

THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

October 2014

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Cummins' Dill awarded Medal of Valor

Sgt. Darren Dill of the Cummins Unit was one of the recipients of the North American Association of Wardens and Superintendents (NAAWS) Medal of Valor. Each year the NAAWS presents the award to a person or persons during the Congress of Corrections held at different locations throughout the United States.

The Medal of Valor is a prestigious award presented to that person or persons in Corrections who, during an 18-month period prior to each Congress of Correction, performed an act of extraordinary bravery and exceptional valor while in the line of duty, involving imminent personal threat to their life, with knowledge of the risk, above and beyond the call of duty.

On Aug. 18, 2014, Dill was honored with dinner and acknowledgment during the 144th Congress of Corrections held this year at Salt Lake City, Utah.

On Sept. 15, 2013, at approximately 10:15 a.m., an inmate armed with a homemade knife, began assaulting another inmate in the Cummins Unit inmate dining hall. As staff arrived to assist with dispersing the altercation, the inmates involved began assaulting the officers.



Sgt. Darren Dill, third from left, receives the Medal of Valor. Joining him, from left are Director Ray Hobbs, Cummins Warden Gaylon Lay, NAAWS Executive Director Gloria Hultz, and NAAWS past president Pat Keohane.

Other inmates joined in the assault by hitting and kicking fallen officers.

When Dill arrived in the area, the inmate armed with a homemade knife, was stabbing a captain and another inmate who had fallen to the floor.

Dill never hesitated and entered the fight, taking control of the inmate wielding the knife, and dragging him from the area. Dill then restrained the inmate, who was still armed, on the floor in the hallway until assisting staff arrived.

Dill displayed the true meaning of valor through his actions that day. He risked his own safety and well-being for the sake of his co-workers and the inmates he is charged to protect.

Dill's courage in the face of seemingly insurmountable odds likely saved the lives of multiple individuals, both staff and inmates involved in this incident.



Dill spoke of his role in corrections and the direction and support he receives from (in his words) 'the best warden in the ADC.'

Farewell: Stay safe and true to ADC’s mission

Thirty-nine years and 10 months – where did the years go? When I announced my retirement on September 19, it was bittersweet. These have been some very good years. I have spent most of my life here with you, working toward fulfilling the mission of the Arkansas Department of Correction.



Ray Hobbs
Director

It’s been a good run. We have accomplished a lot together. I can honestly say that I have had a career that I am proud of and I can attribute much of that to working with people like you.

I mentioned my appreciation to ADC staff in the letter announcing my retirement. But I want to reiterate my appreciation to all the ADC staff for your commitment, dedication and loyalty to carrying out the mission of ADC.

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.*

I would like to take a moment in this space to share with you all, my sincere gratitude for my time spent working here at ADC. I have been with you all for longer than I have been with anyone in my life. Some of you are newer than some us other “old timers” who are still going strong, but we have all managed over the years to get along and grow as a team, dividing up

our areas of expertise yet coming together as one prison system.

So now, a new beginning for me, a new journey, the time everyone calls “retirement” ... the time all those hobbies and activities we don’t have time to do when we have a career come into play. It will be a difficult transition for sure, as my career in corrections has been a passion all these years. I will need to refocus my energy elsewhere. But don’t worry ... I have some ideas ... golf, duck hunting with Hunter, traveling.

My journey with this agency will end on November 1, but yours will continue.

Please remember that the higher you go, the more you are responsible whether you are there or not. Keep the mission true and make sure your staff does. Stand up for right, even if you stand alone.

Please stay safe and secure at all times. I continue to pray that each and every member of my ADC family goes home safely after serving this agency.

Red Ribbon Run Scheduled for Oct. 18, T-Shirt design winner announced

The 25th Annual Red Ribbon Run, set for Oct. 18 at 8 a.m., is designed to promote being drug-free. The winner of this year’s t-shirt design is: Lisa Lindsey (McPherson), pictured right. Lindsey won \$55. Second place, \$35, went to Tucker Inmate Jimmie Lamb #102319, and third place, \$25, went to Rachelle Beggs, Admin East. For more information, contact Shirley Lowe at 870-267-6215.

“LOVE YOURSELF, BE DRUG FREE”



Horse auction sees average price of \$1,110

The fourth annual ADC horse auction, held Oct. 4 at the Saline County Fairgrounds in Benton, was a success bringing in \$21,095.

Farm Administrator Mark McCown offered a special thanks to all who came out and made the auction a success.

