



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

### PBA Safety Glance



**Safety Element for fiscal year 2023**  
**Lost Day Case Rate: 0.67**  
**Award Goal: 0.57**

**\*Lost time injuries for fiscal year 2023 is three. There is zero lost time injuries for July 2023.**

**\*Recordable injuries for fiscal year 2023 is five. Recordable injuries is zero for July 2023.**

**\*Pine Bluff Arsenal days without a lost time injury is 71.**

**\*Pine Bluff Arsenal days without a recordable injury is 71.**

**\*Estimated hours worked without a lost time injury: 225,916.**



## Radford's Howell receives Dellamonica Award

*By Matthew Wheaton,  
Joint Munitions Command  
Public and Congressional  
Affairs*

Jeffrey "Jeff" Howell currently works at the Radford Army Ammunition Plant in Radford, Va. His maternal grandfather and parents served as role models in Howell's Department of Defense career.

"My grandfather has been a big inspiration in my life. He was in the 101st Airborne Division of the Army," Howell said. "My grandfather was extremely successful working in manufacturing plants throughout his post-Army career, so I wanted to work not just for DoD, but at a manufacturing plant as well."

"It was a great opportunity to work at Radford, because I had the unprecedented oppor-



**Jeff Howell**

tunity to be able to support the Warfighter by working for the DoD, and I also got to follow in my grandfather's professional footsteps by working in a production facility," added Howell, who has been employed at RFAAP, a subor-

dinate of the Joint Munitions Command, for just over eight years.

Howell enjoys every moment at RFAAP, which is a government-owned, contractor-operated facility. That means the government owns the property, but a contractor is responsible for the daily operation, maintenance, and upkeep of the facilities.

Howell, RFAAP's operations chief, built a team he likes being around. Howell jokes they have made him look good, and he was recently recognized by the Army Materiel Command for his efforts, as Howell has been named a Dellamonica Award winner.

"I had no idea I was even nominated at all. It's really cool to get the award," Howell said. "It's a huge honor."

The Dellamonica Award was established to recognize outstanding work accomplishments that have significantly contributed to the AMC mission and overarching goals and objectives. Each year, AMC selects employees, both military and civilian, below the rank of General Officer and Senior Executive Service level, who meet the established criteria. Nominees are judged on how their initiatives measurably improve their work environment and AMC's mission, how they motivate and inspire fellow employees to improve or increase the quality of their own work, and how well they are viewed by

*See HOWELL Page 4*

## Spotlight: PBA Fire and Emergency Services

### *Well-trained personnel perform wide range of duties*

*By Rachel Selby*

Pine Bluff Arsenal's Fire Department is always ready in case of an emergency on or off the installation. Whether it is a medical, chemical, hazardous material, exercise or real-world incident or even woodland fires, personnel are well-trained and prepared to face any hazard.

If you walk the Arsenal fire house, you can see how the firefighters take pride in their department as well as their jobs. Everything is clean and in its proper place. Everyone has their individual job duties they carry out every day. They also make sure the fire trucks

are well maintained and ready in case of emergencies. The Arsenal's Fire Department has been recognized several times as the Small Fire Department of the Year, most recently in 2008 and 2013.

Arsenal Director of Emergency Services Jim Walter said when he first met the fire department team he was curious how a small crew handles all the responsibilities they have here on PBA.

"After spending some time with the fire department leadership and different personnel on shift, I have quickly learned the PBA FES team is a group of highly dedicated in-

dividuals," he said. "They truly care about the people, and the overall safety and missions of the Arsenal."

At one point during the Arsenal's long history, the security and fire department were combined here on the Arsenal. Security was in the front of the current building and fire in the rear, according to PBA Fire Chief Allen Jarrell, who started out in the Directorate of Public Works in maintenance.

There were just two wings on the building at the time, said Deputy Fire Chief Paul Wade, who started on the Arsenal in Tech Escort.

"One side was the fire

trucks, the other side was security vehicles," he said. "The front entrance of the building was renovated during the early 1980s, when the big front windows and glass doors were added."

The building also housed the old armory. "The building before renovation stopped at the kitchen," said Jarrell. "No sleeping quarters and other rooms like we have now in the different wings in the back of the building existed."

PBA's fire department supports the surrounding community as well as other

*See FIRE Page 4*

### Right Today

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

### Better Tomorrow

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

# Commander's Column

## Reflecting on my first 90 days in Arkansas

It's hard to believe I've already been in Arkansas for more than 90 days. My wife and children are really enjoying life on PBA. It's a lot of fun observing the abundant wildlife, which travels through our yard on a nightly basis. I've met so many people, am learning about the directorates, which support installation activities, and gained a greater appreciation of our mission in support of the Warfighter.



Col. Collin K. Keenan

One of my favorite parts of this job is getting out to visit our great employees. I'm dedicating time to delivering birthday cards and getting out to say hello to our fabulous Workforce. Morale is high, and it's a lot of fun hearing about everyone's families, travels, and hobbies. I'm learning a lot about employees like Ben Morse, from the Risk Management and Regulatory Affairs directorate, who dedicates countless hours to our youth through a local soccer partnership with White Hall. My sons, Collin Jr. and Cohen, are really enjoying the summer soccer program which Ben established.

I'd like to reemphasize the importance of taking time to care for and encourage our teammates daily. We all have our ups and downs. Just knowing people care goes a long way. Maintaining this approach is very important to me. Never pass on an opportunity to spread a little kindness to those on your left or right. Get to know everyone you work with and don't be afraid to make a few new friends.

