

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

**PBA Safety
Glance**



Safety Element for fiscal year 2023
Lost Day Case Rate: 0.60
Award Goal: 0.57

***Lost time injuries for fiscal year 2023 is one. There is zero lost time injuries for January 2023.**

***Recordable injuries for fiscal year 2023 is one. Recordable injuries is zero for January 2023.**

***Pine Bluff Arsenal days without a lost time injury is 32.**

***Pine Bluff Arsenal days without a recordable injury is 32.**

***Estimated hours worked without a lost time injury: 91,712.**



Daly praises CSMs during ceremony

By Kari Hawkins

REDSTONE ARSENAL, Ala. -- Two of the Army's most accomplished command sergeants major were recognized by the commander of the Army Materiel Command Jan. 12 for their career-long commitment to leading Soldiers and providing mission support.

They were recognized during a change of responsibility ceremony at Redstone Arsenal as one – Command Sgt. Maj. Alberto Delgado – leaves AMC, and the other – Command Sgt. Maj. Jimmy Sellers – takes the helm as AMC's 18th command sergeant major.

Calling it both a bitter-sweet and great day, AMC Commander Gen. Ed Daly AMC said AMC is farewelling a "tremendous Soldier and outstanding leader" and welcoming "an awesome non-commissioned officer with a bright future who is going to take the mantle of Army Materiel Command and continue to progress this organization forward."

Delgado has served as AMC's command sergeant major since July 2020 and will retire from the Army later this year with about 35 years of service. Sellers comes to AMC after serving as the Department of the Army G-4 Logistics sergeant major.

In the audience were commanders and command sergeants major representing AMC's 10 major subordinate commands; four of AMC's previous command sergeants major – Dan Elder, Jeffrey Mellinger, James Sims and



Army Materiel Command's incoming Command Sgt. Maj. Jimmy J. Sellers expresses his gratitude to AMC's outgoing Command Sgt. Maj. Alberto Delgado during a change of responsibility ceremony Jan. 12, as AMC commander Gen. Ed Daly claps. U.S. ARMY PHOTO BY EBEN BOOTHBY

Roger Mansker; and multiple other former and current leaders from across Redstone Arsenal and AMC.

The change of responsibility ceremony, Daly said, transitions senior enlistment responsibilities between two non-commissioned officers who are "tremendous Soldiers, trainers, leaders and warriors," and live both the Soldier's and NCO Creed.

The ceremony represents individual change in leadership while also recognizing the "continuity and continuation of a mission, professionalism and commitment to excellence in our Army that demonstrates standards and values," Daly said.

As the AMC command sergeant major, Daly said Delgado was a "hall of famer" in his role as senior enlisted advisor responsible for the execu-

tion of the commander's intent and the oversight of enlisted troops as well as the quality of life of AMC's 170,000 employees. Daly described Delgado as a leader who "always set the example and drove operational and tactical readiness on the battlefield" and as the most essential trainer, coach,

and mentor in "continuing the command's tradition of excellence, its legacy, its mission to synchronize and deliver logistics, sustainment and materiel readiness to Soldiers anywhere in the world anytime and in any condition."

See AMC page 3

Whyde joins Arsenal staff

By Rachel Selby

Charles Whyde has joined Pine Bluff Arsenal's leadership staff as the director of Family Morale, Welfare and Recreation. Whyde steps into this role after the retirement of Missy Brodnax.

"I was at Fort Polk, La., before coming here to Pine Bluff," he said. "It was a pretty big MWR there, and I was



Charles Whyde

See WHYDE page 3

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.

Deputy to the Commander Column

A brand-new year is here, and January is almost over. Thank you for what you do every day for our Army and Warfighters. We had many challenges in 2022, but we winked through and finished the year better and stronger. There will be new and different challenges in 2023. Pine Bluff Arsenal's amazing Workforce will continue to navigate the uncertainty of our workload, mission requirements and other challenges.



Roch Byrne

The COVID-19 pandemic continues to linger with us as numbers in Jefferson County and Arkansas rise and fall. Daily self-assessments are still a good idea. Don't come to work if you are sick.

The safety and health of our Workforce is our first priority. It is important for us to come to work healthy – be ready to work safely and complete our mission.

We are still in the cold weather months even though

the temperatures have been more like spring lately. The weather continues to be unpredictable during this time. During your morning and evening commutes, please give yourself extra time on your routes and slow down during bad weather – be vigilant when road surfaces are wet from rain, snow or ice.

Recently, the Arsenal had a slip, trip and fall accident. This broke our running total of 1.2 million work hours without a lost time injury. These types

of incidents continue to be our most prevalent and expensive safety issue. When I say expensive, I mean from both a pain and suffering, and cost basis.

Safety is for the entire Pine Bluff Arsenal Workforce. Collectively, we have made vast improvements in our safety posture. Let's continue to make improvements in the safety area by clearing pathways, watching out for each other and paying closer attention to our everyday routines.

We are all a team and a family here at Pine Bluff Arsenal. I'm so proud to be part of this incredible Workforce. I'm proud to be your Deputy. We must continue to remain flexible.

The Arsenal's future depends on us continuing to engage and strengthen our customer and community relationships and deliver quality products on schedule and within cost. Thank you for everything you do every day.

