

THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

March 2014

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NWAWRC renovation nearing completion

An armory built in Springdale in 1947 will be the new home for the Northwest Arkansas Work Release Center (NWAWRC).

The armory was vacant and was given back to the city of Springdale in 2012. Then, due to a good working relationship between Springdale and the Arkansas Department of Correction, the facility was leased to the ADC.

According to Center Supervisor James Brooks, this working relationship with Springdale has been ongoing since 1980. The new 100-bed facility will allow 80 inmates to work consistently in the community with 20 porters working at the Center. The facility also houses the administration office.

These 80 inmates will allow NWAWRC to bring in approximately \$514,080 per year. Therefore, in only two years the unit will have paid back the money used for the renovation. The city of Springdale is so pleased to have the Center that calls are received weekly to



The front view of the NWAWRC with Howitzer Cannon Monument, which was a part of the old armory, on the far right.

find out about the program.

The Howitzer Cannon Monument, placed there years ago by the National Guard is engraved with the names of each man from the unit who was deployed to Desert Storm. Under the direction of Assistant Director Leon Starks, the Monument was saved and landscaped.

Two benches that were located beside the monument were refinished by inmates in Pine Bluff and placed in the entrance of the building.

Brooks and staff are eager to have the unit, but there is no set completion date, he said. The official ribbon cutting date has not been determined at this time.



In photo above, a canopy is being installed, and in photo at right, a view of the 100-bed barracks.



Bring on spring and renewal

March is here ... on the march ... time marches on ...

Since the start of the Fiscal Session, I've lost track. That's why I'm looking forward to spring and all that the season signifies.

Sometimes when we get caught up in the hustle and bustle, those things

become the norm. We forget what it was like before the build-up began.

Day Light Savings Time goes into effect on March 9, extending the length of our days, and the first day of spring officially arrives March 20.

Traditionally, this is the time for freshening up our homes before the hectic and hot summer season begins. Sweep away those dust bunnies before Easter, folks. We all know it's tough to make time for spring cleaning when preferable warmer weather past-times, like golf and fishing, are waiting.

But let's take a little time and focus on spring and what it signifies, both personally and professionally. I am revisiting an old topic here, but it's important for us to put certain things in context and remember the benefits of certain processes.

Most of us associate spring with some type of renewal and



Ray Hobbs
Director

often that involves cleaning and de-cluttering. Health experts say that de-cluttering is a good thing because clearing physical clutter also makes room in our heads and hearts, as well as in the home. One expert put it like this: "We can also have mental and emotional clutter blocking the flow of energy in our lives, and clearing this out is guaranteed to help improve our emotional wellbeing.

Examples include undone/unfinished tasks; people/activities that drain you of energy; remaining angry at people; busyness – filling up your schedule with activities you feel duty-bound to do, and leaving no time to nourish your soul and refresh your body."

This really makes sense if you think about it.

De-cluttering equals sharpness, physically and mentally. The clutter of complacency is one of the worst things that can happen in our business. We have to stay sharp and on our toes to make sure that all the policies and procedures of our routine business are followed.

So here's to the season of spring cleaning and de-cluttering. Let's celebrate it and do what we can to make room for a little renewal, but by all means, don't look around and become overwhelmed. That would defeat the purpose.

Identify areas that need de-cluttering, break them down into small jobs and do a little bit every day. That's the key.

Enjoy the season!

Think before you return calls to unknown numbers

If you don't recognize the number, beware of returning calls. That's the advice of Verizon.

According to Allison Simbeck, Verizon Wireless, a current scam is happening to wireless users.

People are making calls to wireless users and are either calling and hanging up or asking the wireless user to call them back for some made up reason.

When the customer calls them back they either place them on hold for a long time or drive up the call time.

The customer is actually calling an international number and is making a very high costing call. If someone calls you and hangs up or asks you to call them back, be wary. Make sure that you trust the number that is calling you in the first place. The charges incurred are valid and will not be credited.



ADC retirees to meet March 13

The next meeting of the ADC Retirees Association will be at 10:30 a.m. on March 13.

The meeting will be held at Administration East and will be followed by lunch.

Kevin Murphy will be the guest speaker.

Food for thought

MAKING A B-LINE

A B-line refers to the direction in which a bee flies after gathering nectar. Bees use the sun to navigate their way around in their nectar search. When they are ready to return to the hive though, they fly in a straight line back. This is why when someone is trying to get to their destination quickly they are said to be "making a B-line."

