

THE ADVOCATE



A PUBLICATION OF THE ARKANSAS DEPARTMENT OF CORRECTION

November 2011

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ADC emergency response drill unites community



Members of the Air Evac Lifeteam from Mountain Home prepare a North Central Unit "casualty" for Emergency Med Flight during a recent ADC Emergency Response Drill.

Members of the Pineville Community police, fire, and rescue units were alerted Sept. 29 to a major incident involving an Arkansas Department of Correction transport bus. Four ADC inmates and one officer were reported with serious injuries, requiring immediate emergency treatment and evacuation.



As serious as this sounds, it was only a mock scenario for an emergency response drill scheduled by the ADC. Each year, a full scale drill is conducted at the

North Central Unit to observe and evaluate first response skills in the event of a major incident involving inmates and the public.

Basic Life Services and Advanced Life Services were exercised at the "crash site," uniting ADC staff and community members. Police, fire and rescue units and a Med-Flight helicopter were utilized during the one-hour exercise, which included a unit lockdown of North Central.

ADC Emergency Services Coordinator John Kleiner said, "This a good project for both the community and the ADC. It's great practice for all of us."

Take time to count blessings, share them with your fellow man

Reasons for giving thanks are timeless. The pilgrims celebrated thanksgiving after surviving a harsh winter in the new world.

They had left familiar surroundings in England with all they owned packed in the Mayflower. It took two months for the pilgrims to cross the Atlantic Ocean and when they arrived in Plymouth, Mass., winter was nearly upon them. There was little time to gather food or prepare for winter. They did manage to build a place where they could gather and worship God.

Building such a place was important. They sought the promise of freedom in the new world to escape religious persecution in England. There were



Ray Hobbs
ADC Director

102 of them when they left England and less than half remained alive after the long winter.

Spring brought hope. A native Indian happened upon the colony and taught them how to find and grow food. Their harvest was abundant. They had clothing and shelter. The Pilgrims celebrated by giving

thanks to God and marked the first Thanksgiving with the native people.

On Nov. 24, 2011 — 390 years later — we will celebrate Thanksgiving for essentially the same reasons. America is a blessed nation. Most of us have plenty to eat, clothes to keep us warm and the guarantees of freedoms outlined in the U.S. Constitution.

Personally, I have many reasons to be thankful.

I am thankful for my family. I am blessed with a good family and strong ties. I will be celebrating Thanksgiving with them and that will make the day even more meaningful. Not everyone has that opportunity and I am grateful for it.

I am thankful to be living in a country where free-

dom of speech is guaranteed. The First Amendment to the Constitution is the basis for civil liberties. "Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the government for a redress of grievances." It ensures that we have the freedom to offer thanks.

I am thankful to be working for an agency whose employees have strong family and ethical ties.

Our core values make us strong and help us to live up to ADC's motto of "honor and integrity in public service."

Department Briefs



Robert Clark, acting warden of the Mississippi County Work Release Center, presents a check for \$595 on behalf of the center's inmates to Gloria Phillips, principal of the Luxora Elementary School. Inmates donated money to help students purchase school supplies.



Warden Randy Watson of the Benton Unit rolls in style Oct. 7 during the annual Western Hat Parade.

The parade was sponsored by the Arkansas Health Center.

What everyone wants to know Warden Watson is where is your big ol' cowboy hat? Maybe it blew off riding in that sporty convertible.



Arkansas State Employee Association Representative Ramona Green, left, presents ADC's Lisa Wilcox with a plaque for being ASEA's Recruiter of the Year. Congratulations to Wilcox!

Training Academy Class-J and Class-K Graduates ready for service

Class 2011-J Graduated 09/23/2011



Jerrica Abram, Ted Aud, Arkalia Barber, Pakita Barnes, Jacqueline Bea, Shenna Boston, Nikolaus Bowen, Jonathon Bratten, Floyd Brooks, Ajay Chamberlain, Michael Cook, Kenneth Davis, Connie Dawson, Craig Easton, Lula Finchis, Mary Gayden, Rodney Gaynor, Jimmy Gibson, Charles Hubbs, Brandon Johnson, Marcus Johnson, Terrance Johnson, Keiona Jones, Michael Ladd, Charles Ledbetter, Deston Linkous, Marque Martin, Michelle Martinez, Thomas McBride, Jelisha McQuay, Dy Mean, Kylee Monger, Justin Moreland, Matthew Mouldin, Caleb Paul, Jasmine Powell, Jonathon Sanders, James Sexton Jr., Demarcus Sloan, Michael Washington Jr., Lisa Webster, Morgan Welcher III, Ashley Williams, Stanley Williams, Yolanda Williams, and Daniel Wyman.