Hails and Farewells

Hails

Patrick D. Frazier, Pipefitter, has joined the Directorate of Public Works.

Caitlin B. Thomas, Administrative Support Assistant, has joined the Directorate of Public Works.

Emilio Torres, Jr., Supervisory Logistics Management Specialist, has joined the Directorate of Public Works.

Retirements

Maxine Jones, Laundry Machine Operator, has retired from the Directorate of Public Works. Jones retires with 14 years of government service.

Gertie L. Scott, Logistics Management Specialist, has retired from the Directorate of Material Management. Scott retires with 20 years of government service.

George E. Abshire, Lead Logistics Management Specialist, has retired from the Directorate of Material Management. Abshire retires with 31 years of government service.

Lewis T. Inzer, Engineering Technician, has retired from the Directorate of Public Works. Inzer retires with 28 years of government service.

Ernest Johnson, Munitions/Protective Equipment Work Inspector, has retired from the Directorate of Chemical and Biological Defense Operations. Johnson retires with 23 years of government service.

Lawrence J. Michaud, Locomotive Engineer, has retired from the Directorate of Public Works. Michaud retires with 18 years of government service.

Brenda F. Ricks, Materials Handler, has retired from the Directorate of Material Management. Ricks retires with 14 years of government service.

Farewell

Michael C. Kelly, Quality Assurance Specialist, has left the Directorate of Chemical and Biological Defense Operations.

Celebrating 55 Years of Service



Edmond McClinton, right, a supply clerk with Pine Bluff Arsenal's Directorate of Ammunition Operations, was presented a special 55 Years of Service certificate from PBA, and a Years of Service plaque from Joint Munitions Command, by Roch Byrne, Arsenal Deputy to the Commander, in early January. He first worked at the Arsenal in the late 1960s, and continuously since the early 1980s. A Pine Bluff native, McClinton also served in the U.S. Army, both in artillery and airborne units. U.S. ARMY PHOTO BY HUGH MORGAN

Retirement



Ernest Johnson, right, a munitions/protective equipment work inspector with Pine Bluff Arsenal's Directorate of Chemical and Biological Defense Operations, receives his retirement certificate from CB Director John Burkhead. Johnson retires with 23 years of government service. U.S. ARMY PHOTO

WHYDE from Page 1

one of the division chiefs. I am originally from Indianapolis, Ind.”

Whyde said he left Indiana when he was 17 and joined the Marines. He spent four years with the Marines doing aviation operations. “I pretty much did all my time in Okinawa, Japan,” he said. “I met my wife overseas and had two children. I got out in 1995.”

He said he was fortunate the MWR overseas was helping pay for college classes.

“I also had the GI Bill, so I went back to work for MWR so I could make money. We were a young family just starting out,” said Whyde. “I got a degree in business management. I kind of came up through the ranks in MWR and learned all I could.”

MWR through the years has really turned into this dynamic, business organization, said Whyde.

“I’ve spent half my time as GS (General Schedule) and half NAF (Non-Appropriated Funds),” he said. “We moved to the Richmond, Va. Area, and I worked for the MWR at the Defense Logistics Agency. I spent five years with DLA, and then did three months at Cavalier Air Force Station in North Dakota. It was about 10 miles

from the Canadian border.”

He said he then moved back to Virginia, and went to work in Virginia Beach for the U.S. Navy.

“I’ve worked pretty much with all branches of the military,” he said. “I worked in Yorktown, Va. MWR had a lot of cabins, and it was a resort area. I then got a call to become the division chief at Sierra Army Depot, Calif. (an hour north of Reno, Nev.). This was a promotion, and worth it to move. I spent two and a half years there. My wife doesn’t like to move.”

Since he has been here at PBA, Whyde said he has gotten out and seen all the MWR assets and met personnel.

“Everyone has been very nice,” he said. “We want to explore the idea of expansion in some areas of our business. We won’t be the biggest MWR on the block, but we will do what we can. I have some ideas. I’m not trying to change too much just make things a bit better.”

Whyde said his staff has been sharing ideas with him. “They mentioned bocce ball, and getting the retirees involved. Fun recreational things,” he said. “We have some ideas in the pipeline.”

AMC from Page 1

Internally, Delgado comprehended complex requirements and communicated them across the command. Externally, Delgado worked across the Army and joint forces and with allies and partners to help integrate, synchronize, and coordinate mission requirements on a global scale, Daly said.

During his time at AMC, Delgado was involved in launching a comprehensive, 15-year Organic Industrial Base modernization plan; supporting the movement and relocation of 75,000 Afghan evacuees as part of Allies Welcome; issuing more than 25,000 pieces of stock from Army Prepositioned Stocks; focusing on quality of life at installations with \$11 billion invested in constructing barracks, improving child care facilities, and restoring installation readiness; providing upwards of \$8 billion in material to the Ukraine; setting the course for more effective investments in Army housing and facilities; strengthening the Army supply chain; increasing climate resiliency; improving the Army’s food

service program; and many other initiatives with long term impacts on the force.

