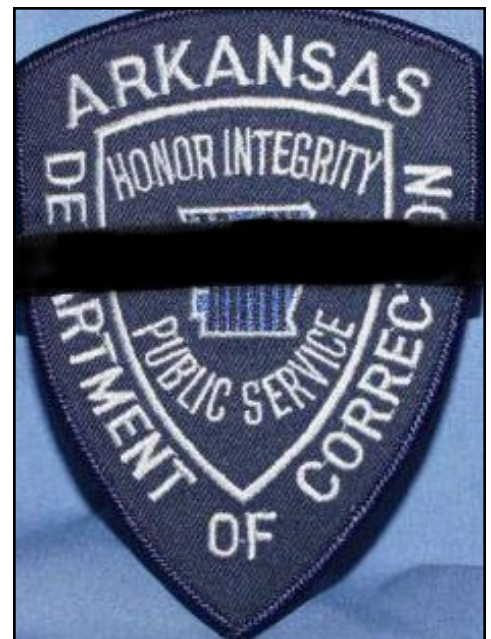


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## ADC mourns loss of officer

### Cpl. Ester killed by inmate at EARU



On Jan. 20, Cpl. Barbara Ester died after being attacked by an inmate at the East Arkansas Regional Unit at Brickeys. She was performing duties as a property officer when she suffered stab wounds to the chest area.

Cpl. Ester died later that afternoon in a Memphis hospital.

She was a well loved and respected officer at East Arkansas and was known as a generous person with a big heart in her community and church in Marianna.

The response to her death has been overwhelming. Cpl. Ester's funeral was held Jan. 28 at Lee High School in Marianna. About 1,000 people attended the service. The auditorium floor, balcony and stage area were filled and the

crowd flowed into the lobby and outside.

The crowd was so large that ADC employees gave up their seats to allow space for family and community members to be seated.

Representatives from corrections and law enforcement organizations across the country attended. Sgt. Laurel Hooks of the Tucker Unit Boot Camp program organized the honor guard for Cpl. Ester's service. Officers came from prisons and benevolence groups located all over the U.S. to participate in the service.

The Arkansas Association of Correctional Employees Trust covered funeral expenses and provided other monetary support to the family during this difficult time.

## Tragic death serves as reminder of risks, safety concerns

Jan. 20, 2012.  
Nov. 19, 1995.

There are dates we will never forget at the Arkansas Department of Correction. November 19, 1995. January 20, 2012.

These are the dates that two of our own died in the line of duty. Both were killed by inmates.

When Cpl. Barbara Ester was stabbed to death on Jan. 20 by an inmate at the East Arkansas Regional Unit, it had been almost 17 years since Scott Grimes met the same fate at the Maximum Security Unit. We've never forgotten that tragic day in 1995, but enough time has passed that the incident may not be real to a new generation of officers and employees. What happened Jan. 20 should serve as a reminder that anything can happen at any time – to anyone.

The shock of cold reality can quickly dispel com-



**Ray Hobbs**  
ADC Director

placency. That's what some likely experienced when they learned of Cpl. Ester's death. We get up and go to work each day and do our jobs. Most days could be described as what passes for normal in the corrections business. It's the job, no big deal.

But, it is a big deal. In our environment, we can't afford to think otherwise.

We are in the business of security. Safety must always come first – safety

of our fellow officers, safety of non-uniformed staff and safety of inmates. That's why ADC puts such an emphasis on training and searching for contraband. That's why everyone is pat searched before entering the units. These are preventative measures that we can take to keep our workplace safer.

You must never forget that the inmates in our care and custody are here for a reason.

Many are serving their time as well-behaved inmates, but some have no regard for themselves or their fellow man. You must always be mindful of this fact – no matter what your job is at ADC. Because ADC's institutions usually run so smoothly, sometimes it's easy to get too comfortable with where you are and who you're supervising. But don't. Inmates often have difficulty managing their anger

and controlling their impulses. They don't always respond appropriately to stress, challenges or confrontations, and too often, their first response is violence.

