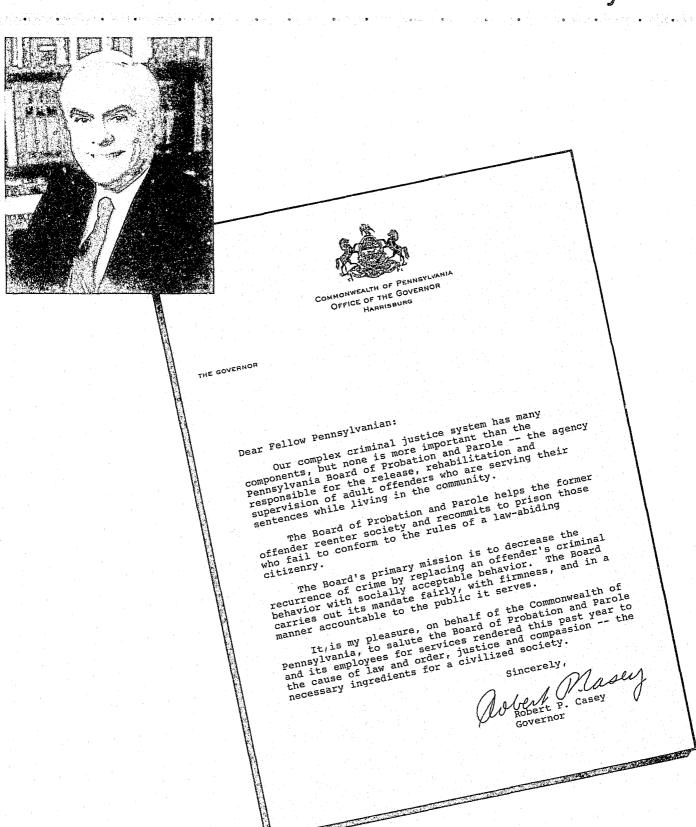


A Message From Governor Robert P. Casey



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For additional copies of this report or further information about the Board and its work, contact:

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The Board and Its Members

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Fred W. Jacobs, Chairman,

Mechanicsburg, received his B.A. degree in psychology from Susquehanna University (1964) and his master's degree in social work from West Virginia University (1967). He has had extensive experience in juvenile corrections at Loysville Youth Development Center as a caseworker, cottage supervisor, unit supervisor, and director of staff development. Mr. Jacobs came to the Board in February, 1971, as director of staff development and was promoted to executive assistant to the Chairman in June, 1973. After his nomination by the Governor and confirmation by the Senate, he took the oath of office as a Board Member in March, 1976, and was appointed Chairman by the Governor in April, 1976. In 1982 and 1986, Mr. Jacobs was reappointed for additional terms as a member of the Board and was again appointed Chairman by the Governor on both occasions.

Raymond P. McGinnis, Member,

Williamsport, received a bachelor's degree from Temple University (1969) and a master's degree in social work from Marywood College, Scranton (1977). Mr. McGinnis began his work in the correctional field in 1971 as a Lycoming County probation officer. In 1972 he began service as a parole agent



Board members, left to right, Fred W. Jacobs, Chairman; Walter G. Scheipe; Mary Ann Stewart; and Raymond P. McGinnis.

with the Board's Williamsport office and continued for more than 11 years. Mr. McGinnis also served in the United States Army as a social work specialist and his part-time employment has included teaching at Lycoming College and serving as a social work supervisor with the Regional Home Health Service in Lycoming County. On June 1, 1983, the Senate confirmed the appointment of Mr. McGinnis as a Board Member and he was sworn into office on June 14, 1983.

Walter G. Scheipe, Member, Leesport, received his bachelor's degree from Bloomsburg University. After graduation, he taught school in Venezuela for six years, Mr. Scheipe had previous experience with the Board as a parole agent for six years assigned to the district offices in Philadelphia and Allentown. In 1961 he was appointed chief probation and parole officer of Berks County, a position he held until 1969. Mr. Scheipe was appointed warden of the Berks County Prison in January, 1969 and retired in December, 1980. On November 19, 1980, Mr. Scheipe was confirmed by the Senate as a member of the Board for the first time, taking the oath of office on December 27, 1980. After his Senate confirmation on November 24, 1986, Mr. Scheipe began his second six-year term by taking the oath of office on December 5. 1986.

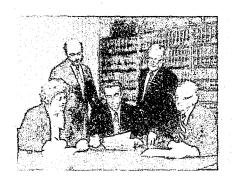
Mary Ann Stewart, Member, Pittsburgh, received her bachelor's degree in sociology from the University of Southern Mississippi (1960), and through the Board's Professional Education Program, received a master's degree in social work from the University of Pittsburgh (1973). Ms. Stewart began her career as a social worker with the American Red Cross in Korea and Europe, followed by service as a juvenile probation officer in Indianapolis, Indiana, and Allegheny County, Pittsburgh, and as a social worker with Gilmary School, Moon Township, near Pittsburgh. She began her service with the Board in 1971 as a parole agent in the Pittsburgh office, continuing until 1978 when she was promoted to one of the Board's staff development specialist positions. Ms. Stewart was confirmed as a Board Member by the Senate on November 13, 1985 and took the oath of office on December 13, 1985.

The Board and Its Work

The use of parole in Pennsylvania began in the 1800's, taking on many different forms during the years until 1941, when the General Assembly of the Commonwealth of Pennsylvania passed the Parole Act (Act of August 6, 1941, P.L.861, as amended, 61 P.S. sec. 331.1 et seq.) which established the Pennsylvania Board of Probation and Parole. The Board is an independent state correctional agency, authorized to grant parole and supervise all adult offenders sentenced by the courts to a maximum prison sentence of two years or more; revoke the parole of technical parole violators and those who are convicted of new crimes; and release from parole, persons under supervision who

have fulfilled their sentences in compliance with the conditions governing their parole. The Board also supervises special probation and parole cases at the direction of the courts and persons from other states under the Interstate Compact. At any one time, the Board has under supervision nearly 17,000 persons, of which approximately 16% are clients from other states being supervised by the Board under the Interstate Compact.

The Board's philosophy and principles statement, adopted in 1977 and amended in 1986, serves as a guide for the policies, decision making, and supervision practices of the Board.



These photographs depict the Board members at work with key staff members.

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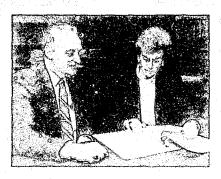


Left to right Walter G. Scheipe, Board Member; Robert A. Greevy, Chief Counsel; William H. Moul, Hearing Examiner.





Left to right John J. Burke, Director, Bureau of Supervision; Gene E. Kramer, Director, Bureau of Probation Services; Raymond P. McGinnis, Board Member



Hermann Tartler, Board Secretary (left); Mary Ann Stewart, Board Member (right).



Walter L. Crocker, Board Member

PAROLE ACT CHANGES BEING IMPLEMENTED

Early in the year, the Board began making parole release decisions in panels of two: a Board member and a hearing examiner. The use of panels was one of the changes provided for in the amendments made to the Probation and Parole Act last year with the passage of Act 134-86. For this purpose, the Board established a system of rotating panels on a quarterly basis with two hearing examiners being assigned to a Board member. Following a parole release interview by a hearing examiner, the related material is forwarded to Central Office to the assigned Board member for the completion of the decision.

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The full implementation of the amendments to the act required the Board to propose changes to its operational rules as published in the *Pennsylvania Code*.

The Proposed Rule changes relating to Act 1986-134 include the following:

- Parole revocation hearings may be conducted by panels of two persons;
- The establishment of criteria for acceptance of special probation and parole cases;
- The adopting of procedural rules giving the right of appeal;
- The specific composition, function and responsibility of the citizens' advisory committee is established;
- The resolving of contested questions of fact by a preponderance of evidence at a preliminary hearing is allowed; and
- The holding of a hearing beyond existing time limits due to events beyond the Board's control is permitted.

Other changes were also included in the rule-making including the following:

- The addition of a general condition requiring clients to pay fines, costs and restitution;
- Modification of presumptive ranges which are used in making recommitment decisions:
- Permits the deferral of a revocation hearing until a new sentence relating to the revocation hearing is served;
- Requires a client to report to the supervision staff any summons or citation received;
- Permits a parolee to waive the existing right to be present at a hearing; and
- Modifies the rules regarding the 120-day period for holding violation and revocation hearings.

The proposed new and revised rules were published in the Pennsylvania Bulletin as part of the rule-making process. The House Judiciary Committee and the Senate Law and Justice Committee reviewed the proposed rules and in October, Chairman Jacobs appeared at a public hearing conducted by the Independent Regulatory Review Commission to provide testimony on the proposed rules changes. Following the public hearing and the receiving of other input, some slight modifications to the rules were adopted by the Board in November. By the end of the year, the proposed changes were approved by the Office of the Attorney General. The rules were published in the Pennsylvania Bulletin early in 1988, and had the effect of law as of January 16, 1988.

ACCREDITATION MONITORING VISIT SUCCESSFUL

The Board was accrecited as an adult probation and parole field service agency for a three-year period in 1982 and again in 1985 by the Commission on Accreditation for Corrections, now part of the American Correctional Association. This national accreditation program evaluates agency operations to determine if policies, procedures and practices of an agency are in compliance with the nearly 200 established standards. Pennsylvania is one of the few state probation and parole agencies which is currently accredited.

A part of the Board's 1985 accreditation award included a monitoring visit by an outside auditor in 1985. Edward F. Tripp, Commissioner of Adult Correctional Services, St. Louis, Missouri, monitored Board operations by visiting the Central Office, the Harrisburg District Office and the Lancaster Sub-Office in June. During his visit, Mr. Tripp reviewed documentation of compliance of selected standards and spoke with parole agents, supervisors, clerical staff and managers.

In the exit interview with Chairman Jacobs, John J. Burke, Director of supervision and Accreditation Manager, Joseph M. Long, Auditor Tripp reported he was favorably impressed with Board operations. In his subsequent written report, he noted that the "...quality of life for the workers and clients [of the Board] to be above average to superior." In 1988, when the current accreditation award expires, the Board will be subject of a complete audit of its operations in seeking to be reaccredited for another three years.

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BOARD RECEIVES GRANTS

In September and December, the Pennsylvania Commission on Crime and Delinquency awarded three grants to the Board to expand its services. The majority of the funds for two of the grants, totaling approximately \$750,000 come from the federal Narcotics Control Assistance Program under the Anti-Drug Abuse Act of 1986. The required matching funds are being provided by the Governor's Office and the Board's general appropriations.

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The one grant will provide funds to establish two intensive supervision units for high-risk drug offenders. The goals of the program are to reduce new offense recommitments; provide more intervention through technical parole violations; and meeting the treatment and social service needs of the clients.

The supervision units will be based in the Haddington Sub-Office in Philadelphia and the East End Sub-Office in Pittsburgh to service the targeted clients living in the sub-office areas. The new units will be staffed primarily by experienced parole agents from the districts reassigned to these new units.

These intensive supervision units will have lower caseloads to provide more structured supervision, an increased use of urinalysis, and extensive use of sanctions, including curfews, travel restrictions and the selective use of electronic monitoring equipment. By the end of the year, operational guidelines for the program were developed; the staff was selected for the new supervision units; electronic monitoring equipment was evaluated; and an initial orientation and training program for the staff was planned and scheduled for the first week of 1988. The program became operational on January 1.

1988 with Executive Assistant, Joseph M Long as the project director assisted by Bureau of Supervision staff Linwood Fielder and Robert Reiber.

The second grant will provide funds for the purchase of urinalysis laboratory services for the intensive supervision drug program and for use in expanding the Board's current urinalysis program statewide. Through the increased urinalysis provided by this grant, early detection of client drug usage will enable the Board to more adequately control the drug dependent client through the imposition of appropriate sanctions and secure treatment for the client when needed in a effort to prevent the client from committing new crimes and the return to prison. Director of Supervision John J. Burke is the project director and the grant will also be implemented on January 1, 1988.

The final grant awarded in December is to provide funds to assist inmates beyond their minimum sentence date whose release to the community is being delayed because of the lack of an approved parole plan. The grant of \$71,000 will enable the Board to secure a vendor who will be able to provide housing, job counseling and referrals, life-skills counseling and referrals to treatment programs.

The grant is unique in that the matching funds are being provided by the Department of Corrections because of their interest in assisting the Board in the project to help alleviate crowded conditions in state correctional institutions. The project is planned to begin on July 1, 1988 under the direction of John J. Rice, Director of Institutional Parole Services for the Board.

GOALS FOR 87-88 SET BY BOARD

Agency goals established by the Board each year provide appropriate agency managers with direction for setting objectives for themselves and the staff members they supervise. The Board goals for 1987-88 are:

- To expand the use of modern technology in electronic data processing and telecommunications in order to improve productivity in recordkeeping and management information as well as to integrate criminal justice information systems.
- Explore the development of other alternatives in the sanctioning of established violators.
- Develop a management strategy to completely integrate into the agency's operations, the Board's case classification and workload management program.

4. Develop community service/work programs for select offenders in all district offices.

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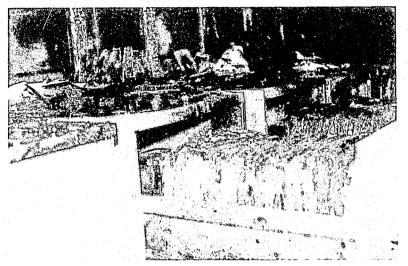
 Refine Board programming to bring about full realization of the legislative intent of 1986 revisions to the Probation and Parole Act.

The goals and the objectives established by agency managers are integrated into the Commonwealth's performance evaluation system for managers, supervisors, professional and technical employes. In the development of the goals, all levels of staff have an opportunity to provide input to the district planning groups and the Board's Core Planning Group.

FIRE DESTROYS ALLENTOWN OFFICE

At about 1 a.m. on Wednesday, February 11, 1987, the Board's Allentown District Office sustained extensive fire damage which resulted in the loss of all equipment and supplies, totaling nearly \$100,000.

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The remains of the contents of a filing cabinet after the fire in the Allentown District Office.

Fortunately, most of the client records were intact and salvageable. With the cooperation of the building's owner, another office location was secured nearby, including some office furniture, allowing the staff to be back in operation in a very short time. Equipment and supplies were gathered by the Division of Office Services from numerous locations and delivered to Allentown for their use. Due to the lack of space and furniture, most of the parole agents worked out of their homes and cars.

After approximately six months of makeshift operations, the Allentown District Office staff returned to their refurbished former office, complete with with new furniture and equipment. Chairman Jacobs, in a commendatory letter to the staff stated, "I sincerely hope the unpleasant memories of the past months will quickly fade into the background as you work in your improved offices. Thank you for your patience, spirit of helpfulness, and loyalty to the Pennsylvania Board of Probation and Parole."

WORKLOAD EVALUATION AND USAGE IN PROGRESS

The use of workload information for the managing of the Board's resources and for budgeting purposes has been developed during the years since the Board's participation in the National Institute of Corrections (NIC) Model Probation and Parole Management Program in 1982. Believing that the use of this new concept should be evaluated before expanding its use further, two evaluators were secured through NIC's technical assistance program.

Dr. Robert DeComo, Deputy Director of Planning for the South Carolina Department of Parole and Community Corrections and Professor James Byrne from the University of Lowell, Massachusetts, spent two days with Board staff in May to review our workload information. Dr. DeComo brought experience as a practitioner with considerable experience in the successful use of workload information in securing agency funds through the budgetary process. Professor Byrne has extensive knowledge in the development and use of workload information in the supervision of clients, as a result of conducting research on the subject in another jurisdiction.

Prior to their meeting with Board staff, the evaluators reviewed considerable

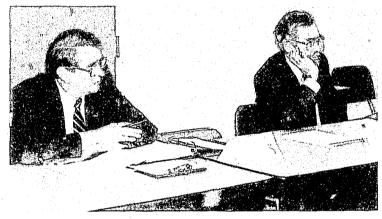
background material on the time studies, various workload reports, and budget material developed by the Board. The evaluators met with Chairman Jacobs, Board members, related Board management staff, and some district directors, assistant supervisors and parole agents.

In the report of the evaluators, numerous recommendations were made for the improvement of the Board's use of workload information. The recommendations proposed the development of a common risk assessment instrument for parole release decision making and parole supervision purposes; the establishment of three primary grades of supervision; the conducting of new supervision time studies: and the education of budget officials on workload based budgets. After a thorough review of the recommendations, the Board accepted most of them and assigned staff to develop implementation plans. One of the recommendations was implemented in October and November when staff members from the Senate and House Appropriations Committees and from the Office of the Budget visited the Board's office to discuss the use of workload information in the Board's proposed 1988-89 budget.

NEW MEMBERS NAMED TO ADVISORY COMMITTEE

The Advisory Committee on Probation, appointed by the Governor, the Speaker of the House and the President Pro Tempore of the Senate, met two times during the year. Two new members were added to the committee during the year. Nicholas A. Colafella, Member, House of Representatives, was appointed by the Speaker of the House of Representatives on February 24, 1987. Representative Colafella resides in Aliquippa. and represents the 15th Legislative District. Beaver County. Allegheny County adult probation officer, Richard J. Restivo, McKeesport, was nominated for membership on the committee by Governor Casey and on November 17, 1987 was confirmed by the Senate of Pennsylvania to serve a four-year

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Two of the Advisory Committee on Probation Members, the Honorable John J. Shumaker, Senate of Pennsylvania and the Honorable John C. Dowling, Judge, Dauphin County, listen intently to a discussion.

