

Inside this issue :

Director's Corner	2
AACET Events	2
School Supplies	3
Red Ribbon Contest	3
The New Blues	3
Health Matters: Stress	4
Ride 'Em Cowboy	5
SEARK Scholarship	6
Texarkana Fairground	6
Service Awards	7
Bark at Dark	7
Special Needs Unit:	8
Hospital Behind Bars	9
ADC Teams Score Big	10
Benefit from Training	11
Calendar of Events	11
Spirit of 110 Awards	12
Barn Fire at Cummins	12
EARU Awards	13
Policy Spotlight	13
Training Academy News	14
Cemetery Restoration	14
Promotions/New Hires	15
Parting Shots	16

ADC staff take top honors at ASEA Awards



Nominees and finalists for ASEA Outstanding State Employee of 2012 are from left to right: John Kleiner, Lucy Flemmons, Daniel Potter, James Brooks, Lavern Tittle, Wanda Reeves, Wendell Taylor, Tiffanye Compton, Nicole Hughes and Richard Meeks. Also nominated, Thomas Green (not pictured).

Three employees from the Arkansas Department of Correction were among five finalists for Outstanding State Employee as the Arkansas State Employees Association (ASEA) held its 44th annual convention in Little Rock August 17-18.

Delegates met at the Doubletree Hotel to honor nominees for Outstanding State Employee of 2012 on Aug 17.

Arkansas' 55th Attorney General Dustin McDaniel was guest speaker for the evening. Addressing a crowd of approximately 300 state employees and family members, McDaniel described the 25 nominees as the "tip-top" of their fields.

"There are many in this room who work long days and volunteer their weekends to help others," McDaniel said. "Out of more than 50,000 state employees, you were recognized for your outstanding dedication and service."

This year, 11 of the 25 nominees for Outstanding State Employee were Arkansas Department of Correction staff. They were: Lavern Tittle, Benton Unit; Thomas Green, North Central Unit; Superintendent James Brooks, Northwest Arkansas Work Release Center; Nicole Hughes, Ouachita River Unit; Lucy Flemmons, volunteer services coordinator;

Continued on Page 3

Arkansas to host 14th WWICJJ conference this month

Women of the Arkansas Department of Correction are making something extraordinary happen this month. Our agency, along with the help of the Arkansas Department of Community Correction, is hosting the 14th National Women Working in Corrections and Juvenile Justice Conference in Little Rock.

When I was approached more than a year ago about being the host state for this conference (by Mary Livers, a former deputy warden in Arkansas who now works in Louisiana), I knew it would be a lot of hard work, but I also knew ADC was up to the challenge. Over the course of the past year, a group of dedicated committee chairs and members have put together a conference that is sure to be educational, enlightening and entertaining.

I was looking over the week's agenda and we have some impressive keynote speakers. Lois Fraley, who was held hostage in Arizona for 15



Ray Hobbs
ADC Director

days in the longest prison hostage situation in U.S. history, will offer the keynote address during opening ceremonies. Lori Pompa, founder and director of the Inside-Out Prison Exchange Program, will give the keynote address during the general session Monday and on Tuesday, Dora Schriro, commissioner of the New York City Department of Correction, will speak. The closing session Wednesday will feature Mary Carouba and Terri Tobin of the Women at Ground Zero Project.

The theme is fitting, "Developing Leaders, Naturally." This conference is jam-packed with workshops. Several sessions will run simultaneously in the mornings and afternoons – and the topics are interesting and current. I've seen several that I would like to attend and I know you will appreciate them, too.

And there will be a little fun on the side. Several social events have been planned for after hours. Monday night's festivities – properly billed as Rockin' on the River – will include a shrimp boil, the Cummins Prison Band and a Baggo Tournament. On Tuesday evening, we'll have murder and intrigue over dinner. A murder mystery performance troupe will present "Til Death Do Us Part." That will be one we don't want to miss.

Now to the real reason for this topic, this month.

About 1,640 of ADC's 4,000 employees are women. This conference is a tribute to all of you – and it is dedicated to Cpl. Barbara Ester, who was killed in the line of duty on Jan. 20, 2012, at the East Arkansas Regional Unit.