We all know corrections is a business with risks. That's the burden of doing this work, but that burden can be made lighter by paying attention to security issues and never being lulled into a false sense of safety. Days, months, years can pass with nothing happening and then one day, the unthinkable happens. Never forget it can happen.

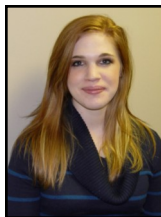
The first thing you need to think of when your feet hit the floor in the morning is safety. You need to be thinking of what it takes to get you home safe to your family at the end of the day. Always remember, security first ... safety first.

### Department Briefs



Sgt. Jon Burch, center, of the Benton Unit was recently promoted to lieutenant. Also pictured are Assistant Warden Judy Taylor, left, and Warden Randy Watson.

Savannah Poland began working Jan. 23 at the Central Office as an intern in the Paws in Prison program. She is a fourth year criminal justice student at UALR.



**Savannah Poland**

Poland is a native of Conway. In her spare time, she enjoys photography and collecting antique camera equipment.

She said she looks forward to working with the ADC as part of her criminal justice internship.



ORCU Warden Dale Reed accepts the Southern Bancorp Manager of the Year Award Jan. 19 from Diana Reggans at the Malvern Chamber of Commerce Banquet.

# Training Academy recognizes Class 2012-O, Class 2012-P graduates

Class 2011-O Graduated 01/06/2012

No picture available: Alvin Baker, Kyra Bass, Tamika Boyd, Karl Cherry, Daniel Coleman, Yashika Corey, Larkesha Davis, Dedrick Dixon, Angellica Dyson, Jeremiah Ellis, Shastanie Fuller, Amber Goodloe, Sha’Nell Goodman, Ronda Hale, David Hankel Jr., Markhitha Harris, Torres Jackson, Joshua Lamb, Katina Laws, Kelly Leonard, James MacAlla, Kedeizsha Matthews, Austin Mauldin, Kenneth May III, Jessica McCluskey, Jackee McMiller, Debra Mendenhall, Colton Montgomery, Brian Neal, Marqus Neal, Christopher Pennington, Kirsten Pennington, terra Polston, Kenneth Pruitt, Gary Queen, Preston Ragland, Brandon Reed, Tyler Rigsby, Kendruea Ruffin, Christopher Slater, Robert Smallwood, Antonio Smith, Forrest Smith, Casanda Star, Samantha Tucker, Anthony Turner, Warren Vanwinkle, Dominique White, Kendra Whiteside, Jeremy Williams, Trevor Williams, and Jeremy Wingfield.

Class 2012-P Graduated 01/20/2012



Miguel Benoit, Tara Boyce, Ebony Brown, John Butler, Gregory Chambers, Lucas Collins, Clint Cooke, Natasha Davis, Charles Dennis, Calvin Ford, Karl Gillihan Jr., Willie Harris, Shakia Johnson, Sterling Kirk, Jessica Paris, Seth Pate, James Phillips, Gavin Roberts, Brady Shannon, Edward Smith, Terry Smith, John Sparks Jr., and Leonard Stewart.



Lt. Anthony Sims, center, receives a plaque from his shift at the Benton Unit in honor of his retirement on Dec. 31. Sims had been an ADC employee since March of 1984.



“Cheers!” Lt. Florence Pierce of the Benton Unit celebrates her retirement on Jan. 27. Lt. Pierce started her career with the ADC in August of 1990.



## The Real Cupid

## Southern States Correctional Association raises bar for excellence

In 1969, a merger of the South-eastern States Probation and Parole Conference and the Southern States Prison Association created the Southern States Correctional Association. Its membership consisted of correctional professionals from 14 southern states including Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia. The first meeting of the SSCA was held May 17-20, 1970, at the Marriot Motor Hotel in Atlanta, Ga.



**Grant Harris**

Two times each year, representatives from the Arkansas Department of Correction meet with fellow SSCA delegates to discuss news and business concerning the correctional industry. The conference attracts participants from all areas of corrections, including adult and youth services, probation and parole, counselors, teachers, administrators, law enforcement and prison officials.

