

# THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

April 2014

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## ADC sweeps competition at SSMFT

The weather has been hot; it's been cold; it's been muddy; it's been dry at the annual Southern States Manhunt Field Trials, but this year, for the first time, snow and ice blanketed the ground throughout most of the week.

That was a new thing, but what wasn't new was that ADC teams won top honors.

The 15th annual SSMFT was held March 3-7 at Camp Joseph T. Robinson in North Little Rock.

Teams from Arkansas, Florida, Missouri and Louisiana were involved in single-leash, multi-leash, narcotics, and pack searches on the 33,000-acre camp, which serves as headquarters for the Arkansas National Guard.

ADC teams took all four places in the pack division (first through fourth—



**Capt. Robert Tycer of Louisiana and Kyra, a Belgian Malinois, take a break before one of the races.**

ORCU, Cummins, EARU, and Tucker), three out of four places in the multi-leash division (first through fourth—Tucker, Jackson Corrections Institute, ADC CO1, and ORCU), top spot in the single division (Tucker - first, Elayn Hunt Correctional - second, Rayburn CC - third, and David Wade Correctional - fourth) and half of the places in the narcotics division (first through fourth—Jason Allen-Dixon, La., Michael Richardson - ADC CO, Derek Wilson - ADC CO, and Cody Williams - Rayburn, La.)

The purpose has always been to allow the dog teams in the region to meet, exchange information and participate in a competition among the most specialized segment of law enforcement, said NCU Warden David White.



**Central Office K9er's with 5-month-old black and tans Zoey, Ziva, and Zelda.**

Continued on page 4

## News of overcrowding on every corner

Overcrowding. There's a word we hear on every corner these days. The state's county jails are about to pop and so are our prisons. And the question always: what are you going to do about it?

At the writing of this column, the county jail back-up is 2,627 so recent measures have offered some marginal results. We've seen that number climb over 2,800 and hover consistently at more than 2,700 in recently months, so anything below 2,700 seems like a victory.

ADC sought relief during the Fiscal Session that ended in March and came up short, but we are forging ahead with plans that we can implement. Hopefully, a combination of many things will provide some relief down the road.

Here's a little update on the report



**Ray Hobbs**  
Director

I offered in February:

ADC received the \$719,873 in appropriation and funding to open 200 additional beds at the North Central Unit. As soon as those dollars became available, staff was put in place and inmates were moved to utilize those additional beds.

For FY 2015 that begins July 2014, the governor recommended \$5,750,508 in additional appropriation and \$5 million in additional funding to open 374 new beds throughout the agency. These were to include the continuance of the 200 beds at NCU, 60 beds at McPherson, 56 at Ouachita River and 58 at the Northwest Arkansas Work Release Center.

We received \$3,105,818, so we'll be looking at how to maximize those dollars. That will cover the continuation of the 200 beds at NCU and the opening of 58 additional beds at NWAARC. Hopefully, we can squeeze a few more beds out of that pot of money.

Looking to the future, we will renovate the old Training Academy at Tucker with tentative plans to open a

Boot Camp program for 80 to 100 parole violators. Also, over the next couple of years we are planning to renovate the old Diagnostic Unit, which should yield about 328 beds.

We will continue to seek funding for the new 1,000-bed prison. We requested \$5.1 million for that purpose during the Fiscal Session, but the bill died in committee. We are still hoping to receive money from unobligated general improvement funds to begin that process.

Another area where we fell short on funding was in getting the money we wanted to pay employees what is owed them. ADC requested \$10 million to cover accrued salary liabilities for holiday payouts, hazardous duty pay and GAP payments, but only received \$5 million. We will stretch those dollars to the fullest extent of our abilities and make appeals for more money to pay employees at every opportunity.

We knew this was going to be a tough session. We didn't get what we wanted, but we did get something so we will consider our glass half full.



## Celebrating retirement

Sgt. James Louis, right in the photo to the left, from the Texarkana Regional Work Release Center has finally gotten 'paroled' after almost 30 years with ADC. On March 30, he was honored with a luncheon and presented a plaque and gifts from the employees at the Unit. Louis is joined by TRCC Center Supervisor Larry Cauley.

Debbie Mathis, seated right, Grimes HR Coordinator, retired on Feb. 13, and the Newport Complex honored her with a retirement celebration; shown here with Warden Aundrea Weekly, left, and her husband, Gary, whom Debbie refers to as her 'hero.'