“You’ve created a legacy that has positively impacted literally tens of thousands of Soldiers, families and Department of the Army civilians across our Army,” Daly said. “The effects of your work will be felt for decades ... You are one of the finest Soldiers. You are a great logistician, tremendous warrior and leader without peer, the gold standard and epitome of what right look likes, always thinking bigger than himself and selfless about his service.”

Of Sellers, Daly said the incoming command sergeant major is a “truly dedicated and experienced noncommissioned officer who has done unbelievably well and who comes to us well prepared for this assignment ... He is the right man to take this organization to new heights.”

Delgado expressed his appreciation to the AMC team, thanking them for their support through recent medical challenges, noting, “I couldn’t ask

for a better team, for a better family to spend the last couple months with.”

He recalled earlier times with Sellers, when the two would talk about their predictions for the future.

“Now look at us,” Delgado said.

Feeling both honored and privileged to be a new member of the AMC team, Sellers said he will be committed to the mission and vision of the organization, development of its leaders, management of its talent and stewardship of the profession.

Sellers said he is grateful to God and his family, including his father, retired 1st Sgt. James Sellers; and for the mentors and Soldiers who have been part of his career. He hopes to continue the legacy of successful command sergeants major who have been a key to AMC’s continued success.

“My promise is to maintain the pace,” he said. “My promise is to maintain presence, maintain accountability, maintain commitment and maintain engagement.”

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

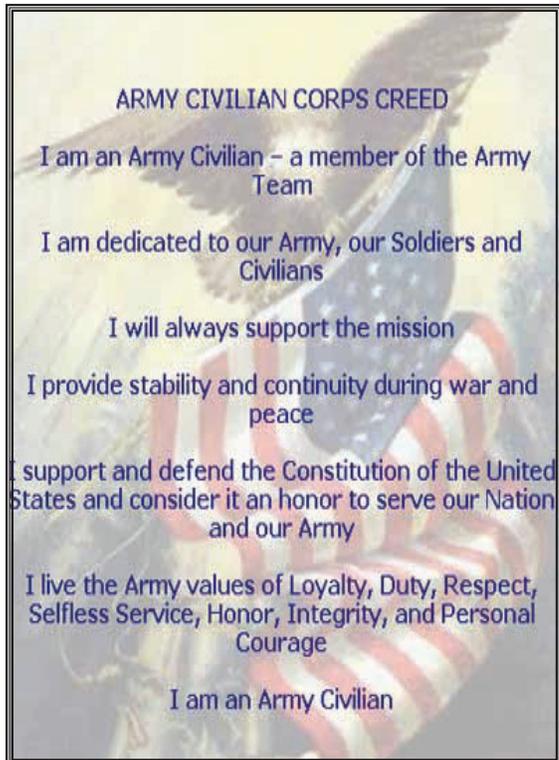
ourselves and others accountable.

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 message/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 online - “Think, Type, Post.”



ARMY CIVILIAN CORPS CREED

I am an Army Civilian – a member of the Army Team

I am dedicated to our Army, our Soldiers and Civilians

I will always support the mission

I provide 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

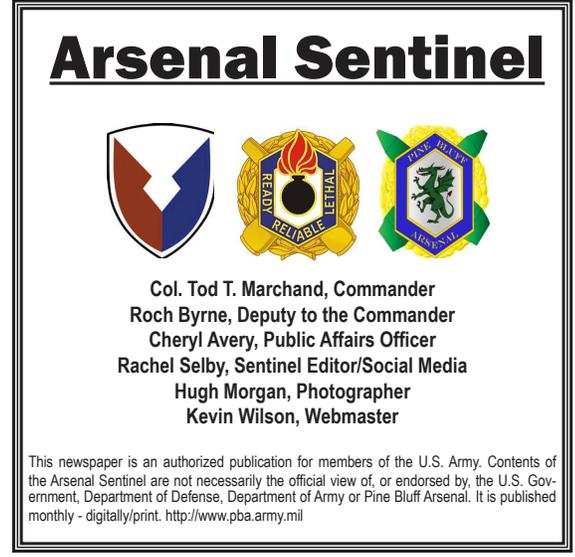
Important contact numbers

The ABC (Army Benefits Center) will be able to assist you in the requirements for your retirement application: Army Benefits Center (ABC): 1-877-276-9287.

Thrift Savings Plan (TSP): 1-877-968-3778.

Social Security (3511 Market Street, Pine Bluff): 1-866-563-9693.

Office of Personnel Management (OPM) 1-202-606-1800.



Arsenal Sentinel



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End of an era: Pool demolished



Pine Bluff Arsenal's Pool Complex is in the process of being demolished by the Directorate of Public Works. Major leaks have occurred underneath the pool in the filtration system pipes. To correct this problem, a major construction job would be needed. When COVID hit in 2020, the pools sat idle for a whole year which compounded the leaking pipe issue. The last season the pools were open was in 2019. With no income in 2020, it was determined the pools would not be sustainable. Demolition planning meetings began in 2021. According to information from Charles Whyde, Director of PBA's Family Morale, Welfare and Recreation, this project will pave the way for future planning involving the growth of the Cool Breezes Concession area. Future plans are in the works for kitchen and seating expansion and maybe the possibility of a drive-thru once the demolition is complete. Whyde said while it is hard to see long-time programs go away, such as the swimming pools, it allows for growth with current programs, and increases the morale and welfare of our Arsenal community. U.S. ARMY PHOTOS BY HUGH MORGAN



Army Emergency Relief Soldiers Helping Soldiers

AER is a private nonprofit organization incorporated in 1942 by the Secretary of War and the Army Chief of Staff. AER's mission is to provide emergency financial assistance to Soldiers and their Families.

