

*Fifth Judicial District of Pennsylvania*

ADULT PROBATION  
AND PAROLE

2014

ANNUAL REPORT

*County of Allegheny  
Pittsburgh, PA*





# The Mission Statement

*Allegheny County Adult Probation and Parole is charged by the Court of Common Pleas with the responsibility of providing effective community-based alternatives to incarceration, improving public safety, partnering with community and law enforcement resources and promoting positive behavioral change from offenders.*

## The Principles Supporting Adult Probation & Parole's Mission:

Through individual assessment, direction and assistance, most offenders can and will become contributing members of our community.

That offenders can and will be held accountable for the harm they cause to individuals as well as to the community at large.

Recognizing our responsibility for public safety, a comprehensive system of community corrections, including incarceration and reentry, will be developed and supported.

The strengths and resources of our community are vital to the success of our offenders.

That excellence in the quality of court services requires sensitivity to racial, ethnic, and cultural diversity.







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**Honorable Jeffrey A. Manning**  
**President Judge**



**Honorable David R. Cashman**  
**Administrative Judge**



***Fifth Judicial District of Pennsylvania***  
***Court Administration***



**Claire C. Capristo, Esquire**  
**District Court Administrator**



**Thomas M. McCaffrey**  
**Criminal Court Administrator**





## DIRECTOR'S REPORT

ALLEGHENY COUNTY ADULT PROBATION & PAROLE  
2014 ANNUAL REPORT

ADULT PROBATION DIRECTOR

RONALD J. SEYKO

*We are pleased to present the 2014 Adult Probation and Parole Annual Report. The success of Adult Probation and Parole is directly related to the continued support from President Judge Jeffrey A. Manning, Criminal Division Administrative Judge David R. Cashman, District Court Administrator Claire C. Capristo, Esquire, Criminal Division Administrator Thomas M. McCaffrey, as well as the work of our probation officers, support staff, supervisors, and administrators.*

Throughout 2014, Adult Probation continued to build an effective probation system in Allegheny County through the use of data-driven decision making, creation of new policies and procedures for standardized case supervision practices, partnerships with local and national groups, and improved monitoring of and reporting on offender progress. As a result of grants obtained from the Pennsylvania Commission on Crime and Delinquency (PCCD) and the Pittsburgh Foundation, Adult Probation has taken a major step forward in expanding the evidence-based Day Reporting Center (DRC) model. Furthermore, significant progress has been made toward the development of a common risk and needs assessment tool that is being validated for the Allegheny County offender population.

Adult Probation received a PCCD grant in 2014 for a third DRC scheduled to open in 2015. To assist with start-up costs, the Pittsburgh Foundation provided additional resources, and the Allegheny County Department of Human Services (DHS) pledged to provide social services to offenders. This center will be located in the Monongahela Valley, a high need area, and will serve approximately 1,000 medium- to high-risk offenders.

In 2014, 2,597 medium- to high-risk offenders were referred to the Allegheny County's two existing DRCs. These centers provide a "one-stop shop" for offenders to complete court ordered stipulations and to address identified needs that may prevent future recidivism. Adult Probation works in collaboration with DHS and its partners, including Goodwill, Renewal, Pyramid, Three Rivers Youth, Women's Center and Shelter, and Community Human Services to deliver services at the DRCs that reduce the risk of recidivism, thereby making communities safer.

Allegheny County is in the final stage of developing a common risk and needs assessment tool for all offenders in the Allegheny County Jail and for those who are supervised in the community. In 2014, through collaboration between DHS, the Allegheny County Jail, Pretrial Services, Court Administration, and Adult Probation, 1,000 offenders were assessed. This information is being validated by an external researcher in order to create the common risk and needs assessment instrument that is expected to be implemented in 2016.

In March 2014, Drug Court, one of the Fifth Judicial District's seven problem solving courts, received accreditation by the Pennsylvania Supreme Court. Justice Debra McCloskey Todd presented the certificate of accreditation to Judge Lester G. Nauhaus, who has presided over Drug Court since its inception in 1998.

