

THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

November 2013

Inside this issue :

Director's Corner	2
Santa Central is back	2
Red Ribbon Run held	3
Corporal caught	4
Health fair held	4
Service awards	5
Old unit toured	6
Patriotic employee	6
Around ADC	7
Tucker passes ACA	8
IT improves security	8
Distinguished gentlemen	9
Health Matters	10
Population spike	11
Fundraiser held	12
ADC—back in the day	12
Promotion announced	13
Policy Spotlight	13
Training Academy News	14
Promotions/New Hires	15
Parting Shots	16

ADC Horse Auction nets \$28,662



The third annual ADC horse auction, held recently at the Saline County Fairgrounds in Benton, was a success bringing in \$28,662.

Thanks to all who came out and made the auction a success. Thirty-three horses, colts and mules sold bringing in an average price of \$868. The highest horse sold was \$4,000.

The North Central Unit in Calico Rock will soon be the exclusive location for ADC's horse program — the breeding and training ground which will supply other units with work horses.

As soon as another fenced pasture is complete at NCU, the Calico Rock facility will be the "home of the horses."

In preparation for the auction, NCU Sgt. Tom Green evaluates each horse for such characteristics as temperament, kid-friendliness, willingness to

stand still for long periods of time, aggressiveness, and nipping tendencies.

"That way, at the auction, I can let the potential buyer know exactly what they are getting," said Green, which he did, no exceptions.

Green was careful to tell the bidders about a horse's background, including any health problem.

"If you came here to buy your kid a horse," he told bidders about several of the horses as they were being bid on, "you will want to bid on this horse."

"The auction basically is designed to extend the useful life of the horse," said NCU

Warden David White. "When the horse is no longer useful to the ADC for work, it is still a good horse for many purposes."

Presently at NCU, there are 17 colts less than a year old, with about that many more expected in the spring.



NCU staff with Board of Corrections Vice Chair Dr. Mary Parker.

Attitudes of gratefulness need to be practiced

Let's offer a warm welcome to November ... the month of Thanksgiving. October was tough. News of the 16-day federal shutdown dominated the headlines and impacted some of our friends and neighbors. Several hundred thousand federal employees were furloughed and while the legislation that reopened the government provided retroactive pay, it won't erase the impact of that roller coaster ride those affected experienced.

Even if furloughed employees knew they would receive retroactive pay for days off, they still had to figure out what to do in the interim and they had no way of knowing how long the shutdown would last. That's scary stuff when you have a family to feed and mortgage and car note to pay – and let's not forget all those other monthly living expenses. Talk about a reality check. The knowledge there will be no paycheck coming certainly offers one.

A regular pay check—even if it's less than some may want or need—



Ray Hobbs
Director

hits directly in the gut of comfort and security levels. ADC employees enjoy the benefits of that direct deposit every two weeks, but what if that didn't happen one week and you didn't know when the money would start landing in your account again?

The federal furlough issue has certainly made me grateful for the job I have. I hope all ADC employees are grateful for their jobs during this season of Thanksgiving.

Attitudes of gratefulness need to be practiced and there are more reasons than money to be grateful.

Our jobs allow us to expand our skills and learn new things. This provides us the chance to grow for greater roles within this agency or elsewhere. Be thankful for those opportunities to learn.

Difficult issues challenge us and help us to become better at what we do. Through trying times we learn to become more assertive, hone negotiation skills and think strategically. Be thankful for challenges.

Many of us have built lasting friendships here at ADC. We learn from our peers and build trust with co-workers. That comes from shared experiences and a common mission. Be thankful for the dedicated and loyal people around you.

In preparing this month's column, I ran across the words below. It said "author unknown" under the last phrase, but it sort of sums up what

I'm trying to say here so I wanted to share it with you. Happy Thanksgiving.

Be Thankful

Be thankful that you don't already have everything you desire,

If you did, what would there be to look forward to?

Be thankful when you don't know something

For it gives you the opportunity to learn.

Be thankful for the difficult times.

During those times you grow.

Be thankful for your limitations because they give you opportunities for improvement.

Be thankful for each new challenge

Because it will build your strength and character.

Be thankful for your mistakes

They will teach you valuable lessons.

Be thankful when you're tired and weary

Because it means you've made a difference.

It is easy to be thankful for the good things.

A life of rich fulfillment comes to those who are

also thankful for the setbacks.

GRATITUDE can turn a negative into a positive.

Find a way to be thankful

for your troubles

and they can become your blessings.

