

# THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

April 2015

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## Down on the farm, things are egg-cellent!

It's been a long time coming, but finally this month we are seeing the fruits of ADC's labor. The first group of pullets, which were raised at the Cummins Unit, was transferred recently to one of the three new layer houses.

**Davey Farabough,**  
Head Farm Manager II,



**Twenty-week old hens are being placed in the layer house at the Cummins Unit.**



**Agri Production Supervisor Greg Stephens shows off the first eggs.**

said another house was filled with hens which were already laying, and the third house will be ready late this fall.

He said the plan is to receive 49,000 one-day-

old pullets every 20 weeks. Each will spend approximately 80 weeks on the farm, with 60 of those being in full produc-

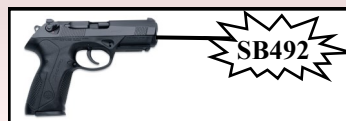
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## ADC Weapons Manager discusses carry law

*By Robert Hutcheson  
Concealed Carry Instructor  
#96-299*

Because of all the proposed changes to the Arkansas Concealed Carry Law, I've been asked to clarify a few things that apply in regards to carrying a weapon on ADC property.

Currently in Arkansas,



you must have a license to legally carry a concealed handgun. Not everyone qualifies for a license, however. And even if you do have a license, you are not allowed to carry a gun wherever you like.

Based on Arkansas Statute 5-73-120, you are not allowed to carry a gun in your vehicle unless at least one of the following is true:

- You have a license to carry a concealed handgun
- You are on your own property

**Continued on page 5**

## Cost per day deliberated

If you have been following articles concerning the ADC's cost per day, you know there are other entities and people asserting how they can house inmates cheaper than the \$63.26 plus dollar a day that ADC spends.



**Wendy Kelley**  
*Director*

To put this in perspective, that rate includes income ADC generates in addition to what is provided from the state's general revenue.

I have asked Assistant Director Mike Carraway to determine the cost per day excluding work release funds

(rent charged to inmates), inmate welfare funds (from profits on commissary items), telephone money (commissions from inmate phone system), Federal Revenues (programs that cost are reimbursed through federal grants) and Miscellaneous Income (payments for items received from Social Security, utility reimbursements, employee shuttle fees and such).

That would bring the cost per day to \$63.08.

Then, if you reduce that by the state income tax withheld from our employees and submitted to the State, the cost per day is \$61.71.

Next if you reduce this by sales tax paid by the Agency to the State, the cost per day is \$61.53.

We could further reduce this by

the Regional Maintenance service provided to Arkansas communities (490,314 hours at minimum wage) bringing cost per day to \$60.85.

With all of this information, we all have an obligation to spend tax dollars as efficiently as possible when it comes to employees work assignments, utilities, maintaining state property, etc.

ADC Management Team has been asked to review positions as well as look for other ways to cut expenses. Please let us know if you have any ideas or suggestions. We all want to carry out our mission in a safe and efficient manner.

I'm honored to work with professionals within ADC to improve public safety.

Stay safe!

## CALENDAR OF EVENTS

### APRIL



#### April 2015

- 5 — Easter
- 17—Phenomenal Women
- 22—Earth Day
- 22 — Administrative Professionals Day

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



### MAY



#### May 2015

- 7—National Day of Prayer
- 10—Mothers Day
- 16—Armed Forces Day
- 18—Ball and Chain
- 21—Law Enforcement Torch Run
- 25—Memorial Day

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

## Eggs . . . continued from page 1

tion.

The pullets are first placed in the old production house, which has been revamped to take care of the new chicks. At 16-17 weeks old, egg production begins, slowly. At 20 weeks, that batch will be moved to a layer house at full production.

In the state-of-the-art layer house, the hens are fed for 12 hours, then lights are out for 12 hours. Approximately 70% of their feed mixture is grown by the ADC.

The freshly-laid eggs roll out onto a conveyor belt, where they are carried to a vertical belt with fingers which grab the eggs and transfer them onto the main conveyor which carries all eggs to the new production house. In the production house, eggs are washed, dried, sized, and placed in carton trays. The trays are then carried to the cooler.

