

THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

October 2013

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Bark at Dark meets \$25,000 goal



Auctioneer Jay Atkins directs the crowd's attention to artwork held by artist Rachel Thurber. The painting drew \$625. Thurber was recently paroled from the Hawkins Center for Women where she worked in the PAWS program. She is now a professional dog trainer.

Bark at Dark, a benefit auction for Paws in Prison, brought in \$25,000 on September 10. The event was held in the Grand Hall of the Governor's Mansion in Little Rock.

"This year's event met the goal we set, but that only happened thanks to the hard work and dedication of many volunteers. Dr. Mary Parker, Dina Tyler, Cindy Courington, Renie Rule and other supporters made this event the success it was," said Shea Wilson, ADC public information officer. "Months of meetings and planning happened behind the scenes and things really fell into place on September 10. We are grateful to Director Hobbs and all of the people from ADC who came out in support of Bark at Dark.

"Last year, we raised \$14,000, so this year was fantastic."

Bark at Dark featured both silent and live auctions, a personal testimony from a former inmate, and a review of PIP

events.

DCC Deputy Director of Public Services Dina Tyler said, "Paws in Prison is about helping Arkansas."

Tyler recanted the story of T.J., son of Ed and Melanie Williams, who were all in attendance with their dog Doc.

"We trained an assistance dog for T.J.," said Tyler. "To get her ready to be T.J.'s dog, the inmates at Hawkins spent the last three weeks of her training in a wheelchair.

"T.J.'s involvement with us could have ended there, but it didn't. He's now a volunteer for us— we need T.J. We need his perspective. He sees life from a different vantage point. And the dogs need to see life through his eyes. They need to know what he knows."

And then came the story of Boulder, the boxer/redbone mix who came to the

Continued on page 4

Don't let tweets lead to termination

There's an app for almost everything these days ... games, sports, news, weather, social media. You name it, it can be downloaded and put to use.

Proceed with caution.

Did you know that Facebook is one of the first places that employers go when they want to find out more about you? Websites tracking digital trends report one in 10 young people have been rejected from a job because of the content of their social media profiles. And people have been fired for their activity on sites like Twitter, Facebook and Instagram.

Apps are even available to track inappropriate job comments on Twitter. FireMe!, a German Twitter app, tracks and displays people who say inappropriate things about their jobs. The tweets are separated into categories

such as: "Haters," "Horrible Bosses," and "Potential Killers."

So if you tweet that you hate your job or want to kill your co-worker (even in jest), there's a good chance that FireMe! is tracking you and displaying your sentiments.

And even without tracking apps, if you post and share materials that are inflammatory, racially charged, sexually explicit or otherwise inappropriate, what you put out there is seen by your friends ... and others. It can show up on your boss's radar. We've all heard that word "frenemy."

In our line of work, it could even show up in court as evidence that you hold certain views to support claims made against you. Keep that one in



mind because many of you will be named in lawsuits during your careers.

Posting risqué status updates on Facebook and Twitter or controversial responses to discussions in various forums may seem like innocent fun, but it can come back to bite you professionally.

I mention all of this, not to make you paranoid or fearful of using social media, but to make you think and exercise discretion in what you share. The Huffington Post described the FireMe! app as a wakeup call for Tweeters who seem to forget that Twitter is a very public format.

Complacency, it's a threat everywhere you turn ... and tweet.

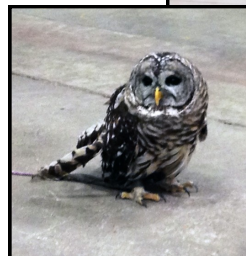


Ray Hobbs
Director



Nature call

Eric Maynard, pictured right, director of the Arkansas Game and Fish Commission's Delta Rivers Nature Center, talks with Riverside Vo-Tech students at the Varner Unit. He is holding an American Kestrel Sparrow Hawk, and also brought along a Barred Owl for the inmates to see during a September visit. The inmates have been making nesting boxes for the Game and Fish Commission to use.



Why I train: a message to instructors

By Lt. Robert Hutcheson

Instructors, have you ever considered why you have chosen to train others? I have had this article open on my computer for three months now trying to put into words why it is that I have chosen a profession that requires me to pass on knowledge. "Pass on Knowledge" - such a simple phrase, but really, that's what training is, isn't it? Whether you are teaching your kids how to ride a bicycle or new officers what a sight picture is: you are "*passing on knowledge*," right?

