

THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

January 2014

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Seized contraband becomes lifeline

The Arkansas Department of Correction presently has more than 1,000 cell phones which were seized as contraband. These phones will be donated to the non-profit organization Cell Phones for Soldiers which uses new or gently used cell phones to allow soldiers to call home.

A shipment of about 600 phones was sent in December and the number donated will eventually grow to 1,500 as the phones are processed and investigations are closed.

Seized since 2008, the phones are brand new, gently used or broken.

With the stockpile of phones growing, the agency began looking at ways to do something positive with these phones. That's when Internal Affairs Investigator Mike Brockman found Cell Phones for Soldiers which looked like the perfect fit, because they take new phones and broken ones for the purpose of recycling.

These phones are all dismantled for security purposes. The materials such as gold, silver, platinum, copper, nickel, etc., are then recycled, and proceeds are used to purchase prepaid international calling cards.

Cell Phones for Soldiers was founded in 2004 by teenagers Robbie Bergquist and Brittany Bergquist at the ages of 12 and 13. This organization has been able to provide close to 200 million minutes of free talk time to servicemen and women stationed around the world.

"Each year we have been humbled by the amount of people and organizations like the Arkansas Department of Correction that take the initiative to support our



Only a few of the many seized cell phones.

troops," said Brittany Bergquist.

Approximately 12,000 calling cards are distributed each week to bases around the world, career package programs, deployment ceremonies and VA hospitals.

The ADC is happy to have the opportunity to turn contraband into something positive. By donating to Cell Phones for Soldiers, the ADC can provide troops with that precious connection to loved ones back home.

The ADC's efforts in this program have been the subject of statewide and national media attention.

Information on Cell Phones for Soldiers and its partnerships is available at www.cellphonesforsoldiers.com.

New Year will bring requests to address overcrowding

The New Year will bring personnel and funding requests by ADC to help address the critical overcrowding needs the agency has experienced in recent months. ADC will request 91 positions for four existing facilities and about \$8 million to open 446 additional beds when the Legislature convenes for a fiscal session in February.



Ray Hobbs
Director

Prison overcrowding and issues with the state's probation and parole system dominated news headlines for the latter half of 2013. New policies and procedures implemented by the Arkansas Department of Community Correction to address those issues, along with the routine number of new commitments, caused ADC's popula-

tion to spike. The county jail backup included more than 2,600 inmates and our overall population exceeded 17,000 as the old year came to a close. Those are historic highs for ADC.

We must have some relief and the opening of these additional 446 beds will help. Pre-Fiscal Session Budget Hearings will begin this month and the fiscal session is set to begin on February 10.

Here's an overview of our plans and the staffing it will require:

We are opening 58 additional beds at the Northwest Arkansas Work Release Center in Springdale, which changes the inmate capacity from 42 to 100 inmates. With the increase of the inmate population we are requesting 14 positions: 10 corporals, one sergeant, one lieutenant, a food production manager and a records supervisor.

We are opening 200 beds at the North Central Unit, which will require 10 corporals and four sergeants.

At the McPherson Unit, we are opening 100 beds. Sixty beds will be

in the Administrative Segregation Unit and 40 beds will be in the Special Programs Unit. The ASU will serve high risk inmates who pose a threat to institutional security and demonstrate issues with behavioral management. The SPU area will house inmates who are mentally impaired and in some cases aggressive and unpredictable due to their mental health problems. Management of these inmates will require 25 corporals and one lieutenant.

We are opening up 88 new beds at the Ouachita River Correctional Unit in Malvern. These beds will serve inmates with a range of serious medical needs and will require 37 corporals and two licensed master social workers.

These 446 beds and 91 positions won't meet all of our needs long-term, but it is a start in helping to alleviate overcrowding and will provide a little breathing room.

Have a safe and Happy New Year!

ADC Retirees Association Meets

Members of the ADC Retiree Association gather at the Admin East Legends Auditorium. The December 12 meeting was followed up with a Christmas potluck luncheon and door prizes.