Since it was established, AER has provided more than \$1.8 billion to 3.7 million Soldiers and their Families. On average, each year AER provides more than \$61 million to over 40,000 Soldiers and their Families.

Who is Eligible for Assistance?

- Active Duty Soldiers, single or married, and their eligible Dependents
- Army National Guard and Army Reserve Soldiers on continuous Active Duty (Title 10, USC) for more than 30 consecutive days and their eligible Dependents
- Soldiers Retired from Active Duty for longevity or physical disability, and their eligible Dependents
- Army National Guard and Army Reserve Soldiers who retired and are receiving DFAS Retired Pay, and their eligible Dependents
- Surviving spouses and orphans of Soldiers who died while on Active Duty or after they retired

What Kind of Assistance can we provide?

- An Interest free loan
- A grant if repayment of loan will cause undue hardship
- A combination loan/grant

How can AER Help Me?

Assistance with:

- Rent
- Temporary Lodging (Homeless)
- Mortgage
- Initial Rent & Deposit
- Basic Furniture
- Appliance Repair/Replacement
- Utilities
- Emergency Travel
- Cranial Helmets

- PCS Travel (AD Only)
- Welcome Home Travel
- Non-Medical Attendant (NMA Travel)
- Invitational Travel Order (ITO)-Soldier Hospitalized
- Safe Travel Due to Domestic Violence
- Food
- Disaster-Evacuation
- Disaster Assistance-Recovery/Sustainment
- Disruption in Pay (Government Shutdown)
- Vehicle Fuel or Public Transportation Expenses
- Child Car Seats
- Vehicle Repairs/Maintenance
- Replacement Vehicle
- Monthly Vehicle Payments
- Vehicle Insurance Payment or Deductible
- Medical Care
- Special Medical Needs
- Dental Care
- Home Repairs or Insurance Deductible
- Funeral Expenses
- Immigration, Visa & Passport Fees
- Spouse Re-Licensing & Recertification Fees (PCS only)
- Clothing
- Homeschool and Remote Education
- Pet Transportation
- Career Skills Support Program
- Infant Formula Shipping Costs

For information on how to receive assistance please contact Tiffany Penister, Army Emergency Relief Officer at 870-540-3588 or Laura Brown, Assistant Army Emergency Relief Officer at 870-540-3030.

EAP Corner

It's Your Heart

Courtesy of Pine Bluff Arsenal Employee Assistance Program

The first Friday in February is National Wear Red Day in the United States. It's your chance to raise awareness for heart disease while also wearing your favorite red outfit.

Why do we observe American Heart Month every February? Every year more than 600,000 Americans die from heart disease. The number one cause of deaths for most groups, heart disease affects all ages, genders, and ethnicities. Risk factors include high cholesterol, high blood pressure, smoking, diabetes, and excessive alcohol use.

Do you know how to keep your heart healthy? You can take an active role in reducing your risk for heart disease by eating a healthy diet, engaging in physical activity, and managing your cholesterol and blood pressure. This is a great chance to start some heart-healthy habits!

The human heart is responsible for pumping blood throughout our body, supplying oxygen and nutrients and removing toxins and waste. Weighing between eight and 12 ounces, the heart is a mighty organ divided into four chambers working together to pump blood in and out.

The heart gets oxygenated blood from the lungs and pumps it throughout the rest of the body. It does this by contracting at a rhythmic pace, about 60-80 times per minute, thanks to electrical cells called "pacemakers." When the heart ceases to perform its regular function, a medical device also called a pacemaker can be implanted to assist the heart.

Heart disease occurs when the arteries leading to the heart become clogged. Although heart disease has been around for thousands of years, we do know that many aspects of modern life exacerbate risk factors and make people more prone to heart disease and heart failure.

Today, one in four deaths in the U.S. is attributable to heart disease. Heart disease can affect everyone, but taking stock of your prior health risks, activities and diet can help you reduce your risk (*National Today, 2022*).

Although we've learned a lot about how the heart works, there are still many unanswered questions about heart health and the cardiovascular system.

The best ways to protect your heart:

- Stay active,
- Eat a healthy and balanced diet, and
- Reduce your daily stress.

To celebrate American Heart Month, take some time to learn about heart health risks, find your favorite heart-healthy activities, and cook some healthy meals with your family (*National Today, 2022*).

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

NAME _____ OFF SYM _____

IT'S YOUR HEART
Complete the crossword puzzle below

Across

3. Possibility of loss or injury.
8. Engaging or ready to engage in physically energetic pursuits.
9. A serious condition where your blood glucose level is too high.
10. A hollow muscular organ that pumps the blood through the circulatory system by rhythmic contraction and dilation.
11. A particular quality, habit, or disposition regarded as adversely affecting a person or group of people.
13. A colorless, odorless reactive gas, the chemical element of atomic number 8 and the life-supporting component of the air.
14. One of a pair of organs in the chest that supplies the body with oxygen, and removes carbon dioxide from the body.

