily commutes.

As we move into the final months of this year, hunters



Col. Patrick S. Daulton

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

The Arsenal will host its annual Wounded Warrior hunt the first weekend in December. Due to social distancing, a limited number of hunters will be allowed to participate. During this hunt, PBA will come together as a team and welcome veterans who have fought bravely for our country. Wes Sparks, Natural Resource Specialist with the Directorate of Public Works, Fire and Emergency Services and many others will volunteer their time to make the event a memorable experience for the hunters.

I'm so proud of the men and women here at Pine Bluff, Radford and Holston. Despite uncertainties in our workload, the pandemic and every day stressors, we have continued our important work for the Nation's Warfighters, embracing all the changes and challenges. Thank you for your continued resilience and steadfast commitment to our Nation. I'm proud to be your commander.

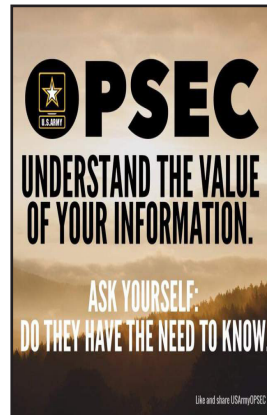
We are a team and a family. It is important for us to re-

main flexible as a Workforce. The Arsenal's future depends on us continuing to strengthen our relationships with our customers and community leadership, and discovering new ways to do business. We know how to deliver a quality product on time and within cost. We need to continue this thinking as we progress into the fiscal year.

We are America's Arsenal.

Letters to the Editor

Please submit letters to Rachel Selby at rachel.c.selby.civ@mail.mil, or by fax at 870-540-4048. You can also bring your letter by Room 190 in Building 10-020. *The Sentinel* is now a digital publication. For more information, call 540-2542.



Hails and Farewells

Hails

John Patchan, Jr., Quality Assurance Specialist, has joined the Directorate of Chemical and Biological Defense Operations.

Mackenzie Coleman, Curtis Hadley, Jr., Dustin Summers and Boston Hartley, Security Guards, have joined the Directorate of Emergency Services.

Lisa Stewart, Administrative Assistant, has joined the Office of the Commander.

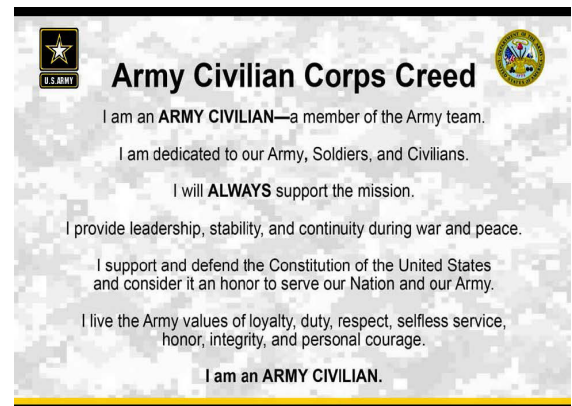
Retirements

Rindy G. Jones, Supply Technician, has retired from the Directorate of Public Works. Jones retires with 33 years of government service.

Phillip L. Kuhn, Sr., Supervisory Security Guard, has retired from the Directorate of Emergency Services. Kuhn retires with 33 years of government service.

Farewell

Karen A. McNeely, Industrial Worker, has left the Directorate of Ammunition Operations.



Arsenal Sentinel



Col. Patrick S. Daulton, Commander
Roch Byrne, Deputy to the Commander
Cheryl Avery, Public Affairs Officer
Rachel Selby, Sentinel Editor/Social Media
Hugh Morgan, Photographer
Stan Nelson, Webmaster

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Army Regulation 360-1

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-releaseable 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 commander and his 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 matter in which the individual has personal knowledge and expertise. This should be coordinated with PAO. They shouldn't comment on military matters that are beyond their knowledge. Classified information won't be discussed.

EAP Corner

The Three D's of Driving

Courtesy of Pine Bluff Arsenal Employee Assistance Program

December is National Drunk and Drugged Driving Prevention Month (3D Month).

In an average year, 30 million Americans drive drunk, and ten million Americans drive impaired by illicit drugs. Impaired driving includes distracted driving, drugged driving, and drunk driving.

Distracted driving

The exact definition of distracted driving is fairly straightforward. If you engage in an activity that takes your eyes off the road, you are driving distracted. From drinking coffee to checking on the kids in the rearview mirror, and texting. Distracted driving is all too common, but it is incredibly dangerous. Like texting and driving, this behavior results in loss of the mental focus required to drive safely even if you look away momentarily.