However, is that all there is to it? What else do you need to be an effective instructor? When I asked myself this question the answer came down to one word that I picked up from one of my favorite movies, *The Replacements*. That one word is "heart."

What does 'heart' have to do with training? It boils down in my opinion, that if you do not have "heart" to see people learn, then you are not passing on true knowledge, you are simply repeating words on a lesson plan. Without heart, you demonstrate that you could care less if the student learns from it or not. Unfortunately, we all know there are instructors in all walks of life who only care that the student pass a test. If you do not have your heart into training others and your purpose is not to do whatever is necessary to get the knowledge into the heart of the student: are you as effective as you could be in their lives?

Too many times in the beginning of my law enforcement career I attended classes where the instructors

did not have heart, they were simply repeating the words on a lesson plan and as long as I made a 70% on a test then they were happy. The day I learned that an instructor with heart would have made a difference is the day I swore I would make a difference, given the chance.

My friend was killed in the line of duty on that day. We can sit back and dissect the tactical mistakes he made that contributed to his not being able to survive the attack on his life, but there are no mistakes he made that can detract from one simple fact. He had never been trained to survive by someone with heart.

It was that day that I promised myself that when the opportunity ever presented itself for me to be the one selected to pass on knowledge that I would do so with heart, and that my students making a passing score on a test would be secondary to their learning what they needed to know.

Have you ever buried a fallen comrade that died because of the mistakes of others? That is the question I ask to others when they ask me why I am so passionate when I teach any class assigned to me. The simple question I ask when an officer dies is, "was it because of others on the scene or because of someone entrusted to teach the officer?" As an instructor, I have control over only one of those items, and I must do my part.

My friend had never been taught simple things like taking good vs. bad interview positions, why it was important to wear body armor all the time, why you should never tie up your reaction hand, etc. Yes, when

you get right down to it, ultimately he was the one to make sure he did everything possible to stay alive. However I firmly believe that if he had been trained by someone with heart who believed in those simple tactics, he would have had them to fall back on. Then it might have ... no, it *would* have, made a difference.

I have since been entrusted to teach Officer Survival Classes from one side of this nation to another. I have taught students at the Arkansas Law Enforcement Training Academy, to Fire Fighters in New York State, and officers training at the Federal Law Enforcement Training Center Annex in South Carolina and all points in between.

In all the classes I have taught over the last few decades, one trait stands out among all the students. They had a "sponge" inside of them that soaked up actual training that they knew was coming from the "heart" and not just words coming off a lesson plan.

I now have the opportunity to teach from time to time for the Arkansas Department of Correction, and I have discovered that every student I have taught also has this "sponge" -- this desire to learn.

Trainers, I ask you: are you training others from the heart or because it's just your job? Do you teach with the purpose of passing to see this "sponge" in action? No, I am not accusing any trainer of not having these important traits, but simply felt it necessary to pass on some information from my "heart" to others entrusted to train.

The secret of staying young is to live honestly, eat slowly, and lie about your age.

Lucille Ball

Paws in Prison ... Continued from page 1

North Central Unit after being abandoned and homeless.

"The first time we saw him, the shock took our breath," Tyler said. "It was that jarring. Boulder was nothing more than loose skin draped over points and angles.



In top photo, supporters and PAWS recipients visit with reading dog Korie before the event, and in bottom photo, Sherrie Glover works the 'store' where items were sold for the benefit of Paws in Prison.



He was so thin, it actually hurt to look at him, because as soon as you saw him, you knew that nature never intended for a dog to look like that. Never."

Worried that he wouldn't make it, all involved were surprised to see the miracle of Boulder coming back to life – eating, growing stronger, running, playing . . . slinging slobber with every step.

Tyler said that one officer in particular kept very close tabs on the big dog with the sad eyes. He told everyone that Boulder was never going to see another bad day—not as long as he was around. And he kept that promise.

"These days, Boulder spends most of his

time lounging around the house," said Tyler. "As far as we call tell, Boulder has not had another bad day. Not one."

A purebred German shepherd pup named Jetta, first taken in by professional trainer Carrie Kessler and Last Chance Arkansas, then sent to Paws in Prison, has grown up at the Ouachita River Unit, training to become a service dog.

