

THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

February 2013

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Excellence in corrections recognized at 2012 Pinnacle Awards

Arkansas Department of Correction employees gathered for a festive evening in January at the Governor's Mansion in Little Rock for the presentation of the 2012 Pinnacle Awards.

The event, sponsored by the Arkansas Association of Correctional Employees Trust and supported by Corizon, recognized the achievements of ADC employees.

Assistant Director of Public Services Dina Tyler offered opening remarks and introduced Governor Mike Beebe who offered encouragement and thanks to employees.

Director Ray Hobbs welcomed the honorees and their guests and offered heartfelt thanks to all who make the ADC what it is. Chaplain Norma Gillom offered grace.

The 2012 Pinnacle Award winners are:

Kenneth DeWitt, McPherson Unit, Employee of the Year; John Maples, Tucker Unit, Correctional Officer of the Year; Dream Redic-Young, Ouachita River Unit, Su-



North Central Unit Warden David White spins tale to astute listeners Arkansas Governor Mike Beebe and Board of Corrections Vice Chair Dr. Mary Parker.

pervisor/Administrator of the Year; Merlin Fitzpatrick, Cummins Unit, Correctional Supervisor of the Year; Nurzuhal Faust, McPherson, Deputy/Assistant Warden of the Year; Danny Burl, East Arkansas Unit, Warden of the Year; Norma Gillom, Ouachita River Unit, Director's Citation of Excellence; Gaylon Lay, Cummins Unit, Director's Citation of Excellence; Serena McCoy, Delta Regional Unit, Director's Citation of Excellence;

And the Director's Outstanding Service Awards were presented to



Director Ray Hobbs and Chief Deputy Director Larry May greet guests at the Governor's Mansion.

Sheila Sharp, Wendy Kelley, Leon Starks, and Larry May.

More photos pages 6-8

Shining the spotlight on a job well done

One of our biggest security threats is complacency. I've talked about it in this space on more than one occasion, so you can count on it being a reoccurring theme.

You should all know the definition of this word: Complacency. It is self-satisfaction especially when accompanied by unawareness of actual dangers and deficiencies.



Ray Hobbs

Let's localize that definition to corrections. Complacency is when you don't follow established policies and procedures. You know you should, but you've gotten comfortable and *think you know* when things are right. Inmate Joe Blow leaves every day with a sack lunch. You see him coming and going every day. Do you check his sack lunch every day? Or just some of the time?

Have you done your count on paper or did you lay eyes on the inmates and count them the way you are supposed to? Did you make that security check, or did you stay at your desk and fill in the time it was *supposed* to be done?

These are the types of things that can come back to haunt us in big ways. You got plenty of examples during the course of your basic training and some of you may have seen plenty of examples during your careers.

Still, these things happen. It's a

general lack of observation and not paying attention ... not doing those thorough shake-downs. That's complacency. We need to fight it.

And there are many of you out there who are winning the battle. A shining example of that came around 5 a.m. on Jan. 31.

I'll quote directly from an email I received from Lt. Robert Hutcheson:

"I have a compliment I would like to pass on," Hutcheson wrote. "This morning I got here way earlier than usual, around 0500. The officer in the West Tower (closest to my office) lit me up with the spotlight and even challenged me verbally when I stepped out of my truck. I find this type of initiative very reassuring and I would hope that every officer with the ADC system takes their job this serious. I do not know who she was, but I think she deserves recognition for it."

I wholeheartedly agree. It's great to catch someone doing something right.

Just as this officer turned a spotlight on Lt. Hutcheson for a property security check, I am turning the spotlight on her for setting the right example. The officer working the tower was Cpl. Vicky Haynes. Thank you, Cpl. Haynes, for a job well done.

Com . pla . cen . cy

A feeling of contentment or self-satisfaction, especially when coupled with an unawareness of danger, trouble or controversy.



Jackson promoted to deputy warden at Varner Unit

Moses Jackson has been promoted to deputy warden of the Varner Unit, Director Ray Hobbs recently announced. This promotion was effective Feb. 1.