Santa Central is back!



It's the time of year when Santa Central reaches out to ADC families in need.

The 2013 Santa Central Application is now on Spotlight. Applications for Angels will be accepted now through November 8, 2013.

Donations of canned food and non-

perishable items may be collected at your unit or brought to the Central Office now through November 22, 2013.

For more information, you may contact your HR representative, call Lucy Flemmons at 870-267-6370 or email her at:

lucy.flemmons@arkansas.gov

Red Ribbon Run brings community together

The 24th Annual Red Ribbon Walk/Run, sponsored by the ADC, was held Oct. 12 at Jefferson Wellness Center at Jefferson Regional Medical Center in Pine Bluff. Proceeds from the 5K run will allow for scholarships to be awarded to graduating high school seniors, either from Jefferson County or the child of an ADC employee.

Congratulations to the 2013 winners of the Red Ribbon t-shirt contest:

First place – Darrell McHenry (Inmate Banking); second place – Roy Agee (309 program); and third place – Tabludin Marrable #113472 (Varner Unit).

This year there were 51 submissions.

The ADC annual event began with a continental breakfast and good music from the Cummins Band. After the race there was good fellowship and ADC employees handed out



Door prizes are awarded by Shirley Lowe, on left, Roy Agee and Lisa Hall. In bottom photo the Cummins Band entertains.



door prizes under the Wellness Center building eaves as the clouds emptied their water buckets.

The Walk/Run began and ended near the Wellness Center. A pistol shot start at 8 a.m. kicked off the race.

Awards were given to the top three male and female finishers in 12 age divisions.

First across the finish line was Thomas Johnson of White Hall. The top three male finishers were Johnson at first, second place Joey Gierring, and third place Ron Webb.

The top three female finishers were Robyn Thornton—first, Emma Buckner—second, and Cymber Geiringer—third.

In top photo, runner/walkers begin the race; in left photo, Thomas Johnson is the first to cross the finish line; in middle photo, Ramona Green, on right, presents check to Darrell McHenry, t-shirt design winner; in right photo, ORCU Warden Dale Reed accepts plaque from Shirley Lowe for winning the Run Challenge—the Unit with the most participants (in bottom photo).

“It doesn’t matter whether you run, walk, or hop through the race. It’s all about showing people that we care and that we support their efforts to be drug-free,” said ADC Director Ray Hobbs.



Don't let this be you!



When ADC Internal Affairs learned of a plan by Corporal Zakaullah Malik to meet with an inmate's relative to receive money to take into the Cummin's Unit to the inmate, the plan was foiled. It was actually ADC IA staff Ruth Clark and Mike



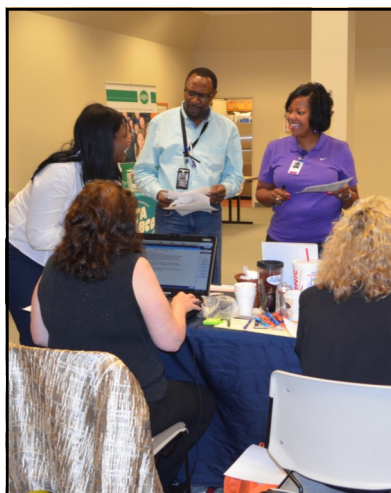
Brockman who met up with Malik at Splash carwash on Camden Road.

After verifying his identity and plan, Malik was told he was talking to ADC IA, and asked if he knew what that meant.

He said that he did and then stated he knew he should have not done it. Malik then started crying and sat down by one of the vacuum cleaners at the carwash. Malik was told to contact Warden Lay the next morning.

Health Fair

Sponsored by Human Resources Benefits Division, the seventh annual health fair was held at Administrative Annex East in the Legends Auditorium and Training Center on Oct. 3rd. Vendors, including Delta Dental/Superior Vision, Pre-Paid Legal, Qual Choice, and Health Advantage, were on hand. Flu shots, bone density tests, bmi checks, and blood pressure checks were offered.



Seven receive 30-Year Service Awards

Seven ADC employees were recognized recently at Central Office by the ADC management team: ACI Program Manager Charlie Johnson, EARU Warden Danny Burl, PBU Corporal Robert Sumner, Cummins Corporal Lewis Rafter, Charles Ratcliff—Construction, Wrightsville Food Prep Manager David King, and Benton Unit Major Robert Plant were given their 30-year service certificates.