While the SSCA attracts vendors and businesses from across the country that specialize in correctional service, its most important asset is the combined knowledge, experience and

dedication of approximately 1,200 members.

Through training sessions and networking, SSCA is able to raise the level of knowledge and practical techniques used in the correction environment for its members who pass on that experience to the workplace.

ADC Director Ray Hobbs currently serves as SSCA treasurer.

Grant Harris, Arkansas state representative, said, "The SSCA has become a dynamic force in the field of corrections."

Membership dues are \$25 per year which includes an SSCA lapel pin and a subscription to the quarterly "Southern Concourse" magazine. Dues can be payroll deducted or ordered at [www.sscaweb.com](http://www.sscaweb.com).

## ADC, AACET reps attend SSCA Mid-Winter Conference in Kentucky



Planning committees, officers and state representatives met in Lexington, Ky., for the Southern States Correctional Association's Mid-Winter Conference Jan. 19-22.

Sheila Sharp, Tommy James, Toni Bradley, Todd Ball and Donna Stout of ADC and Kevin Murphy, past SSCA president and AACET executive director, attended the conference.

They participated in training sessions and attended committee meetings, where topics such as catastrophic weather, finance, scholarships, and pre-planning for the SSCA Summer Meeting scheduled for July, were discussed.



**Kevin Murphy, left, with past SSCA presidents.**

# Health Matters

## Back pain; simple steps today can help prevent long-term suffering



“Oh, my aching back!” Most people never think of back pain until it pops up. Truth is, back pain affects 80% of Americans at some time in their lives, whether through an accident or a degenerative condition.

The forms can vary from lower back pain, middle back pain, upper back pain, and neck pain. Degenerative conditions such as sciatica, scoliosis, and osteoporosis can cause structural problems such as ruptured discs or curvature of the spine.

In most cases, back problems can be prevented or lessened by exercising proper body mechanics and simple home treatment. Becoming more informed about the spine is the first step in long-term back health.



Symptoms of back pain include muscle ache, shooting or stabbing pain, pain that radiates down the legs, limited flexibility or range of back motion and an inability to stand straight. Pain that lasts from a few days to a few weeks is considered *acute*. Back pain that lasts for three months or longer is considered *chronic*. Although surgery is rarely needed to treat back pain, if home treatment does not produce positive improvement within 72 hours, it may be time to consult a doctor.



Some causes for back pain are as simple as strained muscles and ligaments, improper or heavy lifting, or sudden awkward movement. Other causes may be bulging or ruptured disks between the vertebrae, pressure on the spinal nerves (sciatica), arthritis, abnormal curvature of the spine (scoliosis), and compression fractures due to porous or brittle vertebrae (osteoporosis). Rare, but serious conditions include cancer tumors that press upon the spinal nerve and infections in the spinal column.

Carefully document the type of pain and length of duration before consulting a doctor for effective treatment.



Most cases of back and neck pain can be treated with physical therapy and exercise. Other treatments may require oral or injected medications combined with physical therapy.

Surgery, while rare, may be required for acute pain or structural damage that has not responded to conservative therapy measures.

Other hands-on treatment for pain include chiropractic care, acupuncture, and simple massage. Mind and body techniques such as cognitive behavioral therapy, progressive relaxation, and yoga exercise have proven to be an effective means of stress identification and relief.

However, most doctors agree that use of proper body mechanics and exercise are keys to keeping the neck and back areas healthy and strong. Low-impact aerobics, walking, and swimming are good exercises for increasing abdominal and back muscles as well as proper sitting, standing and lifting routines.

By maintaining a healthy weight and not smoking, patients can increase the strength and healing ability of their spinal column. A few steps of prevention now can improve spinal health for the long run.

# Past and present employees say farewell to Diagnostic Unit



On Jan. 21, past and present staff members of ADC's Diagnostic Unit gathered to share memories and bid farewell to the facility they called "home" for 31 years.

The celebration, held at Regional Park's River-view Meeting Center, recognized former supervisors, wardens, employees and their families, with a series of presentations and slideshows highlighting the unit's history and place within the prison system.

