

THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

July 2015

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NWAWRC celebrates 35 years

The Northwest Arkansas Work Release Center celebrated its thirty-fifth year in Springdale on May 29.

Center Supervisor Jason Nichols gave the history of the Center. Emergency Preparedness Coordinator Sgt. Randy Carter presented emergency preparedness and the importance of community involvement in emergency preparedness.

A cookout-style community appreciation lunch was provided by the Center and the employee corporation for community employers and volunteers who have helped shape the Work Release Program over the past 35 years. Sgt. Carter and Chief of Security Lt. Stephen Simmons gave a tour of the facility.

The Northwest Arkansas Work Release Center opened in 1980. At that time the center supervisor was Rick Atkinson. In the beginning, there were four correctional officers and 16 inmates.

At that time, the administration office and parole were located on Huntsville Avenue, and the inmates were housed in the city jail. In 1988, Jerry Price became the center supervisor. Inmates held full-time jobs at Tyson, New-



Ed Johnson, left, and Mark White cook for the event.

lyweds Food and Georges. The city courts were located at 200 E. Price Avenue in the old lumber yard.

In late 1995, the city of Springdale began construction of a new administration building. This would be the new home of the city courts and the police department. Inmates were moved to the Benton Unit. At that time, the staff stayed at the Tucker Unit in the BOQ, working four-day weeks. In the spring of 1996, NWAWRC moved back to Springdale. The inmate population grew to 32. The old lumber yard, just across the street, was utilized for the administration and inmate visitation.

Price retired in the spring of 1998, and Mark Cashion became the center supervisor. The inmate count rose to a total of 42 in 1999. Free-world jobs were held by 33 inmates. Cashion transferred to the Delta Unit in 2003, and James Brooks became the center supervisor.

In 2007, the State of Arkansas in-



Sgt. Randy Carter speaks to employers during the celebration event.

See NWAWRC on page 3

Here is the word **complacency** again!

I have reviewed some of our agencies' critical incident committee recommendations, and want to share the recommendations in an attempt to ensure, as an agency, we are learning from these incidents. Being complacent can lead to injury or worse.



Wendy Kelley
Director

The following recommendations from several reviews were shared with the Wardens in 2014:

- All staff in the position of sergeants and above should become CPR certified within 90 days or sooner after being promoted.
- Sergeants should be given the discretion to decide when to enter an inmate's cell during a medical emergency or crisis situation as opposed to waiting for the arrival of medical staff.
- Correctional Incident Command should be taught for all incidents, and the staff taking command at a situation such as an unresponsive inmate should give direction to all staff, including medical staff, to enter and assess an inmate.
- Security staff who discover an inmate unresponsive in his cell should alert other staff for assistance via radio communication. Staff should not leave the inmate's cell door to seek assistance when a radio is available.
- Monitoring of paperwork (such as logs) completed by newer staff; spot check all logs for accuracy and completeness.
- Drills, including dealing with unresponsive inmates in restrictive housing, should include medical staff.
- When possible, an inmate should be given an order outside the presence of other inmates.
- When possible, an inmate should be isolated from a group of inmates before attempting to enforce an order.
- Orders should be given when staff is carrying out the order, not in advance which gives an inmate time to plan his response/attack unnecessarily.

I wanted to start with these recommendations, because with the renewed emphasis on re-entry and rehabilitation I do not want any staff to forget about complacency. Being a role model for inmates does not mean sharing your personal information. We discuss maintaining professional boundaries, yet we lose staff because they cross those boundaries. It will cost the job and all the consequences unemployment brings to their families, but it could cost a life inside our prisons.

I'm sure you have seen the news about what happened in New York with the escape, and we experienced our own escape in 2014. While different situations led to the escapes, complacency by staff and crossing professional boundaries were highlighted in New York. Whether you are working the night shift with only the inmates to communicate with or you are working on a job site with the inmates, you must remember that not taking precautions and following policies can lead to disaster. If an inmate is not following your orders, he/she may be testing you to see whether you are the weak link. Just as you take precautions to maintain good health and prevent illness, corrections staff must protect themselves against manipulative inmates. In your interactions with inmates, be aware that they may be attempting to manipulate you. You are there to be a role model, but you are not there to be a "friend." You should never

share your problems, your frustrations, or other personal information.