# NCU achieves 100 percent on standards during ACA audit

Congratulations are in order for Warden David White and the staff of the North Central Unit in Calico Rock for completing their American Correctional Association audit recently with 100% scores on mandatory and non-mandatory standards.

ACA Auditor Tina Hodge, bottom left and bottom middle, from the New Mexico CCA, got a little encouragement from some of NCU's furry friends. Warden David White, top right, 'entertaining' guests. On bottom right, members of the staff of NCU are clearly happy about the audit results.



## Director's Acknowledgement

Nurzuhal Faust, McPherson Unit Deputy Warden, was acknowledged by Director Ray Hobbs and the Management Team for her consistent and tireless assistance to both employees and inmates during the recent influenza outbreak at McPherson. Faust's leadership and attention to detail were top-notch during the crisis.



## Food for thought

**TO TAKE A DIVE (to deliberately fail in competition)**

*To create the illusion of a legitimate knock out, boxers and prize fighters who have been bribed to throw a bout, but want it to look as if the challenger actually won, would dive to the mat after being hit.*



# ADC sweeps competition at SSMFT ... continued from page 1

“The Dog Trials are a means by which they can train and learn without the pressure of real life and death situations,” said White. “Special thanks to the SSMFT staff, tracklayers who work for months before the actual event,” said White.

In addition to the dog competitions, two divisions of competition were held on the firing range: handlers and workers. Winners in those divisions were: handlers first place—Monte Royer, second—Luke Perry, third—Danny Clark; and workers first place—Perry Holland, second—Jerrod Self, and third—Billy Hayes.



**PACK DIVISION Winners:** ORCU, Cummins, EARU, Tucker



**MULTI-LEASH DIVISION Winners:** Tucker, Jackson Corrections Institute, ADC CO1, ORCU



**SINGLE DIVISION Winners:** Tucker, Elayn Hunt Correctional, Rayburn CC, David Wade Correctional



**NARCOTICS DIVISION Winners:** Jason Allen (La.), Michael Richardson (ADC), Derek Wilson (ADC), and Cody Williams (La.)



# ADC sweeps competition at SSMFT ... continued from page 4



# Health Matters

## Earth Day is April 22

Our planet is at a turning point. The massive global migration underway now from countryside to cities will demand huge investments in energy, water, materials, waste, food distribution, and transportation over the next 25 years. If the right investments are made now, this unique opportunity will be the catalyst for dramatic changes in the built environment and the fight against carbon emissions and climate change.

Today, more than half of the world's population lives in cities. As the urban population grows and the effects of climate change worsen, our cities have to evolve.

It's time for us to invest in efficiency and renewable energy, rebuild our cities and towns, and begin to solve the climate crisis. Over the next two years, with a focus on Earth Day 2014, the Green Cities campaign will mobilize a global movement to accelerate this transition. Join us in calling for a new era of green cities.

Earth Day Network launched the Green Cities campaign in the fall of

2013 to help cities around the world become more sustainable and reduce their carbon footprint. Focused on three key elements – buildings, energy, and transportation – the campaign aims to help cities accelerate their transition to a cleaner, healthier, and more economically viable future through improvements in efficiency, investments in renewable technology, and regulation reform.

### Energy

Most of the world currently relies on outdated electric generation structures that are extremely inefficient and dirty. To help cities become more sustainable, we need to redesign the current system, transition to renewable energy sources, and implement 21<sup>st</sup> century solutions.

### Green Buildings

Buildings account for nearly one third of all global greenhouse gas emissions. Through simple efficiency and design improvements to buildings we can reduce those emissions drastically. To realize that vision, cities need to update ordinances, switch to performance based building codes, and improve financing options.

### Transportation

Transportation is the fastest growing source of greenhouse gas emissions worldwide, three quarters of which

comes directly from road vehicles. To reduce these emissions and the resulting smog, we need to improve standards, increase public transportation options, invest in alternative transportation, and improve city walkability and bikeability.

Through an informative website and a series of in-depth toolkits, the campaign will educate the public about each element of green cities and spur individuals to take civic action by signing petitions, sending letters, and organizing events.

In addition, Earth Day Network will work with partners on the ground in strategically placed cities and towns to organize grassroots efforts to improve local codes, ordinances, and policies that will help cities become model green cities.