I fully expect our employees to be dedicated, honest, hardworking, and safe in our efforts to deliver quality products to our customers. Let's continue to maintain a laser focus on safety while establishing procedures which help increase organizational efficiency. Improving processes and procedures is not only a supervisory responsibility, but everyone's responsibility. Each employee is filled with knowledge, expertise and ideas which make the Arsenal better. After reading comments from the command climate survey, I've decided to

put suggestion boxes in each directorate. I will take time to read your ideas and establish methods to recognize the best suggestions. Communication is essential and it must flow in all directions. I'm looking forward to personally reading your suggestions!

Many of the employees I've spoken to are interested in progressing in their careers. I challenge each of you to discuss career opportunities with your supervisors and take the initiative to map out career goals. I enlisted in the Army in March 1990 as a 17-year-old high school junior with very little knowledge about the military. I certainly wouldn't be where I am today without some amazing mentors, who dedicated time and energy to help me grow. Seek out the support of others because there are some truly amazing people wanting to help you succeed.

The U.S. military is fac-

ing difficult recruiting challenges which is affecting unit readiness. I believe we at Pine Bluff Arsenal can assist with this issue. I challenge you to encourage individuals you know to seek available opportunities in the Army or other Armed Forces. The military has provided me with the opportunity to travel the world, learn emerging critical skills, be trusted in vital leadership positions, obtain four master's degrees, and meet thousands of amazing people along the way. I can tell you I struggled with grades as a young freshman in high school but was able to mature as an enlisted Soldier in the military. There are bonuses available up to \$50,000 and hundreds of new job skills there for the taking. I am available to speak to anyone interested in joining this incredible profession!

I've been wearing the Army uniform for 33-plus years and am extremely proud of the Soldiers, Civilians, and Families keeping our Army rolling along. Pine Bluff Arsenal is an ESSENTIAL component of our military. The Organic Industrial Base, which we serve, is a vital component of our Nation's readiness and YOU are the most essential component of our success. I am so proud and honored to be part of this team at America's Arsenal!

**Be All You Can Be!**

**Important numbers for the PBA Workforce**

- \* 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.



# Soccer boys



From left, Cohen and Collin Keenan, Jr., have enjoyed spending part of their summer here at Pine Bluff Arsenal with their dad, Arsenal Commander Col. Collin K. Keenan. They have even participated in a summer soccer program in White Hall. U.S. ARMY PHOTO BY HUGH MORGAN

## Arsenal Sentinel



Col. Collin K. Keenan, Commander  
Roch Byrne, Deputy to the Commander  
Cheryl Avery, Public Affairs Officer  
Rachel Selby, Sentinel Editor/Social Media  
Hugh Morgan, Photographer  
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# New tool inventory system set to help with cost savings

By Rachel Selby

Pine Bluff Arsenal's Accountability Division, under the Directorate of Public Works, is currently in the process of getting a better inventory on all the tools used by the installation. They are doing this using the Automated Tool Information Control and Tracking System or ATICTS.

"The U.S. Army identified a problem with spending. Everyone was spending too much on tools and they knew they needed to get control of this," said Eddie Bradford, Alternate Property Book Officer. "Army Material Command sent actions down through Joint Munitions Command with a directive to correct the overspending. This came down a few years ago."

Bradford said Pine Bluff attempted to start the program a few years ago but it fizzled out.

"We didn't have everyone in place to make it happen, but now we do," he said. "Fast forward to January 2022, I was directed to make this happen. There was previous training, but I decided to start at the beginning." Harrison Ramsey, also with PBA's Accountability Division, is helping Bradford get ATICTS up and running for the installation.

The training and management of the system, which is set up specifically for PBA, is provided by a company called Data Enterprises of the Northwest or DEN, out of Washington State, said Bradford. "Anyone on the Arsenal who has tools or works with tools needs the training," he said. "This way once I come to them they are familiar with the system and know we have to track the tools now."

Currently, the more expensive, large tools are already being tracked within PBA's Defense Property Accountability System or DPAS (Property Book). However, those tools will now come off the Property Book and will be transferred under ATICTS. "The hand receipt will now be minimized," said Bradford. "These systems are in place to manage what you have so items are not stockpiled."

Every fiscal year, everyone who has a hand receipt in DPAS is required to do an annual inventory. "Sometimes the inventory is annual and sometimes quarterly or even monthly. It just depends," said Bradford. "ATICTS is just another management tool like DPAS."

When new projects come on board, people use this opportunity to get more tools because they think they will need them, said Bradford.

"In reality, sometimes they don't even know what they have on hand because these items are not inventoried like other property items," he said. "They don't have bar codes."

Bradford said once word got around on PBA about the tool inventory, it worried a lot of people. "If I can get people through



From left, Harrison Ramsey and Eddie Bradford, with Pine Bluff Arsenal's Directorate of Public Works, Accountability Division, takes inventory of tools that are now being transferred to the ATICTS system (Automated Tool Information Control and Tracking System). (Editor note: Ramsey's name was accidentally omitted in the June Arsenal Sentinel.) U.S. ARMY PHOTO BY TRACEE MILLS-DPW

the fear factor, this system is going to be a great thing. Our focus is on the positive. We want to erase the negative. The bottom line is this is a requirement and an inspectable item. It will help manage the tools each directorate has," he said. "The cost savings is there in the management. Budgets are getting smaller. This system will just help everyone manage everything better and help save money. When the directorate orders any tools now it will come through the Accountability Division and get put into ATICTS."

Nearly every directorate has tools – this includes Ammunition Operations, Chemical Biological Defense Operations, Public Works and even

the Directorate of Information Management. "DOIM has a few. They have tool kits they use," said Bradford. "Other directorates have tool rooms or storerooms, and DPW has trucks."