Production from just one of the three layer houses will completely feed the inmate population. Farabough said the eggs from the other two layer houses will be sold to county jails or prisons in other states.

Collected to be used as fertilizer, chicken litter is caught on a belt. The belt carries it to a vat to be transferred to trucks and carried to the hay field.

After the 80 weeks, the ‘spent hens’ will be sold to non-egg-production facilities.

The high performance hens are Hy-Line W-36, a Leghorn hybrid. The houses are warmed completely in the winter by the animal’s own heat. That ‘benefit’ will, of course, be a ‘problem’ in the summer. However, **Greg Stephens**, Agri Production Supervisor, said the louvers and fans located on either end of the houses are set to pull the heat out.

The design of the houses comes from Facco, a company based in Italy. Interestingly, that is also where the Leghorn chicken originated.

Stephens said the last of the three layer houses will be complete in September, exactly ready for the pullets which will have been received 20 weeks earlier.

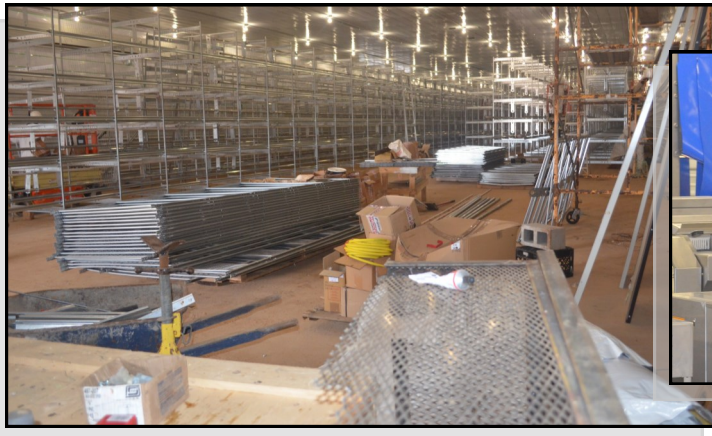
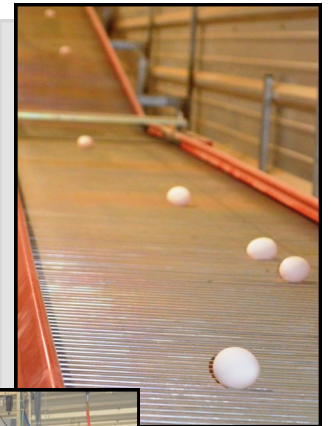
When the first of the three layer houses was completed, ADC purchased 20-week-old chickens to populate that house in order to start up production. However, this will not be the usual strategy as it is not cost effective. Stephens said each day-old pullet will cost the state 85 cents.

At this writing, the first received pullets, now hens, were being moved to their new layer house and 1,800 eggs were gathered the first day from this new batch. Eighteen-hundred is a far cry from the full production line that will be seen by September.

However, as Stephens looked out over the production line, he noted, “It’s a win-win. I am pleased. I hope, in the end, we can all look back and say this is a really good thing for the ADC.”



In photo above, Stephens deals with an ‘escapee.’ Conveyor belt, in photo on right, moves eggs to the production house. In photo bottom left, inside work is being done on the third of the three layer houses. In photo bottom right, eggs are being sorted and checked.





## ADC sweeps competition at SSMFT

Another wintry mix of weather defined the Southern States Manhunt Field Trials this year as the 16th annual event 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.

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.

“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, track layers who work for months before the actual event,” said White.

The winners of divisions in the SSMFT are:

### Single Leash

- First:** Arkansas Game & Fish Commission
- Second:** Cummins Unit

**Third:** Ouachita River Unit

**Fourth:** East Arkansas Regional Unit

### Multi Leash

**First:** Ouachita River Unit

**Second:** Jackson Correctional Institute - Florida

**Third:** East Arkansas Regional Unit

**Fourth:** Tucker Unit

### Pack

**First:** Tucker Unit

**Second:** Ouachita River Unit

**Third:** East Arkansas Regional Unit

**Fourth:** Cummins Unit

### Narcotics

**First:** Rayburn Correctional Center - Louisiana

**Second:** Rayburn Correctional Center - Louisiana

**Third:** Dixon Correctional Institute - Louisiana

**Fourth:** ADC - Central Office Kevin Glover

### Pistol Competition

**First:** Tucker Unit, John Maples

**Second:** C. Crane

**Third:** Tucker Unit, Jarrod Self



1st—Drug Detection



Best Looking Dog



1st—Multi-Leash



1st—Single Leash



1st—Pack Dog



SSMFT board members



The winner of the Southern States Manhunt Field Trial Fundraiser was Corporal Katherine Stone (Delta Unit), left, shown with Warden James “Hoot” Gibson (Delta Unit).



Time keepers



Track layers

# Newport Complex achieves 100% on standards during ACA audit

Congratulations are in order for Warden Jimmy Banks and the staff of the Newport Complex for completing their American Correctional Association audit recently with 100% scores on mandatory and non-mandatory standards.

In top photo, Director Wendy Kelley meets with auditors.



On bottom left, Warden Banks congratulates the staff. On bottom right, ACA Auditors Reginald Hines, Chairperson Michelle E. VanDusen, and Gerald P. Ellsworth prepare to deliver the verdict.

## Carry law . . . continued from page 1

- You are a law enforcement officer, correctional officer, or member of the armed forces acting in the course and scope of your official duties (for ADC personnel that means on a call out and prior permissions given)
- You are assisting a law enforcement officer, correctional officer, or member of the armed forces acting in the course and scope of official duties, according to the direction or request of the law enforcement officer, correctional officer, or member of the armed forces
- You are carrying the gun “upon a journey”\*

*\*A Journey was recently defined as any place outside of your county of residence.*

It is now a potential defense if you are charged with carrying a weapon illegally. Some people have decided this means that as long as you are on a “journey,” you aren’t required to have a license or to conceal your weapon. Others have interpreted it to mean that they can carry their weapons wherever they please.

This line of thinking will get you

either arrested, fired, or both.

Here is the truth: Even if you are on what constitutes a journey, you still have to abide by the rules and regulations set forth in the Arkansas Concealed Carry Law. Recently, Senate Bill 492 came up saying that you can now carry a weapon onto the parking lots of previously forbidden locations. While that is true, SB492 clearly stipulates that you still have to abide by the “prohibited places.” Such places include prisons and other correctional facilities.

### 5-73-306. Prohibited places.

No license to carry a concealed handgun issued pursuant to this subchapter authorizes any person to carry a concealed handgun into:

(4) Any detention facility, prison, or jail;

(19) (A) (i) Any place at the discretion of the person or entity exercising control over the physical location of the place by placing at each entrance to the place a written notice clearly readable at a distance of not less than ten feet (10') that “carrying a handgun is prohibited.”

So, what does all of this mean? In a nutshell, it means that nobody, other than a full-time law enforcement officer in the scope of his or her duties, can carry a weapon onto property belonging to the Arkansas Department of Correction.

At every class I teach, I’m asked what someone with a concealed-carry license should do when entering an area where weapons are prohibited.

My advice is this: There are times when we must simply rely on common sense. You don’t want to lose a job or your freedom—or worse—because you carried a weapon somewhere it did not belong.

I can’t tell you not to carry a weapon where you have a legal right to carry it. I can tell you that if you choose to carry said weapon in a place you know to be illegal then you can expect to face the consequences of any other person who violates the law.

I hope this has helped clear up some areas, and if you still have questions feel free to call my office at 870-267-6119 or email me at

[Robert.hutcheson@arkansas.gov](mailto:Robert.hutcheson@arkansas.gov)

Thanks for listening.



## ERT training prepares for elite positions

Training to become a member of the elite Emergency Response Team, 20 employees endured 40 hours of harsh physical demands to obtain their ERT pin.

The course was held the week of March 23 at the Tucker Unit and provided training in such areas as team building, less-lethal munitions and chemical agents, weap-

ons retention, emergency medical skills, electronic restraints, self defense, riot formations and baton tactics.