New class focuses respect and professionalism



The roll out of the Culture of Respect and Professionalism in Service program began Feb. 25 and members of the Management Team and Wardens made up the first class.

The day-long training at Admin East was an overview of CORPS, which will be coming to your unit. More training dates will be scheduled for other senior leadership positions such as Deputy Wardens, Majors and Administrators.

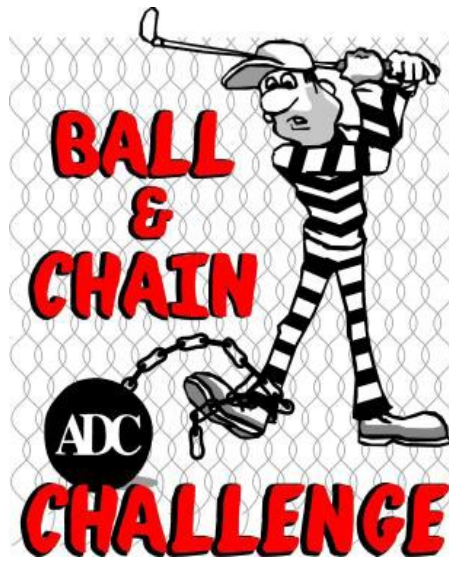
The class included mental health training by Ed Engstrom, *The Winning Mindset* by Randy Shores and *Calming The Storm* by James Vent.

Ball and Chain Challenge 2014 tournament swings into action

The warm days of spring are just around the corner, and that means golf.

In fact, we are already at work on this year's Ball and Chain Challenge. This annual Golf Tournament is sponsored by the Arkansas Department of Correction and Arkansas Association of Correctional Employees Trust (AACET). Proceeds go to the AACET.

The 2014 tournament is scheduled for May 19, 2014 at Harbor Oaks in Pine Bluff. The schedule is the same as last year's schedule: we will have a morning and afternoon round. Trophies will be awarded to the top three



teams in both flights, after each

round.

In addition, there will be prizes for men and women's longest drive and closest to the pin competitions.

If you have played with us before, you know that the Ball and Chain Challenge is a guaranteed good time. We will have lots of food, drinks and door prizes. Lunch will be provided. The morning round will eat after play, and the afternoon will eat before teeing off.

A large crowd is expected, so please get your entry form and payment submitted early.

The registration form and sponsorship form are located on the AACET website.



SSCA Mid-Winter Conference held in Savannah

The Southern States Correctional Association held its Mid-Winter conference in Savannah, Ga., Feb. 22 and 23, offering attendees a taste of Southern hospitality and what is to come at the summer training conference in July.

Representing ADC were Director Ray Hobbs, Deputy Director Grant Harris, Public Information Officer Shea Wilson, Human Resources Administrator Stacy Lenderman, Executive Assistant to the Director Jada Lawrence, Assistant HR Administrator Tracey Robertson and K-9 Sgt. Jonathan Lawrence.

The group attended committee meetings and training sessions. Training focused on mental health issues and diet and fitness. Georgia representatives said this summer's training would be geared toward employee wellness.

The group gathered information in advance of ADC hosting Arkansas Night during the summer conference.



SSCA President-elect Ray Hobbs looks on as Past President Ed Evans of Oklahoma recognizes President Mitzi Kellum for Georgia's assistance to Oklahoma in the aftermath of last year's tornadoes.



Jonathan Lawrence, Grant Harris, Tracey Robertson and Stacy Lenderman during one of the training sessions.



Jada Lawrence, left, and Stacy Lenderman attend the Vendor Committee. And right, Grant Harris and Shea Wilson before the Executive Board Meeting.



Around ADC

Hall wins 'Best of Show'

Cummins Grievance Officer Lisa Hall took the top spot in the recent photography contest held by McFarland Eye Centers which was designed to capture an image of Arkansas. Hall won "Best of Show" for her entry titled "Rise of the Southern Sun."



Chili contest judging — too much fun?

Was there something amiss in the chili judging at Central Office on Feb. 10? Deputy Director Marvin Evans, from left, General Counsel Jan Scussel and Deputy Director Grant Harris teamed up — and had way too much fun — eventually awarding bragging rights to Ann Teer, Disease Intervention Specialist.

Jackson retires

Nancy Jackson, Disease Intervention Specialist, retired Feb. 13. The staff at Central Office wished her well with a cake.