Car crashes due to distracted driving number in the thousands as the data shows and thousands of lives are lost each year despite the fact that this negligence is entirely preventable. Distracted driving claims nine lives per day, approximately 3,500 per year. There are three types of distracted driving: manual, visual, and cognitive.

- **Manual:** Taking your hands off the wheel.
- **Visual:** Taking your eyes off the road.
- **Cognitive:** Taking your mind off driving.

Keep your hands, your eyes, and your mind on the road while driving (CDC).

Drugged driving

Though laws may vary by states, it is illegal to drive impaired in the U.S. Driving under the influence of marijuana has serious legal consequences, including jail time steep fines, or loss of license. Driving with marijuana in the passenger area of the car is also illegal in many states. Driving impaired puts your passengers at great risk. You can be charged with child abuse or endangerment if driving impaired, and alcohol causes marijuana to stay in your system longer than it would on its own.

Drunk driving

Getting behind the wheel of a vehicle car, truck, motorcycle or any other motorized vehicle after consuming alcohol or illegal substances is a serious crime. Drinking and driving is sometimes called driving under the influence (DUI) or driving while intoxicated (DWI), and involves operating a vehicle with a blood alcohol content (BAC) level of at least 0.08 percent.

However, even a small amount of alcohol can lead to harmful situations. Some drivers may not even show warning signs of being under the influence, but that doesn't mean it's any less dangerous. The only safe BAC level for driving is .00. If you've been drinking, the only way to get to .00 is to wait at least 45 minutes per drink. It's important to remember that any form of drinking and driving is illegal and can come with strict punishment, (Galbicsek, 2020).

Do not drive or allow someone else who has been drinking, or using illegal substances drive you home. The three D's of driving could have major consequences, the physical, legal, and financial risk are not worth it. Here are some options if you choose to drink or use drugs:

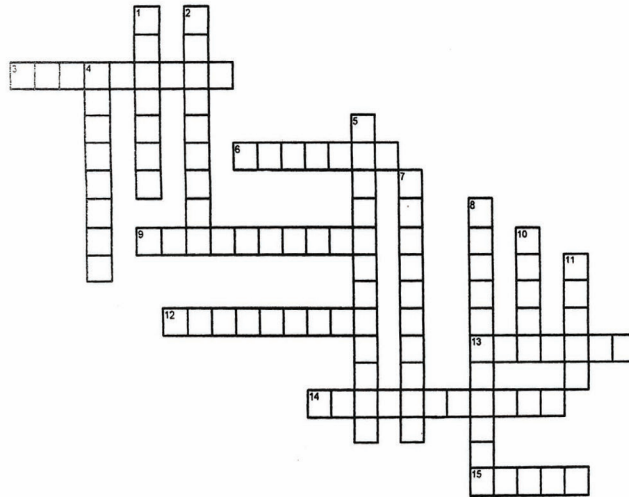
- Designate a driver
- Call a sober friend
- Stay at a friend's house
- Walk to your destination
- Take public transportation
- Stay where you are until you are no longer high or drunk.
- Order a ride share (Uber, Lyft, etc.)

Whenever you are on the highways, drive to arrive alive. The PBA Employee Assistance Office staff are here to help you when you need us. We offer you a safe and confidential place to discuss concerns, challenges, and strategies for managing difficulties in your life. Our office is located at Building 13-040 and our phone number is 870-540-3094.

Name _____

OFF SYM _____

The Three D'S of Drinking



WORD BANK
COGNITIVE
DRUNK
ILLEGAL
CONSEQUENCES
DISTRACTED
LEGAL
IMPAIRED
DRUGS
CONSUMING
PREVENTABLE
NEGLIGENCE
MARIJUANA
ALCOHOL
DRUGGED
INTOXICATED

across:

- 3: The dried leaves and flowers of the hemp plant that are smoked as a drug.
- 6: A clear liquid that has a strong smell, that is used in some medicines and other products, and that is the substance in liquors (such as beer, wine, or whiskey) that can make a person drunk.
- 9: Failure to take the care that a responsible person usually takes.
- 12: Of, relating to, or involving conscious mental activities (such as thinking, understanding, learning, and remembering).
- 13: Not allowed by the law.
- 14: To stop (something) from happening or existing.
- 15: Having drunk so much alcohol that normal actions (such as talking, thinking, and moving) become difficult to do.

down:

- 1: A substance that is used as a medicine.
- 2: Of a feeling completely filling one's mind and attention: absorbing.
- 4: Weakened or damaged.
- 5: Something that happens as a result of a particular action or set of conditions.
- 7: Unable to think about or pay attention to something.
- 8: Affected by alcohol or drugs.
- 10: Of or relating to the law.
- 11: A drug that is created to be only slightly different from an illegal drug so that it will not be considered illegal.