Women are represented at every level and rank of ADC. We have female administrators, wardens and deputy wardens. Of the seven deputy and assistant directors who work with me, three of them are women. The vice chairman of the Board of Corrections is a female who has previously served as the board's chairman.

I am grateful to each and every one of you for your hard work and dedication. The veteran employees serve as mentors and examples to the next generation, who represent ADC's future – and that future looks bright because of all of you.

This conference has been in the planning stages for a year and now it's about to happen. A lot of long hours and hard work are required to make an undertaking such as this a success. Thank you to all who had a hand in making this conference happen. I am proud of you.



AACET Grandparent's Day at Playtime Pizza

Come join the fun on Sept 23 at Playtime Pizza in Little Rock, where AACET will host Grandparent's Day. Activities will include an all-you-can-eat buffet, arcade games, laser tag, bumper cars, black light miniature golf and more. Ticket prices for AACET members, spouses, minor children and grandchildren are **\$1 for gold members, \$2 for silver members, \$3 for bronze members and \$9 for non-members**. All tickets include admission and the all-you-can-eat-buffet, which will be available from noon to 9 p.m. Advance tickets must be purchased by 4 p.m. Sept 14 and will be distributed at the door. For tickets, contact Tracey Breshears at 870-850-8546 or at Tracey.Breshears@arkansas.gov or mail requests to Kevin Murphy, P.O. Box 1579, Cabot, AR 72023.

(Continued from Page 1)

Wendell Taylor, head farm manager; Richard Meeks, Construction; Wanda Reeves, agriculture/industry buyer; Tiffany Compton, research and planning administrator; Daniel Potter, assistant administrator of IT; and John Kleiner, emergency preparedness administrator.

Three of the top five finalists for Outstanding State Employee were ADC's John Kleiner, Lucy Flemmons and Thomas Green. Rounding out the top five nominees were Diane Betts, Vice Chancellor for Planning, Accountability and Development for Southern Arkansas University Tech and Josette Cline, Associate Director for the University of Arkansas' Counseling and Psychological Services.

Diane Betts of Southern Arkansas University was awarded ASEA's Outstanding State Employee of 2012.



Benton Unit donates school supplies



School counselor Rhonda Francis and Glen Rose Elementary School Principal Lance Robinson, left, accept school supply donations from Dianna Siegel, Holly Bartlett and Deputy Warden Judy Taylor of the Benton Unit. School supplies were also donated to Harmony Grove Elementary School on behalf of the Benton Unit Employee Corporation.



Red Ribbon Run T-Shirt Contest now accepting entries

The 23rd Annual Red Ribbon Run is set for Saturday, Oct. 13 to promote being drug-free. Designs for this year's shirts are being sought. Got a prize-winning idea? First place will win \$55, second place \$35 and third place \$25. Deadline for entries is Sept 21 at 5 p.m. For more information, contact Ramona Green at 870-267-6302.

The New Blues

by Bill Watson



Health Matters

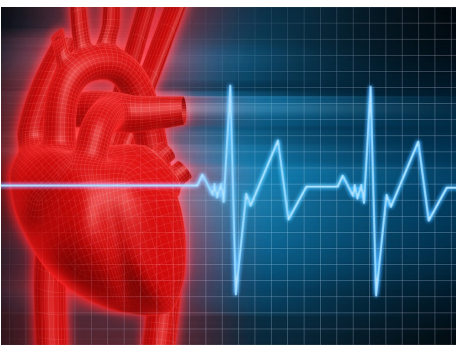
Stress; recognize warning signs to take control of pressure



Stress is simply a fact of nature. Forces from the inside and outside worlds affect us individually. Many consider stress to be a negative experience because of the overabundance of stressful influences in our everyday lives. How we deal with stress can be a neutral, negative or positive experience.

Stress is related to both external and internal factors. External factors include physical environment, careers, relationships, home and everyday challenges and expectations. Internal factors that determine a body's ability to handle stress include nutritional status, health and fitness levels, emotional well-being and the amount of sleep or rest you get. Areas of the body most affected by stress include the brain, heart, muscles and joints, stomach, pancreas, intestines and reproductive systems.