Electronic Monitoring (EM), an alternative to jail, provides significant cost savings for Allegheny County. Recidivism, as defined by arrest while under EM supervision, was only three percent for offenders supervised on EM in 2014.

On September 4, 2014, Adult Probation received a Community Partner Award from Gateway Rehabilitation Center. The award recognizes the collaborative relationship between Adult Probation and Gateway for providing drug and alcohol treatment to offenders in need of those services.

Adult Probation continued its work with national research institutions and its interaction with national leaders in criminal justice. In 2014, Adult Probation validated a new tool, created by the National Institute of Corrections (NIC) and evaluated by the Urban Institute, which helps predict employment retention for offenders under supervision. In October, representatives from Adult Probation traveled to Portland, Oregon for a site visit, funded by the NIC, with the Multnomah County Department of Community Justice. The purpose of the visit was to learn from the quality assurance measures in place in Multnomah County, including their accountability and performance review model that has been credited with reducing crime. Adult Probation plans to institute some of these measures in 2015 to better monitor the implementation of evidence-based supervision practices and quickly identify problems that may arise.

We encourage you to take a few moments to look over Adult Probation's highlights from 2014 and the many ways we are fulfilling our mission in providing effective community-based alternatives to incarceration, improving public safety, partnering with the community and law enforcement, and promoting positive behavioral change in those we supervise.

*Ronald J. Seyh*





## DEPUTY DIRECTOR'S REPORT

ALLEGHENY COUNTY ADULT PROBATION & PAROLE  
2014 ANNUAL REPORT

ADULT PROBATION DEPUTY DIRECTOR

FRANK J. SCHERER

*I am honored, along with Director Ronald J. Seyko, to introduce the 2014 Allegheny County Adult Probation and Parole Department Annual Report. As you peruse the report, you will see the many accomplishments realized by Adult Probation throughout the year, none of which would have been possible without the hard work and dedication of our staff.*

Adult Probation is excited about a number of evidenced based projects that we plan to implement in 2015.

- The opening of Adult Probation's third Day Reporting Center, also known as the Community Resource Center, which will be located in the Monongahela Valley. The new center will give Adult Probation a presence in the Mon Valley area and will better integrate reentry services that are initiated in the Allegheny County Jail and continue, uninterrupted, into the community. It is anticipated that the Mon Valley Community Resource Center will be operational by the fall of 2015.
- The locally validated risk assessment tool will give probation officers the ability to create supervision plans for medium- and high-risk offenders while holding individuals who cause harm in the community accountable. The new assessment tool, scheduled to be beta tested in the fall of 2015, will be implemented in early 2016.
- New and improved tools will be provided to Adult Probation's mobile workforce to assist with monitoring caseload compliance and offender progress. These tools will include dashboards that can be used on a variety of devices, including smartphones. The dashboards will provide real-time, dynamic information for probation officers and supervisors. The elimination of paper folders and the reliance on electronic case files will allow officers access to all pertinent offender information while in the field.
- In conjunction with the new tools, performance benchmarks will be established based on offender risk level to help probation officers and supervisors make more informed decisions on where to allocate their time and efforts. We will also institute quality assurance measures that will include case reviews and probation officer and offender surveys.
- Training will be provided to Adult Probation staff to enhance supervision practices, notably officer-offender interaction, through motivational interviewing.
- The finalization of a mentorship program for new probation officers will be completed and implemented in 2015. This program will improve the development of professional staff, foster relationships among officers, and create an environment of continual learning.

Respectfully,

## OVERVIEW

Adult Probation, in conjunction with the Department of Pretrial Services, is responsible for providing supervision of offenders for the Fifth Judicial District of Pennsylvania. These agencies employ 130 probation officers for this task. Pretrial Services supervises all offenders who are on bail supervision or are participating in the Accelerated Rehabilitative Program (ARD). Adult Probation is responsible for probation, parole, and intermediate punishment supervision in the county.