Administering the class were Emergency Preparedness Administrator Randy Shores, Weapons Manager Robert Hutcheson, Max Unit's Sgt. Ronald Watson, Emergency Services Lt Zack Ives, and Tucker ERT Team Leader Sgt. John Maples.



*Be civil to all; sociable to many; familiar with few; friend to one; enemy to none.*

Ben Franklin,  
*US author, diplomat,  
inventor, physicist, politician,  
and printer*



## Four receive 30-year service awards from ADC Management Team



Ferbia Allen, RLW Unit



Cynthia Ashley, Cummins Unit



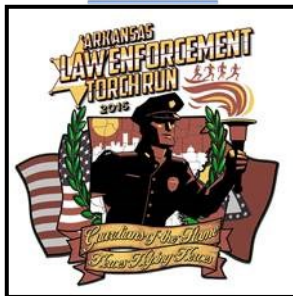
Sheri Flynn, SOSRA



James "Jimmy" Powell, Construction

### Special Olympics Law Enforcement

#### Torch Run



May 21, 2015

Please contact Terry Reid for a registration form!!!

at

[terry.reid@arkansas.gov](mailto:terry.reid@arkansas.gov) - (870) 267-6370

## Ball and Chain 2015 set

The Ball and Chain Challenge golf tournament is scheduled for May 18, 2015 at Harbor Oaks in Pine Bluff.

Sponsored by the ADC and Arkansas Association of Correctional Employees Trust (AACET), the proceeds go to the AACET.

The schedule is the same as last year's schedule: we will have a morning and afternoon round. 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 longest drive and closest to the pin competitions.

If you have played with us before, you know that the Ball and Chain Challenge is a guaranteed good time. 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.

A large crowd is expected, so please get your entry form and payment submitted early. The registration form and sponsorship form are located on the AACET website.





### Pinning

Percy Arnold, middle, is pinned Major by Wrightsville Warden Dexter Payne, left, and Major James Shipman.

# Around ADC

### Blood drive

Bobby Smith, on left, and Ayn Freygang were among several employees who were on hand to donate blood recently when the Bloodmobile parked at Administration East.



### A little friendly chili competition

Tiffanye Compton, Rory Griffin, and Jeffrey Stieve (CCS) recently judged the chili at the Central Office competition. Winners were Linda Williams, first place—\$50, Patti Congleton, second place—\$30, and Shirley Smith (wife of Bobby Smith), third place—\$20.

### Walmart supports PIP

It's another Paws in Prison run and again Walmart donates food and toys to our PIP dogs.





# ADC's participation in gleaning project draws thanks

In a recent letter to Deputy Director Marvin Evans, the ADC was thanked for its partnership with the Arkansas Hunger Relief Alliance and the Arkansas Gleaning Project.

Jeremy Adams, Food Sourcing and Logistics Manager with Arkansas Hunger Relief Alliance thanked ADC for supporting the Arkansas Gleaning Project last year.

The state's prison system probably isn't the first thing you'd think of when contemplating gleaning – the Biblical practice of hand-gathering leftover crops after the harvest – but, it plays a major role in helping fill local food banks.

The ADC has made a commitment to utilize inmate work crews when possible to glean fruits and vegetables donated by growers to benefit those in need.

Inmates, under the supervision of correctional officers, glean donated fruits and vegetables from the fields and orchards of growers. The produce is then given to local pantries, soup kitchens and shelters that distribute food to those in need. The gleaning effort provides hundreds of thousands of pounds of fresh fruits and vegetables to pantries and agencies across the state.

ADC's participation in the project

helps feed the hungry, but it also provides an opportunity for inmates to do something positive and help repay the state for some of the debts owed by their crimes. That is equally important.

ADC typically stays busy from June through October helping with gleaning projects. Prisons geographically close to the farms with donated crops respond to assistance requests.

"We were able to secure 1.5 million pounds last year," Adams stated. "The support we receive from the ADC makes a tremendous impact on this program and the lives of many Arkansans."



### Pinning

Randy Carty, middle, is pinned Sergeant by NAWARC Center Supervisor Jason Nichols, left, and Chief of Security Lt. Stephen Simmons.

