

# THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

July 2013

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## ADC Agriculture On the Go

When we think of ADC farming, most of us think of Cummins. But there's more.

According to Farm Administrator Mark McCown, the Agriculture Division spans the Cummins Unit, Tucker Unit, Wrightsville Unit, East Arkansas Regional Unit, Varner Unit, Maximum Security Unit, North Central Unit, Pine Bluff Unit, Ouachita River Unit, Grimes Unit and Delta Unit. Each year there are approximately 21,500 acres in farming production.

The food processing facilities slaughter/cold storage, and creamery are located at the Cummins Unit, and the vegetable processing is located at the Varner Unit. These facilities produce two-thirds of the total inmate consumption income.

On a recent visit to the East Arkansas Regional Unit, 149 inmates were in the

**In photo at right, Bob Andrews shows off one of the two combines used for harvesting at East Arkansas, and below, cabbage, ready to be harvested.**



fields, chopping weeds out of their row crops.

Growth is the game at East Arkansas, where according to Warden Danny Burl, this time next year the unit will have a new horse barn, an ICC garage and a new 2.5 million dollar vo-tech building.

For the fourth year at East Arkansas, a 25-acre plot is being gardened. Recently, cabbage were ready to be harvested. Other produce are corn, peppers, watermelons, cantaloupes,



Continued on page 3

## Are you ready to be next in line?

*Succession: the order in which or the conditions under which one person after another succeeds to property, dignity, title, or throne; following in order; sequence.*

-- Merriam-Webster

Are you ready to be next in line? There aren't any thrones to inherit around ADC, but succession planning is important and it's been on my mind a lot lately. A number of this agency's leaders are nearing retirement – and others will be looking in that direction within the next 10 years.

Warden Maples' retirement was celebrated on June 28 and in May there were promotions and transitions at the Wrightsville Complex, McPherson Unit and Mississippi County



**Ray Hobbs**  
ADC Director

Work Release Center.

Most of the people in key positions can look behind them and see at least one person who could step up and take their place. But can that next person in line do the same?

It's important that we identify and develop people in the agency who have the potential to fill these key positions and that current leaders serve as mentors. That's why ADC is focused on training opportunities and encourages all aspects of professional growth, whether it be attending specialized training at conferences or achieving a degree or higher degree in college.

You have opportunities here. Are you ready for them?

Do you show up on time and do your job every day? Great. ADC expects that of you. It's required. The people this agency needs in future leadership positions are those who go above and beyond – those who push the limits of their current positions. Those of you interested in moving up need to demonstrate that you have outgrown your current responsibilities, and that you are ready to take on new ones.

Doing your current job well is appreciated, but that does not show that you need a promotion. It shows you are a value in your current job and are critical to operational efficiency.

Now, before you stop being effective in your current job, remember – in your pursuit of a promotion, you still have to perform well and meet your current job requirements. The key is identifying ways to add more value to your contribution. One way you can do that is by becoming involved in solutions and ideas that move this agency forward. Anyone can dwell on problems; we need forward-thinkers to make things happen.

Preparing yourself for advancement doesn't mean taking on an additional workload. It means understanding ADC's goals and how you fit into the overall strategy. It means gaining knowledge and experience that will prepare you to lead. It means asking questions, learning, exercising good judgment, being a team player.

So, I'll ask it again ... Are you ready to be next in line? If not, get ready. ADC needs you.

### Team building

ADC's Management Level IV Class poses for a photo with former NBA All-Star Sidney Moncrief. The class had the opportunity to participate in a half-day workshop led by Moncrief on June 6 at the Tucker Unit gym. The class focused on being a valuable team player and included several basketball drills to demonstrate teamwork. Moncrief is a former head coach and assistant coach in the NBA, as well as a star on the basketball court. Class members include: Timothy Bircher, Susan Holt, Stacia Lenderman, Sonia Wallace, Shea Wilson, Jada Lawrence, Rene Quindo, Mary Cobbs, Mark Warner, Mark McCown, Marilyn Cook, Lisa Wilkins, Larry Cyr, Kennie Bolden, John Herrington, Jeremy Andrews, Jan Scussel, Gicelia Swopes, Frank Ellis, Derwin Metcalf, Deangelo Earl, David Farabough, Darrell Hood and Daniel Potter.



