

THE ADVOCATE



A PUBLICATION OF THE ARKANSAS DEPARTMENT OF CORRECTION

June 2011

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Storms impact majority of state's 75 counties



Flood waters continue to swell over the banks of the Arkansas River and areas along the Mississippi Delta. The Mississippi River crested at 48 feet on May 9 due to heavy rains.



Flooded construction areas and bridges at the Tucker Unit.

Gov. Mike Beebe declared 57 of 75 Arkansas counties disaster areas following weeks of tornados and floods in April, which left 21 people dead and many areas along the Mississippi Delta under water.

Several ADC units near the Arkansas, White, and Mississippi Rivers were affected by rising water, which covered roads, bridges and parking lots. The Tucker, East Arkansas and Delta Regional units used sandbags in preparation for rising flood waters.

As storms continued north of Arkansas, levees near Cairo, Ill., were opened to prevent that city from being swept away while water levels continued to threaten other cities as far south as Vicksburg, Miss.

Continued on page 5



Ball and Chain Challenge
Golf Tournament Swings Into
Action at Harbor Oaks!
See Page 9

Team: Together everyone achieves more

I don't know about you guys, but I'm glad we're seeing April and May's severe weather in the rearview mirror. We had some close calls. High winds and tornadoes damaged some units, while rising water and flooding threatened others. It's time for clear skies and sunshine in June.

The ADC was lucky. Photos from devastated areas in Arkansas, Alabama and elsewhere are reminders of how fortunate we are. Disaster can strike anywhere at any time.

Those who read last month's Advocate probably saw where AACET made a \$5,000 contribution to the Greater Arkansas Chapter of the American Red Cross in advance of the Ball and Chain Challenge golf tournament. We thought it appropriate to give at the time of immediate need. And no doubt, many of you contributed to disaster efforts through your churches,



Ray Hobbs
ADC Director

community organizations and as individuals.

ADC inmates filled sand bags and were a part of Work Release crews that cleaned up in several areas around the state.

I mention all of this, not to toot our horns, but to point out what can be accomplished when everyone pitches in and does what they can. Teamwork is important.

TEAM: Together Everyone Achieves More.

We saw that concept as disaster relief and emer-

gency management teams headed to hard-hit areas to work together. We saw it demonstrated as neighbors and communities bonded together to share resources and salvage what they could of their possessions.

And don't we apply the same logic every day here at work? It takes a team to accomplish most of our goals here at ADC. Few can accomplish as much alone as they can as part of a team. We have management teams, emergency response teams and various security teams. Think about how often we work in groups – as a team -- here.

Experts who have studied teamwork have found the benefits to be far greater than accomplishing a goal or getting the job done. The process of getting there seems to be key.

Here's a little of what the experts say:

You tend to learn things at a faster rate, if you are working with a team.

The experiences and knowledge of older team members are combined with new ideas from some of the younger members.

The workload is distributed among several people, so no one person is bearing the load alone. This cuts down on stress.

Interaction with team members or co-workers helps build bonds of friendship and unity.

Suggestions and advice from the group bring out creativity and new ideas.

Working as a team often improves job performance and satisfaction and makes us more motivated.

What this all boils down to is we can accomplish more together than we can alone. Keep up the good work – and the next time you start a project alone, whether here at work or at home, think about what TEAM means and invite friends and co-workers to join you. You'll be glad you did.

Department Briefs

An automated call attendant service is now available for both users and providers at the Employee Benefits Division.

Those who have questions about benefits or applying for specific plans, may call 1-877-815-1017 and press one to be connected to a service representative. Other options are for service providers, incoming EBD calls and general information.



State Rep. Jodie Dickinson presents Warden John Maples of Newport with a citation from the Arkansas House of Representatives for his contributions to the state and the ADC.



Lt. Gicelia Swopes is pinned by Lt. Gary Musslewhite, left, and Lt. Kevin Glover. Swopes is the first female lieutenant at the Diagnostic Unit in Pine Bluff.