Jackson previously served as major at Randall Williams Correctional Facility.

Change does not roll in on the wheels of inevitability, but comes through continuous struggle. And so we must straighten our backs and work for our freedom. A man can't ride you unless your back is bent.

— Martin Luther King, Jr.

Board of Corrections receives energy rebate for work at EARU

Entergy Arkansas presented the Arkansas Board of Corrections with a rebate check for \$27,910 for the Department of Correction's conservation efforts.

ADC received the rebate for changing to more energy-efficient light fixtures at the East Arkansas Regional Unit at Briceys. Entergy officials estimate the change will save EARU \$20,000 a year.

The new light fixtures at EARU are part of ADC's ongoing efforts to conserve energy.

To date, ADC has received \$200,000 in incentive checks from Entergy for conservation projects.



Eran Brewer, fourth from left, and Jamie Stringfellow, sixth from left, representing Entergy, presented the check Jan. 18 to ADC Director Ray Hobbs, left; Drew Baker, John Felts, Mary Parker and Benny Magness, board members; ADC Assistant Director Leon Starks; Janice Walmsley and Bobby Glover, board members.

Red Ribbon Run Scholarship guidelines defined

It's time once again to apply for a Red Ribbon Run Scholarship. Five \$750 scholarships are available for graduating seniors of 2013. These scholarships are intended for employee's children who will be graduating from high school in 2013. This also includes any graduating seniors from Jefferson County schools.

Scholarship applications will be provided to the following schools:

Pine Bluff High School
Dollarway High School
Watson Chapel High School
White Hall High School

The Red Ribbon Run Scholarship Recipient Guidelines are as follows:

- Scholarships will be given to a graduating high school senior from Jefferson County. (Also includes all High Schools seniors who are children of employees of the Department of Correction).
- The recipient must attend an accredited college or university in the State of Arkansas.
- The recipient must be a citizen of the USA.
- The number of hours a scholarship recipient must carry will be 12 hours or more per semester.

- The Red Ribbon Run Committee or an appointed designee will look at the financial need of each applicant. (Proof of financial need should be given on the application).

- The number of scholarships given this year will be five at \$750 each. (Only when monies are available and voted on by the Committee shall the number and dollar amount change).

- Scholarship monies will be used for tuition, books, fees or equipment.

- The scholarship check will be made payable to the college or accredited school.

- The applicant must have a 2.00-point grade average to be eligible for a scholarship from the Department of Correction – Red Ribbon Run committee.

- Scholarship applications must be completed in full before the committee will accept.



The Red Ribbon Run Scholarship application is available on the ADC Spotlight/Announcements.

Health Matters

February is American Heart Month

Cardiovascular disease is the leading cause of death in the United States; one in every three deaths is from heart disease and stroke, equal to 2,200 deaths per day.

"Heart disease takes the lives of far too many people in this country, depriving their families and communities of someone they love and care for—a father, a mother, a wife, a friend, a neighbor, a spouse. With more than 2 million heart attacks and strokes a year, and 800,000 deaths, just about all of us have been touched by someone who has had heart disease, heart attack, or a stroke," said Department of Health and Human Services Secretary Kathleen Sebelius.

In the United States, the most common type of heart disease is coronary artery disease (CAD), which can lead to heart attack. You can greatly reduce your risk for CAD through lifestyle changes and, in some cases, medication.

Coronary artery disease can cause a heart attack. If you have a heart attack, you are more likely to survive if you know the signs and symptoms, call 9-1-1 right away, and get to a hospital quickly. People who have had a heart attack can also reduce the risk of future heart attacks or strokes by making lifestyle changes and taking medi-

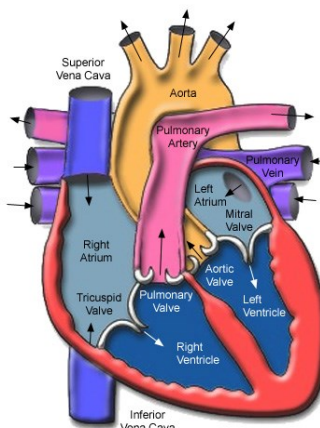
cation.