Health Matters

Knowing your family history is good for your health

A number of celebrities have graced recent headlines by making some drastic decisions about their health, and in turn, raising awareness for the importance of knowing one's family medical history. For instance, according to the CDC, a history of breast, cervical or ovarian cancer indicates a strong risk of cancer in some women, and thus proactive and preventative measures, like having a mastectomy or hysterectomy, may be warranted.

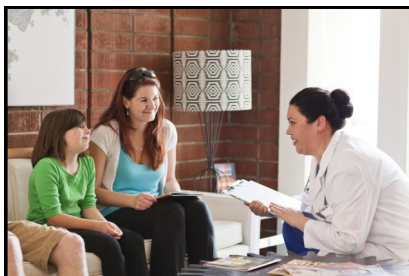
While facing these decisions can be difficult, Brittney Wilson, a registered nurse, knows first-hand the positive effect that knowing one's family medical history can have on a patient's overall health. Since many diseases tend to follow genetic lines, it's important to know your roots in order to make better lifestyle choices.

For example, if you have a history of common medical conditions like heart disease, high blood pressure or diabetes, you have a higher chance of developing them as well, but prevention is possible.

Nurse Wilson offers steps you can take to develop a family medical history record that will help inform your lifestyle choices and serve generations to come.

Step 1: Seek answers to lingering questions

You inherit half of your genetic profile from each parent. So, the first step in establishing your family medical history is to seek answers to any doubts or questions you may have about your parents' identity. In today's society, and with the rising rate of children born out of wedlock, this situation



is actually more common than you might think. In fact, a recent survey conducted on behalf of Identigene, a DNA paternity test laboratory, concluded that one out of ten Americans has personally been in a situation where a paternity test was needed. In addition, nearly one out of five respondents said that they or a close friend or family member has questioned paternity. However, discovering your paternity can be fairly simple. A kit, such the Identigene DNA Paternity Test, is available at nationwide drug stores and supercenters, and offers 100 percent accurate and confidential results within a matter of days.

Step 2: Talk to your family

The best way to gather information about your medical history is to talk with relatives about their health. An upcoming holiday gathering or family reunion is a great opportunity to start the conversation. Explain why you want to learn more about your family history and ask direct, specific questions to uncover any reoccurring medical issues and when they occurred. Consult existing documents, such as family trees, birth certificates and obituaries, to help obtain this information. From the-

se materials, you can begin identifying potential patterns that should be discussed with a doctor.

Step 3: Be proactive about getting healthy

After identifying potential patterns, make a point to discuss them with your primary care doctor at your next annual exam.

A medical professional might suggest necessary screening and proactive steps you can take to help stay healthy and avoid certain predisposed conditions in the future. It's also a good idea to continue to update your family medical history record to help future generations navigate their health.

Preventative care is the most cost effective and least invasive way to ensure your health and prevent illness.

Being aware of your family's medical history is the first step towards making informed choices for a healthier lifestyle.

Above photo courtesy of Getty Images

Below photo courtesy of bing.com

Source: FamilyFeatures.com



African American history celebrated at event

I had a wonderful opportunity on February 26. Governor Mike Beebe and the Mosaic Templars Cultural Center presented “Believe in Arkansas: A Story of Progress.” I had never been to the cultural center. It is Arkansas’ African American history museum and has the mission of collecting, preserving, interpreting and celebrating African American history. The focus is on culture and community events from 1870 to the present.



Shea Wilson
Public
Information Officer

The event was held in the third floor auditorium, which was appropriate because that is where the Arkansas Black Hall of Fame is located. The past, present and future came together for a fabulous program. Our director, Ray Hobbs, was noted among those representing the present and school children were there from Little Rock and El Dorado school districts. Also, some of the best singing

I’ve heard in a while was offered by the Judah Chorale Choir from the University of Central Arkansas. They represented the future.

The event paid homage to Governor Beebe and the programs he initiated or supported to make strides in education, economic development and health care for all people.

I teared up a little listening to Takelia Carter, now a school teacher in the Delta area. Carter was 17 years old and working at a gas station. She had a daughter. One day her daughter told Carter that when she got too old to work in that gas station, she would work there and support her. Carter said that is when she realized that she needed to become a role model that she wanted her daughter to emulate. Through the help of a program supported by Beebe, she attended college and became a school teacher.

LeAnna Godley talked about economic development and the strides the state has made in being inclusive of minority-owned businesses. She shared her success story, the obstacles of the past and improvements that have led to the

awarding of more state contracts to minority-owned businesses.

Dr. Susan Ward-Jones, chief executive officer of East Arkansas Family Health Center, talked about her role in Beebe’s efforts to provide accessible, affordable and quality primary care, dental care and support services to the underserved populations in counties such as Crittenden, Poinsett, Mississippi and Phillips.