2011 BCOT Class D, Class E Graduate from Training Academy

Class 2011-D, Graduated 04/29/2011



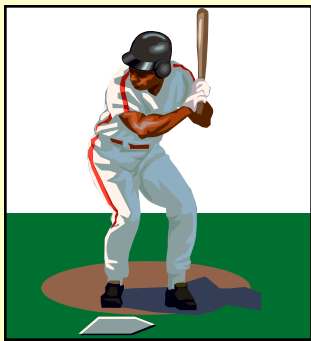
James Amos, Jason Atherly, George Bethell, Amanda Bishop, Terry Boles, Heath Branscum, Anjelica Brown, Leslie Bryan, Terrence Camp, Kodie Charlton, Kendall Drinkard, Margarita Dubose, Gary Dwiggin, Jordan Estes, Kanisha Evans, Larry Flenoy, Sabrina Flucas, Jonessa Gantt, James Garrison, Daniel Gifford, James Graves, Ryan Hamm, BeeDee Harris, Tiel Hawkins, Mark Herndon, Christopher Hudspeth, Brian Ivy, Tashayla Jackson, Ashley Jones, Craig Jones, Michael Jones, Ralph Jones, Dominique Jordan, Marquis Lundy, Clayton Moore, James O'Guinn, Terry Owens, Adam Parker, Bradley Parker, Zachary Pearson, Jesse Reed, Jermar Richards, David Riley, Aviva Smith, Scott Terry, Stephanie Toth, Katheriana Vanlawick, Carolyn Wallace, Chalisa Williams, Erica Williams and Michael Wooley.

Class 2011-E, Graduated 05/20/2011



Joseph Binns, Drew Briggs, Denisha Briscoe, Charles Cowart, Lisa Davis, Charles Dunn, Matthew Harbison, Gregory Hedrick, Greg Ivey, Teresa Ivory, Gregory Jackson, Chiquita Johnson, Jerome Jones, Lorrenda Jordan, Alex Kramer, Anthony Lawrence, Dorsey Lee, Rodney Merrell, William Miles, Anthony Nelson, Ralph Petty, Richard Powell, James Pruitt, Brad Saling, Brandon Sluder, Lavon Tensley, Robert Wahls, Eric Waldroff, Montiquita Walton, Markeda Washington, Christopher Watkins, Robert Whittecar, Climon Williams, Ernest Williams, and Ramona Williams.

Batter Up!



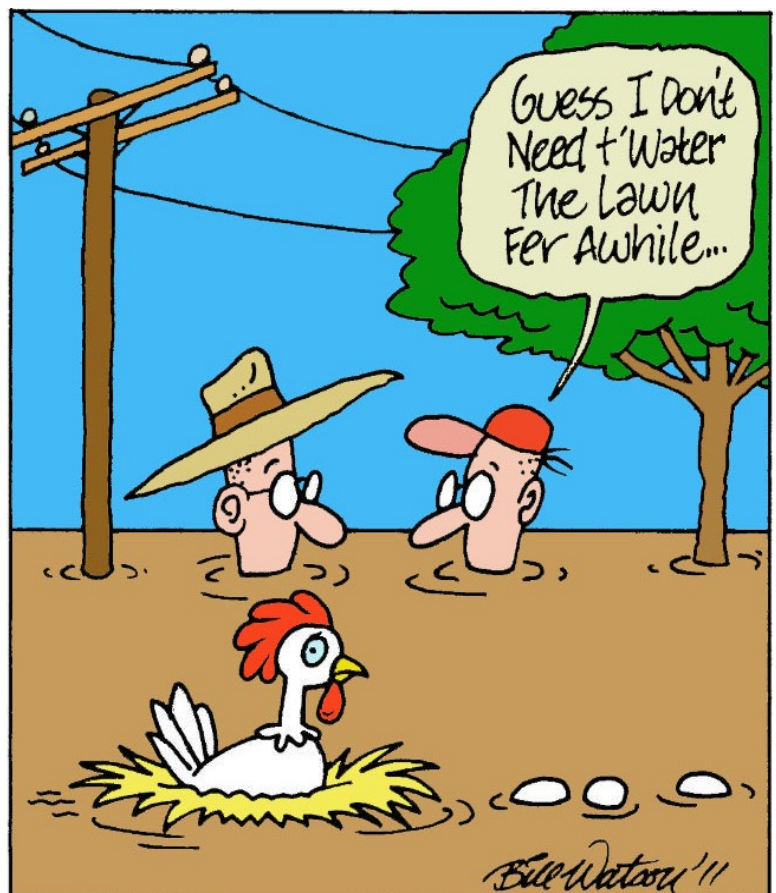
AACET
presents
ADC Day
with the
Arkansas
Travelers

Sunday, June 26/Dickey Stephens Park

All-you-can-eat Backyard Burgers
and Petit Jean hot dogs !

Tickets now on sale: Gold members, \$4; Silver,
\$6; Bronze, \$8 and non-members, \$14.

Gates open at 5 p.m., game starts at 6 p.m..



Phenomenal Women set record attendance at 11th annual seminar



**Elsie Watson
leads the invocation.**



**Tina Owens,
mistress of ceremonies.**



**Rose Gardner
sings the National Anthem.**

The 11th annual Phenomenal Woman Seminar was held April 29, featuring a day-long session of speakers, classes and information geared towards women.