According to Dr. Jay W. Marks,



physician and medical author, evidence points to abnormal stress responses causing both severe physical and psychological conditions. Physical conditions include gastrointestinal disorders, cardiovascular disease, asthma, migraine headaches and fluctuations of blood sugar in diabetics. Psychological effects of temporary (transient) stress can lead to mild anxiety and depression. Overwhelming and constant stress can lead to long-lasting (chronic) psychiatric illnesses such as *post-traumatic stress disorder*.

One of the positive aspects of stress



is the release of neurochemicals and hormones that prepare the body for action (to fight or flee). Unfortunately, most individuals try to handle their stresses while sitting at their desk or behind the wheel of a car in heavy traffic. Regular exercise routines help to turn down the production of those hormones and neurochemicals and has been proven to be a potent antidepressant and sleeping aid for many people.

The experience of stress is highly individualized. What appears as stress to one person may not be perceived as stress to another. The symptoms of stress can manifest themselves in areas such as fatigue, mood swings, nervousness and loss of enthusiasm or energy.

Studies have shown that people



under stress have a greater tendency to engage in unhealthy behaviors such as excessive use or abuse of alcohol and drugs, cigarette smoking and poor exercise and nutritional choices. These behaviors can further increase the severity of stress-related symptoms, often leading to a cycle of symptoms and unhealthy behavior. Prescription drugs used to treat sleep and anxiety disorders such as Valium and Xanax can have counterproductive effects for people who try to mask stress rather than face problems directly.

Knowing that chronic and uninterrupted stress can be harmful, it is also important to learn how to decompress and cope with the pressure. Take breaks, try walking or another form of exercise, and use weekends to relax.

Create predictability at home and at work to establish comfort zones. Practice meditation and relaxation techniques. For those who need help, stress counseling and group therapy can offer alternate ways to "let go" of stress.



Ride 'em, Cowboy! Rodeo traditions run deep for ADC supervisor

Hastings balances ADC career and rodeo with steady hands



Agricultural Supervisor Toby Hastings

*My heroes have always been cowboys.
And they still are, it seems.
Sadly, in search of, but one step
in back of themselves
and their slow-movin' dreams.*

-Willie Nelson

It could be said Toby Hastings knows a thing or two about cattle. As an ADC agricultural supervisor for the Cummins Farm, the 24-year-old cowboy oversees the daily milking of more than 100 cows and also is responsible for approximately 350 replacement heifers, steers and dry cows.

As a third generation calf-roper, Hastings understands the temperamental and unpredictable nature of rodeo cattle, and he's able to control them with skills he's been learning all his life.

Growing up on his family's farm in Cave City, Hastings learned to ride at an early age. "I guess I've been riding almost as long as I've been walking. My dad and mom are both calf ropers, so I learned how to do it as a kid. I've

been competing since I was in kindergarten," he said.

Hastings' parents not only introduced him to the sport, they involved him in the technical aspects of his events by raising the horses they use.

At age 10, Hastings was introduced to *Skid Boot*, a four-year old gelding broken-in by his dad, and the two have been competing together ever since. He was in the National High School Finals three times and in 2006, he finished fourth in the world. He finished the 2006 rodeo season in the top 25 in the nation. Hastings is currently ranked third in the Arkansas Cowboy Association's Calf Roping Division.

After graduating high school in 2006, Hastings went to Southern Arkansas University where he was a member of the rodeo team. In 2009, he earned a technical degree in agricultural science and became the first in his family to graduate college.

Hastings began his ADC career on Valentine's Day of 2011. His days at the Cummins dairy begin with milking at 5 a.m. "Typically, we average approximately 1,200 gallons of milk per day," he said. "We're currently between 800 to 900 gallons because the

cows can't handle the intense heat."

Hastings may put in a 10 to 14-hour work day supervising inmate crews who aren't accustomed to life on the farm, but he doesn't mind teaching new skills. "Some of these guys take to it easily and some don't. They are here because of poor decisions and choices they've made. If I can show them a skill that might help them one day when they are out of prison, then I've really accomplished something."