Bradford said he and Ramsey are in the process of

doing the various inventories. "We already know as we get through every directorate, some have an overabundance of tools," he said. "Any broken tools need to be turned in. The ATICTS will track con-

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## Hails and Farewells

### Hails

**Nicholas A. Baker**, Utility Systems Operator, has joined the Directorate of Public Works.

**Scott Edward Terry**, Materials Handling Equipment Mechanic, has joined the Directorate of Public Works.

### Retirement

**Lashauna C. Lamb**, Industrial Worker, has retired from the Directorate of Ammunition Operations. Lamb retires with 22 years of government service.

## 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 tol-

erate 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, Soldiers, and Civilians.

I will **ALWAYS** support the mission.

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

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

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

**I am an ARMY CIVILIAN.**

## FIRE from Page 1

fire departments. FES has mutual aid agreements with the White Hall Fire Department as well as the Pine Bluff Fire Department stating they will help in case of an emergency if needed, and likewise.

Jarrell said when he was hired years ago six positions were cut at the fire house. “These guys were getting ready to retire. We were at 21 and then we were at 15 including the chief position in 1995. New leadership came in and our numbers were restored back to 21,” he said. “These positions were GS3. They wanted people who didn’t have prior training. This was when I was hired into the department. They trained us and sent us to fire school.”

The Arsenal’s Fire Department is classified as a rural department and is currently staffed at 24 firefighters, and one administrative assistant. Jarrell said a personnel agreement was made to create a Deputy Chief position, which Wade holds.

“We wanted this position so we would have a GS11. Then the person can step into the roll of Fire Chief once the time comes,” he said. “Wade’s title is fire protection specialist. His role in the fire house is program administration. We don’t have an assistant chief of training or prevention like most departments have. These fall under Wade. He is wearing three hats, but we all work together.”

Wade said Fire Chief Jarrell looks at him and up the chain. “I take my marching orders from him. I look down into our ranks,” he said.

There are four crew chiefs – two are prevention inspectors, and two run the trucks. “They control the engine and get their orders from the Assistant Chief on a daily basis,” said Jarrell. “The guys under the crew chiefs carry out the orders for the day.”

Currently, the fire department functions on seven shifts. The shifts rotate every two weeks. For example, one group will work six days in a 14-day pay period. These are 24-hour shifts.

“We have a lot of new faces in the fire house,” said Jarrell. “The last six hires were from Conway and Pine Bluff fire departments. They are already trained. We are hiring GS6-GS7. A GS5 is a fully trained firefighter—they have been to school and have one-year of experience.”

The Arsenal’s firefighters are constantly training. “Firefighter 1 and 2 training includes water flow, identifying different building construction types or egress, forceable entry, laddering techniques, ventilation techniques, fire behavior, etc. These are basic skills in these areas,” said Wade. “These get you to a GS5 level after a year of experience.”

PBA’s fire department hosts different events every year during fire prevention week, which is held one week in October. During this week, the department provides the installation with fire prevention tips before the holidays because that is when most fires happen. They run fire drills in the various buildings and host an open house at the fire station. Fire Prevention Week this year is October 8-14.

The PBA Fire Department’s different apparatuses all play a different role in firefighting, said Wade. “Our rescue truck which handles confined space rescue, rope rescue and hazmat. Any kind of rescue scenarios, this truck is going to roll,” he said. “The engine’s primary role is to get the firefighters to and from the scene. This holds basic equipment and provides water. The ladder truck provides elevated water and rescue equipment. The tanker truck provides water in areas where there are no water sources.”

The engine pumps 1250 gallons a minute at max capacity, said Wade. “During the landfill fire, we had to use a water shuttle with trucks running in a circuit back and forth from Yellow Lake. There were no hydrants in the area,” he said.

Jarrell said this is the only time he remembers having to do something like this in all the years he has been at the department.

“Ninety percent of the time, the calls we get are something we can take care of on the spot,” he said. “Alarms will go off and we must roll. Our biggest workload here is when they run red phosphorus production lines—which tend to smoke and flare when pellets are being produced. The last time it ran it was a lot better than the previous year. Deluge systems are in place. We go into the areas to help production get set up again to keep running.”

The Fire Chief said the biggest thing the department is trying to do is prevent fires and accidents.

“Our two prevention firefighters do a great job. The crews go out each week and do pre-fire plans. They make sure they know where they are going and what they are supposed to do when they get there,” said Jarrell. “We all work together as a cohesive team.”



Pine Bluff Arsenal’s Fire and Emergency Services personnel conduct decontamination procedures at the Quality Evaluation Facility during the 3rd Quarter Chemical Incident/Mishap Response and Assistance (CIMRA) exercise held June 28. U.S. ARMY PHOTO BY HUGH MORGAN

## HOWELL from Page 1

peers, subordinates, and supervisors.

The award is named in honor of Louis Dellamonica, a general engineer whose 65-year career at Hawthorne Army Depot, Nev., exemplified integrity, innovation, leadership, and outstanding dedication to the AMC mission.

“Jeff expertly serves the government and our industry partners with his deep technical understanding of RFAAP production processes, cost structures and the ammunition supply business. Jeff has an outsized impact on the AMC, the Army, and DoD as the issues he works to solve frequently draw the attention of senior leaders in the ammunition enterprise, JMC, the AMC commander and even the Secretary of the Army,” said Robert “Rob” Davie, the deputy to the commander at RFAAP. “He provides superb leadership to his team to accomplish exceptional technical reviews of multiple contractor proposals for modernization, identifies risks to the Army, and develops alternative courses of action that can yield better results.