The Diagnostic Unit opened in 1981 and is closing to accommodate the opening of a state-of-the-art special needs facility at the Ouachita River Correctional Unit in Malvern.



Deputy Warden Darryl Golden



Central Office heats up during 5th annual COEA Chili Cook-Off



Brenda Wilson, left, prepares a take-out bowl and Denise Alexander feels the burn at the 5th Annual Central Office Employees Association Chili Cook-Off.

Chili cooks from Central Office and Varner faced off in the 5th Annual Chili Cook Off sponsored by the Central Office Employees Association on January 26 at Central Office.

Chris Coody, John Kleiner and Vanessa Yost were this year's judges as seven cooks sliced, diced, and simmered their wares for cash prizes and bragging rights. So who's cuisine reigned supreme? Which bowl of red knocked 'em dead?

First place went to Administrative Specialist Emma Fitzpatrick of the Varner Unit, who received a \$30 cash prize; second place went to the Advocate's Bill Watson with \$20, and third place went to ADC Policy Coordinator Bobby Smith with \$10.



Ramona Green cools the fire with a few crackers

# 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 straight facts! Contact [bill.watson@arkansas.gov](mailto:bill.watson@arkansas.gov) today!



*"What policy or policies can help me in case of any kind of trouble at my workplace?"*

ADC Policy Coordinator Bobby Smith, said all employees should spend a few moments online or in their employee handbook to study Administrative Directive 2010-19, the Standards for Employee Conduct.

Smith said that 10-19 covers a wide range of topics from sexual harassment, dress codes, work ethic, and clear definitions of rank or positions within the ADC.

Promotions, demotions, punitive action, and job termination are laid out in easy to understand terminology so that all employees are aware of their rights as well as those of their supervisors. While no one regulation or policy covers everything, Smith agreed that 10-19 is the "go-to" policy for employees. Smith added, "As long as you're within policy, you're covered."

Employees may refer to their ADC Employee Handbook for more information. If an employee does not have a handbook, they may go online to *Spotlight* and look up Administrative Directive 2010-19 for more details on Employee Conduct Standards.

## Cummins Unit inmates stretch creative skills in drama group



Inmates rehearse dialogue and scene blocking for “A Soldier’s Play”

In a crowded pastor’s study, 15 inmates arranged empty boxes and folding chairs into a makeshift theater stage. Props made of folded paper stood in for items to be used later when the actors blocked scenes and memorized dialogue.

The production being rehearsed by the Cummins Unit inmates, “A Soldier’s Play,” was originally produced on the New York stage in 1981 and starred actors Denzel Washington and Samuel L. Jackson. The actors in this production, however, are all newcomers to the theater. Most have never acted before now.

The program, an idea of Chaplain Leonard Wilson Banks II, allows inmates to rehearse and perform classic theater productions for fellow inmates and unit staff. Since 2009, the program has performed productions of “Twelve Angry Men” and “The Court Martial of Billy Budd.” The current production is directed by inmate James Robinson.

## Frank Ellis, ADC’s new auditor is no stranger to public service



Auditor Frank Ellis looks forward to the challenge of filling a new position at ADC’s Central Office.

Hot Springs native Frank Ellis may be new to the Arkansas Department of Correction, but he is no stranger to public service. In fact, service has been a hallmark for most of Ellis’ life.

After graduating Mountain Pine High School in 1975, Ellis attended Ouachita Baptist University to earn his degree in accounting. Life, however, wasn’t going to wait. Right after college graduation in 1979, Ellis joined the Army and served for the next six years.

In 1984, Ellis received his CPA license while still active in the Army. In 2005, he would retire from the Army Reserve after 26 years as a Lieutenant Colonel. His career continued for nine years with the Arkansas Public Service Commission, six years with the Arkansas Department of Finance and Administration, and five years with the Department of Workforce Services.

On Jan. 9, Ellis began his job as ADC audit manager at Central Office. While eager to explore new challenges, Ellis is also grateful to work closer to his home in White Hall where he lives with his wife, Mary. “I was always on the road,” Ellis said. “So I was ready to settle down!”