Ardella Bearden, PW coordinator, has watched the program grow from an afternoon training class to a day-long seminar. When the idea first began in 2000, only a handful of participants was involved. This year, 93 women took part in the program and an 45 more were on a waiting list.

What made this year's class different (besides the increased attention) were the "break-out" sessions that took members from the main hall to other areas for further educational opportunities. This year's topics included heart health, physical fitness, nutrition, character and personal responsibility.

Special guest speakers Tina Owens, Rose Gardner and Elsie Watson kicked-off the program. They were followed by an introduction from Jada Lawrence of the Director's Office. Colors were presented by the Watson Chapel Color Guard and a drum line solo was provided by Daniel Bearden Jr. Door prizes were provided by the PW Committee and prize chairman Warden Joe Porchia.

Pine Bluff Chief of Police Brenda Davis offered a heartfelt and inspiring testament about personal character, while Dr. Lee Davis offered practical information for healthy hearts. Break-out sessions featured Roslyn Summerville on nutrition and Angela Bookhard on physical fitness. Lunch was provided Capt. Bruce Harding of the Randall Williams Unit.

Deputy Warden Fred Campbell, "Bodyguard to the Stars," from the Ouachita River Unit spoke and Gail Smith gave a presentation on time, purpose, destiny and season.

Major Michelle D. Williams of the North Central Unit and Vicki Lokey of the Tucker Unit received this year's "Phenomenal Woman of the Year" awards.

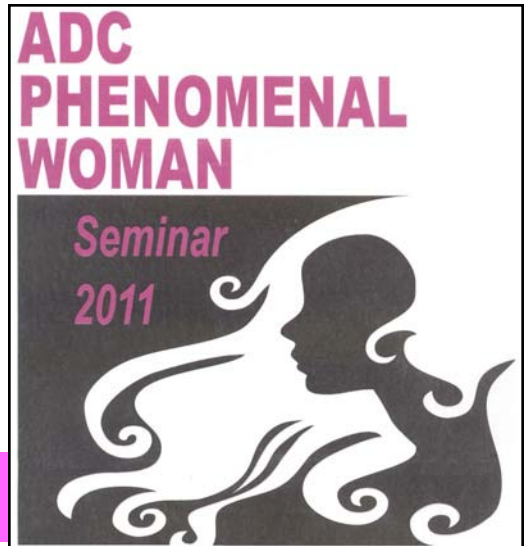
The day's events drew to a successful close with a few words from PW Coordinator Ardella Bearden on remembering one's spirit.



Pine Bluff Chief of Police Brenda Davis, left, and Phenomenal Woman Coordinator Ardella Bearden.



**Dr. Lee Davis discusses heart
and health issues for women.**



Area high schools recognize winners of Red Ribbon Scholarships



Lowe and Macy Varnell.



Porchia and Ja'Nequa Benson

Administrative Assistant Shirley Lowe and Warden Joe Porchia visited area high schools in May, awarding Red Ribbon Scholarships on behalf of ADC and Assistant Director for Institutions Grant Harris. The Red Ribbon 5K Walk/Run is held each October and raises awareness for a drug-free lifestyle and money for college scholarship.

Scholarship winners include: Macy Varnell from White Hall High School, White Hall; Sha'Tara Hudson from Watson Chapel High School, Watson Chapel; James Ferrell Jr., also from Watson Chapel High School and son of ADC employee James Ferrell and Ja'Nequa Benson of Armorel High School in Mississippi County. Ja'Nequa is the daughter of ADC employee Falonda Williams. Congratulations to all our seniors and best of luck!



Lowe and Sha'Tara Hudson.



Lowe and James Ferrell Jr.

Historic flooding grips Mississippi Delta, highest levels since 1930s

Continued from Page 1

Tens of thousands of sandbags have been filled by inmate crews from the Arkansas Department of Correction.

Sand was trucked to the Varner Unit at Grady, where hundreds of inmates filled bags for the U.S. Army Corps of Engineers. The bags were sent to the Lake Village area. Inmates from the Mississippi Work Release Center in Luxora and the correctional officers who supervise worked in Payneway in Poinsett County.

The response of ADC officers and

inmate crews was immediate in the aftermath of tornadoes, heavy rains and flooding in East Arkansas – and was ongoing as relief efforts continued. The Arkansas Department of Emergency Management processed requests for ADC assistance.

Other ADC units worked removing debris and filling and stacking sandbags in stricken areas: North Central in Calico Rock; Grimes Correctional in Newport; Delta Regional in Dermott, Varner near Grady and East Arkansas Regional near Brickeys in Lee County.