“Jeff’s direct engagement, intellect, wealth of ammunition enterprise knowledge,

personal relationships with his stakeholder partners, and leadership contributes directly to the success of the ammunition enterprise,” Davie added. “He holds his team accountable to high standards and compassionately coaches them to successfully reach those goals.”

Howell loves being able to help the individuals who make up his team, and he takes great pride in seeing them grow.

“I’ve hired a few folks that have come straight out of col-

lege and being able to see them go from new college graduate to being in the swing of it and hitting on all cylinders has been my favorite part,” Howell said. “The Army and DoD throws so many different curveballs so you must be open minded and ready for all those opportunities for progress.

“If you allow yourself to get out of your comfort zone, then that is where you really see growth.”

## TOOLS from Page 3

sumption and we can tailor the system to what we need. In the areas we are seeing a surplus, we will now be able to take however many are needed for one area from the surplus areas. This is a big cost savings.”

People have questions about the new system, said Bradford. “As we began inventory of the DPW truck, they asked them. I told them to call me if they have any questions,” he said. “Once we get DEN here for a training, I think it will help with the anxiety people have with this change.”



## 3rd Quarter CIMRA Exercise



Top photo, Heather Kimzey and Shannon Stowell, both with the Directorate of Emergency Services, work their positions in Pine Bluff Arsenal's Emergency Operations Center during the 3rd Quarter Chemical Incident/Mishap Response and Assistance exercise in June. U.S. ARMY PHOTO BY RACHEL SELBY



Pine Bluff Arsenal's Fire and Emergency Services personnel station their vehicles at the rear of the Quality Evaluation Facility during the 3rd Quarter CIMRA in June. U.S. ARMY PHOTO BY HUGH MORGAN



Pine Bluff Arsenal, as part of a new on-boarding process for employees, afforded the opportunity in July for new hires to receive a formal welcome from the Commander and Deputy to the Commander, an overview briefing, video and short tour of the installation. Pictured, back row, are Justin Lieber, Director of Business Operations and Planning; Jessie Collins, Jr., Directorate of Ammunition Operations; Brandon Harris, S1 Office/BOP; Laura Branson, Directorate of Emergency Services; Shawanna Thompson, Directorate of Information Management; Elizabeth Teder, AO; Jonathan McDowell, AO; Gene Hampton, DES; PBA Commander Col. Collin K. Keenan; and Deputy to the Commander Roch Byrne. U.S. ARMY PHOTO BY HUGH MORGAN

## Destruction of last chemical weapons makes history

By Jim Garamone  
DOD News

WASHINGTON — Defense Department employees made history in July by destroying the last chemical weapon in the U.S. military arsenal at Blue Grass Army Depot, Kentucky.

The destruction ended decades of effort to eliminate chemical weapons, said Douglas Bush, assistant secretary of the Army for acquisition, logistics and technology, during a Pentagon news conference today.

“The U.S.’s destruction of declared chemical weapons stockpiles in a safe, secure and environmentally responsible manner was a difficult task, requiring many years to complete,” he said.

The Senate ratified the Chemical Weapons Convention in 1997, and DOD employees began the process of safely demilitarizing the weapons.

“Through last Friday, the United States destroyed over 30,000 metric tons of declared chemical agent contained in nearly 3.5 million chemical munitions, over 22,500 one-ton containers containing chemical agent, and over 50,500 bottles and containers containing chemical agent,” said Kingston Reif, deputy assistant secretary of defense for threat reduction and arms control.

Nearly 90 percent of the weapons were eliminated by 2012. The last 10 percent was a greater challenge involving a complicated approach of neutralizing these chemicals. The last mustard gas munition was destroyed last month at the Army’s Pueblo Chemical Depot in Colorado; Blue Grass destroyed the last missile loaded with Sarin nerve agent last week.

“This is an important moment — not only for the United States, but also the entire world,” said Mallory Stewart, assistant secretary of state for the bureau of arms control, verification and compliance. “This achievement is indicative of the important role that international cooperation and transparency play in arms control and disarmament.”

The destruction cements U.S. compliance with the Chemical Weapons Convention by the Sept. 30 deadline. This is important, Reif said, “for the viability of the convention and for our moral and diplomatic leadership. The most important action the United States can take to contribute to a world free of chemical weapons and lead by example is to follow through on our own treaty commitments. With verifiable completion of destruction operations, last week, we have done just that.”

Reif praised Michael Abaie, the program executive officer of the Army’s Assembled Chemical Weapons Alternatives, who led the team of thousands of DOD civilians and contractors in the \$13.5 billion effort. He said when Abaie took over the program in 2018, it was uncertain whether the deadline could be met. Abaie worked with Congress, the Environmental Protection Agency, state offices, the local communities, scientists and others to devise safe and efficient means of destroying the chemicals.

“The program’s turnaround is a major acquisition success story,” Reif said. It is “defined by proactive risk management, resourceful problem solving and technological innovation. And it has been a team effort. The completion of the mission means that the significant resources spent on demilitarization can be redirected to support other high priority department missions.”

Two years of efforts remain to ensure the facilities used are safe before turning out the lights. Officials said that will cost another \$2.5 billion.

DOD officials also worked with other nations to help them destroy chemical weapons, including Russia, Syria, Albania and Libya. Still, there are questions about whether Russia and Syria have destroyed all their chemical weapons as both nations have used them against their own people, Stewart said.

## Life is Better with blood donors

### Pine Bluff Arsenal Blood Drive

**Tuesday, August 15**  
**9 a.m. - 2 p.m.**  
*Recreation Center*

Sign up with Tiffany Penister  
at 870-540-3588.