Ellis and his wife have two children and a 3-year-old grandson. In his spare time, Ellis enjoys gardening, quilting, and flying in his Cessna 172 as a certified pilot. “I love to give rides,” Ellis added.

*“All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence.”*

**Martin Luther King Jr.**



Incident Report: 2012 severe weather season off to early start



The 2012 severe weather season in Arkansas got off to a blustery start. Heavy rains, high winds and tornadoes rolled across the state on the evening of Jan. 22.

At approximately 9:30 p.m., reports from the East Arkansas Regional Unit Farm Office indicated heavy amounts of rainfall accompanied with high velocity winds. Agri Unit Supervisor Robert Andrews, Jr. said, "Buildings began to shake and there were loud crashing sounds outside." After the storm had passed, Andrews inspected the damage and found two overhead doors to the work shop had been completely blown off. Additional damage to the shop roof and tractor shed was reported along with electrical outages.

The full extent of the storm could be seen the next day as damages to the walls and roof of the greenhouse and dog kennels were reported. The unit's hay barn suffered damage to the rear of the building. Approximately 40% of the tin was sheared off by high winds. Damages to a horse fence by a toppled cotton trailer and to several storage pods also were reported. In spite of the structural damage, no one was injured.

Weather experts have predicted average to below average temperatures and precipitation for the southern states region during the months of February through May. The storms were a result of a clash of warm gulf temperatures with winter conditions from the north.



## Tastesetter Eatery launches healthy weight management program

Being a registered dietician and owner of Tastesetter Eatery in downtown Pine Bluff has taught Debra Goldmon the value of good food and healthy living. As nutrition consultant for the ADC, Goldmon passes her knowledge on to the various unit kitchens.

This month, Goldmon is launching the Diet of a Lifetime, a six-month team approach program that integrates diet, exercise, and emotional wellness for a healthier lifestyle.

Because of her ADC ties, she has set up a special discount for ADC employees to

encourage teams to take part in the program. The \$25 consultation fee will cost only \$10 to ADC members who wish to start their own four-person teams.

Fresh meals prepared at Tastesetter Eatery will be served on Mondays, Wednesdays and Fridays on a pick-up basis. If enough employees participate, meals will be delivered to the work site. Weekly progress tracking, weigh-ins and group classes will be included in the six-month plan which will be \$10 plus meals. For more information, call 870-536-1800 or e-mail at [tastesetter@tastesettereatery.com](mailto:tastesetter@tastesettereatery.com)



Debra Goldmon, dietician and owner of Tastesetter Eatery

## Three generation ADC family

When employees of the Arkansas Department of Correction describe their co-workers as family, they aren't kidding. Although it is not uncommon for several members of a family to be a part of the ADC team, it is a bit unusual for three generations of a family to all work at the same ADC unit.

Cpl. Gail Smith, daughter Cpl. Sheila Hunter and Sheila's son, CO Zachary Parker, are part of the Grimes crew at the Newport Complex. Smith, who transferred from the McPherson Unit in 2007, works the main entry and PBX, while Hunter and Parker work the other sections of the unit.

Hunter came to the Grimes Unit in 2009, while her son Zach started in October 2011.



Gail Smith, daughter Sheila Hunter, grandson Zachary Parker

## Johnson retires after 20 years of service from Diagnostic Unit

Capt. Eddie Johnson accepted a plaque and proclamation recognizing his 20 years of service to the Arkansas Department of Correction during the Diagnostic Farewell Party on Jan. 21.

Johnson began his ADC career in 1991 at the Cummins Unit. He promoted to captain in 2007 and transferred to the Diagnostic Unit.

Johnson's wife, Arkeama, is currently employed at the Randall L. Williams Unit as a Sergeant.



Darryl Golden, left, Eddie Johnson and Mark Cashion.

**It's been a year ... thanks for help, warm ADC welcome**

It's been a year. February 7 marked my one-year anniversary with ADC. When I first came to work here, my boss, Assistant Director Dina Tyler, told me that all of you prison folks would "become my people" in no time. She was right.