Charles Ratcliff



Robert Sumner



Charlie Johnson



Robert Plant



Danny Burl



Lewis Rafter



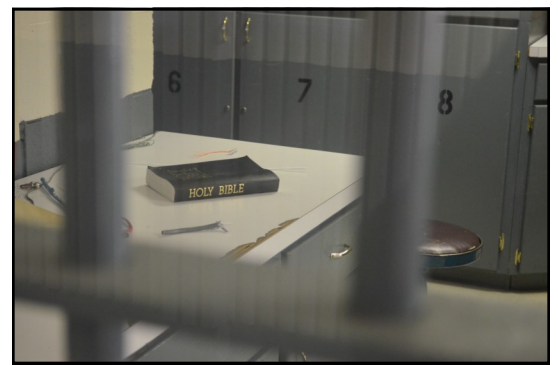
David King

Board members tour the old Diagnostic Unit in Pine Bluff

Members of the Board of Corrections toured the shuttered Diagnostic Unit on Oct. 24 prior to their monthly meeting, which was held at the Randall Williams Correctional Facility.

Assistant Director Leon Starks led the tour and provided an overview of renovations that would be necessary to reopen the unit.

The board is looking at options to provide additional bed space due to the recent surge in prison population.



Jones receives Patriotic Employer award

Lieutenant Pauletter Jones, Medical Services Division, received a framed certificate from the Office of the Assistant Secretary of Defense recognizing her as a Patriotic Employer by the Employer Support of the Guard and Reserve.

Jones was nominated by Sergeant Richard Calloway, Medical Services Division.

Calloway served on active duty in the United States Marine Corps from 2001 to 2005 which included

service in Fallujah, Iraq during Operation Phantom Fury. He began working for the ADC in August 2005.

“In May 2011, I joined the Arkansas Army National Guard and served until September 2013,” said Calloway.

“Lt. Jones was very supportive of my service obligations, and I never received any negative feedback from her regarding my military duties. That’s exactly why I nominated her for the award.”



All human situations have their inconveniences. We feel those of the present but neither see nor feel those of the future; and hence we often make troublesome changes without amendment, and frequently for the worse.

Ben Franklin, US author, diplomat, inventor, physicist, politician, & printer

Around ADC

Pumpkins!

The Agriculture Division brought nearly 800 pumpkins to the Randall Williams to be sold to employees.



Blessing of the Animals

ADC's Paws in Prison program was invited by Grace Episcopal Church in Pine Bluff to participate in their 'blessing of the animals' program. Jim Gumm, PIP Coordinator, far left, carried two of our PIPs dogs, Stella and Jasper, to the program to be blessed.

October is Breast Cancer Awareness Month

In celebration of Breast Cancer Awareness Month, members of the Training Academy staff show off their support by wearing polos with pink logos.



Special Olympics Fundraiser

These ADC employees (and families) were bidding on auction items and rocking it out at Next Level Events—Genesis III in Little Rock at "The Charity Olive Hour" fundraiser for Special Olympics which raised \$50,000.

Tucker Unit passes ACA audit

Congratulations to Warden Stephen Williams and his staff at the Tucker Unit for completing their ACA audit with 100% mandatory standards and 100% non-mandatory standards.

“Their audit went well and was certainly a success,” stated Director Ray Hobbs. “We are proud of you all. Please continue the hard work as you all are proof that hard work pays off. Thank you for your dedication.”



Improving prison security through information management

The following are excerpts from “Real Impact for Better Government” Microsoft Government, Customer Solution Case Study,” an article regarding ADC’s IT staff working hand-in-hand with investigators to stop the flow of drugs and other illicit material.

The risk of inmates bringing contraband into the Arkansas prison system has decreased exponentially since the ADC started applying the principles of business intelligence and predictive analytics to identify, track, and act on suspicious trends within its prison walls. By deploying a customized version of the Fusion Core Solution, based on Microsoft SharePoint technology, the Department can analyze previously siloed databases that detail everything from inmate movements to banking transactions and telephone records.

Now the IT staff is working hand-in-hand with investigators to stop the flow of drugs and other illicit materials (including mobile phones). In the process, the Department has created a safer and more secure environment for prison guards, support staff, and the inmates themselves.

“We are able to see problem areas now which we could not necessarily have visualized before. Over time, the analysis will make an increasingly positive impact on the security and safety of the prison workforce. It will make a difference,” said Ray Hobbs, ADC Director.

The Department’s first mission is to protect public safety, as it works to provide cost-efficient, superior correctional services that return productive people to the community.