Inmate crews from the Delta Regional Unit (top) and Mississippi County Work Release Center (bottom) fill sandbags, while those from Varner (right) load sandbags to protect a levee.



*How high's the water mama?
Five feet high and risin'...
How high's the water papa?
Five feet high and risin'...
Well, the rail's are washed out
Just north of town
We're gonna have to head
For higher ground
We can't come back
'till the water comes down
Five feet high and risin'..*

Johnny Cash

Health Matters

Stressed out? Follow these simple steps to shake-off what bugs you



Deadlines, commitments, debt, kids, relationships, road rage. They may be little things to some, but they can be big issues to others. Whether things crop up one at a time or pile up all at once, they can lead to stress.

Try these simple steps to unwind and relax *before* stress gets the better of you and your health:

Breathe Deep – slow, deep breaths of air release extra oxygen into your system, inducing a calming effect.

Smile or Laugh — pleasant memories can take you to a calmer place. Laughing at a joke or a funny movie allows your muscles to tighten and relax, allowing you to unwind and feel better.

Listen to the Music – music does soothe the savage beast. Favorite tunes can lure your mind away from what bugs you and have a calming effect.

Go nuts with Chocolate – knew you'd like this one! Try munching on a handful of walnuts. They contain Omega 3s and amino acids which, when combined with dark chocolate produce serotonin, a mental stress-buster. Plus, it simply tastes delicious!

Eat breakfast before coffee – a good breakfast can add important nutrients to your body, but coffee tends to interfere with their absorption. Try drinking

a cup of green tea instead. It's just as stimulating, contains anti-oxidants, and doesn't interfere with your body's nutrient absorption.

8 simple words — “Let me get back to you on that.” Take the time to delegate projects, whether at home or at work. Don't let your responsibilities overwhelm you. By taking the time to adjust your schedule, you take control of your stress.



Tucker Unit's Island of Hope Chapel gets facelift, has re-dedication



Ray Hobbs,
ADC Director



John Hagan,
former Tucker
Chaplain

In November 1969, the Tucker Intermediate Reformatory dedicated its new prayer chapel, the “Island of Hope.” Chaplains through the years have seen it as an opportunity to minister to inmates struggling to maintain hope.

Since 1969, thousands of inmates have walked through the doors of the little chapel, worshipping through many faiths and denominations. As the decades rolled by, time and weather slowly took its toll on the building. Rather than tearing down the existing structure and starting from scratch, Assistant Director Leon Starks of Construction and Maintenance found a way to restore the chapel -with the support of the Arkansas Board of Corrections and its Chairman, Benny Magness.

On May 13, the Island of Hope celebrated a glorious re-dedication. Warden Stephen Williams, former Chaplain John Hagan and current Chaplain Josh Mayfield welcomed guests from across the state to the newly refurbished worship center as musicians and guest speakers joined together to give thanks for the reborn “Island of Hope.”



Benny Magness,
Chairman
Board of Corrections



Joshua Mayfield,
Tucker Chaplain



Before



After

Jefferson County Special Olympics Law Enforcement Torch Run hits the road



David Sims of the Arkansas State Police prepares for the Torch Run.

On May 25, 36 runners took off in the pre-dawn hours to race through the Jefferson County leg of the Special Olympics Law Enforcement Torch Run. Of those runners, 16 represented the ADC — Diagnostic, Cummins and Tucker Units, as well as members of the Transportation Department. Joining the Jefferson County runners were members of the Arkansas State Police, White Hall Police Department and the Jefferson County Sheriff's Department. The torch was passed from the Drew County Sheriff's Department, as the runners made their way to the Pulaski County line. Sherry Glover presented a \$5,000 donation on behalf of ADC Director Ray Hobbs and employees on May 26 at the Final Leg celebration in North Little Rock.

See more photos on Page 15.



ADC pays tribute to outstanding officers at annual AACET Hero Luncheon



Sgt. Stephen Poe, right, receives the Hero of the Year Award from ADC Director Ray Hobbs as former ADC Director Larry Norris looks on.

Sgt. Steven Poe was recognized as this year's Larry Norris Hero of the Year at the third annual AACET Hero Luncheon on May 17.

Sponsored by the Arkansas Association of Correctional Employees Trust, the event was held May 17 at Harbor Oaks Golf Club in Pine Bluff. Proud employees from units across the state gathered to pay tribute to exceptional heroes and their valor in the line of duty.

Poe received Hero of the Year for putting himself in harm's way in the assistance of four of his fellow officers, who were under attack during an incident at the Varner Unit on February 26 of this year.