Walk-ins Welcome!

While supplies last. Photo ID required.

# Health Clinic Corner

## Noise Induced Hearing Loss (NIHL)

BY NINA RODRIGUEZ, MD, MPH

**Noise induced hearing loss (NIHL)** is a type of hearing impairment that is caused by repeated or prolonged exposure to loud noise. Approximately **17% or 26 million adults** from 20–69 years of age have suffered permanent damage to their hearing from excessive exposure to noise. Initial problems are with **clarity** of speech rather than intensity where background noise becomes a problem, and high-frequency words that include consonants like “s,” “f,” and “th” are typically more difficult to hear. Decades of scientific evidence have also shown that noise is an environmental health stressor that has been associated with high blood pressure, sleep disruption, and psychological effects such as mood disturbance.

**Noise-induced hearing loss**  
What does it sound like?

Higher-pitched sounds are harder to hear than lower-pitched sounds.

The degree of hearing loss is usually about the same in both ears.

You may feel like people are mumbling more than they used to.

It's harder to hear "sh," "th" and "f" sounds. Words like "shell," "self" and "fast" may be indistinguishable.

Healthy Hearing

Noise is measured in **decibels (dB)** which correlates with the loudness or intensity, and **Hertz (Hz)**, which correlates with the frequency or pitch. We are more sensitive to sounds between 1000-5000 Hz, and our hearing threshold is typically between 0 dB and 140 dB. Exposure of **more than 85 dB** is considered **damaging to the ear**, and the most

common frequency/ pitch affected in NIHL is seen at **4000 Hz**.

Examples of Noise Exposure Levels



|        |                               |
|--------|-------------------------------|
| 150 dB | Firecracker                   |
| 120 dB | Ambulance siren               |
| 110 dB | Chain saw, rock concert       |
| 105 dB | Personal stereo at max volume |
| 90 dB  | Power mower                   |
| 85 dB  | Heavy city traffic            |
| 60 dB  | Conversation                  |
| 40 dB  | Refrigerator hum              |
| 30 dB  | Whisper                       |
| 0/1dB  | Threshold                     |

# SUN SAFETY

### Cover Up

If it is understandably sweltering, wearing clothing can be difficult, but when possible covering up can help protect against UV rays.

**STEP 1**

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### Sunscreen

Sunny, partly cloudy, no matter what level of sun, it's important to apply sunscreen. And don't forget to reapply when you're spending a lot of time outside!

**STEP 2**

### Shade

While it is tempting to soak up the sun, seeking shade under an umbrella, tree, or shelter can help reduce exposure to harmful UV rays.

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### Shades

Your skin isn't the only thing that needs protection from the sun, wear sunglasses to protect your eyes against UVA and UVB.

**STEP 3**

**STEP 4**

### Hydrate

When you're in the sun and heat, it is critical to keep hydrated by drinking lots of water!

**STEP 5**

The **Occupational Safety and Health Administration (OSHA)** have specific regulations pertaining to occupational noise exposure, using a **time-weighted average (TWA)** or “daily noise dose” as a method of calculating a worker’s exposure. TWA is averaged over an 8-hr workday or 40-hr week and measured on an A weighted scale. OSHA’s **Action Level** that requires enrollment in a **hearing conservation program (HCP)** is 85 dBA, and OSHA’s **permissible exposure level (PEL)** based on 8-hr continuous exposure is 90 dBA. At or above the PEL, the employer must provide the worker with hearing protection (i.e., earplugs, mufflers). See <https://www.osha.gov/laws-regs/regulations/standardnumber/1910/1910.95> for details.

It can be understood that the quantity and duration of noise exposure will generally be proportional to the damage, which can be permanent, as seen with NIHL. The key continues to be in prevention. Reducing or eliminating the hazard is generally the strategy of choice. However, the use of hearing protection (i.e., earmuffs provide an avg. of 10-12 dB of protection) has been the mainstay method for occupational hearing loss prevention. Effectiveness can continue to be measured through hearing conservation programs to reduce risk factors, conduct noise monitoring, worker education, and record keeping.

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## EAP Corner

# The power of good communication in the workplace

Courtesy of Pine Bluff Arsenal's Employee Assistance Program Office

Good communication is an important skill in any environment with human interactions. However, when it comes to communication in the workplace, good communication is an integral element to an organization's success.

In the workplace, good communication isn't just about mitigating conflict (although that is an important benefit of communicating effectively). Good communication is also an important factor in client relationships, profitability, team effectiveness, and employee engagement.

### Four powerful benefits of workplace communication

#### 1. Good communication mitigates conflict

One of the times an organization is most likely to seek communication training is when there's clear tension or conflict in the workplace. Regardless of the conflict, communication is usually an underlying factor.

Conflict typically comes down to:

Misunderstanding/feeling misunderstood. Even when someone feels like they are communicating well, if the person to whom they're speaking has a different communication pattern, then there may be a misunderstanding. With communication tools such as identifying communication patterns and making small communication adjustments, new information can be dispensed in a way that is easy and clear to understand, and the listener can better communicate their understanding.

Not understanding how others communicate. Miscommunication also comes down to communication patterns. When someone hasn't undergone an individual or team communication program, they default to presenting information using their own communication pattern instead of considering the communication pattern of the receiver.

Someone feeling their emotional needs are not being met or are being disregarded. If an employee feels disrespected, taken advantage of, or disregarded, then it may lead to tension or conflict. A better-communicating team lays the groundwork for expressing and understanding needs, which also increases employee engagement and performance.

#### Explore communication workshops

Explore in-person and virtual workplace communication workshops for teams, individuals, and leaders.