Six receive 30-year service awards



Carrie McIntosh

Six ADC employees were recognized recently at Central Office by the ADC management team: Wrightsville’s Sherwin L. Hill, RLW Rehab Program Leader David Ryles, Varner Warden Randy Watson, DRU Paul Wilson, PBU Rec Supervisor Theoplis Johnson, and Carrie McIntosh—Construction were given their 30-year service certificates.



David Ryles



Randy Watson



Paul Wilson



Theoplis Johnson

Not pictured: Sherwin L. Hill

Food for thought

TOUCH AND GO (risky, unstable condition)

Stage coach drivers were extremely competitive, often trying to dangerously charge past one another on a narrow road. If the wheels became entwined, both coaches would wreck. However, if they were fortunate, the wheels would only touch and the coaches could still go on.

Kelley named chief deputy, new roles assumed by Griffin and Wilson

Effective Jan. 1, 2014, new roles were assumed for three: **Wendy Kelley** is the new Chief Deputy Director, **Rory Griffin** is Deputy Director—Health Programs, and **George Wilson** assumed the role of Administrator of Medical and Dental Services

The first female in the role of Deputy Director, **Kelley** will be responsible for Information Systems, Research/Planning/Policy, Classification/Records, Drug Testing Coordinator, PREA/STTG Coordinator, Inmate Grievance Division, Sex Offender Assessment, the Training Academy, Emergency Preparedness, Paws in Prison, and the Pine Bluff, Randall L. Williams, and Ouachita River Correctional Units.

Kelley has served as the Deputy Director for Health and Correctional Programs since February 2006. In her previous work at the Attorney General's Office, the ADC was one of her major litigation clients for 11 years. She was the Deputy Attorney General



Kelley

supervising the Civil Department for the last four years of her 14 years in that office.

She earned her J.D. in 1987 from the William Bowen School of Law in Little Rock, and a B.A. in 1984 from the University of Arkansas.

A member of the ACA since 2006, Kelley has served on the Adult Corrections and Legal committees since 2008. She was appointed co-chair for the Coalition of Correctional Health Authorities in January 2013.

As Deputy Director—Health Programs, **Griffin** will be responsible for Medical Services, Mental Health Services, Chaplaincy Services, Library Services, Volunteer Services, and Treatment Programs.

Griffin came to the ADC almost five years ago after having worked for our medical contractor where he began as a licensed practical nurse in 1992. He has served ADC as the Administrator of Medical and Dental



Griffin

Services.

He has a B.S. in Organizational Management from John Brown University in Little Rock and is scheduled for a May completion of his masters in Health Care Administration from Webster University in Little Rock.

Wilson has come out of retirement to assume the role of Administrator of Medical and Dental Services.

Wilson served in the United States Navy until 1993 when he retired as a Master Chief Hospital Corpsman.

He then went to work for our medical contractor where he held several positions before retiring in 2012 as the Vice President of Client Satisfaction.

He holds a B.S. in Health Care Management from Southern Illinois University in Carbondale, Ill. and a M.A. in Computer Resources Management from Webster University in St. Louis, Mo.



Wilson

North Central Unit food drive is an annual event

Prior to Thanksgiving each year, the North Central Unit hosts an annual food drive. NCU employees donate food to distribute to families in need in a multiple county area. Chicken boxes are filled and delivered by transportation officers to the receiving families. Extra boxes are donated to a food pantry in Calico Rock.

This year 22 fully packed chicken boxes were delivered to families and five boxes were donated to Calico Rock.

Each year there is a competition between the departments to see who will bring in the most food. The winners get pizza lunches sponsored by the Employee Corporation. This year there was a tie for the most food between A Shift and Field/Other Security.



Harvesting pecans is easier now



Through the years, ADC agriculture has harvested pecans - completely by hand. While we will continue harvesting some areas by hand, we are now using mechanical harvesters.