Spanning Earth Day 2014 and 2015, the campaign will work with an international team of partners, including local organizers, non-profits, businesses, and governments to help increase public awareness, mobilize support for appropriate policies, and generate concrete commitments for innovative and replicable initiatives.

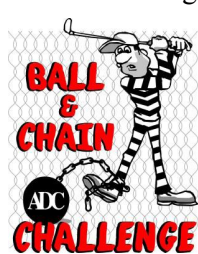
For more information, visit [www.earthday.org](http://www.earthday.org)

## Ball and Chain Challenge 2014 tournament swings into action

The annual Ball and Chain Challenge golf tournament is scheduled for May 19. The tournament will be held at Harbor Oaks in Pine Bluff.

Sponsored by the Arkansas Department of Correction and Arkansas Association of Correctional Employees Trust (AACET) with proceeds going to AACET, the schedule is the same as last year's schedule: we will

have a morning and afternoon round.



longest drive and closest to the pin

Trophies will be awarded to the top three teams in both flights, after each round.

In addition, there will be prizes for men and women's

competitions. We will have lots of food, drinks and door prizes. Lunch will be provided. The morning round will eat after play, and the afternoon will eat before teeing off.

Please get your entry form and payment submitted early.

The registration form and sponsorship form are located on the AACET website.



## Old Diagnostic to have name in honor of Ester

The Arkansas Department of Correction's old Diagnostic Unit in Pine Bluff

will have a new name when it reopens. The Arkansas Board of Corrections approved in March the rec-



**Shea Wilson**  
Public Information Officer

ommendation of naming the facility in honor of Cpl. Barbara Ester, who was killed by an inmate at the East Arkansas Regional Unit in Brickeys on Jan. 20, 2012.

ADC sought the input of agency employees who overwhelmingly recommended the facility be named in honor of Ester. After receiving all the nominations, I presented them to ADC wardens during their Feb. 27 staff meeting. From there, all of the nominations for Cpl. Ester went into a bucket and the winning name was drawn during management team. The lucky winner was Brian Drost, maintenance supervisor at the McPherson Unit. He received a 60-inch television provided by AACET.

Director Ray Hobbs presented the recommendation to the board during the March 18 meeting and the board's approval was unanimous.

The Diagnostic Unit



**Brian Drost, left, receives a 60-inch television sponsored by AACET from Assistant Director Leon Starks and Director Ray Hobbs.**

has been closed since early 2012 when operations there were moved to the new special needs area, which was added to the Ouachita River Correctional Unit in Malvern. ADC did not have funding to operate both facilities and the decision was made to utilize the new space with the long-term goal of renovating and reopening DU with a new purpose.

At the time DU was closed, its purpose was to accommodate male intake, medical and mental health, special programs and some permanent bed assignments. With that population being served at ORCU, preliminary plans are for the renovated building to serve re-entry and inmate program needs.

The Board of Corrections on Oct. 24, 2013, approved a resolution authorizing one or more contracts between the Arkansas Development Finance Authority and ADC

to fund construction and equipping of correction or prison facilities to be used by ADC from the Prison Construction Trust Fund in an amount not to exceed \$4 million. The monies from this fund are to be used during Phase I of the renovation of the former Diagnostic Unit.

The project will be completed in two phases and the approximate cost will be \$10 million.

The project will take six months for design once blueprints are received and 24 months for construction renovation and should provide 328 beds when completed. There will be approximately 100 employees needed at an average salary of \$30,000.

The reopening of the unit will provide much needed bed space for the agency and will replace lost jobs in the community but just as important, it will allow us to honor Cpl. Ester in a permanent and meaningful way.

## CALENDAR OF EVENTS

**APRIL** 

### APRIL 2014

- 1 — April Fools' Day
- 20 — Easter
- 22 — Earth Day
- 23 — Administrative Professionals Day

 **MAY**

### MAY 2014

- 11 — Mother's Day
- 17 — Armed Forces Day
- 19 — Ball and Chain Challenge Golf Tournament
- 26 — Memorial Day

**Special Events?  
Unit Functions?  
Announcements?  
Conference Dates?**



Send information to Kat at  
*The Advocate*  
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@arkansas.gov

# ADC employees are commended by US magistrate judge

Three ADC employees, Mary Prewitt, Gary Hill, and Sgt. Ray Weatherford, were commended recently by Joe J. Volpe, United States Magistrate Judge.

Volpe wrote a letter to Director Ray Hobbs stating that the efforts of Prewitt, Hill and Weatherford were "outstanding."