Down

1. A blood cell with a high percentage of oxygen and low percentage of carbon dioxide.
2. One of the thick tubes that carry blood from the heart to other parts of the body.
4. A tissue with red blood cells, white blood cells, platelets, and other substances suspended in fluid called plasma.
5. A circumstance, fact, or influence that contributes a result or outcome.
6. A special course of food to which one restricts oneself, either to lose weight or for medical reasons.
7. In good health.
12. A state of mental or emotional strain or tension resulting from adverse or very demanding circumstances.

WORD BANK
ACTIVE, DIET, RISK, OXYGEN, BLOOD, HEART, LUNGS, STRESS, DISEASE, OXYGENATED, FACTORS, ARTERIES, DIABETES, HEALTHY

Friday: February 3, 2023

VITAMIN D FOR THE HEART

February is American Heart Month, a month-long United States observance.

Why? 1 in 4 will die from heart disease in their lifetime

It might help by...
 Lowering blood pressure
 Reducing inflammation
 Improving muscle function

Talk to your doctor about supplementing today!

Vitamin D, a nutrient many are deficient in, might be able to help and be part of a healthy, heart disease-free lifestyle

Observational studies show that those with the highest vitamin D levels have a 43% reduced risk of all-type heart disease

Risk factors for heart disease are:

- Smoking
- High blood pressure
- High cholesterol
- Overweight/obesity
- Physical inactivity
- Diabetes
- Family history of early coronary heart disease
- Age (for women, 55 and older)

Heart disease is largely preventable. Here's what you can do now to reduce your risk:

- Don't smoke
- Eat for heart health
- Aim for 30 minutes of physical activity at least 5 days a week
- Ask your doctor to check your blood pressure, cholesterol, and blood glucose

FOR MORE INFORMATION AND RESOURCES, CONTACT THE PBA ASAP/EAP TEAM 870-540-3094

In conjunction with National Heart Health Month, The National Heart, Lung, and Blood Institute and many groups around the country observe National Wear Red Day each year on the first Friday in February to raise awareness about heart disease as the leading cause of death among Americans, especially women. Cardiovascular disease causes 1 in 3 deaths in women every year making it the number one health related killer in women. Know the risk factors, and the preventable measures you can take for the sake of your heart's health.

DPW Spotlight



Scotty Bridges, with Pine Bluff Arsenal's Directorate of Public Works Pipe Shop, repairs pipe and replaces a broken water main valve at an Arsenal building.



Jason Hufford at Pine Bluff Arsenal's Water Treatment Plant performs daily laboratory water testing. U.S. ARMY PHOTOS BY TRACEE MILLS



PBA Energy Corner

Pine Bluff Arsenal has received the first handful of electric vehicles planned for deployment on the installation. Electric vehicles, or EVs, have exploded in popularity in the car market over the past few years. Americans purchased approximately 326,000 EVs in 2021. That number increased to nearly 800,000 in 2022. This increase in popularity is partly due to the improved capabilities of the technology manufacturers are putting into EVs, like new sensors, multimedia systems, and even autonomous driving. EV purchases are also fueled by the desire of drivers to decrease their current impact on the environment and consumption of fossil fuels by moving away from traditional internal combustion engines.



At the end of 2021, President Joe Biden signed Executive Order 14057 – *Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability*. This EO set forth many new goals for the federal government to reduce environmental impact and supporting the clean energy sector. Section 204 of the EO covers the federal governments goals to transition to a zero-emission fleet. The specific requirement is that all light-duty acquisitions shall be zero-emission vehicles (ZEVs) by 2027.

For the Army, EVs are one step in the process of carrying out a climate strategy that not only reduces carbon footprint, but also reduces reliance on fossil fuels and increases readiness. As EVs use electricity rather than traditional fuels, they can be charged using a variety of options. Chargers can use grid connections, as well as sources like solar, wind, or even generators powered by fossil fuels. All these options make EVs versatile and help the Army be ready to meet energy-related challenges.

Safety Tip: EVs use electric motors so they tend to be much quieter than vehicles with traditional internal combustion engines. As EVs become more prevalent at PBA, it is important that anyone operating EVs or on the road with them try to be more aware of their surroundings. This will help protect themselves, other drivers, and pedestrians.

If you have any energy-related questions or additional tips, please contact ext. 2824

OPSEC

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KEEP IT SECURE

Learning to wisely maintain accrued leave balances

*Courtesy of Pine Bluff Arsenal Civilian Personnel
Taken from the Labor Management Employee Relations News*

As federal employees, we are fortunate to have a plethora of leave options at our disposal to help manage life's demands and strive for optimal work/life balance. Indeed, the list seems almost endless with new flexibilities being added as societal norms change. For example, just last year we saw the addition of Paid Parental Leave, an expansion under the Families and Medical Leave Act.

With such a bounty of leave options to choose from, employees may not understand the need to build and maintain their accrued leave balances. Many supervisors find themselves struggling with finding an effective method to encourage employees to maintain sufficient leave balances. This article will provide some food for thought in this arena as well as some incentive.