Class 2011-K Graduated 10/14/2011



Kiera Adkins, Kimberly Akins, Lyndon Allen, Kendall Austin, Shameka Barnes, William Blount, Matthew Brantley, Lakesha Brown, Micah Brown, Jamison Burkett, Clayton Cantrell, Kevin Chancey, Ira Cloird, Edward Coopwood Jr., Christopher Cowart, William Davidson, Samantha Davis, Johnathan Dawson, Micah Dean, Lashanda Drummer, Shawntosha Elliot, Michala Feble, Amber Freeman Rasberry, Zachary Gay, Eric Graydon, Terrence Guines, Korey Henley, Dexter Hill, Rafeal Hines, Janet Hopkins Page, Eric House, Derrick Jackson, Dianne Jefferson, Carolyn Jimson, Nathan Kellebrew, Jacob Maggard, Justin Mathews, Shaun McClanahand, Kevin McDoniel, Kerry Mooney II, Kamarius Morgan, Jordan Muirhead, Arlesia Neal Jackson, Shannon Newell, Donna Nix, Danielle Nixon, Quinton Palmer, Alexis Peralez-Pulid, Vernon Pierce, Philip William Poteet, William Rector, Yvonne Reed, Debra Rooks, Paul Shelley, Morris Sliger, Yolanda Smith-Oliver, Tyler Stewart, Megan Streussnig, Colton Thornton, Reginald M Turner, Reginald R Turner, Colton Vanoven, Virna Veal, Quinnisha Weston, Jonathan White, Brenda Williams, Garrisha Williams, Marquette Williams, Shakinia Williams, Johnathan Wood, Patrick Wright II, and Earnest Wyrick Jr.

No package deal on bag drop

"Sorry, wrong number ..." Just before dawn on Oct. 8, an ADC officer discovered a black backpack was discovered partially buried in a soybean field alongside Highway 388, just northwest of the Cummins Unit.

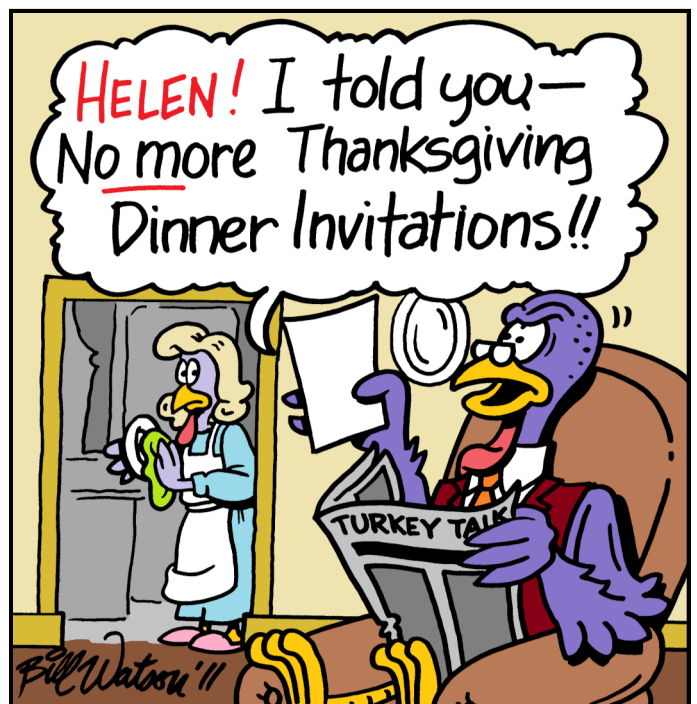


Hidden inside the backpack, the officer discovered 25 cell phones and about 28 ounces of tobacco

and rolling papers. The backpack was found in the same area where a vehicle had been spotted several nights earlier and stopped by Cummins Warden Gaylon Lay.

The vehicle was being driven by an ex-employee who had been terminated for attempting to smuggle contraband through the entrance building at the Varner Unit.

ADC staff were keeping an extra close eye on the area because information had been developed that a large drop of contraband was going to take place in the soybean field.



22nd Annual Red Ribbon Run crosses finish line for drug-free kids



“Night-vision” captures the pre-dawn activity as ADC Boot Camp inmates set up tables and chairs before runners arrive.



Volunteers handle the registration table as runners warm-up before the race.



Text, talk and walk.

While many were still asleep in their beds, the parking lot of the Jefferson Regional Wellness Center was buzzing with activity. During the pre-dawn hours of Oct. 15, members of the ADC Red Ribbon Committee, volunteers and Boot Camp inmates were busy preparing for the 22nd Annual Red Ribbon Walk/Run, sponsored by the ADC.