LET'S GET MOVING



EAP ASAP
Employee Assistance Program

ENROLL TODAY IN THE PBA "WALK FOR LIFE" PROGRAM

- TO ENROLL, SEND AN EMAIL TO KEVIN.L.BRADLEY25.CIV@MAIL.MIL OR STOP BY THE EAP BUILDING 13040.
- FILL OUT THE "WALK FOR LIFE" MONTHLY REPORTING LOG.
- RECEIVE MONTHLY TOKENS BASED ON YOUR RESULTS.
- RECEIVE A FREE Pedometer TO HELP TRACK YOUR STEPS.

"WHAT SEEMS IMPOSSIBLE TODAY WILL SOON BECOME YOUR WARM UP"



Wear started 40-year career as student

By Rachel Selby

Forty years, eight months, and 30 days...and a little more if you add in unused sick leave. This is the amount of time Linnie Wear, who works for Pine Bluff Arsenal's Directorate of Risk Management and Regulatory Affairs, Safety Division, will have worked on the installation upon his retirement in December.

"I started my career in 1979 in the Engineering Plans and Services Division (previously called the Directorate of Engineering and Housing, now Directorate of Public Works) as a civil engineer co-op student," he said. "Don Faust was over the civil engineering department. I used to call him my Dad."

Wear, who is originally from Earle, Ark., said the first few months as a student trainee he spent learning all the regulations. "I wondered when the real engineering work was going to start and called my college advisor for advice. He told me to be patient," he said. "After six months, I started to transition and take on small special projects. I would go out and survey parking lots, taking measurements and learning basic civil engineering and draftsman duties."

Back during those days, technological resources were unheard of, said Wear.

"I took my pen, paper and calculator and headed out. You also didn't go out with a one-man crew to do a survey like you would now. You had a crew. Now with technology, I can go out by myself using a GPS to calculate elevations, distances, etc." he said. "I would go out into the weeds back in the day. However, one day we were out on the Bombing Mat and the Johnson grass was above my head. I ran the instruments that day."

Wear is a 1977 graduate of Earle High School and a 1985 graduate of the University of Arkansas at Little Rock. He also attended the University



Linnie Wear will retire in December this year after spending a 40-year career at Pine Bluff Arsenal. U.S. ARMY PHOTO BY RACHEL SELBY

of Arkansas at Pine Bluff and Louisiana Tech University at Ruston, La.

"The co-op program was based on hours. Sometimes you could take a semester off. I got greedy and even took a year off at one point," he said.

"If you asked an engineer today what a slide rule and a Leroy set was they probably couldn't tell you since everything is done on a computer today. I'm old school."

"I started college in 1977 at UAPB. The Co-op program was a three tier program. You spent your first three years at UAPB, and would then transition to the University of Arkansas at Fayetteville. Since Fayetteville wouldn't take most of our hours, my engineering class transferred to Louisiana Tech."

He started in civil engineering, but finished as a Construction Engineer Tech. "I've been around engineers most of my career. I listened to them talk and understand the language. I sat in the corner like I

didn't understand but I did," he said. "If you asked an engineer today what a slide rule and a Leroy set was they probably couldn't tell you since everything is done on a computer today. I'm old school."

Wear has eight siblings

— three brothers and five sisters. He has been married for 18 years, has seven children and 20 grandchildren. An avid photographer and videographer, he is a faithful member of Phi Beta Sigma Fraternity. Wear also coached youth sports for 30-plus years.

From late 1984 until April 1985, Wear took a break in government service. He said this was because the Arsenal didn't have a cooperative agreement with UALR. He was rehired in April 1985 as a civil engineer/engineering tech and reassigned to master plan-



Linnie Wear, right, gets an autograph from Debra Mathis during a Black History Month ceremony at Pine Bluff Arsenal's Creasy Auditorium in 1989. Mathis was the guest speaker. PHOTO SUBMITTED BY LINNIE WEAR

ning as a draftsman.

"I dealt with a lot of maps encompassing roads, structures...even the trees here on the Arsenal. I would have to go in and change tree lines. I have a different style of lettering due to all the drafting I did," he said. "I started using more modern technology but didn't really get into it since I transferred into the safety office."

In 1988, Wear said he transitioned from engineering to safety, and was hired as a local safety and occupational health intern through the local intern program assigned to the BZ demilitarization campaign until its completion. The BZ area was in the same footprint as the Pine Bluff Chemical Demilitarization Facility, which destroyed the chemical weapons stored on the Arsenal. This mission ended in 2010.