“I truly appreciate each of you and your efforts with the horse auction success this year,” he said.

Nineteen horses were sold bringing in an average price of \$1,110. The highest horses sold were the two draft horses at \$3,450 each.

The North Central Unit in Calico Rock is where most of the breeding



and training is done to supply other units with work horses. In addition, rehabilitation is done there.

NCU continues to work on fencing pasture.

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.

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

On every horse auctioned, you would hear the background truth, good or bad—comments like: “I call this horse gentle” or “this horse has a slight limp” or “there’s a mare that is ready to go to work” or “this horse is not for beginning riders” or “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.”



Food for Thought

WREAK HAVOCK (cause uncertainty, make a mess)

This phrase began as ‘cry havock’, an old military cry originating from a French word meaning ‘plunder.’

This very common cry was banned. It is used in many Shakespearean plays.

ADC staff presents information at gang forum

ADC staff briefed local law enforcement on various Aryan gang-related activities at a forum held recently in the Jefferson County Courthouse.

Local law enforcement invited the ADC to share its expertise, according to Central Office Deputy Warden Tami Aiken.

Aiken said her focus in this endeavor is to connect law enforcement agencies to coordinate information and efforts.

According to Pine Bluff Police Department, they have seen an increase in contacts with these individuals in recent months and need to gain an understanding of the groups.

Ouachita Regional Correctional

Unit's Sgt. Jacob Higgins briefed attendees on the basic structure, symbology, and free world implications of White Aryan Resistance (WAR), the Aryan Circle (AC), and the New Aryan Empire (NAE).

Emergency Preparedness Coordinator Maj. Randy Shores presented information on the intelligence tools the Department is using to combat Security Terrorist Threat Group (STTG) activity and how that is connected to the Arkansas State Fusion Center.

The Fusion Center is organizationally located within the Department of the Arkansas State Police, and its mission is to promote the collection, integration, and evaluation of



Sgt. Jacob Higgins speaks to attendees about White Aryan Resistance, Aryan Circle, and New Aryan Empire.

information that has an effect on detecting and preventing criminal or terrorist-related activity. It was designed to serve as an intergovernmental bridge.

Sgt. Higgins' slideshow included pictures of tattoos and ranks. He said the WAR members wear a triangular ranch patch used to show one's rank and also wear a tattoo patch on the right wrist; AC members wear two common patches—a circle with two lightning bolts and a diamond with a circle and swastika in the middle; and NAE tattoos are not consistent but always include a bird atop an upright sword going through a swastika with oak leaves behind it.



Emergency Preparedness Coordinator Randy Shores discusses the intelligence tools ADC uses.

Contraband found at former Training Academy

Members of the Tucker Unit field crew conducted a shakedown on Sept. 22 of the former Training Academy at Tucker. Items recovered were two cell phones and four pounds of tobacco.

Pictured are front left, Sgt. John Maples, Sgt. Billy Ottinger, and Field Lt. Paul Bolin; and back row left, Field Major Jarrod Self, Field Sgt. David Mena, and Lt. Paul Vanlandingham.



Central Office, Admin East meet ACA standards



ACA Audit

Central Office and Administration Annex East completed the ACA audit Oct. 1 with 100% in mandatory standards and 100% in non-mandatory standards. David Sullivan—Mississippi Probation and Parole, from left, Fire/Safety Lieutenant Linda Gibson, Deputy Director Grant Harris, ACA Coordinator Sandra Kennedy, and Paul Hastman—retired, Maryland Department of Correction, review files.

Randall Williams inmate council recognizes staff

“A Bridge of Hope and Commitment” was the theme of the RLW inmate council appreciation banquet held Sep. 24 at the unit.

“Our goal is to show appreciation to the ones in the Department of Correction for all their hard work and dedication to the inmate council,” stated **Joyce Yelverton**, the program specialist.

Dr. David Montague, Associate Professor of Criminal Justice at UALR and Director of the UALR Senior Justice Center, was the keynote speaker.

“I’ve been doing work in prisons for 11 years now,” said Montague. “And I’m always impressed.

“Being a steward and not expecting anything shows the real importance of what we should be doing.”

Jefferson County Sheriff Gerald Robinson offered remarks at the banquet.

“Don’t let this define who you are,” Robinson told inmates. “Let it enhance who you can be. God is not through with you yet.”