Let us consider sick leave first. Every full-time federal employee is credited with four hours of sick leave per pay period (104 hours annually). This accrual rate does not change regardless of position, tenure, or length of service. Sick leave is for purposes of preventative and maintenance health measures such as attending physical exams, appointments, and recuperating from illness. What may not be well known is sick leave also provides for the care and health maintenance of family members.

An important to consider-action in choosing to build and maintain your sick leave balance is the fact that several leave options depend on the existence of sufficient sick leave balances, such as Family Friendly Leave and Bereavement Leave. These entitlements come out of your sick leave balance.

Family and Medical Leave (FMLA) is unpaid leave (i.e., LWOP), but sick or annual leave can be substituted while using this entitlement. Therefore, having an accrued sick leave balance helps to ensure the employee will not incur a loss in pay, possible disruption of benefits, or a leave debt, when the need for absence for medically related reasons or the need to care for family arises. The existence of a healthy accrued sick leave balance can also be an added benefit at retirement. Unused accrued sick leave is credited to length of service at retirement in whole month increments. Length of service is one factor used to figure your monthly retirement annuity.

For example, John is eligible to retire at the end of the year with 30 years of fed-

eral service. He has 1047 (six months) hours of accrued sick leave. Upon retirement, John's annuity formula will be computed based on 30.5 years of federal service as opposed to 30 years, resulting in an increase in his monthly annuity payment.

Remember, sick leave never expires and there is no limit on the amount you can carry forward from year to year. Consider striving to save 40 hours per year of allowance over a five-year period result in an accrued balance of 200 hours. Imagine what could be amassed over the course of an entire career! Think of your sick leave balance like an emergency savings account used to cover emergency expenses, only in this case, for legitimate and necessary sick care or family care needs.

Now let us turn to annual leave. In contrast to sick leave, the amount of annual leave accrued each pay period varies depending on the amount of federal service an employee has to their credit. Employees with less than three years of service accrue four hours per pay period (104 hours annually); those with three to 15 years of service accrue six hours per pay period and 10 hours in the last pay period per year (160 hours annually); and employees with 15 years or more of service accrue eight hours per pay period (208 hours annually). Additionally, the amount of annual leave that may be carried forward from one year to the next is capped at 240 hours.

So, while accrual of annual leave may be quicker, the window for use and ability to stockpile is limited. But even with these limits in mind, maintaining the maximum carryover of 240 hours is very beneficial. Annual leave is for rest, recreation, and emergencies of a non-medical nature. It should also be noted annual leave can be used for sick purposes (i.e., annual in lieu of sick). This may be a desirable option, for those who find themselves in a use or lose situation and want to avoid forfeit of leave. In addition, annual leave can be substituted for LWOP when invoking FMLA, again reducing the likelihood of incurring a pay loss, possible disruption of benefits, or leave debt.

Annual leave is payable in a lump sum upon separation from Federal service. Maintaining the maximum 240 hours carryover means that upon separation from service, a lump sum equivalent to three additional paychecks will be paid out. Think of your annual leave balance like a discretionary fund or checking account, use what you need, save what you can. Thinking of your accrued leave balances like money in the bank contributes to both you and your family's financial preparedness. Manage it wisely.

Cool Breezes / call 540-3777

<p>Salads</p> <p>Either start with a blend of iceberg or our Spring Mix. Add in some diced tomatoes, shredded cheese, top with carrots, 3 slices of egg, bacon bits, diced cucumbers and two pepperoncini peppers.</p> <p>Garden Salad (No Meat) \$4.50 Chef Salad (Ham or Turkey) \$6.00 Chicken Strip Salad (Crispy or Grilled) \$7.50 Philly Steak Salad (Philly Meat) \$8.50</p> <p>All salads are served with crackers, croutons, and one dressing: Ranch, Thousand Island, Balsamic Vinaigrette, or Lite Italian.</p> <p>Personal 7" Pizza</p> <p>Cheese \$5.50 Additional Toppings (Each) \$0.25 Onions Jalapenos Pineapples Additional Meat Toppings \$0.75 Pepperoni, Ham, Turkey, Bacon pieces</p> <p>Appetizers and More</p> <p>Frito Pie \$3.75 Nachos \$3.50 Fried Pickles or Green Beans \$3.25</p> <p>Extras</p> <p>Bacon (2 slices) \$1.75 Nacho Cheese \$1.00 Chili \$1.00 Slice Cheese \$0.50</p>	<p>Quarter Pound Burgers</p> <p>Hamburger \$4.25 Combo (with fries) \$6.25 Cheeseburger \$4.50 Combo (with fries) \$6.50 Double Cheeseburger \$6.25 Combo (with fries) \$8.25</p> <p><i>Comes with lettuce, tomato, onions, pickles and your choice of American or Swiss Cheese</i></p> <p>Other Items</p> <p>Country Fried Steak Sandwich (with fries) \$5.25 Philly Cheesesteak (with fries) \$6.50 Polish (with fries) \$3.50 Seasoned Potato Wedges (JoJo's) \$2.25 Steak Fries \$2.25 Tater Tots \$2.25 Fried Okra \$2.25 Onion Rings \$2.50</p> <p>*New Items*</p> <p>Hot Ham & Cheese \$4.25 Combo (with fries) \$6.25 Grilled Cheese \$2.50 Combo (with fries) \$4.50 Cold Cut (Ham, Turkey) \$6.50 Combo (with fries) \$8.50 <i>6 slices of meat, lettuce, tomato and cheese</i></p> <p>Don't forget about making any sandwich a wrap. It is the same as the menu price.</p> <p>* Ask about our DAILY specials *</p>	<p>Chicken</p> <p>Chicken Strips (3) \$5.85 Combo (with fries) \$7.85 Crispy Chicken Sandwich \$5.25 Combo (with fries) \$7.25</p> <p><i>Comes with 1 dipping sauce per order, Buffalo, Ranch, Honey Mustard, or BBQ Extra sauce is \$0.50 each</i></p> <p>Treats</p> <p>Ice Cream Bowl \$2.25 Slushies \$1.50 Candy Bars \$1.25 Cookies \$0.85 Chips \$0.75 Breakfast Snacks \$1.25</p> <p>Drinks</p> <p>Sweet/Unsweet Tea \$2.25 Bottle Sodas \$2.00 Poweraid/Lemonade \$1.60 Flavor Water \$1.60 Water \$1.10 Can Sodas \$1.50 Monsters \$3.25</p> <div data-bbox="1101 1724 1463 1913" style="text-align: center;">  </div> <p>Actual Bacon Cheeseburger Made By: Stephen</p>
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Coin presentation