SIGNS AND SYMPTOMS

The five major symptoms of a heart attack are—

- Pain or discomfort in the jaw, neck, or back.
- Feeling weak, light-headed, or faint.
- Chest pain or discomfort.
- Pain or discomfort in arms or shoulder.
- Shortness of breath.

If the blood supply to the heart muscle is cut off, a heart attack can result. Cells in the heart muscle do not receive enough oxygen and begin to die. The more time that passes without treatment to restore blood flow, the greater the damage to the heart. Having high blood pressure or high blood cholesterol, smoking, increased age, physical activity, unhealthy diet, and having had a previous heart attack or family history of stroke, obesity, or diabetes can increase a person's chances of having a heart attack.



According to the American Heart Association, about 785,000 Americans have an initial heart attack and another 470,000 have a recurrent heart attack each year. According to a CDC report, almost half of the cardiac deaths in 1999 occurred before emergency services and hospital treatment could be administered.

It is important to recognize the signs of a heart attack and to act immediately by calling 9-1-1. A person's chances of surviving a heart attack are increased if emergency treatment is given to the victim as soon as possible.

February is American Heart Month, and unfortunately, most of us know someone who has had heart disease or stroke. These conditions are also leading causes of disability preventing people from working and enjoying family activities. Cardiovascular disease is also very expensive—together heart disease and stroke hospitalizations in 2010 cost the nation more than \$444 billion in health care expenses and lost productivity.

Excerpts from www.cdc.gov

Taking care of your mental health

The Employee Assistance Program (EAP) is designed to provide short-term counseling services, work-life support, legal and financial guidance to help you and your family handle concerns constructively before they become major issues. Areas of assistance include:

- ◆ Confidential, free counseling
- ◆ Legal assistance and support
- ◆ Financial Information and Resources
- ◆ Personalized work-life solutions for childcare, eldercare, moving and more!

Everyone has worries, concerns and questions. What are yours?

Call Guidance Resources

24 hours a day: **1-877-247-4621**.

Get Help

For *free* and *confidential* support and assistance anytime, call your Employee Assistance Program:

24 hours a day, 7 days a week.

Phone: 877.247.4621

TDD: 800.697.0353

Polar Bear Plunge benefits Special Olympics

ADC employees showed up en masse for the annual Polar Bear Plunge, a fundraiser benefitting Special Olympics. It was held Jan. 26 at Pine Bluff Regional Park.

ADC's ERT, K9 and other employees plunged to raise \$1500.

At the time of the plunge, thermometers read 43° F!



In photo at right, ADC's ERT, K9 and other employees head into the frigid waters at Regional Park and, in photo at bottom right, our guys help J.W. Rogers, 86, come out of the plunge. In photo on bottom left, K9 Lieutenant Troy Moore plays a little round-ball at the 2013 Law Enforcement Torch Run Kick-off which will also benefit Special Olympics.



Tailgate event set for UALR vs. Louisiana Lafayette

AACET will sponsor a tailgate event for the February 28 UALR vs. Louisiana Lafayette basketball game. Food will be available from 5-7 p.m. at the Bailey Alumni Center (directly across from the arena).

Door prizes, including four \$250 scholarships, will be awarded to the attendees.

Game time is 7:30 p.m.

Price includes tailgate, ticket & parking pass to the game. Tickets must be purchased by 12 (noon) Feb. 25.

For tickets, please contact Tracey Breshears, HR, at Tracey.Breshears@arkansas.gov, 870-850-8546, or mail

check to AACET, Kevin Murphy, PO Box 1579, Cabot, AR 72023.

TICKET PRICES

Gold members—\$1.00

Silver members - \$2.00

Bronze members - \$3.00

Spouse and minor children of member (only) — same as member

Non-members - \$15.00

2012 Pinnacle Awards



Employee of the Year Kenneth Dewitt of the McPherson Unit.



Nurzuhal Faust of the McPherson Unit, Assistant Warden of the Year.