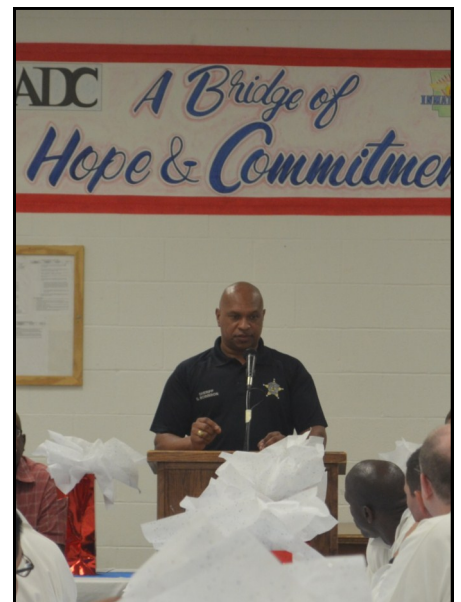


Dr. David Montague addresses the banquet attendees.

Receiving appreciation awards were:

ADC Director Ray Hobbs, Chief Deputy Director Wendy Kelley, Warden Mark Cashion, Deputy Warden John Craig, Chief of Security Major Maxie Foot, Disciplinary Hearing Officer Lori Taylor, Laundry Supervisor Sgt. Tracy Garrett, Infirmary Nurses Latanya Wilfang and Tanglea Cox, Education Principal G.B. Davis, Classifications Loretha West and Tina Owens, Business Manager Debra

Kidwell, Commissary Supervisor Ashley Prather, SATP Cedric Albritton, Hobby Craft Sgt. Bob Love, Capt. Kevin Courtney, Capt. Steven Ricketts, Sr. Chaplain Dexter McDonnell, Sgt. Joe Traylor, Paws in Prison Coordinator Jim Gumm and Paws in Prison volunteer Elaine Vaccaro.



Jefferson County Sheriff Gerald Robinson speaks to inmates at RLW.

Mayfield is new Chaplaincy Services Administrator

Chaplain Joshua Mayfield has been selected as the Administrator for Chaplaincy Services for the ADC.

Since graduating college in 2001 Chaplain Mayfield has been on staff at two churches, worked as a high school teacher and coach in Little Rock, and spent three years in graduate school.

He came to the agency in January of 2010 as Unit Chaplain at Tucker.

Mayfield's bachelor's degree is in Biblical Studies with a minor in Spanish from Ouachita Baptist University. His graduate studies were all in the Master of Divinity track at Golden Gate Theological Seminary's Pacific Northwest campus in Vancouver, WA.



Chaplain Joshua Mayfield

"The thing I have enjoyed most about my time in chaplaincy has been the opportunity to engage in honest dialogue with a wide variety of people," said Mayfield.

"Chaplains, by nature of the position, come into contact with people at times of vulnerability and crisis which can be very stressful, but also opens the door to an abnormal level of clarity. That is true for all types of chaplains, not just correctional chaplains."

He said he is excited about his new position for many of reasons, but the biggest is that now is an exciting time for chaplaincy in Arkansas.

"With our Department's increased focus on re-entry issues, the opportunity for chaplains to be an important piece of necessary means of aid and growth, not just to inmates, but also to families and communities statewide is expanding," he said.

Freeman recognized for service to ACIC

Sgt. Shurrel Freeman has been recognized for her assistance to the Arkansas Crime Information Center. Freeman helps that agency with training.

The ACIC director sent the following message to the ADC director, Ray Hobbs:

I would like to express to you our thanks to Sgt. Shurrel Freeman, for her assistance to our field agents during audits or anything else related to ACIC. She is very helpful and goes to all of the locations with us, making sure that we have everything we need. Sgt. Freeman is a friend to us and a real asset to the Arkansas Department of Correction. Thanks...Jay

*Jay B Winters Sr.
Director*

Freeman started her career with ADC in May of 1999 as a Correctional Officer at the Diagnostic Unit. She became ACIC certified in June of 2003 as a Radio Room Operator at the Diagnostic Unit.

She was promoted to Sergeant in August of 2005. Two years later Freeman was chosen to be the Terminal Agency Coordinator (T.A.C.) for the Department.

Some of her duties are arranging ACIC training for all ADC employees who will need to access the ACIC Network, maintaining and updating training records for all users, entering and validating all boot camp absconder



Special recognition

Sgt. Freeman is recognized by Director Hobbs and management team during a recent meeting. She and Warden Mark Cashion attended the meeting, where the ACIC letter and her service were acknowledged.

warrants, assisting ADC ACIC users, preparing for audits, accompanying all ACIC Field Agents who travel to ADC units to conduct audits and security checks, and attending conferences and meetings to ensure ADC compliance.