All of their stories were remarkable, and I was inspired and blessed to have been a part of such an uplifting program. If you haven’t visited the Mosaic Templars Cultural Center, drop by some time. The center is located on Ninth Street in Little Rock across from Wendy’s. They have a website, too.

An unexpected bonus of my visit: I ran into an old friend of mine, who brought a class of students from Booker T. Washington Elementary School in El Dorado, where I lived before coming to work for ADC. So, my blessings were doubled. We are put in places every day for a reason.

CALENDAR OF EVENTS

MARCH



MARCH 2014

- 9 — Daylight Saving Time Begins
- 17 — St. Patrick’s Day
- 20 — Spring Begins

APRIL

APRIL 2014

- 1 — April Fools’ Day
- 20 — Easter
- 22 — Earth Day
- 23 — Administrative Professionals Day

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



Send information to Kat at
The Advocate
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@arkansas.gov

Every closed eye is not sleeping, and every open eye is not seeing.

Bill Cosby

Red Ribbon Run Scholarship guidelines defined



Red Ribbon Run Scholarship applications can still be made. Four \$750 scholarships are available for graduating seniors of 2014. These scholarship are intended for employee’s children who will be graduating from high school in 2014. This also includes any graduating seniors from Jefferson County schools.

The application form and guidelines are available on ADC Spotlight/Announcements.

Paws in Prison donations

In photo on left, PIP Coordinator Jim Gumm brings a surprise visitor to the Pine Bluff Walmart. Gumm was going there to pick up one of many donations the store has given, and he carried the recently PIP graduate ‘Simeon’ who was in transit to his forever home. In right photo, Gumm with Public Information Officer Shea Wilson receiving a donation from PetSafe Philanthropy Committee of Tennessee. PetSafe has also been a great supporter of PIP.



Back in the day ... 99 years ago!

Completed in 1915, the construction of the Arkansas State Capitol began in 1899 under Governor Daniel Jones. The 92 acres had been the site of the state’s first penitentiary since 1839. At that time, the area was outside Little Rock, but town had grown up around the penitentiary and lawmakers decided the site could be more useful as the location of the State Capitol. In the first stages of the project, as a means of saving money, 200 inmates were made available for the construction.

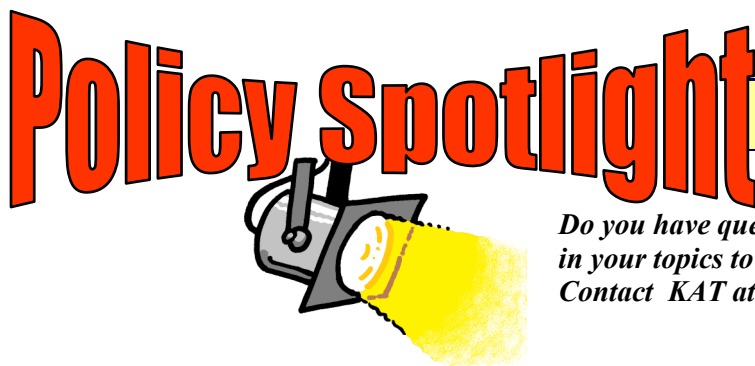


Williams moves from North Central to Hawkins Unit

Director Ray Hobbs announced that Michelle Williams is transitioning from Deputy Warden at the North Central Unit to Deputy Warden at the Hawkins Unit.

She began her career as a Correctional Officer at the Pine Bluff Unit and has promoted through the ranks over the years from Correctional Officer to Deputy Warden. She has worked at various units including Pine Bluff Unit, McPherson Unit, Varner Unit, North Central Unit and the Training Academy.

“Deputy Warden Williams is a 27-year veteran to corrections and is certainly an asset to ADC,” said Hobbs. “Please give Deputy Warden Williams your full support during her transition.”



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 with questions.

EMPLOYEE HANDBOOK

Employment Status—Page 3

Employee Orientation – All newly hired employees will receive orientation training, recognized as the Basic Correctional Officer Training for security employees and Correctional Security for Non-Security Employees. A newly hired security employee must complete the Basic Correctional Officer Training (BCOT). This training shall consist of 280 hours of correctional security training in accordance with ACA and departmental standards. This training will be offered to any security new hire immediately before starting a security position at a unit and/or division. A newly hired non-security employee will complete the 40-hour Correctional Security for Non-Security class during their initial 90-days of employment.