"We've trained assistance dogs before, but Jetta will be the very first dog we've taken from puppy to full blown service dog," Tyler said. "What her inmate trainers and Andrea Kirtley, our professional trainer, have taught her is amazing. There seems to be nothing Jetta can't learn. We have asked much of her, and she has responded with brilliance and love."

Tyler said that when Jetta is ready, she will make someone's life much better, which is a huge accomplishment for any dog, but "especially for one that started out as just another unwanted puppy in someone's barn."

Tyler related more PIP's success stories. Her final one



Governor Mike Beebe and First Lady Ginger man one of the tables holding the artwork, jewelry, and other donated items which supporters bid on before the live auction.

was about Rachel Thurber, who was a PIP trainer at the Hawkins Center. Rachel spent 17 years in prison and was released last year – *with* her last Paws in Prison dog, Lee.

When she left, Rachel was excited, happy and scared. The world had changed so much since she was last in it.

"Despite her mistakes, despite her past, Rachel is a good and caring person," Tyler said.

Tyler then gave the floor to Rachel.

"Do you believe God can send a dog to a man?" Rachel asked. "I do. I am honored to be here to tell you how Paws in Prison can change lives."

Rachel followed her dream and is now a professional dog trainer working in Mississippi.

"Paws in Prison helped rebuild my life," she said. "It taught me how to love again, and how to live again."

PIP has programs in six of its units: Randall Williams Correctional Unit at Pine Bluff, Maximum Security at Tucker, Ouachita River Correctional Unit at Malvern, North Central Unit at Calico Rock, Tucker Unit at Tucker and the Hawkins Center for Women at Wrightsville.

Since Paws in Prison began in December 2011, about 250 dogs have been saved from euthanization or starvation.

PIP's dogs are spayed and neutered, housebroken and trained in basic obedience skills.

Interested in adopting a PIP dog or supporting the program? Follow the PIP links at adc.arkansas.gov.

ADC's gleaning program garners national attention

ADC's commitment to utilize inmate work crews when possible to glean fruits and vegetables donated by Arkansas growers is now getting national attention.



Major James Hill speaking at the Feeding America Conference in Chicago last month.

Major James R. Hill, Chief of Field Security at the Newport Complex, recently attended Feeding America Conference in Chicago, Ill., to deliver a presentation on our gleaning (hand-gathering leftover crops after the harvest) program, the partnership between the ADC and the Arkansas Hunger Relief Alliance.

Hill spoke of the process where our inmates, under the supervision of correctional officers, glean donated fruits and vegetables from the fields and orchards of growers. The produce is then given to local pantries, soup kitchens and shelters that distribute food to those in need.

The first in the nation to have this program, ADC served as a model at the conference. Hill said several other states were interested in the process of getting their inmates started with the gleaning process.

Hill, who works with the gleaning program in the Newport area, said he was proud of the ADC's efforts in



Shawn Peebles, from left, one of our donating farmers, Hill, and Jeremy Adams from the Arkansas Hunger Relief Alliance in Higginson recently.

the program.

The Arkansas Hunger Relief Alliance has the mission of reducing hunger through a unified effort to provide hunger relief, education and advocacy. For more information visit their website at www.arhungeralliance.org or call 501-399-9999.

ADC 7th Annual Health Fair

Thursday, October 3, 2013

9:00 a.m. – 2:00 p.m.

Register to Win
Kindle Fire HD 7", Dolby Audio
Dual-Band Wi-Fi, 16 GB
Donated by AACET

Flu Shots - \$25.00 Cost w/no insurance

No cost with proof of insurance card

Bring copy of insurance card

**BMI Checks
Bone Density
Blood Pressure Checks**

Sponsored by your Human Resources Benefits Division
Administrative Annex East – Legends Auditorium and Training Center

Vendors Include:

Delta Dental/Superior Vision Pre-Paid Legal
Qual Choice Health Advantage
Health Care Plus AFLAC AR Diamond
AACET GIFT College Investing Plan
AR Federal Credit Union ASEA/SEBCO
Guidance Resources MetLife

This is the only time that many of the above vendors will be available during Open Enrollment.

ADC to sponsor 24th annual Red Ribbon 5K Walk/Run

The 24th Annual Red Ribbon Walk/Run, sponsored by the ADC, is set for Saturday, Oct. 12. Proceeds from the 5K run will allow four scholarships to be awarded to graduating high school seniors, either from Jefferson County or the child of an ADC employee.