Around ADC

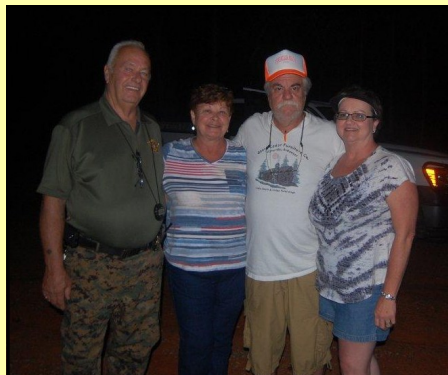


Conference for Professional Assistants held in Little Rock

The Interdepartmental Relations Committee presented the 2014 Conference for Professional Assistants at the Holiday Inn Airport in Little Rock on Oct. 1. The forty-third conference was themed "All Hands on Deck." Pictured are some of the ADC employees in attendance at the conference.

SSMFT competes in Florida

The ADC was recently represented by several Southern States Manhunt Field Trial at the Southeastern Manhunt Field Trials held in Florida. The North Central Unit Dog Team was also in attendance representing the Department. The NCU team stayed off of the "NO CATCH" board. Former ADC employees John and Susan Kleiner, middle photo from left, met up with NCU Warden David White and Ruth Clark. In photo on far right are Sgt. Kyle Moody, Lt. Steven Lively and White. The event, which also included teams from Florida, Louisiana, and Alabama was a great networking opportunity for the Southern States Manhunt Field Trial Board Members to make contacts with past participants and hopefully build the dog trials in Arkansas.



Communities still learning about PIP program

Paws in Prison Coordinator Jim Gumm was invited to speak about the Paws in Prison Program to the North Little Rock Lions Club on Sept. 4.

In February of this year, Lions Club member Pat White adopted a Paws in Prison dog and thought more information about the program would be a benefit to the club members.

Gumm presented information to approximately 35 members and guests and answered questions from

the group.

“I am always ready to spread the news about the Paws Program,” Gumm said. “It was a pleasure to speak to the North Little Rock Lions group today and to learn about some of their outreach in the community.”

President Danny A. Astiz commented, “The information our group received today on the Paws in Prison program was great. The work Paws in Prison is doing to help save dogs is wonderful.”



Gumm, left, and White.



Vanlandingham pinned lieutenant

Paul Vanlandingham, middle, was pinned lieutenant by Tucker Unit’s Building Major Michael Lowe, left, and Field Major Jarrod Self.



Anderson pinned sergeant

Michael Anderson, middle, was pinned sergeant by Tucker Unit’s Building Major Michael Lowe, left, and Field Major Jarrod Self.



Pierce pinned captain

Robert Pierce, middle, was pinned captain by Pine Bluff Unit’s Major Randy Straughn, left and Lt. Latrina Rayford.



Rayford pinned lieutenant

Latrina Rayford, middle, was pinned lieutenant by Pine Bluff Unit’s Major Randy Straughn, left, and Captain Robert Pierce.

K9 Andi retires



Andi is retiring

For almost seven years Billy Hayes, left, has been K9 Andi's trainer. However, Andi is retiring due to developing hip dysplasia which is limiting her jumping and working. Hayes said, "She has found many tobacco and narcotic finds during her career with ADC and was always complimented when working with the schools we search as being such a well mannered and beautiful dog."

K-9 News Flash



Campbell pinned sergeant

Jeremy Campbell, right, was pinned sergeant by Billy Hayes.



Lowery pinned sergeant

Corey Lowery right, was pinned sergeant by Billy Hayes.

Weapons maintenance performed

Members of the Central Office K9 Division recently perform weapons maintenance at the Central Office Armory. Weapons were used lately during the Buffington escape search and were being cleaned before turning in.



Health Matters

Six common misconceptions about vaccination

There are many misconceptions about vaccination that are often cited by concerned parents as reasons to question the wisdom of vaccinating their children. The following six are common.

MISCONCEPTION #1 - Diseases had already begun to disappear before vaccines were introduced, because of better hygiene and sanitation.

Statements like this are very common in anti-vaccine literature, the intent apparently being to suggest that vaccines are not needed. Improved socioeconomic conditions have undoubtedly had an indirect impact on disease. Better nutrition, not to mention the development of antibiotics and other treatments, have increased survival rates among the sick; less crowded living conditions have reduced disease transmission; and lower birth rates have decreased the number of susceptible household contacts. But looking at the actual incidence of disease over the years can leave little doubt of the significant *direct* impact vaccines have had, even in modern times.