#### 2. Good communication increases employee engagement

Communicating is more than just talking. It's about connecting with people. One of the most powerful benefits of better communication in the workplace is more engaged employees. Employees are more engaged in their work and can better align with company objectives and goals when a culture of good communication is established in a team or workplace.

Communication can improve employee engagement in the following ways:

- Gives you tools to better understand the needs and goals of your employees.
- Allows you to better understand what motivates and fulfills the employee.
- Better understanding of employees' talents and skills that may otherwise go unnoticed.
- Ability to cultivate talents and skills in a way that develops them

Name \_\_\_\_\_ Off Sym \_\_\_\_\_

**The Power of Good Communication in the Workplace**

|               |   |   |   |   |               |   |   |   |   |             |   |   |   |   |   |   |   |   |   |
|---------------|---|---|---|---|---------------|---|---|---|---|-------------|---|---|---|---|---|---|---|---|---|
| P             | I | U | X | A | Z             | C | O | M | M | U           | N | I | C | A | T | I | O | N | J |
| F             | E | C | R | W | O             | R | K | S | H | I           | P | S | O | G | E | O | B | I | V |
| F             | C | I | Y | C | L             | B | R | M | M | R           | P | Y | W | N | R | K | I | Y | I |
| J             | R | E | L | A | T             | I | O | N | S | H           | I | P | S | I | Z | O | N | E | D |
| X             | A | E | U | W | C             | T | Q | X | H | N           | K | N | W | D | Z | S | L | K | Z |
| N             | R | R | F | O | W             | U | W | Z | M | E           | I | C | D | N | H | C | Q | S | D |
| E             | G | V | R | R | H             | C | U | L | I | F           | O | I | K | A | W | T | Z | W | G |
| Y             | X | Q | E | K | S             | O | C | N | M | F           | S | F | U | T | R | R | A | E | P |
| O             | Q | E | W | P | O             | X | N | O | T | E           | T | P | D | S | E | T | L | D | O |
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| M             | Q | G | P | A | J             | X | E | P | J | T           | Z | T | L | E | O | M | S | K | S |
| P             | M | A | H | C | B             | V | Z | S | M | I           | U | H | O | D | I | F | W | D | U |
| L             | G | G | Q | E | A             | M | F | T | U | V           | Z | V | N | N | W | R | J | K | F |
| O             | Z | E | V | S | X             | M | P | M | A | E           | T | G | W | U | X | V | C | P | B |
| Y             | A | M | S | I | Z             | A | O | I | E | L           | Q | J | F | K | S | B | J | I | P |
| E             | Q | E | Y | W | O             | D | S | L | I | Y           | R | R | A | A | K | S | K | U | D |
| E             | D | N | W | I | P             | Z | T | R | Y | X           | H | X | Q | F | D | Z | T | P | U |
| S             | E | T | A | G | I             | T | I | M | X | C           | O | N | F | L | I | C | T | A | C |
| S             | R | O | H | Y | X             | G | V | G | B | L           | B | V | Q | L | C | P | F | F | E |
| Q             | H | B | A | S | W             | N | E | C | S | C           | E | Q | Y | P | L | H | G | U | R |
| COMMUNICATION |   |   |   |   | WORKPLACE     |   |   |   |   | POWERFUL    |   |   |   |   |   |   |   |   |   |
| ENGAGEMENT    |   |   |   |   | CONFLICT      |   |   |   |   | MITIGATES   |   |   |   |   |   |   |   |   |   |
| WORKSHOPS     |   |   |   |   | RELATIONSHIPS |   |   |   |   | EFFECTIVELY |   |   |   |   |   |   |   |   |   |
| EMPLOYEES     |   |   |   |   | UNDERSTANDING |   |   |   |   | POSTIVE     |   |   |   |   |   |   |   |   |   |
| TEAM          |   |   |   |   |               |   |   |   |   |             |   |   |   |   |   |   |   |   |   |

in line with company goals.

- Improved connection between co-workers for a more positive and satisfying work environment.
- Better relationship with managers and leaders

#### 3. Good communication creates better client relationships

This one is a biggie if you have client-facing employees since client interactions are usually the difference between a satisfied customer and a disgruntled one. When your employees are trained to communicate more effectively and to connect with others they can better:

- Mitigate and resolve conflict,
- Understand needs,
- Help the customer feel understood,
- Present new information in a way in which the client will be more receptive.

#### 4. Good communication results in a more productive and talented workforce

Employee engagement is a significant factor in the productivity of a workforce. Besides contributing to increased employee engagement, com-

munication skills can also help foster a more productive and talented workforce in many other ways:

Understanding team talents & skills. In a company culture focused on connecting with others, managers better understand the talents and skills of their workforce. Some communication patterns aren't forthcoming with their talents and skills or express them in ways a fast-paced or high-level-thinking communicator won't naturally notice. Mastering the identification of communication patterns empowers a leader to better understand the skills and talents of their team.

**Achieving more buy-in.** With the right communication tools, a leader can influence initiative buy-in from their team.

**Innovation and creative thought.** A workplace that communicates more effectively establishes a "safe" place for people to think creatively and express their ideas. It helps employees feel more comfortable taking ownership for challenges and projects, and typically results in more creative brainstorming or

problem-solving initiatives.

**More strategic team building.** Understanding communication patterns gives a leader more information about their employees, and often information they would have otherwise overlooked. This powerful insight lets the leader make more strategic decisions on delegation, employee development, team development, and strategic initiatives to drive business success (*Leadership Choice, 2016*).