# ADC Agriculture . . . continued from page 1

okra, carrots, turnips, mustards and peas.

According to Bob Andrews, agri unit supervisor, the 130 X 50 ft. hot house has worked out perfectly for starting their plants before putting them in the ground.

“This is our third year for the hot house,” he said, and added proudly, “everything we grow, we eat here. If we have too much, we send it to Varner for processing.

“Inmates still [weed] our cotton. Every weed chopped saves the ADC money. And we don’t use any chemical that isn’t 100% safe. Lt. [Doug] Sweeney goes out of his way to help us.”

East Arkansas also boasts of hay production, a new honey bee population, and more than a thousand wild pecan trees.

According to McCown, in addition to East Arkansas’ more than 2,700 acres of cotton, soybeans, wheat, milo, hay and vegetables, the Cummins Unit produces cotton, rice, soybeans, milo, wheat, oats, hay, and vegetables (more than 13,000 acres), the Tucker Unit produces rice, soybeans, corn, wheat, milo, hay and vegetables (more than 3,600 acres), and the Wrightsville Unit farm is mostly a livestock operation raising cattle for replacements for breeding and sale and horse operations that supplies riding stock for all ADC line staff. It also produces a garden and hay crop.



East Arkansas Unit’s new bee operation begins—with these five boxes.

Other livestock operations are located at Cummins Unit which house the Dairy, Swine, Chicken, Cattle, Horses, Pine Bluff Unit and Ouachita River Unit houses small cow/calve operation and gardens. All the Correctional Units houses horses for daily usage that are furnished from the Wrightsville Farm.

The North Central Unit farm has an apple orchard and garden operations. These products are used for inmate consumption.



Inmates, in background, chopping weeds in one of the many row crops at East Arkansas.

The Cummins Unit has a grain storage/feed mill that stores and manufactures all grains utilized for the feeding of livestock operations within the Department of Corrections.

Green houses, located at the Cummins Unit, the Grimes Unit, and the East Arkansas Regional Unit, grow all bedding plants for vegetable operations.

All farms have bee operations which are used primarily for pollination. Honey is extracted and used for inmate consumption.

With an annual budget of \$12,000,000, the division farms generate approximately \$7,100,000 in cash crop sales and \$5,800,000 in inmate consumption.



East Arkansas’ hot house where bedding plants for vegetable operations were started.

***Far away in the sunshine are my highest aspirations. I may not reach them, but I can look up and see the beauty, believe in them and try to follow where they lead.***

**-- Louisa May Alcott**

# Event attracts law enforcement from around state

The results of the Arkansas Police Olympics are in...

In the bowling game held Tuesday, June 4, 2013, at Millennium Bowl in Maumelle, first place went to PCSO, second to ADC Training Academy, and third to DCC/Parole.

First place in the softball tournament went to the Springdale Police Department, second to Benton, and third to the Jacksonville Fire Department. The tournament was held on June 5 at the Sherwood Softball Complex.

The next day the basketball tournament was held at the Bill Harmon Recreation Center in Sherwood. Place winnings were: first - ADC Pine Bluff, second - ADC East Arkansas Regional Unit, and third - Cummins Unit.

On June 7, the golf tournament was held at the Pine Valley Golf Course.



In the first flight the winners were: first place - ADC Ouachita Regional Correctional Unit, second place - ADC Delta Unit,

and third place - Jonesboro Police Department. The second flight winners were: first place - Sherwood Police Department, second place - North Little Rock Police Department, and third place - DCC.

The winners of closest to pin: Robert Lynch and longest drive: Jeremy Andrews.