“Contraband has been an ongoing issue for us,” explains Daniel Potter, Assistant IT Administrator at the ADC.

Potter, along with his colleague Charles Bass, who handles support analysis for the inmate management system, and an interdisciplinary team of investigators, security officers, and administrators, are harnessing the power of business intelligence and predictive analytics to attack prison contraband activity across the state.

“We contacted our Microsoft representatives and asked them what they had that could help us out . . . were intro-

duced to the Fusion Core Solution,” Potter said.

Designed and developed by Microsoft to operate in local and regional hubs for collecting, managing, and analyzing massive amounts of law enforcement data, the Fusion Core Solution gathers data that can be used to create actionable intelligence.

The IT team at the Department can use Fusion Core Solution to break down the functional silos of computing while also providing an effective avenue for integrating data sources from across the prison system.

The initiative made an immediate positive impact on the anticontraband initiative.

“When we find a contraband phone and confiscate it, we use our forensic system to do a full analysis. We pull up stored images, videos, all of the contact information, in addition to inbound and outbound records, voice, and text messages,” said Potter.

The data is poured into the Fusion Core Solution, which the IT team uses to cross correlate, compare, and analyze the data against eOMIS, allowing investigators to identify patterns and connect dots. In addition there are a half dozen dedicated databases that feed Fusion Core Solution.

The ADC teams involved in mitigating criminal activity within the prisons have rapidly adopted the Fusion Core Solution.

“We have made the system available to our teams in a pretty seamless manner,” said Bass.

“Now we are able to better understand the data on mobile phones,” Potter said. “We can correlate this information with the flow of money, and the personal relationships that interconnect inmates across the facilities and with people outside of the correctional facilities.”

The system effectively provides a short list around which investigations can be initiated, and it makes for a much more efficient allocation of law enforcement resources to generate a much higher rate of success. Beyond improving the investigative track record, the insight into what is happening within and around the prison system also contributes to a safer workplace for employees and for the prisoners themselves.

Distinguished Gentlemen meet at Cummins

The Cummins Staff Development Center was the location of the Distinguished Gentlemen Seminar “Defining My Mission” on Oct. 25.

The featured speaker was Derrick D. Schofield, Commissioner of the Tennessee Department of Correction.

“Leadership development,” began Commissioner Schofield, “if you think it’s about you—think again.”

He said the four “C’s” of leadership are character, confidence, courage, and commitment.

“It’s not about you. It’s not about power trips. It’s not about being in charge. It’s not about caring who gets the credit. It’s not about looking back to see who is following you. And again . . . it’s not about you.”

Schofield said that a leader is anyone who by virtue of assumed role or assigned responsibility inspires and influences people to accomplish organizational goals.

He said a leader motivates to give somebody a reason or incentive to do something; to make somebody feel enthusiastic, interested, and committed to something; and to be the reason for something that somebody does.

“None of that says ‘I,’” emphasized Schofield.

The football-themed day, organized by Ardella Bearden, was loaded with rich guidance and advice given by speakers: Chaplain Dexter McDonnell, Ed Engstrom (Maximum Security Unit), Captain Larry Cyr (Training Academy), Assistant Warden Deangelo Earl (EARU), and Bobby Smith (Central Office).



The ‘team’ hostesses with guests, from left, Dorrinda Carter (Tennessee), ADC Director Ray Hobbs, Kevin Murphy (AACET), Heather Harris, Dr. Marina Cadreche (Tennessee), Janie Shults, Corporal Verna Arnold, Tanya Collins, Ardella Bearden, Carla Perry-Johnson, Richard Muckle (Tennessee), Daisha Holcomb, and Commissioner Schofield. In bottom photo on left, Bearden recites “The Drum Major” by Martin Luther King, Jr. In bottom right photo, the Distinguished Gentlemen form a football huddle “1-2-3-BE GREAT!!”



Food for thought

WRONG END OF THE STICK
(an error, injustice)

Among many possibilities, this phrase could refer to a walking stick being held upside down, thereby not being much assistance to the walker.

Health Matters

Ten tips for a thinner Thanksgiving

By Kathleen M. Zelman, MPH, RD, LD
Thanksgiving only comes around once a year, so why not go ahead and splurge? Because gaining weight during the holiday season is a national pastime. But Thanksgiving does not have to sabotage your weight, experts say. With a little know-how, you can satisfy your desire for traditional favorites and still enjoy a guilt-free Thanksgiving feast. After all, being stuffed is a good idea only if you are a turkey!