In addition to his experience with growing up on a farm, Hastings also applies the agricultural science skills he learned in college. He is particularly interested in a crossbreeding study that crosses the characteristics of Holstein, Montbeliarde and Swedish Red cattle to produce a stronger breed that is more heat tolerant and produces higher yields of milk and beef.

Hastings says that "old school" family values and setting realistic goals have served him well. "Rodeo has taught me to be patient, stay positive and expect mistakes so that you can learn from them. Working for the ADC has taught me to apply myself, take pride in my work and to do it well," he said.



Hastings is currently ranked 3rd in ACA standings in the calf-roping division.

ADC, AACET present scholarship check to SEARK College



Dr. Stephen Hilterbran, center, accepts an \$8,000 scholarship contribution from ADC Director Ray Hobbs on behalf of AACET. Also pictured are Dr. Michael Gunter, Christopher Castoro, left, and Linda Lewis.

ADC Director Ray Hobbs presented an \$8,000 scholarship check to members of the faculty and staff of Southeast Arkansas College on Aug 16. Money for the scholarship came from proceeds of the "Ball and Chain Challenge" golf tournament, held in May at the Harbor Oaks Golf Club in Pine Bluff.

Proceeds from last year's tournament benefited 30 additional scholarships distributed in April, including the \$1,000 Ray Hobbs Scholarship Award given to Dexter Payne, deputy warden of the East Arkansas Regional Unit.

Also present were SEARK President Dr. Stephen Hilterbran; executive director for the Pine Bluff Area Community Foundation, Christopher Castoro; SEARK vice president of academic affairs, Linda Lewis; vice president for student affairs, Dr. Michael Gunter; SEARK criminal justice instructor, Steve Sumner; and AACET Executive Director Kevin Murphy. Details on scholarship eligibility and awards are decided by AACET and SEARK.

Texarkana Fairground shows appreciation to TRCC crews

The Four States Fairground in Texarkana recently presented a sign in appreciation of the regional maintenance crew from ADC's Texarkana Regional Correctional Center.

The sign is posted on the inside railing of the rodeo arena and will be seen by visitors of the Four States Fair and Rodeo Sept. 14-23.



TRCC regional maintenance crews frame and pour a concrete walkway at the Four States Fairground in preparation for the Four States Fair and Rodeo.



ADC staff recognized through promotions and service awards

Ceremonies held at ADC units across the state paid tribute to employees for years of dedicated service. Other staff members received promotions and recognition for jobs well done.



Mark Colbert, compliance attorney for the Board of Corrections, was recognized for 20 years of service at the board's meeting on Aug 21.



Superintendent James Brooks pins sergeant stripes on Carla Roso, above, and lieutenant bars on James Nichols, right, in a ceremony at the Northwest Arkansas Work Release Center Aug. 21.



'Bark at Dark' auction to benefit Paws in Prison program

The Paws in Prison program will host its first ever benefit auction later this month. "Bark at Dark" is scheduled for September 20 in the Grand Hall of the Governor's Mansion in Little Rock.

More than fifty items have been donated for the event, which will include both a silent and a live auction. Big ticket items include a guided duck hunt for two, fine art, two tickets to an official bear outing with experts from the Game and Fish Commission, a saddle handmade by an ADC inmate, a barbeque for 12 guests and their dogs and a special dinner on the grounds of the Clinton Presidential Center.

Tickets for the event are \$50 each, and the price includes appetizers and adult beverages. Seating is limited.

Paws in Prison operates at five ADC units. Dogs are brought in from shelters and rescue groups and placed with inmate trainers. The inmates, under the guidance of professional trainers, work with the dogs for at least eight weeks. During that time, the dogs are socialized properly and are taught basic skills.

At any given time, there are approximately 30 dogs in the program. While being trained, the dog stay with their inmate trainers in the barracks. Since there is no state funding for the program, Paws in Prison relies on donations to operate.

It is hoped that the upcoming benefit auction raises several thousand dollars for the program.