**Shea Wilson**  
*Communications Administrator*

You have "become my people." The senseless murder of Cpl. Barbara Ester at the East Arkansas Regional Unit on Jan. 20 and dealing with extensive media coverage of her death showed me just how much that is true.

I am grateful to so many of you for helping me find my place here. My 20 years in the newspaper business made me media savvy and I had extensive experience with law enforcement, courts and county jails, but other than a tour of Cummins and Varner with some state legislators back in the 1990s, I didn't know much about corrections.

From Coretta Scott King Day and the Southern States Manhunt Field Trials to the Tucker Chapel re-dedication, first public horse sale and Paws in Prison kick-off, my prison education has been well rounded and continues each day. We had major storms, glean-ing projects, harvested apples, completed green environment projects, revamped the Southern Concourse and improved the Advocate. There were routine inquiries and major news pieces like the Farm Bureau spread on our Agriculture Division.

So many of you had a hand in providing information to me for what turned out to be some very positive news coverage for our agency. Thank you. In the process of collecting the information I needed to write my own pieces and handle media inquiries, I learned. In the process of escorting media to the units for inmate interviews, it may have looked like I was just visiting with officers and passing time, but I was learning about what they do each day. I got to see first-hand how important and dangerous each of their jobs is.

I wish I could transfer

the information in George Brewer's brain onto a flash drive. I can't tell you how many times, people told me to "ask George." Then, he retired on me.

I won't single out everyone, but I did spend a lot of time on the farm over the past year and I'll offer it as an example. Thanks to Farm Administrator Mark McCown and his staff, I learned how ADC raises its food, processes it and sells some of what is produced on the open market to support the agriculture program. I know what all those numbers and letters on a horse's rump mean – and thanks to Mark's instruction on a trip back from one of the units, I managed to can my own tomatoes this year.

My point here is this: If I spent time with you learning about some aspect of our agency, I appreciate the wisdom you shared. If our paths haven't crossed, I'm sure I'll be around soon to pick your brain soon.

Mr. Hobbs and Dina, thank you for the opportunity. It's been a good year and I look forward to many more with ADC.

**ADC  
CALENDAR  
OF EVENTS**



**FEBRUARY 2011**

**Black History Month**

**2 — Groundhog Day**

**14 — Valentine's Day**

**20 — President's Day**

**21 — Fat Tuesday/Mardi Gras**

**22 — Ash Wednesday**



**MARCH 2012**

**National Women's**

**History Month**

**11 — Daylight Savings Begins**

**17 — St. Patrick's Day**

**20 — First Day of Spring**

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



Send information to  
**The Advocate**

Bill.Watson@arkansas.gov

*"Character is like a tree and reputation is like its shadow.  
The shadow is what we think of it; the tree is the real thing."*

**Abraham Lincoln**

## ADEM instructor addresses ADC staff about mailroom terrorism



ADC staff gather to learn how to identify and respond to terroristic mail and suspicious packages.



A hazardous materials expert provided instruction to 60 ADC employees on how to identify and respond to suspicious mail and packages on Jan. 11 at ADC's Administration East building.

Capt. Kevin Bemrich of the North Little Rock Police Department shared his 16 years of experience and focused on how to recognize and react to possible mailroom threats and other forms of terrorism. Examples included the "white powder/anthrax" letter scare and the 20-year Unabomber mail bomb case.



**Capt. Kevin Bemrich,**  
NLRPD/ADEM

According to the Arkansas Department of Emergency Management (ADEM), the threat of mailroom terrorism escalated in the years following the Sept. 11 attacks on the World Trade Center and Pentagon. Bemrich said the word terrorism is classified as a "man-made disaster." The three most common types of terrorism are chemical, biological and radiological, any of which can be used directly or indirectly.

He cited common types of explosives -- TNT, nitro-glycerin and C-4 plastic -- that require blasting caps or a catalyst such as heat or an electrical charge for detonation.

While many may never encounter complex explosive devices such as these, Bemrich recommended a "better safe than sorry" approach. If someone encounters any type of suspicious letter or package, do not open or investigate the contents. Immediately contact local police, fire or emergency agencies who are trained in handling dangerous materials.