Other unit heroes recognized were: Jonathon Warner, Benton; Merlin Fitzpatrick, Cummins; Larry Manning, Delta; Bobby Hamilton, Diagnostic; Wallace McNary, East Arkansas; John Kleiner, Emergency Preparedness; Christopher Budnik, Grimes; Billy Inman, McPherson; Randall Williams, Mississippi County; Paul Killian, North Central; Eric Carpenter, Ouachita River; Mark Marshall, Pine Bluff; John Reed, Randall L. Williams and Lanata Reshawn, Wrightsville Complex.

Recipes



Salsa Lisa Free

1 14.5 oz. can diced tomatoes 3 tablespoons, diced jalapenos
1 tablespoon lime juice 1 teaspoon salt
1/4 teaspoon ground cumin 1/2 cup, diced onion

Combine diced tomatoes, jalapenos, lime juice and spices in a food processor. Run food on high speed for just a few minutes, until tomatoes are nearly pureed, yet a little chunky. The jalapenos should be chopped into visible, minced bits. Pour mixture into a bowl and add onions. Stir well, cover and store in refrigerator overnight for flavors to blend together properly. Serve with warmed tortilla chips.



Of course they do, Ned! Most everyone except Ned knows that the Advocate comes free of charge, both on the internet on **Spotlight** and on our official website www.adc.arkansas.gov and in print as well! Just don't tell Ned, -he thinks he has a real racket going on.

ADC units observe Correctional Officer's and Nurse's Week



Wrightsville CMS Staff



Wrightsville



Diagnostic Unit CMS Staff



K-9 Officers at TRCC BBQ



Randall L. Williams, CMS Staff

Across the state, ADC units enthusiastically offered respect and appreciation to officers and medical staff during Correctional Officer's and Nurse's Week.

While some units combined their celebrations with service awards, others simply enjoyed sitting down together for a good meal and some good-natured fellowship.

Some celebrated at breakfast over hot cakes and sausage, while others enjoyed lunches of hamburgers, hot dogs, barbecue or catfish. But no matter the menu or the unit, the real stars were the men and women who work closest with the ADC population.

The nurses of CMS specialize in providing quality healthcare for the inmate population, which requires a high level of expertise and commitment. The men and women of the ADC who wear the familiar blue-on-blue uniforms are the faces of modern corrections. Their training, personal strength and courage are critical to the safety of both the public and inmates.

Congratulations and thanks to all of the CMS staff and Correctional Officers of the ADC. You go to work every day and take on many hazardous duties with great honor and dedication. We appreciate each and every one of you!



Pine Bluff Unit



**Lt. Lester Newborn,
Benton Unit**



"25 years service? WOW!"



**Officer Godwin,
Central Office**



Varner Unit



Pine Bluff Unit

Ball and Chain Challenge golf tournament takes swing at day of fun

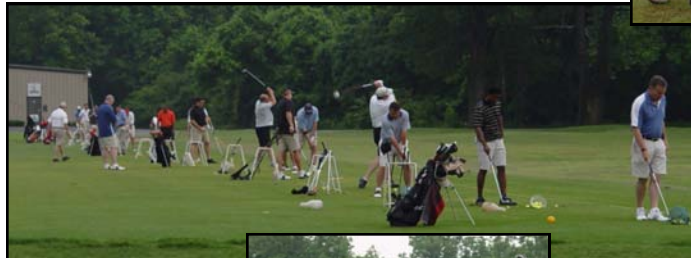


Harbor Oaks Golf Club was the scene of the crime: Big House Bosses, Lock and Key Trustees, leg irons and golf clubs. Sounds like the annual **Ball and Chain Challenge**!

The ADC employee associations, AACET and Arkansas Correctional Industries hosted the eighth annual Ball and Chain Challenge golf tournament on May 23, and this year's line-up of teams and sponsors made it the largest one yet. A total of 66 teams scrambled across the golf course in morning and afternoon flights. Trophies were awarded to the top finishers in three flights and longest drive for both rounds.

The teams gathered under overcast skies to compete, brag, and have a lot of fun while raising money for good causes. Through the continued support of the tournament sponsors more than \$50,000 was raised this year. The first to benefit from the tournament was the American Red Cross Disaster Relief Fund. ADC Director Ray Hobbs presented a check for \$5,000 to assist the victims of last month's tornados and flooding.

Thanks to all the sponsors, volunteers and especially Jerry Campbell and the crew from Arkansas Correctional Industries.





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

ATTENTION:

Due to restructuring, all May and June management classes have been cancelled, but are expected to resume in July. When the new training schedule becomes available, it will be posted on SPOTLIGHT and The ADVOCATE.