Since we started harvesting mechanically, sales have increased from 5,000 pounds per year to 70,000 pounds per year, said Mark McCown, Farm Administrator.



At Cummins farm, inmates and machinery harvest pecans.

ADC aids City of Pine Bluff in installation of bus stops



ADC inmates erect a bus stop on Main Street in Pine Bluff. Arkansas Correctional Industries Administrator Bob Carter said that Pine Bluff Transit ordered four bus stops and five benches from ACI. In right photo, Pine Bluff Transit Director Charlina Lacy stands under the first completed bus stop. "She was very happy," said Carter.



Wrightsville/Hawkins Unit recognizes employees



30 years of service
Charlie Johnson



25 years of service
Sgt. Michael Butler



15 years of service
Sgt. Penny Tole-Brown



10 years of service
Stacy Sanders



10 years of service
Lt. Donald Batson



Employees enjoy the awards breakfast held at the Wrightsville/Hawkins Unit recently.



Twenty years from now you will be more disappointed by the things that you didn't do than by the ones you did do. So throw off the bowlines. Sail away from the safe harbor. Catch the trade winds in your sails. Explore. Dream. Discover.

Mark Twain

Special Olympics Polar Bear scheduled for January 25

Polar Bears get ready. The annual Polar Bear events are scheduled for Saturday, January 25, at Regional Park in Pine Bluff.

According to Special Olympics Area IX Director Travis Chisom, the 5K Run/Walk will benefit the Area IX Special Olympics and is scheduled for 9:30 a.m. The fee is \$25.



The high school tug-o-war will begin at 11:30 a.m. with registration at 11 a.m. It will also benefit Area IX Special Olympics.

And the Polar Bear Plunge, benefitting Special Olympics Arkansas, which includes Area IX, is scheduled for 2 p.m. with registration at 1 p.m. A minimum fee of \$50 is required of Plunge participants. Plunge t-shirts will be given at registration.

There will be race day application registration at Lakewiew Amphitheater at Regional Park on the day of the race at 9 a.m. The race start and finish will be at the Amphitheater.

Applications for pre-registration are available now at JRMC Wellness Center in Pine Bluff.

Participants will receive a long sleeve t-shirt. Pre-registered participants are guaranteed a t-shirt on race day. Race day registrants will receive a t-shirt as long as the supply is available. Others may be picked up at a later date.

Trophies will be given to the overall male and the overall female first place winners.



In this file photo from the 2013 Polar Bear Plunge, ADC's ERT, K9, and other employees head into the frigid waters at Regional Park.

Medals will be awarded to first, second, and third place male and female winners in age groups 'under 14', 15-19, 20-29, 30-39, 40-49, 50-59, 60 and over.

Refreshments will be provided to all participants at the finish.

The prison band is scheduled to perform during the day.

More information can be obtained on Facebook at Area IX Special Olympics or by contacting Chisom at 870-489-3881.

Off-duty ADC officer aids Pine Bluff Police Department in arrest stolen gun case

While on vacation, K9 Sgt. Kevin Glover was traveling on Bryant Street in Pine Bluff when he noticed a white female cross the street carrying two long guns.

Thinking this was suspicious, Glover notified a Pine Bluff Police Officer-friend.

The guns had been stolen, and this call led to the arrest of the person in suspicion.

"It's that ALETA training that kicked in," said Glover.

Salute to another ADC employee!



Glover with Enzo.

Christmas Around ADC

Loading up

For two days Santa Central gifts are loaded at Central Office—headed out to designated Units.



Director gifted

ADC Director Ray Hobbs enjoys opening Christmas gifts from the Management Team and Wardens.

Christmas potluck

Central Office Association officers Kat McEntire, from left, Daisha Holcomb, Tonia Dixon, and Linda Williams prepare to dish out delights of the season for the annual Christmas potluck.



Chief Deputy Director Larry May retires . . . we will miss you



Health Matters

Driving in snow and ice

The best advice for driving in bad winter weather is not to drive at all, if you can avoid it.