Pine Bluff Arsenal's Deputy to the Commander Roch Byrne presented coins to Mark Brown, Matt Newton, Scotty Bridges, Richard Harrison, Brad Kennedy, Zachary Harbison, Spencer Silvey, Patrick Frazier, Gerald Pumphrey, Ryan Saunders, Brad Rauls, JR Rodriguez, Brad Sanders, Barry Hollinger, Jerry Arledge, Donnie Miller, Drew Spakes, Brad Dobbins, Mike Dorn, Marchelle Carter, Bill Moore, Jason Hufford, Brad Baugh, Phillip Reed, Jody Fullen, John McDonald, Dan Schreiner, Jason Schreiner, Tyler Cox, Corey DeJarnette, Jerrime Heird and Mark Koonce. The coins were in recognition of their hard work and quick response in finding and repairing water lines that were damaged during freezing temperatures in December. U.S. ARMY PHOTO BY HUGH MORGAN



Army Safety Gram

Army Safe is Army Strong



Stress Overload Can Affect Your Safety

Everyone has it and it isn't all bad. But when we suffer from stress overload it can affect our health, and even our ability to work safely. A reasonable amount of stress can motivate us to work better and faster. But excessive stress can cause many problems such as health difficulties. It can also keep us from concentrating on working safely.

Here are some of the symptoms of too much stress:

- Sleeping difficulties.
- Feelings of anxiety and of being overwhelmed.
- Being short-tempered and uptight.
- Physical sensations such as tense muscles, headache or upset stomach.
- Abuse of substances such as food, cigarettes, alcohol or drugs.

These suggestions might give you some ideas of how to cope with stress:

- Maintain general good health. Eat nutritious meals regularly each day. Your diet should consist largely of healthy food such as whole grains, fresh fruits and vegetables. Foods which are high in fat, salt and sugar should be kept to a minimum. It is important to get adequate sleep and rest. Exercising daily or at least several times a week will also help you to stay strong enough to cope.
- Avoid drugs. When we are under stress, it is tempting to turn to this kind of relief. However, the abuse of drugs such as alcohol, caffeine, nicotine, prescription drugs, over-the-counter remedies and street drugs will eventually just add to your problems.
- Special relaxation techniques might prove helpful. You can obtain more information about these methods from books and tapes which are widely available, as well as community programs, self-help groups and some therapists. One of the most simple of these techniques is taking a number of deep, slow breaths and exhaling completely. Another involves deliberate progressive relaxation of different muscle groups.
- Find someone to talk to. Problems become more manageable when you discuss them with a friend, a member of your family, a clergy person or a counselor. Contact your employee assistance program officer for assistance.
- Give some thought to your priorities. You can't do everything and you can't be responsible for everything. Decide what is really important in your life and focus on that.
- Other problems can perhaps be ignored. Many of the things we worry about are beyond our control or never actually affect us.
- Learn to relax on your time off from work and other responsibilities, even if it is very short. Every day do something you enjoy.
- Learn to set realistic goals. If you are working toward specific goals, day-to-day difficulties are easier to handle.
- Learn to manage yourself to make the most of the time which you have each day. You might find it useful to get up a little earlier each day or leave for work a little earlier so that you don't feel rushed.



Excessive stress is a common problem in today's hectic world. Learn to manage stress to maintain your health – and your safety.