What's the bottom line? The bottom line is that good communication isn't just about being able to move accurately and concisely present information and ideas. It's also not just about mitigating conflict or creating a more positive team environment. Communication is integral to sales, client relationships, team development, company culture, employee engagement, buy-in, and innovative thought.

The EAP staff is here to help. We offer you a safe and confidential place to discuss concerns, challenges, and strategies for managing difficulties in your life. We are in Building 13-040 and can be reached at 870-540-3094.

# New equipment now in place at Rec Services

By Rachel Selby

Pine Bluff Arsenal is fortunate to have a place where the Workforce can get help with their fitness needs as well as rentals of outdoor equipment for birthdays and weekend getaways.

"We have a great place, equipment and people to help you get started and stay on track," said Billy Ray Ashcraft, Business and Recreation Chief for the Arsenal's Directorate of Family Morale, Welfare and Recreation. "Our services are open and back up and running to a level before the COVID-19 pandemic. We have seen an uptick in our business. The foot traffic has increased more this year."

Hours at PBA's Rec Services are Monday through Friday, 6 a.m. to 6 p.m. They are closed every other Friday. Prices changed earlier this year. Department of Defense/federal employees (and household members), retired military (and household members) passes will be \$10 per year. Contractors and emergency responders will be \$10 every six months. Off-post individuals will continue to be \$32 per month, and active-duty military members are free.

A recent equipment bulk buy in June through U.S. Army Installation Management Command, PBA MWR's headquarters, landed the Arsenal some new cardio equipment. "We received new ellipticals, new recumbent bikes and new upright bikes," said Ashcraft. "This equipment replaced old ellipticals and bikes we currently had. It was great functional equipment for years, however, according to the mileage that I report every quarter they were in the red. It was time to retire them. The old equipment is expected to be sold in a Non-Appropriated Funds sale."

Through the bulk buy, the Arsenal doesn't get to choose the equipment, said Ashcraft.

"IMCOM gets a contract package for the buy. Every installation who says they need bikes or ellipticals, gets the same kind of equipment," he said. "We got another set of equipment earlier this year through a bulk buy. Since I have been at the Arsenal, I know IMCOM tries to do one bulk buy package every one to two years. What we get is based on budget and space."

In the area of outdoor rentals, Ashcraft said they are having a record year. "We are very busy renting lots of items," he said. "We have bounce houses, pop-up camper, pontoons, canopies, canoes, generators, etc. Pretty much anything for outdoor recreational needs. Canopies are going out steady as are the campers."

Ashcraft said Rec Services has two new bounce houses – water bounce houses. "We have a massive Tropical water slide now you can hook up to a water hose and have a blast with," he said. "The other one is a smaller water pirate-themed one."

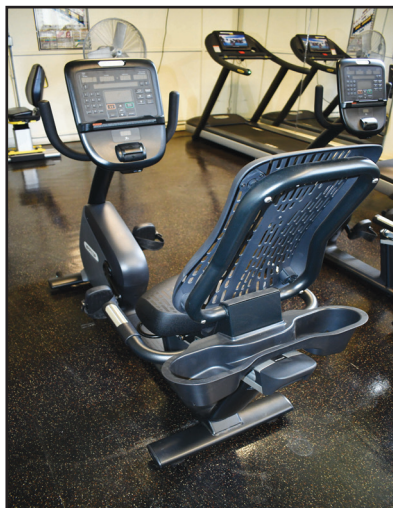
Another program under Ashcraft is Cool Breezes, the Arsenal's number one lunch spot located near the old swimming pool complex.

"The guys at Cool Breezes – Brent Webber, Stephen Kelley, and Branson Lockhart – do an amazing job. They have come up with some of the most creative ideas for our concessions," he said. "We do have a new Cool Breeze employee. Her name is Andrea Milian. She works for Child and Youth Services but helps us out during the lunch rush now."

Cool Breezes is still serving breakfast. Ashcraft said they will probably keep this service for the next few months and see how it works out. "Every little bit helps us," he said. "Specialty coffee will pick back up in the fall after Labor Day. Once the summer rush is over, we have talked about taking the coffee machine on the road up to the headquarters building and serving it there for a few hours."

Improvements have also been made to the Arsenal's Cabin in the Woods by Tulley Lake and the cabin now rentable, and the distress alarm on the sauna in the gym has been fixed.

"We have a new spiral staircase in the cabin, which makes the loft space more useable. The Directorate of Public Works helped us out with this," said Ashcraft. "Wally Hunt with the Directorate of Information Management created an alarm (per a new standard) for us so now our sauna is finally back up and running. We are back in compliance. Wally is amazing and so knowledgeable about this kind of thing."



U.S. ARMY PHOTOS BY RACHEL SELBY, HUGH MORGAN AND TRACEE MILLS

New ellipticals (below) and bikes (left) have replaced older equipment at Pine Bluff Arsenal's Recreation Services Center.



Pine Bluff Arsenal's Child and Youth Services kids tried out the new giant Tropical water slide now available for rental at Rec Services during a hot day in July. PBA Commander Col. Collin K. Keenan came out to cheer them on, and April Parker, CYS Coordinator, also got to have a little water fun as well. Children pictured are Tre Williamson, William Jafar, Yoel Scott, Ben Morse, Grace Shelby, Carrie Moland, Caleb Garrison and Emily Shelby.

Photo below, the kids cheered CYS Coordinator April Parker on as she came down the slide.



Pine Bluff Arsenal's Directorate of Public Works was able to install a spiral staircase at the Cabin in the Woods making it more assessible for families, and accommodating more sleeping space in the facility.





