

THE ADVOCATE



A PUBLICATION OF THE ARKANSAS DEPARTMENT OF CORRECTION

May 2011

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ADC officers complete police training at ALETA



Sgt. James Bennett, left, Sgt. Jonathan Lawrence and Lt. Troy Moore after Arkansas Law Enforcement Training Academy graduation March 24 in Camden.

Sgt. James Bennett, Sgt. Jonathan Lawrence and Lt. Troy Moore of the ADC Central Office K-9 Division completed basic police training at the Arkansas Law Enforcement Training Academy in East Camden on March 24.

"With this certification, these officers will now have arresting authority at our prison facilities," said Shea Wilson, ADC communications administrator. "Prior to this training, ADC staff had to call in outside authorities to arrest suspects who possessed illegal property or posed a threat to unit safety."

Bennett, Lawrence and Moore represent the first group of ADC officers to be certified as police officers. Eleven more members of their division will complete training in the coming months.

Moore and Bennett live with their families in Sheridan and Lawrence and his wife live in Pine Bluff. Way to go guys on this great achievement!

Inside!
A fallen hero's legacy comes full circle for local Deputy...see page 8.

Director's Corner



Ray Hobbs
ADC Director

The past few months have been busy ones at the state Capitol. The 88th General Assembly convened Jan. 10 and business began to wind down in mid-April. It has been a hectic time for a number of us here at ADC. Some of you may have caught news headlines with Assistant Director of Public Services Dina Tyler discussing a range of issues that will affect the ADC.

One bill introduced would have impacted re-

tirement by taking required years of service from 28 to 30 years. The good news is that bill didn't happen, which leaves our present system in place. Another important topic is pay and unfortunately, the fiscal year 2012 budget will not include a cost of living raise for state employees. Gov. Mike Beebe had recommended a 1.86% COLA, but that measure was not included in the budget passed by the legislature.

Lawmakers also approved a measure that will allow GPS devices to be put on state vehicles, but ADC will be able to decide which vehicles, if any, need them. We could use these devices in the future, but right now there are no plans to add them.

Act 748 expands the meritorious good time awarded to inmates for program completion. In addition, it awards up to 90 days for each success-

ful completion of a state-sponsored general education development certificate program; vocational program for which a certificate is awarded; and drug or alcohol treatment program offered at an ADC facility, good time will be allowed for pre-release or other rehabilitative programs or assignments approved by the Board of Corrections. The current cap of 270 days will increase to 360 days.

A bill passed that will remove the population cap at the Benton Unit and expand the programs that can be housed there. Currently, only pre-release and work release programs are available at Benton. This change will allow any rehabilitation program to be offered at the unit, but we are still limited by the fact that this is a minimum security facility without a fence. The passage of this bill will open up more possibilities in Benton, which

we will be exploring in the coming months.

The most challenging issue to come out of this session for ADC is our budget shortfall. Our budget for the upcoming fiscal year will be short by several million dollars, which means things will continue to be extremely tight. But as you well know, our priorities are keeping the doors open and everyone on the job. Since we're experts at pinching pennies, we should be able to steer around the financial pot-holes.

The experts have been saying the economy is on the upswing, so our financial road could be a little smoother in a few months. I appreciate all you do to help me keep ADC on the right course, especially when money is scarce. Thank you for doing all you do for Arkansas.

Department Briefs

Severe thunderstorms rolled across Arkansas more than once during April, knocking out power and communications at several ADC units and surrounding communities. Below is damage on April 4 at the Tucker Unit. To see more photos of the storm's aftermath, check out page 5.



Bill Jones, right, Food Production Supervisor at the Benton Unit, was treated to a retirement party by his friends and co-workers at the unit. Jones will be retiring after 15 years of service and will certainly be missed.

Congratulations to Warden Mark Cashion and the staff of the Delta Regional Unit at Dermott for receiving 100% on mandatory and 98.8% on non-mandatory standards during a recent audit by the Commission on Accreditation for Corrections and the American Correctional Association.



2011 BCOT Class C Graduates

Class 2011-C, Graduated 04/08/2011



Vernon Alice, Calvin Bass, Daniel Beckwith, Thomas Bernard, Joe Brown, Tyler Bunting, Kelly Cameron, Tereasha Campbell, Quiera Carmichael, Zachery Davenport, Roy Dennis, Crystal Dodds, Dwyatt Felts, Jason Frisby, Amanda Granger, Lesley Green, Stevenson Griffins, Jessica Harris, Toby Hastings, Ernest Hernandez, Antoinette Johnson, Ryan Johnson, Charles Lewis, Adam Lyles, Matthew Lyles, Anette Middlebrook, Roger Murray, William Oringe, Brian Outler, Sylvester Parker, Dustin Pool, Ronald Riley, DeVonne Sasser, Kedius Shelby, Seth Simmons, Savonta Sprinkle, Daniel Vanlandingham, Kesha Walker, Kimberly Walton, Ronald Watson, Carla Williams and Darrell Winston.