ADC Special Needs Unit; medical wing of Malvern unit offers



Intake Corridor



Assessment Waiting



Intake Barracks 1,2 & 3

When the Arkansas Department of Correction closed the doors of its Diagnostic Unit in January, ADC staff had the task of packing up and moving in a matter of days. Equipment, records, furniture, medical patients and inmates were relocated to the Ouachita River Special Needs Unit, a complete health care facility behind bars.

“We’re much bigger and more modern than the old Diagnostic facility,” said Deputy Warden Darryl Golden. “The other place was cramped, out of date and often times over-crowded. The ADC had grown and the Diagnostic Unit could no longer handle the traffic.”

ORCU Assistant Warden Jeremy Andrews said the new facility was designed to feature all of the amenities of a metropolitan hospital with the added security standards of a full correctional unit. “We have separate wards for intake and assessment, mental health services and rehabilitative care,” said Andrews.

The intake process is where many offenders get their first glimpse of a prison environment. After a shower, search and change of clothes, the new inmates go into a five-day lockdown process. Inmates are observed and receive medical, dental and psychological assessments before transfer to another facility. “We can process between 45 to 50 inmates per day if necessary,” said Andrews. “We have processed as many as 55 in one day.” Approximately 3,100 inmates have been processed at the facility since Jan. 30.

Intake Barracks 1,2 and 3 are a combined 150-man holding area used for new inmates, while Barracks 4,5 and 6 can be used to house general population inmates until moved to another area.



Hospital Ward Front Desk

complete hospital services with added correctional security

Each barracks comes with an enclosed and covered “yard” where inmates get one hour of outdoor recreation each day. Two chow halls, separate from the main unit, provide food service to the two-floor facility and five control centers provide monitoring. Three elevators allow for gurney transport and wheelchair access to the hospital ward located on the top floor.

The hospital ward has the appearance of a typical community care facility complete with clinics, dental exam rooms, waiting areas and nurse’s station. Dialysis areas, recovery rooms and counseling services are all available much like a regular hospital, but with full lockdown capability. The mental health ward and an area for severe medical conditions are separate from the hospital.

The lower level of the unit houses the intake commissary where new inmates receive personal hygiene supplies and food items. The “Day-Clinic” is a waiting and treatment area that can assess and provide same - day care for inmates transported from other units. The unit’s ambulance bay has two loading areas adjacent to a fully - appointed emergency room capable of stabilizing patients with critical injuries or life threatening conditions.

A conference and training area is available for the Corizon medical staff, complete with computer work stations and a meeting room. Although new, the Special Needs Unit continues to be a work in progress. Offices and work areas stand ready for new staff and resources to provide for the inmates of the ADC “the best care anywhere.”



Conference and Training



Counseling Services



Dental Services



Dialysis Treatment

ADC basketball and baseball teams score big at Police Olympics



Transportation basketball coach Sgt. Robert Spencer, right, shows off first place trophy with Lt. Divana Johnson.

Teams from the Arkansas Department of Correction finished first place overall in the top three competing agencies in the 2012 Arkansas Police Olympics held June 5-9. Second place overall went to the Pulaski County Sheriff's Office with the Lewisville Police department finishing third.

For Sgt. Robert Spencer of ADC transportation, the victory is especially sweet. Spencer has been coaching ADC basketball teams for 15 years. "This has been a great year for us," said Spencer. "ADC teams took all three slots in the Police Olympics' basketball tournament. It was fun, but it took a lot of work."

Overall standings in basketball show ADC Pine Bluff Unit in first place, ADC Maximum Security in second place and ADC Wrightsville in third place. In the softball division, ADC's Delta Regional team grabbed second place in overall scores.

Other events in the Police Olympics included golf, bowling and shooting range. Final results were announced at a banquet held at the American Legion in Little Rock Aug. 16 and awards given to the top three agencies. Congratulations to all of the ADC staff who participated in this summer's games.



Pine Bluff Unit with first place trophy at Police Olympics.



Maximum Security team wins second place.



Delta Regional's softball crew hit the dirt for second place.