The 2013 scholarship winners were Jolia Steward, graduate of Pine Bluff High School; Robyn Gregory and Courtney Rogers, both graduates of White Hall High School; Whitney Aitkens, graduate of Westside High School, and Samantha Dunavion, graduate of Tuckerman High School.

The entry fee for the Red Ribbon Run is \$20 on the day of the race, but runners and walkers may pre-register for the event for \$15. Pre-registration is now open and will continue through Wednesday, Oct. 9, and participants who sign up early are guaranteed to receive an official Red Ribbon T-shirt designed for this year's race.

The Walk/Run will begin and end near the Wellness

Center at Jefferson Regional Medical Center in Pine Bluff. A pistol shot start will be at 8 a.m., so racers are encouraged to arrive early. Awards will be given to the top three male and female finishers in 12 age divisions.

"Since this race is all about benefitting our community, we really hope everyone in Jefferson County will be there on race day," said ADC Director Ray Hobbs. "It doesn't matter whether you run, walk, or hop through the race. It's all about showing people that we care and that we support their efforts to be drug-free."

Hobbs also said free refreshments will be served before and during the race and there will be a drawing for door prizes. Music will be provided by the Cummins Prison Band. For applications visit JRMC Wellness Center in Pine Bluff or JRMC Health Complex in White Hall, or contact Shirley Lowe at 870-267-6215 or Linda Williams at 870-267-6303.

ERT training prepares officers for elite positions

Training to become a member of the elite Emergency Response Team, 14 employees endured 40 hours of harsh physical demands to obtain their ERT pin.

The course, going on its tenth year, was held the week of September 25 at the Tucker Unit and provided training in such areas as team building, crime scene preservation, weapons retention, emergency medical skills, electronic restraints, self defense, riot formations, and baton tactics.



Wrightsville, Hawkins and Benton units pass audits

Congratulations to Warden Dexter Payne and his staff at the Wrightsville/Hawkins Complex for completing their ACA audit with 100% mandatory standards and 100% non-mandatory standards.

"We are proud of you all," stated Director Ray Hobbs. "Please continue the hard work as you all are proof that hard work pays off. The ACA auditors had phenomenal compliments for the staff, inmates and facilities. Thank you for your dedication."

In addition, Warden Kay Howell and her staff at the Benton Unit completed their ACA audit with 100% on mandatory and 100% on non-mandatory standards.

"They've made history this week with this being the fifth straight audit of achieving a perfect score," Hobbs said. I want to give a special thanks to the staff for their continued hard work and efforts and for taking pride in their work. Thanks."



Agency ACA Coordinator Sandra Kennedy, Katherine Brown—auditor from Florida, Assistant Director Grant Harris, Benton Unit ACA Manager Carolyn Haller, and Ken Burger—auditor from Idaho at the Benton audit.

Around ADC



ADCRA

The ADC Retiree Association met recently at the Lighthouse in White Hall. About 25 members attended the meeting.



Attending March on Washington 50th

Tina Owens, Administrative Specialist III, recently visited the nation's capital to attend the March on Washington Memorial Youth Summit commemorating the 50th anniversary of the March on Washington which culminated in Martin Luther King, Jr's "I Have A Dream" speech.



Sherrie Williams Retires!

Celebrating retirement with Sherrie Williams, ADC Disease Intervention Specialist, center, were her daughter Lisa and son Dale (former ADC employee).

ORCU celebrates milestones



Ouachita River Correctional Unit celebrated milestones recently. In top photo: Security Officer of the Year — Sgt. Kevin Starkey (from left); Security Supervisor of the Year — Major Darren Threlkeld; Warden's Outstanding Service Award — Lt. Ray Anderson; Employee of the Year — Genia Davis; Warden Dale Reed; Supervisor of the Year — Dorothy Coleman; Warden's Outstanding Service Award — Deputy Warden Jeremy Andrews, and celebrating 18 years of service, Eddie Holcomb.



Chief Deputy Director Larry May speaks to awardees.



Warden Dale Reed — 40 years of service.



Reed with retiree Crystal Burns.



Cummins poultry production expanding

The production of a new chicken layer facility has begun at the Cummins Unit. The facility was designed to meet ADC's current egg requirements and at the same time produce a surplus that could be sold to generate income for the Agriculture Division.

This income would initially be used to pay off the loan required for construction of new buildings and remodeling of existing buildings. However, further profits are earmarked for future division improvements deemed necessary to meet the needs of the department.