Sheryl Lee from Admin East grins and bears it as she prepares to donate the gift of life. April tornados devastated many areas of the state, leaving emergency blood supplies low. Sheryl joined several ADC volunteers to donate blood to the Red Cross as disaster relief teams worked with victims across the state. Way to go, there Sheryl!

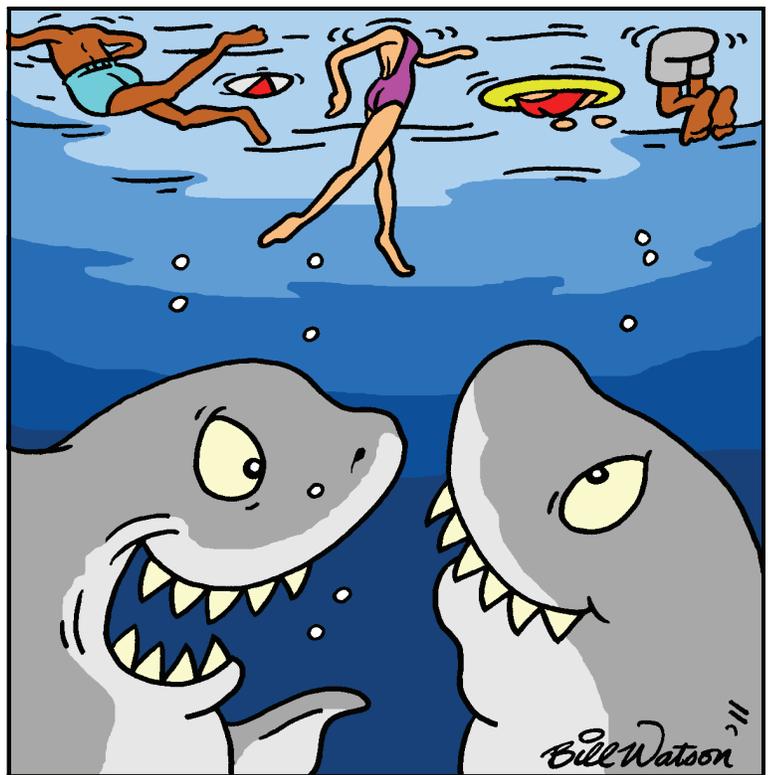


More Department Briefs



“30 year star”

That is how ADC Director Ray Hobbs described Margaret Rogers. On April 1, Rogers was recognized by the ADC management team for 30 years of service to the department. She began her career as a CO-1 and is currently with the Internal Affairs Division.



“What I like about this place is the variety on the buffet...!”

Inmates sentenced in circuit court

Four Arkansas Department of Correction inmates received sentences on March 29 in Jefferson County for crimes committed within their units.

Brian Johnson, # 88901, received 12 months to run consecutive to his current sentence for possession of a shank at Randall Williams Correctional facility. He is currently housed at Grimes Correctional facility.



Joseph Stephens, # 113117, received six years to run concurrent to his sentence for assaulting an officer at Randall Williams Correctional facility. He is currently housed at Varner Super Max.



Michael Walker, # 99984, received 15 years for cocaine possession and 10 years for marijuana possession at Maximum Security Unit. His time will be served concurrent to his existing sentence at Max.



Tyrone Williams, # 101893, received six years to run concurrent for possession of a shank at the Maximum Security Unit. He is now at Varner Super Max.



TRCC S.T.A.R.



Cpl. Cekel Rogers, right, accepts the S.T.A.R. (Service, Thankfulness, Appreciation, Recognition) award for the second quarter at Texarkana Regional Correction Center on April 5. Rogers has been with the ADC for nearly seven years and is an upbeat, valuable asset to TRCC.

Supervisor Larry Cauley presented Rogers with a certificate, a pin for his uniform and a \$25 check.

ORCU marks fourth year with Kairos

Kairos Prison Ministry International, a Christ-based fellowship marked its fourth year at the Ouachita River Unit in Malvern on March 27.

Thirty-six inmates successfully completed the Kairos #8 program, bringing the ORCU total to 258 individuals who took part in the ministry program. What makes Kairos unique is its list of volunteers.



Mayor Ruth Carney of Hot Springs, left, and ORCU Chaplain Norma J. Gillom.