MISCONCEPTION #2. The majority of people who get disease have been vaccinated.

This is another argument frequently found in anti-vaccine literature - the implication being that this proves vaccines are not effective. In fact it is true that in an outbreak those who have been vaccinated often outnumber those who have not - even with vaccines such as measles, which we know to be about 98% effective when used as recommended.

This is explained by two factors. No vaccine is 100% effective. Most routine childhood vaccines are effective for 85% to 95% of recipients. For reasons related to the individual, some will not develop immunity. The second fact is that in a country such as the United States the people who have been vaccinated vastly outnumber those who have not.

MISCONCEPTION #3. There are hot lots of vaccine that have been associated with more adverse events and deaths

than others. Parents should find the numbers of these lots and not allow their children to receive vaccines from them.

The concept of a "hot lot" of vaccine as it is used in this context is wrong. It is based on the presumption that the more reports to Vaccination Adverse Event Reporting System (VAERS) a vaccine lot is associated with, the more dangerous the vaccine in that lot; and that by consulting a list of the number of reports per lot, a parent can identify vaccine lots to avoid. However, a report made to VAERS does not mean that the vaccine, or other vaccines from the same group or lot caused the event. VAERS is a national system for reporting health problems that happen around the same time of the vaccination. Only some of the reported health conditions are side effects related to vaccines.

In addition, VAERS reports have many limitations since they often lack important information, such as laboratory results, used to establish a true association with the vaccine.

In summary, scientists are not able to identify a problem with a vaccine lot based on VAERS reports alone without scientific analysis of other factors/data.

MISCONCEPTION #4. Vaccines cause many harmful side effects, illnesses, even death - not to mention possible long-term effects we don't even know about.

Vaccines are actually very safe, despite implications to the contrary in many anti-vaccine publications (which sometimes contain the number of reports received by VAERS, and allow the reader to infer that all of them represent genuine vaccine side-effects). Most vaccine adverse events are minor and temporary, such as a sore arm or mild fever. More serious adverse events occur rarely (on the order of one per thousands to one per millions of doses), and some are so rare that risk cannot be accurately assessed. As for vaccines causing death, again so few deaths can plausibly be attributed to vaccines that it is hard to assess the risk

statistically. Of all deaths reported to VAERS between 1990 and 1992, only one is believed to be even possibly associated with a vaccine.

MISCONCEPTION #5. Vaccine-preventable diseases have been virtually eliminated from the United States, so there is no need for my child to be vaccinated.

It's true that vaccination has enabled us to reduce most vaccine-preventable diseases to very low levels in the United States. However, some of them are still quite prevalent - even epidemic - in other parts of the world. Travelers can unknowingly bring these diseases into the United States, and if we were not protected by vaccinations these diseases could quickly spread throughout the population, causing epidemics here. At the same time, the relatively few cases we currently have in the U.S. could very quickly become tens or hundreds of thousands of cases without the protection we get from vaccines.

MISCONCEPTION #6. Giving a child multiple vaccination for different diseases at the same time increases the risk of harmful side effects and can overload the immune system.

Children are exposed to many foreign antigens every day. Eating food introduces new bacteria into the body, and numerous bacteria live in the mouth and nose, exposing the immune system to still more antigens. An upper respiratory viral infection exposes a child to 4 - 10 antigens, and a case of "strep throat" to 25 - 50. According to *Adverse Events Associated with Childhood Vaccines*, a 1994 report from the Institute of Medicine, "In the face of these normal events, it seems unlikely that the number of separate antigens contained in childhood vaccines . . . would represent an appreciable added burden on the immune system that would be immunosuppressive."

Excerpts from the CDC website (for the complete article go to

<http://www.cdc.gov/vaccines/vac-gen/6mishome.htm>)

Take a break before a major decision

One of the keynote speakers for the Women Working in Corrections and Juvenile Justice Conference was Marion Jones. The conference was held Sept. 28-Oct. 1 in Pittsburgh, PA, and Jones — once the “fastest woman on earth” — was the standout for me from a list of exemplary speakers and female role models.



Shea Wilson
Public Information Officer

Maybe it was because I knew who she was, watched her, admired her and felt the elation of her accomplishments and the sting of her fall.