### Pinning

Jermaine Capel, middle, is pinned Sergeant by NAWARC Center Supervisor Jason Nichols, left, and Chief of Security Lt. Stephen Simmons.



# Health Matters

## Seasonal allergies: nip them in the bud

Spring means flower buds and blooming trees — and if you're one of the millions of people who have seasonal allergies, it also means sneezing, congestion, runny nose and other bothersome symptoms. Seasonal allergies — also called hay fever and allergic rhinitis — can make you miserable. Try these simple strategies:

### Reduce your exposure to allergy triggers

To reduce your exposure to the things that trigger your allergy signs and symptoms (allergens):

- Stay indoors on dry, windy days — the best time to go outside is after a good rain, which helps clear pollen from the air.
- Delegate lawn mowing, weed pulling and other gardening chores that stir up allergens.
- Remove clothes you've worn outside; you may also want to shower to rinse pollen from your skin and hair.
- Don't hang laundry outside — pollen can stick to sheets and towels.
- Wear a dust mask if you do outside chores.

### Take extra steps when pollen counts are high

Seasonal allergy signs and symptoms can flare up when there's a lot of pollen in the air. These steps can help you reduce your exposure:

- Check your local TV or radio station, your local newspaper, or the Internet for pollen forecasts and current pollen levels.
- If high pollen counts are forecasted, start taking allergy medications before your symptoms start.
- Close doors and windows at night or any other time when pollen counts are high.
- Avoid outdoor activity in the early morning when pollen counts are highest.

### Keep indoor air clean

There's no miracle product that can eliminate all allergens from the air in your home, but these suggestions may help:

- Use the air conditioning in your house and car.
- If you have forced air heating or air conditioning in your house, use high-efficiency filters and follow regular maintenance schedules.
- Keep indoor air dry with a dehumidifier.
- Use a portable high-efficiency particulate air (HEPA) filter in your bedroom.
- Clean floors often with a vacuum cleaner that has a HEPA filter

### Try an over-the-counter remedy

Several types of nonprescription medications can help ease allergy symptoms. They include:

**Oral antihistamines.** Antihistamines can help relieve sneezing, itching, runny nose and watery eyes.

**Decongestants.** Oral decongestants such as pseudoephedrine can provide temporary relief from nasal stuffiness. Decongestants also come in nasal sprays, such as oxymetazoline and phenylephrine. Only use nasal decongestants for short-term relief. Long-term use of decongestant nasal sprays can actually worsen symptoms (rebound congestion).

**Nasal spray.** Cromolyn sodium nasal spray can ease allergy symptoms and doesn't have serious side effects, though it's most effective when you begin using it before your symptoms start.

**Combination medications.** A number of allergy medications combine an antihistamine with a decongestant.

### Rinse your sinuses

Rinsing your nasal passages with distilled, sterile saline solution (nasal irrigation) is a quick, inexpensive and very effective way to relieve nasal congestion. Rinsing directly flushes out mucus and allergens from your nose. Look for a squeeze bottle or a neti pot — a

small container with a spout designed for nasal rinsing — at your pharmacy or health food store. Use water that's distilled, sterile, previously boiled and cooled, or filtered using a filter with an absolute pore size of one micron or smaller to make up the saline irrigation solution. Also be sure to rinse the irrigation device after each use with similarly distilled, sterile, previously boiled and cooled, or filtered water and leave open to air-dry.

### Interested in alternative treatments? Consider these

A number of natural remedies have been used to treat hay fever symptoms. Treatments that may help include extracts of the shrub butterbur and spirulina (a type of dried algae). A number of other natural remedies are used to treat allergies, but the benefits aren't clear and some may not be safe — so talk to your doctor before trying one.

### When home remedies aren't enough, see your doctor

For many people, avoiding allergens and taking over-the-counter medications is enough to ease symptoms. But if your seasonal allergies are still bothersome, don't give up. A number of other treatments are available.

If you have bad seasonal allergies, your doctor may recommend that you have skin tests or blood tests to find out exactly what allergens trigger your symptoms. Testing can help determine what steps you need to take to avoid your specific triggers and identify which treatments are likely to work best for you.