More than 220 participants registered for this year's event to support drug-free youth in the community, while raising money for ADC's Red Ribbon College Scholarship program. This year, four high school graduates will receive checks for \$750 for their college educations, up from \$500 each thanks to increased community support.

Runners ranging in age from three to 70 took advantage of the clear October weather to dash towards the finish line for a great cause.

While 77 plaques were handed out, top awards for the men's division went to Scott Anderson, 1st place; Joey Gieringer, 2nd place, and Tommy Bush, 3rd place. The top winners in the women's division were Liz Boyer, 1st place, Cymber Gieringer, 2nd place, and Emma Buckner, 3rd place.



“GO!” One of the largest groups of runners in the 22 years of the Red Ribbon Run dash across the starting line as teams from the ADC and runners from the community show their support for a drug-free youth, while raising college scholarship money for area high school graduates.

Advanced Principles and Applications for Life Program offers hope



Members of the Hawkins Unit's *InnerChange Freedom Initiative* have begun to find new hope and guidance through the new APAL Program.

The APAL (Advanced Principles and Applications for Life) Program is a faith-based series of classes and workshops designed to create higher morale and fewer disciplinary actions for female participants, while preparing them to be more productive citizens inside and outside the institution.

Chaplain Mark Wheeler said the program focuses on character training, substance abuse workshops, parenting, computer instruction, employment preparation and finances — all of which will assist the inmates in making a better transition back to free world.

The program is voluntary and inmates must request to participate. Only Class I and II inmates can take part, and they must be disciplinary-free for three months prior to acceptance into APAL. They must attend and participate in all classes.

The program also partners with "Life on the Outside" for support during and after incarceration. A special area allows participants access to study materials and a chance to interact with other members to further their educations.



Chaplain Mark Wheeler



Chaplains inspect an APAL classroom.

Central Office, Admin East receive high marks, praise from auditors

Accreditation audits are nothing new to the Arkansas Department of Correction. For accreditation, each ADC unit goes through mandatory checks every three years of its compliance with American Correctional Association standards.

During the early October audits for Central Office and Administration Annex East, visiting ACA Chairperson Ida Lewis and auditor Paul Hastmann had rave reviews of the ADC and its Director Ray Hobbs.

"Innovative, unique, and inspiring" were a few of the words used by Hastmann to describe the ADC system. "In these times of budget cuts and shortfalls, you've managed to operate in an efficient and professional manner."

Lewis also noted the contributions and impressive reputation of Director Hobbs. "I've never been to Arkansas, but I knew about Ray Hobbs. His commitment to excellence is reflected through various programs within the department, as well as through his staff. We were impressed by their courtesy and professionalism."



An excited crowd responds to the results of the Audit Closeout for Central Office and Admin East. ACA Chairperson Ida Lewis and auditor Paul Hastmann, left, described ADC as "Innovative."

Health Matters

Biggest overeating days just around the corner



As the leaves begin to change color and fall, our thoughts slowly turn towards the upcoming family holidays.

Thanksgiving, Christmas, and New Years celebrations abound whether at the office or at home. And with these celebratory occasions come a mixed feeling of joy and dread for many.

These are the days when most of our favorite foods, snacks and desserts are presented before us in all their glory — the colors, the aromas, the delicious tastes that make our eyes roll and our tummies growl.

Statistically, Thanksgiving is the biggest overeating day in the United States. It has become customary to prepare a turkey with all the trimmings, and those trimmings often include lots of high-glycemic foods such as breads, stuffing, and potatoes.



And let's not forget dessert: pies, cakes, cookies, pastries, puddings, and everything from A to Z containing sugars and starches that threaten

even the most dedicated waistlines! A holiday full of our favorite comfort foods to tempt us away from our daily eating routines and add pounds to our bodies. In fact, the average American will gain approximately 5 to 7 extra pounds during the holidays.

However, we can enjoy our favorite foods without overeating. It takes a little patience, a pinch of discipline, and careful timing to prevent comfort food from making us uncomfortable!



In the first place, why do we go on diets? Because it's supposed to be good for our bodies as well as our emotional well-being. The flip-side to all of this is that the same reasons hold true for why we overeat.

These foods have always made us feel warm and good inside. We've always shared them with people we love. In fact, many of us know of someone who will prepare something special to eat as a loving gesture for those around them.

As you walk about the house or office, watch out for those tiny culprits of temptation: cheeses, crackers, cookies, and homemade candies. The main dinner may be hours away, but nibbling on these goodies throughout the day will only throw off your body's hunger signals.