As you know, professional boundaries must be maintained in any relationship within the Department. I want to mention some of the traits that make you a target: overly friendly, naïve, gullible, sympathetic, physically or mentally weak, or usually timid.

Do you easily share personal problems, not know how to handle compliments, have a trusting nature, always believe what you are told, tend to help the underdog, have trouble saying no?

Can you be made to feel obligated to look the other way or to "help" pass a message?

Do you look at rules as no big deal? And would you share your lunch, not report minor rule violations, use kindness as the best control?

There are many more reminders of questions you must ask yourself daily. Any act that is considered unprofessional is subject to disciplinary action up to and including termination. I urge you remember to maintain control of that professional boundary. The word *no* is a great tool. Awareness is key. Rules are rules. Policies must be followed. Know your weaknesses and the traits that make you a target. Resist being controlled by compliments. Maintain your distance. Keep your guard up.

And don't forget that anxiety and tension cannot show. So, do something for yourself that will keep that at bay, since that, too, makes you a target. And, if you find that you have crossed a boundary, go to your supervisor for guidance or contact another staff member such as the EEO office, Human Resources, or the Chaplain. Do not discuss work problems/issues with an inmate.

I hope everyone has an enjoyable 4th of July holiday whatever day you get to celebrate our great country!

CALENDAR OF EVENTS

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

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

JULY



July 2015

**4—Independence Day
25-29—SSCA Summer Conference**

NWAWRC . . . continued from page 1

cluded NWAWRC in the accreditation. Arkansas was the first state in the south to have all prison units accredited. Because of this, the Golden Eagle Award was presented to then Director Larry Norris.

The City of Springdale made the decision to take down the old lumber yard building in 2011. The administration and inmate visitation area were then moved into the old city computer building, across the street. Plans for expansion of the Work Release Program began again.

In 2014, the National Guard Armory was given to the Springdale Police Department. They offered to lease the old Armory to the ADC. After a complete remodel of the building, NWAWRC moved in. Brooks retired in October of 2014, and Jason Nichols accepted the position of center supervisor.

Nichols said, "I would like to thank all my staff for all their hard work in helping organize the luncheon. And a special thanks to Ed Johnson, Kimble Murphy and Mark White for the cooking and preparation."

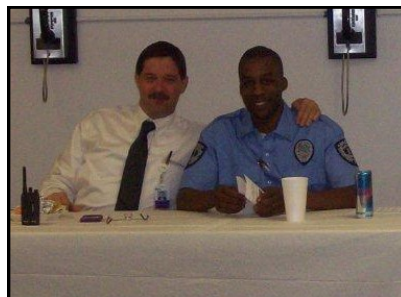


In photos above and below, attendees enjoy the food.



Retired Center Supervisor Jim Brooks, left, visits Corrections Board Member Buddy Chadick.

Jason Nichols, left, and Lt. Stephen Simmons enjoy the celebration.



Two receive 30-year service awards from ADC Management Team



Sgt. Jennifer Newton, Hawkins



Deborah Reynolds, ACI Inventory Control Manager

The Correctional Peace Officers Foundation touches ADC

The Correctional Peace Officers (CPO) Foundation is a national, non-profit charitable organization created in 1984. Its primary function is to preserve and support the surviving families of Correctional Officers who lose their lives in pursuit of their chosen profession of protecting the public from those remanded to correctional custody and supervision in the nation's prisons and jails.

Recently, **Director Wendy Kelley**, on behalf of CPO, presented a check to CPO member **Tracie Elliott** after a recent fire destroyed her house.

Registered with the IRS, the CPO



Director Kelley presents check to Elliott.

Foundation is not a political action group or committee of any kind, nor is it affiliated with any political action group or committee of any kind, nor is it involved in any collective bargaining issues with any employee groups, associations and/or administrations.

It is the policy of the CPO Foundation to recognize privatization in the field of Corrections. The CPO Foundation adheres to the policies of the Federal Government's Department of Justice. Those policies recognize only law enforcement officers within the public sector.

The CPO mission statement is: The purpose of the Correctional Peace Officers (CPO) Foundation, Inc. is to operate and maintain a general fund for the perpetuation of the memory of those Correctional Peace Officers killed in the line of duty; to provide for their spouses, children or other beneficiaries; and to promote and project a positive image of the Corrections profession, both internally and to the general public.