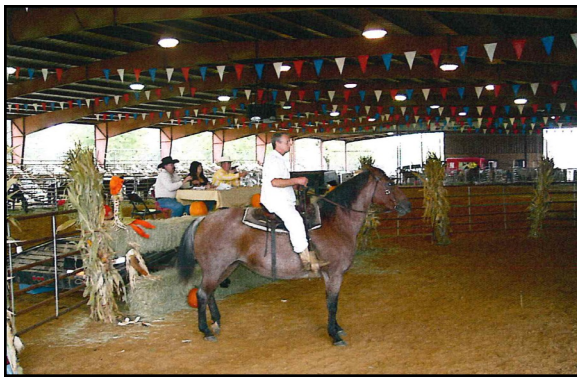
“Thank you to all who participated in the games and a great big thank you to all the sponsors of the events,” stated Chris Coody, Internal Affairs Division. “I would like to thank all the people that allowed the participants the time to come and represent ADC that filled in for those men and women that participated.”



# Around ADC

## All in a day's work

Just an example of the usual gun repair activity in the armory in Pine Bluff. Lt. Robert Hutcheson, weapons manager, Emergency Services Division, sent in these 'before' and 'after' shots.



## Saddle up!

The Agriculture Division of the Arkansas Department of Correction has scheduled its third horse auction for Saturday, Oct. 5 at the Saline County Fairgrounds in Benton. Riding time will be available on Friday, Oct.4. Horse history will be provided. For more information call the Agri Division at 870-850-8453.



## Helping hand

Lt. Terry Treadway and inmates from the Mississippi County Work Release Center help the Arkansas Game and Fish Commission recently.



## Central Office Fish Fry

The Central Office Employee Association held its annual fish fry under the trees near the 'Walking Hobbs Way Fitness Trail' at Central Office. Outgoing COEA President Mike Deloney, left photo, looks relaxed about 'going out.'



## APAL graduation held at Hawkins Center for Women



The first APAL (Advanced Principles & Application for Life) graduation was held at the Hawkins Unit recently.

The APAL program has been in operation for 18 months. It replaced the I.F.I. program which was an 18-month re-entry program.

The APAL program is an extension of the PAL program (Principles & Application for Life) which has been in operation for 15 years in the Arkansas Department of Correction.



It has an outstanding return rate. Overall, 15 years out is 16.65% and three years out is 2.52.

The management team continued to see the need with the female popu-

lation at the Hawkins Unit, and the APAL program was developed thus adding the re-entry component.

“The first year has been one of coordinating and adjustment,” said Stacey Smith, Hawkins Unit Chaplain and APAL Coordinator.

“The ladies in the program have done very well and many have tested out in remembering what has been taught.”

At the ceremony, Smith encouraged the graduates to remember what they had learned.

“Real life begins after you get this certificate,” she said. “The Lord is depending on you. It has been a joy to see how you have grown.”

The special guest speaker at the ceremony was Deputy Director Wendy Kelley.

“No doubt this is a successful program,” she said. “I am so pleased this worked out well.”

Kelley reminded the graduates that everything they do in the future will be a sign of the APAL program.

“We don’t want this program to ever go away,” Kelley told the graduates. “Please continue to serve and share when you leave here.

“Reflect well on this program. This is how you ‘pay it forward’.”



In top photo, inmates sign the words to a song as its plays before the ceremony. At left, Deputy Director Wendy Kelley addresses the graduates. In photo above a student tells what the APAL program meant to her, and in photo below, Hawkins Unit Chaplain Stacey Smith introduces McPherson Unit Chaplain Kenneth Dewitt who began the PAL program 15 years ago.



## Taylor elected secretary of technology association

Joyce Taylor was elected secretary of the Corrections Technology Association at the 14th annual CTA technology summit in Phoenix, Ariz., in June.



Taylor began her career in corrections 23 years ago working her way through the ranks to Assistant IT Administrator for Application Development.

She has been a key player in several recent ADC technology initiatives including the eOMIS, biometric verification for visitors and staff, sex offender assessment automation, electronic health records and the Reduction of Sexual Victimization Program. She has presented several of these projects at different CTA workshops.

The CTA is a public, non-profit network of professionals actively involved in leveraging technology in the field of Corrections. Members of the association consist primarily of Chief Information Officers, IT Directors and operational and administrative staff from State and Provincial

Departments of Correction, as well as from Federal, county and local correctional agencies.