Members of the community, both clergy and layperson, took part in a mentoring fellowship known as the Kairos Inside team. Operating in 31 states and 8 countries, Kairos gives the inmates a 3 1/2 day weekend of talks, meditation, and programs led by volunteers. The closing ceremony was attended by 50 volunteers and community leaders, including the mayor of Hot Springs, Ruth Carney. The program, which is open to all ages, has a particular mentoring program for youthful offenders.

Bookhard recognized by ESGR



Lt. Angela Bookhard, left, is joined by Stacia Wood-Lenderman as she receives her Statement of Support from the U.S. Department of Defense.

On March 8, Lt. Angela Bookhard of the ADC was recognized by the U.S. Department of Defense with a Statement of Support (SOS) for the Guard and Reserve.

The statement, signed by Dr. Robert Gates, Secretary of Defense, was in recognition of Bookhard's efforts through ESGR, Employer Support of the Guard and Reserve.

She was presented this Statement of Support at her office in Pine Bluff by Rosa Rodriguez, Volunteer Representative of ESGR, and was joined by Stacia Wood-Lenderman, Human Resources Administrator, and several of her friends and co-workers.

Bookhard is a recruiter and training academy instructor for the ADC.

Hot off the press: Industry Graphic Arts facility focuses on quality



Another Advocate ready to be gathered, stitched and delivered to ADC employees.

The ADC’s Graphic Arts Department, located in the industry facility at Wrightsville, has gained a reputation around the state for quality work. John Ledet and his crew of printers and graphic artists make any print job — large or small — a high quality priority.

Customers use this facility for pamphlets, flyers, booklets and manuals. Besides ADC print jobs like the Advocate, industry rolls the presses for other state and non-profit agencies, printing everything from flyers and handbooks to college-course guides.

While much of the equipment has come as donations from businesses across the state, the department’s computer software and print technology is on a par with most commercial facilities.

So, the next time you pick up a copy of the Advocate, be sure to give kudos to Ledet and his crew for another print job well-done.



John Ledet takes a print order over the phone.

Gone with the wind: storms shake, rattle and roll Tucker work sites



The month of April provided much more than the typical spring showers in Arkansas. Severe thunderstorms and tornadoes rolled across several Arkansas counties, resulting in fatalities and substantial damage to homes and other property.

While wind damage was minimal in comparison to some areas, trees were downed at some ADC units — in particular, the worksites at the Tucker Chapel and barracks roofing projects. A number of trees were also uprooted around Warden Stephen Williams’ home. No injuries were reported.

April ended with another round of severe storms and tornadoes. Seven people were killed April 23, bringing the state’s death total to 18 as of press time for the Advocate. The last bout of weather brought flooding, in addition to the winds.



Health Matters

Sun exposure: keeping yourself covered to prevent sunburn



It's May and the weather is turning warm and sunny. People are working outside in their yards or at their jobs, while others are planning outdoor recreation such as fishing and boating and engaging in other summer-time activities.

Be sure to plan ahead for proper protection to prevent possible damage from the sun. When people think of sunburn, they think of summertime. But the truth is that your body is constantly being exposed to the sun's ultraviolet rays all year.

Areas that are higher in elevation or closer to the Earth's equator tend to receive more sun than other areas of the world. Southern states often receive 1 1/2 times more sun than their northern neighbors, so the risks for sunburn are much higher.

There are many ways to prevent sun damage.

"No pain, no gain ..." seems to be the mindset to many sun-worshippers, who go to great lengths for that bronzed "healthy tan." Short-term effects from overexposure include:

- Heatstroke from excessive exposure.
- Allergic reactions to sunscreen products and overexposure to sun.
- Vision problems such as blurred or decreased vision from unprotected eyes.
- Sunburn painful damage to skin.
- Long-term effects from overexposure to the sun can be much more serious.
- Cold sores on unprotected lips and the mouth become more frequent.
- Eye damage from not wearing proper eyewear—complications may rise in cataracts patients.
- Skin damage such as darkening and excessive wrinkling may occur.
- Skin cancer chances increase.

With all the information being presented about skin cancer, it makes sense to protect yourself. You may be at a higher risk if you have light or fair skin tone, or light colored eyes; have an abundance of large or irregularly-shaped moles, a family history of cancer, history of excessive sun exposure or severe sunburn, or have ever received radiation treatment.



If you're going to work or play in the sun, remember that peak hours of exposure are between the hours of 10 a.m. and 4 p.m. Apply a sunscreen with an SPF 15 or higher to all exposed areas of your skin to prevent burning. Don't forget to protect lips and ears, too.

Be sure to wear protective clothing and eyewear to block the UV rays. Wear hats and seek shady areas when possible to prevent overheating and also drink lots of water to prevent dehydration. Exercise caution with infants and older individuals who are more susceptible to the sun and its effects.