Don't go out until the snow plows and sanding trucks have had a chance to do their work, and allow yourself extra time to reach your destination.

If you must drive in snowy conditions, make sure your car is prepared, and that you know how to handle road conditions.

It's helpful to practice winter driving techniques in a snowy, open parking lot, so you're familiar with how your car handles. Consult your owner's manual for tips specific to your vehicle.

Prepare Your Car for Winter

- ◆ Checking the ignition, brakes, wiring, hoses and fan belts.
- ◆ Changing and adjusting the spark plugs.
- ◆ Checking the air, fuel and emission filters, and the PCV valve.
- ◆ Inspecting the distributor.
- ◆ Checking the battery.
- ◆ Checking the tires for air, sidewall wear and tread depth.
- ◆ Checking antifreeze levels and the freeze line.
- ◆ Your car should have a tune-up (check the owner's manual for the recommended interval) to ensure better gas mileage, quicker starts and faster response on pick-up and passing power.

Driving safely on icy roads

- ◆ Decrease your speed, leave yourself plenty of room to stop. You should allow at least three times more space than usual between you and the car in front of you.
- ◆ Brake gently to avoid skidding. If your wheels start to lock up, ease

off the brake.

- ◆ Turn on your lights to increase your visibility to other motorists.
- ◆ Keep your lights and windshield clean.
- ◆ Use low gears to keep traction, especially on hills.
- ◆ Don't use cruise control or overdrive on icy roads.
- ◆ Be especially careful on bridges, overpasses and infrequently traveled roads, which will freeze first. Even at temperatures above freezing, if the conditions are wet, you might encounter ice in shady areas or on exposed roadways like bridges.
- ◆ Don't pass snow plows and sanding trucks. The drivers have limited visibility, and you're likely to find the road in front of them worse than the road behind.
- ◆ Don't assume your car can handle all conditions. Even four-wheel and front-wheel drive vehicles can encounter trouble on winter roads.

If your rear wheels skid...

- ◆ Take your foot off the accelerator.
- ◆ Steer in the direction you want the front wheels to go. If your rear wheels are sliding left, steer left. If they're sliding right, steer right.
- ◆ If your rear wheels start sliding the other way as you recover, ease the steering wheel toward that side. You might have to steer left and right a few times to get your vehicle completely under control.
- ◆ If you have standard brakes, pump them gently.
- ◆ If you have anti-lock brakes (ABS), do not pump the brakes. Apply steady pressure to the brakes. You will feel the brakes pulse — this is normal.



If your front wheels skid...

- ◆ Take your foot off the gas and shift to neutral, but don't try to steer immediately.
- ◆ As the wheels skid sideways, they will slow the vehicle and traction will return. As it does, steer in the direction you want to go. Then put the transmission in "drive" or release the clutch, and accelerate gently.

If you get stuck...

- ◆ Do not spin your wheels. This will only dig you in deeper.
- ◆ Turn your wheels from side to side a few times to push snow out of the way.
- ◆ Use a light touch on the gas, to ease your car out.
- ◆ Use a shovel to clear snow away from the wheels and the underside of the car.
- ◆ Pour sand, kitty litter, gravel or salt in the path of the wheels, to help get traction.
- ◆ Try rocking the vehicle. (Check your owner's manual first — it can damage the transmission on some vehicles.) Shift from forward to reverse, and back again. Each time you're in gear, give a light touch on the gas until the vehicle gets going.

Excerpts from The Weather Channel website (weather.com)

Happy New Year: Let's just move on

The week between Christmas and New Year's Day is always comical to me. Retailers have spent a couple of months pushing calorie-filled goodies and holiday spirits

and before the dead tree foliage and glitter can be swept away, they are pushing exercise equipment and fad diets.

Jillian Michaels and other fitness/lifestyle gurus are burning up the airwaves and bringing in the mega bucks.