Since 1999 CTA has provided a forum to promote exchange of information, experience and knowledge among correctional agencies. Through the years, the association has actively led development of standards and promoted collaboration and sharing of data and systems across states. CTA's annual meeting offers its members an unsurpassed opportunity to learn of new technologies and, above all else, affords corrections technologists the opportunity to network with their peers.

The Travelers have rescheduled our event to **August 3**. The game time is **6:10**. They will not refund any tickets but all individuals who purchased tickets will be good for the event on the 3rd. For those who would like to purchase tickets (members, member's spouse, or member's minor children) to the August 3rd game may do so until July 22 by the same process as listed below.

**Thanks, Kevin Murphy**



### Corrections Day at the Arkansas Travelers

**August 3rd**

**Dickey – Stephens Field, North Little Rock**

**Game starts 6:10**

**Classic Backyard Burgers & Hot Dogs**

All you can eat

**AACET: Gold Members—\$1.00 Silver Members - \$3.00 Bronze Members - \$5.00**

**Spouse & Minor Children of Member - Price same as Member**

**All others and Non AACET -Members - \$15.00**

**Price includes ticket to the game and food**

**See Tracey in ADC /HR for tickets [tracey.breshears@arkansas.gov](mailto:tracey.breshears@arkansas.gov) / 870-850-8546**

**Or mail money and list of attendees to Kevin Murphy at PO Box 1579, Cabot, AR 72023**

**Tickets must be purchased/received by July 22.**

**Play Ball!**

## ADC receives rebates for energy savings



Members of the Board of Corrections and Assistant Director Leon Starks receive rebate checks from Entergy, top, and Centerpoint Energy, for ADC's efforts to reduce energy consumption. The check from Entergy was for \$96,602 and the check from Centerpoint was for \$10,292.

Rebate checks were presented during the June Board of Corrections meeting at the Hawkins Center for Women. Assistant Director Leon Starks of the Construction and Maintenance Division said conservation efforts mean a three-quarter million dollar annual savings to ADC.

Act 1494 of the 87<sup>th</sup> General Assembly promotes conservation of energy and natural resources in buildings owned by public agencies and institutions of higher education.

State agencies are required to develop a program to manage energy, water and other utility uses that will reduce total energy consumption per gross square foot for all existing buildings by 20 percent by 2014 and 30 percent by 2017 based on energy consumption for the 2007-2008 fiscal year.

## Maples retires from Newport Complex



Warden Dale Reed, left, presents a gift to Warden John Maples during a retirement celebration June 28 at the Grimes Unit. The Western-themed event attracted guests from around ADC and dignitaries from the Newport community who came out to celebrate Maples' service to Arkansas and ADC. Maples spent 46 years in corrections in Arkansas, Texas and Mississippi.



## Service recognition

Johnny Robertson, left, retires with 32 years of service to the State of Arkansas, and his cousin Major V.R. Robertson is transferring to another job. Both have been at the Cummins Unit for many years and were treated to a celebration lunch recently where they were given appreciation plaques that read "in recognition and with deep appreciation of distinguished and unselfish service given to the Cummins Unit and showing outstanding leadership, vision and ability."



## New duties for Assistant Director Harris (turtle man)

*Submitted by Daisha Holcomb*

Last week (May 3) I noticed an influx of turtles in the road [at Central Office] and thought I had successfully avoided them in their trek to the other side.

However, as I attempted to leave work one day, I noticed a rather large one directly in the path of the exit gate – *and* my tires.

Having seen Mr. [Grant] Harris exit the building shortly after me, I decided to sit there and wait for him to come around and to ask for his assistance with my “dilemma.”

He drove up behind me, and in true Grant Harris fashion began to blow his horn, sound



his sirens and “yell” at me to move out of the way (smile). I stepped out of my car and attempted to tell him I required his expertise with Arkansas wildlife, but to no immediate avail.

He finally realized I was serious and stepped out of his vehicle. I showed him the turtle and he quickly took action by picking up the *now* frightened turtle.

The turtle quickly put his head back in his shell just in time to pose for a couple of pictures with Mr. Harris who then placed him in his vehicle to be released into the woods adjacent to his house!

Grant Harris, my hero! (another smile)



### Magic Springs & Crystal Falls Season Passes & 1 Day Tickets

Enjoy the summer at Magic Springs and Crystal Falls Theme Park.