In case of sunburn, use cool, damp washcloths to treat small areas. Take cool showers or baths and use moisturizing lotions that contain aloe. With proper protection, a day in the sun can be enjoyed without the burn.

Eternal affairs: ADC Chaplaincy hosts South Central Regional Conference

The ADC Chaplaincy hosted the 2011 South Central Regional Conference of the American Correctional Chaplains Association (the official Chaplaincy arm of the American Correctional Association) at the Best Western Inn of the Ozarks April 18-20. The theme for the conference was “Gathering Tools for the Toolbox.” The speakers were Roger Mitchell, President of the Louisiana Chaplains Association; Emmett Solomon, Director of Restorative Justice Ministries; Bill Pierce, Director of Chaplaincy for the Texas Department of Criminal Justice; Vance Drum, Texas Chaplain and Secretary for the American Correctional Chaplains national body; Eugene Wiglesworth, Director of Chaplaincy for the Mississippi Department of Correction; Leo Brown, Director of Chaplaincy for the Oklahoma Department of Correction; Don Duncan, Director of Destination Character Ministries and former Director of Chaplaincy for the Oklahoma Department of Correction; Arkansas Chaplains Kenneth Dewitt, Norma Gillom and Don Yancey also spoke. The conference was well attended and well received. The conference is held annually during the month of April and rotates among the states in the region, which include Arkansas, Texas, Mississippi, Louisiana, Oklahoma and New Mexico.



Honor Guard receives 9 classic M-1s



Warden Stephen Williams, left, Sgt. Laurel Hooks and Lt. Robert Hutcheson show off an M-1 rifle.

On April 6, the ADC Honor Guard was presented with nine M-1 Garand rifles courtesy of Lt. Robert Hutcheson and the United States Army.

The 30 caliber rifle, once called “the greatest battle implement ever devised” by General Patton in World War II was a standard infantry weapon from 1936 to 1957 when replaced by the selective-fire M-14.

Warden Stephen Williams of the Tucker Unit was on hand as Sgt. Laurel Hooks looked over the preserved weapons. The Honor Guard will use the M-1s for practice and at public ceremonies.

Meanwhile in Mississippi County . . .

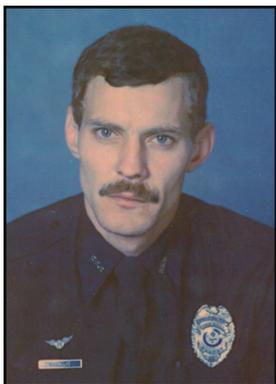


Warden Joe Porchia and the staff of the Mississippi County Work Release Center completed their ACA reaccreditation audit with 100% scores in both mandatory and non-mandatory categories. This is the third time the center has achieved 100% marks in both areas.



Of course they do, Ned! Almost everyone but Ned knows the Advocate comes free of charge in print; on the Internet on **Spotlight** and on the ADC’s website **www.adc.arkansas.gov**. Just don’t tell Ned, he thinks he has a real racket going on.

A fallen hero's legacy comes full circle for Jefferson County deputy



**Officer John Fallis
BPPD, 1985**

On March 4, 1985, motorcycle patrol Officer John Fallis of the Pine Bluff Police Department responded to a disturbance call in the 700 block of Walnut Street.

He noticed a parked vehicle with two suspects sitting inside and stepped off his motorcycle to investigate. As he approached the vehicle, one of the suspects stepped out and fired several shots from a small caliber pistol.

The weapon was tossed into some nearby bushes as the vehicle sped away from the scene. Officer Fallis, 26, was later pronounced dead on arrival at Jefferson Regional Hospital. The two suspects would be in custody 2 days later.

One of the officers who served with Fallis was Lt. Robert Hutcheson, now Weapons Manager for the Arkansas Department of Correction. He recalls the night Fallis was killed. "Another 30 minutes, he'd have got-



Lt. Robert Hutcheson, left, and Deputy John Fallis with the jacket and murder weapon.



ten off his shift and gone home." It would be several months before the weapon that killed Fallis would be recovered and placed in an evidence locker along with the blood-stained leather jacket he wore that night.

Ten years later, the jacket was pulled from the locker and given to Fallis' widow, Pamela. Some years later after she had passed away, the jacket was given to Hutcheson who had kept close ties with the family. He donated the jacket to the Old State House Museum in 2009 to be dis-

played in the "Badges, Bandits and Bars"— an exhibit which paid tribute to the history of law enforcement and criminal correction in Arkansas.

Two years later, the jacket was back with Hutcheson, along with the weapon that killed his former partner. Enter another law enforcement officer — Deputy John Fallis of the Jefferson County Sheriff's Department — nephew and namesake to Officer Fallis.

