



Hot Springs Police Department

hotspringspolice.com

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HSPD: Bold leadership, new spirit



The Police Department has entered 2012 after a year under the new leadership of Police Chief David Flory. Chief Flory brought his 13 years of experience as the police chief in Bedford, Texas to incorporate the best law enforcement practices here in this community.

Early on, he implemented administrative changes to better align personnel into roles consistent with their skills, and operational changes to add efficiency into various areas. Notably, those changes included the creation of Special Operations (formerly Traffic); removal of one property clerk position to create a crime analyst position; creation of a Crime Prevention/Community Policing Officer; the revival of the bicycle patrol and K9 programs; alteration of patrol shifts from 8-hour to 12-hour shifts; moving a corporal from training to patrol; removal of a records clerk position to create a dispatch supervisor who is not a police officer; and the utilization of Community Service Officers at the front desk as well as the closing of the front lobby during night and weekend hours in order to place more police personnel onto the streets. These changes have internally had the general effect of improved morale and have positively influenced public perception with respect to increased manpower, visibility and greater accountability for all employees.



DAVID FLORY
Police Chief

CAPTAIN RICHARD NORRIS
Patrol Division

CAPTAIN CHRIS CRARY
Criminal Investigations

CAPTAIN WALT EVERTON
Professional Standards

The second focal point for change was the reconstruction of the Police Department's Policy and Procedures Manual. Chief Flory's first goal in this area was to refocus all employees toward a common mission. He formed an Idea Committee comprised of employees who represent all the different factions of the department. This committee was tasked with formulating a new Mission Statement and defining the five most important values for which the department should stand. The new Mission Statement is "to enhance the quality of life in our community by ensuring the safety and protection of all people. We will serve the citizens, business community and visitors through crime prevention, criminal investigations and apprehension while maintaining a community oriented and problem oriented policing philosophy."

These values will become well-known throughout the community. They are represented by the logo "V5" – articulated "V to the 5th power" or simply "V5". The new logo along with the values for which it stands, **Courage, Honesty, Excellence, Integrity, and Respect**, are already clearly visible on the front entrance of the Police Department building and will eventually be displayed on all marked patrol vehicles. The values, their definitions, and the newly formed Mission Statement have been incorporated in the new Policy and Procedure Manual. Detective Sonia Luzader stated, "We needed something to show how passionate (we) are about what we do for a living (and) we now have a daily reminder of why we are doing the work we do. It can be expanded into our daily lives with our families and friends."

Thirdly, Chief Flory has focused a great deal of attention to the improvement of teamwork and communication among the members of the department. This has resulted in the implementation of regularly scheduled supervisors' and employees' meetings, idea committee meetings, the creation of a crime analysis bulletin and a monthly employee newsletter. Since inception, these efforts have proven to be a worthwhile investment of time.

Fourthly, steps have been taken to strengthen the pool of entry-level police officer applicants as well as to enhance the experience of current officers. Recruiting efforts have increased from within the Professional Standards Division, in addition to the newly-developed fitness requirements for applicant testing, beginning in 2011. Sergeant Larry Patrick and Officer Courtney Kizer successfully completed the Law Enforcement Fitness Specialist course at the Cooper Institute in Dallas, Texas in order to oversee the development of this program within the department.



COURAGE • HONESTY

EXCELLENCE • INTEGRITY • RESPECT

Each applicant will be required to complete a minimum of 25 plank-style push-ups within 1 minute, run 300 meters within 1 minute, 11 seconds, complete 29 sit-ups within 1 minute and run 1.5 miles within 16 minutes, 28 seconds prior to advancing to the next step in the application/hiring process. Existing employees will be encouraged to engage in a healthy lifestyle which incorporates physical fitness as a regular activity. Annual department-wide evaluations will be held to analyze each employee's progress without negatively affecting his/her job status.

Finally, Chief Flory arrived here to find that the K9 Program consisted of only one team, Officer Michael Jones and his service dog, Nero. Chief Flory has since revived the K9 Program with the purchase of a second Belgian Malinois, Keena, who began work last fall with her handler, Officer Brandon Jones. Together, they have already removed several thousand dollars of narcotics from circulation.

In addition, Hans, a third Malinois, has been purchased for newly-selected K9 Officer Michael Hibbard. Officer Hibbard will soon attend an 8-week training course with Hans in Kaplan, Louisiana prior to being placed into service.