Tickets available to all AACET members.

Season Pass  
Gold Price - \$40.00  
Silver Price - \$45.00  
Bronze Price - \$50.00  
Non-member Price—\$59.75

One-Day Pass  
Gold Price - \$20.00  
Silver Price - \$25.00  
Bronze Price - \$30.00  
Non-Member Price—\$39.75

Members are limited to two tickets (total) for member, spouse, or minor children but may purchase additional non-member tickets for other family members.

Season pass entitles pass holder unlimited admission to water and theme park and includes entire concert series. Children three (3) and under do not need a ticket.

For tickets please send payment along with a self-addressed stamped envelope to AACET, PO Box 1579, Cabot, AR 72023 and tickets will be mailed back to the member.

If you are not an AACET member this would be a great time to join to take advantage of the discounted tickets. Please see your HR rep for membership application.

If you are ordering day tickets (not season pass) for a child older than three (3) years old and less than 48 inches tall, the price will be reduced by \$3 (Gold - \$17.00, Silver - \$22.00, Bronze \$27.00, Non-Member - \$36.75). Each child who has a child’s ticket will be checked at the gate. Please include the names for the tickets with your payment, and if it is a child please include age and name.

# Health Matters

## Food borne illness still a problem in U.S.

Food borne illness—sometimes called food poisoning—affects everyone, although some more than others.

Listeriosis, a serious infection usually caused by eating food contaminated with the bacterium *Listeria monocytogenes*, is an important public health problem in the United States. The disease primarily affects older adults, pregnant women, newborns, and adults with weakened immune systems. However, rarely, persons without these risk factors can also be affected. The risk may be reduced by recommendations for safe food preparation, consumption, and storage.

A new report from “Vital Signs” (a new CDC monthly call to action program concerning a single, important public health topic) on foodborne illness looks at one of the most deadly germs spread by contaminated food—*Listeria*—and the people it strikes the hardest.

### Rare but Deadly

Although *Listeria* itself is common in the environment, it rarely causes infections in people (called listeriosis). About 1,600 people in the United States get sick from *Listeria* each year. While the infection is rare, in 2011, a new source—cantaloupes contaminated with *Listeria*—caused one of the deadliest food borne outbreaks in the US.

### Protecting Those at Risk

We have made some progress against *Listeria*. However, we can do more to protect people at higher risk for food poisoning and

make food safer for everyone. The Vital Signs report lists actions that we can take to combat this problem.

### What Can You Do?

- **Rinse** raw produce, such as fruits and vegetables, thoroughly under running tap water before eating, cutting, or cooking. Even if the produce will be peeled, it should still be washed first.
- **Scrub** firm produce, such as melons and cucumbers, with a clean produce brush.
- **Dry** the produce with a clean cloth or paper towel.
- Separate uncooked meats and poultry from vegetables, cooked foods, and ready-to-eat foods.
- Wash hands, knives, countertops, and cutting boards after handling and preparing uncooked foods.
- Be aware that *Listeria monocytogenes* can grow in foods in the refrigerator. Use an appliance thermometer, such as a refrigerator thermometer, to check the temperature inside your refrigerator. The refrigerator should be 40°F or lower and the freezer 0°F or lower.
- Clean up all spills in your refrigerator right away—especially

juices from hot dog and lunch meat packages, raw meat, and raw poultry.

- Clean the inside walls and shelves of your refrigerator with hot water and

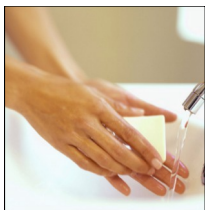
liquid soap, then rinse.