For some people, allergy shots (allergen immunotherapy) can be a good option. Also known as desensitization, this treatment involves regular injections containing tiny amounts of the substances that cause your allergies. Over time, these injections reduce the immune system reaction that causes symptoms.

*Excerpts from the Mayo Clinic website*



## This year's legislative session is now history



**Cathy Frye**  
Public  
Information  
Officer

As many of you may have heard, Arkansas Sen. David Sanders' "transparency bill" is about to become law.

This is the legislation that calls for the Department of Correction to begin posting inmates' disciplinarys.

The bill no longer requires us to retroactively disclose every inmate's entire disciplinary history on the ADC website. Instead, it stipulates that only disciplinarys occurring after July 1, 2015, will be made public.

There is one exception: Inmates being considered for parole will see all of their disciplinary histories posted. Those records will remain public only during the consideration period. Should an inmate be denied parole, any disciplinarys pre-dating July 1, 2015, will be taken down from the website.

Once the governor has signed the bill into law, Director Kelley will send out a memo notifying inmates that as of July 1, all major disciplinarys with a finding of guilt will be

posted on the ADC website. We hope that this gives them time not only to modify their behavior, but also to realize that anything they do going forward will become known to their families, friends and the general public.

In short, this new law could serve as a deterrent to some problem behavior.

Correctional officers' names will not be disclosed. Nor will the details of the offenses. All that will appear is the type of violation and the date.

If you'd like to get a general idea of what will be disclosed, I encourage you to visit the Kansas Department of Correction's website at

<http://www.dc.state.ks.us/kasper>.

In Kansas' experience, these records often are useful in proving that someone is a good candidate for parole.

While the fact that we will be posting disciplinary records is new, your duties remain the same: Be fair. Be objective.

But also be aware that disciplinarys will now be seen by inmates' family, friends and enemies. These are the people most likely to be look-

ing up such records on our website.

In other legislative news:

Gov. Hutchinson signed the criminal justice reform bill into law on April 2. This legislation addresses prison overcrowding, the county jail backlog, probation, parole and reentry.

As I'm sure you know, reentry is this year's buzzword at the Capitol.

Many people assume that reentry is a parole issue. That may have been true in past years, but now our lawmakers want to see a reentry process that starts long before an inmate leaves prison. In the coming months, Lawmakers and the public will want to know that we are doing our part.

If there's a new program or a success story involving a current program at your unit, please let me know.

We want the public and our lawmakers to hear about the good things that happen behind the walls. We want them to know how we intend to better prepare inmates to reenter their communities.

Yes, this year's legislative session is over. But our work is just beginning.

### Fish in

The Arkansas Game and Fish released bass, mostly females, into a Cummins pond March 28 as a part of the ADC/AGFC Bass Project. The fish are caught in local tournaments and brought to the ADC pond. Prior to the Big Bass Bonanza, the offspring fingerlings are seined out and released to the Arkansas River.



# ADC Training Academy offers self-defense class



Working inside a prison can be a dangerous environment if you are not conscious of your surroundings. That can also be the case outside a prison. With many area crime rates at their highest, protecting yourself at home and when you are out is just as important as it is at work. Ask yourself: Can I protect myself? What can I do to protect myself? How do I not become a victim?

**Did you know we have a self-defense class for non-security employees?**

### Self-Defense & Staff Safety (Non-Security Personnel)

This class defines AD 09-17 Use of Force and identifies warning signs of aggressive behavior and allows classroom participants to apply hands-on self-defense mechanisms.

“This class provides realistic anticipation of threats and how to defend yourself,” said **Captain Larry Cyr**, Instructor.

During this four hour training class, non-security personnel are trained in pressure point control tactics such as: brachial stuns, front thrust kicks, angle kicks, straight punch, pressure points, sprawls and inside takedown, and the bicycle kick defense.

**Survival includes the following two steps:**

**1. Develop a predetermined survival response** by answering the following.

*Is my desk in a good position to provide movement*

*and seeing oncoming traffic into my office?*

*Is the door locked and who has the key?*

*Where is the closest security officer to my location?*

*How would I contact someone in case of an emergency?*

*Do I have a telephone or radio in my office?*

*What skills do I have to protect myself?*

*What items in my office could be used to cause injury to myself? (think about removing those items)*

### **2. Maintain a reactionary gap.**

Maintaining proper distance between yourself and possible threats.