With the current facility considered antiquated and inefficient to meet the demand of approximately 30,000 eggs per day, this issue was first considered in 2009.

The new facility — three fully automated houses with a capacity of 71,000 birds each — will meet the industry "United Egg Producers" standards.

The existing houses will not be abandoned. Two existing houses will be remodeled



Dirt work is nearing completion at the \$6.1 million Poultry Houses Project at Cummins. The state-of-the-art poultry houses when completed will supply ADC with sufficient eggs and the possibility of having extra market for resale.



to accommodate growing our own pullets and the third house will be remodeled to serve as a dry storage with a freestanding cooler unit attached.

All designed to further the department's goals of maintaining the cost efficient care and custody of inmates, optimizing inmate assignment and work programs, and providing constructive correctional opportunities for inmates to successfully return to their communities, the facility has an estimated completion date of August 2014, according to Farm Administrator Mark McCown.

Food for thought

**SEEING THE WRITING
ON THE WALL**
(becoming completely aware of
the situation)

In ancient Babylon, King Belshazzar drank from a holy container, looted the temple, and became suddenly aware of a hand-writing on a nearby wall. The writing, which was later interpreted by the Hebrew prophet Daniel, spelled out the upcoming demise of the king and his land, which happened soon after the interpretation.



Harris attends tech forum

Deputy Director Grant Harris, third from left, attended the IJIS Institute Corrections Technology Forum held Sep. 6-8 in Arlington, Virginia. The panel for presentations consisted of Tom Herzog from New York DOC, Doug Smith from Florida DOC and John Rees as the moderator. The topic discussed "Use of Biometrics to Improve Efficiency, Intelligence and to Enhance Public Safety and Security." Harris was also part of a panel that presented "Next Generation Case Management Systems." In addition to Harris, Arkansas was represented by Joyce Taylor, Assistant IT Administrator—Application Development and Sheila Sharp, Director of Arkansas Department of Community Correction.

Health Matters

Forgetting about food safety: a recipe for disaster

With holidays just around the corner and “food grazing” upon us, a review of food safety is in order.

Everyone is at risk for food poisoning. Each year, about 1 in 6 Americans gets sick, 128,000 are hospitalized and 3,000 die of foodborne diseases. Forgetting about food safety is a recipe for disaster.

To reduce your risk, be savvy about how germs can be found in contaminated food.

CLEAN:

Wash hands and surfaces often.

Illness-causing bacteria can survive in many places around your kitchen, including your hands, utensils, and cutting boards.

Wash hands for 20 seconds with soap and running water. Be sure to scrub the backs of your hands, between your fingers, and under your nails.

Wash surfaces and utensils after each use. Rinsing utensils, countertops, and cutting boards with water won't do enough to stop bacteria from spreading. Clean utensils and small cutting boards with hot, soapy water. Clean surfaces and cutting boards with a bleach solution.

Wash fruits and vegetables, but not meat, poultry, or eggs. Even if you plan to peel fruits and veggies, it's important to wash them first because bacteria can spread from the outside to the inside as you cut or peel them.

SEPARATE:

Don't cross-contaminate.

Even after you've cleaned your hands and surfaces thoroughly, raw meat, poultry, seafood, and eggs can still spread illness-causing bacteria to ready-to-eat foods—unless you keep them separate.

Use separate cutting boards, plates and utensils for raw (uncooked) produce and for raw (uncooked) meat, poultry, seafood, and eggs.

Keep meat, poultry, seafood, and eggs separate from all other foods while you're grocery shopping.

Keep meat, poultry, seafood, and eggs separate from all other foods in the refrigerator.

COOK:

Cook to the right temperature.

While many people think they can tell when food is “done” simply by checking its color and texture, there's no way to be sure it's safe without following a few important but simple steps.

Use a food thermometer. Make sure food reaches its safe minimum cooking temperature. For example, internal temperatures should be 145°F for whole meats (allowing the meat to rest for 3 minutes before carving or eating), 160°F for ground meats, and 165°F for all poultry. Eggs should be cooked until the yolk is firm.

During meal times, while food is being served and eaten, keep it hot (at 140 °F or above). After meals are over, refrigerate leftover food quickly.

Microwave food thoroughly (to 165 °F).

CHILL:

Refrigerate promptly.

Illness-causing bacteria can grow in many foods within two hours unless you refrigerate them. (During the summer heat, cut that time down to one hour.)