These are also exciting times at the Police Department in the area of technological equipment acquisitions. In the foreseeable future, the department will acquire in-car audio/video recording equipment, electronic control devices, Chevrolet Tahoes for marked patrol vehicles, and see the revival of training and professional enrichment in many areas.

It is very likely the Hot Springs Police Department is on its way to becoming the best department in the state! ♦

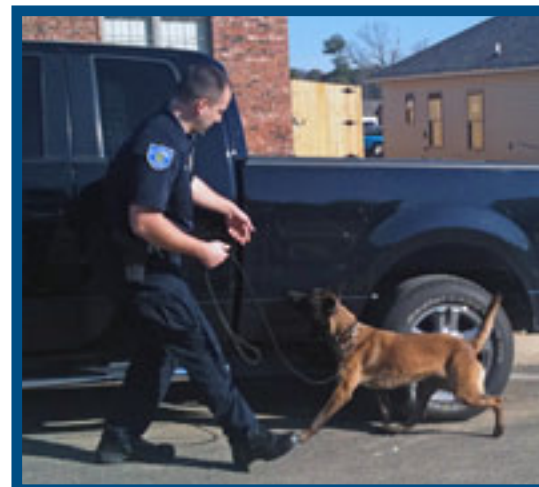
- **Melanie Norris**, HSPD



From left to right: Lt. Chris Chapmond, Detective Omar Cervantes, Administrative Secretary Karen Smith and Detective Michael Hibbard at the 2011 Applicant Fitness Evaluations.



Officer Michael Jones, Nero and Officer Courtney Kizer.



Officer Brandon Jones and Keena.

Final thoughts from your City Manager

Fellow employees and co-laborers,

There is an old saying that “all good things must come to an end.” Such shall it be soon for my career with the City of Hot Springs.

As you are aware, I announced my upcoming retirement last fall, and the Board of Directors has begun the recruitment process for a new city manager.

I believe this is a very exciting time for all of us. Fresh vision is the lifeblood of any organization. New leadership will provide the opportunity for effective change and meaningful progress. One thing that will not change, however, is the dedication of every employee in providing “Government at your Service.”

I sincerely appreciate what each of you do every day to make Hot Springs – *Hot Springs*. It is with sincere pride and a proud heart that I am confident the city team will continue to meet the demands of today and the challenges of tomorrow with creativity, energy, and **P.R.I.D.E.**

I am especially grateful to all of the employees, elected and appointed officials, board members and citizen-servants who, not only now, but in the past, provided tremendous personal and professional support.

Of course, I will be eternally grateful to my wife Daris, my family and my Lord for always providing me with wisdom and encouragement at just the right time.

“Your attitude, not your aptitude, will determine your altitude.” (Zig Ziglar)




Lance,

Good luck with all the Blarney on March 17th!

RETIREMENT ROUNDUP

Darrell Eckerd's retirement party was held on January 27, 2012. Darrell served the City of Hot Springs for 35 years. The last 15 years Darrell served as the Water Distribution Manager.



Jailhouse Rock

A badge ceremony was held on January 6 to promote Walt Everton to the rank of captain in charge of the HSPD's Professional Standards Division, formerly known as the Services Division. A lieutenant since 2008, Everton has served the department for 19 years. Being a big fan of Elvis Presley, he was surprised by a visit from his idol (impersonator Bill Haney).



Employees offer helping hand

For the past 18 years, city employees have offered a Christmas "helping hand up" to deserving employees or relatives of employees who've suffered some type of life-changing event. Every year, the kindness and generosity of the city workforce is humbling. The *Christmas Families Project* usually starts slow with very little response. Then, just when you think there will be disappointed families, donations begin; donations from every department and division. Employees stop by in their off-work clothes, office dress, uniforms, or casual wear . . . but they all show up with one thing in common – a giving Christmas spirit. So if you ever hear negative comments about city employees, take them with a grain of salt because I can vouch for their generosity and caring hearts. They beat louder with each passing year!

- Margaret Parris, City Manager's office



Spotlight Award Winners 4th quarter - 2011



From left: Bob Reddish (IT), Tonya Cochran (Sanitation), Lance Hudnell (City Mgr.), Eric Turner (recipient, Sanitation), Margie Hillistad (Sanitation), Dwayne Watson and Jared Mutter (recipients, Sanitation).

Turner, Watson and Mutter received their awards for turning in a wallet they found on their sanitation route that contained ID's and a considerable amount of cash. The owner was the brother of Chief Building Official Mike Scott!