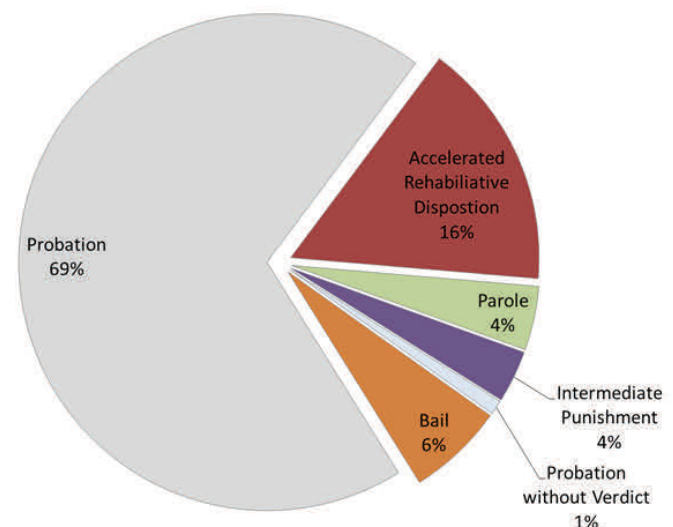
At the end of 2014, there were 27,319 offenders being supervised or monitored. Of these offenders, 57 percent (15,704) had a misdemeanor as their highest charge and 40 percent (10,905) a felony offense. The remaining three percent (710) were supervised under summary offenses. *Figure 1 (below)* displays the breakdown of offenders by supervision type. Six percent (1,714) of offenders were supervised under bail supervision and are considered Pretrial, and 16 percent (4,406) of offenders were supervised under the ARD program. The remaining 78 percent (21,199) were supervised under probation, probation without verdict, parole, or intermediate punishment by Adult Probation.

Adult Probation continued to operate as a mobile workforce to more effectively supervise offenders in the community; Adult Probation closed most of its traditional brick and mortar offices in 2009. This mobile workforce supervises offenders based on risk level, and Adult Probation continued to utilize the Level of Service Inventory-Revised (LSI-R) risk and needs assessment to create offender supervision plans (OSPs) based on its results. Low-risk offenders are assigned to a minimum supervision unit, medium-risk offenders are supervised by community based probation officers, and high-risk offenders are supervised by the High Impact Unit. In addition, based on findings from an Urban Institute evaluation of the reentry program, Adult Probation began annual reassessments of all medium- and high-risk offenders. (Buck Willison, Bieler and Kim, 2014).

As part of a Justice Reinvestment Initiative, Allegheny County is validating a local risk and needs assessment to be used throughout the criminal justice system. In 2014, probation officers and Allegheny County Jail staff collected more than 1,000 risk assessments. This assessment will be validated in 2015 by a qualified independent research company and implemented in 2016. Following validation of the new risk and needs assessment, the money currently paid for the LSI-R will be deposited into a fund operated by the Criminal Justice Advisory Board (CJAB) to reinvest in effective criminal justice programs in Allegheny County.

To support the mobile model of community supervision, Adult Probation created and operates two county-based day reporting centers (DRCs) where probation officers (POs) can meet with supervisors and collaborate with other officers. The centers are located on public transportation routes and also house social services including employment assistance, GED preparation, drug and alcohol testing and assessment, cognitive behavioral therapy (CBT) classes, batterers' intervention programs (BIP), and emergency housing assistance to address the needs of medium- to high-risk offenders. Probation officers oftentimes refer offenders to the DRCs to address the risks and needs identified in the LSI-R and to fulfill any other court ordered stipulations. Services are provided through a partnership with the Allegheny County Department of Human Services, which utilizes performance-based contracting and monitoring to ensure that all providers use evidence based practices (EBPs). In 2014, Adult Probation applied for and received a grant from the Pennsylvania Commission on Crime and Delinquency (PCCD), with support from the Pittsburgh Foundation, to create a third DRC in the Monongahela Valley. This DRC will open in 2015.