Volpe wrote, "I am very grateful for their 'can do' attitudes and wanted to let you know about their professionalism and excellent service to the court.

"I failed to ensure that the ADC transportation office received the inmate transport order for a hearing today. When court time came, I knew something had to be wrong because your transportation staff is always on time. I also knew the error was mine. I called Ms. Prewitt simply to see if we could reach the inmate by telephone. But in a matter of minutes, Mr. Hill said we could have the inmate in court by noon. At 11:15 a.m., Mr. Hill and Sgt. Weatherford had the inmate present for court.

"In my opinion, Ms. Prewitt, Mr. Hill, and Sgt.



Commended employees, from left, Gary Hill, Mary Prewitt, and Ray Weatherford stand with the Management Team during a recent meeting.

Weatherford went above and beyond the call of duty with a superb 'can do' attitude rarely seen. Thanks to their efforts, we were able to proceed with court in a time sensitive manner. I commend them for their public service with excellence."



## Northwest Arkansas Work Release Center complete

Board of Corrections member Buddy Chadick tours the recently finished project in Springdale. The old armory was converted into a 100-bed facility with administration offices after being leased to the ADC.



## Retirement

Friends and family gathered on Feb. 2 to bid farewell to Capt. Lynn Bellew of the Texarkana Regional Correctional Center. After 30 years of service to the ADC, he is hanging up his utility belt and will now have a life of fishing, hunting, and honey-do's. A potluck luncheon was held in his honor where he was presented a plaque, a cake, money and a new 'while away the hours' bench.



## Police Olympics Spring Bass Tournament

The Police Olympics Spring Bass Tournament is set for April 22 at Devil's Fork Landing at Greer's Ferry. Onsite registration begins at 4:30 a.m. and weigh-in is scheduled at 2:30 p.m. There is a five-fish limit per boat. Check the Arkansas Game and Fish for any length restrictions. Two people in the boat maximum, and one of those people must be connected in some way to the law enforcement community.

The entry fee is \$50 per person, and the "Big Bass" entry is \$10 (optional).

To register for the event, go to the website at [www.arkansaspoliceolympics.org](http://www.arkansaspoliceolympics.org) and then to the registration tab and complete the online form.



# Policy Spotlight

Facts about policy and conduct



*Do you have questions about ADC policies and procedures? Then send in your topics to The Advocate, and we'll be glad to get you the facts. Contact KAT at [kathlyn.mcentire@arkansas.gov](mailto:kathlyn.mcentire@arkansas.gov) with questions.*

### EMPLOYEE HANDBOOK

#### Career and Personal Enhancements—Page 5

**Career Opportunities** – ADC encourages employees to plan for and seek career advancement through experience and available training opportunities. Open positions are announced using the job posting method at each unit and made available online at <http://www.arstatejobs.com>. An employee can apply any time during the posting period as long as the employee meets minimum qualifications for the position and is not under disciplinary probation. Employees are challenged to establish career goals for themselves and are encouraged to communicate with various management and administrative staff to assist and advise them on various opportunities and the criteria for meeting those goals.

**Promotions/Demotions** – Throughout the Department of Correction, there are numerous job opportunities for employees in various pay grades. Employees may choose to apply for higher or lower grade positions to satisfy their skills and experiences or if they feel that a particular position offers a more suitable career track. Employees selected for a position in a pay grade higher or lower would receive a ten (10%) percent salary increase if moving upward or a ten (10%) percent salary decrease if moving downward. If the new salary falls below Entry Level of the current state pay plan for the new job, the employee's pay rate shall be adjusted to Entry Level. However, the rate of pay may not exceed the Career Level of the grade. Employees who are on initial probationary period (first year of employment) may apply for promotion or demotion. Employees who have been placed on disciplinary probation cannot apply for promotions during their probationary period.

**Officer First Class Incentive Pay** – This program encourages employees to develop the skills necessary for effective job performance and eligibility for career advancement within the Department of Correction. The program is applicable to all newly hired Correctional Officer I's as authorized by the Arkansas General Assembly. The Officer First Class program provides pay incentives of a six (6%) percent increase for employees who meet and apply competency-based criteria related to their jobs after completion of six months of employment, no disciplinary actions and receipt of satisfactory in each of the four rating criteria. The program incorporates pay for performance accomplishments by awarding promotions to employees who meet specific criteria established for their specific classification.