Other members of the Committee during the year were:

- Daniel B. Michie, Jr., Esquire, Philadelphia, Chairman;
- Jay R. Bair, Commissioner, York County;
- Honorable Vincent A. Cirillo, Judge, Superior Court of Pennsylvania;
- Honorable John C. Dowling, Judge, 12th Judicial District, Dauphin County;
- Barbara Hafer, Commissioner, Allegheny County;
- William T. Parsonage, Assistant Dean, College of Human Development, Pennsylvania State University; and
- Honorable John J. Shumaker, Member, Senate of Pennsylvania, 15th District, Dauphin and Northumberland (part) Counties

At its March meeting, the committee reviewed the 1986 amendments to the Probation and Parole Act affecting probation services in the counties; heard a status report on the 1986-87 Grant-In-Aid Program; and reviewed projections for 1987-88 grants. The committee also recommended some changes to the policies and procedures of the grant program and standards for county probation departments. At the second meeting of the committee in July, considerable time was spent reviewing proposed legislation relating to probation and parole, and discussing various aspects of the Grant-In-Aid Program.

CITIZENS ADVISORY COMMITTEE MEMBERS MEET

Representatives from eight of the Board's ten district citizens advisory committees were present at a statewide meeting held in Harrisburg on October 12. Chairman Jacobs and Board Members McGinnis and Scheipe participated in the meeting along with numerous Central Office staff. John J. Burke, Director of the Bureau of Supervision, coordinated the meeting. Each of the district representatives gave reports on the work of their individual committees. Discussions centered on the recent changes to the Probation and Parole Act; the possibility of quarterly regional meetings of the citizen

advisory committees; and the special needs of the volunteer extension program at the State Correctional Institution at Graterford operated by the Philadelphia committee.

The citizens advisory committee members attending the meeting included: Robert J. Rippon, Allentown; Samuel Amendola, Jr., Altoona; Carol Ames, Butler; John Carder, Erie; Martin Devers and Harold J. Hess, Harrisburg; Rev. James L. Haines, Edith Pitts, Lafayette M. Roberts, and Diane Wiley, Philadelphia; William McCarthy, Scranton; and Gerald E. Wilson, Williamsport.

CHAIRMAN SERVES ON PRISON TASK FORCE

The Pennsylvania State Association of County Commissioners invited Chairman Fred W. Jacobs to serve on their task force "...to examine issues of county prison overcrowding." On November 17, 1987, Mr. Jacobs attended the first meeting of the task

force. One of the pertinent issues being discussed is the difficulty encountered when parolees are detained in county prisons until the Board's hearing process is completed. The task force is chaired by William Reznor, County Commissioner from Mercer County.

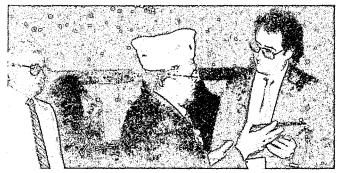
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FROM THE FRO

SHEPPARD SELECTED PAROLE AGENT OF THE YEAR

Parole Agent Richard P. Sheppard from the Haddington Sub-Office in Philadelphia was named by the Board as the recipient of the 1986 American Legion Parole Agent of the Year Award. The award was presented to Sheppard at the State Office Building in Philadelphia on June 12 by American Legion Eastern ice Commander Joseph Palermo. Board Member Walter G. Scheipe made remarks on behalf of the Board.

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American Legion Eastern Vice Commander Joseph Palermo (center) presents a plaque to Parole Agent of the Year Richard P. Sheppard (right) as Board Member Walter G. Scheipe looks on.

Mr. Sheppard began his career with the Board as a parole agent in Philadelphia in 1972. Except for a brief leave to complete his master's degree, Sheppard has continuously

served as a parole agent until September of this year when he became a parole expervisor. Previously Sheppard was a baseworker with the Philadelphia County Board of Assistance.

In making the nomination of Mr. Sheppard for the award, his supervisor Christopher Pandolfo characterized Sheppard as "adedicated and self-motivated individual...completely dependable and reliable" regardless of the task, "He exemplifies what most consider to be an ideal balance in the position of parole agent; he is committed to the well-being of his clients, loyal to the agency, and vigilant in protecting the citizens of the community from the hardened and career criminal." Sheppard is further described as one having the respect of his clients and a sincere interest in their welfare, and one who uses "...good judgment in the development of realistic supervision goals for his clients."

Mr. Sheppard is a native of Massachusetts having graduated from high school in Long Meadow. He received his bachelor's degree in psychology from Boston University and has acquired two master's degrees from Temple University in social work and business administration.

PUBLISHING VENTURES FOCUS ON PROBATION/ PAROLE WORKERS Two research/writing projects dealing with different aspects of probation/parole workers were supported and approved by the Board. One project will focus on victimization of probation and parole workers in Pennsylvania and the other on work of the parole agent.

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The one project intends to gather information about instances in which persons working in state and county probation and parole agencies have been victimized in connection with their work. For purposes of this study, "victimization" includes "any violence, threat of violence, intimidation, theft of property, damage to one's reputation or any other act which inflicts damage, instills fear or threatens one's sensibilities." Perpetrators of such victimization are seen to be clients, clients' families/friends, animals, cohorts, bystanders, law enforcement personnel, community agency workers, prison/jail employes or others.

Dr. William H. Parsonage, professor, College of Human Development at Pennsylvania State University and a member of the Board's Advisory Committee on Probation and W. Conway Bushey, Director of Grants-in-Aid and Standards are collaborating on the project. The information for the study will be gathered in 1988 through the use of an extensive questionnaire which will be submitted to the more than 2,000 workers in probation and parole agencies in Pennsylvania. The results of the study are expected to be published in a professional journal.

The other publishing venture will be in the form of an anthology depicting positive experiences of Board parole agents resulting from the supervision of probationers and parolees. The anthology will include accounts of interventions by parole agents which resulted in "...the prevention of a crime, inspired positive behavior change or otherwise serve the community in a demonstrable way,..."

James O. Smith, Director of Staff
Development is responsible for this publishing
effort. The study will be conducted through
personal interviews of parole agents to secure
information on their individual experiences in
working with probationers and parolees. The
interview format was completed and several
interviews were conducted by the end of the
year. The remaining interviews and the writing
of the anthology is expected to take place
during 1988.

HADDINGTON STAFF COMMENDED FOR THEIR ACTIONS

In a commendatory memo, Chairman Fred W. Jacobs expressed "...sincere appreciation for the courageous and decisive action taken..." by the Haddington Sub-Office staff in response to an incident at their office in West Philadelphia the morning of November 7. The day began with the usual small talk for a Friday, and then it happened; a man came to the office door bleeding profusely from several knife wounds. Parole Agents William Murphy, Christine Meadows and Doris Douglas, Clerk Typist 3, immediately assisted the man by applying makeshift bandages and a tourniquet to slow the bleeding of the victim. The emergency police were also summoned. By the time the victim reached the hospital, he had lost a critical amount of blood and his heart ceased to beat. However, doctors were able to revive the man.

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In response to screams from the victim's sister across the street from the office, Parole Agent Hugh Rodgers observed a woman with blood-splattered clothing heading up the alley. Agent Rodgers soon overtook the woman who had a blood-stained knife in her possession. Rodgers restrained the woman until the police arrived and took control of the situation.

Assistant Supervisor Christopher Pandolfo, in reporting the incident stated the following: "It is quite apparent to me that the actions of the staff in this incident were the key factor in both saving the victim's life and the quick apprehension of his assailant without further harm being done. The quick, decisive and caring intervention that took place here at Haddington on Friday reflects the selfless dedication and commitment to public service so consistently part and parcel of the Haddington 'team'...' Noting that this type of service is often overlooked. Pandolfo added: "I...thank and commend the staff, and I state for the record, my pride in having served with them."

Chairman Jacobs's memo continued, "You have demonstrated your professionalism to the utmost and your actions speak proudly for the Pennsylvania Board of Probation and Parole. The Board Members and I join Supervisor Christopher Pandolfo in commending the staff of the Haddington Sub-Office. We, too, take pride in serving with you."

BOARD PARTICIPATES IN CRIME STOPPERS PROGRAM

Early in the year, the Board became a participant in the state-wide Crime Stoppers Program administered by the Pennsylvania State Police. The program is a volunteer

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organization of concerned people who gather funds to reward individual citizens who provide information leading to the solving of a crime or the apprehension of a fugitive. The program has the full cooperation of the media across the state who transmit the information to the public.

District directors submit names of supervision absconders to be considered for the Crime Stoppers Program. Thus far, five Board clients have been placed in the program and have received wide-spread publicity in the media across the state. As a direct result of participation in the program, one of the Board clients has been apprehended. Linwood Fielder, Probation/Parole Staff Specialist is coordinating the Board's participation in this program.

EXAMINER TEST USING VIDEOTAPE

A videotape, portraying a hearing situation, will be part of the Civil Service test to be given to prospective Board hearing examiners in 1988. Following the viewing of the tape, test applicants will be required to answer questions about the hearing. The preparation of the videotape was done in close

cooperation with the Civil Service Commission. Board staff participating in the videotape included Hermann Tartler, Board Secretary; John Skowronski, Director of Hearing Review; Joseph Davis, Hearing Examiner; and Timothy Wile, Assistant Chief Counsel.

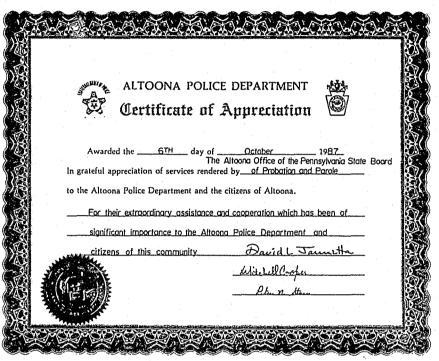
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ALTOONA STAFF RECOGNIZED BY POLICE

Board field staff work closely with local police departments in the supervision of their clients. At the the Altoona Fraternal Order of Police Annual Ball this fall, District Director Daniel S. Roberts received a certificate of appreciation for the staff of the Altoona District Office in recognition of their cooperative

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efforts with the police. The certificate, signed by Altoona's mayor, chief of police and the president of the FOP, commended the staff, "For their extraordinary assistance and cooperation which has been of significant importance to the Altoona Police Department and the citizens of this [Altoona] community."



BOARD
PARTICIPATES IN
INTEGRATED
INFORMATION
SYSTEM

The Board, through its Division of Management Information, was an active participant in an inter-agency effort to create an integrated criminal justice information system. This Justice Assistance Network (JANET) involves the Administrative Office of Pennsylvania Courts, the Department of Corrections, the Board of Pardons, the Pennsylvania State Police, and the Board of Probation and Parole. In conjunction

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with inter-agency coordination planning, the Board purchased the necessary hardware and software in the last quarter of the year to enable the establishment in 1988 of computer communications with the Department of Corrections through a network switch at the Pennsylvania State Police. This emerging system foreshadows change and increased efficiency in the flow of offender data between state agencies.

IN MEMORIA

Kenneth T. Williams, Parole Supervisor, Pittsburgh District Office, died unexpectedly on October 12, 1987 as a result of a heart attack. Supervisor Williams began his service with the Board as a parole agent in Pittsburgh on November 1, 1962. He was promoted to a parole supervisor on October 7, 1971 and continued in that position until his death, except for a brief period as coordinator of community based programs in Pittsburgh.

Lonnie Richardson, Human Services Aide 3, Philadelphia District Office, due to an extended illness retired from Board service on October 26, and died on November 8, 1987. Lonnie, who began his service with the Board as a Human Services Aide 2 on November 14, 1974, was promoted to Human Services Aide 3 on May 18, 1981.

Hermann Tartler Board Secretary and Director

John J. Rice Director of Institutional Parole Services

John P. Skowronski Director of Hearing Review

William H. Traister
Director of Case and Records
Management

Office of Board Secretary and Bureau of Pre-Parole Services

Institutional Parole Services Expand

With the opening of new state correctional facilities at Frackville, Cresson and Retreat, parole offices have been established at each of these institutions. The staff assigned to these new offices are responsible to prepare the necessary material for parole release interviews, assist inmates in the development of parole plans, and serve as the Board's representative in the institutions.

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Because of the growing network of state correctional institutions, most of the Board's parole offices in these institutions now have a computer link with the Board's Central Office and with the other institutions. These

computer work stations enable the staff to process information more quickly and accurately. A computer user's group with representatives from the institutional parole staff has been established to provide direction in the Board's growing capability to manage information by automation.

In another effort to assist Board staff to do their work more easily, a new form has been developed and utilized for the processing of inmate parole plans required for release on parole. This new form enables the Board's supervision staff to report on parole plan investigations in a more simplified manner.

Victim Input Program Grows

In November of 1986, the Victim Input Program was established to give an opportunity for victims to provide oral or written testimony to be considered during the parole release decision-making process. Since the inception of the program, approximately 700 victims or family members of victims of the cases tried in Pennsylvania under the paroling jurisdiction of the Board, have requested the opportunity to participate in the Victim Input Program. Most requests are for cases on which the minimum sentences will not expire for several years. Input on these cases will be secured and considered just prior to a decision being made. Thus far, 20 victims have provided oral testimony and another 15 have provided written testimony.

The Board values victim input, since in that process some information is available that might not otherwise be apparent. This information includes such items as the continuing antagonism (directly or indirectly) of the victim by the offender; suitability of the offender's parole plan; and the need for special conditions to be imposed on the offender if paroled. With the extensive information about the offender and the input of the victim available to the Board, a sound paroling decision can be made which will protect society, the rights of victims will be preserved, and the offender will be assisted in his/her reentry into the community.

Court Decisions Affect Hearing Review

A number of recent court decisions are having an affect on the Board's hearing process. These decisions impact on the Board's timelinens in holding a revocation hearing; the use of evidence in a hearing; the charging of technical parole violations; the use of laboratory tests for proving drug usage; and the Board's appeal/administrative review process. The Division of the Hearing Review constantly monitors the hearing process and related material to ensure that the Board's policy and procedures based on these court decisions are being adhered to by the prosecuting parole staff.

Because of the increasing high workload, particularly in relationship to the hearing process, a form used by hearing examiners in the preliminary and detention hearing process was redesigned for easier use. The form allows for the information and recommendation to be handwritten as a cost effective measure in reducing the amount of clerical time to process the needed forms. A similar form is being tested for violation and revocation hearings to achieve added savings to the agency.

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Records Work Escalates

A vital, but many times unnoticed function of the bureau is the processing of various documents required for the Board to do its work. The Division of Case and Records Management staff are responsible to process the documents, record them electronically and file the paper copies in the client's case folder.

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During the past year, the staff processed the paperwork for more than 10,000 parole release decision interviews and due process hearings; recorded more than 19,000 official Board decisions; checked for accuracy over 8,500 initial sentence status reports from state and county correctional facilities, entering the information of the Board's electronic record keeping system and filing the reports in client case folders; modified electronic and paper copies of more than 7,500 changes to sentences of inmates; and completed more than 1,800 recommitment data sheets on recommitted violators. The processing of these documents ensures that parole release considerations of inmates are timely and input is secured from sentencing judges and prosecuting district attorneys.

Administrative Relief Requests Increase

The Bureau is responsible for reviewing and responding to counsel/inmate requests for administrative relief from Board decisions. During the past year, more than 1,200 such petitions were received, reviewed and responses drafted, either granting or denying relief. This is the first step in the litigation process and any denial of these requests permits the inmate to file an appeal in Commonwealth Court.

Numerous court decisions have also impacted on the granting or denying of administrative relief. One such decision modified the method of recomputing back

time in cases processed for technical parole violations prior to the resolution of new criminal charges in a court of record. As a result, some Board decisions previously recommitting inmates under another court decision must now be modified upon the inmate's request. In another series of decisions in both Commonwealth Court and the Pennsylvania Supreme Court, the interpretation of granting administrative relief to inmates has been modified. These decisions have created an avenue for reconsideration requests on petitions for relief which were previously denied by the Board.

Ongoing Responsibilities

The Office of the Board Secretary and the Bureau of Pre-Parole Services have responsibilities which relate primarily to the Board's paroling authority function. These responsibilities include the scheduling and preparation of material for over 10,000 interviews and hearings annually: responding to most inquiries relative to decisions and policies of the Board; reviewing sentence structures for accuracy in compliance with current laws; reviewing due process hearings material to ensure compliance with Board policies, applicable laws and court decisions; providing technical assistance in finalizing Board decisions; and the recording of over 19,000 official case decisions of the Board.

An institutional parole staff is maintained in state correctional institutions and some other locations to provide information, reports and recommendations to the Board for use in making parole decisions; to provide preparole counseling to inmates; and to aid the offender in developing a parole plan

consisting of a home and employment. Institutional parole staff also provide a parole education program for offenders prior to parole consideration by the Board.

The Board Secretary is the Board's liaison with the Department of Corrections and the Board of Pardons. He is also responsible for the administration of the Board's informant policy requiring the processing of requests from law enforcement agencies to use clients as informers. Any Board cases assigned to the Federal Witness Protection Program are also a responsibility of this office. In addition, the Board Secretary has the administrative responsibility for providing services and parole release interviews for several hundred inmates under the Interstate Compact for Corrections. This entails making arrangements for parole interviews for Board clients incarcerated in other states, and for other states' clients incarcerated in Pennsylvania.