**Figure 1: Percent of Offenders by Supervision Type, December 31, 2014**





Adult Probation also supervises offenders through specialized units based on specific sentence conditions or offender needs. This includes operation of the Electronic Monitoring program for offenders sentenced to intermediate punishment and supervision of offenders involved in any of the seven problem solving courts. There were 717 offenders under Electronic Monitoring at the end of 2014, and 1,092 offenders were being supervised through one of the seven problem solving courts.

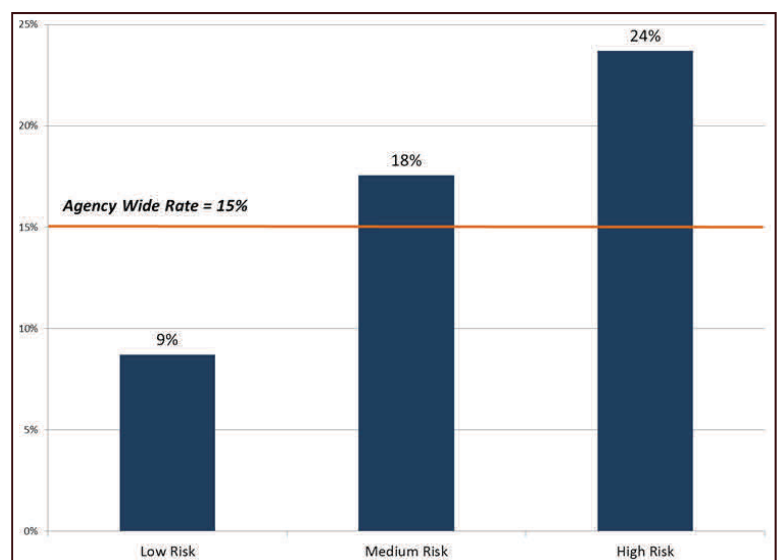
*In addition to providing direct supervision of offenders, in 2014 Adult Probation:*

- Completed 630 presentence investigative reports for the court;
- Conducted Gagnon I hearings for alleged probation violators in the Allegheny County Jail three days per week and in the Courthouse one day per week;
- Represented Adult Probation at Gagnon II probation violation hearings before the court through the Court Liaison Unit;
- Continued partnerships with local and national groups, including the Urban Institute and George Mason University's Center for Advancing Correctional Excellence;
- Received accreditation by the Supreme Court of Pennsylvania for Allegheny County's Drug Court;
- Maintained an in-program recidivism rate of under three percent for the Electronic Monitoring program;
- Served more than 2,500 offenders at the two Day Reporting Centers, addressing key risks and needs to prevent future crime; and
- Created workgroups to recommend new ideas for staff development and probation officer mentoring and training.

*Figure 2: Recidivism in Allegheny County by Risk Level, 2014*

### SUCCESSFUL COMPLETIONS

Multiple methods are utilized to examine supervision "success", including measuring recidivism during supervision (rearrests, conviction of an attributable offense, and violation rates) and post-supervision (re-arrests and convictions within specified time frames). *Figure 2* displays "in supervision" reconvictions by risk level for all offenders who completed supervision in 2014. In 2014, 10,276 offenders supervised or monitored by Adult Probation completed supervision on at least one case. Of these offenders, 85 percent (8,737) completed without a new conviction.



***Recidivism is defined as the percentage of offenders who completed supervision during a given year who had a conviction of an attributable offense while under supervision.***

This rate differs by risk level, with 91 percent of low-risk, 82 percent of medium-risk and 76 percent of high-risk offenders completing supervision without a new conviction. As an agency, we continually strive to reduce recidivism through the adoption of new evidence based practices (EBP), improving the quality of current practices, and creating and expanding partnerships that help our offenders address the needs most associated with recidivism. In 2015, we anticipate expanding

quality assurance measures through staff training on evidence based practices and improved tools for the mobile workforce that support both probation officer decision-making and agency goals to monitor and appraise adherence to EBPs. We anticipate this will advance Adult Probation into the next level of supervision and ultimately improve offender outcomes, reduce recidivism, and have a positive affect on public safety.