It's ok if you want to sample some of those goodies, just remember to pace yourself! After one or two, get up and take a walk. Visit with mom or grandma or those cute nieces and nephews. (Mom always told you not to spoil your appetite!)

Soon, it's time for the big meal and all of your favorites are right in front of you. Instead of taking large helpings, try taking smaller portions of your favorites. Sit and slowly enjoy your food; don't rush. Don't worry about hurting someone's feelings when they insist on you having more than you're comfortable eating. Uh oh, here comes dessert.

If you like desserts, save room and enjoy dessert. Just remember to respect your own limitations and eat only what you want. If you're still hungry later, no one will fault you for having a snack later, and those left-over's will be around to enjoy again tomorrow and the day after that. And you won't feel miserable.

So sit down and enjoy your dinner. Say a blessing — it's the holidays, after all! Enjoy the faces and sounds of those we love with all the foods that make us feel happy. With a little moderation, anyone can go out and enjoy all of the tastes that the holidays have to offer without all the guilt.

Distinguished Gentlemen Seminar is no place for 'Superman'



Dr. Robert Anderson of the Delta Resource Center announces that *Superman ain't comin,' but Batman IS* to a group of men from various ADC units at the 4th Annual Distinguished Gentlemen Seminar, held at the Harbor Oaks Waterfront Pavilion.



A large crowd of men gathered in the early morning hours of Oct. 7 to learn why it doesn't take a "Superman" to be a Distinguished Gentleman. It takes a man with no "super" powers to meet the challenges of life.

The fourth Annual Distinguished Gentlemen Seminar was held at the Harbor Oaks Waterfront Pavilion and offered life skills training. The program theme played on gadgets in *Batman's* utility belt.

Speakers from across the state covered a range of topics from correctional issues, HIV/AIDS and finances to the pros and cons of leadership. Speakers this year were State Representative Efram Elliot, Renae Hudson of the Attorney General's Office, Chinita Tripp-Davis of the Jefferson Comprehensive Center, and Dr. Robert Anderson of the

Delta Resource Center.

Representatives of the Arkansas Department of Correction included Assistant Director Grant Harris, Major Michelle Williams, Tiffanye Compton of the Resolutions/Grievance Department, and Ardella Bearden of the Director's Office.

This year's emcee was Jocelyn Hamby, human resources manager of the Tucker Unit. A special thanks to ADC Director Ray Hobbs for his support of the program and the Distinguished Gentlemen committee members who helped keep things running smoothly: Michael Deloney, Bobby Smith, Mary S. Jones, Tanya Collins, Scott Dunn, Tonia Dixon, Janie Shults, Daisha Holcomb, Sherry Glover and Verna Arnold.



Inmates teach kids about prison

Students and teachers at Coleman Elementary School in Pine Bluff took part in a unique learning experience when inmates and correctional officers from the ADC described what life in prison is like.

"We're here because of bad decisions," explained Inmates Thurman and McFadden. "When you see trouble coming towards you, *run from it*, or you may wind up in here with us," added Inmate Thurman.

Although quiet at first, the 12- and 13-year-olds were eager to ask questions about inmate life and the consequences of making poor choices.

"It makes us sad that kids are afraid of us, knowing we have kids at home the same age as you," added Inmate McFadden. "Stay in school and *be somebody*."



Thanksgiving Recipes



Chocolate Chip Cheesecake

2 rolls chocolate chip cookie dough
2 8-ounce packages cream cheese

3 eggs
2 cups sugar

Grease 9 x 13 baking pan. Cut 1 roll of cookie dough into 1/4-inch slices and line bottom of pan. Mix sugar, eggs and softened cream cheese; beat with blender until smooth. Pour over layer of cookie dough. Cut other roll of dough into 1/4-inch slices and place across top of cheese mixture. Bake at 350 degrees for 45 minutes to one hour until browned. Cool before serving.

Submitted by Cindy Windle

Stuffin' Muffins

18 slices Italian bread
8 slices bacon, cooked/chopped
1 stick soft butter
Salt & pepper to taste
1/3 cup grated parmesan cheese

3 medium onions, chopped
1 tbsp. thyme
1 1/2 tbsp. dry poultry seasoning
1/3-1/2 cup chicken stock
2 eggs, beaten

Preheat oven to 350 degrees. Sauté bacon, onions and thyme in butter until onions are clear. Chop up and add bread, seasoning, eggs, cheese and stock. Let cool and soak for 1 hour. Mound into buttered muffin cups and bake for 35 minutes; makes 12 muffins. Bacon can be substituted with 1/2 lb. sausage.