Jones shared the story of her rise to become a world champion track and field athlete, WNBA professional basketball player and five-time Olympic gold medal winner. Jones said outwardly she was on top of the world but inwardly, she was a mess. She projected such a strong image that no one considered she might

have issues.

After being identified as using performance enhancing drugs and pleading guilty to lying under oath to federal agents in the BALCO investigation, Jones was sentenced to time in prison and had to come to terms with the personal and emotional baggage of her past.

“We can know something is wrong but be too ashamed, stubborn, lazy, to do something about it,” Jones said. In eight years, Jones went from being a media darling to a disgraced Olympian.

“The consequences of poor choices cost me financially, cost me my reputation and my freedom. I betrayed the trust people had in me.”

Jones has dealt with remorse, regret and guilt, which she said is a cancer that continuously eats at you. She said faith helped her to learn to forgive herself and move on with her life.

“I was tired of lugging the baggage of being Marion Jones.”

Once Jones set aside that baggage, she began focusing on the barriers of overcoming adversity. The first one was to for-

give herself. She said she had to exercise faith in God’s forgiveness to achieve this. The second thing she had to do was restore the trust of others.

“It takes time. You have to be honest with yourself and others. You have to own what you are responsible for and recognize that some bridges are burned forever. Be prepared to accept this and move forward.”

The most powerful tip Jones offered was if you find yourself teetering on a right or wrong decision with major implications, “take a break.”

Jones said if she had stepped back and taken a break and truly thought about the consequences of her actions that her life would have been very different.

We all face challenges and times when we should consider stepping back and taking a break. Oprah Winfrey has said on more than one occasion to listen to “the little me on your shoulder” — that feeling that rises in your gut and suggests that you not do something.

Listen to your instincts and if necessary, “take a break.”

CALENDAR OF EVENTS

OCTOBER



October 2014

- 4 — Horse Auction
- 16 — National Boss’ Day
- 18 — Red Ribbon Run
- 31 — Halloween

NOVEMBER



November 2014

- 2 — Daylight Savings Ends
- 11 — Veterans Day
- 27 — Thanksgiving Day

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



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

THOUGHT FOR THE DAY:

If you can't be kind, at least have the decency to be vague.

Policy Spotlight



Facts about policy and conduct

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

EMPLOYEE HANDBOOK
Compensation/Reimbursement Practices
Leave Programs — Page 14

The types of leave available at the Department are as follows: annual leave, sick leave, family medical leave, military leave, leave without pay, court, jury duty leave, compensatory time and children's educational activity leave. This leave policy is applicable to all ADC employees except intermittent, extra help, and per diem employees.

Annual Leave – Full-time employees accrue annual leave in accordance with the following timetable. Employees working less than full-time but more than 1,000 hours per year accrue annual leave in the same proportion as time worked. Example: Employees working half time would accrue half of annual leave time noted on table.

FULL TIME EMPLOYEES

| <u>Years of Employment</u> | <u>Monthly</u> | <u>Annually</u> |
|----------------------------|----------------|-----------------|
| Through 3 years | 1 day | 12 days |
| 4 through 5 years | 1 day, 2 hours | 15 days |
| 6 through 12 years | 1 day, 4 hours | 18 days |
| 13 through 20 years | 1 day, 6 hours | 21 days |
| Over 20 years | 1 day, 7 hours | 22.5 days |

All annual leave time is cumulative; however, no employee may have more than 30 days accumulated on December 31st of each year. During the calendar year, accrued annual leave may exceed 30 days.

Years of employment may be continuous state employment or an accumulation of service when the employee was out of state service for a time. However, seniority for reinstated employees will be brought forward only in completed years of service.

Accrued annual leave can be requested by an employee at any time. Supervisors may grant the leave request at such time that least interferes with the efficient operation of the agency. Annual leave may not be accumulated during a period of leave without pay when such leave is for 10 or more days within a calendar month.

Annual leave is granted on the basis of the work days, not calendar days. Non-work days, such as weekends and holidays falling within a period of annual leave, are not charged as annual leave. Annual leave must be earned before it can be authorized. Annual leave may be used in increments of 15 minutes.

Employees transferring between the Department and other state agencies and/or state supported institutions of higher education covered by these policies without a break in service retain at the time of transfer, all accumulated annual leave. The establishment of leave records and internal procedures is the responsibility of each agency and institution.

Upon termination, resignation, retirement, or other action (other than death) by which a person ceases to be an active employee of the state, a non-security employee is only paid up to 30 days (240 hours) between annual and holiday leave combined, whereas, a security employee is paid up to 30 days (240 hours) of annual leave and all holiday leave.