After 26 years, Lt. Hutcheson decided it was time to pass on a legacy. On March 17, Deputy John Fallis was presented the leather service jacket worn by his uncle. He was given the opportunity to inspect the weapon that took his uncle's life. Solemnly, he looked over the jacket, pausing to observe the cut away areas where the bullet holes used to be. Fallis took a moment to reflect on the man he was named after — and the police officer who inspired him to follow in a tradition of service and honor. For Lt. Hutcheson, it was a time to remember a good friend.

This story is dedicated to Officer John Fallis and to the men and women of the law enforcement community, who risk their lives daily in the safety and protection of us all.

The New Blues

by **Bill Watson**



Promotions

Date	Name	Position	Unit
03/20/11	Jimmy Bryant	Maintenance Technician	Construction
03/20/11	Darnell Davis	Lieutenant	Varner
03/20/11	Gaylen Honea	Sergeant	Maximum Security
03/20/11	Kendrick Nelson	Sergeant	Maximum Security
03/20/11	Stephen Simmons	Sergeant	Cummins
03/20/11	James G. Thurman, Jr.	Sergeant	Cummins
03/21/11	Andrea Carter	Rehab Facility Supervisor	SOSRA
03/21/11	Charlotte Gardner	Disease Intervention Specialist	Central Office
03/21/11	Brian Gumm	Training Academy Supervisor	Training Academy
03/21/11	Michael Harmon	Sergeant	McPherson
04/03/11	Betty Bonner	Sergeant	East Arkansas
04/03/11	Matthew McDaniel	Advisor	Mental Health/Varner
04/03/11	Stanley Robinson	Lieutenant	North Central
04/03/11	Travis Stone	Sergeant	Grimes
04/04/11	Alva Yancey	Senior Chaplain	Mental Health/ Newport Complex
04/17/11	Willie Bankston	Sergeant	Maximum Security
04/17/11	Justin Bell	Sergeant	Ouachita
04/17/11	David Taylor	Asst. Maintenance Supervisor	Construction
04/17/11	Johnnie Turner	Sergeant	Cummins
04/17/11	Owen Willard	Sergeant	Tucker
04/18/11	Timothy Craig	Sergeant	McPherson
04/18/11	Jennifer O'Melia	Sergeant	McPherson
04/18/11	Diane Siddons	Human Resource Asst.	North Central



New Hires

Date	Name	Position	Unit
03/21/11	Amelia Chandler	Advisor	Mental Health ORCU
03/22/11	Antoinette Cunningham	Administrative Specialist I	EARU
03/28/11	Lawrence Green	Program Specialist	Benton
03/28/11	Suanne Lumpkins	Administrative Specialist I	Tucker
03/29/11	Heather Reed	Human Resource Assistant	Admin East
04/04/11	Garret Scifres	Computer Support Technician	Admin East
04/04/11	F.J. Siccardi	Substance Abuse Program Leader	Mental Health/ Wrightsville
04/11/11	Lisa Holland	Administrative Specialist I	Mental Health/ Diagnostic
04/11/11	Shayne Taylor	Advisor	Mental Health/ Randall L. Williams
04/17/11	Telly Gray	Sergeant	Wrightsville
04/18/11	Travis Adair	Administrative Specialist I	Wrightsville
04/18/11	Cynthia Putnam	Advisor	Mental Health/ Diagnostic



ADC TRAINING

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 (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 — 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

Ball and Chain Challenge proceeds to benefit Red Cross disaster fund



ADC Director Ray Hobbs presents a check for \$5,000 to Brigette Williams, director of community affairs for the American Red Cross of Greater Arkansas.

A portion of proceeds from the 2011 Ball and Chain Challenge Golf Tournament, which is sponsored by the Arkansas Department of Correction's employee associations, will benefit the American Red Cross Arkansas Disaster Response Fund.

ADC Director Ray Hobbs made the \$5,000 contribution Wednesday.

"Proceeds from the tournament traditionally benefit the Correctional Peace Officers Foundation," said Shea Wilson, ADC communications administrator. "But, with the recent bouts of severe weather and the resulting deaths and disaster, Mr. Hobbs and other ADC employees felt it appropriate to make a contribution in advance of the May 23 tournament. We had enough money collected to cut a check today, so we did in hopes of helping the Red Cross meet immediate disaster response needs."

The ADC has units all over Arkansas and some of its employees are among

those impacted by the storms and tornadoes, Wilson added.

"The Ball and Chain Challenge is a popular tournament held each year at Harbor Oaks in Pine Bluff and it is generously supported by local citizens, public officials and businesses, in addition to ADC employees. If it weren't for the combined efforts of these people, our contribution would not be possible," Wilson added.