"Switching from engineering translated fine with the job in safety. I can read maps and blueprints. O'Neal Dedman is the person who got me in the safety office," he said. "I told him I didn't know anything about safety. O'Neal said it was basically common sense — if it looks bad it probably is. The only thing you do different is the compliance component and bounce it off the regulations and laws. I knew the regulations because I had studied

them as a student."

Wear said he originally started out as a GS-2 or GS-3.

"You can start anywhere in the system and work your way up if you are willing to do the work," he said, remembering when he worked graveyard shifts. "It was hard with three young kids at the time, and I was a single parent at the time."

He has seen a lot of changes during his time on PBA. "When I first came out here, all the directors were military officers. You didn't have any civilians in leadership positions except for the Civilian Executive Assistant," said Wear. "Mr. Jim Bacon was the CEA at the time. He remembered everyone. The military presence faded over time, and civilian leaders eventually took over the directorates."

As a previous master planner for the Arsenal, Wear said the Arsenal's footprint has also changed over the years. "Personnel is the biggest change. All the different people over the years. We were a family. We cared about each other," he said. "Now it is different. This year has been a hard year."

Wear said it was time to retire. "My body isn't old but my brain is. It is time to devote my time to my wife and family," he said.

Types of Reporting Options:

Restricted Reporting:

Victims confidentially disclose a sexual assault without triggering an official investigation. The victim will have access to medical treatment, including medical care counseling, and assignment of a SHARP/ SARC or Victim Advocate. Conversations with a SARC or VA are confidential communications, not to be disclosed to others, including law enforcement. Communication with a Chaplain is privileged under Military Rule of Evidence 503 and AR 165-1 but is not the same as filing a restricted report. A restricted report can be changed to an unrestricted report at any time if the victim changes his or her mind.

Unrestricted Reporting:

Victims of sexual assault who desire legal assistance and an official investigation of the crime will choose unrestricted reporting. The chain of command and law enforcement will be notified that the crime occurred; details regarding the incident will be limited to only those personnel who have a legitimate need to know. The victim will have the option for legal assistance that is separate from prosecution resources. Victims can choose not to cooperate with an investigation at anytime, but this may affect the outcome of the case. Once an unrestricted report has been filed, it cannot be changed to a restricted report.



For More Information:
www.preventsexualassault.army.mil

Installation SHARP/SARC Office
Creasy Bldg 1710
Dayton Rd
White Hall, AR 71602-9500

**Sexual Assault is a Crime...
Punishable Under the UCMJ**

Victim's Rights

- The right to be treated with fairness and with respect for their dignity and privacy
- The right to immediate and effective medical care and attention, including long-term follow-up treatment, if eligible
- The right to be reasonably protected from the accused offender
- The right to be notified of court proceedings
- The right to be present at all public court proceedings related to the offense (unless the court determines otherwise)
- The right to talk with the attorney for the Government in the case
- The right to restitution, if appropriate
- The right to information about the conviction, sentencing, imprisonment, and release of the offender from custody

24/7
Pine Bluff Arsenal
SEXUAL ASSAULT
HOTLINE
(870) 209-4093

SHARP
SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION

SHARP
SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION

**I AM THE FORCE
BEHIND THE FIGHT.**

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Pine Bluff Arsenal
SEXUAL ASSAULT
HOTLINE
(870) 209-4093

Installation SHARP/SARC Office
Creasy Bldg 1710
Dayton Rd
White Hall, AR 71602-9500

What should I do if I am sexually assaulted?

- Find a safe environment away from the attacker; ask a trusted friend to stay with you for moral support.
- Preserve evidence of the attack. Do not bathe or brush your teeth; write down all the details you can recall about the attack and the attacker(s).
- Get medical attention. Even with no physical injuries, it is important to determine the risks of STD's and pregnancy.
 - To preserve forensic evidence, ask the hospital to conduct a Sexual Assault Forensic Exam (SAFE).
 - If you suspect you may have been drugged, ask that a urine sample be collected; the sample will need to be analyzed by a forensic lab.
- To maintain restricted reporting, call your SHARP Sexual Assault Response Coordinator (SARC), Victim Advocate (VA), or Medical Facility. VAs are available 24/7.
- For unrestricted reporting and to pursue an investigation, notify the SHARP SARC/VA, CID, the Military Police, or your chain of command. VAs are available 24/7.

24/7
Pine Bluff Arsenal
SEXUAL ASSAULT
HOTLINE
(870) 209-4093

Sexual Assault Myths

MYTH: A person who has really been assaulted will be hysterical.