John J. Burke Director

Linwood Fielder Probation and Parole Staff Specialist

Marlin L. Foulds Probation and Parole Staff Specialist

Robert A. Largent
Director of Interstate Services

Robert W. Reiber Probation and Parole Staff Specialist

Bureau of Supervision

Community Service Alternatives Explored

In latter part of 1986, a special program was initiated in the Erie District Office for a select group of clients using community service work in lieu of the cash payment of fines and costs to the county or as ordered by the court as part of the sentence. Erie Parole Supervisor Charles Witchcoff worked with Arthur Amann. Erie County Chief Probation Officer, in the development of the concept into a viable program. Specific guidelines were developed to give direction to the operation of the program and to avoid any liability issues. Clients participating in the program are required to give a designated number of hours of community service based on the amount of fines and costs owed to the county. The community service is given primarily to non-profit community agencies such as the Salvation Army, the Humane Society, the county home, the Red Cross, the American Cancer Society, the YMCA, headstart programs, day care centers and churches.

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Parolee performs his community service work for the West Erie County Red Cross.

Approximately 12 clients of the Board have actively participated in this program. A number of these clients are unable to work at regular jobs, but because of the program, have been able to fulfill their obligation to the court.

Because of the success of this program, a second community service work program was developed in the Erie District as an alternative to incarceration in select Board cases; as a sanction for minor parole violations; and in some instances, to be used as a special condition imposed by the Board at the time of release on parole. Again extensive guidelines and some materials were developed for the program, including client selection and eligibility criteria; procedures for selecting work sites and a reporting process; procedures for reviewing client infractions while in the program; and sanctions for failure in the program. A schedule for the required number of hours to be worked was also developed, based on the Board's presumptive ranges which are normally used in the assessment of the amount of additional time given in prison for one or more violations. The new program was implemented near the end of the year with three parolees performing community services as a result of technical parole violations.

To strengthen and possibly expand the program, Supervisor Witchcoff and Probation/ Parole Staff Specialist Robert Reiber attended the National Community Service Symposium sponsored by the National Community Service Sentencing Association. As a result of the experiences in Erie and information secured at the symposium, a proposed policy was developed by the Bureau of Supervision on community service work assignments to clients as an alternative to incarceration. The proposal includes objectives for the program; client eligibility criteria; client placement factors to be considered; and a schedule for the number of hours to be worked in relationship to the type and number of violations. It is anticipated that the program will be expanded in 1988.

Staff Aid in Preparation of Grant Applications

Early in the year, the Board was given an opportunity to provide input to the Pennsylvania Commission on Crime and Delinquency in the use of federal Narcotics Control Assistance Program funds allocated for Pennsylvania. Bureau staff provided ideas and information for the preparation of a paper to be presented at a hearing conducted by the Commission. John J. Burke, Director of Supervision and Allen Castor, then Philadelphia Deputy District Director, provided additional information and answered questions after a presentation was made to the commission by Executive Assistant Joseph M. Long.

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Through the year, assistance was given by Probation/Parole Staff Specialists Linwood Fielder and Robert Reiber in the preparation of a concept paper submitted to the Commission for new and expanded Board supervision services. As a result of the favorable reaction of the Commission, two grant applications were prepared which resulted in the award of two grants. The one grant provides funds to establish intensive supervision units in Philadelphia and Pittsburgh for drug offenders and the other grant provides funds for increased urinalysis in these new units and throughout the state.

Interstate Office Services Over 5,000 Clients

Parolees and probationers wishing to fulfill their sentences in a state other than the sentencing state may be supervised through the Interstate Compact. The compact, agreed to by all fifty (50) states, the District of Columbia, Puerto Rico, and the Virgin Islands, provides a single, legal and constitutional method of granting clients the privilege of moving outside the state in which they were sentenced into other jurisdictions where they may have homes, families, or better opportunities for adjustment under supervision. The Director of Interstate Services, as the Board Chairman's delegate. has the primary responsibility for the administration of the compact for adult offenders in Pennsylvania. At the conclusion of 1987, 1,615 of the Board's clients were being supervised in other states, and 2,591 clients from other states were supervised by

the Board. In addition, the Board's staff handled the arrangements for approximately 1,600 Pennsylvania county probation clients to be supervised by other states through the Interstate Compact.

Because of the Board's involvement in the compact, Board clients who violate their parole in jurisdiction outside the Commonwealth, may be returned to Pennsylvania for violation hearings and recommitment to prison when warranted. In order to reduce the use of parole agents' time for returning clients to Pennsylvania, the Board contracts for these services to be provided by a private vendor. By using this private security transportation service for the return of 72 clients during 1986-87, the Board realized a savings of approximately \$94,000 in manpower and commercial transportation costs.

Ongoing Responsibilities

The Bureau of Supervision has responsibility for the protection of the community and reintegration of the offender through the supervision of nearly 17,000 probationers and parolees. This is accomplished through field staff located in ten district offices and twelve sub-offices throughout the state. Approximately 22C parole agents are key staff members in directly supervising the offender in the communities throughout the Commonwealth.

Support, technical assistance, and monitoring services are provided by Central Office staff. During the year, they also worked with the Board's Division of Management Information in a computerization of Board firearms records and a reporting system for unsentenced violators.

The field staff also conduct investigations for the Board of Pardons; presentence investigations when requested to do so by the courts; pre-parole investigations; and they prepare classification summaries and reports for other states. As peace officers, agents are required to make arrests of those clients who violate the conditions of their probation or parole. At the Board's due process hearings, agents are required to testify and present evidence to substantiate the charges brought against clients of the Board. The agents are responsible for returning violators, including some from other states, to various correctional institutions when the Board orders recommitment.

Gene E. Kramer Director

W. Conway Bushey
Director of Grants-in-Aid and
Standards

Ronald E. Copenhaver Director of Court Services

Bureau of Probation Services

Grants Move Toward 80% Funding Level

The 1986-87 Grant-In-Aid Program appropriation of \$10,059,000 represented the second largest dollar increase since the beginning of the program. The stated intent of the General Assembly in adopting the 1986-87 Budget was that "...participating counties be reimbursed a minimum of 65% of eligible salaries" for county adult probation professional staff. In 1987, grants were awarded to 62 counties, providing partial salary reimbursement for 766 eligible staff at the rate of 66%. The following table shows the trend in grant-in-aid appropriations toward an 80% funding percentage of eligible staff salaries as mandated by Act 1986-134:

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YEAR	APPROPRIATION	FUNDING PERCENTAGE
1983-84	\$ 3,088,000	26.9%
1984-85	\$ 3,240,000	26.1%
1985-86	\$ 7,000,000	50.2%
1986-87	\$10,059,000	66.2%
1987-88	\$13,430,000	80% (est.)

In addition to funding incumbent probation personnel, the 1987 Grant-In-Aid Program provided funding for other purposes as follows:

 An allocation of \$391,320 provided funds for 41 new adult probation staff positions in 22 counties. These additional staff were hired for the purposes of reducing workloads; conducting presentence investigations; supervising specialized caseloads such as high risk offenders, mental health clients, and drug/alcohol clients; developing community service programs; and placement of institutional

- parole officers. Before counties could receive funds for these positions, they were required to justify the need and demonstrate how additional staff would improve probation services.
- Special program grants in the amount of \$137,500 were allocated to continue funding personnel and operational costs for four mentally retarded offender programs in Dauphin, Erie, Lehigh and Philadelphia Counties. Of this amount, \$37,500 was provided by the Pennsylvania Commission on Crime and Delinquency. These programs were jointly funded by the Board, Office of Mental Retardation and the Department of Public Welfare. Through 1987, specialized and individualized services were provided to approximately 130 mentally retarded adult offenders.
- 3. A total of \$70,000 was designated to provide training for county adult probation staff as required by the Probation and Parole Act. In 1987, about 880 county personnel received training through the Board's Division of Staff Development.

In keeping with the mandate of Act 1986-134 to provide 80% of the eligible personnel salary costs incurred by a county, the General Assembly in July, 1987, increased the appropriation to \$13,430,000 for the 1988 Grant-In-Aid Program, an increase of \$3,371,000 over 1987. This appropriation should be sufficient to reimburse counties for eligible incumbent and additional staff salaries at the 80% required funding level, and to perpetuate training for county staff.

Counties Achieve National Standards Compliance

Beginning in 1982, the Board began a sixyear schedule to implement national adult probation and parole field services standards in the county systems. These standards, established by the American Correctional Association, represent the best contemporary thinking in adult probation/parole services. Through on-site audits, it was determined that all counties participating in the Grant-In-Aid Program had achieved a compliance level in excess of 90%, the required compliance level for continued participation in the Program. Counties will continue to be monitored in succeeding years in order that this high level of achievement is maintained.

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Advisory Input Provided to Staff

During the year the Bureau of Probation Services staff continued to meet with members of the Advisory Committee on Probation and the Chief Adult Probation Officers' Association of Pennsylvania. Input was received from these two groups on program policies, procedures, standards and training related to county adult probation

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services and staff. This input was invaluable in the development of procedures requiring more extensive written justification of requests for additional personnel. In addition, increased quality control monitoring has been instituted to ensure that grant-in-aid funds to counties are used for improved probation supervision and program services.

Board Adopts Criteria for Court Services

Act 1986-134 passed in October 1986, amended the Probation and Parole Act, requiring the Board "...to adopt regulations establishing criteria for Board acceptance of cases for supervision and presentence investigations from counties that on December 31, 1985 maintained adult probation offices and parole systems..." This amendment authorized the Board to regulate the number and type of special probation and parole cases and presentence investigations referred to the Board by county courts. The criteria, now in the rule-making process, are as follows:

"The Board shall ordinarily accept cases that meet the following criteria:

- 1) Supervision
 - Felony conviction and sentence to serve a probationary term of at least two years.
 - Felony conviction and parole from a sentence with a balance of at least six months.
 - Cases otherwise under the Board's jurisdiction.
- 2) Presentence Investigations
 - Felony conviction.
 - Cases otherwise under the Board's jurisdiction."

The Board does not anticipate any significant changes in the volume of court services as a result of the new criteria. However, the criteria will ensure that Board services to county courts will primarily be for felony offenders.

The percentage of special cases has remained relatively constant in relationship to the Board's total caseload and workload over the past five (5) years. From 1982 through 1986, the number of special probation/parole cases referred to the Board for supervision by county courts increased by nearly 29%. However, in 1987, the number of case referrals averaged 247 monthly, totaling 2,968, down slightly from the 3,020 referrals in 1986. Also, the number of presentence investigations conducted by Board staff at the request of the courts also decreased slightly from 887 in 1986 to 850 in 1987.

Although the number of special probation and parole cases has increased during the past five years, the percentage of these cases of the Board's total caseload remains stabilized at 22%-23% as seen in the following table:

	Calendar Year	Total Board Caseload	Spec. Prob./ Parole Cases	% of Total Caseload
Γ	1982	14,332	3,283	22.9
ĺ	1983	14,958	3,468	23.2
Ì	1984	15,478	3,681	23.8
ı	1985	16,558	3,732	22.5
1	1986	16,505	3,814	23.1
١	1987	16,896	3,755	22.2

John R. McCool Director

James J. Alibrio
Director of Management
Information

David V. Ogurkis Director of Fiscal Management

David C. Payton Director of Office Services

Robert E. Yerger Director of Personnel

Bureau of Administrative Services

System Automated and Training Expanded

In 1987, the Division of Personnel, with the aid of the leave clerk/timekeepers of the agency, implemented the third and final phase of the automation of the Board's personnel system as part of the statewide Integrated Central System (ICS). This implementation established a bi-weekly accounting system of employe leave records to deliver accurate, up-to-date accounting of leave costs and patterns. Training of leave clerks/timekeepers was completed in June, enabling the system to be operational by July 1, 1987.

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A new course, "Employe Supervision," was developed by the Division to provide supervisors and managers with perspectives of themselves as well as their employes, relating to management style, motivational techniques and inter-personal communication. The course offerings integrated into the Board's staff development curriculum, were attended, by Board staff and a substantial number of county probation supervisory staff.

Office Refurbished and Expansion Planned

As a result of a fire in the Board's Allentown District Office which resulted in the loss of all equipment and supplies, the office had to be temporarily relocated. The Division of Office Services negotiated a temporary relocation of the office with the lessor during the time of reconstruction of the original office. After the Board's insurance claim was approved in its entirety in May, the Division staff began the procurement process to replace the equipment and supplies destroyed in the fire. On July 31, 1987, with 90% of the new

equipment in place, the district staff returned to its completely refurbished building.

In the Pittsburgh area, Board operations have been hampered because of inadequate office space. As part of the agency's space management program, additional office space is being sought for the Pittsburgh District Office to provide more adequate facilities for the Board's supervisory staff, Board members and hearing examiners in the area.

Workload Budgeting Used for Budget Request

The concept of workload budgeting was the foundation of the Board's 1988-89 budget request to the administration. The concept was fully used to determine the Board's parole supervision field staff's needs. This was done to cope with continued increases in the number of clients under supervision and to effectively allocate limited Board resources. Workload budgeting compares case supervision work requirements in terms of time to complete major work assignments such as the supervision of differing levels of clients, court proceedings and investigative work, with time available from existing manpower. The net result provides a measurement of manpower needs to meet minimum supervision standards. In essence,

this workload management and budgeting system, which incorporates client case supervision and workload outputs, provides for a consistent data base to determine necessary staffing levels and allocations within the agency.

The Board's use of the workload budgeting concept was presented to staff members from the Office of the Budget, and the Senate and the House of Representatives Appropriations Committee during the last quarter of the year. The presentation was intended to inform administration and legislative staff on the rationale for the Board's budget request as the Commonwealth's 1988-89 budget is finalized.

Budget and Accounting Computerization Nearly Complete

The agency's conversion to the statewide Integrated Central System (ICS) has dramatically expanded the capability to provide information and analysis in areas of accounting, budgetary control, commitment and expenditure control and payroll areas. Further utilization of word processing has increased productivity and reduced time

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spent in logging check payments. Previously all entries were done manually.

All of the agency's 1988-89 budget information, with the exception of the written narrative, were submitted directly to the Office of the Budget via computer. It is anticipated that in future years, all budget request material will be submitted in this manner.

Information Systems Continue to Expand

The Division of Management Information continued to expand its services during the year. The Board's computer capacity was expanded by placing microcomputers or computer terminals in three district offices, three Central Office divisions, and three institutional parole offices. In the Central Office a computer room environmental control unit was installed to ensure system reliability.

The Electronic Data Processing Unit completed the applications development cycle from systems analysis to computer programming for three major programs.

- An automated system for scheduling violation hearings was developed to assist in the setting of hearing dates between hearing examiner offices and district supervision offices.
- 2) The Board's Victim's Input Program was automated to provide a recordkeeping system on participating victims and to generate administrative responses regarding dates and procedures.
- 3) A firearms information system was developed which enables district firearms officers to administer the Board's firearm policy with respect to weapons inspections and agent firearms qualifications.

The Research Unit completed several reports, one of which focused on the Board's

Parole Prognosis Assessment section of its Parole Decision Making Guidelines instrument. This report validated proposed revisions to the Board's parole decision making risk classification based upon a 24month follow-up period and the addition of new statistical predictors. A second report validated the predictive validity of the field's risk classification instrument for establishing a level of supervision. This report not only assured the agency that its policy instrument is valid and reliable, but also contributed to workload information system improvements. Special reports on parole performance among drug dependent clients, as well as clients in the reduced grade of supervision, affirmed agency practices and assisted in the development of intensive supervision programming.

The Statistical Information Unit continued refining and expanding internal reporting within the workload information system. In addition, it successfully undertook a manpower planning analysis which examined the supply of parole eligible inmates from state correctional institutions in terms of their geographic distribution as prospective parolees. This predictive analysis was incorporated into a workload budgeting presentation which was the foundation of the Board's 1988-89 budget request.

Ongoing Responsibilities

Through the year, the Bureau of Administrative Services maintained a close working relationship with other Commonwealth agencies, including various legislative bodies, to ensure the effective implementation and processing of various program requirements and priorities. In addition, the bureau's staff fulfilled many other responsibilities including:

- managing the budgetary and financial functions;
- administering the personnel and labor relations functions;
- producing statistical information, evaluative

research, as well as planning and program development research;

- the designing, implementing, and operating of the Board's computerized management information system;
- providing various required services such as procurement, leasing contractual development, automotive, storeroom and telephone;
- administering the Integrated Central System operations of the Board which include fiscal, personnel and procurement transactions; and,
- legislative liaison activities.

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Robert A. Greevy Chief Counsel

Arthur R. Thomas Assistant Chief Counsel

Timothy P. Wile Assistant Chief Counsel

Office of Chief Counsel

The Office of Chief Counsel defends state and federal court challenges to Board determinations and represents the Board before various state agencies, such as the Civil Service Commission, the Human Relations Commission, the Unemployment Compensation Board of Review, and Board of Claims; and the United States Equal Employment Opportunity Commission. This office also advises the Board in matters of policy and procedure.

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During the year, numerous appeals of Board determinations were filed by parolees. Frequent challenges in these appeals were to the adequacy of evidence to support revocation of parole, admissibility of documentary evidence, timeliness of hearings, reasonableness of special conditions, eligibility for parole consideration, and entitlement to and application of custody credit.

A major undertaking during this period has been the application of the Board's computer capabilities in developing a control system for the status of Board litigation and the utilization of word processing to facilitate the preparation of numerous required court documents. The voluminous opinions of the courts relating to Pennsylvania's probation and parole law are

also in the process of being categorized and summarized in the computer for easy access by Board staff.