Allow yourself to benefit from training

The first class of Command Officer School was Building Effective Inter-gender Office Relationships. On Monday, I braced myself for a lengthy week.

Most of the class titles were long and while the chairs at the Training Academy are more comfortable than they used to be, they still aren't what most of us would prefer. Fortunately, Deputy Warden Richard Guy of the Newport Unit kept that first, long-titled class lively and it was not as stuffy as the name might imply.

The course confirmed what some of us know from personal relationships. Men and women are different. Guy's goal was to share information on how to understand why men and women communicate differently; better communicate with the opposite gender and analyze our own inter-gender communication. Call it the ADC version of "Women are from Venus, Men are from Mars."

Good stuff.

All the classes and instructors were good and I learned something from each one.

Daniel Potter, assistant IT administrator, provided insight into the volume of requests served by his department. I knew IT handled

the "help desk." What I hadn't thought about was the miles of cable they had to run to connect the new addition to ORCU.

Sandra Kennedy, agency accreditation manager, explained the process of accreditation, which I knew. What I didn't know was how much work she does to get us ready and make sure we have documentation of compliance before the auditors show up.

Internal Affairs Administrator Raymond Naylor offered some interesting statistics. In 2011, 376 cell phones were found in our prisons -- and that's mostly in our major institutions, not work release centers. IA is then responsible for checking messages and numbers to tie a phone the phone an inmate. IA performs more than 300 computerized voice stress analysis a year. CVSA tests FM frequency in the voice, which is different than a typical lie detector test.

Chief Deputy Director Larry May talked about leadership. He had a lot of good information, too, but the thing I enjoyed most about his presentation was that I learned Mr. May is a funny guy. I normally see him in serious role, so watching him be a bit self-deprecating and telling stories on himself was fun.

Tommy Rochelle, who ran ADC's boot camp program when it first began, talked about motivation and coaching. He implored us to "catch an employee doing something good."

Mental Health Administrator Bob Parker gave an overview of all the services provided in his area. I've picked up details here and there, but it really helped me to have all of the components tied together and explained.

Assistant Director Dina Tyler (my boss) talked about media and image building for the department. Her information on ADC's history and how it factors into public perception today was insightful.

And that was just the first two days. I don't have the space to review the whole week and most of you probably don't care to hear every detail, but what I'm getting to here is that I showed up with a lot on my mind and not a lot of time to spare away from the office. I was antsy and frustrated because I wasn't sure what I was going to do. I appreciated the opportunity but because of looming projects and deadlines, I dreaded having to spend the week at the academy.

I'm glad I did. I learned a lot and having the perspective of veteran ADC employees will help me as I grow in my position. The best lesson I learned, however, was to embrace the opportunities before me regardless of what else is going on -- no matter how much time I think I have. Things have a way of taking care of themselves. Allow yourself to be engaged in and benefit from training opportunities. If you do that, you won't waste your time or that of instructors.



Shea Wilson
*Communications
Administrator*

ADC CALENDAR OF EVENTS



SEPTEMBER 2012

- 3 — Labor Day
- 9 — Grandparent's Day
- 11 — Patriot's Day
- 17-18 — Rosh Hashana
- 22 — First Day of Fall



OCTOBER 2012

- 1 — Child Health Day
- 8 — Columbus Day
- 16 — Boss's Day
- 31 — Halloween

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



Send information to
The Advocate

Bill.Watson@arkansas.gov

Spirit of 110 recognizes ADC in top 10 list of state volunteers of 2012



Governor Mike Beebe presents Spirit of 110 Award to ADC's Dina Tyler, left. Also pictured are ADC's Lucy Flemmons and DHS Community Service Director Sherry Middleton.

The Arkansas Department of Correction was recognized among the top 10 state agencies for public volunteerism at the Spirit of 110 Recognition Event Aug. 29.

Held at the Governor's Mansion, the event pays tribute to the more than 50 public and state organizations whose members work with volunteers to help meet the needs of the citizens of Arkansas. Approximately 200 volunteers were in attendance.