- Thoroughly cook raw food from animal sources, such as beef, pork, or poultry to a safe internal temperature.
- Use precooked or ready-to-eat food as soon as you can. Do not store the product in the refrigerator beyond the use-by date; follow USDA refrigerator storage time guidelines:
- Hot Dogs – store opened package no longer than 1 week and unopened package no longer than 2 weeks in the refrigerator.
- Luncheon and Deli Meat – store factory-sealed, unopened package no longer than 2 weeks. Store opened packages and meat sliced at a local deli no longer than 3 to 5 days in the refrigerator.
- Divide leftovers into shallow containers to promote rapid, even cooling. Cover with airtight lids or enclose in plastic wrap or aluminum foil. Use leftovers within 3 to 4 days.
- Do not drink raw (unpasteurized) milk, and do not eat foods that have unpasteurized milk in them. Be aware that Mexican-style cheeses made from pasteurized milk, such as queso fresco, likely contaminated during cheese-making, have caused *Listeria* infections.

For more information on *Listeria*, visit [www.cdc.gov/listeria/](http://www.cdc.gov/listeria/)

For more information on preventing food poisoning, visit [www.foodsafety.gov](http://www.foodsafety.gov)

Excerpts from [www.cdc.gov](http://www.cdc.gov)



## Bad decisions have lasting impact

“A bad decision is one in which you override your senses and choose an option that, at some level, you know you should not.”

I found that definition on a blog devoted to decision making confidence – and it fit right in with this month’s topic: engaging in inappropriate behavior. Over the past few months, I’ve had to deal with a number of media inquiries about the actions of now former ADC employees. We’ve had situations with staff behaving inappropriately with other staff; staff engaging in misconduct with inmates; and staff being caught attempting to smuggle in contraband.



**Shea Wilson**  
*Communications Administrator*

Of all the questions to which I must respond I dread these the most. Even though the incidents

typically involve just one or a very small number of people and this is an agency of 4,000, we all must bear the stain of association. It’s unfortunate, but not nearly as unfortunate as it is for those directly involved.

Those directly involved must deal with the loss of their jobs, possible criminal charges and the shame of public scrutiny. Being hauled off in the back of a squad car by the Arkansas State Police or county sheriff’s deputy is embarrassing enough – and then having your family and friends find out, YIKES!

The heat rises on my cheeks just thinking about how those caught up in bad behavior must feel when detected. Regardless of how many times you’ve managed to clear security with that tobacco taped to your thigh, there will come a day when you are caught. Think about how poor behavior will impact your family ... children at school, your significant other, commu-

nity relations, and church relations.

In addition to the aforementioned, here are some of the effects of bad decisions: compromising yourself; the ultimate outcome is not what you want; anxiety, stress, guilt; learning lessons the hard way; financial loss; loss of career; jeopardized personal relationships; time wasted having to start over personally and professionally.

Oh, and let’s not forget having your name plastered all over the news.

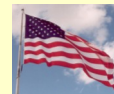
Is that what you really want? I’m guessing not.

If you are faced with a compromising situation, please think about what is right and do the right thing for that reason. Or in the words of C.S. Lewis: “Integrity is doing the right thing, even when no one is watching.”

If you heed that advice, everything else will take care of itself – and you’ll spare yourself and this agency the embarrassment of bad decisions.

## CALENDAR OF EVENTS

# JULY



**JULY 2013**  
**4 — Independence Day**



# AUGUST

**AUGUST 2013**  
**Back to School!**

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



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

## Food for thought

**THE GIST OF (the basic meaning)**

**The word gist seems to have come from the old French word *gsir* which means to lie within something and being its basis.**

# ADC and DCC to host USDWA training conference in Hot Springs

The Arkansas Departments of Correction and Community Correction will host the United States Deputy Wardens Association (USDWA) annual training conference. The event will take place at the Arlington Resort Hotel & Spa in Hot Springs July 28 through Aug. 2.

“Our agencies [the Arkansas Departments of Correction and Community Correction] are excited to be co-hosting the 68<sup>th</sup> annual conference of the United States Deputy Wardens Association,” said ADC Director Ray Hobbs.

He said the week’s excellent speakers and programs were included with professional growth and development in mind for those correctional employees who will be attending.

USDWA President Curtis Meinzer, Deputy Warden, Varner SuperMax, said the USDWA places great importance on the exchange of ideas between facilities and the consideration of new trends and approaches to correctional work.

He said he looks forward to members recognizing and participating in the growing camaraderie that develops in the unique atmosphere of the conference.