The CPO Foundation defines catastrophic when an Officer and/or staff member at a Correctional Facility, because of a catastrophic illness, injury, or event, are suffering severe financial hardship. Resources within the Catastrophic Assistance Program are not infinite. They are limited and the Catastrophic Coordinators, along with contacts at the individual facilities, must verify and explore the extent of the financial need. The Catastrophic Assistance Program is not intended to supplement an entire paycheck and is primarily for Correctional staff, their spouse or dependent children.

The CPO Foundation Board of Directors strongly considers assisting Correctional staff in situations related to natural disasters: fire, flood, earthquake, tornado, etc.

For more information on this organization see their website.*

**Parts of this article are taken from the CPO website at www.cpof.org*

A pinning

Sgt. Melanie Williams, middle, is pinned by Cpt. Misty White, left, and Sgt. Joyce Mitchell.



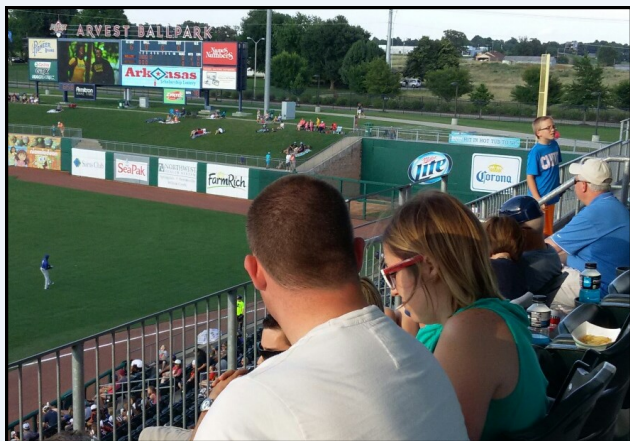
A pinning

Sgt. Hunter Boles, middle, is pinned by Major Percy Arnold, left, and Captain Paul Killian.

Around ADC

Wrightsville Award

The Wrightsville Unit Regional Maintenance received an award from Little Rock Parks and Recreation for the Maintenance Volunteer of the Year. Pictured are Sgt. Michael Butler, from left, Lt. Calvin Peterson, and Sgt. Donald Garrett.



Take me out to the ballgame

It was Corrections Day at Arvest Ballpark in Springdale last Saturday as ADC and ACC employees gathered for the Natural vs. Tulsa Drillers game.

Governor supports PIP

Arkansas Governor Asa Hutchinson visited with Paws in Prison ambassador-dog Chloe. The Governor's office has applauded the efforts of PIP.



A pinning

Sgt. Bryant Dallas, middle, is pinned by Deputy Warden Steve Outlaw, left, and Major Maurice Williams.

Health Matters

Top 10 things you REALLY need to know about EBOLA

You can't get Ebola from a handshake or a hug.

Ebola is spread through direct contact with infected body fluids. Direct contact means that blood or body fluids (urine, saliva, sweat, feces, vomit, breast milk, semen) from an infected person (alive or dead) have touched another person's eyes, nose, or mouth or an open cut or wound.

Ebola is only spread from one person to another after symptoms begin.

Symptoms of Ebola can appear anywhere from 2 to 21 days (average 8 to 10 days) after being exposed. A person infected with Ebola cannot spread it to others until symptoms begin. It is possible that Ebola virus can be spread through the semen of men who have survived Ebola.

The Ebola outbreak is not affecting the safety of airline travel.

Airline travelers in the United States are extremely unlikely to become infected with Ebola. All travelers coming from Liberia, Sierra Leone, or Guinea, arrive at one of five airports in the United States where entry screening by Customs and Border Protection and CDC is taking place.

Ebola is not airborne.

Ebola is not a respiratory disease and is not spread through the airborne route. There is no evidence that Ebola is spread by coughing or sneezing. Ebola might be spread through large droplets (splashes or sprays) but only when a person is very sick. That's why hospital workers must wear per-

sonal protective equipment to stay safe around people with Ebola.

If you're feeling sick, think flu not Ebola.

Although flu and Ebola have some similar symptoms, Ebola is a rare disease, particularly in the United States. Flu is very common. To date, four cases of Ebola have been detected in the United States, and two of those were imported from West Africa. Every year in the United States, millions of people are infected with flu, hundreds of thousands are hospitalized, and tens of thousands die from flu. Unless you have had direct contact with someone who is sick with Ebola, your symptoms are most likely caused by flu and you do not have Ebola.