This year, volunteers of the Arkansas Department of Correction were recognized for contributing approximately 65,451 hours of service to the agency.

Assistant Director of Public Services Dina Tyler and volunteer services coordinator Lucy Flemmons accepted the award presented by Mike Beebe on behalf of ADC Director Ray Hobbs.

Cummins and Grady Fire Departments contain hay barn fire at unit



Smoke continues to rise as crews survey damage to the Cummins hay barn. Dawn revealed the extent of a blaze that began at approximately 4 a.m. Aug. 14.



Early morning blaze claims one structure while three others spared

On Aug 14 at approximately 4 a.m., a fire was reported at the dairy hay barn at the Cummins Unit. The Cummins Volunteer Fire Department and the Grady Volunteer Fire Department responded and discovered the structure completely engulfed in flames.

By quickly confining the flames, firefighters kept the fire from spreading to three nearby out buildings. No injuries were reported.

Agriculture Administrator Mark McCown said the quick response and hard work of the Cummins and Grady Fire Departments saved the Cummins Unit thousands of dollars in resources and materials.

The loss to the Agricultural Division is estimated at approximately \$70,000. The cause of the fire has yet to be determined.

Career service awards, memorial scholarship unveiled at EARU

ADC staff and management gathered at the East Arkansas Regional Unit to celebrate the 2012 Career Service Awards.

Warden Danny Burl welcomed visitors from Corizon and ADC management to EARU to honor employees reaching career milestones at an awards luncheon.

Director Ray Hobbs and Chief Deputy Director Larry May offered words of encouragement to employees recognized for their excellence and commitment to ADC and the citizens of East Arkansas.

The following employees were honored at this year's awards: Deputy Warden Todd Ball, supervisor of the year; Lucy Yarbrough, employee of the year; Lt. Cecil Burnett, cor-



Todd Ball



Karen Wilson



Cecil Burnett

rectional supervisor of the year; and Sgt. Karen Wilson, correctional officer of the year.

This year, EARU unveiled the Barbara Ester Scholarship in honor of Cpl. Barbara Ester who was killed in the line of duty on Jan. 20. Eight \$500 scholarships were awarded to EARU staff or children of staff to assist in their college educations. This year's recipients were Danny Burl II, Essie Clay, Cpt. Claudia Harris, Dedric Jones, Brittany Williams, Charnesia Jackson, Shannon Caldwell and Jalesa McDaniel.

On Aug. 25, EARU employees and family members gathered on the unit grounds for "Fun Day" to enjoy a fishing derby, a cookout and games to top off the week.



Pictured left to right; Larry May, Wendy Kelly, Grant Harris, Ray Hobbs, Rory Griffin, Danny Burl and Todd Ball.

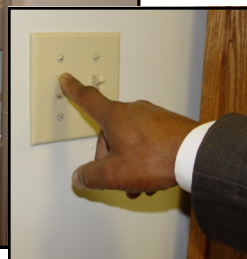
Policy Spotlight

Facts about policy and conduct

Got 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 bill.watson@arkansas.gov with questions.

"I keep hearing more about 'thinking green' around public and state workplaces. What's the big deal?"

An executive order signed by Governor Beebe earlier this year requires the reduction of energy consumption by state agencies and the adoption of state policy for adherence to that order. In basic terms, state agencies are cutting back to reduce the costs of materials and resources wherever possible. To save on toner and paper costs, network printers are being used in place of individual print stations. Online job applications have been modified to file and store previously submitted information, eliminating the need for filing a new application. Reductions in personal appliances in office areas help lower energy usage and reduce possible fire hazards. These are just a few of the ways offices are "thinking green," but it is also the responsibility of each individual to help conserve resources. Turning off lights and devices when not in use is one way to help. For information and advice on reducing energy consumption around both the office and at home, go to www.thedailygreen.com.



TRAINING TA ACADEMY

Training Academy recognizes BCOT graduate with Willis H. Sargent Outstanding Student Award



The W.H.S. Outstanding Student Award winner for Class 2012-L is Raymond Hill, left, from EARU. Joining Hill is Lt. Randy Callas.