The Red Cross is a participating service provider of the United Way of South East Arkansas and depends on the annual campaign for much of its funding, Wilson noted. Through pay roll deductions at work employees can donate to this organization.

"A tornado or other natural disaster can occur and impact any person at any time," Wilson said. "If we all join together and do what we can, we can help those who need assistance."

NOTICE: All management level classes have been cancelled for May and June due to restructuring.

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. Classes vary in length.
- Classes are also offered through the **Criminal Justice Institute** in Little Rock.

Your unit trainer has more information about Criminal Justice Institute, Inter-Agency, e-Learning and other classes.

Notable Quotables

“Don’t tell the kids I’m going to jail. Tell ‘em I joined the Blue Man Group (I’m the fat one).”

Homer Simpson

Home Run Derby brings out the heavy hitters



There’s the pitch, swing ... and it’s out of here! On April 2, the staff and inmates of ORCU spent a day in the sun as the Ouachita River Recreation Department and the Mastery Prison Ministry teamed up for a Home Run Derby.



With all the rookies around, the staff pulled in a couple of heavy hitters to show how it’s done. Freedom Baptist Church called in Michael Hamilton of Philadelphia, John Vaprizan of North Little Rock and Mike Munnerlynn and Jack Collins, both from Freedom Baptist.

These pastors and outreach ministers not only spread the word of God, but preached from the gospel of baseball with their blistering hits and line drives. Thanks to Warden Dale Reed, Chaplain Norma J. Gillom, and the staff at ORCU for making this special day possible. Batter up!

ADC CALENDAR OF EVENTS



MAY 2011

- 5 — Cinco de Mayo
- 8 — Mother’s Day
- 21 — Armed Forces Day
- 23 — Ball & Chain Challenge
- 30 — Memorial Day



JUNE 2011

- 14 — Flag Day
- 19 — Juneteenth
- 19 — Father’s Day
- 21 — 1st Day of Summer

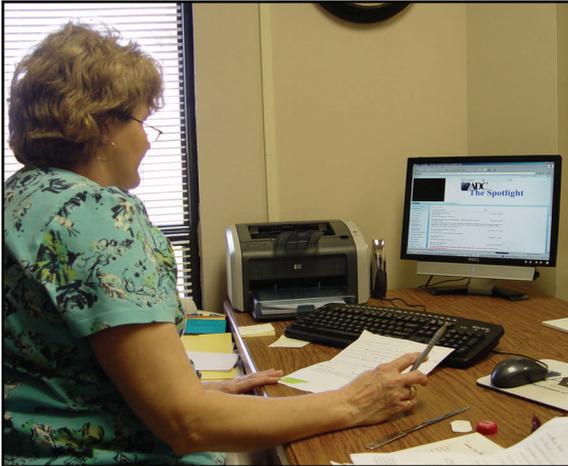
**Special events?
Unit functions?
Announcements?
Conference dates?**



Send information to
The Advocate

Bill.Watson@arkansas.gov

Let's Talk About ... "The Spotlight," ADC's invaluable re-



Linda Williams knows that The Spotlight is an excellent resource for ADC policies and more.

If you're reading this month's Advocate from your computer, you're probably aware of ADC's intranet space *The Spotlight*. What may surprise you is the number of ADC personnel who aren't aware of or use the resources and information available on this handy site.

If you use any ADC computer, you should have access to Spotlight. Go up to your favorites bar when logging on to Internet Explorer, then scroll down to "ADC links," look to the right and follow down to "ADC Spotlight" and you're there. Once in, you'll discover a world of information, publications and resources right at your fingertips.

Whether you're trying to find answers on administrative regulations, directives or policies, it's all right there. Read the latest announcements or the Advocate newsletter. Browse through the historic photo archives or see which surplus items and supplies are up for grabs. The Advocate uses Spotlight for the latest training schedules and posting the pictures from ADC events from around the state. And this easy-to-use site will soon get easier.

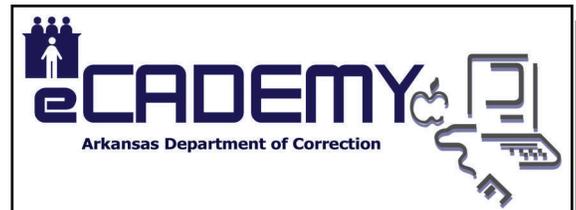
ADC's IT Department and Microsoft have been busy making improvements and adding a search engine to make your Spotlight experience quicker and more streamlined. More applications and improvements are on the way. So, if you've never taken advantage of the many resources and helpful information that Spotlight has to offer, now's the time to log on and see for yourself.