Submitted by Shea Wilson

Turkey & Dressing Roll-Ups

1 1/2 lbs sliced smoked turkey
1 pkg cornbread dressing
1 can whole cranberry sauce
1 cup chopped celery
1 can chicken broth
1 pkg hot pork sausage
1 tsp cayenne pepper
1 cup chopped onion
Butter

Cook and chop up sausage, sauté with onions, celery and butter. Add broth, cornbread and cayenne and stir until blended. Let cool. Lay 2-3 slices of turkey on plate. Add mound of dressing and spoonful of cranberry sauce, roll up and secure with toothpick. Arrange in 9 x 13 glass baking pan until full. Heat in microwave until warm. Add gravy if desired.

Submitted by Bill Watson

Turkey & Sausage Jambalaya

2-3 lbs leftover turkey
3 cups long grain rice
2 cups chopped onion
1 cup chopped green onions
1 tbsp chopped garlic

2 lbs smoked sausage
8 cups chicken stock
1/2 cup chopped bell pepper
1 cup chopped parsley
1/2 cup oil
cayenne pepper

In large deep pot, place cut up smoked sausage in oil and brown. Add onion, bell pepper, parsley and green onions and sauté until onions are clear. Add turkey, rice, stock, garlic, salt and cayenne to taste. Cover and let simmer for 1 hour or until rice is done. About 10 servings.

Submitted by Muriel Mayfield

Sweet Potato & Banana Bake

5 scrubbed sweet potatoes
2 sticks butter, room temperature
1/2 cup all purpose flour
1 1/2 cups chopped pecans

4 bananas, unpeeled
1/4 cup honey
3/4 cup brown sugar
1 tsp cinnamon
Salt

Poke holes in potatoes with fork and roast in oven for 30 minutes at 375 degrees. Toss in bananas and roast another 15 minutes. When cool, peel and scoop bananas and potatoes into large bowl. Blend with honey, 1 stick of soft butter and cinnamon until smooth. Spoon into oven-proof serving dish. Mix pecans, flour, brown sugar and butter and spread across potato/banana mixture. Bake at 375 for 20 minutes. Serve hot.

Submitted by Bill Watson

Miss Janet's Dressing

1 pkg hot pork sausage
1 cup chopped celery
1 can chicken broth

1 pkg cornbread dressing
1 cup chopped onion
1 tsp cayenne pepper
butter

Cook and crumble sausage. Add 1 stick butter, celery, and onions then sauté until onions turn clear. Add cayenne pepper, broth and cornbread. Stir until blended then set aside. At this point, stuff your turkey or chicken and bake according to directions. You may also pour contents into large baking pan, cover with foil and bake at 350 degrees for 45 minutes to serve as a side dish.

Submitted by Janet Watson

Service Awards presented to ADC employees



Members of the Ouachita River Unit, above, gather for a group photo during the annual ORCU Employee Service Awards luncheon. Pictured left, ORCU's outstanding employee award winners are from left, Ron Ball, Supervisor of the Year; Diane Geater, Employee of the Year; Warden Dale Reed; Christine Roman, Correctional Officer of the Year; and Kyle King, Correctional Supervisor of the Year.



Warden Mark Cashion, left, poses with Delta Regional Unit winners Supervisor of the Year, Sgt. Christine Anthony; Employee of the Year, Lydia Godfrey; Correctional Supervisor of the Year, Lt. Stanley Smith and Correctional Officer of the Year, Cpl. Joseph Bell.



ADC 30 Year Service Awards were presented to Capt. Clyde Daniel, left, Capt. Donald Tate, Disciplinary Hearing Officer Justine Minor, and Mike Wynn, ADC Internal Auditor.



Rosa Marshall-Rice, center, of the Diagnostic Unit receives recognition for 30 years of service by ADC Director Ray Hobbs and members of the management team.



ADC In-Service Training

Schedules/Protocols

In-Service Training Protocol

The Training Academy wishes to welcome staff to In-Service Training. The academy strives to promote a professional environment during your learning experience.

Listed below is appropriate attire for In-Service class participation.

Shirt—button up or pull over (please, nothing derogatory, offensive or inappropriate for professional correctional staff, no T-shirts, no sports team shirts).

Shirt and Tie

Slacks—NO DENIM, no holes or frayed edges.

Dress/Pantsuit—(please, nothing see through, sleeveless or low cut. Length should be professional and appropriate for professional correctional staff)

Shoes—(no flip flops, sandals, tennis shoes or house slippers).

Uniforms—must meet Department guidelines

Headgear—allowed only outside of building (no derogatory or offensive wording, symbols, etc.).