FACT: Survivors exhibit a spectrum of emotional responses to assault: calm, hysteria, laughter, anger, apathy, shock. Each survivor copes with the assault in a different way.

MYTH: Assaultants are usually crazed psychopaths who do not know their victims.

FACT: As many as 80% of all assaults involve acquaintances. An assailant might be someone you know intimately, a coworker, a friend or a family member.

SHARP
SEXUAL HARASSMENT/ASSAULT RESPONSE & PREVENTION

**I AM THE FORCE
BEHIND THE FIGHT.**

MYTH: Many women claim that they have been sexually assaulted because they want revenge upon the man they accuse.

FACT: Only 4-6% of sexual assault cases are based on false accusation. This percentage of unsubstantiated cases is the same as with many other reported crimes.

MYTH: Sexual assault is a topic that only concerns women, and men do not have to be concerned about sexual assault.

FACT: According to recent rape crisis center statistics, men, both straight and gay, suffered 10 percent of the sexual assaults reported in the United States last year. In addition, men have wives, friends, sisters, mothers and daughters who may someday need assistance in coping with sexual assault. Rape is a concern for everyone.

What can I do to reduce my risk of a sexual assault?

- Do not leave your doors unlocked at your residence - do not leave windows open at night if you are on the ground level.
- If you plan on drinking, make sure you have someone sober with you that you can trust to watch over you and/or each other.
- Do not leave your beverage unattended or accept a drink that has been opened by someone you do not know or trust.
- When you go to a party, go with a group of friends - arrive together, watch out for each other, and leave together - use the buddy system.
- Be aware of your surroundings at all times.
- Do not allow yourself to be isolated with someone who you do not know or trust, especially if you have been drinking.
- Think about the level of intimacy you want in a relationship, and clearly state your limits - NO never means MAYBE.

SafeHelpline.org

Need to talk? It's easy to get the help you deserve.

Online Helpline
SafeHelpline.org

Info by Text
55-247 (inside the U.S.) /
202-470-5544 (outside the U.S.)
Text now. Welcome to the national support network.

Safe Helpline App
(on the App Store)

Safe Helpline Room
Peer-to-Peer Support
SafeHelplineRoom.org

Telephone Helpline
877-995-5247

Safe Helpline App
(on the App Store)

Safe Helpline Room
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DPW Award



Members of Pine Bluff Arsenal's Directorate of Public Works including Steve Redman, director, were presented a plaque Oct. 7 by Col. Patrick Daulton, PBA Commander for their outstanding work in retrofitting, improving and upgrading an existing building for the production of the Joint General Purpose Decontaminant - Hardened Military Equipment (JGPD-HME), other wise known as M333 kits. Personnel from the following shops - Carpentry, Electric, Sheet Metal and Pipefitting - assisted PBA's Directorate of Chemical and Biological Defense in this effort. The building, according to Justin Lieber, project manager, was an empty shell. The DPW crew accomplished this task in 18 months, which included the installation of all equipment purchased for production. M333 is a field-adjustable decontaminant composed of three separate dry powders. One kit contains three separate dry powders to add to water to yield a set amount of ready-to-use liquid decontaminant. For chemical agents, two of the powders are mixed with water. For biological agents, all three powders are used. The plaque was given by the Joint Program Executive Office for Chemical Biological, Radiological and Nuclear Defense - Protection. U.S. ARMY PHOTO BY HUGH MORGAN

2020 Federal Benefits

Open Season goes to Dec. 14

Courtesy of PBA Civilian Personnel Advisory Center

The 2020 Federal Benefits Open Season runs from now to Dec. 14, 2020. During this Open Season, employees can make changes to their Federal Employee Health Benefits (FEHB), Flexible Spending Accounts (FSA), and Federal Employees Dental and Vision Insurance Program (FEDVIP) benefits.

COVID-19 did not impact the 2020 Federal Benefits Open Season schedule.

For more information about the Federal Benefits Open Season and the 2020 Virtual Benefits Fair, an online health fair with participants from BENEFEDS, FEDVIP, FEHBP, FLTCIP, and FSAFEDS, visit our Federal Benefits Open Season page.

Do not forget to check OPM's Significant Plan Changes to see what plans are entering, changing, or leaving the FEHB Program. We also highly recommend employees go out to OPM's website to view 2020's FEHB premiums at <https://www.opm.gov/healthcare-insurance/healthcare-plan-information/premiums/>

For Federal Employees Dental and Vision Insurance Program (FEDVIP) enrollment information, visit www.benefeds.com or call (877) 888-3337.

For Federal Employees Flexible Spending Account (FSAFEDS) enrollment information, visit www.fsafeds.com or call (877) 372-3337.