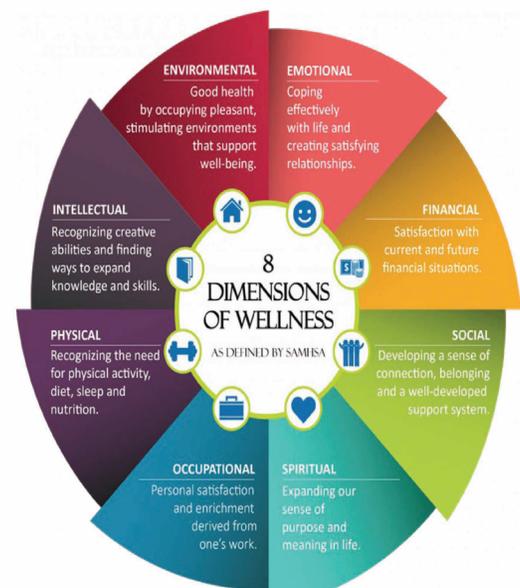
Office Symbol _____

Personal Wellness Checklist

Write in your scores from each of the dimensions and compare it to the maximum score.

DIMENSION OF WELLNESS	MAXIMUM SCORE	YOUR SCORE
PHYSICAL	40	
EMOTIONAL	40	
OCCUPATIONAL	40	
ENVIRONMENTAL	40	
SOCIAL	40	
SPIRITUAL	40	
INTELLECTUAL	40	
FINANCIAL	40	

- Which dimensions of Wellness could you improve? _____
- Which dimensions of Wellness are going "ok"? _____
- Which dimensions of Wellness are you having success in? _____



8 DIMENSIONS OF WELLNESS

AS DEFINED BY SAMBSA

Certificates of Appreciation



Debbie Paylor, with Pine Bluff Arsenal's Directorate of Information Management, was recognized with a Certificate of Appreciation from Commander Col. Tod T. Marchand, for a Best Practice for exceptional service during the No Notice Command Cyber Readiness Inspection during first quarter of Fiscal Year 2023. Paylor demonstrated an exceptional level of knowledge and skill by utilizing required automated tools, researching solutions, providing support, coordinating DOIM's effort and implementing changes in procedures to ensure a successful inspection. PBA achieved an excellent score of 80.4 percent during the CCRI. U.S. ARMY PHOTOS BY HUGH MORGAN



Michael (Wally) Hunt, with Pine Bluff Arsenal's Directorate of Information Management, was recognized with a Certificate of Appreciation from Commander Col. Tod T. Marchand, for Best Practices during the installation of the Harris Land Mobile Radio system. He demonstrated an exceptional level of knowledge and skill, which resulted in significant cost saving while continuing to maintain the LMR.



HELP • HOPE • HEALING
2023 COA AWARENESS WEEK
 Impact of Alcohol/Opioid Use
 Disorder on Children

Youth with a parent who misuses substances are:

- At risk of lifelong negative mental and physical health consequences
- 3x more likely to be physically, emotionally, or sexually abused
- 4x more likely to be emotionally or physically neglected, with higher rates in rural populations
- Less likely to set healthy boundaries within relationships
- More likely to lack self-awareness
- More likely to experience anxiety, depression, confusion, and anger
- More likely to experience unexcused absences and drop out of school
- More likely to have difficulty with direct communication
- Less likely to effectively regulate emotions
- More likely to be involved with the juvenile justice system
- 38.9% avg (or as high as 69% in some states) child protective services due to substance misuse in the home
- More likely to take on parental responsibilities at home.



For information about how to help, visit: nacoa.org.



1 in 4 children live in families impacted by parental addiction. These children are so often the first hurt and last helped, yet the impact of living in a household with addiction can be lifelong. Children are desperate for the support and understanding that can bring them hope and healing.

These kids and teens are vulnerable to pain, isolation, and fear every single day. But it doesn't have to be that way! With the support of caring adults, children can find hope and healing, and live in a healthier way. With appropriate services, children can learn how to live without shame. With hope, resiliency is possible.

COA Awareness Week honors the struggle of impacted kids and teenagers, and inspires countless others to understand they too can heal and thrive. Help make the difference in the lives of children, and empower them to heal.

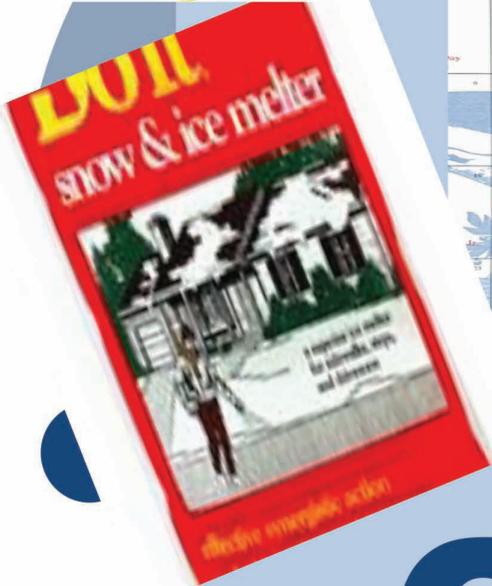
NATIONAL ASSOCIATION FOR CHILDREN OF ADDICTION
NACOA.ORG | 888.55.4COAS

FOR MORE INFORMATION CONTACT THE PBA ASAP/EAP TEAM 870-540-3094



JANUARY 2023
United States Government Desk Calendar

	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	3	4	5	6	7
8	10	11	12	13	14
15	17	18	19	20	21
22	24	25	26	27	28
29	31				



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