Get Active

Create a calorie deficit by exercising to burn off extra calories before you ever indulge in your favorite foods, suggests Connie Diekman, MEd, RD, former president of the American Dietetic Association.

"Eat less and exercise more' is the winning formula to prevent weight gain during the holidays," Diekman says.

Make fitness a family adventure, recommends Susan Finn, PhD, RD, chair of the American Council on Fitness and Nutrition: "Take a walk early in the day and then again after dinner. It is a wonderful way for families to get physical activity and enjoy the holiday together."

Eat Breakfast

While you might think it makes sense to save up calories for the big meal, experts say eating a small meal in the morning can give you more control over your appetite. Start your day with a small but satisfying breakfast -- such as an egg with a slice of whole-wheat toast, or a bowl of whole-grain cereal with low-fat milk -- so you won't be starving when you arrive at the gathering.

Lighten Up

Whether you are hosting Thanksgiving dinner or bringing a few dishes to share, make your recipes healthier with less fat, sugar, and calories.

"No one will notice the difference if

you skim calories by using lower calorie ingredients," says Diekman.

Her suggestions:

-Use fat-free chicken broth to baste the turkey and make gravy.

-Use sugar substitutes in place of sugar and/or fruit purees instead of oil in baked goods.

-Reduce oil/butter wherever you can.

-Try plain yogurt or fat-free sour cream in creamy dips, mashed potatoes, and casseroles.

Police Your Portions

Thanksgiving tables are bountiful and beautiful displays of traditional family favorites. Before you fill your plate, survey the buffet table and decide what you're going to choose.

Then select reasonable-sized portions of foods you cannot live without.

"Don't waste your calories on foods that you can have all year long," suggests Diekman. "Fill your plate with small portions of holiday favorites that only come around once a year so you can enjoy desirable, traditional foods."

Skip the Seconds

Try to resist the temptation to go back for second helpings.

"Leftovers are much better the next day, and if you limit yourself to one plate, you are less likely to overeat and have more room for a delectable dessert," Diekman says.

Choose the Best Bets on the Buffet

While each of us has our own favorites, some holiday foods are better choices than others.

"White turkey meat, plain vegetables, roasted sweet potatoes, mashed potatoes, defatted gravy, and pumpkin pie tend to be the best bets because they are lower in fat and calories," says Diekman. But she adds that, "if you keep your portions small, you can enjoy whatever you like."

Slowly Savor

Eating slowly, putting your fork



down between bites, and tasting each mouthful is one of the easiest ways to enjoy your meal and feel satisfied with one plate full of food, experts say. Choosing whole grains, fruits, vegetables, broth-based soups, salads, and other foods with lots of water and fiber add to the feeling of fullness.

Spread out the food and fun all day long. At the Finn family Thanksgiving gathering, they schedule dessert after a walk, while watching a movie together.

Go Easy on Alcohol

Don't forget those alcohol calories that can add up quickly.

"Have a glass of wine or a wine spritzer and between alcoholic drinks, (or) enjoy sparkling water," says Diekman. "This way you stay hydrated, limit alcohol calories, and stay sober."

Be Realistic

The holiday season is a time for celebration. With busy schedules and so many extra temptations, this is a good time to strive for weight maintenance instead of weight loss.

"Shift from a mindset of weight loss to weight maintenance," says Finn.

Focus on Family and Friends

Thanksgiving is not just about the delicious bounty of food. It's a time to celebrate relationships with family and friends.

"The main event should be family and friends socializing, spending quality time together, not just what is on the buffet," says Finn.

Excerpts from webmd.com

Population spike creates demand for beds

Public scrutiny of the state's probation and parole agency has had a major impact on ADC's prison population. Our population rise goes hand-in-hand with efforts by the Department of Community Correction to fix problems within its system.



Shea Wilson
Communications Administrator

The more parolees who return to prison, the more bed space ADC needs.

ADC has topped its historic population high. Earlier in the year, the county jail backup was below 300. On Nov. 24, 2010, we had a backup of 2,049 and total population of 16,531. Today (Oct. 23), the backup is 2,093 and the total is 16,838.

We're popping at the seams and looking for relief, but that will take money.

Legislators are aware of ADC's issues and funding, including pay for employees. Director Hobbs has been working diligently to raise awareness for funding needs to cover the leave liability owed to correctional officers.