“Such an atmosphere promotes professional and personal growth that will ultimately enable all of us to impact

our professional community in the most positive way possible,” he said. “It is our honor as the USDWA to act as a catalyst for such growth.”

USDWA Vice President Ron Beck, Assistant Center Supervisor, Northeast Center, said, “Our slate of speakers is top notch and promises to be both interesting and informing. This is also an excellent opportunity to meet and network with correctional professionals from across the country.”

The opening ceremony will be conducted by Meinzer, Hobbs, DCC Interim Director Sheila Sharp, and USDWA Executive Director Kevin Murphy.

Activities for the week include workshops, unit tours, a dinner theater, and a dinner cruise.

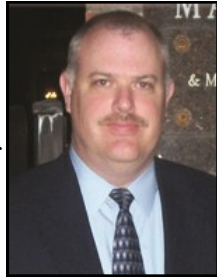
Included on the agenda is Warden Burl Cain, Louisiana State Penitentiary (LSP), Angola. His focus will be on great warden characteristics.

Once known as the “Bloodiest Prison in America,” under Warden Cain’s leadership LSP has become one of the safest, most secure and progressive maximum security prisons in the nation.

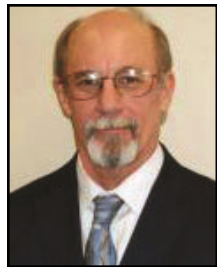
Also on the agenda is Mississippi DOC Commissioner Christopher Epps. Epps’ workshop is entitled, ‘Do You Have What It Takes?’

Epps is Mississippi DOC’s longest serving commissioner, and on Jan. 28, 2013, he was sworn in as president of the American Correctional Association.

Law enforcement online and the FBI sharing portal is the focus of a workshop to be conducted by Terry Booth who works as a contractor for the FBI.



Meinzer



Beck

## Deputy Wardens gather at ORCU

Deputy wardens from around ADC met June 27 at the Ouachita River Correctional Unit in Malvern. The deputies meet quarterly at a different unit to discuss issues and fellowship.



## 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:

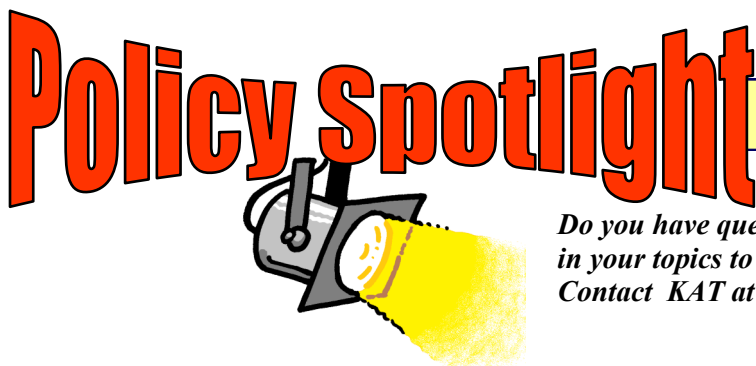
- ◆ Confidential, free counseling
- ◆ Legal assistance and support

- ◆ 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  
 Online: [arbenefits.org](http://arbenefits.org)



**Facts about policy and conduct**

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

**EMPLOYEE DRUG TESTING** *(excerpts from AD 11-19 REFERENCE: AR 202: Drug-Free Workplace)*

**APPLICABILITY:** Employees, applicants, agents and volunteers of the Arkansas Department of Correction.

**POLICY:**

It is the policy of the Arkansas Department of Correction to provide a drug-free workplace and to ensure, to the maximum degree possible, that no employees are impaired in the performance of their public duties by intoxicating substances.

**II. EXPLANATION:**

All staff, including support staff, working in a correctional environment are responsible for the good order and safety of facilities and must be fully alert, capable of good judgment, and physically able to respond as required. No staff member, on or off duty, will have any involvement with illegal drugs.

**IV. APPLICABILITY:**

- A.** All staff and applicants through all levels of the chain of command, including staff and applicants of private prisons operated for the Arkansas Department of Correction are subject to conditions of testing specified in this Administrative Directive.
- B.** Volunteers who are provided identification badges and afforded unescorted movement within institutions of the Department of Correction.
- C.** Contract staff whose regular duties are within facilities of the Department of Correction.
- D.** Staff of the Arkansas Correctional School District and Riverside Vo-Tech.