Thirty Day Shred, Total Gym, Baby Food Diet, Five Bite Diet, the Grapefruit Diet, The Zone, the Shake Weight, 8 Minute Abs, Toning Shoes ... the list goes on and on and on. It cracks

me up. The cut up fitness models were silent while we carved the ham and turkey, but now their voices are booming from late-night and early-morning info-commercials.

I'm not buying, and I'm swearing off the Rs.

This year I am not making any New Year's resolutions. There's enough stress in life without closing down the holiday season with a list of things I have to get done. And there will be no list-making and consideration of all the things I should have done this past year but didn't. There will be no revisions, reflection or reformation.

Some have a similar attitude and will be focusing on all the wonderful things they accomplished over the past year. One writer said she was going to focus on all the fabulous things she had done, wanted to keep doing and wanted more of in the coming year. I'm not even

going that far. The good stuff was good, and I appreciate it, but I'm not dwelling on it.

In 2014, I'm going to embrace what comes when it arrives and deal with it on the necessary terms. I think that will help me. I tend to be a little OCD, so the less I contemplate what needs to be done or what I should do, the closer I'll come to self-acceptance.

I clipped one of those motivational sayings ages ago. I don't know the author, but I've saved it as words to live by: "Be confident. Too many days are wasted comparing ourselves to others and wishing to be something we aren't. Everybody has their own strengths and weaknesses, and it is only when you accept everything you are – and aren't – that you will truly succeed."

So here's to a year of self-acceptance and success. Happy New Year!



Shea Wilson
Public
Information Officer

Super Bowl Jalapeno Poppers with Lime Cilantro Dip

Ingredients

- 12 jalapeno peppers
- 1/3 cup all-purpose flour
- 1/2 teaspoon salt
- 1 package (8 ounces) cream cheese, softened
- 1-1/4 cups (6 ounces) shredded sharp cheddar cheese
- 1-1/2 cups panko (Japanese) bread crumbs
- 4 green onions, finely chopped
- 6 egg whites, lightly beaten
- 1/2 teaspoon pepper

LIME CILANTRO DIP:

- 2 cups (16 ounces) sour cream
- 4 green onions, finely chopped
- 1/4 cup lime juice
- 2 tablespoons minced fresh cilantro
- 1/2 teaspoon garlic salt

Directions: Cut jalapenos in half lengthwise and remove seeds. Place jalapenos on an ungreased baking sheet. Broil 4-in. from the heat for 4-6 minutes on each side or until lightly blistered. Cool slightly. In a small bowl, beat cream cheese and cheddar cheese until blended. Stir in onions. Spoon into pepper halves. Place the flour, egg whites and bread crumbs in separate shallow bowls. Coat jalapenos with flour, then dip in egg whites and coat with crumbs. Place on a greased baking sheet; sprinkle with salt and pepper. Bake at 350° for 18-20 minutes or until lightly browned.

For dip, in a small bowl, combine all ingredients. Serve with poppers.
Yield: 2 dozen (2 cups dip).

Note: Wear disposable gloves when cutting hot peppers, the oils can burn skin. Avoid touching face.

CALENDAR OF EVENTS

JANUARY



JANUARY 2014

- 1 — New Year's Day
- 20 — Martin Luther King, Jr. Day
- 24 — Pinnacle Awards



FEBRUARY

FEBRUARY 2014

- 2 — Groundhog Day
- 14 — Valentine's Day
- 17 — Presidents' Day

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



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

McCalls are thankful for ADC family and AACET

To all my ADC Family;

My name is Clinness (Mac) McCall. My wife Beverly and I work at the Newport Complex.

Most of you do not know me or my wife, but for those of you who are members of AACET (Arkansas Association of Correctional Employees Trust) I would like to thank you from the bottom of my heart for being a member and for helping my wife and I as she struggled with cancer, two major operations, and the stress of being away from home and away from family as the doctors in Houston worked to give her back her life.

AACET helped us time after time with much needed financial support and encouragement. And just as important to us - everyone helped with many, many prayers and well wishes.