Some of the recent class participants had these comments:

“Good class for all non-security personnel working in the back of prisons - in records, classification, etc.”

“Feels great to learn ways to protect myself.”

“Great feeling to know you have the techniques to protect yourself.”

“Please repeat this training and all non-security staff should take this.”

“Very important information to stay aware of staff safety at work and can help you if ever attacked outside of the workplace.”



## **Pinning**

**Dennis Heath, middle, is promoted to Officer First Class, pinned by Lt. Stephen Simmons, left, and Sgt. Randy Carter.**



## **Pinning**

**Jason Schneider, middle, is promoted to Officer First Class, pinned by Sgt. Randy Carter, left, and Sgt. Jermaine Capel.**



## Job duty changes

Congratulations to Captain **Percy Arnold** who promoted to the rank of Major in March. He has over 20 years of experience with ADC. He has joined **Warden David White** and **Deputy Warden Eddie Selvey** at the North Central Unit.

Welcome to **Mark Warner** who came back in March to ADC as a Deputy Warden. He joined **Warden Gaylon Lay** and **Deputy Warden DeAngelo Earl** at East Arkansas Regional Unit.

In addition, three Deputy Wardens have transitioned.

**Deputy Warden Moses Jackson** will carry his security experience to the Tucker Unit to join **Warden Stephen Williams** and **Deputy Warden John Lowe**.

**Deputy Warden Billy Inman** transferred to the Varner Unit in March to join **Warden Randy Watson** and **Deputy Warden Jeremy Andrews**. Inman will serve as the Deputy Warden for treatment and operations.

**Deputy Warden David Mills** transferred to the Delta Unit. Mills has many years of experience from the Tennessee Department of Correction and will be an asset to **Warden James Gibson**.

“All of these actions will further strengthen our agency, and we appreciate your cooperation and assistance,” **Director Wendy Kelley** said. “Thank you for all your work on behalf of the Department and for public safety in Arkansas!”

# 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.atkinson@arkansas.gov](mailto:kathlyn.atkinson@arkansas.gov) with questions.*

### EMPLOYEE HANDBOOK

#### Leave Programs (in part . . . more to come in following editions)

**Employee's Birthday** – Employees are granted one holiday to observe their birthday.

**Holidays** – The Arkansas Department of Correction observe the following holidays:

New Year's Day	January 1st
Martin Luther King Day / Robert E. Lee	Third Monday in January
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4th
Labor Day	First Monday in September
Veteran's Day	November 11th
Thanksgiving Day	Fourth Thursday in November
Christmas Eve Day	December 24th
Christmas Day	December 25th

**Exceptions** - The Governor, by Executive Proclamation, may proclaim additional days at his/her discretion in observance of special events or for other reasons.

**EXCEPTION 1:** Except for the employee's birth date listed above, all Department offices will be closed on all legal holidays. However, this closing does not apply to units and wherever else employees are essential to the preservation and protection of the public peace, health, and safety.

**EXCEPTION 2:** When a legal holiday falls during a general or special session of the Legislature, the Department offices shall remain open and maintain on duty only the minimum number of employees necessary to carry on the business of the offices, unless these offices are permitted to close by Resolution of the General Assembly.

# TRAINING ACADEMY

Training Academy Graduates: Class 2015-B, March 6, 2015



Leslee Abbott, Christiana Batey, Devonte Battles, Jamie Betts, Danesha Campbell, William Cloud, David Cox, Latasha Green, David Hillis, Tamara Horn, Latoshia Jackson, Elizabeth Kelly, Marquise Kendal, Sherie Lockett, Amber Maddox, Sharon Matheson, Raynelle Maxwell, Kaitlyn McGonigal, Patrick Presley, Cameron Price, Tylor Priest, Everett Ray, Cody Sarrels, Alexis Taylor, Tatreuna Thornton, Benjamin Weeks, and Zackary Wesson.