Transfers – Intra/Inter – Employees transferring within the Department from one classified position to another at the same grade will remain at the same salary with no change in anniversary date. Transfers between state agencies should be encouraged when such transfers result in career advancement or greater job satisfaction. If an employee transfers between state agencies and/or institutions of higher education, the unused portion of annual and sick leave will also be transferred unless otherwise stipulated by OPM. ADC employees who have been placed on disciplinary probation cannot apply for intra-transfer during their probationary period.

General Work Rules – Most regular salaried full time employees are required to work at least five eight hour days (forty hour week) unless otherwise authorized by the Governor. Institutions must be manned twenty-four hours a day, seven days a week. Regardless where or when you work, you are expected to begin work on time and promptly leave your work station at the end of your scheduled work day. If there is a need to work before your usual start time or beyond your usual stop time, your supervisor will give you sufficient notice (when possible). Non-exempt and 7K-exempt employees are not authorized to work outside regular work schedules unless overtime is approved by the supervisor in advance. If you are „exempt” you are expected to work the hours necessary to accomplish their jobs when overtime is approved or directed. This may require working more than eight hour days or more than forty hours in a work week.

TRAINING TA ACADEMY

Training Academy Graduates: Class 2014-A, Feb. 14, 2014



Johnnie Barton, Nekio Betts, Schaundra Etherly, Rocky Foster, Valerie Fults, Carla Glenn, Brandon Johnson, Angela Lynch, Jacob Martin, Tiffany Mays, Bruce McCrackin, Johnny Morris, Deloris Noble, Codie Odom, Joseph Schultz, Marsha Stanley, Matthew Weatherford, Michael Whatley, Cody White, Michael Woodson, and Aspen Yarbrough.

Training Academy recognizes Willis H. Sargent Outstanding Student



The winner of the Willis H. Sargent outstanding student award for Class 2014-A is Tiffany Mays. Pictured are Chief Deputy Director Wendy Kelley, Mays, and Captain Randy Callas.



Promotion

Jeanette Townsend was promoted to Lieutenant at the Benton Unit effective on Feb. 17. Lt. Townsend has been with ADC since December 1990 and at the Benton Unit since October of 1998. She was promoted to Sergeant in 2007. In photo are Warden Kay Howell, from left, Townsend and Major Robert Plant.

Promotions & New Hires

Promotions

Date	Name	Position	Unit
01/26/14	Lucretia Jackson	Inmate Grievance Coordinator	Varner
02/02/14	Beecher Brodnax	Construction Project Supervisor	Construction
02/02/14	Darrell McHenry	Administrative Analyst	Central Office
02/02/14	James Powell	State Production Constr. Supv.	Construction
02/02/14	Calvin Sewell	Sergeant	Maximum Security
02/02/14	Vermarsha Stewart	Human Resources Assistant	East Arkansas
02/09/14	David Ruff	Inventory Control Manager	Training Academy
02/16/14	David Allen Jr.	Captain	McPherson
02/16/14	Joseph Bivens	Lieutenant	Varner Supermax
02/16/14	Nicholas Bradley	Senior Software Support Analyst	Information Systems
02/16/14	Michael Davenport	Sergeant	Varner
02/16/14	Stacy L Douglas	Correctional Officer I	East Arkansas
02/16/14	Krystal Fowler	Administrative Specialist II	Varner
02/16/14	Christopher Griffith	Lieutenant	Maximum Security
02/16/14	Linda Louis	Lieutenant	Delta
02/16/14	Jason Meadough	Sergeant	Wrightsville
02/16/14	JRod Price	Sergeant	Maximum Security
02/16/14	Willie Ryas	Sergeant	Varner Supermax
02/16/14	Jeanette Townsend	Lieutenant	Benton
02/16/14	Cathy Waltz	Sergeant	Transportation
02/16/14	William Williams	Sergeant	Varner Supermax



A recent photo taken on the way to Wrightsville.

New Hires

Date	Name	Position	Unit
01/27/14	Paula Gray	Administrative Specialist I	Ouachita
01/27/14	Michelle Guinn	Food Preparation Supervisor	Ouachita
01/27/14	Eric McGregory	Unit Training Supervisor	East Arkansas
02/10/14	Suzanne Kenward	Benefits Technician	Human Resources
02/18/14	Kimeron Hubbard	Administrative Review Officer	Grimes
02/18/14	Jeffrey Persons	Software Support Analyst	Information Systems

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.*



NWAARC entrance.



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.

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

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

Parting Shots