**Table 1: OFFENDERS SUPERVISED ON 12/31/2014  
CASELOAD AS OF DECEMBER 31, 2014**

<b>Probation</b>	<b>18,879</b>
<b>Parole</b>	<b>1,137</b>
<b>Intermediate Punishment</b>	<b>926</b>
<b>Accelerated Rehabilitative Disposition (ARD)</b>	<b>4,406</b>
<b>Probation without Verdict</b>	<b>257</b>
<b>Bail</b>	<b>1,714</b>
<b>TOTAL</b>	<b>27,319</b>
<b>OFFENDERS UNDER SUPERVISION BY OFFENSE GRADE</b>	
<b>Misdemeanor</b>	<b>15,704</b>
<b>Felony</b>	<b>10,905</b>
<b>Other</b>	<b>710</b>
<b>OFFENDERS UNDER SUPERVISION BY RACE</b>	
<b>Caucasian</b>	<b>15,699</b>
<b>African-American</b>	<b>11,176</b>
<b>Other Race</b>	<b>443</b>
<b>CASELOAD PER PROBATION OFFICER</b>	
<b>Community Based Offices</b>	<b>96</b>
<b>High Impact Unit</b>	<b>105</b>
<b>Minimal Supervision Unit</b>	<b>1,101</b>
<b>DUI (Driving Under the Influence) Unit</b>	<b>166</b>
<b>Electronic Monitoring</b>	<b>43</b>
<b>Special Services Unit</b>	<b>85</b>
<b>Bail Unit</b>	<b>286</b>
<b>Inter-State</b>	<b>486</b>
<b>Inter-County Unit</b>	<b>506</b>
<b>State</b>	<b>3,572</b>



# HIGHLIGHTS & ACCOMPLISHMENTS

## 2014 CLEAN AUDIT

As an accredited criminal justice agency in the Commonwealth of Pennsylvania, Adult Probation is authorized to access criminal history and associated background information related to the supervision of adult criminal offenders. In order to protect the personal information contained in criminal history information, the Criminal Justice Information Services Division (CJIS) of the Federal Bureau of Investigation developed security requirements and guidelines for protecting the sources, transmission, storage, and generation of criminal justice information.

The Pennsylvania State Police are responsible for enforcing CJIS security procedures and protocols, and all authorized criminal justice agencies are subject to a Commonwealth Law Enforcement Assistance Network (CLEAN) security audit every three years. CLEAN serves as the foundation for

criminal justice information sharing within Pennsylvania and among the Commonwealth's federal, state, and local partners and is the quickest, most reliable, trusted broker of criminal justice data in the Commonwealth.

The Pennsylvania State Police conducted their Adult Probation and Pretrial Services CLEAN audit in August 2014, for which the agencies received a commendable rating, the highest available. Special thanks are extended to Adult Probation Officer Kevin Dell, Pretrial Services Officers Joel Reisz and Marilyn Lahood, and Systems Supervisor John Pronobis for all of their hard work in the development of agency CLEAN policies and security training program and the collection of fingerprints from all Adult Probation and Pretrial Services staff.

## INNOVATIVE NEW POLICIES AND PROJECTS

### *Policies to Improve Offender Outcomes and Officer Safety*

Adult Probation continually adapts and creates policies to ensure officer safety, advance the use of evidence based practices in the field, and monitor quality assurance in all supervision practices. A new policy regarding time to initial contact, timeliness of risk and needs assessment (and re-assessment), and timeliness to the creation of an offender supervision plan was implemented. This new policy

emerged as a result of recommendations presented in the Urban Institute's reentry evaluation, completed in 2014 (Buck Willison, Bieler and Kim, 2014). In addition, a new policy was issued mandating that all mobile probation officers wear body armor when visiting offenders. This armor was purchased with grant funds, and all mobile probation officers have new or up-to-date vests.