Household bleach and other disinfectants kill Ebola.

Household bleach or an EPA-registered hospital disinfectant will kill Ebola.

Your family members, coworkers, and neighbors returning from countries with Ebola outbreaks don't pose a danger to you and your family.

Ebola is spread through direct contact with infected blood or body fluids (including but not limited to urine, saliva, sweat, feces, vomit, breast milk, and semen). Not everyone coming from countries with Ebola outbreaks has been in contact with someone who has Ebola. Travelers coming from countries with a large Ebola outbreak will be given a CARE (Check and Report Ebola) kit at the airport to

help monitor themselves for Ebola symptoms. In addition, they will be actively monitored, meaning they are checked on at least once a day by public health officials. It's safe for you and your family to be around people being monitored as long as they do not have signs or symptoms of Ebola.

Mosquitoes are the deadliest insects in the world, but they don't carry Ebola.

There have been no reports of mosquitoes or other insects transmitting Ebola virus. Only mammals (for example, humans, bats, monkeys, and apes) have become infected with Ebola virus and spread it. Mosquitoes do carry other organisms, like malaria and West Nile virus, that can make people very sick, and sometimes even cause death.

Food and drinks imported into the United States from West Africa are safe to eat and drink.

To date, no one has been infected with Ebola from foods that are imported into the United States. You can't get Ebola from food grown or legally purchased in the United States.

Your dog or cat is not spreading Ebola.

There have been no reports of dogs or cats becoming sick with Ebola or of being able to spread Ebola to people or other animals. Because the risk of an Ebola outbreak spreading rapidly in the United States is very low, the risk to pets is also very low.

Excerpts from www.CDC.org

Suicide shouldn't be a taboo subject

In 1995, as I settled into my new desk at a new job, I watched in gleeful horror as my new deskmate used a pair of scissors to saw off the head of a stuffed animal while ranting on the phone about a cheating boyfriend.

(The stuffed animal had been a gift from said boyfriend.)

My deskmate's name was Melanie. Like me, she was in her 20s. We became fast friends.

Years passed. Boyfriends came and went. On April 28, 2001, I partied at Melanie's wedding. The very next day, I married my husband.

Over the years, I heard often about Mel's amazing sister-in-law, Rachel. A mom to three boys, Rachel always had the answers to difficult parenting questions. When Mel's son encountered his first bully, it was Aunt Rachel who offered wise words and guidance. She's the mom who, each year, puts up and decorates a summertime Christmas tree. A gifted artist, she always has her sons working on various projects.

The oldest, Cole, clearly adored his mother.

His Facebook profile photo depicted him sporting a "tattoo" that had been drawn in Sharpie on his arm. It read, "Mom."

Who drew it?

Mom.

And he was PROUD of it.

On Memorial Day, Rachel came home, went into Cole's bedroom and found him hanging by a belt in his closet.



Cathy Frye
Public
Information
Officer

She clawed frantically at the belt, sobbing, hugging her son. And then she ran out into the street and hollered for a neighbor to help her get Cole loose.

For days, he lingered between life and death.

Rachel knelt at his hospital bed, threw her arms across his body and prayed. Someone took a photo.

It went viral.

I still cannot look at that picture without crying.

Cole was 15. He had shaggy blonde hair, gorgeous blue peepers and a smile that lit up an entire room. He was smart and funny, the kind of kid who could mingle easily with adults and make them laugh.

But for some reason, at the tender age of 15, he felt that suicide was his only option.

Cole killed himself. There, I said it. A 15-year-old boy with a heart-stopping grin and everything to live for chose to die.

This week, I attended the "Security for Non-Security Employees" training course.

One of the sessions focused on suicide.

What did I take away from it?

We make it a point to ask each and every one of our inmates if they are thinking about killing themselves.

But we're afraid to ask the same question of our families, friends or co-workers.

As it turns out, Cole had told several friends about his plans to kill himself. Maybe no one took him seriously. Maybe

no one thought a kid like Cole would follow through.

Regardless, no one told.

At our training this week, we learned that most people contemplating suicide tell someone of their intentions.

I guess it's just against our human nature to believe that someone would take his own life.

According to what we learned, a person seriously considering suicide feels three things: Hopelessness. Helplessness. And worthlessness.

How, I asked, could a 15-year-old boy feel even one of those things, let alone all three?

And yet statistics show that those most likely to kill themselves are young men aged 15 to 24.