From left: Bob Reddish (IT), Steve Mallett (Dep. City Mgr.), Bill Burrough (Sanitation), Minnie Lenox (HR), George Downie (Airport), Ruthie Murphy (recipient, Airport), Glen Barentine (Airport).

Murphy received her award for the “above and beyond” spirit she demonstrated in assisting a member of the Airport Advisory Committee after an auto accident near the airport just after a meeting ended. She stayed by her side, comforting her until her family arrived at the hospital from Little Rock.

See all of the Spotlight Award winners by clicking [here](#), and don't forget to visit the Employee's Corner by clicking [here](#).

Blue & You fitness Challenge

Join in the fun!

Several city employees have already signed up to participate in the **Blue & You fitness Challenge**, sponsored by Arkansas Blue Cross & Blue Shield. This is an exercise-based challenge, instead of the typical weight-based format. The 90-day challenge will run from March 1 through May 31.

Individuals interested in participating should contact either Sheila Winter, x6905, or Rick Stauder at x6872. Those participating will be required to register their name [here](#) using the city's group code number. Each participant will be required to enter their daily exercise data on this Web site. The individual team member registration deadline is February 29. Before starting any weight loss or exercise program, please consult with your physician. ♦

- Rick Stauder, Planning

NOTE: This is a voluntary program initiated by an employee group and it is NOT an official program of the City of Hot Springs or its administration.

HealthWise

Kathy Otwell, Cornerstone Benefits Health Insurance Agent

Healthy eating in winter

In most areas of the country, winter means cold, and probably snow. Your instincts are likely telling you to slow down and eat more to add a layer of insulation in the form of fat to stay warm for the winter. But we've come a long way since the days of living in caves and spending most of our time outside in the freezing cold of winter.

That means that we should acknowledge our desire to pack on the pounds and “hibernate” during the winter season, but work to counteract it with smart choices to keep our energy up and our weight under control to support the physical activity plan that we've put in place.

Eating lean proteins like chicken, turkey, pork, and beef (be sure to trim the fat) along with whole grains, vegetables, and fruits can keep your body healthy and full energy. Try to get some of each throughout the day while limiting or eliminating processed foods and sugars. Try these ideas:

Breakfast

Scrambled egg with whole wheat toast and a fruit like a banana, apple, or even a couple slices of tomato. If you're feeling adventurous, try a bit of avocado or guacamole on your toast instead of jam. Avocado is a “good” fat, and adds a nice flavor to toast.

If you prefer cereal in the morning, look for one that is high in fiber and low in sugar (e.g., Fiber One, Raisin Bran, oatmeal). Add a cup of skim milk and fruit, and you have a great breakfast.

Fruit smoothies can also be a good option, but be careful of adding extra calories with things like juice. Look for a recipe that has whole fruit, and add water instead of juice. Include a scoop of protein powder and you have a nice, balanced meal option.

Lunch

Try a salad with dark, leafy greens, a selection of vegetables, beans, and a lean protein like turkey or a grilled chicken breast. Limit the amount of salad dressing and high-calorie toppings like cheese, bacon bits, and croutons, and you have a great high-energy lunch.



Maybe you prefer a sandwich. Think about lean turkey with lettuce, tomato, and other vegetables like peppers, sprouts, and cucumbers. Try adding avocado or guacamole instead of mayonnaise for a tasty “good” fat option; or, tuna salad with lettuce and tomato. Try to avoid chips on the side and opt for fresh veggies like broccoli, cauliflower, or carrot sticks.



If you’re going out to lunch with a friend, try to plan ahead for what you should order. There are probably great salad options on the menu, including those with lean proteins to give you a complete balanced meal. If you feel like you can’t resist the burger, see if they have a turkey burger option. Or just leave off the cheese and bacon to make it a bit healthier. And lots of places are offering sweet potato or veggie fries as an alternative to french fries. Give it a try!

Dinner

Few things are more comforting on a cold winter night than a steaming hot bowl of soup. There are lots of different options for hearty main dish soups made with healthy options like chicken, beans, split peas, squash, pumpkin, and many others. Look for recipes that are broth-based as opposed to cream. Of course, chili is always a great option for a winter soup. Try making it with ground turkey or chicken instead of beef, and add an extra can of black beans along with the kidney beans.



Small portions of lean protein and a starch (e.g., rice or potato) along with a big salad are a good rule-of-thumb for dinner. Try different cooking methods for the protein like broiling, baking, or grilling. Avoid frying. When eating rice, look for brown and/or wild rice instead of white rice to get more nutritional value. For potatoes, try a light coating of olive oil and roasting in the oven.