He told legislators during a meeting Oct. 11 at the East Arkansas Regional Unit that ADC's top priority is paying employees money owed them for hours worked. The director wants the pay liability covered for existing employees before we open more beds and the additional staff required to run them. The next priority is securing funds to open existing beds, followed by money to renovate and open the old Diagnostic Unit. He had similar discussions in August at a meeting at Ouachita River and those talks will continue when a legislative group meets at Varner in the near future.

Right now, ADC has 200 beds available at North Central, 100 at McPherson, 88 at Ouachita and 58 at Springdale. About 554

beds would be available in the old Diagnostic Unit. All of this, of course, comes with a hefty price tag.

Director Hobbs will be visiting with Governor Beebe about our funding needs and we are preparing for a fiscal session of the Legislature next year.

Keep in mind that dollars will continue to be tight and ADC will have to maximize resources, which we are well-practiced in doing.

Legislators have indicated they would like to make their way around to all of ADC's facilities for meetings such as the one hosted at EARU. So roll up your sleeves and roll out the red carpet. We have important guests who will be coming to visit and what they see and do, as a result, will impact us all.



Warden Danny Burl conducts a tour of East Arkansas Regional Unit for Arkansas legislators and staff.

CALENDAR OF EVENTS



NOVEMBER

- NOVEMBER 2013**
3 — Daylight Saving Time ENDS
11—Veterans Day
28 — Thanksgiving Day



DECEMBER

- DECEMBER 2013**
21 — Winter begins
25 — Christmas Day

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



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

ORCU teacher and cancer survivor holds fundraiser

ADC Correctional School teacher Jennifer Wiseman recently hosted a fundraiser, Brassiere Bazaar Bras For A Cause. All proceeds were earmarked for Young Survival Coalition (YSC), the premier global organization dedicated to the critical issues unique to young women who are diagnosed with breast cancer.

Wiseman, presently at ORCU, has worked for the Arkansas Correctional School since 1999. In the fall of 2010, she discovered a lump in her breast and was subsequently diagnosed with breast cancer. She underwent a double mastectomy in January of 2011.

"People don't really know what to say or what to do when you have been diagnosed with breast cancer, and sometimes it is hard," Wiseman said. "There are the phantom pains, the scars, the days when you feel like your clothes don't fit and you feel like hiding from the world."

Eager to do whatever was necessary in order to make

her life as close to normal as possible, for herself, as well as those close to her, she quickly found out about the YSC which offers resources, connections and outreach uniquely designed for young women who have been diagnosed with breast cancer.

Soon chosen to be the first YSC state leader from Arkansas, Wiseman said she wanted to do what she could to bring YSC into the spotlight by making people aware of the organization which made her feel supported, empowered and hopeful.

For that reason, Wiseman decided to host the Brassiere Bazaar Bras For A Cause fundraiser held recently at Cornerstone Pub & Grill in North Little Rock.

"I got 22 local and national celebrities to agree to decorate bras, which would be auctioned off at the event," Wiseman related. "We also had lots of great silent auction items, from autographed sports items, overnight hotel stays, Duck Dynasty packages, Razorback items, and much, much more."

Arkansas first lady Ginger Beebe decorated a bra for the event, and she and Governor Mike Beebe came by to wish them well at the fundraiser.

"Models - both male and female - posed for pictures with the Beebes," Wiseman said. "Everyone seemed to have a great time."

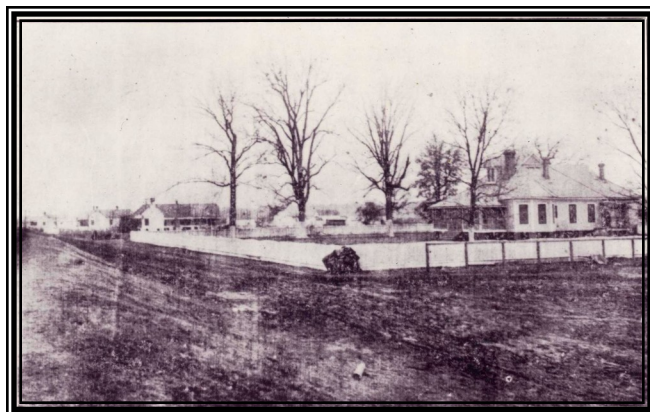
In all, over \$3,700 was raised. For more information the YSC website is www.youngsurvival.org



Jennifer Wiseman, center, at the event with Governor Mike Beebe and wife Ginger.

ADC — Back in the day ...