Danny Burl of EARU, Warden of the Year.



Marvin Evans, left, and Dream Redic-Young of ORCU, Supervisor/Administrator of the Year.



Serena McCoy of the Delta Unit, Director's Citation of Excellence.

Honoring Excellence in Corrections



Norma Gillom of ORCU, Director's Citation of Excellence.



Larry May, left, and Merlin Fitzpatrick of the Cummins Unit, Correctional Supervisor of the Year.



Gaylon Lay of the Cummins Unit, Director's Citation of Excellence.



Grant Harris, left, and John Maples of the Tucker Unit, Correctional Officer of the Year.



Leon Starks of the Construction Division, Director's Outstanding Service Award.

Pinnacle Awards



**Wendy Kelley, Director's
Outstanding Service Award.**



**Sheila Sharp, Director's
Outstanding Service
Award.**



**Larry May, Director's
Outstanding Service
Award.**

WWICJJ continues efforts with 'The Path' seminar

Best selling author and speaker Laurie Beth Jones was onsite at Ouachita River Correctional Unit in Malvern on Jan. 16 for an upbeat and insightful seminar entitled "The Path: Purpose, Mission, Transition and the future You."

The seminar was a continuing effort by the Host Committee for the 2012 Working Women in Corrections and Juvenile Justice Conference (WWICJJ) held in Arkansas in September, which had the mission to encourage growth, development and promotional opportunities for Arkansas women.

Jones said her focus is on "defining and embracing your destiny."

Each woman who attended had completed the



Path Elements Profile (PEP) before the seminar to discover which of the four elements: earth, wind, water, or fire, was most closely associated with her character.

The research-based PEP correlates to the four elements:

Earth—solid, predictable.

Water—go with the flow.

Wind—always moving, loves to be in motion.

Fire—hot and all-consuming.

Jones divided her group into the four element classifications and made interactive points regarding how each element needs the other elements and all

elements need to work together.

Clearly there is often natural harmony, but other times, challenges exist naturally.

Fortunately, Jones presented action plans aligned with gifts and talents. In addition, personal vision statements and mission statements were developed.

Canine sergeants recognized for service to ADC



Three K9 sergeants were recognized recently at Central Office by the ADC management team: K9 Sgt. Brian Cockrell (from left) K9 Sgt. Dennis Reap, and K9 Sgt. Chris Lowery. Lowery and Reap received certificates for their contributions to the new week-long Arkansas Law Enforcement Training Academy (ALETA) class "Canine Handler Course." Cockrell received his 10-year service award.

ADC K9 officers assist with federal prison searches

The Bureau of Prisons in Forrest City requested assistance Jan. 31 from the Arkansas Department of Correction K9 Narcotic Interdiction Unit to search for narcotics/tobacco utilizing canines in its Low Security and the Camp Facilities. K9 teams consisted of Sgt. James Mize and K9 Jack, Sgt. Brian Cockrell and K9 Missi, and Sgt. Michael Richardson and K9 Dexter, along with FCC-Forrest City prison staff.

A search was conducted at the Helena Housing Unit at the Low Security Facility. When K9 Jack showed interest on the bottom of a storage cabinet, Mize searched the area and found clear plastic with tobacco residue inside.

K9 Dexter made an alert on a corner of a rack of a cubicle and Richardson searched the area, finding a tattoo motor under the rack.

No other alerts were made at that facility so the team went to the Camp Facility and searched the Ozark and Delta Housing Units where several alerts were made by all three K9s.

The alerts resulted in finding a cell phone charger, a large amount of smokeless tobacco wrapped in plastic, three bundles that contained a total of 126 hand rolled cigarettes, two more individual hand rolled cigarettes, two



K9 Sgt. Michael Richardson with K9 Dexter, above left, K9 Sgt. James Mize with K9 Jack, and K9 Sgt. Brian Cockrell with K9 Missi.

sandwich bags filled with loose leaf tobacco along with rolling papers, nine packages of Bugler brand loose leaf tobacco in its original packaging, and a women's bra.