No employee receiving such additional compensation shall return to state employment until the number of days of additional compensation has expired. Upon the death of an employee, the amount of unused annual and holiday leave due the employee shall be paid to the employee's estate or authorized beneficiary, not to exceed 60 days combined.

TRAINING TA ACADEMY

Training Academy Graduates: Class 2014-K, Sept. 5, 2014



JaMeshia Bannister, Ronald Betts, Jr., Jordan Campbell, Brian Capps, Autumn Chitty, Karmen Clemons, Blake Criner, Kenyanna Davenport, Matthew Dunkerson, Keondra Everett, Deserae Ewing, Nicole Ezekiel, Cary Flenor, Jordan Foster, Roy Grice, Destini Hale, Tony Hesters, Kandi Hicks, Antoino Jones, Cortez Jones, Sylvia Jones, Brittany Jordan, Michelle King, Stephen Kirtley, Ciearra Lasley, Bobbie McAnally, George McCoy, Marquise McCraney, Ivory McDaniel, Nicole McDorman, Shaniqua Montgomery, Alice Moody, Grady Pettigrew, Dorothy Quinn, Synitrious Rose, Tyrah Sanders, Dalvin Thomas, Shevonda Thomas, Marcus Watkins, David White, and Krista Williams.

Willis H. Sargent Outstanding Student Achievement Award

The Willis H. Sargent award went to Tony Hesters. Pictured are Deputy Warden Billy Inman, Hesters, and Training Director Fred Campbell.



Training Academy Graduates: Class 2014-L, Sept. 26, 2014



Markesia Adams, Justin Ashmore, Ashanique Banks, Arleisha Barksdale, Destiney Bilbruck, Joshua Blanton, Anthony Bledsoe, Jr., Georgette Broadway, JaiQuanna Brooks, Erica Brown, Jalisa Brown, Charles Bynum, John Bynum, Luevonnia Bynum, David Calahan, Lillian Calender, Keisha Capers, Shundreka Carroll, Brandon Case, Alexander Delgado, Clint Dunavin, Travis Duncan, Dexter Erby, James Flowers, John Foreman, Kyle Foster, Anthony Gatewood, Garry Hagins, Timothy Hannah, Linda Harris, Rondarius Hawkins, Jordan Haynes, Timothy Hill, Christopher Jackson, Jeremy Jackson, Ashia James, Devona Johnson, Omega Johnson, Matthew Jones, Stephen Jones, Brianna Kemper, Josephus King, Jr., Gregory Kover, Johnniqua Libbett-Wooford, Kaneesha Lowe, Tyshique Mack, Daiuana Mallett, Justin Masiogale, Takesha Mason, Jacob May, Cory McDade, Crystal McKinney, Clarissa Morgan, Stephen Morphew, Robert Nitzke, Joshua Noles, Tyrone Payne, Markesha Pitts, London Polk, Erick Pollock, Sabra Rhone, David Robichaux, Devon Smith, Erica Stewart, Courtney Talley, Iyuanna Thompson, Joe Tims, Jr., Shaneka Toney, and Marcus Workman.

Willis H. Sargent Outstanding Student Achievement Award

The Willis H. Sargent award went to David Robichaux. Pictured are Training Director Fred Campbell, Robichaux, Warden Kay Howell, and Captain Randy Callas.