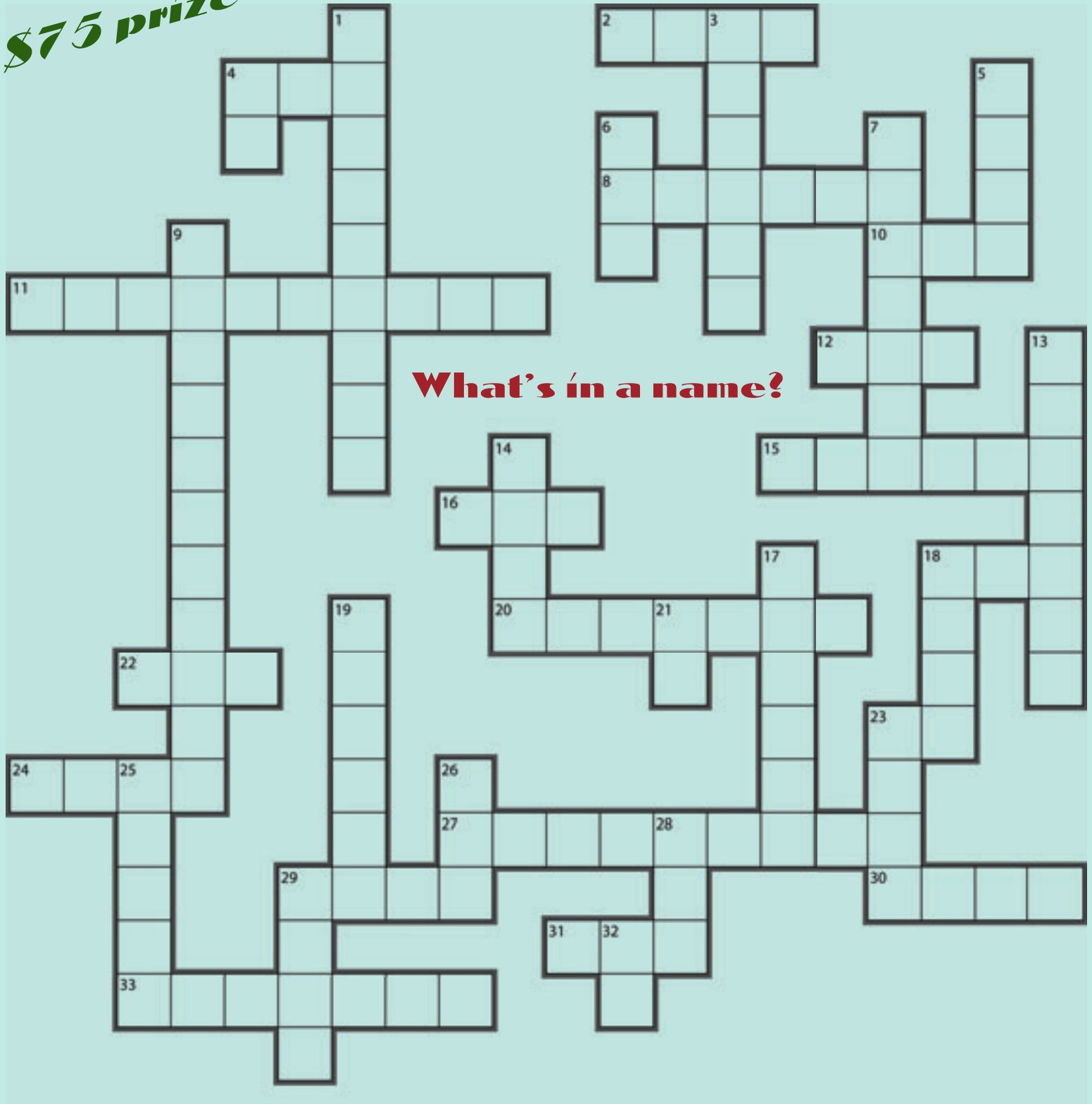
Consider adding fish to your menu once or twice a week. Fish is good for your heart, and adding it can keep your meals interesting. Shrimp, tuna, salmon, and catfish are all options to consider. Use healthy cooking methods such as grilling, baking, or broiling. NOTE: Consult a physician before serving fish to pregnant women and children.



Focusing on getting lean proteins like chicken, turkey, pork, and beef along with whole grains, vegetables, and fruits. Along with your physical activity plan, they will keep your body healthy and full of energy through the winter and into the spring! ♦

Employee newsletter crossword puzzle contest

\$75 prize drawing!