If you are unable to access SPOTLIGHT, contact your Unit Trainer. They will have the latest training schedules



and cancellations.

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** 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

"It's frustrating when you have all the answers – but nobody bothers to ask you any questions ."

Unknown Author

AACET updates, news and reminders for June

There's been a lot of activity going on with the Arkansas Association of Correctional Employees Trust over the past four months. During that time, ACCET has assisted 26 employees and their families. Many of these have been catastrophic illnesses and employees who have lost their homes due to fire or storm damage. In all, AACET has assisted 324 families with more than \$110,000 since inception.

Recently, the in-line-of-duty benefit was increased to the following amounts: **GOLD** — \$10,000; **SILVER** — \$7,500 and **BRONZE** — \$5,000.

(AACET is limited to \$250 assistance for non-members.)

The Third Annual Hero Luncheon was re-scheduled from May 4 to May 17 due to the flooding around the state. Fifteen employees were recognized for their heroic and outstanding performance. Also, the AACET Scholarship Committee presented 16 approved scholarships for students.



Kevin Murphy, AACET Executive Director

This year's Ball and Chain Challenge golf tournament was held on May at Harbor Oaks Golf Club. Thanks to Sheila Sharp and all of the committees for their hard work in making this event a huge success. ACCET was also proud to welcome former pro basketball star Sidney Moncrief to its list of distinguished golfers, who signed basketballs and an official Milwaukee Bucks jersey for the prize drawing. Thanks again to everyone for the great work!

There will be an AACET Day at the Arkansas Traveler's baseball game on June 26. Employees and their guests will have a reserved area for an all-you-can-eat picnic featuring Backyard Burgers and Petit Jean

Hot Dogs with all the trimmings, along with a ticket to the ball game. Ticket prices are as follows: **GOLD** members \$4.00, **SILVER** members \$6.00, **BRONZE** members \$8.00 and non-members \$14.00. See you at the ball game!

ACCET will be having a membership drive in June and July. New members will be placed in a drawing for an iPad2, and existing members will be placed in a separate drawing for an iPad2 in appreciation for their support. ACCET will give each shift who reaches 95% membership a pizza party, including those at Central Office, Admin East and Construction.

ADC Director Ray Hobbs has agreed to be the guest of honor of a roast in October with proceeds benefiting AACET. Watch for information coming soon!

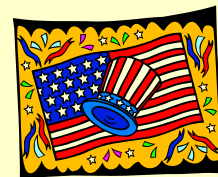
Open enrollment for Delta Dental and Vision will be for the entire month of June, so check into these plans and see what works best for you.

ADC CALENDAR OF EVENTS



JUNE 2011

14 — Flag Day
19 — Juneteenth Celebration
19 — Father's Day
21 — 1st Day of Summer



JULY 2011

1 — Canada Day
4 — Independence Day
24 — Parent's Day
31 — Ramadan Begins

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



Send information to
The Advocate

Bill.Watson@arkansas.gov

Arkansas Correctional School GED graduates honored at State Capitol



Mary Jo Tucker, left, GED instructor, inmates Nathan Arnold and Steven Glover and Varner Principal Susan Clausung.



Warden Jim Brooks, NAWARC, Inmate Daniel Westerberg, and Dr. James Stowe, GED Instructor.

In 2010, there were 7,539 Arkansas residents who received their GEDs. On April 21, the top 25 scorers were honored at a special ceremony at the State Capitol. Of the top 25, three of the high-scorers were from the Arkansas Correctional School. This is a reflection of the high quality of the district's teachers.

Inmates Steven Glover (3rd) and Nathan Arnold (21st) received their GED from the Varner Unit, while Inmate Daniel Westerberg (14th) received his GED from the Northwest Arkansas Work Release Center. All three inmates were present at the ceremony, which was held at the State Capitol Rotunda in Little Rock.

Inmate Westerberg was accompanied by Warden Jim Brooks of the Northwest Arkansas Work Release Center and Dr. James Stowe, Fayetteville Adult Education GED Instructor. Inmates Arnold and Glover were accompanied by Mary Jo Tucker, Varner Unit GED Instructor, and Varner Unit Principal, Susan Clausung.

Among the speakers at the event were Kevin Hunt, aide to Governor Mike Beebe; Bill Walker, Director of Arkansas Department of Career Education; Jim Smith, Arkansas Director of Adult Education and Janice Hanlon, GED Administrator for Arkansas.