Promotions & New Hires

NEW HIRES

| Date | Name | Position | Unit |
|------------|---------------------|-----------------------------------|-----------------------|
| 08/11/2014 | Zachary Hale | Administrative Analyst | Central Office |
| 08/11/2014 | Rose Higgins | Administrative Review Officer | McPherson |
| 08/11/2014 | Candace Kriebel | Advisor Mental Health | McPherson |
| 08/11/2014 | Andrea Moore | Administrative Spec I | Tucker |
| 08/11/2014 | Stephanie Webb | Administrative Spec I | East Arkansas |
| 08/18/2014 | John Bynum | Maintenance Tech | Construction |
| 08/18/2014 | Maria Cobb | Admnstrtv Spec I Mental Health | Varner |
| 08/18/2014 | James Flowers | Food Preparation Supv | Wrightsville |
| 08/18/2014 | Shanda Glover | Disease Intervention Spec | Central Office |
| 08/18/2014 | Willie Harris | Asst Profsnl Counselor | SOCNA |
| 08/18/2014 | Tammy Jones | Administrative Analyst | SOCNA |
| 08/18/2014 | Cindy Musselwhite | Admnstrtv Spec I Construction | Ouachita |
| 08/25/2014 | Stephanie Burroughs | Administrative Spec I | Ouachita |
| 08/25/2014 | Jason Finn | Administrative Spec I | Ouachita |
| 08/25/2014 | Carolyn Gamble | Associate Professional Counselor | SOCNA |
| 08/25/2014 | Teresa James | Commissary Manager | Hawkins |
| 08/25/2014 | Kye Keffer | Agri Unit Supv II | Farm-Cummins |
| 08/25/2014 | Tammy Linn | Administrative Spec I | Wrightsville |
| 09/02/2014 | Jacquelyne Addie | Food Prep Supv | Cummins |
| 09/02/2014 | Carrie Barnett | Administrative Spec I | East Arkansas |
| 09/02/2014 | Victoria Jefferson | Subst Abuse Prog Ldr Mntl Hlth | Wrightsville |
| 09/02/2014 | Brittany Sandefer | Administrative Spec I | East Arkansas |
| 09/15/2014 | Gregory Stephens | Agriculture Production Supervisor | Farm-Cummins |
| 09/08/2014 | Melissa Taylor | Industrial Supervisor I | Industry-Wrightsville |
| 09/08/2014 | Sean Treas | Chaplain | Varner |

Continued on next page

Promotions & New Hires

PROMOTIONS

| Date | Name | Position | Unit |
|------------|--------------------|---------------------------------|------------------------|
| 08/17/2014 | Travis Adair | Fiscal Sppt Analyst | Construction |
| 08/17/2014 | Cheryl Clemmons | Auditor | Central Office |
| 08/17/2014 | Shondreka Cooper | Sergeant | Varner |
| 08/17/2014 | John Downing | Lieutenant | North Central |
| 08/17/2014 | Early Everett | Food Prep | Supv Delta |
| 08/17/2014 | Roy A Huff | Sergeant | Tucker |
| 08/17/2014 | Thane Huyard | Lieutenant | East Arkansas |
| 08/17/2014 | Mary A Jackson | Sergeant | Varner |
| 08/17/2014 | Joseph Klinedinst | Sergeant | Wrightsville Satellite |
| 08/17/2014 | Jacob Koenen | Sergeant | North Central |
| 08/10/2014 | Arlen Parham | Sergeant | Mississippi County |
| 08/10/2014 | John Wheeler | Assistant Director | Central Office |
| 08/17/2014 | Harold Williams | Construction Project Supervisor | Construction |
| 08/17/2014 | Thamaine Williams | Sergeant | Wrightsville Satellite |
| 08/31/2014 | Lawrence Baker | Lieutenant | Wrightsville |
| 08/31/2014 | William Bean | Sergeant | Central Transportation |
| 08/31/2014 | Joshua Crosby | Captain | Ouachita |
| 08/31/2014 | Joseph Efirid | Sergeant | Ouachita |
| 08/31/2014 | Robert Gardner | Food Preparation Supv | Delta |
| 08/31/2014 | Demetric Johnson | Unit Training Supv | East Arkansas |
| 08/31/2014 | Lisa Oliver | Administrative Spec III | Central Office |
| 08/31/2014 | Ryan Pierce | Unit Training Supv | McPherson |
| 08/31/2014 | Latrina Rayford | Lieutenant | Pine Bluff Unit |
| 08/31/2014 | Stanley Robinson | Captain | Max Security |
| 08/31/2014 | Lesquincia Smith | Lieutenant | Pulaski Co |
| 09/14/2014 | Cordall Akins | Captain | Hawkins |
| 09/14/2014 | Michael Anderson | Sergeant | Tucker |
| 09/14/2014 | Jeffery Andrews Jr | Lieutenant | East Arkansas |
| 09/14/2014 | Earnestine Colburn | Human Resource Assistant | Delta |
| 09/14/2014 | Lisa Gray | Rehabilitation Area Manager | SOCNA |
| 09/14/2014 | Brittany Harness | Sergeant | Cummins |
| 09/14/2014 | Toby Hastings | Assistant Head Farm Manager | Farm-Cummins |
| 09/14/2014 | Jennifer Newton | Sergeant | Wrightsville |
| 09/14/2014 | Robert Pierce | Captain | Pine Bluff |
| 09/14/2014 | Jeanette Thomas | Sergeant | Cummins |
| 09/14/2014 | Paul Vanlandingham | Lieutenant | Tucker |

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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