## Rene Quindo, wife become U.S. citizens

On Jan. 18, ADC Software Support Analyst Rene Quindo and his wife scored 100% on their oral and written examinations to become U.S. citizens. To prepare for the exam, the Quindos spent two months studying general topics of U.S. language and history. "We had no problems," said Quindo. "All that's left is the swearing-in ceremony."

Rene and his wife, Hengh, a nurse with UAMS and JRMC, are natives of Zamboanga City, Philippines, where he worked for 18 years as an officer with the Philippine National Police. Five years ago, the Quindos moved to the U.S. with their son who was 4 years old at the time. "He will be naturalized soon," said Quindo. Their daughter, however, is already a U.S. citizen having been born here three years ago.

Quindo came to the ADC looking to establish a career working for the government in Information Technology. In his spare time, Rene enjoys photography and graphic design. "The biggest surprise with living in America was getting used to snow," he said. "We have nothing like that in the tropics." The Quindos live in the White Hall area.



## ADC chaplain offers advice in the chapel and on firing range



Chaplain Dan Flora-left- and Cpl. LaTonya Shelton on the gun range

ADC Chaplain Dan Flora enjoys ministering to people. For 20 years, he served as a youth and singles pastor, and then 10 years as a senior pastor before becoming the Chaplain for the Saline County Sheriff’s Department and other law enforcement offices. Having come from a five generation law enforcement family, one could say it was Dan Flora’s personal calling.

As a Certified Firearms Instructor, Flora offers counseling of a different kind but, the personal satisfaction is just as rewarding. “I spend a lot of time on the range with officers who may be struggling with their weapon certification.” says Flora. “When I can give advice that helps them qualify, it’s a great moment.”

As Chaplain, Flora not only ministers to inmates, but to officers. “We’re often seen as inmate Chaplains, but we are here for the officers as well.” In 2009, Flora started his ADC career at the Cummins Unit before transferring to the Diagnostic Unit in 2011. Flora now offers his special skills at the Ouachita River Unit in Malvern. Between weapons and gospel, Flora is one ADC Chaplain who’s “fired-up” about his work.

## Local polar bears walk, run, plunge for Arkansas Special Olympics



Runners, walkers and “plungers” braved 34 degree temperatures on Jan. 28 for a great cause at the 2012 Polar Bear 5K Walk/Run.

Participants raced and plunged into icy water to show support and raise money for the Arkansas Special Olympics. ADC Volunteer Coordinator and event judge Lucy Flemmons, said ADC donated \$5,000 last year. This year’s goal is to raise \$10,000.



Runners and plungers show their support as the 2012 Polar Bear 5K Walk/Run/Plunge gets off to a chilly start at Regional Park on Jan. 28. Proceeds from the event benefit the Arkansas Special Olympics.



ADC’s Lucy Flemmons, Forrest Chisom Smith and Sherry Glover.



## ADC In-Service Training

### Schedules/Protocols

#### In-Service Training Protocol

The Training Academy wishes to welcome staff to In-Service Training. The academy strives to promote a professional environment during your learning experience.

Listed below is appropriate attire for In-Service class participation.

Shirt—button up or pull over (please, nothing derogatory, offensive or inappropriate for professional correctional staff, no T-shirts, no sports team shirts).

Shirt and Tie

Slacks—NO DENIM, no holes or frayed edges.

Dress/Pantsuit—(please, nothing see through, sleeveless or low cut. Length should be professional and appropriate for professional correctional staff)

Shoes—(no flip flops, sandals, tennis shoes or house slippers).

Uniforms—must meet Department guidelines

Headgear—allowed only outside of building (no derogatory or offensive wording, symbols, etc.).

Sweats/Shorts/Sport Warm-ups—will be considered appropriate only in classes containing physical activities – not during normal In-Service classes.

Smoking is not allowed on Academy property.

Please observe break times and lunch periods.

Cell phones or pagers need to be on vibrate or silent while in the classroom.