If you are not a member of AACET, I would like to encourage you to become a member. When I started to work with ADC, I joined AACET (kind of reluctantly) all

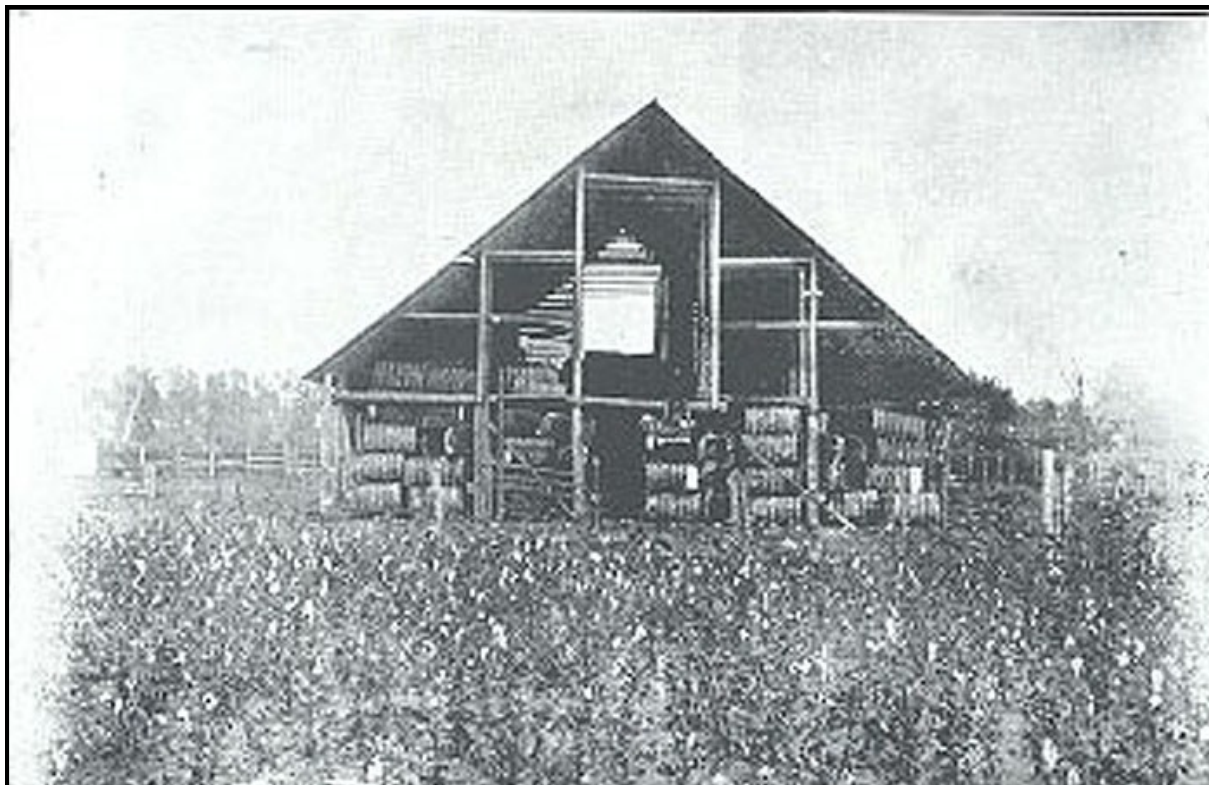
the while thinking I would never need them, but that I wouldn't miss that small amount out of my check.

I have always thought that I could handle any kind of crisis that might happen to my family, but that was wrong. It is very humbling to realize that you need help, but it is very uplifting to know that there are people ready and willing to give you that help. There is no possible way I can ever thank everyone enough or repay even a small part of what I owe each of you, just know that I do thank you and I just hope each of you the best in life. Remember we are FAMILY and family takes care of their own. I will be retiring from ADC on December 31, but my wife will continue with you, and I hope to remain part of the Family.

Again we say *thank you*. -Mac and Bev McCall

Clinness McCall
Arkansas Department of Correction
Grimes Unit Trainer

ADC — Back in the day ...