All items were photographed, taken from the area, and turned over to the Emergency Preparedness Officer, Ray Hinkle, for evidence.

After completion of shakedown of both facilities, the K9 team was released to return back to their unit.



Items found by ADC K9 officers and dogs at federal prison facilities.



Pine Bluff Walmart donated boxes of doggie goodies. Lee Ann Greer, left, with Paws in Prison Coordinator Jim Gumm.



Sheridan Walmart donated a money card to the Paws in Prison program recently. Mark Meyer, Walmart assistant manager, with Gumm.

Search for pet leads woman to 'Justice'

Mona DeCamp has found justice, but she probably didn't think it would come with a red-dish-brown coat and four paws.

DeCamp is a criminal justice student at Arkansas Northeastern College in Blytheville. She is confined to a wheelchair and in the summer of 2012, began



Shea Wilson
Communications

searching for a dog she could train as a service animal. She wasn't sure what she wanted, so she began shopping on dog rescue websites and discussing her options. The popular Labrador retriever was the breed she settled on with chocolate being the preferred color.

"I went to PetFinder, entered my zip code, and searched for chocolate Labrador retriever," DeCamp said in a letter. "There were many close to me needing to be adopted. I read through every one of the dogs looking for maybe a dog that would already be house broken. I came to a dog named Iris. She was a chocolate lab/boxer mix. There was something that was marked right below her picture. It said 'PAWS IN PRISON.' I had no idea what that was, so I spent two days inves-

tigating what that was. She had been entered in a program that allowed her to work with inmates trained to train dogs. She would be obedience trained and house broken."

DeCamp contacted the Jefferson County Humane Society. JCHS is one of the partnering shelters for PIP and provides dogs for Randall Williams Correctional Facility in Pine Bluff.

"They were all so helpful and they told me that Iris wouldn't be ready for adoption for about eight weeks. She had just entered the Paws in Prison program. I waited for her to finish her program. During that time, I came up with a name that fit my situation. I am getting a degree in Criminal Justice, so I wanted to name her Justice."

Volunteers from JCHS met DeCamp in Brinkley on Nov. 11, 2012. To say she met DeCamp's expectations is an understatement.

"Justice was everything that I wanted and more," she said. "She was well mannered and tried her best to learn things that she didn't already know. She had to learn how to jump into my van; she had to learn to accept three little rat terriers, and she had a whole new routine of life to learn. Less than a week, she had everything mastered as if she had been doing it all of

her life."

Elaine Vaccaro, a JCHS volunteer who serves as a caseworker for RLW, told the inmate trainers about DeCamp being in a wheelchair and what needs she would have.

"Since the handlers knew that she would probably have a motorized wheelchair, they practiced walking her with a regular wheelchair and made motor sounds as they went along," Vaccaro said. "I loved it. That demonstrates how dedicated they are to the work they are doing."

Justice quickly earned her place in the family – and has become somewhat of a household hero.

"One of my rat terriers was in the backyard with her. An eagle swooped down to pick up my little dog. Justice ran to fight off the intruder that was about to take one of her new best friends away. From that moment on, Justice found a BIG place in my heart," DeCamp said.

Justice is the joy that she is today because of the inmate trainers and staff of the Randall Williams Correctional Facility. And given her background with the prison, her new name suits her. It's her third, by the way. She was named Iris by JCHS. Her inmate trainers called her Ginger and now she's Justice.

CALENDAR OF EVENTS

FEBRUARY



FEBRUARY 2013

Black History Month

2 — Groundhog Day

14 — Valentine's Day

18 — Presidents Day

12 — Fat Tuesday/
Mardi Gras

MARCH



MARCH 2013

10 — Daylight Saving Time begins

17 — St. Patrick's Day

20 — Spring begins

31 — Easter

Special Events? Unit Functions? Announcements? Conference Dates?



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

Tucker Unit has observance for Sandy Hook victims

A horrible tragedy shook the nation on Friday, December 14, 2012, when the lives of 20 innocent children and six dedicated educators were lost to an unspeakable act of violence at Sandy Hook Elementary School in Newton, Connecticut.