Staff leadership was provided for the basic orientation course for parole agents and county probation officers as well as more specialized training regarding the expansive changes in the Board's published regulations and the requirements of Act 134 of 1986, amending the Probation and Parole Act and on the conducting of hearings. In addition, the Office of Chief Counsel is developing new training modules on law and procedure to provide assistance to the Board members, hearing examiners and field staff.

Other activities of the Office of Chief Counsel staff included drafting proposed and final regulations required by amendments to the Probation and Parole Act and in the interest of streamlining revocation procedures; assisting the Office of the Attorney General with federal civil rights actions and habeas corpus actions; reviewing Board contracts, grant-in-aid awards, and all Chairman letters imposing sanctions on Board staff; advising the Board on evidentiary changes, and legal updates; and rendering legal opinions on issues relating to the Board.

Joseph M. Long
Executive Assistant
James O. Smith
Director of Staff Development

Office of the Executive Assistant

Major time and attention of the Executive Assistant during the year was given to the development of requests for grants from the Pennsylvania Commission of Crime and Delinquency. The first effort focused on grants from the federal Narcotics Control Assistance Program and resulted in the Board receiving two grants totaling nearly \$750,000.

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Working with numerous other Board staff, the Executive Assistant had the lead responsibility in the preparation and delivering of a presentation before the Commission at a working seminar on the development of a balanced, statewide strategy to deal with drug problems in Pennsylvania. He also prepared a concept paper and two grant applications which were submitted to the Commission and grants were awarded to the Board.

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After receiving the grants, the Chairman named the Executive Assistant to be the project director for the grant which provides funds for the establishment of two intensive supervision drug units in Philadelphia and Pittsburgh. Near the end of the year, the Executive Assistant gave major attention to the implementation of the grant. Among other things, this entailed considerable research on the different types of electronic monitoring equipment to be used to control drug offenders and completing arrangements with the Department of Health for the provision of treatment services for the clients being supervised in the project.

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Accreditation Monitoring and Workload Evaluation Completed

Serving as the Board's accreditation manager, the Executive Assistant made needed preparations for a monitoring visit by an accreditation auditor. This entailed meeting with numerous staff members to secure needed documentation to demonstrate compliance with standards and making arrangements with two field offices for auditor visits. The monitoring by the accreditation auditor was positive and the Board continues to be accreditated as an adult probation and parole field services agency.

Another assignment completed during the year was the evaluation of the Board's use of the workload concept in the management of its resources. Arrangements were made to secure needed technical assistance for the evaluation from the National Institute of Corrections. After the Board's acceptance of most of the evaluator's recommendations, the Executive Assistant was assigned responsibility to work with related Board staff in the preparation of plans of action to implement the recommendations.

Information Brochure Readied

Another writing initiative by the Executive Assistant was the revision of the Board's information brochure. The revision was necessary due to the numerous changes in Board operations resulting from amendments

made to the Probation and Parole Act in 1986. The brochure, which is widely used for public information/relations purposes, was completed by the end of the year and is expected to be ready for distribution in 1988.

Ongoing Responsibilities

The Executive Assistant periodically analyzes various program policy and procedure proposals which are submitted to the Chairman for decision making. Studies are also made periodically on a variety of subjects to provide needed information for the Chairman. During the year work continued on the editing of new and updated material for the Board's Manual of Operations.

The Executive Assistant serves as the public relations and public information officer for the Board. This responsibility includes responding to numerous inquiries from press, television, and radio reporters, and others for information on Board operations and decisions about clients. In addition, news releases were prepared, a monthly newsletter for all employes was prepared and

distributed, the Annual Report was edited, and numerous materials were distributed to the Governor's Office, the legislature, various governmental agencies, and the general public.

This office was also responsible for the coordination of the participation of 42 of the Board's management staff in the Commonwealth Management Training Program. This work entailed the scheduling of the staff for these courses, reviewing managers post-course assignments, and maintaining training records for all

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participants. During the year another eight managers completed the core curriculum. Since the inception of the program in 1982, 70% of the Board's managers have completed the core curriculum which makes them eligible to enroll in the additional elective courses available through the program.

The Executive Assistant also gives day-today oversight to the Division of Staff Development, particularly with its director. Approvals for all employe in-service and outservice training requests are also processed by the Executive Assistant.

Staff Development Efforts Continue to Expand

During the year, 90 courses were offered through the Division's management of the Joint State/County Training Program.
Consultants instructed 36 of these courses; 34 courses were instructed by Division staff; indigenous "skill-bank" staff taught 16 courses; and the remaining 4 trainings were instructed by staff from related organizations. A total of 2,069 participants attended these courses. Of those, 1,107 were Board staff, 863 represented county adult probation department staff and 99 participants were from other related organizations.

As part of its in-service training plan, the

Division, with advice and support from the Adult Chief Probation Officers Association of Pennsylvania, has been offering staff the opportunity to take graduate level courses of instruction. The courses are part of Pennsylvania State University's Administration of Justice program and have provided a number of individuals a unique alternative to the normal in-service training format. This year's courses were Organized Crime; Legal Issues in Human Service Agencies; Drugs, Drug Users and the Criminal Justice System; and Comparative Criminal Justice Systems.

New Training on Hearings Developed

Efforts by the Division of Staff Development were highlighted by a training initiative designed to improve agents' skills in the Board's due process hearings. The course, entitled, "Beyond Preponderance: A Total Hearing Skills Training," stressed sound supervision principles and prosecution strategies as features critical to the mastery of this important professional responsibility. In the training, parole agents are given the opportunity to show their ability in their role as a prosecutor at a hearing. A Board hearing examiner and a public defender provide leadership in critiquing the parole agents' skills and in giving insights to them on improving their prosectorial skills. The fourday program was conducted three times and will become a staple of the training curriculum.

Division staff members consisting of the director, three staff development specialists and a personnel analyst have been involved

in a number of additional activities. They include: firearms training; presentations before the Pennsylvania State Police Academy, the Department of Corrections, numerous colleges and universities; participation in professional conferences; coordinating training through the Philadelphia County District Attorney's office; and conducting needs survey interviews with a number of the Board's district directors and county chief probation officers.

Finally, a project was begun this year with the goal of raising public awareness of the contributions made by parole agents to the welfare of the Commonwealth. Undertaken by the Division Director James Smith, it is anticipated that the effort will result in a published work highlighting the experiences of parole agents where their direct intervention made a difference in the safety of individuals or the reintegration of offenders.

Affirmative Action Office

Employe Affirmative Action Standards Developed

The most significant accomplishment of the year for the Affirmative Action Officer was the development and implementation of affirmative action standards as part of the Board's employe evaluation system. These comprehensive standards were prepared by the Affirmative Action Officer, reviewed by the bureau directors, approved by the Chairman and became effective on September 9, 1987.

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In preparation for the implementation of the standards, the Affirmative Action Officer provided brief orientation sessions for the Board's bureau directors, district directors and institutional parole supervisors. As each employe's performance is evaluated by the supervisor, the affirmative action standards are reviewed to determine the levels of compliance with the standards.

Recruitment Efforts Intensify

An extensive recruitment effort was initiated by the Affirmative Action Officer in conjunction with the Civil Service Commission and the Board's Division of Personnel, to attract qualified minorities and females to take the parole investigator/parole agent examination which was given in the early part of the year. Special efforts were directed toward attracting Hispanic applicants in the Philadelphia, Allentown and Reading areas to more adequately meet the needs of the Board's Spanish-speaking clients in these areas.

Other activities during the year included:

the conducting of a training session for Board staff on "selecting and interviewing techniques" in coordination with Division of Personnel staff; participation in a work group with the Director of the Bureau of Affirmative Action, Secretary of Administration and other affirmative action officers which dissected the Commonwealth personnel rules and presented amendments relating to affirmative action objectives; and making affirmative action presentations to new Board employes at two orientation sessions.

Contract Compliance Activities Increase

The Board's Affirmative Action Officer also serves as the contract compliance officer for the agency to insure that all contractors, subcontractors, and vendors who secure contracts of \$5,000 or more for services and/or goods are equal opportunity employers. During the year, the contract compliance officer attended two contract compliance workshops sponsored by the Bureau of

Affirmative Action and a national conference on the same subject.

An agency brochure and two internal procedural manuals were developed on the implementation of the Board's Contract Compliance Program. In addition, a complaint process and an internal appeal process for contractors in non-compliance status were developed.

EEO Policy Statement

AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY The Pennsylvania Board of Probation and Parole hereby states its firm policy to the commitment of equal employment opportunity for all persons without regard to race, color, religious creed, lifestyle, handicap, ancestry, national origin, union membership, age or sex.

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The commitment to equal employment opportunity shall prevail in all employment practices including recruiting, interviewing, hiring, promoting and training. All matters affecting pay, benefits, transfers, furloughs, education, tuition assistance and social and recreational programs shall be administered consistent with the strategies, goals and timetables of the Affirmative Action Plan, and with the spirit and intent of state and federal laws governing equal opportunity.

Every Administrator, Manager and Supervisor shall: participate in Affirmative Action implementation, planning and monitoring to assure that successful performance of goals will provide benefits to the agency through greater use and development of previously underutilized human resources; and, insure that every work site of this Board is free of discrimination, sexual harassment, or any harassment of the employees of this agency. Management's performance relating to the success of the Affirmative Action Plan will be evaluated in the same manner as other agency objectives are measured.

The agency shall not discriminate on the basis of handicap (pursuant to Sections 503 and 504 of the Federal Rehabilitation Act of 1973) in the opportunity to participate in, or benefit from, any aid, benefit, or service provided by the agency, nor does it provide services to the handicapped that are not equal to that afforded others, as regards opportunity to obtain the same result, to gain the same benefit, and to gain the same level of achievement. No service provided to the handicapped shall be separate or different from those afforded others, except where such differences are necessary to bring about a benefit for the handicapped participant equal to that of others, in terms of providing reasonable accommodation for the mental and physical limitations of an applicant or employee. All facilities and physical structures of the Board shall be free from physical barriers which cause inaccessibility to, or unusability by, handicapped persons, as defined in section 504, and any subsequent regulations.

LeDelle Ingram, Affirmative Action Officer for the Board is authorized to carry out the responsibilities of the Affirmative Action Office, assisted by the Personnel Division. If any employee has suggestions, problems, complaints, or questions, with regard to equal employment opportunity/affirmative action, please feel free to contact the Affirmative Action Officer, Room 308, Box 1661, Harrisburg, PA 17105-1661.

This is the adopted policy on Equal Employment Opportunity/Affirmative Action/Affirmative Action for the Handicapped, of the Pennsylvania Board of Probation and Parole, and all responsible staff are expected to adhere to these mandates. Programs and non-compliance reports shall be frequently monitored to insure that all persons are adherent to this policy. Non-compliance with this policy shall be directed to Fred W. Jacobs, Chairman, who is responsible for insuring effective and proper implementation of equal employment opportunities within this agency.

FOR THE BOARD

Fred W. Jacobs, Chairman September 15, 1987

Employe Recognitions

We are pleased to recognize a number of the Board employes who have retired or received service awards during 1987. The retirement years noted are total years of service with the Commonwealth of Pennsylvania. The service awards are based on years of service with the Board.

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RETIREMENTS

Frances J. Stehling, Parole Supervisor Allentown District Office January 7: 24 years, 11 months

Lawrence C. Gerthoffer, Parole Agent 3 Greensburg Sub-Office (Pittsburgh) February 4: 28 years, 7 months

Catherine E. Bruno, Clerk Typist 3 Bureau of Supervision, Central Office February 18: 13 years, 9 months

William E. Moore, Parole Agent 2 Allentown District Office March 6: 10 years, 8 months

George R. Hamilton, Parole Agent 2 Pittsburgh District Office March 18: 15 years, 5 months

Rita K. Nietupski, Clerk Stenographer 2 Erie District Office April 1: 18 years, 7 months Claude A. Bower, Parole Agent 2 Harrisburg District Office April 15: 18 years, 3 months

John F. Burke, Parole Supervisor Philadelphia District Office April 15: 26 years, 7 months

John R. Niedergal, Parole Agent 2 Rochester Sub-Office (Butler) May 27: 13 years, 1 month

Harold Roach, Parole Agent 2 Scranton District Office July 15: 13 years, 5 months

Minnie Shapiro, Secretarial Supervisor 1 Altoona District Office July 22: 23 years, 5 months

Harry C. McCann, Sr., Parole Hearing Officer Philadelphia District Office

Philadelphia District Office August 19: 19 years, 3 months Dorothy M. Harbolt, Clerk Typist 2 Philadelphia District Office September 16: 30 years, 2 months

Nina M. Vacante, Personnel Analyst 1 Division of Staff Development, Central Office

October 14: 16 years, 4 months

Lonnie Richardson, Human Services Aide 3

Philadelphia District Office October 26: 13 years, 9 months

Steve Marinchak, Clerk 2 Bureau of Pre-Parole, Central Office November 4: 11 years, 5 months

Maureen W. Henry, Parole Agent 2 Pittsburgh District Office November 27: 17 years, 10 days

SERVICE AWARDS

30 YEARS

Flora W. Brothers Clerical Supervisor 1 Philadelphia District Office

Dorothy M. Harbolt Clerk Typist 2 Philadelphia District Office

Ralph J. Hess Parole Agent 2 Altoona District Office

Nancy W. Thompson Pre-Parole Staff Technician Central Office

20 YEARS

James R. Atz Parole Agent 2 Philadelphia District Office

David J. Baker District Director 1 Williamsport District Office

Mario A. Chapel Parole Agent 2 Kensington Sub-Office (Philadelphia)

Murray R. Cohn District Director I Butler District Office

Alva J. Meader Executive Secretary 2 Chairman's Office, Central Office

Jack L. Manual Parole Supervisor Rochester Sub-Office (Butler) Lester C. Nagle Parole Supervisor Lancaster Sub-Office (Harrisburg)

David L. Ormsby Institutional Parole Representative State Correctional Institution at Huntingdon

Margaret E. Taylor Clerk Typist 2 Philadelphia County Prison

Michael L. Trachtenberg Prole Supervisor Philadelphia District Office

Neal D. Wragg Parcle Agent 2 Tioga Sub-Office (Philadelphia)

15 YEARS

Paul E. Anderson Parole Agent 2 Pittsburgh District Office

Fred T. Angelilli Parole Supervisor Chester District Office

James L. Arnett Parole Agent 2 Allentown District Office

Mil M. Bakmaz Parole Agent 2 Mercer Sub-Office (Erie)

Robert L. Bell Parole Agent 2 Allentown District Office Samuel Bishop Probation/Parole Volunteer Services Specialist Philadelphia District Office

David Boggus Human Services Aide 3 Pittsburgh District Office

Ernest P. Bristow, Jr. Institutional Parole Representative State Correctional Institution at Greensburg

Michael L. Bukata Parole Agent 2 Philadelphia District Office

Lawrence W. Bush Parole Agent 2 Greensburg Sub-Office (Pittsburgh)

Allan Castor, Jr. Parole Hearing Officer Philadelphia Hearing Office

Carmine S. Caudullo Parole Agent 2 Scranton District Office

Timothy J. Coyle Institutional Parole Representative State Correctional Institution at Camp Hill

Anthony E, DiBernardo Parole Agent 2 Philadelphia District Office

Keith W. Donoghue Parole Agent 2 Pittsburgh District Office

SERVICE AWARDS (Continued)

Dennis J. Duffy Parole Agent 2 Chester District Office

James L. Eadline Institutional Parole Representative State Correctional Institution at Graterford

Robert Evans Institutional Parole Representative State Correctional Institution at Waynesburg

William L. Gamble Parole Investigator Butler District Office

Daniel J. Goodwin, Jr. District Director 1 Allentown District Office

Gary G. Gray Parole Agent 2 Pittsburgh District Office

Eugene P. Harnak Parole Agent 2 Philadelphia District Office

Vaughn P. Heym Parole Supervisor Harrisburg District Office

James R. Hines Parole Agent 2 Philadelphia District Office

M. Jeffrey Hoaster Probation/Parole Staff Specialist 1 Bureau of Pre-Parole Services, Central Office

John W. Ingram Parole Agent 2 Reading Sub-Office (Allentown)

Karla S. Jackson Institutional Parole Assistant State Correctional Institution at Cresson

James E. Jackson, Jr. District Director 1 Harrisburg District Office

Lisa D. Jones Clerk Typist 2 Chester District Office

Ronald Kall Parole Agent 2 Philadelphia District Office

Amy L. Klacik Clerk Steno 3 Rochester Sub-Office (Butler)

Rachel G. Leidich Clerk Stenographer 3 Hearing Division, Central Office

Linda S. Lesniak Clerk Stenographer 3 Pittsburgh Hearing Office

Clyde J. Little Parole Agent 2 Mercer Sub-Office (Erie)

Leo J. Lubawy, Jr. Parole Agent 2 Pittsburgh District Office

Stephen D. Lucey Parole Agent 2 Chester District Office William L. Lynn Parole Agent 2 Greensburg Sub-Office (Pittsburgh)

Richard R. Manley Institutional Parole Supervisor State Correctional Institution at Dallas

Raymond P. McGinnis Board Member Central Office

PROBATION . PAROLE . PROBATION

John L. Mitchell, Jr. Parole Agent 2 Pittsburgh District Office

Steven Mittan Parole Agent 2 Philadelphia District Office

Anne C. Morris Clerk Stenographer 3 East End Sub-Office (Pittsburgh)