### *Smartphone Pilot Project*



Adult Probation conducted a cost analysis of its existing cell phone and air card service in 2014 and determined that it would be less expensive and more advantageous to outfit the agency's field-based probation officers with state-of-the-art smartphones. Working in conjunction with the court's Information Technology

Department, a smartphone pilot project was undertaken to determine the efficacy of using these devices in the field. Prior to this pilot project, all supervisors, managers, the deputy director, and director had already been using smartphones. This group perceived the advantages of smartphone technology and agreed that piloting this technology with probation officers made sense.

The court subsequently obtained 18 smartphones. Before

the pilot project could be implemented, several technical issues had to be resolved, including the installation of a secure court email application and mobile access to the Pennsylvania Justice Network (JNET), which would allow probation officers to access criminal history information regarding offenders under their supervision. These concerns required the installation of encryption technology and the use of strong passwords to safely transfer secure data to the smartphones. John Pronobis and Giovanna Monteleone from the Court's IT staff worked diligently to set up each phone, encrypt the devices, and make sure they were ready for use by the pilot group.

Smartphones were distributed in August 2014, with at least one user from every field-based office selected to participate in the pilot group. Over the course of several months, use of the smartphones was monitored and comments were solicited from the test group. Based on the information

### ***Smartphone Pilot Project cont.***

collected, it was determined that the additional smartphones did not have a significant impact on the Court's data usage, and feedback from probation officers was uniformly positive. Probation officers also identified a variety of applications that could be downloaded to assist them in performing their jobs more efficiently. Examples include turn-by-turn mapping applications that assist probation officers in navigating to the homes of offenders and applications that allow them to capture photographs of offenders so that they know who to look for when making initial contact.

In late 2014, the decision was made to acquire and deploy smartphones to all remaining field-based probation officers. Using a promotion that was offered by Verizon in December 2014, Adult Probation was able to acquire the balance of the devices at no additional cost to the agency. This initiative has been a "win-win" scenario by saving the court money and providing probation officers with a tool that enhances their ability to manage caseloads and provide effective field-based supervision of offenders.

### ***Learning From Other Jurisdictions – Multnomah County, Oregon***

In 2014, three representatives from Allegheny County Adult Probation traveled to Multnomah County, Oregon for a site visit with the Department of Community Justice. The purpose of the visit was to learn how to continue to build an effective probation department in Allegheny County through the institution of consistent, effective supervision practices among all probation officers. A goal of the visit was to observe best practices utilized in Multnomah County around data driven approaches to monitoring and evaluating both individual probation officer and agency performance. A second goal was to study the department's swift and certain sanctions for probation/parole violations.

Based on the site visit, Allegheny County is investigating the adoption of a variety of quality assurance measures, including Comp Stat, an accountability and performance review model that has been credited with reducing crime. Other quality measures that are being considered are annual standardized evaluations of supervisors and managers by probation officers. This information would be summarized and used to address areas in need of improvement. Additionally, structured case reviews could be conducted by probation officers and their supervisors on a regular basis to better monitor casework. This information would be summarized to help supervisors identify areas that are in need of improvement and used in annual performance reviews of probation officers. The information can be aggregated agency wide to identify key areas for improvement. In addition, there are initial plans to institute an "exit survey" to offenders to solicit feedback regarding their experiences. The survey would be piloted with the reentry program population, and the information would be collected and provided to probation officers and supervisors.

Adult Probation site visitors were impressed with Multnomah County's Assessment and Referral Center (ARC) that centralizes all risk and needs assessments. The ARC model will be considered for implementation in Allegheny County, if staff can be reassigned without adversely impacting the success of current supervision practices. By centralizing assessments, Adult Probation will have consistent quality in assessments and supervision plans and create community and social service experts most able to refer offenders to the services they need. Instituting this assessment model would allow probation officers more time in the community to supervise offenders and monitor their compliance with supervision plans.