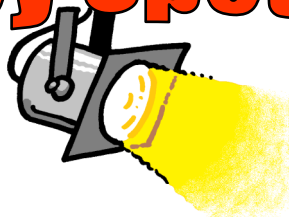
100 Years Ago!

The caption on this picture reads:

“A small part of the 1914 cotton crop produced at the State Farm, Cummins, 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.mcintire@arkansas.gov with questions.*

Office of Personnel Management Policy

Policy Number 50.03

Inclement Weather

Citation: Governor's Policy Directive # 7

Purpose: The general policy regarding inclement weather is that State government does not normally close its offices because of hazardous driving conditions. However, the obligation to provide services to the citizens of the State must be balanced with the risk of danger to State employees. It is, therefore, appropriate that guidelines which reflect the needs of our citizens' and employees' safety be established.

Specific Provisions

In the Little Rock Metropolitan area:

- In the event of early morning severe inclement weather conditions, the Governor's Office will determine whether this inclement weather policy will be placed into effect and will announce its implementation before 6:30 a.m. if at all possible. The announcement will include the affected counties.
- On days declared to be covered by the inclement weather policy, all employees should be at their work stations by 10:00 a.m. Employees arriving by 10:00 a.m. will be given credit for a full day's attendance. Employees arriving after 10:00 a.m. will be charged the full amount of time involved in the tardiness, and employees not coming to work at all will be charged a full day's absence. Agencies which have approved flex time schedules will develop an inclement weather policy consistent with the guidelines and the policy must be approved by the Department of Finance and Administration, Office of Personnel Management.
- When severe inclement weather occurs during office hours, department directors and agency administrators will have the discretion to allow employees to leave work early for safety reasons. Decisions to allow employees to leave work early, however, should recognize the requirement to maintain designated critical personnel and assure service delivery to the citizens for the full work day. Employees who were on the job, and who were allowed to leave early, will not be charged leave for that time.
- Department directors and agency administrators shall designate critical personnel, who will be required to reach their work stations by the time of regular office opening regardless of weather related conditions to assure that offices are open to the public and services are provided. Prior designation will allow critical personnel to prepare for weather conditions, and if need be, provide alternative methods of getting to work.

In the area outside of Little Rock metropolitan area:

- The agency director or the highest level field supervisor will determine when the inclement weather policy is implemented based on weather conditions in different parts of the State. If the agency administrator chooses to delegate this authority to the field supervisor, such delegation should be made immediately and communicated to the employees under the supervisor. Local media shall be used to notify employees of policy implementation by 6:30 a.m. if possible. Where this approach is not possible, employees should be instructed to contact their supervisor when bad weather exists.
- When the inclement weather policy is implemented in an area outside the Little Rock metropolitan area, the attendance provisions applicable to employees in the Little Rock metropolitan area will be applied to employees in the affected area.

Twenty-four hour and seven-day facilities:

- For agencies which have facilities that are required to be open 24 hours each day or are normally open seven days each week, the facility administrator will develop policies and procedures to cover facility operations during periods of inclement weather. These policies and procedures should balance the requirements for client care and/or public access against the safety of facility employees. For example, a residential care facility would require staffing regardless of weather conditions whereas a museum facility could be closed if necessary without detriment to the public.
- State employees who are required to remain on duty until they are relieved may be reimbursed for any additional expenses incurred by their obligation to remain at their duty station. Expenses that could be reimbursed include, but are not limited to, child care, transportation and meals. Proper documentation must be submitted and approval granted by an appropriate agency official as set out in the General Accounting Procedures.

Universities and Colleges:

- The decision to implement the inclement weather policy and/or close the institution is made individually at each institution.