**Willis H. Sargent  
Outstanding Student  
Achievement Award**



The Willis H. Sargent student for Class 2015-B is Elizabeth Kelly, second from left, with Dexter Holmes (IA), Training Director Fred Campbell, and Captain Randy Callas.



**Drug and money find!**  
Sgt. B. Hayes with K9 Mickey and Sgt. B. Cockrell with K9 Tebow assist Baxter County Sheriff's Office with a search leading to 17.6 ounces of meth and \$3,700 cash.

### Tobacco find!

Raymond Naylor, from left, Mike Brockman, and Marvin Evans sort through a 'tobacco drop' that was found at the Tucker Unit.





# Promotions & New Hires

## Promotions

Date	Name	Position	Unit
03/01/2015	Gregory Ivey	Sergeant	Grimes
03/01/2015	Christopher Pittillo	Recreational Activity Supv	Delta
03/01/2015	Christopher Sherrill	Agriculture Unit Supv I	Farm
03/01/2015	Jerry Sunderland	Sergeant	Transprttn-Ouachita
03/08/2015	Jermaine Capel	Sergeant	Northwest Arkansas
03/08/2015	Randy Carter	Sergeant	Northwest Arkansas
03/08/2015	Donald Hopper	Fiscal Support Specialist	Accounting
03/08/2015	William Nevin III	Sergeant	Transportation-Tucker
03/15/2015	Kenny Cantrell	Lieutenant	Grimes
03/15/2015	Tasha Griffin	Sergeant	Cummins
03/15/2015	Brandi Hood	Payroll Service Specialist	Human Resources
03/15/2015	Kimeron Hubbard	Disciplinary Hearing Officer	Grimes
03/15/2015	Sherry Staton	Institution HR Coordinator	Ouachita
03/22/2015	Regina Johnson	Admin Specialist II	East Arkansas
03/23/2015	Percy Arnold	Major	North Central
03/23/2015	Judy May	Fiscal Support Analyst	Accounting



What a difference seasons makes! This tree, located at Central Office, is beautiful in the fall, on left, and in the spring, on right.



## New Hires

Date	Name	Position	Unit
03/02/2015	Bridney Taylor	Administrative Specialist I	East Arkansas
03/09/2015	Bethany Davis	Administrative Specialist I	Ouachita
03/09/2015	Robert King	Maintenance Technician	Construction
03/09/2015	Kristin Leipert	Commissary Manager	Maximum Security
03/16/2015	Karla McTigrit	Industrial Supervisor I	Industry-Cummins
03/16/2015	Kevin Collins	Sergeant	Maximum Security
03/23/2015	Andrew Pearce	Administrative Specialist I	Grimes
03/24/2015	Tony Huffman	Attorney Supervisor	Central Office

# 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.

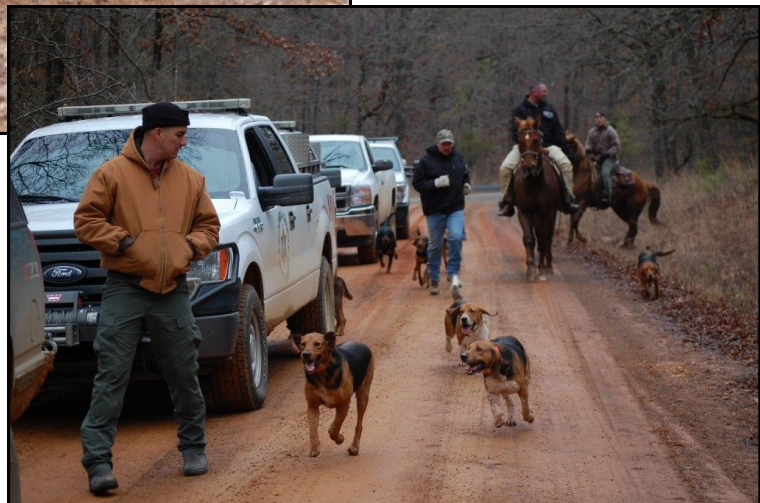
Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

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.

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# Parting Shots



Arkansas Department of Correction

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