William H. Moul Parole Hearing Officer Central Office

John E. Murray Parole Agent 2 Philadelphia District Office

Charles A. Myers, Jr. Parole Agent 2 York Sub-Office (Harrisburg)

Joann A. Okrutny Clerk Stenographer 2 Pittsburgh District Office

Sandra A. Palmer Clerk Typist 3 Reading Sub-Office (Allentown)

Christopher M. Pandolfo Parole Supervisor Haddington Sub-Office (Philadelphia)

Martin A. Panik Parole Agent 2 Williamsport District Office

Richard A. Philipkoski Parole Supervisor Williamsport District Office

Larry A. Polgar Parole Agent 2 Reading Sub-Office (Allentown)

James W. Riggs Parole Hearing Officer Central Office

Daniel S. Roberts District Director 1 Altoona District Office

Hugh R. Rodgers Parole Agent 2 Haddington Sub-Office (Philadelphia)

Doris A. Roese Secretarial Supervisor 2 Scranton District Office

Joseph J. Rutolo Parole Agent 2 Reading Sub-Office (Allentown)

Richard J. Savastio Parole Agent 2 Chester District Office Howrhu M. Self Parole Agent 2 Philadelphia District Office

Richard P. Sheppard Parole Supervisor Philadelphia District Office

John P. Skowronski Director, Parole Hearing Review Central Office

Joseph K. Snare Parole Supervisor Pittsburgh District Office

Elizabeth Z. Snavely Clerk Stenographer 3 Bureau of Pre-Parole Services, Central Office

Barry Stephens
Parole Agent 2
Lancaster Sub-Office (Harrisburg)

Harry A. Tallon Parole Agent 2 Rochester Sub-Office (Butler)

Larry J. Turner Institutional Parole Representative State Regional Correctional Facility at Mercer

Louis D. Voltolina Parole Investigator Philadelphia District Office

C.W. Wehrle, Jr. Parole Agent 2 Erie District Office

Kenneth E. Wertz Parole Agent 2 Altoona District Office

Robert Wilchacky Institutional Parole Representative State Correctional Institution at Graterford

Harry S. Wilt Descriptive Statistician 2 Bureau of Probation Services, Central Office

Orlondo S. Zaccagni Parole Agent 2 Altoona District Office

Ronald B. Zappan Parole Supervisor Tioga Sub-Office (Philadelphia)

10 YEARS

Glenn E. Hogue Parole Agent 2 Mercer Sub-Office (Erie)

James A. Mittica Parole Agent 2 Rochester Sub-Office (Butler)

Joseph A. O'Malley Parole Agent 2 Scranton District Office

Rodney E. Torbic Parole Hearing Officer Pittsburgh Hearing Office

Nina M. Vacante Personnel Analyst 1 Division of Staff Development, Central Office

FINANCIAL SUMMARIES

EXPENDITURES BY STATE APPROPRIATION Fiscal Year 1985-1986

GENERAL GOVERNMENT OPERATIONS	
General Appropriation	\$19,970,370
Total Expenditures	\$19,970,370
GENERAL GOVERNMENT EXPENDITURES	
Personnel Expenditures	\$17,252,686
Operational Expenditure	2,644,447
Fixed Asset Expenditures	73,237
Total Expenditures	\$19,970,370
GRANTS AND SUBSIDIES FUNDS ADMINISTERED BY THE BOARD (Improvement of County Adult Probation Services)	
General Appropriation	\$10,044,233 37,500
Total Expenditures	\$10,081,733

STATE FUNDS

Fiscal Year	General Government	Improvement of County Adult Probation Services	Total
1980-1981	\$14,982,214	\$ 2,000,000	\$16,982,214
1981-1982	15,971,670	2,770,748	18,742,418
1982-1983	17,434,990	2,968,000	20,402,990
1983-1984	17,586,531	3,084,574	20,671,105
1984-1985	18,631,484	3,235,531	21,867,015
1985-1986	19,475,072	6,999,999	26,475,071
1986-1987	19,970,370	10,044,223	30,014,593

FEDERAL GRANTS AWARDED TO THE BOARD Fiscal Year 1986-1987

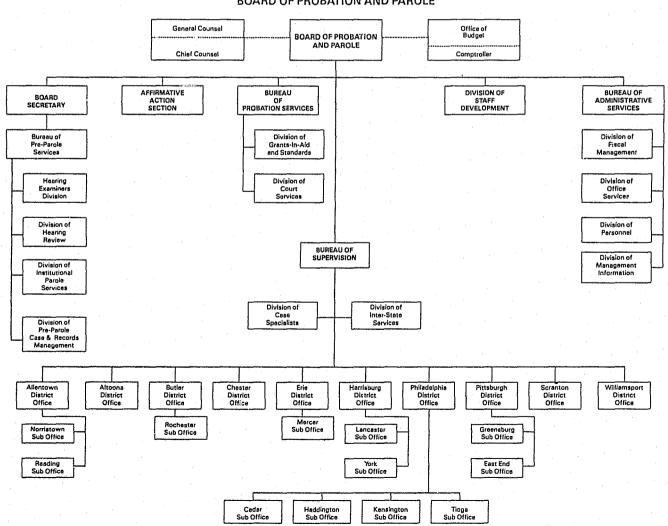
Agency	Amount	No.
Justice Assistance Act	\$37,500	1
Totals	\$37,500	1

ORGANIZATIONAL CHART

BOARD OF PROBATION AND PAROLE

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The statistical tables which follow have been developed to provide comprehensive information on the operations and program performance of the Pennsylvania Board of Probation and Parole. The totals are designed to give a perspective on work outputs, program effectiveness, and trends regarding the technical functions and processes of the Board's services. Contact the Division of Management Information at P.O. Box 1661, Harrisburg, PA 17105-1661, (717)787-5988, for additional information or questions concerning these tables.

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	Table 1 Table 2	Case Decisions by Type of Board Action
	Table 3 Table 4 Table 5 Table 6	Trends in Interviews and Hearings over the Last Three Fiscal Years
	Table 7	Total Inmates Considered for Parole Over Six Fiscal Years
В.	SUPERVI	SION POPULATION DEMOGRAPHICS AND TRENDS
	Chart A Chart B Chart C Table 8 Table 9	Total Offenders Under Supervision in Pennsylvania.33Trends in Total Caseload Under Board Supervision.33Case Classification and Workload Information System34Supervision Risk and Treatment by Classification as of June 30, 198734Work Units by Classification Distribution as of June 30, 198735
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	Table 22 Chart D Table 23 Table 24	Average Monthly Agent Supervision Contacts by Type and District
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	Table 33	Income, Taxes, and Public Assistance by District for 1986

A. PAROLE DECISION MAKING

Board decision making encompasses three general types of decisions: parole decisions, revocation decisions, and supervision decisions. **Table 1** provides a breakdown of Board case decisions in terms of the actions taken, i.e., the type of decision rendered. Total Board actions for Fiscal Year 1986-87 were 16,081. In addition, there were 2,965 special probation/parole cases assigned by the courts and accepted by the Board for supervision. Included in the 2,965 cases were 310 Accelerated Rehabilitation Disposition (ARD) cases. These cases are probation options available to the first time offender.

TABLE 1
CASE DECISIONS BY TYPE OF BOARD ACTIONS

	1986		19	1987			
	Third Quarter	Fourth Quarter	First Quarter	Second Quarter	FY 1986-87 Total		
Parole Granted	780	851	867	812	3,310		
Detainer	100	126	117	107	450		
Parole Refused	433	428	538	443	1,842		
Continued Cases	150	114	157	166	587		
Recommitment:	- 1						
TPV & reparole date set (2 decisions)	346	180	336	262	1,124		
Detainer	2	0	2	0	4		
Recommit TPV and review	0	0	0	1	1		
CPV reparole date set (2 decisions)	78	54	66	68	266		
Detainer	86	58	82	98	324		
Recommit CPV and review	1	0	0	0	1		
CPV & TPV and reparole date set (3 decisions) Street	51	48	66	69	234		
Detainer	42	33	24	69	168		
TPV unexpired term	51	32	36	35	154		
CPV unexpired term	29	32	32	27	120		
CPV and TPV unexpired term (2 decisions)	42	62	36	44	184		
Refer to Recommitment:							
Reparole Date set (2 decisions)	168	104	120	166	558		
Detainer	92	54	92	98	336		
Unexpired Term	54	20	40	59	173		
Recommit when available:	70	70	77 .	51	268		
CPV	92	95	101	78	366		
CPV & TPV (2 decisions)	52	70	70	60	252		
Detained Pending Criminal Charges	297	259	399	302	1,257		
Return as a TPV	131	16	0	0	147		
Return as a TPV — Pennsylvania Interstate Compact	9	6	10	4	29		
Return as a CPV — Pennsylvania Interstate Compact	2	2	4	3	11		
Return as a CPV & TPV — Pennsylvania Interstate Compact (2 decisions)	14	- 8	16	14	52		
Declare Delinquent	174	151	187	178	690		
Declare Delinquent for Control Purposes	9	5	23	26	63		
Continue on Parole,	119	151	173	109	552		
Case Closed	43	39	40	63	185		
Final Discharges	0	0	0	0	0		
Recommendations for Special Commutation	6	6	4	11	27		
Miscellaneous Cases	683	579	513	571	2,346		
TOTAL BOARD ACTIONS	4,206	3,653	4,228	3,994	16,081		
Special Probation and Parole Cases	683	679	906	697	2,965		
Subset ARD	. 71	99	55	85	310		
TOTAL BOARD DECISIONS	4,889	4,332	5,134,	4,691	19,046		

A definition of each Board action listed in Table 1 is shown below.

Parole Granted refers to those clients who were interviewed by the Board at the expiration of or beyond their minimum sentence and were released to parole supervision or re-entered to serve a detainer sentence.

Parole Refused refers to those clients who were interviewed by the Board at the expiration of or beyond their minimum sentence and were denied release with a date set for a subsequent review.

Continued Cases refers to clients continued because parole plans were incomplete or additional information was necessary before a final decision could be made.

Board Action to Recommit to Prison (TPV) refers to clients who were recommitted to prison for violating the Conditions Governing Parole/Reparole.

Board Action to Recommit to Prison (CPV) refers to clients who were recommitted to prison for committing a new crime while on parole or reparole.

Board Action to Recommit to Prison (CPV and TPV) refers to clients who were recommitted to prison for violating the Conditions Governing Parole/Reparole, and also recommitted to prison for committing a new crime while on parole or reparole.

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Refer to Recommitment requires previous Board Action(s) be supplemented or finalized by the current Board action.

Recommit when Available refers to clients who receive a recommitment action by the Board, but have charges or sentencing pending, or time is being served for a new sentence first.

Detain Pending Disposition of Criminal Charges refers to clients who were detained in prison awaiting the final disposition of criminal charges.

Return from Parole refers to clients who were in technical or criminal violation status in another state and were ordered returned from parole by Board action

Declared Delinquent refers to clients whose whereabouts are unknown and warrants were issued for their arrest.

Delinquent for Control Purposes refers to clients who have criminal charges pending and whose maximums are about to expire or have already expired, in order to provide administrative control pending final disposition of charges and further Board action.

Continue on Parole refers to clients continued in parole status after having been arrested for technical or criminal charges.

Case Closed refers to clients for whom the Board took action to close interest where a new arrest or conviction occurs near the clients maximum expiration date, and circumstances do not warrant recommitment; or because of a delinquency status at or beyond the client's maximum expiration date where there is no evidence of criminal

activity; or closed for other appropriate reasons.

Final Discharge refers to clients on indeterminate sentences who were granted final discharge by the Board or discharged for other reasons.

Recommendation for Special Commutation refers to clients supervised by the Board and subsequently recommended for commutation of the maximum sentence to the Governor through the Board of Pardons.

Miscellaneous Cases refers to Board actions taken on cases for miscellaneous reasons, such as, "modify Board action", "no change in status", "withdraw", "establish a review date", "reparole grant" and "reparole refusal" prior to the Pierce Decision, etc.

the decision-making process of release from prison and return to prison require a face-to-face review of individual case facts. Hearing examiners employed by the Board conduct a variety of first and second level hearings. Some hearings are a combination of technical and convicted violator proceedings. During FY 1986-87, there were 3,915 hearings conducted by Board members and hearing examiners. Table 2 also illustrates interview activity or meetings held to consider an offender for release. In FY 1986-87, there were 6,283 interviews. More than half (57%) were conducted by Board members and the remainder by hearing examiners. TABLE 2

Table 2 views the Board's quasi-judicial responsibilities in terms of type of activity, rather than type of decision rendered. Both

TYPES OF HEARINGS AND INTERVIEWS CONDUCTED BY **BOARD MEMBERS AND HEARING EXAMINERS DURING** FISCAL YEAR 1986-87

	Board Members	Hearing Examiners	Total	Percent
Hearings				
PreliminaryPreliminary/Detention		703	703	18.0%
Preliminary/Detention		489	489	12.5%
ViolationViolation/Detention		1,010	1,010	25.8%
Violation/Detention		53	53	1.3%
Detention		262	262	6.7%
Revocation		545	545	13,9%
Revocation/Violation		289	289	7.4%
Probable Cause Out-of-State		112	112	2.9%
Full Board	452		452	11.5%
TOTAL HEARINGS	452	3,463	3,915	100.0%
Interviews				
Parole	2,076	1,903	3,979	63.3%
Review	1,306	772	2,078	33.1%
Reparole,	3	8	11	0.2%
Reparole Review	174	32	206	3.3%
Reparole Review		9 ∩	9	0.1%
TOTAL INTERVIEWS	3,559	2,724	6,283	100.0%

The following terms are applicable to Table 2.

Hearing refers to activity in the revocation process and those judgments pertaining to alleged violations of parole.

interview refers to activity in the paroling process and those judgments

pertaining to conditional release from prison.

Technical Violator refers to a client who has violated the Conditions

Governing Parole/Reparole,

Convicted Violator refers to a client who has been found guilty of violating a law of the Commonwealth.

First Level Hearing determines if there is probable cause to believe that an offender has violated parole.

Second Level Hearing determines if the parolee was guilty of violating parole and is to be recommitted to prison.

Preliminary Hearing refers to the first level hearing for the alleged technical violator.

Violation Hearing refers to the second level hearing for the alleged technical violator.

Detention Hearing refers to the first level hearing for the alleged criminal

Revocation Hearing refers to the second level hearing for the alleged criminal violator.

Full Board Hearing refers to the second level hearing for either technical or criminal violators who have not waived their right to judgment by a quorum of the Board. This right to judgment by the full Board was mandated by the Pennsylvania Supreme Courts' Rambeau decision.

Parole Interview refers to offenders seeking release from their minimum sentence date.

Reparole Interview refers to offenders seeking release after serving additional time in prison on their original sentence as a parole violator.

ctim input interview refers to an interview where a victim or family members provide oral testimony on the continuing nature and extent of any physical, psychological, or emotional harm or trauma suffered by the victim and the continuing effect of the crime upon the victim's family.

Table 3 illustrates that the total number of interviews has increased by 4% during the last year from 6,028 in FY 1985-86 to 6,283 in FY 1986-87. Violation hearings conducted in FY 1986-87 were 3,915. This represents a 2% decrease in the number of hearings conducted since FY 1984-85.

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TABLE 3
TRENDS IN INTERVIEWS AND HEARINGS OVER THE LAST THREE FISCAL YEARS

		Parole F	Release Int	erviews	Violation Hearings				
Conducted By	Parole	Reparole	Review	Victim Input	Total	First Level	Second Level	Full Board	Total
Board Members Hearing Examiners	2,076 1,903	. 3 8	1,480 804		3,559 2,724	1,566	1,897	452 	452 3,463
TOTALS 1986-87	3,979	11	2,284	9	6,283	1,566	1,897	452	3,915
Board Members Hearing Examiners	2,004 2,039	33 20	1,234 698		3,271 2,757	 1,698	1,797	686	686 3,495
TOTALS 1985-86	4,043	53	1,932		6,028	1,698	1,797	686	4,181
Board Members Hearing Examiners	2,839 1,486	44 19	1,765 481		4,648 1,986	1,738	1,695	562	562 3,433
TOTALS 1984-85	4,325	63	2,246		6,634	1,738	1,695	562	3,995

Tables 4 and 5 provide a geographic distribution of hearings and interviews. **Table 4** provides a breakdown of interviews conducted by the site of the interview. Approximately 73% of the total interviews are held in state correctional institutions, with about 26% conducted in the Camp Hill and Rockview facilities.

TABLE 4
PAROLE INTERVIEWS BY INTERVIEW SITE — 1986-87

Parole			Rev	riew	Reparole Re			Reparole Review		Victim Input		Total Interviews	
Interview Site	Board	Hearing Examiner	Board	Hearing Examiner	Board	Hearing Examiner	Board	Hearing Examiner	Board	Hearing Examiner	Number	Percent	
SCI Camp Hill	45	479	30	334				17			905	14.4	
SCI Cresson	18	7	1				1				27	0.4	
SCI Dallas	298	61	198	25		5	3	5			595	9,5	
SCI Frackville	6		3				. , .				9	0,1	
SCI Graterford	217	20	137	12			92				478	7.6	
SCI Greensburg	256		93								349	5,6	
SCI Huntingdon	227		213		3		32				475	7,6	
SCI Muncy	146		83					 , , ,			229	3.6	
SCI Pittsburgh	150	15	103	9		2	38	1 1			318	5.1	
SCI Rockview	426		323				8	1			757	12.0	
SCI Waynesburg	35	5	7	3							50	0.8	
SRCF Mercer	252		115								367	5.8	
County Prisons		777		302		1 1		9		1	1,090	17.3	
Community Service Centers		434		64							498	7.9	
District Offices		17								5	22	0.4	
State Hospitals		7		3				1			10	0.2	
Treatment Facilities		27		11							38	0,6	
Other		54		9						3	66	1.1	
TOTALS	2,076	1,903	1,306	772	3	8	174	32		9	6,283	100.0	

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Table 5 details the county in which 3,463 hearings were held by hearing examiners in FY 1986-87, and are crosstabulated by the type of hearing conducted. Full Board hearings are conducted in state correctional institutions.