Suicide has always been a taboo subject. Maybe, however, it's time to start chipping away at the stigma.

Because if a teenage boy can feel the kind of despair that our inmates feel -- the kind of despair that prompts someone to kill himself by hanging ... which is not an easy death ... then we need to start asking ourselves why we aren't asking the right questions.

Which, according to our trainers, are:

Are you thinking of killing yourself?

Do you have a plan for doing so?

Do you have the means?

If we, as ADC employees, can pose such questions to the inmates in our care, surely we can figure out a way to pose them to others as well.

Please, look for the Coles in your life. I know I will, even as I continue to mourn his death.

New job duties assumed

Congratulations to Dexter Payne and David (Davey) Farabough.

Superintendent Dexter Payne will be promoted to Deputy Director of Institutions effective July 6. He will continue to serve as the Superintendent at the Wrightsville Complex, but will begin to shadow Deputy Director Marvin Evans who plans to retire in September.

Payne earned his Master's Degree in Criminal Justice from Arkansas State University after completing his Bachelor's in Criminology. He began his career as a COI in 1990 at the Diagnostic Unit and promoted through the ranks of Sergeant, Lieutenant, Captain, Major, Asst./Deputy Warden, and Superintendent. He is a current ACA Auditor.

David Farabough will be promoted to the Department's Farm Administrator effective July 6. He earned an Associate's Degree from Southern Arkansas University in Architecture & Building. He has been in the position as acting Administrator since May of this year. Farabough joined the Department in 2009 and has been an asset to the Department's agriculture program at the Cummins Unit and beyond. He has over 35 years of experience in farming and is a life-long resident of Arkansas.

"Both of these men have integrity and are dedicated to the successful mission of the Department!" Said Director Wendy Kelley. "Please give them your support as we all work toward the goal of improving public safety in Arkansas by remaining vigilant in following policies that guide our service."

Gun magazines: to rest or not to rest

How often should I empty my magazine?

Should I alternate magazines?

What happens to my springs if I leave them loaded too long?

These are questions often asked of ADC Weapons Manager Robert Hutcheson.

The following paragraphs are excerpts from his answer.

“The truth is that if you are running a modern firearm, keeping your magazines full will not hurt them in the long run. A well-manufactured spring in your magazine is designed to hold the load of rounds for long periods of time and should not weaken the spring to the point of being useless. Some manufacturers will say to alternate magazines after a particular period of time, but it has been my observation that most manufacturers do not even mention it in their literature. According to Glock, it will not hurt to keep your magazines loaded all the time. Then again, Glock also sells magazine springs.

“There are a couple of benefits to unloading and allowing your magazines to rest, the biggest of which is safety. If you keep your magazines loaded all the time and never allow them to rest, your weapon may let you down if you need to defend yourself. For you *CSI Miami* fans, remember the reason the character, Speed, was killed - a dirty, inoperative weapon.

“The next benefit is cleaning. If you carry the same magazine with the same rounds on a daily basis, especially you field riders, dirt and debris will naturally start to build up. It is recommended to occasionally unload them and give everything a nice cleaning. This includes the rounds that are in the magazine. A quick wipe with a towel should do the trick. I tell my armorers that since most of the field officers do not carry more than one magazine an-

yway that they should use that as an opportunity to swap mags and ammo every quarter.

“Sweat can make its way into a magazine . . . and into a round. I personally cycle through my carry ammo every few months, especially during the summer.

“The majority of gun owners or even those who do not own a personal weapon, but are issued a weapon every day, make every effort to make sure their weapon has had its regular maintenance. But these same people seem to neglect to be sure the most important part of their weapon, the magazine, is also being kept and maintained properly.

“There are many different ways to argue this point and all of them would seem valid.

“My suggestion to those of you who carry a semi-automatic weapon for self-defense, either on or off duty, is to make it a point to rotate out your ammunition from one magazine to another every quarter. If you carry more than one magazine, every quarter remove all the ammunition from them, completely strip the magazine down* and along with basic cleaning, let the springs rest overnight. You can reload the magazines when you get up in the morning and will have served a useful purpose to your weapons ability to protect you.

“If you have any questions on firearms related issues, please feel free to contact me, and I will do everything in my power to assist you.”

** Only ADC approved armorers are allowed to take weapons apart, this includes the magazines.*



A pinning

Cpl. Nicholas Carmichael, middle, is pinned by Lt. Ronnie Hill, left, and Cpl. Rhonda Moore.