Refrigerate the foods that tend to spoil more quickly (like fruits and vegetables, milk, eggs, and meats) within two hours. Warm foods will chill faster if they are divided into sev-



eral clean, shallow containers.

Thaw or marinate foods in the refrigerator, never on the counter or in the kitchen sink.

Know when to throw food out.

REPORT:

If you believe you or someone you know became ill from eating a certain food, please contact your local health department.

These health departments are an important part of the food safety system which rely on calls from concerned citizens. You can be an important part of discovering what foods made you and others sick.

- If a public health official contacts you to find out more about an illness you had, your cooperation is important. Be willing to be interviewed about the foods you ate before you got sick; share your store receipts and give permission for stores to share the list of food you purchased from their store; and allow investigators to come to your home to collect any leftover food you may have.

- In public health investigations, it can be as important to talk to healthy people as to ill people. Even if you are not ill, be willing to be interviewed about the foods you ate during a certain period of time.

For more information on preventing foodborne illnesses, please visit <http://www.foodsafety.gov/keep/index.html> — the federal gateway for food safety information.

Excerpts from www.cdc.gov

Director Hobbs recognized by AWEC

I had the opportunity Sept. 27-29 to attend the Association of Women Executives in Corrections 17th annual Membership

Training Institute in Phoenix, Ariz. In addition to my attending the program for membership, ADC was represented at AWEC's



Shea Wilson
Communications
Administrator

Emerging Executive Training Institute by Warden Aundrea Weekly, Research and Planning Administrator Tiffanye Compton, HR Administrator Stacia Lenderman, Executive Assistant to the Director Jada Lawrence, IT Administrator Rhonda Patterson and Administrative Specialist III Muriel Mayfield.

There were plenty of opportunities for professional development and networking, but the highlight of the conference was attending the Legacy Brunch and Award Presentation on Sunday morning. The honoree was our director, Ray Hobbs.

So how, you might wonder, does a man become the recipient of a legacy award given by a group of female corrections executives? By sup-



Mr. Hobbs shows off his Legacy Award from AWEC. From left are Shelia Sharp, Stacia Lenderman, Shea Wilson and Jada Lawrence.

porting them, that's how.

In late 2011, Mr. Hobbs was asked by Dr. Mary Livers, past AWEC president and deputy secretary of the Louisiana Youth Services Office of Juvenile Justice, if Arkansas would be willing to host the 2012 Women Working in Corrections and Juvenile Justice Conference. Livers began her distinguished career (she is now American Correctional Association president) in Arkansas and is a former assistant warden with ADC.

Mr. Hobbs said yes.

And in September 2012, Arkansas hosted a very successful WWCJJ conference in Little Rock. Co-chaired by former ADC Deputy Director Sheila Sharp and DCC Chief Deputy Director Veter Howard, the confer-

ence happened because of our director's commitment and the hard work of many committee chairs and volunteers.

Mr. Hobbs recognized the importance of providing a week of training and networking opportunities for female corrections professionals. The result was several hundred women from 31 states and various corrections disciplines participating in our conference.

In accepting his award, Mr. Hobbs spoke about the importance of choosing the person who is best qualified for the job, regardless of gender or race. I am proud we have a director who supports diversity – and I am doubly proud that he is recognized by AWEC for leadership in this area.

CALENDAR OF EVENTS



OCTOBER

OCTOBER 2013

- 5 — ADC Horse Auction
- 12 — Red Ribbon Run
- 14 — Columbus Day
- 16 — National Boss Day
- 31 — Halloween

NOVEMBER

NOVEMBER 2013

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

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



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

AWEC's motto: Each one ... teach one.

Armory renovation to provide additional beds in Springdale



Northwest Arkansas Work Release Center is renovating the old Springdale National Guard Armory for about \$1 million. The renovation will house 100 work release inmates at the facility and is scheduled to be completed March 2014. Assistant Director Leon Starks, second photo left, presents an old brick from the first prison in Arkansas to the Springdale mayor for his cooperation.

ADC units receive ACA plaques at Maryland conference



Texarkana Work Release Center Supervisor Larry Cauley accepts American Correctional Association reaccreditation plaque—100% mandatory standards and 100% non-mandatory standards.



Bob Carter, Arkansas Correctional Industries administrator, accepts ACA reaccreditation plaque— 100% mandatory standards and 100% non-mandatory standards.