TABLE 5
HEARINGS HELD BY HEARING EXAMINERS — 1986-87

County	Preliminary	Preliminary/ Detention	Violation	Violation/ Detention	Detention	Revocation	Revocation Violation	Probable Cause Out-of-State	Total
Adams	4	1	3		1	2		4	15
Allegheny	43	16	104	12	7	76	18	1 1	277
Armstrong		1	3	1	1	1	. 2	4	13
Beaver	6 2	2	1 2		1	3		1	12
Bedford	13	16	30	6	17	1 14	 5	• • • • • • • • • • • • • • • • • • • •	7 101
Blair	15 5	10	16		11	4	0		27
Bradford			2	•••		2		* •	5
Bucks	6	11	8		11	9	7		53
Butler	ž	ż	ĭ			l š	1	2	11
Cambria	3	l	i	1		8	i		14
Cameron			1						i
Carbon	4	<i>.</i>	8			1	1	2	16
Centre	5		10			6	'	. 1	22
Chester	4	7	4		1	9	5	1.	31
Clarion		1	3				2	1	10
Clearfield	6	2	<u>. 11</u>		3	5			27
Clinton	2		7	1	• • •	1	1		12
Columbia	2	,	4		• • •] 1	ا ٠٠٠ ا	1	8
Crawford	2		6			1	3	3	15
Cumberland	13 37	6	6 28	1		43	4	4	77 94
Dauphin		15 28	28	• • •,	6	4 7	1 1 22	3 5	94 115
Elk			29 1		i	1		Ü	1115
Erie	37	14	39		3	6		6	106
Fayette	37	14	2				, '	3	8
Forest			_						
Franklin	8	1 1	14	i		i i			25
Fulton									
Greene	i		1	1		i			4
Huntingdon	1		2			2	1	1	7
Indiana	1	. 1	1			2 .	1	1	7
Jefferson			1					1	2
Juniata	_ 1]	4				1	1	7.
Lackawanna	22	1	21		1	5	3	2	55
Lancaster	11	8	27	6	5	3	1	8	69
Lawrence		4	5		4	1	3	• • •	17
Lebanon,	8		16	.1	<u>.</u>	4		4	33
Lehigh		8	22	1.4.4	5	13	2]	60
Luzerne	31 9	1	42 17	1	• • • •	12 8	3	2	90 41
Lycoming	1	' '	17	·	• • •	2	,	2	6
Mercer	9	1	11			4	5	.	30
Mifflin	2		1			4		• • •	30
Monroe	9		3			2		l ''i	15
Montgomery	65	44	253	7	15	126	109	2	621
Montour		1			,	123			2
Northampton	10	4	15	1	4	15	2	2	53
Northumberland	14		16			9	1	2	42
Perry	2		3				1		6
Philadelphia	219	277	140	8	167	104	67	22	1,004
Pike	1 1							2	3
Potter			· · · <u>·</u>			• • :		1	1
Schuylkill	4	3	7	1	. 5	9	1		30
Snyder			2						2
Somerset	4	1	3	•••		5	2	1	16
Sullivan		• • •			1	• • •	• • •		5
Susquehanna	2 4	• • • •	3 6		• • •	• • •	• • •	2	12
Tioga	1 1		1	• • •		• • •			12
UnionVenango		• • •		• • •	• • •	• • •	• • • •	• • •	1
Warren	2	• • •				• • •	1		3
Washington	2	2	2	• • •	• • • •	1	2		9
Wayne	2	-	. 1	, , ,			1	2	9
Westmoreland	5	2	9		Ī	5			22
Wyoming	7		6			2	1		16
York	12	6	24	4	i	ī	2	8	58
TOTALS	703	489	1,010	53	262	545	289	112	3,463
IVINAV	100	703	1,010		, RUE	777	203	316	0,700

Table 6 demonstrates that there were 5,602 inmates considered for parole in FY 1986-87. Approximately 70% of the inmates who were considered, were from state correctional institutions.

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TABLE 6 INMATES CONSIDERED FOR PAROLE BY STATE CORRECTIONAL INSTITUTION FOR FISCAL YEAR 1986-87

	Parole Considerations				
Institution	Number	Percent			
State Correctional Institutions:	, , , , , , , , , , , , , , , , , , , ,				
Camp Hill	898	16.0			
Cresson	14	0.2			
Dallas	451	8.1			
Frackville	3	0.1			
Graterford	395	7.1			
Greensburg	328	5.9			
Huntingdon	368	6.6			
Muncy	209	3.7			
Pittsburgh		4.2			
Rockview	622	11.1			
Waynesburg		0.8			
Mercer Correctional Facility	339	6.0			
Philadelphia County Prison	33	0.6			
Other County Prisons		20.3			
Philadelphia Community Service Center	153	2.7			
Other Community Service Centers	370	6.6			
Out-of-State	2	0.0			
Total Inmates Considered	5,602	100.0			

Table 7 indicates that within FY 1986-87, 3,760 or 67% of the 5,602 inmates were granted parole by Board action. These exclude reparole actions before the Pierce Decision. The number of inmates granted parole by Board action and the number of inmates actually released to street supervision differ. An inmate granted parole by Board action within a particular month is not necessarily released within the same month. In addition, paroling actions can be rescinded for various reasons, or an inmate can be paroled to serve a detainer sentence.

TABLE 7
TOTAL INMATES CONSIDERED FOR PAROLE OVER SIX FISCAL YEARS

	Parc	Percent of			
Fiscal Year	Considered	Granted	Total Granted		
1981/1982	3,863	3,063	79%		
1982/1983	4,412	3,451	78%		
1983/1984	4,675	3,430	73%		
1984/1985	5,172	3,749	72%		
1985/1986	4.753	3,179	67%		
1986/1987	5,602	3,760	67%		

B. SUPERVISION POPULATION DEMOGRAPHICS AND TRENDS

This section will focus on demographics and trends of the Board's caseload population. Included with this section are offense, sex, and racial demographics of the total caseload; average caseload size and average work units based on the number of parole agents carrying a caseload; case additions and deletions to the Pennsylvania state caseload; and, distributions of other states' cases residing in Pennsylvania and Pennsylvania cases residing in other states.

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Pennsylvania's community based correctional system had 89,411 offenders on active probation or parole at the end of fiscal year 1986-87. Of this total, 16,633 (approximately 19%) were receiving supervision services directly from the Pennsylvania Board of Probation and Parole.

Chart A shows the origin and prevalence of each of the groups of clients supervised by the Board in relationship to the total offender population in communities of the Commonwealth. The Board's caseload population consists of Board parole cases released to Board supervision, special probation and parole cases, and other states' cases residing in Pennsylvania. Pennsylvania cases residing in other states are not included in Chart A since they do not receive direct supervision services in Pennsylvania. Special probation and parole cases are certified by the courts to Board supervision. State law provides the county judge with authority to send probation and parole clientele to the Board for supervision. Other states' cases and Pennsylvania cases residing in other states are covered under the Interstate Compact which provides for the exchange of offenders for supervision.

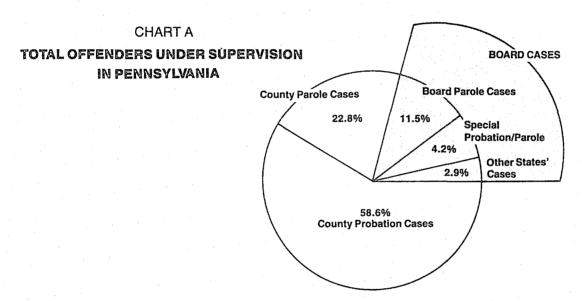


Chart B illustrates in graphic form total caseload under Board supervision. Total caseload size under Board supervision has continued to grow within the last six years, revealing a 21% increase since June, 1981 when caseload size was at its lowest.

CHART B
TRENDS IN TOTAL CASELOAD UNDER BOARD SUPERVISION

Year	Trend	Total	Total Caseload								
Ending Index		0		4,000	8,000	12,000	16,000				
6/81	100	13,782				I					
6/82	102	14,035									
6/83	108	14,849						. 1			
6/84	111	15,314					g.				
6/85	116	15,983									
6/86	120	16,498					-5.4				
6/87	121	16,633									

Chart C illustrates the case classification and workload information system the Board has adopted for field supervision. This comprehensive system was developed to provide the Agency with better tools to effectively manage scarce resources. There are two types of case classifications performed using standardized instruments. One is a semi-structured interview which results in a treatment classification that categorizes clients into four behavioral groups for the development of a supervision plan. The four treatment groups are selective intervention, casework control, environmental structure, and limit setting. These treatment groups are commonly referred to as case management classification. This process has the effect of providing guidelines for interaction with the client. The other classification instrument is used to assess supervision risk and client needs which subsequently differentiates offenders into four grades of supervision. The four grades of supervision are intensive, close, regular, and reduced. The effect of supervision grades are that they prescribe the amount of time an agent will spend in terms of minimum supervision standards.



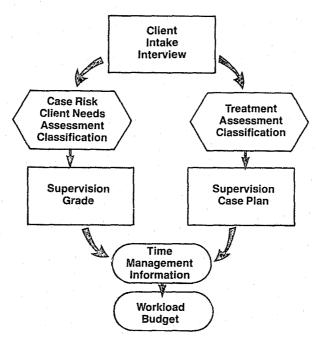


Table 8 shows supervision risk and treatment classification for the 16,633 clients as of June 30, 1987. The total caseload population is classified by risk in terms of supervision grade, but not all clients are classified by structured interviews into treatment groups. Case management classification interviews are done for new clients who have sentences longer than one year. Approximately 34% of the clients classified under the four client management classifications were under close supervision.

TABLE 8
SUPERVISION RISK AND TREATMENT BY CLASSIFICATION
AS OF JUNE 30, 1987

Case Management Classification		Supervision Grade								Unconvicted Violators				
	inter #	sive %	Clo	se %	Reg #	ular %	Redu #	ıced %	Detained # %		All Others # %		Total	
Selective Intervention	204	6.7	1,416	46.7	858	28.3	256	8.4	202	6.7	96	3.2	3,032	100.0
Casework Control	382	21.3	851	47.4	180	10.0	21	1.2	252	14.0	110	6.1	1,796	100.0
Environmental Structure	235	21.2	529	47.7	118	10.6	12	1.1	167	15,1	48	4,3	1,109	100.0
Limit Setting	589	22.1	1,112	41.8	216	8.1	31	1.2	506	19.0	206	7,8	2,660	100.0
Not Classified	296	3.7	1,698	21.1	2,610	32.5	2,119	26.4	793	9.9	513	6.4	8,036	100.0
Total	1,076	10.3	5,606	33.7	3,982	23.9	2,439	14.7	1,920	11.6	973	5.8	16,633	100.0

Whereas case classification categorizes cases into case risk and client treatment groups, the workload information system measures the time needed by agents to accomplish three dominant types of work activity. They are: 1) agent time required to meet minimum standards in supervising active clients at different levels of supervision, 2) agent time required for due process in violation casework, and 3) agent time required for investigation work outputs. Violation casework occurs when clients are detained for technical or criminal charges. Investigation work is an additional task which is not part of an agent's caseload. All other cases that are not in active supervision status or violation status, such as, mental institutions and absconders, are also included in the workload measurement.

Three time studies were conducted to measure the workload of parole agents. Average time values were incorporated into an automated management information system as work units and applied to individual client records depending on case status. Work unit values take into account the time it took to perform the work as well as any travel time involved. They yield an estimate of agents' time requirements for their clientele. The accumulation of time data by classification provides a quantitive measure of Agency manpower needs to meet mandated work requirements.

The two applications of workload information for decision making are workload management and workload budgeting. Workload management is a tool to aid field managers in case decision making. It assists in the assignment of work and setting priorities when sufficient resources are lacking, as well as providing accountability for services. The workload budgeting application derives data from the workload management information system which is translated into projections for future resource needs.

Table 9 describes the caseload population by workload classification to meet minimum supervision requirements. As of June 30, 1987, the Agency's total supervision time requirement was 34,345.6 work units.

TABLE 9
WORK UNITS BY CLASSIFICATION DISTRIBUTION
AS OF JUNE 30, 1987

	Total Case	s/Reports	Total Wo	rk Units
Workload Classification	Number	Percent	Number	Percent
Supervision Status				
Intensive	1,003	5.7	3,892.7	11,3
Close	4,581	25.9	10,065.7	29.3
Regular	4,413	25.0	6,458.7	18.8
Reduced	3,300	18.7	2,937.7	8.6
Violation Status				
Technical	392	2.2	2,406.4	7.0
New Charge	1,451	8.2	3,148.6	9.2
Both Technical/New Charge	510	2.9	1,367.1	4.0
Other	983	5.5	1,013.0	2.9
Total Cases	16,633	94.1	31,289.9	91.1
Investigative Reports	1,040	5.9	3,055.7	8.9
Grand Totals	17,673	100.0	34,345.6	100.0

To demonstrate the principle of workload budgeting for purposes of resource management, monthly data is presented on an annual basis for the fiscal year 1987-88 in **Table 10.** An estimated 406,724 work units would be needed to fulfill minimum supervision requirements assuming a 3% increase in the number of cases. This represents the total amount of work required in manhours in the fiscal year. An estimated 1,537 manhours are available per agent each year yielding a manpower need of 265 agents. Manpower needs are assessed by dividing average time available per agent into the total work required.

TABLE 10
WORKLOAD BUDGETING FOR FISCAL YEAR 1987-88

	Number	Work Units
Projected Client Population/Estimated Annual Casework Time	17,213	379,686
Investigative Reports/Estimated Annual Investigative Work Output Time	9,682	27,038
Projected Annual Manpower Time Required		406,724
Available Manhours Per Agent		1,537
Estimated Manpower Needs		265
Manpower Level, 12/31/87		211

Table 11 provides a six-year time series in caseload size by legal type and geographic area. The Board's caseload size has continued to rise in size within the last six years to 16,633, showing a growth rate of 21% since June 1981, when caseload size was at its lowest. The increase in caseload population during the last fiscal year is caused by the growing proportion of Board parole cases, which showed an increase of 2.2%.

TABLE 11
TRENDS IN CASELOAD BY LEGAL TYPE OVER SIX FISCAL YEARS

			ard Cases		robation/ Cases		States' ses		tal load
District Office		No.	Index	No.	Index	No.	Index	No.	index
Philadelphia	1981-82	3,276	100	448	100	564	100	4,288	100
	1982-83	3,511	107	429	96	637	113	4,577	107
	1983-84 1984-85	3,662 3,875	112 118	353 335	79 75	663 691	118	4,678	109
	1985-86	3,992	122	382	85	749	123 133	4,901 5,123	114 119
	1986-87	3,855	118	362	81	688	122	4,905	114
Pittsburgh	1981-82	1.229	100	1,169	100	246	100	2,644	100
, mondian	1982-83	1,190	97	1.174	100	268	109	2,632	100
	1983-84	1,173	95	1,105	95	260	106	2,538	96
	1984-85	1,164	95	1,051	90	235	96	2,450	93
	1985-86 1986-87	1,133	92 100	1,113	95 94	256	104	2,502	95
		1,231		1,100		261	106	2,592	98
Harrisburg	1981-82 1982-83	968 981	100 101	131 140	100 107	293 311	100	1,392 1,432	100
	1983-84	1,087	112	151	115	350	106 119	1,432	103 114
	1984-85	1,118	115	140	107	351	120	1.609	116
	1985-86	1,065	110	138	105	415	142	1,618	116
	1986-87	1,190	123	136	104	378	129	1,704	122
Scranton	1981-82	348	100	252	100	85	100	685	100
	1982-83	379	109	271	108	111	131	761	111
	1983-84 1984-85	450 487	129	283	112	109	128	842	123
	1984-85	487 524	140 151	308 361	122 143	116 148	136 174	911 1,033	133 151
	1986-87	595	171	361	143	187	220	1,143	167
Williamsport	1981-82	336	100	52	100	88	100	476	100
типатторот	1982-83	364	108	80	154	96	109	540	113
	1983-84	394	117	72	138	110	125	576	121
	1984-85	388	115	77	148	97	110	562	118
	1985-86 1986-87	370 394	110 117	99 89	190 171	112	127 119	581 588	122 124
Erie	1981-82	490	100	370	L	91		951	
Ene	1981-82	490 396	81	551	100 149	115	100 126	1,062	100 112
	1983-84	381	78	747	202	78	86	1,206	127
	1984-85	455	93	1,052	284	77	85	1,584	167
	1985-86	443	90	864	234	89	98	1,396	147
	1986-87	458	93	846	229	98	108	1,402	147
Allentown	1981-82	1,047	100	206	100	300	100	1,553	100
	1982-83 1983-84	1,220 1,159	117 111	164 194	80 94	319 323	106 108	1,703	110 108
	1984-85	1,309	125	180	87	336	112	1,676 1,825	118
	1985-86	1,385	132	214	104	379	126	1,978	127
	1986-87	1,433	137	240	117	411	137	2,084	134
Butler	1981-82	263	100	283	100	53	100	599	100
	1982-83,	236	90	325	115	. 72	136	633	106
	1983-84 1984-85	221 247	84	352	124	79 84	149	652	109
	1985-86	247 249	94 95	230 170	81 60	79	158 149	561 498	94 83
	1986-87	228	87	185	65	82	155	495	83
Altoona	1981-82	322	100	163	100	60	100	545	100
	1982-83	327	102	237	145	68	113	632	116
	1983-84	330	102	263	161	62	103	655	120
	1984-85	347	108	251	154	59	98	657	121
	1985-86 1986-87	326 311	101 97	357 353	219 217	72 72	120 120	755 736	139 135
Chester	1981-82	410	100	222	100	270	100	902	100
Olicatel	1982-83	420	102	182	82	275	102	877	97
	1983-84	421	103	150	68	332	123	903	100
	1984-85	494	120	125	56	304	113	923	102
	1985-86	529 543	129	111	50	374	139	1,014	112
	1986-87	543	132	101	45	340	126	984	109
Agency Totals	1981-82	8,689	100	3,296	100	2,050	100	14,035	100
	1982-83 1983-84	9,024 9,278	104 107	3,553 3,670	108 111	2,272 2,366	111 115	14,849 15,314	106 109
	1984-85	9,884	114	3,749	114	2,350	115	15,983	114
	1985-86	10,016	115	3,809	116	2,673	130	16,498	118
	1986-87	10,238	118	3,773	114	2,622	128	16,633	119

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Table 12 depicts Pennsylvania's processing of cases during FY 1986-87 in a balance sheet format. Throughout the year there were 6,142 case additions and 5,925 case deductions.