Let's Talk About ... eCademy — the online corrections academy

Classrooms certainly aren't what they used to be. Before, when you wanted to take a class or enroll in a training program, there were offices, crowded rooms and lots of travel to get to those classes. Today, the Arkansas Department of Correction brings the necessary training and classrooms directly to your desktop computer.

The ADC has purchased 1500 seats from *Essential Learning*, the largest e-learning provider in human services online training to offer a library of courses tailored to correction professionals — including behavioral health courses accredited by national organizations through the Online Corrections Academy — or *e-Cademy*. Employees can earn 30 hours of e-training per year.

Unit trainers have the information to register and enter employees at their units for this online training, with more than 70 correction-specific American Correctional Association (ACA) approved courses to meet agency training requirements and national standards. Topics include: supervision, management, leadership, ethics, medical and mental health, security and special management offenders (e.g., women and elderly people.) New courses will be added on a regular basis through the joint efforts of ACA and *Essential Learning*. Areas listed are available to all department staff, from CO-1 and up based on their job and specific requirements:



Safety and security — 23 courses

Medical information for correctional officers — 14 courses

Mental health information for correctional officers — 14 courses

Special needs offenders — 10 courses

Supervision and management of staff — 26 courses

Workplace issues — 18 courses

Computer skills — 10 courses

Out and about ...

LONGVIEW, Texas — The city may never be the same after a group of ADC employees came to town and took first place in the “Dalton Days” festival (commemorating the famous Dalton robbery of First National Bank). The festival hosted its first “BBQ Shoot-Out,” which didn’t end well for the Texans.

Taking 1st place in ribs, the Cook’s Choice Award and the Showmanship Award was “The Hungry Parrots” team of John and Susan Kleiner and Cindy and Greg Courington. With Jimmy Buffet music playing in the background, the Parrot’s easily smoked the competition.



The Hungry Parrots team includes John Kleiner, left, Susan Kleiner, Cindy Courington and Greg Courington.



“Three’s a crowd?” Sgt. Travis Stone, center, joins the Grimes Unit, as Sgt. Aaron Rogers, left, and Sgt. Patrick Miller pin on the new bars.



**TRCC ‘s
Top Shooter
Awarded**

Cpl. John Barrett of the Texarkana Regional Correctional Center shows off his 2011 TRCC Top Shooter trophy.

His combined scores on pistol, rifle and shotgun makes him a real “Top Gun.”



Warden Danny Burl and the crew at the East Arkansas Regional Unit successfully completed their ACA Reaccreditation Audit. EARU received 100% ratings on both mandatory and non-mandatory categories. Congratulations everyone!



**ADC Recipe
Corner**

Coca Cola Chicken

Lisa Free

- 1 package boneless/skinless chicken breasts
- 1 cup Coca Cola
- 1 cup barbecue sauce
- Salt and pepper to taste

Arrange chicken in skillet, salt and pepper. Pour Coca Cola and barbecue sauce over chicken. Heat to a rolling boil, then lower heat and simmer for 1 hour. Check chicken for doneness and serve.

People, places and things



Dr. Mary Parker

Dr. Mary Parker has received the 2011 Faculty Excellence Award from the University of Arkansas at Little Rock in recognition of her public service. Parker serves on the Arkansas Board of Corrections and has served the ADC and the Department of Community Correction for 17 years. As institutional liaison to the ADC and Legislative Coordination Committee chair, Parker has authored bills in four legislative sessions as well as educating legislators and advocating for the system.

As professor and chair of the UALR Criminal Justice Department, Parker believes in integration of the academic community with practical correction experience by organizing tours of ADC facilities as part



of her courses. She is a member of several organizations, including the Academy of Criminal Justice Sciences and the American Corrections Association. Her community services include the development of the Children's

Books for Prison initiative, resulting in the donation of over 2,000 children's books to correctional institutions.

She received her doctorate from Sam Houston State University and her master's and bachelor's degrees from Northeast Louisiana University.



Accreditation Manager Nancy Koonce hears some kind words from Deputy Director Marvin Evans.

To say that **Nancy Koonce** has touched many lives would be an understatement. As Accreditation Manager for the ADC, Nancy has assisted each unit to reach and maintain its national accreditation standards.

So when Nancy announced her retirement after some 36 years with the ADC, the people who knew her best weren't about to let her go quietly. On April 18, Director Ray Hobbs honored her with a special farewell luncheon at his home. On hand to wish her luck were some of her closest friends and associates.

Former supervisors, friends, family and co-workers paid tribute to the lady who helped raise the bar for ADC units across the state.

She was presented with parting gifts symbolic of her time with ADC.