Randall Williams Warden Mark Cashion accepts ACA reaccreditation plaque—100% mandatory standards and 99.3% non-mandatory standards.



Northwest Arkansas Work Release Center Supervisor James Brooks accepts ACA reaccreditation plaque—100% mandatory standards and 99.5% non-mandatory standards.



At the conference Chaplain Gilliam won a chance to win a car; she didn't have the key to win the car but won a laptop instead!

Police Olympics Fishing Tournament held

Saturday, September 28, turned out to be one beautiful day for a fishing tournament.

The Fall 2013 Open Team Bass Fishing Tournament Police Olympics Fund Raiser 50/50 was held at Pine Bluff Regional Park.

Five boats showed up and launched about 6:15 a.m. and fished until 3 p.m.

"We decided to make this a 100% pay back because of the attendance," said Chris Coody, Compliance Investiga-

tor. "Thank you to those of you that made the effort to fish."

Results are as follows:

- first place Michael Heflin and Jonathan Smart, five fish, 14.34 pounds;
- second place Vaughn McCarter and W.V. McCarter, five fish, 9.72 pounds;
- third place Monte Coleman and Wayne Coleman, 3 fish, 5.35 pounds;

The Big Bass was awarded to Michael Heflin and Jonathan Smart, 3.68 pounds.



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.mcintire@arkansas.gov with questions.

REPORTING OF INCIDENTS (005)

I. POLICY OF DEPARTMENT: To ensure that all significant events or situations occurring within the Arkansas Department of Correction are completely documented by the employees involved, and that all appropriate personnel are informed of the incident in a timely manner.

II. EXPLANATION:

A. Every employee is required to fully document any of the following incidents, whether he/she is a participant or simply observes the situation:

- | | |
|--|--|
| 1. any disturbance; | 6. escapes or unauthorized absences; |
| 2. an inmate assault on another inmate; | 7. inmate or employee deaths; |
| 3. an inmate assault on an employee; | 8. major property loss or damage; |
| 4. use of force by an employee on an inmate; | 9. the personal knowledge of inmate or staff giving false information; |
| 5. an inmate suicide attempt; | 10. a violation of any Department policy; |
| | 11. any inmate or employee actions which could lead to criminal charges. |

B. The employee shall immediately complete Form F-005/409-1. This report shall be promptly forwarded to the Unit Warden/Center Supervisor/Administrator.

C. The Unit Warden/Center Supervisor/Administrator shall forward all incident reports of use of force by an employee on an inmate to the appropriate Assistant Director. All other reports of a serious nature, as so determined by the Unit Warden/Center Supervisor/Administrator, shall also be forwarded to the Assistant Director.

D. All incident reports, including those deemed not serious and thus not forwarded, shall be recorded by the Unit Warden/Center Supv/Administrator on Incident Report Log, Form F-005-2. The log shall be forwarded monthly to the appropriate Asst Director.

E. Serious incidents, criminal violations, major or minor disturbances, escapes, deaths and incidents of a felonious nature shall be reported to the Director and Assistant Directors by telephone, and Form 005/409-1 relative to the situation shall be submitted to the appropriate Assistant Director and to the Director within forty-eight (48) hours by the Unit Warden/Center Supervisor/Administrator.

F. An investigation shall be conducted at the local level. All incident reports, statements, and disciplinary and medical reports shall be compiled within ten (10) days of the date of the discovery of the incident. In the space provided on Form F-005/409-1, the Warden/Center Supervisor/Administrator shall recommend the continuance or termination of the investigation. This report shall be forwarded, with copies of support documentation within fifteen (15) days of the date of the discovery of the incident to the appropriate Assistant Director, unless requested sooner -- see AR 014.

G. When incidents of a felonious nature occur, the Director, upon notification, will initiate notification of the Arkansas State Police and/or other appropriate officials.

TRAINING TA ACADEMY

Training Academy Graduates: Class 2013-J, Sept. 6, 2013



Fredrick Adams, Richard Briggs, Jr., Calvin Brown, Kamilya Carroll, Xzraier Clark, Rebecca Collins, Tiffany Crosby, Jaerica Culcalger, Derrick Doss, Rocky Doyle, Leroy Ferguson, II, Chasity Ford, Barbara Frazier, Cristopher Goforth, Melissa Graydon, Jocelyn Henry, Paul Johnson, Jr., Ervin Jones, Angela Lott, Shirmeka Mallett, Jason Martin, Lakeshia McHenry, Miles McPherson, Terry Miller, David Nichols, Shannon Nolden, William Perkins, William Pitts, and Lonzo Randolph, II.