What's in a name?

Print name _____

Puzzle clues and rules

- | | |
|--|--|
| <p>Across</p> <ul style="list-style-type: none"> 2. ___ in time 4. A Kennedy 8. Farmers Market Pavilion street 10. Type of bread 11. Board meeting prayer 12. Band ___ 15. City Attorney's court joker 16. Oh ___! 18. Splitting tool 20. City Trail-er 22. Transmit printed matter electronically 23. Southern mom 24. Finance Department's avian employee 27. Ouachita Water Plant street 29. Policeman's assigned area 30. HSGCBC Director's nickname (unusual sp.) 31. Have a seat 33. CIVIKIDZ game (cityhs link) | <p>Down</p> <ul style="list-style-type: none"> 1. Community Video Showcase chapter (cityhs) 3. CIVIKIDZ local history spokesdrop (cityhs link) 4. Football score acronym 5. Planning & Development's judicious employee 6. Exclamation of amazement 7. Street Division's restaurant employee 9. MPO group 13. GIS map layer 14. HSFDF employee (canis lupus) 17. Public Works clothing receptacle employee 18. 70's Scandanavian quartet 19. IRS filing classification 21. Alien acronym 23. City calendar legend acronym 25. HSPD employee/household pest 26. Play part 28. ___ Linkletter 29. Animal Services insect employee 32. Not out |
|--|--|

CROSSWORD PUZZLE RULES

Deliver completed crossword puzzles to Public Information via email or walk-in no later than **5 p.m.** on Monday, **February 20**. If the puzzle is completed correctly, the qualifier is eligible to win a **\$75** prize!

On Tuesday, **February 21**, Public Information will determine the winner in a drawing of the correctly completed entries.

The puzzle solutions will then be distributed via cityhs distribution email. You must be a city employee to enter and win.



MR. MO SPEAKS



"AVOID OBSTACLES
AS YOU LOOK TO
THE FUTURE"

New season, new changes

The smell of fresh cut grass, the sound of kids playing outdoors, the smell of hamburgers sizzling on the grill, and the sights and sounds of all the birds and plant life that will soon begin their annual rite of passage... Wow, those are reasons to be excited and feel good about life.

We are very blessed to enjoy the changes of the seasons, to enjoy our families and way of life in a city that is surrounded with such scenic vistas and temperate climate. We perhaps take many of these things for granted, and do not understand the "value" of our lives tucked away from the hustle and bustle of a larger city and the problems associated with "big city" sprawl.

We do live in a unique place, and if you think about it, that's why so many folks travel to "our town" to get away. We live in that kind of place, and we are that kind of place.

Without a doubt, we have some challenges ahead. We are looking for a "new leader" who we anticipate will bring a fresh and energetic approach to moving ahead.

So, with a new season comes a new vision and excitement for our community. Take the time to enjoy the season, your family, the quality of life and the renewed expectation that "our town" is the best it can be because we all in each part strive to make it a special experience for many. ♦

Employment Anniversaries

All anniversaries are 10 years or more

October

<i>Sherman Perkins, Fire</i>	36 Years
<i>Minnie Lenox, Human Resources</i>	29 Years
<i>Clifton Carver, Sanitation</i>	26 Years
<i>Chris Collum, Utilities</i>	25 Years
<i>Mark Willis, Police</i>	24 Years
<i>Phillip Howell, Utilities</i>	24 Years
<i>Ed Davis, Fire</i>	22 Years
<i>Tim Grimes, Fire</i>	21 Years
<i>Kim Burks, Police</i>	20 Years
<i>Johnny Gilbert, Utilities</i>	17 Years
<i>Dennis Brunson, Utilities</i>	17 Years
<i>Dan Smith, Airport</i>	15 Years
<i>Tina Franklin, Finance</i>	14 Years
<i>Kevin Ellsworth, Fire</i>	12 Years
<i>Kenny Talbert, Fire</i>	12 Years
<i>Vickie Asher, District Court</i>	11 Years
<i>Jaime Elliott, Fire</i>	11 Years
<i>Mark Davis, Police</i>	11 Years