According to William "Dubs" Byers, Arkansas Correctional School Superintendent, approximately 844 ADC inmates received their GED in 2010 through the various unit classrooms as part of their required education. This year, 942 received their GED—a new record number of graduates.

Congratulations to the inmates and to the ADC instructors and principals who strive to improve educational opportunities.

Online survey to focus on health and wellness of corrections staff

As part of a landmark research study, *Desert Waters Correctional Outreach* is conducting an online survey for correctional staff workers through the *Institute of Corrections Research in Employee Wellness*. The focus of the survey is the health and wellness issues of corrections staff.

The seven-section, 20-minute, anonymous survey will explore the mental and physical condition of corrections staff and their exposure to highly stressful workplace events. The title of the survey is *Impact of the Corrections Workplace on Correctional Workers' Health*. Its purpose is to increase the understanding of the impact of workplace events on the corrections staff's health. The only requirement is that participants are employed in the field of corrections in a correctional role.

The survey can be accessed at www.surveymonkey.com/s/correctionsworkerssurvey2011. The password is; desertwaters. To ensure the validity of the data, you are asked not to post this e-mail or any links to any non-corrections sites or locations. Caterina Spidar Tudor, Executive Director of Desert Waters Correctional Outreach, said all ranks and disciplines are welcome to participate.



You are invited to take an online survey that will focus on the health and well-being of correctional employees.

Correctional School ceremony sets new record for GED graduates



Dr. Tom Kimbrell

The Arkansas Correctional School celebrated a milestone with a record-breaking number of inmates receiving their GED certificates this year. The ADC class of 2010-2011 set the record for 942 graduates — beating the record of 873 set during the 2007-2008 year.

With approximately 400 inmates in attendance, the ceremony also marked an important first. Stephen Edwards of the North Central Unit received his bachelor's degree in specialized studies from Ohio University, making him the first ADC inmate to graduate from a four-year college or university.

Juanita Cummings, Melinda Jones and Erica Madewell, all from the McPherson Unit received their associate's degrees from Arkansas State University at Newport. Steven Glover of the Varner Unit was the recipient of the B.E. Turner Award for highest GED score and was also recognized by Dr. Charles Allen of the Correctional School for scoring in the 98th percentile on his GED examination. The commencement address was delivered by Dr. Tom Kimbrell, Arkansas Commissioner of Education. Dr. Mary Parker of the Board of Corrections presented the certificates.



Dr. Charles Allen



Dr. Mary Parker presents certificates.



Approximately 400 inmates attended record graduation.

BENEFIT FACTS

The Human Resources Department will travel the state in June, visiting units and explaining payroll and benefit information to employees. HR staff members will be available during shift briefings and will make rounds to posts to answer questions.

The newly-revised Employee Handbook is on Spotlight. Hard copies and CD copies are also available. For more information on these or other HR issues, call Stacia Wood-Lenderman at 870-850-8524.

Below are some commonly asked questions about benefits:

When can I sign up for Health Benefits?

1. When you become employed, in which you have a 30 day window.
2. During open enrollment, which is during the month of October each year, or within 30 days of a qualifying family status change.

When can I cancel my insurance?

Pre-tax health benefits may be cancelled during open enrollment or within 30 days of a qualifying family status change. Non pre-tax policies may be cancelled during any part of the year by using a Cancellation of Miscellaneous Deduction.

How do I sign up for savings bonds?
Call National Bond & Trust Company at 1-800-321-8024.

What is my APERS contribution rate?

If you are a contributory member, 5% of your earnings are deducted pre-tax. If you are a non-contributory member, nothing is deducted.

What is the difference between a pre-tax deduction and a post-tax deduction?

A pre-tax deduction is deducted from your pay check before taxes and social security deductions are calculated. A post-tax deduction is deducted after taxes and social security deductions have been calculated.

How do I find out when my PE date is?

If you were hired Oct. 2, 2006 or after, your PE date will be your hire date. If you were hired Oct. 1, 2006 or prior your PE date will depend on your MIPS status with the exception of those in a promotional job series. Check with your HR Manager to find out which status you fall under.

How do I sign up for a credit union?

Contact your Human Resources Manager for an application to one of our available credit unions.

When can I exchange my uniforms?

Uniforms may be exchanged anytime during your anniversary month.

Are there any exceptions to when I can exchange my uniform?

Exceptions are only made upon destruction of the uniform while on duty and at no fault of the employee.