Training Academy recognizes Willis H. Sargent Outstanding Student



The winner of the Willis H. Sargent outstanding student award for Class 2013-J is Xzraier Clark. Pictured are Deputy Warden Steve Outlaw, from left, Clark, Warden Danny Burl and Captain Randy Callas.



First female K9 handler

Sgt. Tashayla Jackson was 'pinned' as ADC's first female K9 handler, bottom left, photo, and in top photo Lt. Troy Moore, Marvin Evans, Jackson, Director Ray Hobbs, and Larry May.

Promotion announced

Capt. William "Mitch" Conner was recently promoted to Major of the East Arkansas Regional Unit effective September 16.

Major Conner began his career with the Arkansas Department of Correction on January 22, 2007, as a Correctional Officer at Varner Supermax.

"He has worked his way through the ranks and is certainly an asset to our department," said Director Ray Hobbs. "I know he will continue his hard work. Please give him your full support during his transition."

Promotions & New Hires

Promotions

Date	Name	Position	Unit
9/1/2013	Requisha Brooks	Commissary Manager	East Arkansas
9/1/2013	Jared Byers	Deputy Warden	Cummins
9/1/2013	Shelly Byers	Disease Intervention Specialist	Central Office
9/1/2013	Darnell Davis	Field Sergeant	Tucker
9/1/2013	DeAngelo Earl	Deputy Warden	East Arkansas
9/1/2013	Tracy Garrett	Sergeant	Randall Williams
9/1/2013	Mary Miller	Sergeant	Hawkins
9/1/2013	Gary Musselwhite	Deputy Warden	Ouachita
9/1/2013	George Nelson	Construction Maint. Coordinator	Construction
9/1/2013	Thomas Strahan	Industry Assistant Administrator	Industry
9/1/2013	Woodrow Turner	Program Specialist	Benton
9/1/2013	William Young	Food Preparation Supervisor	Wrightsville
9/15/13	Nicholas Bradley	Computer Support Analyst	Information Systems
9/15/13	Chantel Coleman	Sergeant	Maximum Security
9/15/13	William Conner	Major	East Arkansas
9/15/13	Adam Conyers	Sergeant	Construction
9/15/13	James Gardner	Sergeant	Maximum Security
9/15/13	Joshua Hilyard	Sergeant	Hawkins
9/15/13	Tashayla Jackson	Sergeant	K-9
9/15/13	Loman Johnson	Food Preparation Supervisor	Grimes
9/15/13	Shalla McDowell	Food Preparation Supervisor	Maximum Security
9/15/13	Donald Moreland	Sergeant	Ouachita
9/15/13	Stefen Moss	Sergeant	Maximum Security
9/15/13	Benjamin Reeves	Lieutenant	Cummins
9/15/13	Cecilia Thompson	Substance Abuse Program Leader	MH-Wrightsville
9/15/13	Ronald Vanwie	Sergeant	Wrightsville

New Hires

Date	Name	Position	Unit
9/3/2013	Michael Ault	Chaplain	Chaplaincy-Ouachita
9/3/2013	Kyle Carter	Agriculture Unit Supervisor I	Farm-Cummins
9/3/2013	Calyton DeBoer	Advisor	MH-Ouachita
9/3/2013	Jennifer Newton	Administrative Specialist I	Hawkins
9/3/2013	Olivia Okai	Advisor	MH-Grimes
9/3/2013	Kimyata Randall	Administrative Specialist I	East Arkansas
9/3/2013	Samantha Shipman	Commissary Manager	Wrightsville
9/9/2013	Thomas Curry	Sales Representative	Industry
9/9/2013	Frieda Fleming	Sales Representative	Industry
9/9/2013	Jeffrey Wright	Maintenance Technician	Construction
9/16/2013	Ruthie Boyd	Food Preparation Supervisor	Varner
9/16/2013	April Davis	Auditor	Central Office
9/16/2013	Kelly Edwards	Administrative Specialist I	Human Resources
9/16/2013	Robin Hicks	Chaplain	Chaplaincy-Varner
9/23/2013	Stacy Douglas	Administrative Specialist I	East Arkansas
9/23/2013	Willie Tintie, Jr.	Sergeant	Mississippi County

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



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