# TRAINING TA ACADEMY

## Training Academy Graduates

Class 2013-F, June 14, 2013



Scottie Arrington, Shawna Baker, Denise Bates, Jaicara Davis, Ena Davis, Anthony Davis, Sr., Krystal Dehart, Jeffrey Gates, Tierra Gorden, Desmond Green, Alex Green, Jeffrey Guide II, Grerasha Harris, Tyrone Hellums, Kerry Hendricks, Ashley Howard, Ricky Jefferson, Jr., Marquez Jordan, Amesha Matthews, Colton Mohan, Patrice Morgan, Jason Morgan, Maqez Nailer, Daniel Neitz, Kendalynn Newborn, Tracy Norwood, Edward Norwood, Arlen Parham, Magen Reed, Christian Russ, Robert Sallie, James Sherrer, Richard Standridge, Jr., Nicholas Swiney, Colin Toatley, Tekelvue Ware, Keniatia Williams, Shaun Williams, II, and Ethan Winsor.

## Training Academy recognizes Willis H. Sargent Outstanding Students



The WHS Outstanding Student Award winner for Class 2013-F, June 14, 2013, is Maqez Nailer. Pictured are Nailer, right, and Captain Randy Callas.



PINNED—Misty White was recently pinned captain at the Mississippi County Work Release Center. From left are Judy Taylor, White, and John Herrington.



PINNED—Steven Ricketts was recently pinned captain at the RLW Unit. From left are, Warden Mark Cashion, Ricketts and Major Maxcie Foote.

# Promotions & New Hires

## Promotions

Date	Name	Position	Unit
5/26/2013	Debra Barnes	Administrative Specialist II	Tucker
5/26/2013	Dorsey Lee Sr	Sergeant	East Arkansas
5/26/2013	Darrick Trotter	Sergeant	Cummins
5/27/2013	Tameca Davenport	Administrative Specialist II	Central Office
5/27/2013	Debra Mills	Inmate Grievance Coordinator	East Arkansas
6/2/2013	Karl Cherry	Lieutenant	Cummins
6/2/2013	Willie Johnson Jr	Sergeant	Maximum Security
6/2/2013	Barbara Matthews	Lieutenant	Maximum Security
6/9/2013	Paul Bolin	Lieutenant	Tucker
6/9/2013	Clarence Capps	Sergeant	Varner
6/9/2013	Morris Collins Jr	Sergeant	Cummins
6/9/2013	Christopher Griffith	Sergeant	Maximum Security
6/9/2013	Anthony Jackson	Captain	Maximum Security
6/9/2013	Carl McGilton	Food Preparation Supervisor	Delta Regional
6/9/2013	Kendrick Nelson	Captain	Maximum Security
6/9/2013	David Quillen Jr	Sergeant	Varner
6/9/2013	Steven Ricketts	Captain	Randall L Williams
6/9/2013	Ashlee Shabazz	Sergeant	Varner
6/9/2013	Misty White	Captain	Mississippi County
6/10/2013	Jeffery Glover	Sergeant	Wrightsville
6/10/2013	Alicia Jennings	Records Supervisor	Mississippi County

## New Hires

Date	Name	Position	Unit
5/27/2013	Terry Washington	Food Preparation Supervisor	Cummins
6/3/2013	Tammy Cox	Administrative Specialist I	Ouachita River
6/3/2013	Donna Nutt	Administrative Specialist I	Ouachita River
6/3/2013	Anthony Weaver	Industrial Supervisor I	Industry-Wrightsville
6/10/2013	Earl Glass	Advisor	Mental Health-PBU
6/10/2013	Christina McNairy	Administrative Specialist I	East Arkansas
6/10/2013	David Mills	Deputy Warden	East Arkansas
6/11/2013	Antonio Neely	Chaplain	Chaplaincy-EARU

# ADC ADVOCATE EMPLOYEES NEWSLETTER

## ADC Mission Statement

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

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

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

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

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

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# Parting Shots



Arkansas Department of Correction

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