# DPW Spotlight



Curt Blacklock with Pine Bluff Arsenal's Directorate of Public Works, Tool and Die Fabrication area, replaces broken shafts on the pulverizer for the Thermate mixer pots on the grenade line. U.S. ARMY PHOTO BY TRACEE MILLS-DPW



Pine Bluff Arsenal Directorate of Public Works personnel work on the roof at the Creasy Complex during a hot day in July. U.S. ARMY PHOTO BY HUGH MORGAN

# Office Visit



Pine Bluff Arsenal Commander Col. Collin K. Keenan (right) during a visit to the Little Rock Air Force Base in Jacksonville, Ark., met with Col. Denny Davies (left), the commander of the 19th Airlift Wing. Other members of Arsenal staff who also attended the meeting were Roch Byrne, PBA Deputy to the Commander; Justin Lieber, Director of Business Operations and Planning; and Rachel Selby, Public Affairs. U.S. ARMY PHOTO BY RACHEL SELBY



Pine Bluff Arsenal Directorate of Public Works employees Nick Baker (left) and Jerrime Heard (right) are placing a boiler in service. U.S. ARMY PHOTO BY TRACEE MILLS-DPW



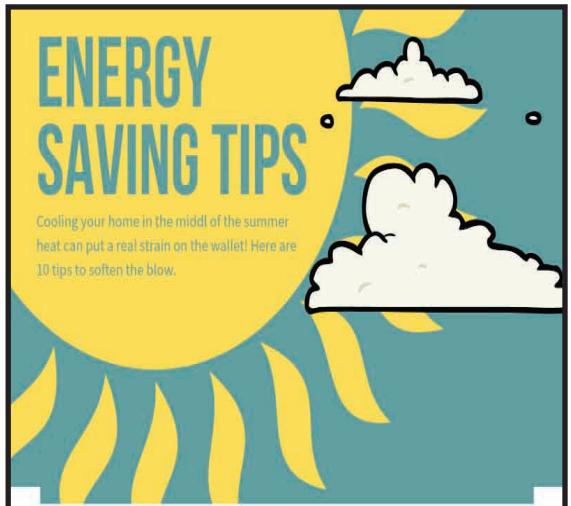
Pine Bluff Arsenal Commander Col. Collin K. Keenan and Deputy to the Commander Roch Byrne met with educators at the DoD STARBASE-SEAR program at the Little Rock Air Force Base July 20. Fifth-grade students in the program participate in hands-on Science, Technology, Engineering and Math (STEM) activities. The program provides 25-hours of stimulating experiences at military bases across the nation. Other locations across Arkansas are being looked at, including one near the Arsenal. U.S. ARMY PHOTO BY RACHEL SELBY

# Civilian Service Medals given



Angie Campbell, right, was presented an Achievement Medal for Civilian Service by Pine Bluff Arsenal Commander Col. Collin K. Keenan July 25, for her superior performance as a Financial Program Analyst with the Directorate of Resource Management from July 2022 to June 2023. She consistently performed her duties as the payroll customer service representative and taking on the Defense Travel System administrator duties after an unexpected vacancy. Campbell continued to process payroll duties and learn the details of DTS. Her efforts in reviewing more than 200 travel orders and 200 settlement vouchers insured that PBA's travel requirements were successfully met. U.S. ARMY PHOTOS BY HUGH MORGAN

Julia L. Flowers, right, was presented an Achievement Medal for Civilian Service by Pine Bluff Arsenal Commander Col. Collin K. Keenan July 25, for her superior performance as a Financial Program Analyst with the Directorate of Resource Management from November 2022 to June 2023. Flowers learned and consistently performed her duties as a new analyst, and assisted in covering her previous position duties during the replacement hiring process. She processed and certified more than 1,300 purchase requests and cost estimates, She also executed the monthly resource management role for Government Purchase Card and other duties. Flowers' efforts insured PBA's purchasing requirements were successfully met.



## SERVICE YOUR AIR CONDITIONER

Regular service on your air conditioner (at least once per year) can keep it in tip top shape.

## CHANGE THOSE DIRTY FILTERS

Dirty filters can make your air conditioner work twice as hard to do half as much work. Be sure to keep them clean!

## INSTALL WINDOW TREATMENTS

Your windows can let heat right into your house if you're not careful. Look into upgrades like double panes and solar screens.

## FIND THE LIGHT

Check your front and back doors. If you see light from the inside, heat is coming in too! Get some insulation at your home improvement store.

## USE A PROGRAMMABLE THERMOSTAT

A programmable thermostat can let your AC take a break while you're at work, and have the house nice and cool before you get home.

## USE YOUR FANS

Cooling a room with a fan can let you set the thermostat 4 degree warmer, without making you feel any warmer!

## USE AIR DRY ON YOUR DISHWASHER

Your dishwasher probably has a heated dry setting, but what's the point? Let those dishes air dry to save some energy!

## WASH YOUR CLOTHES IN COLD WATER

Hot water isn't always necessary to wash your clothes. Use cold water whenever you can and your energy bills will thank you.

## DRY YOUR CLOTHES ON LOW HEAT

Not only does drying on high heat take more power, but it can be bad for your clothes!

## GRILL OUT!

Finally a fun one! Running your stove top can produce a lot of extra heat in your house. Keep it outside by grilling out!



## PBA EAP participates in AFC community fest

Brandi Parks, right, with Pine Bluff Arsenal's Army Substance Abuse Program/ Employee Assistance Program, attended a Community Fest resource fair hosted by Ambassadors for Christ. The event was held July 22 at the Family Church in Pine Bluff from 11 a.m. to 2 p.m. Parks provided information on substance misuse and early warning signs, as well as alcohol awareness and the dangers of drugs. U.S. ARMY PHOTO BY EAP