Sweats/Shorts/Sport Warm-ups—will be considered appropriate only in classes containing physical activities – not during normal In-Service classes.

Smoking is not allowed on Academy property.

Please observe break times and lunch periods.

Cell phones or pagers need to be on vibrate or silent while in the classroom.

Students arriving more than 15 minutes late for the starting time of a class, or more than 15 minutes late from a break/lunch will be dismissed

OPEN ENROLLMENT (Year-round Classes)

Internet-Based e-Learning Classes (for managers and supervisors only)

Classes provided by National Institute of Corrections Visit www.nicic.org. You must get approval from your Unit Trainer before taking any e-learning classes.

Open enrollment, Inter-Agency Classes

These classes are offered to all staff members in Little Rock. They vary in length. Classes are also offered through the Criminal Justice Institute in Little Rock.

Notable Quotables

"You can tell you ate too much for Thanksgiving when you have to let out your bathrobe."

Jay Leno

The Spotlight

One-stop source for training schedules

If you're trying to find the latest training schedules for the Training Academy or Human Resources, you can find it on *Spotlight*.

Interested in an online e-learning course, but aren't sure what's available? You can find it on *Spotlight*.

When on your unit computer, click on the "Favorites" tab. Scroll down until you see "ADC Links", then click. Look for the *Spotlight* heading — click and you're there!

The latest and most up-to-date training schedules will be available under "in-service training".

ADC takes advantage of eCademy classes

Earning training hours online is catching on with offices and units within the ADC, as employees log-on and take advantage of the 225 e-learning courses available through the ADC eCademy.

All courses satisfy requirements for American Correctional Association standards and recertification. Unit trainers have been given the information to register and enter employees who may earn 30 hours of online training per year. In addition to eCademy, courses are also available through the National Institute of Corrections for security and non-security supervisory employees. For more information, see your unit trainer

The following training hours were logged for September at ADC units. The report is based on all users/active/inactive.

September Training Hours

Mississippi County	426.5	Pine Bluff	34
Cummins	400	Delta	33.5
McPherson	287	Varner	22.5
Diagnostic	223.5	North Central	15.5
Grimes	149.5	EAU	3
Texarkana	101.5	Construction	1
Randall L. Williams	92	Tucker	1
Wrightsville	73	Benton	0
NW AR WR	51	Ouachita River	0
Admin East	48.5	Maximum Security	0

Saddle up for ADC horse auction on Nov. 19

The wind was blowing and the skies were sunny the first time I visited the Cummins Farm. It wasn't too hot, but the shade of the big oak trees beckoned. The horses found this space irresistible too. Their manes blew in the wind and they were as curious about me as I was them.



Shea Wilson
*Communications
Administrator*

I've always had a gravitational pull to horses. I rode often in my youth, sometimes with friends on their horses and later on my own. A number of my friends enjoyed riding in horse shows and I sometimes when along to watch, but I stuck with riding around the pasture or along country roads. I'm content propped against the fence watching them graze. The scent of grass and hay, sunny skies, gentle breezes and some beautiful horses is a peaceful combination to me, always has been.

I was delighted and surprised by the equine population in the prison system.

The Arkansas Department of Correction has one of the largest – if not the largest – working horse herds in the state. Numbering more than



450, these animals are used for ranch work and by security and line staff. There are a few mules and jacks in the mix too.

The prison's horse herd can trace its lineage to Joe Hancock, the legendary sire of roping horses. Hancock was a big, stout and tough quarter horse who became a match racing sensation in Texas and Oklahoma. He lived from 1923 to 1943 and sired 15 foal crops that produced 155 registered foals.

ADC has crossed quarter horses with draft horses through the years to develop the current working herd.

Crossing the two has made a better line of horses for the prison's purposes. These horses are not as high spirited and their temperaments are more suitable for ADC's purposes.

Next month, about 60

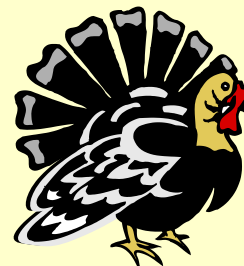


horses, colts, mules and jacks will be retiring. While some are no longer suitable for the daily routine of prison work, they are perfect for weekend pleasure and trail riding. They range in age from 2 to 20.

ADC's Agriculture Division will host a horse auction beginning at 1 p.m. on Nov. 19 at the Saline County Fairgrounds in Benton. Those interested in bidding on the animals may view and ride them from 9 a.m. to 3 p.m. on Nov. 18. They may be viewed from 8 a.m. to noon on Nov. 19, with the sale to follow.

Saddle up and I'll see you there.