On Friday, December 21, 2012, the Tucker and Maximum Security Units celebrated the lives of these brave individuals who were tragically taken from their families far too soon. Employees from each facility met at the Tucker Training Center in front of the big bell. Deputy Warden John Craig read each victim's name and age and a bell was rung after each name.

Chaplain William Pearson read John 10:10, "The thief does not come except to steal, and to kill, and to destroy. I have come that they may have life, and that they may have it more abundantly." He then led the group in a prayer for healing for the families of the victims and for our nation.



Staff from the Tucker Unit gathers to celebrate lives of Sandy Hook victims.

New armory buildings spring up in two locations

This new armory located at the Ouachita River Correctional Unit, top photo, was fabricated from two steel metal 8' X 40' shipping containers, brick, and excess material remaining from the addition of the SNU/Hospital at ORCU. The new armory will be used for storing weapons, ammunition, and key control. ORCU was in dire need of a new armory as the previous armory was space limited. When the Ouachita River SNU opened, the size of the unit, and population doubled, which demanded more supplies and more space. The new armory is a 1,261 square foot under roof facility and cost less than \$18,000 to fabricate.

Don Nelson and Donnie Robinson were the construction supervisors over



this state-of-the-art armory. The armory will open late winter of 2013, and will be managed by

Field Major Darren Threlkeld and Emergency Preparedness Lt. James Dycus.

The completed armory,

bottom photo, in Pine Bluff is 42' x 28' (1,176 square feet) and the cost was \$19,000. Again, there was a need for more space as the area is used for the entire Pine Bluff Complex gun storage and also the repair center for all weaponry for the ADC. It consists of concrete block and brick and has a concrete ceiling, metal, security fence, and security cameras. It has gun storage, a gun repair room, office and work area.

Charles Ratcliff and Richard Meeks were the construction supervisors of this state-of-the-art armory. The armory is currently operating and is managed by Robert "Hutch" Hutcherson.

Callas promoted to training supervisor at academy

Randy Callas has been promoted from training instructor to training supervisor over basic training at the Willis H. Sargeant Training Academy.

Training Administrator Fred Campbell, left, and Capt. Larry Cyr, pin Callas with his new bars signifying his new rank of captain.



Food for thought

Why do we use some of the expressions that we do? We don't usually know ourselves, but rather simply respond to a situation with an expression that we have heard. Occasionally, the origin is known, but often it is a foggy rendition of an expression or a combination of old sayings. Therefore, we can only offer 'food for thought' as to why we say certain things. For instance:

GIVEN THE COLD SHOULDER (turned away from, ignored, shunned)

An English tradition was to serve a delicious hot meal to a welcomed guest, but to receive a 'cold shoulder of mutton' was a sign that you were unwelcome or had overstayed your welcome. Also, the shoulder of beef is a less than supreme cut of meat, so to be served a cold shoulder of beef is also a message that you are unwelcome.

Policy Spotlight



Facts about policy and conduct

Got 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 with questions.

INCLEMENT WEATHER

By Stacia Lenderman, HR Administrator

There have been several instances of inclement weather this winter, and to make sure we all understand the policy and guidelines that are expected, the following are clarifications of the issues.

The Agency Director, Mr. Ray Hobbs has the authority to declare Inclement Weather. However, the weather is not going to be the same all over the state. In those instances, individual wardens and/or administrators may use their judgment for the affected area and allow NON ESSENTIAL staff an additional two hours to get to work or to leave early due to bad weather. ESSENTIAL staff must report at normal time and the wardens/administrators determine who the essential staff are for that facility/office.

If your area is not affected by bad weather, and the roads are clear, this means you must go to work. If the inclement weather policy is invoked, that means you must go to work, but you are allowed two extra hours without the requirement to use leave time, if it is needed to make sure you arrive at work safely. Additional leave time may be authorized depending on individual circumstance.

I hope that we do not abuse the Inclement Weather Policy, so use good judgment and be safe.