Both of these pictures were taken nearly a century ago at what was then called "State Farm" at Cummins. The picture to the right was labeled "Officers' Quarters" and the bottom photo was simply tagged "some hogs."



Johnson promoted to major at North Central Unit

Congratulations to Roderick Johnson in his recent promotion to Major at the North Central Unit. Major Johnson was hired as a Correctional Officer at the Wrightsville Unit November 18, 2002. He has promoted through the ranks over the years from Correctional Officer to Major and has worked at various units including Pine Bluff Unit, Varner Unit, Delta Regional Unit and North Central Unit.

“Please give Major Johnson your full support during his transition,” said Director Ray Hobbs.

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.mcentire@arkansas.gov with questions.

ARKANSAS WHISTLE-BLOWER ACT (00-21)

POLICY:

The policy of the Arkansas Department of Correction regarding the Arkansas Whistle-Blower Act is consistent with Arkansas Code Annotated Sections 21-1-601 through 609. It is the policy of the ADC that an employee will be protected from discharge or retaliation because the employee reports in good faith the existence of any waste of public funds, property, or manpower (excluding federal funds, property, or manpower) or a violation or suspected violation of State law, rule, or regulation.

GUIDELINES:

- A. No adverse action will be taken against an employee or a person authorized to act on behalf of the employee in the following situations:
 1. if an employee alleges a violation under the Arkansas Whistle-Blower Act and does so in good faith;
 2. if an employee alleges a violation under the Act, and does so in good faith, and participates or gives information in an investigation, hearing, court proceeding, legislative or other inquiry, or in any form of administrative review; and/or
 3. if an employee alleges a violation under the Act, and does so in good faith, and has objected to or refused to carry out a directive that the employee reasonably believes violates a law, rule, or regulation adopted under the authority of the State.
- B. An “adverse action” is defined as discharging, threatening, discriminating or retaliating against the employee in any manner that affects the employee’s employment, including compensation, job location, rights, immunities, promotions, or privileges.
- C. “Good faith” is lacking when the employee does not have personal knowledge of the waste or violation, or when the employee knew or reasonably should have known that the report is malicious, false, or frivolous.
- D. The report of waste or violation should be made verbally or in writing to one of the employee’s superiors or to an appropriate authority, such as:
 1. a state, county, or municipal government department, agency, or organization having jurisdiction over criminal law enforcement, etc.;
 2. a member, officer, agent, investigator, auditor, representative, or supervisory employee of the body, agency, or organization; or
 3. the office of the Attorney General, Auditor of State, Arkansas Ethics Commission, Legislative Joint Audit Committee, Division of Legislative Audit, or prosecuting attorney’s office.
- E. The report by the employee of such waste or violation must be made prior to any adverse action by the ADC. Additionally, the report is to be made at a time and in a manner which gives the ADC reasonable notice of need to correct the waste or violation.
- F. An employee who alleges a violation of the Act, and believes that the ADC has acted adversely towards him/her because of the allegations, may utilize approved grievance or mediation procedures. The employee may subsequently bring a civil action in chancery court within 180 days of the alleged violation of the Arkansas Whistle-Blower Act. Should such civil action occur, the employee has the burden of proof in establishing that he/she has suffered an adverse action for an activity protected under the Act. Additionally, the ADC shall have an affirmative defense if it can establish that the adverse action taken against the employee was due to employee misconduct, poor job performance, or a reduction in workforce unrelated to a report made concerning violations under the Act.

TRAINING ACADEMY

Training Academy Graduates: Class 2013-K, Sept. 27, 2013



Yancy Anthony, Ashanti Bailey, Brandon Bass, David Biewer, Vernon Brooks, Xavier Butler, Charmaine Campbell, Jeffery Caple, Candis Chambers, Jessica Chaney, Jennifer Cowan, Charles Crofford, Kimberly Davis, Leslie Dukes, James Eddy III, Jacob Everett, Gregory Francis, Doyle Goodwin Jr, Katosha Gordon, Eric Graves, Brandon Harris, Lamar Henderson, DeShannon Humphrey, Shatara Hynes, Lyndon Little, Pamela Long, Erica Lucas, Debra Lunford, Robert Parker, Stephanie Ridgell, Bryan Rutherford, Misshally Simpson, Bryant Taylor, Anita Tye, Tyler Vincent, Denton Voss, Brandon Webb, Benjamin Willen, Shaydren Williams, Randy Windham, and Jimmie Wise.