Due to COVID-19, Pine Bluff Arsenal Civilian Personnel Advisory Center will not be having the annual Benefits Fair.

Once open enrollment begins employees can change their insurance on a computer with CAC card access at this website: <https://www.ebis.army.mil>. Be sure to choose your name authentication certificate and enter your pin.



PBA Energy Corner

Fiscal Year 2020 in review: (An unusual year, to say the least.)

The final numbers are in for FY20. Look at this data to see how America's Arsenal's energy consumption and costs compare to FY19.

	2019	2020
Energy Consumed (MBtus)	346,365	342,105
Cost	\$3,567,505	\$3,064,926
Cost/MBtu	\$10.30	\$8.96

This marks the first time since FY16 that the arsenal's energy consumption went down from one year to the next. We would love to say energy savings measures did this, but in reality, the oft named virus (that we are tired of naming) probably had more to do with that. Health measures taken to facilitate more teleworking, shutting down the operation of the Childcare Center, Rec Center, etc. led to a reduction in energy used.

You likely noticed the cost per Btu went down. While this helps the arsenal's budget, it is also likely a domino effect of the virus that we pray will be removed from us. If you are curious why a virus would make energy cheaper, consider this: less travel and more staying at home reduces the demand for energy. Lesser demand drives the cost down, as in \$1.50/gal of gas, right? Right. These market conditions also have an impact on electricity, which is largely made from fossil fuels, and natural gas. Would you agree that we would rather pay a little more in energy and get life back to normal? Yep. Me, too.

We hope you noticed during the Energy Action Month the comparison we sent out about electricity and natural gas. Do you think of electricity being the best energy source in all aspects? Natural gas is actually highly efficient, and look at how much cheaper it is, focusing on PBA's FY20 numbers.

	Electricity	Natural Gas
Energy Consumed (MBtus)	109,794	232,311
Cost	\$2,210,928	\$853,998
Cost/MBtu	\$20.14	\$3.68

Yes, natural gas was 5½ times less expensive than electricity!

If you have any questions with any further details on PBA's FY20 energy consumption, please call the number shown below.

If you have energy savings ideas, please call ext. 3236.

DCO from Page 2

ing.

Wright said working under Bacon, during his transition to top civilian in 1996, was a privilege. "He was no doubt a key mentor for me. He taught me about networking and who the important community leaders were. He taught me how to maintain ongoing relationships locally, regional and nationally," he said. "It was one of the most important things I learned from him."

The job title from CEA to Deputy to the Commander merged in 2013, according to Wright. "It became a bit confusing. There were different names being used at other locations," he said. "To avoid confusion, they consolidated them."

Wright also met his wife, Renee, at the Arsenal. "Jim Bacon hired her. They were taking a graduate engineering course together. She ended up working in ammunition manufacturing for a while. In 1988, we got married," he said. "After we got married, she went to work for the Corps of Engineers. The Arsenal has been a big part of my life – starting working there at 18, got married when I was 28 and became a CEA at 38. Things come in 10s."

During the years Wright led the Arsenal, there were many changes. "Two things stand out in my mind – one we saw coming, one we didn't," he said, talking about an A-76 study in 2001 and 9-11.

"Sept. 11 (9-11) shaped how we conducted ourselves forever. It is kind of like a pandemic," said Wright, referring to the current COVID-19 outbreak. "It changed lives. It was a trying and stressful period."

Wright said the A-76 study was a major victory for PBA. *(The study is a competition of government-operated activities and the private sector to determine whether commercial activities can be done more economically and efficiently by contract.)*

"We prevailed and the Arsenal was neither outsourced nor closed," he said. "We put a lot of energy and resources collectively in a much focused objective. It took a lot of energy and ended up being a big victory. We rallied our resources and fought for the Arsenal's future and succeeded. This came right after 9-11, and I was proud of how we protect-

ed the installation."

One thing Wright said he was always proud of is the strong, competent team of directors handling the various mission and support areas of the Arsenal.

"We were the envy a lot of times of other installations," said Wright. "We got many comments and compliments about how our directors functioned as a team. Our behavior was watched at conferences or at events we hosted. It was always something to be proud of and it was a rewarding experience to have."

Other proud moments Wright touched on were mobilizing for war times and major projects such as the modernization of the white phosphorus plant.

"This is what we are here for. We are here for the Warfighter. It is what we trained for," he said. "We supported many military elements. The Arsenal does hard, dangerous work at times and it is good to be able to support our nation's efforts."



Roch J. Byrne

Current PBA Deputy to the Commander, Roch Byrne, stepped into the position in February 2017, taking over leadership from Wright. He is the new kid on the block.