Influential corrections professor dies

Dr. Charles David (Duke) Chastain died suddenly June 3, 2015 in Little Rock. He was 73.

Dr. Chastain was a Professor of Criminal Justice at the University of Arkansas at Little Rock, where he had been since the beginning of the Criminal Justice program in 1972.

Many ADC employees took classes from him, and he was instrumental in the development and oversight of the Reentry Initiative Programs at PBU, Wrightsville and ORCU. He will be greatly missed.

“Dr. Chastain impacted the lives of hundreds, maybe thousands of people in the criminal justice field,” said Warden David White. “He was a professor who became a friend and mentor. He was a leader and student of corrections. He will be sorely missed. This passing takes me back to when I was a long hair undergrad sitting in the back of the room with a bunch of cops. It’s been a long strange trip but Dr. Chastain was always there. His influence will last forever.”

According to Dr. David Montague, associate professor

of criminal justice at UALR, Chastain had recently been diagnosed with brain cancer, and he passed quickly and painlessly.

He was Coordinator or Chair of the Criminal Justice program for over 20 years. He served as the primary undergraduate student advisor for students and the UALR Criminal Justice alumni chapter, as well as pre-law and Legal Studies advisor. His primary interests were in the areas of Constitutional Law and Criminal Justice Careers. He had served on the Parole Board, the Board of the Law Enforcement Training Academy, Governor Bill Clinton Task Force on Crime and Justice, and PBU Inmate Council.

Dr. Chastain was a champion for education in the criminal justice system, both for members of the law enforcement community and also those who were incarcerated.

He is survived by his wife of 51 years, Judy Bridges Chastain, and his daughter Sara Chastain. Memorials may be made to Charles D. Chastain Founding Chair Scholarship, UALR Development Office, 2801 South University, Little Rock, 72204.

Policy Spotlight



Facts about policy and conduct

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

EMPLOYEE HANDBOOK **Benefits (in part)**

Retirement Sick Leave Pay Off – Upon retirement or death, a state employee (or employee’s beneficiary) may receive compensation for accumulated unused sick leave.

You may not receive an amount that exceeds seven thousand five hundred dollars (\$7,500) upon retirement.

Deferred Retirement Option Plan (DROP) – The General Assembly established a Deferred Retirement Option Plan for state employees, which allows a 28 and out DROP with a reduced deferral for those with at least 28 years of credit with APERS to defer retirement and continue in service to the state under the DROP plan. Any time purchased by an APERS member counts toward the 28-year requirement.

After seven years in the DROP plan, employees must leave state government and begin drawing their retirement benefit. If the employee entered the DROP plan after January, 2011 upon their retirement; they may never return to employment with an APERS covered employer. They may receive the deferred amount in a lump sum or as a monthly payment, or roll it over into an independent retirement account.

Employees under the DROP Plan are still eligible for deferred compensation, career service recognition payments, sick and annual leave, and state employees’ health insurance.

TRAINING ACADEMY

Training Academy Graduates:

Class 2015-F, May 29, 2015



**Willis H. Sargent
Outstanding Student
Achievement Award
(no photo available)**

The Willis H. Sargent student for Class 2015-F, graduating May 29, is Marcus Hicks.

Cordaryl Allen, Omar Attaharwi, Daniel Barrett, III, Sara Birge, Sheneka Brown, Nakira Byers, Quantarius Chatman, Lanson Christopher, Ashley Clayton, Christopher Coburn, Joseph Davis, Angelette Diggs, Marvin Doyle, Chantel Durrett, Jasmine Ford, Lakisha Frazier, Hunter Glover, Shareeta Gonzalez, Keith Hamilton, Zachary Hamric, Tanner Henley, Marcus Hicks, Jolunda Johnson, Quiyesha Johnson, Daniel Killian, Michael Kindall, Steven Kress, Brianna Lamb, Steven Lancaster, II, Joel Lappin, Brittany Lee, Roger Lee, Roger Lewallen, Brandy McComas, Karen McSpadden, Juan Mendoza, Latay Modacure-Moore, Dedrick Pace, Melissa Pickett, Sonda Preston, Michael Rollins, Jr., Zachary Scroggins, Shantelle Smith, Debra Taylor, Barry Taylor, Jr., Sarah Warner, Yolanda Williams, and Randy Wilson.