Students arriving more than 15 minutes late for the starting time of a class, or more than 15 minutes late from a break/lunch will be dismissed

### OPEN ENROLLMENT (Year-round Classes)

#### Internet-Based eCademy Classes

Classes provided by National Institute of Corrections Visit [www.nicic.org](http://www.nicic.org). You must get approval from your Unit Trainer before taking any eCademy classes.

#### Open enrollment, Inter-Agency Classes

These classes are offered to all staff members in Little Rock. They vary in length. Classes are also offered through the Criminal Justice Institute in Little Rock.

## Notable Quotables

*“All you need is love. But a little chocolate now and then doesn’t hurt.”*

Charles M. Schulz

### ADC takes advantage of eCademy classes

Earning training hours online is catching on with offices and units within the ADC, as employees log-on and take advantage of the 225 e-learning courses available through the ADC eCademy.

All courses satisfy requirements for American Correctional Association standards and recertification. Unit trainers have been given the information to register and enter employees who may earn 30 hours of online training per year. In addition to eCademy, courses are also available through the National Institute of Corrections for security and non-security supervisory employees. For more information, see your unit trainer.



## The Spotlight

### One-stop source for training schedules

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

Interested in an online e-learning course, but aren’t sure what’s available? 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 “in-service training”.

### Oh, Deer ... my window!

For Tom Bradshaw, regional manager of Corizon Health, Jan. 3 was just another morning at the office – until a deer came along.

As Tom settled in at his desk for a day’s work, he was startled by a deer attempting to jump through his window. He raised the blinds to discover the stunned animal, which was backing away from the broken window before dashing across the Central Office parking lot and into the nearby woods.

Tom quickly recovered from the shock and the deer left the accident scene. The window, however, is a goner.

# Promotions & New Hires

## Promotions

Date	Name	Position	Unit
01/02/12	Eric Buck	Sergeant	Maximum Security
01/02/12	Larry Chidester	Sergeant	Maximum Security
01/02/12	Dora Woods	Sergeant	Maximum Security
01/08/12	Clinton Baker	Sergeant	Grimes
01/08/12	Jon Burch	Lieutenant	Benton
01/08/12	Cecil Burnett	Lieutenant	East Arkansas
01/08/12	Brian Douglas	Sergeant	Ouachita River
01/08/12	James Dycus Jr.	Sergeant	Ouachita River
01/08/12	Michael Elmore	Sergeant	Ouachita River
01/08/12	Richard Fry	Sergeant	Grimes
01/08/12	James McDermott	Sergeant	Ouachita River
01/08/12	William McLean	Sergeant	Ouachita River
01/09/12	Chase Lettenmaier	Sergeant	McPherson
01/09/12	Johnna Wagoner	Administrative Specialist III	Admin East
01/22/12	Ray Anderson	Lieutenant	Ouachita River
01/22/12	Barry Bealer	Captain	Varner Supermax
01/22/12	Cynthia Geater	Administrative Specialist III	Ouachita River
01/22/12	Brandon Higgins	Sergeant	Varner Supermax
01/22/12	Samuel Jones	Lieutenant	Ouachita River
01/22/12	Jacob King	Captain	Ouachita River
01/22/12	Dexter McDonnell	Chaplain	Chaplaincy
01/22/12	Lorennetta Smith	Sergeant	Varner Supermax
01/23/12	Heather Reed	Payroll Technician	Admin East
01/23/12	Revonna Walker	Classification/Assignment Officer	Ouachita River



## New Hires

Date	Name	Position	Unit
01/09/12	Franklyn Ellis	Audit Manager	Central Office
01/23/12	Shelly Byers	Administrative Analyst	Central Office
01/23/12	Carla Perry-Johnson	Administrative Specialist II	Maximum Security

# ADC ADVOCATE EMPLOYEES NEWSLETTER

## ADC Mission Statement

- *To provide for the protection of free society 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 inmates to improve spiritually, mentally, and physically.*

The *ADC Advocate* newsletter is published monthly by the Public Information 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

ADC Advocate  
P.O. Box 8707  
Pine Bluff, AR 71611  
Phone: 870-267-6990  
Fax: 870-267-6258