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TABLE 12
PENNSYLVANIA CASELOAD PROCESSING DURING — 1986-87

Clients Under Jurisdiction July 1, 1986	15,382
Case Additions During FY 1986-87:	
Released on Parole	3,483
Released on Reparole	826
Special Probation Cases	1,201
Special Parole Cases	632
Miscellaneous Additions	0
TOTAL CASE ADDITIONS	6,142
Case Deductions During FY 1986-87:	
Recommitted Technical Parole Violators	813
Recommitted Convicted Parole Violators	1,045
County Revocations	171
Final Discharges	3,726
Death	117
Miscellaneous Deductions	53
TOTAL CASE DEDUCTIONS	5,925
Clients Under Jurisdiction June 30, 1987	15,599

Table 13 displays a three-year trend of Pennsylvania caseload processing. The rate of additions declined slightly during the last year by 1.1% while the rate of deductions remained relatively the same.

TABLE 13
THREE-YEAR TREND IN PENNSYLVANIA CASELOAD PROCESSING

	1984-85	1985-86	1986-87
Clients Under Jurisdiction at Beginning of FY	14,322	15,098	15,382
Additions: Parole/Reparole Special Probation/Parole Miscellaneous Additions.	1,738	4,073 2,138 0	4,309 1,833 0
TOTAL ADDITIONS	5,720	6,211	6,142
Deductions: Recommits/Revocations. Final Discharges/Death Miscellaneous Deductions	1,686 3,258 0	1,925 3,996 6	2,029 3,843 53
TOTAL DEDUCTIONS	4,944	5,927	5,925
Clients Under Jurisdiction at End of FY	15,098	15,382	15,599

Table 14 shows the distribution of 4,312 cases actually released to parole supervision during FY 1986-87 by major offense category and major race category. White is defined as Caucasian and English speaking, while non-white includes all other persons. Approximately 41% of the inmates paroled were serving sentences for robbery or burglary.

TABLE 14 INMATES PAROLED AND REPAROLED BY MAJOR OFFENSE CATEGORY AND MAJOR RACE CATEGORY

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	Wi	nite	∘ Non-	White		Percent
Instant Offense Categories	Parole	Reparole	Parole	Reparole	Total	Total
Homicides	90	24	114	55	283	6.6%
Assault including VUFA	223	33	191	42	489	11.3%
Robbery	166	59	452	143	820	19.0%
Burglary		123	242	91	962	22.3%
Drug Law Violation	191	20	113	21	345	8.0%
Theft, RSP		53	209	41	553	12.8%
Forgery & Fraud		22	24	3	120	2.8%
Rape		8	64	18	136	3.2%
Other Sex Offenses	84	11	26	1	122	2.8%
Arson	38	12	13	4	67	1.6%
Other Type Offense	275	24	98	18	415	9.6%
TOTALS	1,940	389	1,546	437	4,312	100.0%

Table 15 shows the total caseload population by major offense type. As of June, 1987, 33% of the total offender population were on parole for robbery or burglary.

TABLE 15
TOTAL CASELOAD BY OFFENSE TYPE AS OF JUNE 30, 1987

Instant Offense Category	Board Parole Cases	County Special Probation Cases	County Special Parole Cases	Other States' Cases	∛otals	Percent of Total
Homicides	1,119	14	0	69	1,202	7.2
Manslaughter	342	54	6	48	450	2.7
Assault	755	237	60	153	1,205	7,2
VUFA, POW, etc	108	68	13	98	287	1,7
Robbery	2,199	152	27	192	2,570	15.5
Burglary	2,053	453	94	269	2,869	17.3
Drug Law Violation	699	339	41	545	1,624	9.8
Theft, RSP	805	526	121	373	1,825	11.0
Retail Theft	146	39	5	12	202	1.2
Forgery, Fraud	208	89	17	86	400	2.4
Rape	522	30	1	30	583	3,5
Other Sex Offense	261	117	17	45	440	2.6
Arson		52	5	23	246	1.5
Kidnapping	37	2	0	14	53	0.3
Driving Under Influence	97	323	271	234	925	5.6
Other Type Offenses	721	515	85	431	1,752	10.5
TOTALS	10,238	3,010	763	2,622	16,633	100.0

Table 16 gives a distribution of the total caseload within each district by the demographic characteristics of sex and race. As of June, 1987, approximately 92% or 15,283 of the total 16,633 cases were male, and the remainder 8% or 1,350 cases were female.

TABLE 16
TOTAL CASELOAD DISTRIBUTION BY OFFICE OF SUPERVISION,
SEX OF OFFENDER, AND MAJOR RACIAL CATEGORY EFFECTIVE JUNE, 1987

		IN-S	TATE			OUT-OF	STATE								
	Ma	ale	Fen	nale	Ma	ale	Fen	nale		TO	TAL SU	PERVISE	D		
		Non-		Non-		Non-		Non-	W	nite	Non-	White	To	tal	Grand
Districts	White	White	White	White	White	White	White	White	Male	Female	Male	Female	Male	Female	Total
Philadelphia	667	3,345	41	164	272	324	31	61	939	72	3,669	225	4,608	297	4,905
Pittsburgh	1,083	1,039	100	109	172	54	31	4	1,255	131	1,093	113	2,348	244	2,592
Harrisburg	786	451	43	46	279	55	37	7	1,065	80	506	53	1,571	133	1,704
Scranton	828	50	77	1	147	10	29	1	975	106	60	2	1,035	108	1,143
Williamsport	406	29	42	6	85	5	14	- 1	491	56	34	. 7	525	63	588
Erie	984	184	108	28	78	9	10	. 1	1,062	118	193	29	1,255	147	1,402
Allentown,	1,085	464	87	37	302	53	42	14	1,387	129	517	51	1,904	180	2,084
Butler	327	47	35	4	71	4	6	1	398	41	51	5	449	46	495
Altoona	576	29	58	1	65	1	6	0	641	64	30	1	671	65	736
Chester	351	267	17	9	242	57	34	7	593	51	324	16	17	67	984
AGENCY TOTALS	7,093	5,905	608	405	1,713	572	240	97	8,806	848	6,477	502	15,283	1,350	16,633

Table 17 provides a distribution of the total caseload by legal type and race. As of June, 1987, 58% of the total caseload population was white, 40% were classified as black, and the remaining 2% were classified in other racial groups.

TABLE 17
TOTAL CASELOAD BY RACE AS OF JUNE 30, 1987

Race	Board Parole Cases	County Special Probation Cases	County Special Parole Cases	Other States' Cases	Totals	Percent of Total
White	4,872	2,237	594	1,954	9,657	58.1
Black	5,146	724	164	569	6,603	39.7
Puerto Rican	161	24	1	64	250	1.5
Mexican		7	2	11	41	0.2
Other Spanish Speaking	17	4	0	9	30	0.2
Oriental	6	4	1 1	8	19	0.1
Indian	2	0	1	1	4	0.0
Asian	2	3	0	2	7	0.0
Not Elsewhere Classified	11	7	0	4	22	0.1
TOTALS	10,238	3,010	763	2,622	16,633	100.0

Table 18 provides a distribution of the active Board parole population by length of supervision until maximum parole expiration. Within six years, over one half of the parole population will reach their maximum expiration from street supervision assuming no difficulties occur. Approximately 2% or 231 clients were on parole serving life sentences.

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TABLE 18 JUNE, 1987 BOARD PAROLE POPULATION BY LENGTH OF SUPERVISION UNTIL MAXIMUM PAROLE EXPIRATION

	Number	Relative Percent	Cumulative Percent
Less than 1 year	309	2.7	2.7
1 year		13.2	15,9
2 years		17.3	33.2
3 years	1,733	15.3	48.5
4 years		9.7	58.2
5-years	786	6.9	65.1
6 years		6.0	71.1
7 to 9 years		12.9	84.0
10 to 15 years	1,266	11.2	95.2
Greater than 15 years	315	2.8	98.0
Life	231	2.0	100.0
TOTALS	11,352	100.0	

Table 19 shows changes in the number of parole agents and average caseload per agent. As of June, 1987, there were 210 parole agents carrying an average caseload of 79. This compares to 207 agents supervising an average caseload of 68 clients in June, 1982. Average caseload size does not take into account workload factors, such as investigative reports.

TABLE 19
PAROLE AGENT CASELOADS

Year Ending	6/82	6/83	5/84	6/85	6/86	6/87
Number of Parole Agents	207	202	204	221	212	210
	100	98	99	107	102	101
Average Caseload	67.8	73.5	75.1	72.3	77.8	79.2
	100	108	111	107	115	117

Table 20 illustrates the number of parole agents and average caseload by district. As of June, 1987, there were 210 parole agents carrying an average caseload of 79 clients. Average caseload size is a fundamental assessment of supervision capability. The accepted national standard prescribes a caseload of 50 clients per agent for optimal effectiveness in client reintegration.

TABLE 20 NUMBER OF AGENTS AND AVERAGE CASELOAD BY DISTRICT OFFICE, EFFECTIVE JUNE 30, 1987

Districts	Total Caseload End of Month	Number of Agents For Month	Average Caseload Per Agent
Philadelphia	4,905	61	80.4
Pittsburgh	2,592	33	78,5
Harrisburg.	. 1,704	22	77.5
Scranton		12	95.3
Williamsport		4	65.3
Erie	1,402		82.5
Allentown	. 2,084	24	86.8
Butler	495	40.00 m	61.9
Altoona		i to	73.6
Chester		∫	70.3
AGENCY TOTALS	16,633	210	79.2

Table 21 shows the cooperative exchange of supervision between Board cases and other states' cases through the Interstate Compact. As of June, 1987, the Board accepted 2,622 cases from other states and exported 1,588 cases. The majority of out-of-state cases residing in Pennsylvania are from the states of New Jersey, Maryland, New York and Florida. In addition, there were 1,376 county probation cases being supervised in other states as of August, 1987. These cases do not come under the Board's jurisdiction, but are administratively controlled by the Board's Interstate Compact Office.

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TABLE 21
EXCHANGE OF SUPERVISION BETWEEN STATES — JUNE 1987

State	Out-of-State Cases in Pennsylvania	Board Cases in Other States	Net Difference in Interstate Transfers in PA	State	Out-of-State Cases in Pennsylvania	Board Cases in Other States	Net Difference in Interstate Transfers in PA
Alabama	7	13	- 6	Nevada	10	6	+ 4
Alaska		1 1		New Hampshire	5	4	+ 1
Arizona	19	20	- 1	New Jersey	770	240	+ 530
Arkansas	7	4	+ 3	New Mexico	6	2	+ 4
California	50	57	- 7	New York		153	+ 140
Colorado	6	15	- 9	North Carolina		46	- 12
Connecticut		23	- 12	North Dakota	2 .	0	+ 2
Delaware	169	29	+ 140	Ohio		116	- 51
Florida		147	+ 76	Oklahoma		7	
Georgia	54	27	+ 27	Oregon	» 4	4	
Hawaii		1	+ 8	Rhode Island		5	
Idaho		0	+ 2	South Carolina	38	23	+ 15
Illinois		36	- 21	South Dakota		0	
Indiana		14	- 10	Tennessee		11	+ 7
lowa		1	+ 4	Texas		44	+ 96
Kansas		6	+ 7	Utah	4	3	+ 1
Kentucky	15	5	+ 10	Vermont		1	+ 5
Louisiana	17	6	+ 11	Virginia		71	+ 18
Maine		4	- 3	Washington		6	• • •
Maryland		113	+ 258	Washington, D.C		17	- 4
Massachusetts		25	- 13	West Virginia		25	- 9
Michigan		26	- 10	Wisconsin		2	+ 5
Minnesota		2	+ 5	Wyoming	1	1 - 1	
Mississippi	6	6(1)		Federal	0	120	_ 120
Missouri		6	+ 11	Other*	17	82	- 65
Montana	6	8	- 2				
Nebraska	3	4	- 1	Totals	2,622	1,588	+1,034

 [&]quot;Other" includes clients from other countries or was not specified.

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C. SUPERVISION ACTIVITY AND OUTPUT

In addition to caseload assignments of client supervision, parole agents also have major work assignments in the form of social investigations and supervision reports. This section on supervision activity and output introduces the other work functions performed by parole agents.

Table 22 demonstrates average monthly supervision contacts by type and district as of June, 1987. Overall, there was an average of 17.6 office client contacts per month, 50 field client contacts per month, and 95.8 collateral contacts per month. Collateral contacts are made with people with whom the client has special contact, such as family, relatives, friends, and employers.

TABLE 22
AVERAGE MONTHLY AGENT SUPERVISION CONTACTS BY TYPE AND DISTRICT

District	Average Office Client Contacts Per Agent	Average Field Client Contacts Per Agent	Average Field Client Contacts Per Client	Average Collateral Contacts Per Agent
Philadelphia	26.5	42.8	.53	96,6
Pittsburgh	11.8	41.7	.53	71,6
Harrisburg		48.3	.62	65.6
Scranton		51.1	.54	118.2
Williamsport		58.3	.89	110.7
Erie		76.0	.92	165.5
Allentown	13.2	58.8	.68	110.0
Butler	3,6	59.1	.96	105.2
Altoona		100.8	1.37	139.7
Chester		31.4	.45	62.8
TOTALS	17.6	50.0	.65	95.8

Chart D reveals trends in output of various investigations done by parole agents. Many of these reports relate to offenders not in the agent's caseload, but are required for making case decisions in the criminal justice system. Investigations included are: pre-parole reports, split pre-parole reports, pre-sentence reports, split pre-sentence reports, classification summaries, out-of-state reports, and reports for the Board of Pardons. Split investigation reports occur when an investigation is divided between two or more district offices.

CHART D
TRENDS IN TOTAL INVESTIGATIVE REPORTING

Year	Trend	Total			Total Inv	estigations		
Ending	Index	Investigations	0	2,000	4,000	6,000	8,000	10,000
81/82	100	8,174						
82/83	111	9,065						
83/84	113	9,263						
84/85	116	9,496						
85/86	115	9,380						
86/87	180	9,682	300 3 00				å	

Table 23 displays total investigations completed within each district. Out of the total 9,682 investigative reports completed, approximately 78% were pre-parole and split pre-parole reports. Beginning in October, 1986, investigative reports completed include investigations for counties within Pennsylvania as well as those from other states. Investigations reported for out-of-state cases, previously referred to as out-of-state investigation reports, are now identified by the type of investigation completed.

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TABLE 23
TOTAL INVESTIGATIONS COMPLETED BY TYPE AND DISTRICT
FOR FISCAL YEAR 1986-87

District	Pre-Parole	Split Pre-Parole	Pre- Sentence	Split Pre-Sentence	Out-of- State ¹	Classification Summaries	Pardon Board	Total
Philadelphia	1,992	36	1	1	132	4	13	2,179
Pittsburgh	811	. 7	18	53	45	172	16	1,122
Harrisburg	907	31	24	3	55	40	25	1,085
Scranton	511	66	80	12	41	79	10	799
Williamsport	312	8	114	8	15	23	10	490
Erie	403	6	299	25	9	27	6	775
Allentown	1,301	270	20	17	72	16	19	1,715
Butler.,	151	6	219	27	13	19	5	440
Altoona	223	8	118	9	19	143	0	520
Chester	453	49	2	3	28	8	14	557
TOTALS	7,064	487	895	158	429	531	118	9,682

Includes investigation reports completed during July, August and September, 1986 identified as out-of-state investigation reports.

Table 24 shows the average length of supervision for parolees released from state institutions or county prisons and special probationers who terminated from the system during FY 1986-87. Terminations include final discharge due to completion of sentence, as well as revocations and deaths. A total of 5,925 state and county cases were terminated from Board supervision during FY 1986-87. Of this total, 5,842 clients served an average of 2.3 years under supervision. The remaining 83 cases were not available at the time the report was prepared. The average length of supervision time for parolees who had previously been released from a state adult male correctional institution was 2.8 years, as compared to 2.3 years for female offenders. Parolees released from county prisons were on parole supervision an average of 1.7 years before they were terminated.