November

<i>Tony Burkes, Utilities</i>	28 Years
<i>Randy Norman, Utilities</i>	28 Years
<i>Stephen Duncan, Utilities</i>	27 Years
<i>Tom Winton, Police</i>	22 Years
<i>Tommy Masters, Sanitation</i>	22 Years
<i>Greg Speas, Fleet Service</i>	22 Years
<i>Greg Wilson, Fire</i>	22 Years
<i>Duane Tarbet, Police</i>	20 Years
<i>Elgin Simmons, Animal Services</i>	18 Years
<i>Lawrence Ault, Street</i>	17 Years
<i>Chris McDonald, Police</i>	17 Years
<i>Carnell Lemons, Sanitation</i>	15 Years
<i>Robin Wise, Planning</i>	14 Years
<i>Kevin Roberts, Utilities</i>	13 Years
<i>Mary Laribee, Police</i>	13 Years
<i>Margie Hillistad, Sanitation</i>	13 Years
<i>Karen Smith, Police</i>	12 Years
<i>David Gray, Planning</i>	12 Years
<i>Joni Gilmore, Sanitation</i>	10 Years

December

<i>Ann Wade, Police</i>	34 Years
<i>Ronny Mann, Utilities</i>	26 Years
<i>Bill Bradbury, Fire</i>	23 Years
<i>Phillip Martin, Fire</i>	23 Years
<i>Shannon McDaniel, Fire</i>	21 Years
<i>Lon Moritz, Street</i>	18 Years
<i>Jonathan Burfeind, Police</i>	15 Years
<i>Jason Stachey, Police</i>	14 Years
<i>Tina Smith, Utilities</i>	12 Years
<i>John Lewis, Engineering</i>	11 Years
<i>Chris Mattingly, Utilities</i>	11 Years
<i>Tonya Cochran, Sanitation</i>	10 Years

January

<i>Dean McDaniel, Fire</i>	26 years
<i>Kenny Thomas, Street</i>	22 Years
<i>Jimmy Ballew, Traffic</i>	22 Years
<i>Connie Tedford, Finance</i>	22 Years
<i>Daryl Edwards, Parks</i>	21 Years
<i>Gordon Yates, Utilities</i>	21 Years
<i>Vicki Stauder, Human Resources</i>	21 Years
<i>Phillip Acevedo, Parks</i>	19 Years
<i>Jimmy Davis, Utilities</i>	18 Years
<i>Greg Green, Sanitation</i>	18 Years
<i>Bart Jones, Planning</i>	17 Years
<i>Levi Jones, Utilities</i>	17 Years
<i>Nate Schanlaber, Fire</i>	17 Years
<i>Keith Goss, Fire</i>	14 Years
<i>Dan Bugg, Animal Services</i>	13 Years
<i>Jason Lawrence, District Court</i>	12 Years
<i>Richard Harkness, Police</i>	11 Years
<i>Gary Hodges, Utilities</i>	11 Years

Transitions

Welcome Aboard

Tommy Pendergraft, Parks
Jeff Sledd, Sanitation
Greg Tinney, Sanitation
Edmund Hokaszewski, Street
Cody Boothe, Utilities
Kara Neece, District Court
Erin Jackson, District Court
Robert Winstead, Sanitation
Zachary House, Police
Brian Chunn, Parks
Donna Mory, Finance
Shelby Stine, Finance
Anthony Donaldson, Animal Services
Blake Edwards, Utilities
Robert King, Sanitation

Congratulations on Your Promotion

Walt Everton, Police
Mark Davis, Police
Jonathan Burfeind, Police
Frank Abbott, Police
Robert Winstead, Sanitation
Billy Pratt, Traffic
Michelle Woods, Police
Eric Wilhite, Police
Sam Spencer, Police
Carl Seymour, Police
Brock McIntosh, Police
Michael Jones, Police
Paul Allen, Police
Daniel Crowe, Sanitation
Kendall Spurlin, Sanitation
Mary Larabee, Police
Karen Smith, Police
Jeff Palmer, Utilities
Shaun Breshears, Sanitation
Brian Speers, Street

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2011

Employee Health Fair results

The following employees were the lucky winners:

Door prizes

Lonnie Patman – Nook e-reader



Shawn Newton – \$20 Jose's gift certificate

Linda Black – Branson trip



Mara Harper - \$50 WalMart gas card

Mary Larabee - \$20 Jose's gift certificate

Kirk Schildgen - \$100 Trader Bill's gift certificate

Vendor prizes

Lin Carnahan – Breast cancer umbrella



Dawn Bradford – Duffle bag

Jessie Weaver - \$50 Best Buy gift card



D.J. Sanders - Razorback car accessories



Thanks to all who participated and made the Employee Health Fair a success! ♦



CityScape

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