ADC CALENDAR OF EVENTS



NOVEMBER 2011

6 — Daylight Savings Ends
8 — Election Day
11 — Veterans Day
24 — Thanksgiving Day



DECEMBER 2011

AIDS Awareness Month

20 — Hanukkah
24 — Christmas Eve
25 — Christmas Day
26 — Kwanzaa begins
31 — New Year's Eve

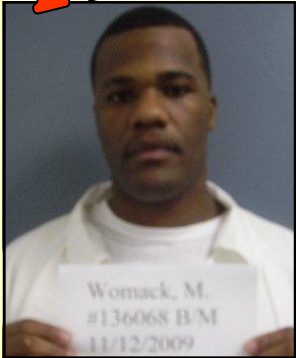
**Special Events?
Unit Functions?
Announcements?
Conference Dates?**



Send information to
The Advocate

Bill.Watson@arkansas.gov

MORE TIME!



ADC Inmate Marcus Womack, #136068, received a three-year consecutive sentence in Izard County Circuit Court for the July 14 assault on two ADC officers working on D-shift at the North Central Unit.

Central Office fries fish, dedicates new fitness trail

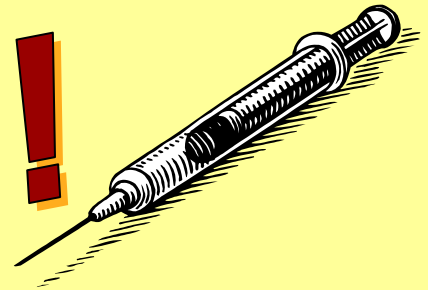


Sgt. Kevin Glover cooks 'em up and serves 'em hot during the Central Office Employee Association's annual fish fry Oct. 14. Members and guests were treated to catfish dinners with all the trimmings, then dedicated a new nature/fitness trail to ADC Director Ray Hobbs, who was on hand to cut the ribbon and officially open the trail.

Afterwards, COEA members delivered the leftover food to the CASA women's shelter in Pine Bluff.

**This year, stay healthy
and get your**

Flu Shot!



**Take the sting out of flu shots by using your EBD/
Health Insurance card and get them FREE!**

If you have insurance through EBD/State Health Insurance Plans, you can get your flu shot at NO CHARGE! Simply present your health plan ID card at any pharmacy, doctor's office, hospital, or Department of Health! Get your flu shot and stay healthy this year!

The New Blues

by Bill Watson



ADC Honor Guard takes aim with classic M-1 Army rifles at Tucker

‘The greatest battle implement ever devised ...’



The ADC Honor Guard is back left, Sgt. Laurel Hooks, Sgt. John Munn, Cpl. John Morton, Charlotte Tadlock, John Nwachuku, Martin Litscomb, Chaplain Wilson Banks and Carla Roso and front left, Lt. Verna Brooks and Lt. Daniel Drennon.

The ADC Honor Guard, under the command of Sgt. Laurel Hooks, took to the firing range near the Tucker Unit to practice with classic military service rifles.

In May, *The Advocate* reported that nine retired M-1 service rifles had been loaned to the Arkansas Department of Correction to be used by the Honor Guard during its drills and presentations. Ten members of the Guard tried out the weapons in September.

Sgt. Hooks said the single shot rifles were “a little heavier than our usual guns.” It didn’t take long for the officers to become accustomed to the weight and they were soon hitting marks in good form.

The 30-caliber rifle was a standard infantry weapon used by the Army from 1936 to 1957 until replaced by the M-14. It was called “the greatest battle implement ever devised” by General George S. Patton in World War II.

Policy Spotlight



Facts about policy and conduct

Got questions about ADC policies and procedures? Then send in your topics to The Advocate — bill.watson@arkansas.gov — and we’ll be glad to get answers.

“What if I’m not aware of ADC policy changes? How will that affect me?”

Unless you’ve been away from the job for quite awhile, you may be aware of the forms that have been making their way through each of the ADC units. Supervisors have been meeting with employees to discuss the ADC Employee Handbook and obtain signatures to acknowledge that everyone has access to the rules either in book form or by computer. Employees can also request hard copies or a CD to become completely familiar with these policies.

The bottom line is that no policy is changed without employees being notified of the fact. After notification, the employees’ signature is kept on record to show they were informed and acknowledge the new policies. This means you are aware of and are expected to follow these policies while working for the Arkansas Department of Correction, which means, *all policies affect all employees*.

So, if you haven’t looked at your Handbook lately-then do so either by a hard copy, CD, or online on Spotlight. Keep up-to-date with the latest ADC policies.