# TRAINING ACADEMY

Training Academy Graduates: Class 2014-B, Mar. 7, 2014



Dimitri Anderson, Tommy Blevins, Eric Chapmon, Nicholas Clamp, Misty Coleman, James Darnell, Tamerika Glover, James Gossett, Michelle Guinn, Michelle Hampton, Austin Hamric, Shonckia Hill, Caroline Hockaday, Vineshia Holloway, Lucas House, Bonita Howard, Terrence Johnson, Briah Jones, Brittney Joyner, Eric Keener, Benjamin Kelley, James Kleiser, Darius Lang, Antoine Lewis, Eric McGregory, Nathan Moody, Alberta Murdock, Leo Murray, Lamarcus Nowden, Shirlitha Randle, Kasundra Roberts, Tim Singleton, Paula Stewart, Roxanne Stewart, Teresa Strayhorn, Erica Terry, Eddie Thompson, Richard Tumey, Ladarius Washington, Latrell White, Michael Wilkerson, Alicia Williams, and Nina Williams.



## Willis H. Sargent Outstanding Student Achievement Award

The winner of the Willis H. Sargent Outstanding Student Award for Class 2014-B is Nina Williams. Pictured are Deputy Warden Tami Aiken, Margaret Anthony, Capt. Randy Callas, Williams, and TA Administrator Fred Campbell.

## Spotlight on training

If you're trying to find the latest training schedules for the Training Academy or Human Resources, you can find it on *Spotlight*.

When on your unit computer, click on the "Favorites" tab. Scroll down until you see "ADC Links," then click. Look for the *Spotlight* heading — click and you're there!

The latest and most up-to-date training schedules will be available under "training."

*Interested in an online e-learning course?  
Contact your unit trainer.*



## ADC units receive ACA plaques at Florida conference



Deputy Director, Grant Harris, second from left above, accepts the American Correctional Association reaccreditation plaque—100% mandatory and 100% non-mandatory standards for the Benton Unit. Harris is joined by Director Ray Hobbs, Board of Corrections Chair Benny Magness, Commissioner Panel Chair Marge Brewster, and Commissioners Lester Lewis and Mary Galey. Top right Warden Stephen Williams, second from left, accepts the ACA reaccreditation plaque—100% mandatory and 100% non-mandatory for the Tucker Unit. Williams is joined by Hobbs, Magness, Brewster, Lewis and Galey. Bottom photo Warden Dexter Payne, second from left, accepts the ACA reaccreditation plaque—100% mandatory and 100% non-mandatory for the Wrightsville Complex. Payne is joined by Hobbs, Magness, Brewster, Lewis and Galey.



### Mardi Gras fun

The Central Office Employee Association celebrated Mardi Gras on March 4, with a festive spread of Cajun cuisine for employees. A good time was had by all!

# Promotions & New Hires

## New Hires

Date	Name	Position	Unit
02/04/14	Brandi Hood	Payroll Technician	Human Resources
02/24/14	Charles Mayhew	Industrial Supervisor I	Industry-Wrightsville
03/03/14	Denise Atwood	Advisor	SOCNA
03/03/14	Taqueria Patrick	Advisor	Mental Health-Ouachita
03/10/14	Sonya Watson	Administrative Specialist I	Mental Health-East Arkansas

# ADC ADVOCATE EMPLOYEES NEWSLETTER

## ADC Mission Statement

- *To provide public safety by carrying out the mandate of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To strengthen the work ethic through teaching of good habits.*
- *To provide opportunities for staff and inmates to improve spiritually, mentally, and physically.*

The *ADC Advocate* newsletter is published monthly by the Communications Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

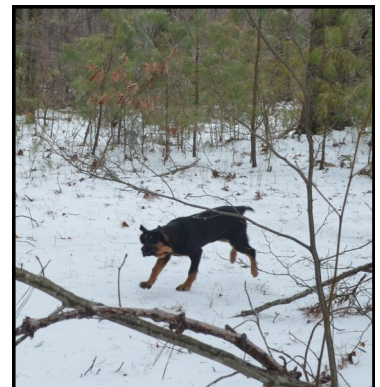
Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

The *ADC Advocate* is printed by the Arkansas Correctional Industries.

**Visit ADC on the Web @ [www.adc.arkansas.gov](http://www.adc.arkansas.gov)**

# Parting Shots



Arkansas Department of Correction

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