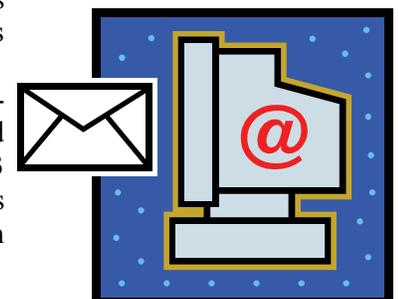
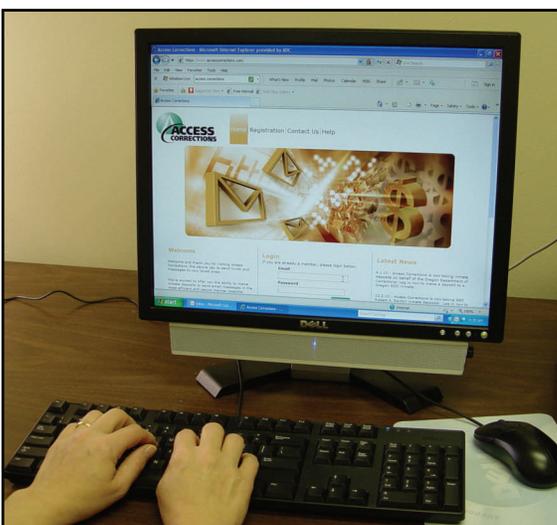


Electronic inmate messaging system up

Access Corrections, a division of Keefe Commissary Network, has set up an electronic messaging system for inmates and their families.

For a small fee, families may send e-mails and up to four photos to inmates at the ADC. Messages and pictures are easily read and deciphered along with detection filters to prevent inappropriate exchanges of images or information. Initial tests have proven successful at several sites within the ADC network.

Benefits include reduction of contraband, language translation, storage and delivery to either kiosks or special MP3 players. Investigative tools and reports keep track of inmate contacts which offers an increase in security.



Payroll facts — the straight on what’s coming to you

The Human Resources Department will be making its rounds in May and June, visiting the units and explaining payroll and benefit information to employees. HR staff members will be available during shift briefings and will make rounds to individual posts in an effort 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 payroll. In June, the focus will be on benefits.

When will I receive my paycheck?

Payroll is normally processed the Monday after the two-week pay period ends. Direct deposits are posted at your financial institution that following Friday.

How can I get a copy of my paycheck stub?

Your Unit Human Resources Manager can instruct you on how to obtain a copy of your remuneration statement (paycheck stub). These can also be viewed and printed using the Employee Self Service (ESS) feature of AASIS.

What is ESS?

ESS (Employee Self Service) is a feature of AASIS where you can view and print your remuneration statements. You will need to know your AASIS personnel number (badge number) and your AASIS User ID (contact your Unit HR office for this information). After you know your User ID you can call the AASIS Help Desk at (501) 683-2255 to set up your password and conduct an initial log on.

Is direct deposit required?

Act 1887 of 2005 requires all new employees of the State of Arkansas to be paid by electronic direct deposit.

How do I find out my leave balances?

Your Unit Human Resource Manager is the person with access to your leave balances. At this time, leave balances printed on your paycheck stub are incorrect.

Am I eligible for overtime?

Employees whose positions are non-exempt from the Fair Labor Standards Act (FLSA) are eligible for overtime. There are two categories of non-exempt employees:

- Non-Security, Non-Exempt
- Security, Non-Exempt (7K)

Non-Exempt, Non-Security employees earn overtime (time and a half) for hours worked in excess of forty (40)

hours a week.

Security, Non-Exempt employees (Correctional Officer, Officer First Class, Corporal, and Sergeant) earn straight time (hour for hour) for hours worked from eighty (80) to eighty-six (86) in a two week period. Overtime (time and a half) is earned for all hours worked over eighty-six (86) in a two-week period.

The Overtime Reduction Plan went into effect May 29, 2003. Employees are only allowed to earn overtime when:

- The Unit’s Duty Warden declares an emergency. There is a lack of sufficient personnel on duty to fill mandatory/critical posts.
- Twenty (20) hours per calendar year for security personnel for training purposes.

How can I change my taxes being withheld?

You can change your filing status at any time by completing a new W-4 form and submitting it to your Human Resource Manager or to Payroll in the Human Resource office.

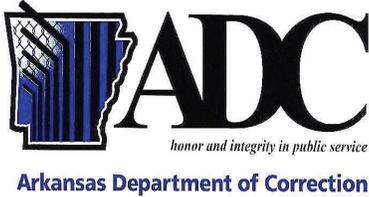


Shari Gray, Assistant to the Board of Corrections, was honored with a plaque during the April 12 board meeting, recognizing her 30 years of service to the State of Arkansas. The award was presented by Board Chairman Benny Magness.

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.

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Parting Shots