TRAINING ACADEMY

Training Academy Graduates

Class 2012-S, Jan. 18, 2013



Donnie Adams, Becky Anderson, Chad Baker, Keeley Billings, Monte Blue, Wardell Brooks, Joshua Caudell, Mervin Clardy, Sidney Collins, Vanessa Conner, Chandra Crosby, Kyle Elmore, Denise Griggs-Schneider, Jerry Harris Jr., Carmelita Haynes, Kevin Hood, James Howell, Matthew Jennings, Xzavior Johnson, Justin Jones, Theodore Mitchell, Montrell Moore, Richard Nash, Garland Nelson, Cosentino Oakley, Michael Osborne, Chiquita Powell, Dale Raggio Jr., Kelli Shavers, Montevian Simon, Terrence Smith, Tommie Smith Jr., and Anthony Watson.

Training Academy recognizes BCOT graduates with Willis H. Sargent Outstanding Student Award



The WHS Outstanding Student Award winner for Class 2012-S is Joshua Caudell, on right, of the Cummins Unit. Joining Caudell is Fred Campbell.

A day in the life of the Academy



At far left, Training Instructor Autumn Lem presents Lt. Joseph Williams, Emergency Preparedness Coordinator at Maximum Security Unit (bottom left), to cadets and students at the Training Academy for a 'less lethal munitions' demonstration on distractionary devices. In the bottom right photo, Joshawn Ireland leads a morning drill.



Promotions & New Hires

Promotions

Date	Name	Position	Unit
1/6/13	LeMarcus Davis	Lieutenant	East Arkansas
1/6/13	Shirley Hudson	Sergeant	Cummins
1/6/13	Cheryl Taylor	Auditor	Central Office
1/7/13	Chelsea Adams	Rehab Facility Supervisor	SOSRA
1/7/13	Randy Callas	Training Academy Supervisor	Training Academy
1/7/13	Michel May	Head Farm Manager I	Farm
1/7/13	Randall Watson	Superintendent	Varner
1/7/13	Michelle Williams	Deputy Warden	North Central
1/13/13	Antwon Emsweller	Major	North Central
1/13/13	Donald Turntine	Lieutenant	Wrightsville
1/20/13	Adrian Brown	Lieutenant	Varner Supermax
1/20/13	Douglas Drake	Sergeant	East Arkansas
1/20/13	James Fletcher, Sr.	Food Prep Manager	Hawkins
1/20/13	Eddie Hamilton	Sergeant	East Arkansas
1/21/13	John Broadway	Training Instructor	Training Academy
1/21/13	Robert Pettit	Advisor	Mental Health
1/21/13	David Taylor, Sr.	Industry Program Manager	Industry
1/21/13	Erin Zuber	Substance Abuse Program Leader	Mental Health



Sunrise outside the Training Academy

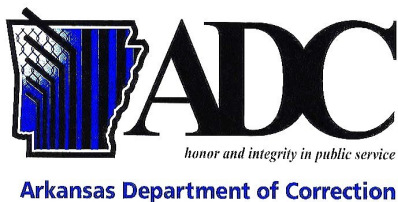
New Hires

Date	Name	Position	Unit
1/7/13	Alexandra Matthews	Administrative Specialist I	McPherson
1/7/13	Mary Prewett	Human Resource Assistant	Transportation
1/7/13	Jessica Tillman	Advisor	Mental Health
1/14/13	Christina Reed	Human Resource Assistant	Admin Annex East
1/22/13	Amber Freeman	Administrative Specialist II	Mental Health
1/22/13	Warren Norwood	Psychological Examiner	Mental Health

ADC ADVOCATE EMPLOYEES NEWSLETTER

ADC Mission Statement

- *To provide public safety by carrying out the mandates of the courts;*
- *To provide a safe, humane environment for staff and inmates;*
- *To provide programs to strengthen the work ethic;*
- *To provide opportunities for spiritual, mental and physical growth.*



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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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Visit ADC on the Web @ www.adc.arkansas.gov

Parting Shots