"I started my work with our nation's military working for the U.S. Air Force in 1986 at Robins Air Force Base in Georgia. I was hired in right after college as an electronics engineers working on the B1-B Bomber project," said Byrne. "I wrote computer software for the project. It was interesting. The only downfall, I was far from home and didn't know a soul."

Four years of engineering school was tough and spending the first year out of college by himself drove Byrne to move back to Arkansas. He started at the Arsenal in October 1987 as



Larry Wright, left, the fourth civilian Pine Bluff Arsenal Deputy to the Commander, and Roch Byrne, current DCO, pose for a photo in the Commander's Office in 2017. U.S. ARMY PHOTO BY RACHEL SELBY

a staff electronics engineer.

"I went from working in a really high tech building for the Air Force to working here refurbishing some of the grenade lines. It was dirty. I had split knuckles and the heat would never work in the building. I rode the bus with all the other employees," he said. "It was good for me. I got a real good education in my career at that point. It grounded me and I understand today who makes the Arsenal run."

Byrne is a 1982 graduate of Catholic High School in Little Rock, Ark. He graduated in 1986 with a Bachelor of Science degree in electrical engineering from Christian Brothers University in Memphis, Tenn. He also has a Master of Business Administration degree in Management from Webster University in Little Rock, and is a 2005 graduate of the Depot and Arsenal Executive Leadership Program.

"It was hard going to work full time and going to graduate school. When I got out of engineering school, I swore I would never go back. My wife, Diana, pushed me to go back. We went at the same time while working too," he said. "It was a good thing we didn't have kids at the time."

Shortly after graduate school, Byrne became the Production Engineering Division Chief for the Directorate of Ammunition Operations. "Not too many years after that Mr. Jerry Woods, the AO director, retired. I was then selected as

the director," he said, reflecting back. "In July 2016, I was selected for the position I'm in now. Don Scifres, who is the AO director now, followed right behind me."

During his transition period with Wright, Byrne said the time was extremely helpful to him.

"Watching the guy who has done the job the past 20 years has been a big asset," he said, in a 2017 Sentinel article. "Being able to follow him around and see how he takes care of and tackles issues has been great. He was an excellent mentor."

Byrne said he and Wright had divergent backgrounds, but he felt it was a good thing. "He and Mr. Bacon are incredibly smart people. To make up for my shortcomings, I have surrounded myself with smart people," he said. "There was definitely a learning curve when it came to the chem bio side of the house. I didn't know the acronyms. I didn't know the people and the leadership, and all the products we make here. I was really familiar with the ammo side."

He said the job was a bit overwhelming when he first took it, but he looked forward to the challenges and felt prepared. Then the pandemic hit in early 2020.

"COVID has been my 9-11. You can't compare the two since they are very different type of events. It has been the biggest issue we have dealt with since I took this position.

You have to take care of your people and the entire thing is a huge balancing act," said Byrne. "We organized a team to work on the issues for the employees. I think we have done quite well. We are nine to 10 months in and we are still doing ok. I believe we are taking care of each other – washing our hands, social distancing and wearing our masks."

This pandemic is frightening, he said. "Doing everything we are supposed to be doing is so important," said Byrne.

Byrne said he is most proud of the cloth-face coverings produced here at the Arsenal in response to the pandemic.

"We filled a void in the Organic Industrial Base and were able to get masks to all of our sister installations. We are helping keep them safe," he said. "It was a quick turn around and we got product out the door very fast. You can get masks anywhere now but we were able to fill the gap at the beginning."

Another proud moment, he said, is when the Arsenal reached two million hours without a lost time injury. "It has been a journey. I can't take credit for this. I give Larry a lot of credit," said Byrne.

"It was almost two full years without an injury. This type of achievement instills confidence in your employees. This is a safe place to work and management cares about their well-being."



Pine Bluff Commander Col. Patrick Daulton presented letters of appreciation to Ben Malone (top photo) and John Earnhart from Nathan A. Godwin, Principal Deputy Chief of Staff for Operations, G-3 for U.S. Army Materiel Command for their support during the Workload Planning and Reporting (WPR) Training. Their performance was a key factor in helping the workforce do their jobs more effectively and efficiently in the new Logistics Management Program functionality.