Training Academy Graduates:

Class 2015-G, June 19, 2015



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

The Willis H. Sargent student for Class 2015-G, is Seth Borchert, third from left, with Capt. Randy Callas, Warden Randy Watson, and Training Administrator Fred Campbell.



Malik Appleby, Nicholas Aulisio, Justin Baker, Allen Barnes, Dillon Beard, Seth Borchert, Stephen Bronke, Brittani Brooks, Aaliyah Brown, Jimmy Bruce, Megan Bryant, Ethel Carter, Dianne Chicoine, Steven Childers, Joseph Chism, Letha Crain, Amber Deere, Tavarus Evans, Jason Frazier, Andrea Gaddy, Matthew Graddy, Gary Greer, James Haley, Tamrah Hanna, Colby Hardin, Jasmine Haywood, Thomas Heidloff, Britney Henderson, Rhonda Hernandez, James Hoover, Amber Hunter, Keiunna Jones, Lesley Jones, Ryan Lacey, Anetrise Lee, Thomas Magness, Kadeidre Malone, Tony Newton, Brooksanne Parker, Jason Patch, Ka'Cetrya Peacock, Kendra Reed, Clayton Reynolds, Justin Rogers, Ronald Rufer, Wesley Stivers, John Tate, Mariah Teague, Justin Tindall, Darrielle (Swift) Turner, Shandice Ursery, Larry Walls, Tia Washington, Sherita Webb, Tyesha Williams, Joshua Williamson, and Angela Woodson.

Promotions & New Hires

Promotions

Date	Name	Position	Unit
05/24/2015	Beatrice Bailey	Inmate Grievance Coordinator	East Arkansas
05/24/2015	Veronica Bean	Fiscal Support Specialist	East Arkansas
05/24/2015	Tradarius Brooks	Sergeant	Varner
05/24/2015	Paula Cowell	Administrative Review Officer	Grimes
05/24/2015	Lemarcus Davis	Lieutenant	East Arkansas
05/24/2015	Roderick Davis	Lieutenant	Wrightsville
05/24/2015	Bryant Hyshaw	Sergeant	Wrightsville
05/24/2015	John Lee	Sergeant	Maximum Security
05/24/2015	Chandra Looney	Sergeant	East Arkansas
05/24/2015	Coty Powers	Rec Activities Supervisor	Grimes
05/24/2015	Evelyn Smith	Sergeant	Hawkins
05/24/2015	Marvin Volner	Sergeant	Hawkins
05/24/2015	Paul Walter	Lieutenant	Ouachita
05/24/2015	Ronald Watson	Lieutenant	Maximum Security
05/31/2015	Chance Norris	Lieutenant	Delta
06/07/2015	Hunter Boles	Sergeant	North Central
06/07/2015	Brandon Butler	Sergeant	Delta
06/07/2015	Bryant Dallas	Sergeant	Maximum Security
06/07/2015	Michael Daugherty	Sergeant	Grimes
06/07/2015	John Herrington Jr	Lieutenant	Varner
06/07/2015	Craig Jones	Sergeant	Cen. Transportation
06/07/2015	Tabitha Lay	Administrative Specialist II	Varner
06/07/2015	Marquis Lundy	Lieutenant	East Arkansas
06/07/2015	Andrew Ruh	Captain	Wrightsville

New Hires

Date	Name	Position	Unit
05/26/2015	Mary Gardner	Administrative Specialist I	MH-McPherson
05/26/2015	Barbara Jones	Administrative Specialist I	Ouachita
05/26/2015	Shakeysha Shelton	Payroll Technician	Human Resources
06/01/2015	Julian Armstrong	Food Preparation Supervisor	Tucker
06/01/2015	Mildred Clifton	Food Preparation Supervisor	East Arkansas
06/01/2015	Randy Reaves	Maintenance Technician	Construction
06/08/2015	Rocky Clift	Commissary Manager	East Arkansas
06/08/2015	David Godfrey Jr	Industrial Supervisor I	Industry
06/08/2015	Tammy Jennings	Administrative Specialist I	Ouachita
06/08/2015	Kiambi Lanos	Computer Support Technician	IT

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.*



Arkansas Department of Correction

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

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

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

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

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Parting Shots



Sunrise

A beautiful sunrise says 'good morning' (or 'good night') to Varner staff recently.