Training Academy Graduates

Class 2012-L Graduated 8/24/2012



Timothy Brown Jr., Crystal Burnett, Andrew Carter, Mark Cullum, Mark Griffin Jr., Stanley Hendon Jr., Ronnie Hill, Raymond Hill Jr., Ronnie Hill, Raymond Hill Jr., Travis Holloway, DeAndrea Honeyott, Cordaieo Jackson, Bruce James Jr., Justin Jones, Keyunta King, Raychell King, Patti Kozubski, Nikkita Lambert, Caleb Leamons, Brandon Lewis, Mary Lloyd, Shawna Mayberry, Stephen McClanahan, David McCorkle, Cordell McGregory, Keith Miller, Alvin Nelson Jr., Jeavon Perry, Paul Ray, Dennis Richardson Jr., Heather Smith, Joshua Smith, Robert Smith, Joseph Stephen, Kameshia Stinnett, Jeremy Stinson, Quintarius Thrower, Justin Trewyn, Dylan Tribble, Nikiya Turner, Cody Walker, Michael Whitman, Jonathan Williams, Joshua Williams, Richard Williams, Milton Williams Jr. and David Wright.



Regional Maintenance crews clear debris from hidden graves at the Townsend-Hockersmith Cemetery in Benton.

Regional maintenance crews assist with cemetery restoration

The Arkansas Department of Correction's Benton Unit recently joined local efforts to clear and restore a forgotten local cemetery. Warden Randy Watson, in cooperation with the Benton Historical Society and the Sons of Confederate Veterans, sent in crews to remove trees, underbrush and debris from the cemetery that revealed graves dating back to the Civil War.

A chain-link fence was erected by the Benton crew with materials supplied by Home Depot. Previous assistance for the two-year project came from a local Boy Scout troop and from former Benton Mayor Rick Holland. A survey team from the University of Arkansas scanned the area with sonar devices to determine where additional graves may be located and identified later.

Promotions & New Hires

Promotions

Date	Name	Position	Unit
07/23/12	Jonathan Powell	Lieutenant	Cummins
07/29/12	Benjamin Woodard	Sergeant	East Arkansas
08/05/12	Tami Aiken	Captain	Grimes
08/05/12	Eddie Allen	Sergeant	Varner Supermax
08/05/12	Markel Garner	Sergeant	East Arkansas
08/05/12	Clarence Kellogg	Sergeant	Ouachita
08/05/12	David Lovell	Sergeant	Ouachita
08/05/12	Jason Nichols	Lieutenant	NWAR Work Release
08/05/12	John Spears	Lieutenant	Max
08/05/12	Mary Williams	Sergeant	Grimes
08/06/12	Lenny Burton	Records Supervisor	Grimes
08/06/12	Kristopher Johnson	Sergeant	Randall L Williams
08/06/12	Crystal Littleton	Inmate Grievance Coordinator	Ouachita
08/13/12	Treill Moncrief	Institutional H R Coordinator	Construction
08/16/12	Jermaine Capel	Sergeant	Mississippi Co
08/19/12	Willie Carmickle	Sergeant	Supermax
08/19/12	Marquis Lundy	Sergeant	Supermax
08/19/12	Larry McDonald	Sergeant	Max
08/19/12	Devon Ramey	Sergeant	Varner
08/20/12	Kimberly Downen	Purchasing Specialist	Cummins
08/22/12	Carla Roso	Sergeant	Northwest Arkansas



Fun Day at East Arkansas Regional Unit

New Hires

Date	Name	Position	Unit
07/30/12	Sharonda Futrell	Advisor	Mental Health
08/06/12	LaCrita Rogers	Food Preparation Supervisor	East Arkansas
08/20/12	Lisa Holloway	Licensed Master Social Worker	Mental Health
08/20/12	Judy May	Payroll Technician	Admin East

ADC ADVOCATE EMPLOYEES 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.*

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

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

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

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

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

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

Parting Shots



Arkansas Department of Correction

ADC Advocate
P.O. Box 8707
Pine Bluff, AR 71611
Phone: 870-267-6990
Fax: 870-267-6258