TRAINING ACADEMY

Training Academy Graduates: Class 2013-P, Nov. 27, 2013



Training Academy recognizes Willis H. Sargent Outstanding Student



Luke Adams, Isaac Barron, TeMarco Boykins, Sean Brooks, Retha Brown, Wesley Brown, Sarah Byler, Kordero Calvin, Valentin Cirje-Bratescu, Justin Corley, James Curtiss, Denarius Daniels, Jennifer Dodson, John Free, Curtis Hooper, Jr., Gary Lee, Riki Louthan, Devin Mason, Carsell Mathis, Bakari Norman, Adrienne Osborne, Crystal Peters, Roderick Petty, Jr., Coty Powers, Shawna Precord, NaDayshia Pride, Elisha Shick, Brian Smith, II, Robert Watson, Trent Wilhite, Kirsty Williams, Richard Woolman, and Andrew Wright.

The winner of the Willis H. Sargent outstanding student award for Class 2013-P is Brian Smith of EARU. Pictured are Captain Larry Cyr, Smith, and TA Administrator Fred Campbell.

Training Academy recognizes Willis H. Sargent Outstanding Student

Training Academy Graduates: Class 2013-O, Dec. 20, 2013



The winner of the Willis H. Sargent outstanding student award for Class 2013-O is Kimberly Hillestad. Pictured are Tommy Rochelle, Hillestad, Chief Deputy Director Larry May, and Captain Randy Callas.

Peter Amplo, Ryan Beard, Tahir Carr, Pamela Christopher, Darneisha Collins, Lanika Cooksey, Karneisha Daniels, Garrett Dockins, Cody Douglas, William Farmer, Courtney Gibson, Tavares Golden, Gabriel Hannah, Kimberly Hillestad, Jordan Jester, Johnny Johnson, Arlisia Knight, Zachary Knight, Gregory McDonald, Anthony Miller, Jennifer Norris, James Padgett, Cameron Purley, William Robbins, Tiffinee Rogers, Skyler Scurlock, Tiffany Sims, William Walden, Montiquita Walton, Ronald Wells, Benjamin White, Juwan Williams, Marissa Williams, and Jason Yarbrow.

Promotions & New Hires

Promotions

Date	Name	Position	Unit
11/24/13	James Chaney	Lieutenant	East Arkansas
11/24/13	Orvus Clark	Sergeant	Wrightsville
11/24/13	Tyrese Hewing	Sergeant	Varner
11/24/13	Michael Hughes	Sergeant	Maximum Security
11/24/13	Cynthia Jones	Sergeant	East Arkansas
11/24/13	Janet Lewis	Business Operations Specialist	Benton
11/24/13	Mark Mallard	Physical Assessment Coordinator	Admin Anex East
11/24/13	Lynn McCallister	Unit Training Supervisor	Wrightsville
11/24/13	Annette Pierce	Advisor	Mental Health-Varner
11/24/13	Akasha Walker	Food Preparation Supervisor	Maximum Security
11/24/13	Takellia Wiley	Sergeant	Maximum Security
12/08/13	Philip Esaw	Lieutenant	Varner Supermax
12/08/13	Kenyon Jeffery	Sergeant	North Central
12/08/13	Ben Lemon	Lieutenant	East Arkansas
12/08/13	Everett Litzsey	Lieutenant	East Arkansas
12/08/13	Donna Nix	Program Specialist	Benton
12/08/13	Rodney Petty	Sergeant	Ouachita
12/08/13	Marcus Simpson	Sergeant	Grimes
12/08/13	Scott Taylor	Captain	Varner Supermax
12/08/13	James Thomas	Sergeant	McPherson
12/08/13	Louis Wade	Lieutenant	Varner Supermax
12/08/13	Derek E Wilson	Sergeant	K-9

New Hires

Date	Name	Position	Unit
11/25/13	James Freeman	Licensed Social Worker	Mental Health-Ouachita
12/02/13	Thomas Qualls, Jr	Unit Accreditation Specialist	Ouachita
12/11/13	Donald Hopper	Administrative Specialist I	Human Resources

ADC ADVOCATE EMPLOYEES NEWSLETTER

ADC Mission Statement

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

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

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

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

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

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

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

Parting Shots



Arkansas Department of Correction

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