Training Academy
recognizes
Willis H. Sargent
Outstanding Student



The winner of the Willis H. Sargent outstanding student award for Class 2013-K is Jimmie Wise of Bootcamp. Pictured are Mississippi County Work Release Center Supervisor John Herrington, from left, Lloyd Pace (Cummins), Wise, and TA Administrator Fred Campbell.

Training Academy
recognizes
Willis H. Sargent
Outstanding Student



The winner of the Willis H. Sargent outstanding student award for Class 2013-L is Daniel Travis of Bootcamp. Pictured are Superintendent Dexter Payne (Wrightsville), from left, Major Antwon Emsweller (Tucker), Travis, and TA Captain Randy Callas.

Training Academy Graduates: Class 2013-L, Oct. 18, 2013



David Alcorn, Miranda Barron, Mathew Berry, Michael Berry, Deangelo Braddock, William Burney, Tonya Burns, Bozz Burr, Kyle Carter, Jawaski Connors, Brandon DeFoure, Dawnn Dockins, Makeisha Doss, Cheris Engler, Gregory Ford, Trent Fronte, Paul Gable, Colburn Gage, Quandrell Gatlin, Mickeler Godfrey, Christopher Gregory, Demetric Gross, Christina Hall, Jimmy Harper, Connie Heard, Carl Hellums, Jr., Shatoria Hill, Pamela Jackson, Javion Jones, Greg Jones, Donnie Jones, Shaun Kendricks, Timothy Kennedy, Keniquetrix Lain, Deana Laubach, Terry Luckett, Edra Marshall, Tana Martin, Karen Medders, Jack Miller, III, Brionna Nelson, Derrick Oates, II, Tyler Payne, Christopher Pegram, Lanatta Phillips, Briana Pratt, Derrian Raino, Robert Retford, Christopher Self, Stephen Smith, Kane Spicer, Emma Stowers, Patricia Thiesen, Markell Thomas, Daniel Travis, Dominique Tyson, Tyler Vineyard, Kenneth Welch, and Jeffrey Wright.

Promotions & New Hires

Promotions

Date	Name	Position	Unit
09/30/13	Jimmy Mizell	Agricultural Unit Supervisor I	Farm-Cummins
10/04/13	Roderick E Johnson	Major	North Central
10/06/13	Jacob Higgins	Sergeant	Ouachita
10/06/13	Johnnie Swift	Sergeant	Ouachita
10/13/13	Robert Austin	Sergeant	Cummins
10/13/13	Pakita Barnes	Advisor	Mental Health-East Arkansas
10/13/13	Emmer Branch	Lieutenant	Ouachita
10/13/13	Raymond L Brooks Jr	Industrial Supervisor I	Industry
10/13/13	Reba Carter	Fiscal Support Analyst	Accounting Control
10/13/13	Faron Clemmons	Lieutenant	Varner
10/13/13	Douglas Drake	Agricultural Unit Supervisor I	Farm-East Arkansas
10/13/13	Carolyn Eason	Lieutenant	Varner Supermax
10/13/13	Joseph Heier	Sergeant	McPherson
10/13/13	Marki Hawkins	Sergeant	Maximum Security
10/13/13	Jeannie Lucus	Sergeant	Ouachita
10/13/13	Theon Mayo	Lieutenant	Randall Williams
10/13/13	Jamaal Nabors	Recreational Activity Supv	Wrightsville
10/13/13	Margie Owens	Sergeant	Varner
10/13/13	Michael Richardson	Lieutenant	McPherson
10/13/13	Quentin Thompson	Sergeant	Hawkins
10/20/13	Richard Cooper	Budget Analyst	Industry
10/20/13	Michael Demery	Captain	Varner

New Hires

Date	Name	Position	Unit
09/30/13	Doris Fortenberry	Payroll Technician	Human Resources
09/30/13	Tom Gothard Jr	Food Preparation Supervisor	Mississippi County
09/30/13	Brenda Thomas	Food Preparation Supervisor	East Arkansas
09/30/13	Jessica Waschalk	Advisor	Mental Health-Varner
10/07/13	Carla Selvey	Administrative Analyst	Central Office
10/14/13	Harry Bishop	Psychologist	Mental Health-East Arkansas
10/14/13	Brady Goodwin	Computer Support Technician	Information Technology
10/14/13	Amy Hults	Administrative Specialist II	SOSRA
10/21/13	Andrea Cline	Administrative Specialist I	SOSRA
10/21/13	Patricia Watkins	HR Assistant	Cummins

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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