People, places and things



“Take the money and run ...” Appropriately enough, that’s just what Rene Quindo could do as the winner of the 2011 Red Ribbon Run T-shirt Contest! Rene is shown here receiving a check for his winning design with Red Ribbon Committee member Ramona Green.

When he’s not exercising his artistic skills, Rene can be found at Admin East in the IT department working on the ADC’s computers and programming issues.

But, there’s more to this multi-talented guy than meets the eye! Besides working with IT, Rene is also into photography and digital media, which he likes to incorporate into his daily work with the ADC.

A talented marksman on the firing range, Rene has won in several divisions in the State Police Olympics. It seems that Rene Quindo is regularly hitting the right marks!

Retiring ... While several ADC employees receive awards for their continued service, a few lucky members of the crew get to forget about the time clock and start to take life easier!

Captain Troy Parks, left, has decided to retire from ORCU after 25 years of service to the ADC. Warden Dale Reed, center, also had to bid a fond farewell to his Deputy Warden of Security, Jim Hipple, who also retired after 13 years of service at ORCU.

The two men were honored at the recent Employee Service Awards Banquet held at ORCU. Warden Reed can tell you that good help is hard to find these days and that Troy and Jim will be missed around the unit.



Lending a hand ...

Officers and inmates from the East Arkansas Regional Unit at Brickeys spent Oct. 11-12 in Forrest City tearing down a dilapidated house.

EARU has assisted with tearing down six condemned houses in Forrest City and has four more to go.

So far, 1,300 man hours have been contributed to demolitions in that area. City code enforcement officer Connie Muqtasid said inmate labor



has saved the community from \$1,200 to \$3,500 per building, depending on its size.

Promotions & New Hires

Promotions

Date	Name	Position	Unit
09/25/11	Douglas Lockhart	Sergeant	East Arkansas
09/25/11	Brenda Minor	Rehab Program Manager	East Arkansas
09/25/11	Emma Waters-Watson	Food Preparation Manager	Randall L. Williams
09/25/11	Loretha West	Classification & Assignment Officer	Randall L. Williams
09/26/11	Brandi Conner	Human Resource Assistant	Grimes
09/26/11	Laura McKenney	Administrative Specialist II	Centralized Records
09/26/11	Linda Thomas	Inventory Control Manager	Admin East
10/02/11	William Billings	Sergeant	Randall L. Williams
10/02/11	Randy Dotson	Sergeant	Transportation
10/02/11	DeAngelo Earl	Major	East Arkansas
10/02/11	Kendrick Nelson	Lieutenant	Maximum Security
10/02/11	Mario Trobradovic	Lieutenant	Ouachita River
10/02/11	Michael Williams	Lieutenant	East Arkansas
10/03/11	Sharon Cantrell	Inmate Grievance Coordinator	Varner Super Max
10/03/11	Mark Mallard	Payroll Officer	Cummins
10/03/11	Armanda Richardson	Human Resource Assistant	Tucker
10/04/11	Stephanie Crouch	Sergeant	McPherson
10/05/11	Tarrell McEwen	Sergeant	Cummins
10/10/11	April Jones	Sergeant	McPherson
10/10/11	Susan York	Food Preparation Supervisor	Tucker
10/16/11	Michael Ingram	Sergeant	Delta Regional
10/16/11	Martin Lipscomb	Training Instructor	Training Academy
10/16/11	Gary Norman	Sergeant	Grimes
10/16/11	Toni Perry	Sergeant	Delta Regional
10/16/11	Susan Turner	Sergeant	Ouachita River
10/16/11	Jonathon Wood	Agriculture Unit Supervisor	Cummins Farm
10/17/11	Jason Ming	Sergeant	McPherson
10/17/11	Susan Moore	Administrative Specialist II	SOSRA



New Hires

Date	Name	Position	Unit
09/26/11	Angela Gamble	Inmate Grievance Coordinator	East Arkansas
09/26/11	Tena McBurnett	Human Resource Assistant	Cummins
10/03/11	Lisa Lindsey	Administrative Specialist I	McPherson
10/03/11	Barrett Thomas	Industrial Supervisor I	Wrightsville/Industry
10/10/11	Randy Budnik	Disciplinary Hearing Officer	Grimes
10/10/11	Jackie Smith	Mailroom Services Coordinator	Cummins
10/17/11	Katherine Berry	Administrative Specialist I	Diagnostic
10/17/11	Miranda Dennis	Administrative Specialist I	Maximum Security
10/17/11	Camilla Hunter	Human Resource Assistant	Ouachita River

ADC Advocate Employee Newsletter

ADC Mission Statement

- *To provide for the protection of free society 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 inmates to improve spiritually, mentally, and physically.*



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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