John Patchen, Quality Assurance Specialist in Pine Bluff Arsenal's Directorate of Chemical and Biological Defense Operations, was recognized by Arsenal Commander Col. Patrick Daulton for his commitment and dedication to the DCTE Program. In March 2020, Patchen, after completing annual calibration and operator certification training at the Pueblo (Colo.) Chemical Agent Destruction Pilot Program, stayed over eight additional days in Colorado, completing the annual requirement for Pueblo Chemical Depot. His singular focus on the mission in supporting the AMC workforce and out nation is commendable and greatly appreciated during these unprecedented time of COVID-19. U.S. ARMY PHOTOS BY HUGH MORGAN







GSA STORE

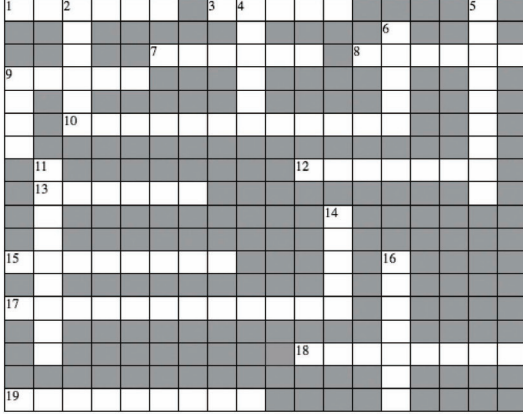
We carry office, janitorial, industrial and maintenance supplies!!

Stop by building 23-330 or call 540-3417/3416 today!



CROSSWORD PUZZLE

Slips, Trips and Falls



ACROSS

- Have your _____ checked regularly by an eye doctor. Poor vision can greatly increase your chance of falling.
- When you climb, always face the ladder and grip the _____, not the side rails.
- Never stand on a chair, table or other surface on _____.
- Always keep at least three points of contact with a _____ (i.e. two hands and one foot or two feet and one hand).
- _____ are one of the leading causes of unintentional injuries in the United States.
- Be aware of your _____ at all times.
- Areas with heavy _____ are common locations for falls.
- Injuries resulting from falls can diminish the ability to lead _____, independent lives for adults 55 and older.

- Remove _____ hazards (paper, boxes, books, clothes, toys, shoes) from stairs and walkways.
- Pay attention to where you are going. _____, such as texting and walking, can lead to a slip, trip or fall due to a step, crack or hole in the ground.
- _____, such as brisk walking, tai chi and yoga, helps to reduce falls by improving strength and balance.
- _____ heights are common locations for falls to another level.
- Areas prone to wetness or _____ are a common place for slips.
- _____ surfaces present a major fall hazard.
- Approximately 8.6 million visits to the _____ department are fall-related.

- If you have young children, install _____ at the top and bottom of stairs (unlatch the gate in order to pass — don't climb over them).
- The number of fall deaths among those 65 or older is _____ times the number of fall deaths among all other age groups.
- Install _____ on all staircases on both sides.
- Secure electrical and phone _____ out of traffic areas.
- Report all workplace slips, trips and falls, even if minor, and all potential _____.

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©

Pine Bluff Arsenal honors its Veterans

Thank you for serving!

INCLUDES PINE BLUFF ARSENAL, RADFORD ARMY AMMUNITION PLANT(~) AND HOLSTON ARMY AMMUNITION PLANT (*)



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HOLIDAY DUCK HUNT

RULES FOR HOLIDAY DUCK HUNT

1. NO LIMIT ON AMOUNT OF DUCKS YOU CAN FIND.
2. DUCKS ARE NUMBERED ON THE BOTTOM FROM 1-7. GRAND PRIZE DUCKS HAVE CWF OR MWR ON THEM. GRAND PRIZE DUCKS WILL QUALIFY YOU FOR A GIFT CERTIFICATE AND AN MWR ITEM.
3. DUCKS WILL BE HIDDEN BETWEEN THE 14-17 DECEMBER 2020. ALL DUCKS MUST BE TURNED IN BETWEEN 4-7 JANUARY 2021 AT THE FITNESS CENTER, BUILDING 16-310. **MASKS ARE REQUIRED.**
4. PRIZES WILL RANGE FROM FOOD ITEMS AT COOL BREEZES (GIFT CERTIFICATES WILL BE GIVEN WITH EXPIRATION DATE ON THEM) OR MWR ITEMS.
5. THE NUMBER MARKED ON THE BOTTOM OF THE DUCK IS THE PRIZE YOU RECEIVE. NO EXCHANGES.

HAPPY HUNTING!

PRIZES

DUCK #1- SOUP

DUCK #2-CHICKEN STRIPS

DUCK #3-FREE BURGER

DUCK #4-FREE FRIES

DUCK #5-FRITO PIE

DUCK #6-DRINK

DUCK #7-MWR ITEM

DUCK CWF-CHICKEN STRIP SALAD

DUCK MWR-BURGER/FRIES/DRINK



**POC Ann Wright 540-3203
Amber Lecy 540-3596**