TABLE 24
LENGTH OF SUPERVISION FOR PAROLEES RELEASED FROM
STATE INSTITUTIONS OR COUNTY PRISONS AND
SPECIAL PROBATIONERS DURING FY 1986-87

Length of Parole	Adult Ma Correct Institu	tional	Cam	p Hill	Mu	ncy	County Prisons		County Jurisdictions		Total	
Supervision	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1 year or Less	513	22.2	119	22.5	49	31.6	590	39.5	537	39.8	1,808	30.9
Over 1 to 2 years	684	29.5	177	33.5	52	33.5	502	33.6	297	22.0	1,712	29.3
Over 2 to 3 years	414	17.9	95	18.0	21	13.5	179	12.0	174	12.9	883	15.1
Over 3 to 4 years	249	10,8	61	11.5	12	7.7	114	7.6	75	5.6	511	8.7
Over 4 to 5 years	130	5,6	27	5.1	9	5.8	48	3.2	167	12.4	381	6.5
Over 5 to 6 years	96	4.1	12	2.3	1	0.6	22	1.5	37	2.7	168	2.9
Over 6 to 7 years	53	2.3	7	1.3	1	0.6	11	0.7	22	1.6	94	1.6
Over 7 years	177	7.6	31	5,9	10	6.5	26	1,7	41	3.0	285	4.9
TOTALS	2,316	100.0	529	100.0	155	100.0	1,492	100.0	1,350	100.0	5,842	100.0
Mean	2. 1.			.5 .8		.3 .5	1	.7 .3		.2 .5	1	.3 .7

Table 25 shows the length of supervision time for state parole cases and county special probation and parole cases by type of termination. Case closures include those discharged at the maximum date, discharged at death, or recommitted to prison. Approximately 76% of the parole case closures and 75% of the probation case closures had terminated supervision within three years.

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TABLE 25 LENGTH OF SUPERVISION FOR PAROLE AND SPECIAL PROBATION BY TYPE OF TERMINATION

			L	ength of S	Supervisio	n				Average	
	1 Yr. or Less	Over 1 to 2 Yrs.	Over 2 to 3 Yrs.	Over 3 to 4 Yrs.	Over 4 to 5 Yrs.	Over 5 to 6 Yrs.	Over 6 to 7 Yrs.	Over 7 Yrs.	Total	Length of Supervision	Median
Parole Case Closures 1) Discharged at Max Date 2) Discharged at Death	684 34	741 18	380 12	280 11	136 2	83 6	57 5	176 12	2,537 100	2.6 3.1	1.8 1.9
Total Successful Supervision Percent of Total Successful	718 27%	759 29%	392 15%	291 11%	138 5%	89 2%	62 2%	188 7%	2,637 100%	2.6	1,8
Recommitted to Prison Percent of Unsuccessful	553 30%	656 35%	317 17%	145 8%	76 4%	42 2%	10 1%	56 3%	1,855 100%	2.0	1.6
Total Closed Cases Percent of Total	1,271 28%	1,415 31%	709 16%	436 10%	214 5%	131 3%	72 2%	244 5%	4,492 100%	2.4	1.7
Probation Case Closures 1) Discharged at Max Date 2) Discharged at Death	459 10	248 3	146 3	58 1	159 1	33 1	21 0	38 0	1,162 19	2.2 1.6	1.5 1.0
Total Successful Supervision Percent of Total Successful	469 40%	251 21%	149 13%	59 4%	160 14%	34 3%	21 2%	38 3%	1,181 100%	2.2	1.5
Recommitted to Prison Percent of Unsuccessful	68 40%	46 27%	25 15%	16 9%	7 4%	3 2%	1 1%	3 2%	169 100%	1.8	1.4
Total Closed Cases Percent of Total	537 40%	297 22%	174 13%	75 6%	167 12%	37 3%	22 2%	41 3%	1,350 100%	2.2	1,5

D. SUPERVISION PROGRAM PERFORMANCE

Parole performance follow-up operationally is defined as a tracking of release cohorts to determine supervision outcome after consecutive 12, 24, and 36 month periods. A release cohort is defined as a group of clients released at the same point in time. Individual new release cohorts are subsequently accumulated into study groups by length of follow-up in order to produce an aggregate assessment of parole performance, i.e., a base expectancy for success and failure.

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Table 26 provides aggregate parole outcome for sample populations of release cohorts during five calendar years. The percentage of parole failures represent clients who were unsuccessful in reintegrating back into society. It includes offenders who were convicted of new crimes called convicted violators and technical violators who were found guilty for violating the Conditions Governing Parole/Reparole. The aggregate data revealed that the rate of recommitment after one year of supervision was 13%. After two years of supervision, the failure rate increased to 27%, and after three years of supervision, 34% of the aggregate cohort groups returned to prison.

The percentage of clients who continued in active supervision status or completed parole within one year of supervision was 87%. After two years of supervision, 73% of the clients continued or completed active supervision, and after three years of supervision the rate declined to 66%. Clients under continued/completed supervision status includes categories such as reporting regularly, absconders, unconvicted violators, maximum expirations, and deaths.

TABLE 26
AGGREGATE PAROLE OUTCOME FOR RELEASE
COHORTS DURING LAST FIVE CALENDAR YEARS

Release Year	First	-1985 Year ervision	Secon	-1984 Id Year Prvision	1979-1983 Third Year of Supervision		
	Number	Percent	Number	Percent	Number	Percent	
Parole Failures: Recommitted Technical Violator Only Recommitted Criminal Violator	1,225 868	7.5 5.3	1,482 2,070	11.2 15.6	1,677 2,428	13.9 20.2	
Total Parole Failures	2,093	12.8	3,552	26.8	4,105	34.1	
Continued/Completed Active Supervision	14,252	87.2	9,702	73.2	7,919	65.9	
TOTAL COHORT POPULATION	16,345	100.0	13,254	100.0	12,024	100.0	

Table 27 displays the annual parole outcome results after three years of supervision of the 1979-83 aggregate cohort groups over a five-year period. The three-year continued/completed supervision rate dropped from 63% in 1982 to 61% in 1983; correspondingly, the recommitment rate increased from 37% to 39% during the same time interval.

TABLE 27
TREND IN PAROLE OUTCOME AFTER
THREE YEARS OF SUPERVISION

	Year	Continued/Completed Active Supervision	Recommits
Γ	1979	74%	26%
1	1980	72%	28%
1	1981	67%	33%
١	1982	63%	37%
L	1983	61%	39%

Table 28 provides a geographic distribution of supervision outcome for the 1985 state and county cases under Board supervision by district. The total cohort population accounts for nearly 100% of the total 6,222 cases released or accepted under Board supervision in 1985. The range in continued/completed active supervision by district was high (93%) in the Altoona and Butler districts and low (83%) in the Harrisburg district. Recommitment rates for convicted violators ranged from 2% in the Erie office to 6% in the Pittsburgh office. Recommitment rates for technical violators extended from 3% in the Altoona district to 12% in the Harrisburg district.

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TABLE 28
ONE YEAR FOLLOW-UP SUPERVISION OUTCOME BY
DISTRICT OFFICE FOR THE 1985 RELEASE COHORT

							REC	IMTIMMO	ENTS					
		ued/Com e Superv			nnical Pa Violator		Cri	minal Pai Violator	role		nal & Tecl role Viola			Percent
District	State Cases	County Cases	%	State Cases	County Cases	%_	State Cases	County Cases	%	State Cases	County Cases	%	Cohort Population	of Total
Philadelphia	1,132	142	91.7	84	0	6.0	17	0	1.2	15	0	1.1	1,390	22.9
Pittsburgh	339	402	89.6	. 39	1	4.8	13	10	2.8	19	4	2.8	827	13.6
Harrisburg	330	43	82.7	52	3	12.2	10	0	2.2	12	1 1	2.9	451	7.4
Scranton	232	137	88.5	26	3	7.0	4	1	1.2	11	3	3.4	417	6.9
Williamsport	157	42	85.8	25	1	11.2	1	0	0.4	6	0	2.6	232	3.8
Erie	176	736	90.1	49	36	8.4	3	4	0.7	. 2	6	8.0	1,012	16.6
Allentown	517	65	92.4	.30	1	4.9	7	2	1.4	7	1	1.3	630	10.4
Butler	94	99	92,8	6	2	3.8	0	0	0.0	3	4	3.4	208	3.4
Altoona	111	193	93.0	11	0	3.4	5	4	2.7	3	0	0.9	327	5.4
Chester	170	20	92.2	9	. 1	4.9	4	0	1.9	2	0	1.0	206	3.4
Central Office	323	55	99.7	1	0	0.3	0	0	0.0	0	0	0.0	379	6.2
TOTALS	3,581	1,934	90.7	332	48	6.3	64	21	1.4	80	19	1.6	6,079	100.0

Table 29 provides an instant offense distribution of the 1985 release cohort's supervision performance. The largest proportion of cases within the 1985 one year follow-up group were on supervision for robbery or burglary at 32%. The highest proportion of cases by instant offense who continued or completed supervision after one year was for sex offenses other than rape and homicides, 96%. Burglary had the highest proportion of supervision failures with an 87% continued/completed supervision rate.

TABLE 29
ONE YEAR FOLLOW-UP SUPERVISION OUTCOME BY
INSTANT OFFENSE CATEGORY FOR THE 1985 RELEASE COHORT

						1000	REC	IMTIMMC	ENTS					
		ued/Com e Superv		Tec	hnical Pa Violator	role	Cri	minal Par Violator			nal & Tec role Viola			Percent
Instant Offense	State Cases	County Cases	%	State Cases	County Cases	%	State Cases	County Cases	%	State Cases	County Cases	%	Cohort Population	of Total
Homicides	279	9	95.7	8	0	2.6	2	0	0.7	3	0	1.0	301	5.0
Assault incl. VUFA	379	182	89.0	40	4	7.0	12	3	2.4	8	2	1.6	630	10.4
Robbery	782	58	90.1	67	2	7.4	10	2	1.3	11	0	. 1.2	932	15.3
Burglary	735	173	86.8	87	2	8,5	20	4	2.3	22	3	2.4	1,046	17.2
Drug	257	137	94,3	17	1	4.3	2	2	1.0	1	1	0.5	418	6.9
Theft, RSP	394	350	87.6	59	8	7.9	9	4	1.5	18	7	2.9	849	14.0
Forgery, Fraud	123	66	90.4	15	0	7.2	0	0	0.0	5	0	2.4	209	3.4
Forcible Rape	140	5	91,2	7	0	4.4	2	0	1.3	5	0	3.1	159	2.6
Other Sex Offenses	106	67	96.1	4	0	2.2	2	0	1.1	1	0	0.6	180	3.0
Arson	51	10	92.4	3	0	4.5	0	0	0.0	2	0	3.0	66	1.1
Other Type Offenses	325	874	94.0	25	31	4.4	5	6	0.9	4	6	0.8	1,276	21.0
Kidnapping	10	3	100.0	0	0	0.0	0	0	0.0	0	0	0.0	13	0.2
TOTALS	3,581	1,934	90.7	332	48	6.3	64	21	1.4	80	19	1.6	6,079	100.0

Table 30 provides an age distribution of the 1985 release cohort's parole performance. Approximately 50% of the 6,079 cases within the 1985 one year follow-up group were between the ages of 20 to 29.

TABLE 30
ONE YEAR FOLLOW-UP SUPERVISION OUTCOME BY
AGE AT RELEASE FOR THE 1985 RELEASE COHORT

						REC	MTIMMC	ENTS						
		Continued/Completed Active Supervision			hnical Pa Violator	role	Cri	minal Par Violator		,,,	nal & Tec role Viola			Percent
Age at Release	State Cases	County Cases	%	State Cases	County Cases	%	State Cases	County Cases	%	State Cases	County Cases	%	Cohort Population	of Total
19 or Under	67	107	89.7	7	1	4.1	2	5	3.6	3	2	2.6	194	3,2
20-29 years	1,794	967	90.2	164	26	6.2	41	12	1.7	47	10	1,9	3,061	50.4
30-39 years	1,230	500	90.0	129	16	7.5	18	3	1.1	20	7	1.4	1,923	31.6
40-49 years	344	206	94.2	20	3	3.9	2	1 1	0.5	8	0	1.4	584	9,6
50-59 years	115	103	93.6	11	2	5.6	1 1	0	0.4	1	0	0.4	233	3.8
60-69 years	27	40	971	1	0	1,4	0	0	0.0	1	0	1.4	69	1.1
70 or Över	4	11	100.0	0	0	0.0	0	0	0.0	0	0	0.0	15	0.2
TOTALS	3,581	1,934	90.7	332	48	6.3	64	21	1.4	80	19	1.6	6,079	100.0

Clients are required to notify their parole agents of changes in employment status. Employment status is helpful to the supervising agent because gainful employment helps facilitate the offender's reintegration into the social and economic life of society. Employment makes an offender under supervision a tax payer instead of a tax burden.

Table 31 shows a three year trend in client employment status. Unemployment among probationers and parolees who were able to work statewide declined from 30% in June, 1985 to 26% in June, 1987.

TABLE 31
CLIENT EMPLOYMENT STATUS ANNUAL COMPARISONS

	June,	1985	June	, 1986	June, 1987		
	Number	Percent	Number	Percent	Number	Percent	
Total Able to Work	11,270 7,840 3,430	78.7% 69.6% 30.4%	12,260 8,720 3,540	78.4% 71.1% 28.9%	12,410 9,244 3,166	77.4% 74.5% 25.5%	
Total Unable to Work	3,054	21.3%	3,378	21.6%	3,618	22.6%	
Total Reporting	14,324	100.0%	15,638	100.0%	16,028	100.0%	

Table 32 Illustrates client employment status by district. Highest unemployment among available offenders in the labor force was found in the Pittsburgh district, where 43% of those able to work were unemployed.

TABLE 32
CLIENT EMPLOYMENT STATUS BY DISTRICT DURING JUNE 1987

	Philadelphia	Pittsburgh	Harrisburg	Scranton	Williams- port	Erie	Allentown	Butler	Altoona	Chester	Agency Totals
EMPLOYMENT STATUS Employed Full or Part Time . % Employed	2,394	1,155	1,128	741	383	694	1,430	246	437	636	9,244
	68.8%	57.3%	86.0%	86.5%	82.9%	70.2%	87.8%	65.1%	83.6%	83.0%	74.5%
Unemployed	1,087	860	183	116	79	294	199	132	86	130	3,166
	31.2%	42.7%	14.0%	13.5%	17.1%	29.8%	12.2%	34.9%	16,4%	17.0%	25.5%
Total Able to Work	3,481	2,015	1,311	857	462	988	1,629	378	523	766	12,410
Total Unable to Work	1,168	557	367	259	111	266	405	110	195	180	3,618
	25,1%	21.7%	21.9%	23.2%	19.4%	21,2%	19.9%	22.5%	27.2%	19.0%	22.6%
Total Reporting in District	4,649	2,572	1,678	1,116	573	1,254	2,034	488	718	946	16,028

Table 33 illustrates income and other financial support by district for 1986. According to an annual client based survey consisting of 14,903 clients, average weekly income for all clients gainfully employed was \$215. This yields an estimated \$11,748,667 in total federal, state, and local tax revenues by working offenders under state supervision. Most districts have a 1% wage tax, however, the Philadelphia and Pittsburgh districts represent a higher percentage wage tax. These percentage differences were taken into account when computing state and local tax revenue for individual districts. Clients receiving other financial support shows 9% of the total client based population were on public assistance.

TABLE 33
INCOME, TAXES, AND PUBLIC ASSISTANCE BY DISTRICT FOR 1986

	Philadelphia	Pittsburgh	Harrisburg	Scranton	Williams- port	Erie	Allentown	Butler	Altoona	Chester	Agency Totals
INCOME AND TAXES Average Weekly Income Estimated Annual Earnings	\$ 180	\$ 219	\$ 254	\$ 214	\$ 223	\$ 208	\$ 243	\$ 215	\$ 175	\$ 254	\$ 215
Per Capita Estimated Federal Tax	\$ 8,984	\$ 10,950	\$ 12.704	\$ 10,704	\$ 11,156	\$ 10,415	\$ 12,125	\$ 10,764	\$ 8,734	\$ 12,717	\$ 10,729
Revenue Estimated State and Local	\$1,555,984	\$ 914,158	\$1,216,468	\$616.110	\$297,445	\$ 650,172	\$1,416,305	\$214,572	\$264,875	\$735,201	\$ 7,881,290
Tax Revenue Estimated Total Tax Revenue	\$1,437,980 \$2,993,964	\$ 618,523 \$1,532,681	\$ 378,944 \$1,595,412	\$219,525 \$835,635	\$102,232 \$399,677	\$ 236,297 \$ 886,469	\$455,181 \$1,871,486	\$ 75,508 \$290,080	\$114,536 \$379,411	\$228,651 \$963,852	\$ 3,867,377 \$11,748,667
PUBLIC ASSISTANCE Able to Work	351 152	178 79	17 16	32 29	53 9	109	46 45	40 13	50 43	27 19	903 442
Totals % of Total Reporting		257 12.5%	33 2.2%	61 6.3%	62 12.0%	146 11.5%	91 4.9%	53 12.0%	93 12.8%	46 5.5%	1,345 9.0%

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