People, places and things



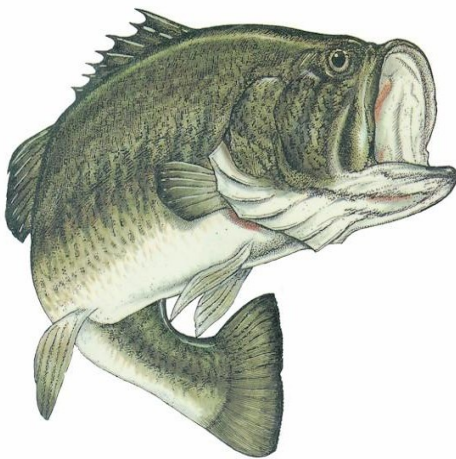
"Saints preserve us!"
No wait, that's just John Blankenship of Central Office doing his part in the Easter Experience pageant at the Family Church near White Hall. It isn't every day that you get to shake hands with an apostle and John looks pretty comfy in those "old school" robes. We'd like to give you more info, but John doesn't grant many interviews. Maybe we can get an autograph and see what it fetches on eBay!

How do you like us now?

We've gone and completely redesigned The Advocate with more pages, new graphics and more articles than ever!

**So what do you think?
Tell us how we're doing by sending in your comments and suggestions to bill.watson@Arkansas.gov**

Arkansas Police Olympics post Bass Tourney winners, prepare for next games



Something fishy is going on ... but it's all good, says Chris Coody of the Arkansas Police Olympics. The winners of the APO Bass Tournament are as follows; **1st Place** with a combined weight of 12.18 lbs was Kenny Heroman and John McNeil; **2nd Place** with a combined weight of 11.75 lbs was Jody Corpier and Bradley Davis; **3rd Place** with a combined weight of 11.40 lbs was Steve Bowman and Matt Lee. **Big Bass** weight of 5.33 lbs went to Jody Corpier. Thanks to everyone who made this such a fun day!

SUMMER GAME SCHEDULE

June 6 — Final prep day for members
June 7 — Bowling Night, 6 p.m. at the Jacksonville Air Force Base
June 8 — Softball Tournament, 8 a.m. at Sherwood Softball Complex
June 9 — Basketball Tournament, 8a.m. at Bill Harmon Recreation Center, Sherwood
June 10 — Golf Tournament, 8:30 a.m. at Pine Valley Golf Course, Jacksonville
June 11 — Shooting Event, Pulaski County Sheriff's Office Range

www.arkansaspoliceolympics.org

The New Blues

by Bill Watson



Promotions

Date	Name	Position	Unit
04/23/11	Dwayne Meeks	Sergeant	Tucker
05/01/11	Wanda B. Brooks	Sergeant	East Arkansas
05/01/11	David D. McMickle	Lieutenant	Delta Regional
05/01/11	Markie L. Schultz	Administrative Specialist II	East Arkansas
05/02/11	Renato Quindo	Software Support Analyst	I T
05/03/11	Frank O. Scott	Sergeant	East Arkansas
05/03/11	Sherrie L. Williams	Administrative Analyst	Central Office
05/15/11	Dennis Bailey	Sergeant	Cummins
05/15/11	Roy Dennis	Training Instructor	Training Academy
05/15/11	Mark Herndon	Sergeant	Cummins
05/15/11	James Hooper	Sergeant	McPherson
05/15/11	Charlotte Sanders	Sergeant	Maximum Security
05/15/11	William Standridge III	Sergeant	Maximum Security
05/15/11	Louis Wade	Sergeant	Cummins
05/15/11	Darrell Winston	Sergeant	East Arkansas
05/16/11	Timmy Lenderman	Ass't Head Farm Manager	Farm-Wrightsville



Sherry Glover, ADC Drug Coordinator, presents a check for \$5,000 to Shelly Yielding, Director of Development for Arkansas Special Olympics on behalf of Director Ray Hobbs and ADC employees who participated in the "Blue Jean Day" fund drive earlier this year.



New Hires

Date	Name	Position	Unit
04/25/11	Victor Baca	Inmate Grievance Coordinator	Varner Supermax
04/25/11	Ronald Pilcher	Computer Support Technician	Admin East-IT
04/28/11	Alisa Rawlings	Commissary Manager	Maximum Security
04/29/11	Bruce Cunningham	Chaplain	Cummins
05/16/11	Danny Broach	Human Resources Recruiter	Admin East
05/16/11	Tammy Cox	Administrative Specialist I	North Central
05/16/11	April Kitchens	Administrative Specialist I	Varner Supermax
05/16/11	Joshua Nash	Fiscal Support Specialist	Varner Supermax

ADC Advocate
Employee Newsletter

ADC Mission Statement

- *To provide public service by carrying out the mandates of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To provide programs to strengthen the work ethic.*
- *To provide opportunities for spiritual, mental and physical growth.*



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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:

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Parting Shots