Allegheny County is in the initial planning stages of adopting structured sanctions and incentives. Multnomah County provided key information on creating a grid of options and for ensuring that sanctions are swift and certain. Allegheny County is working to adapt Multnomah County's practices to fit the legal climate of Pennsylvania. Finally, Allegheny County representatives had the opportunity to review Multnomah County's recruitment, hiring, and training practices. Adult Probation is currently updating these same protocols and expects to adopt several of the Multnomah County methods, including enhanced recruiting of veteran and minority candidates, more detailed background investigations of potential hires, and a formalized internship program.



### ***JMI Site visit – High Functioning Criminal Justice System***

In the fall of 2014, Allegheny County was chosen as one of eight “High Functioning Criminal Justice Systems” in the nation by the Justice Management Institute (JMI), with funding from the John D. and Catherine T. MacArthur Foundation. JMI documented the key role that Adult Probation performs within the seven problem solving court programs, the role of the five specialized probation officers in the reentry program, and the establishment of the Day Reporting Centers and how they contribute to addressing offenders key criminogenic risks and needs to improve outcomes, reduce recidivism, and improve public safety.

The goal of the JMI project is to document common factors across the eight identified jurisdictions that reduce jail population, produce cost-savings, improve public safety, and increase efficiencies in the administration of justice. Upon completion of JMI’s report, the information gathered will be offered as a template to other criminal justice systems, as well as identify the potential for local adoption of successful programs and procedures recognized in the other seven high functioning court systems.

### ***Community Resource Center Grant***

Adult Probation received a grant from the Pennsylvania Commission on Crime and Delinquency (PCCD) in 2014 for a Community Resource Center (CRC). To assist with start-up costs, the Pittsburgh Foundation pledged additional resources, and the Allegheny County Department of Human Services will provide social services to offenders through this center. The center will be located in the Monongahela Valley, and will serve approximately 1,000 medium- to high-risk offenders

residing in that area. The center will also serve as a reentry center, increasing the offenders’ ability to fulfill court ordered stipulations and receive the services needed to reduce the likelihood of re-offending and returning to jail. This center will open in 2015.

### ***Gateway Community Partner Award***



On September 4, 2014, Director Ronald J. Seyko accepted a Community Partner Award on behalf of Adult Probation from Gateway Rehabilitation Center, a private, nonprofit organization that works in the prevention, treatment, education, and research of substance abuse and alcoholism. Adult Probation strives to create positive community partnerships that help address offender needs, improve outcomes, and enhance public safety.



Director Ronald J. Seyko accepting the Gateway Rehab Community Partner Award on September 4, 2015

## Partnerships with Outside Research Agencies

Allegheny County is in the process of creating a common risk and needs assessment tool for all offenders in the Allegheny County Jail and those supervised in the community. This tool will be validated using local data. In 2014, through collaboration between the Allegheny County Department of Human Services, the Allegheny County Jail, Pretrial Services, Court Administration, and Adult Probation, 1,000 offenders were assessed. Prior to implementation, Adult Probation worked with an outside research organization to target the sample population to ensure that those assessed were representative of all offenders supervised by gender, race, age group, and risk level. *Figure 3* shows the total number of risk assessments by risk level, gender, and race.

The information collected will be validated by independent research and will be used to create a common risk and needs assessment tool to be adopted throughout Allegheny County's criminal justice system by 2016. This tool is part of a Justice Reinvestment Initiative. Resources contributed by the Allegheny County Jail, Adult Probation, and the Fifth Judicial District will be administered by the local Criminal Justice Advisory Board (CJAB) for criminal justice programs, including funding for evidence-based Adult Probation initiatives and the risk and needs assessment tool.

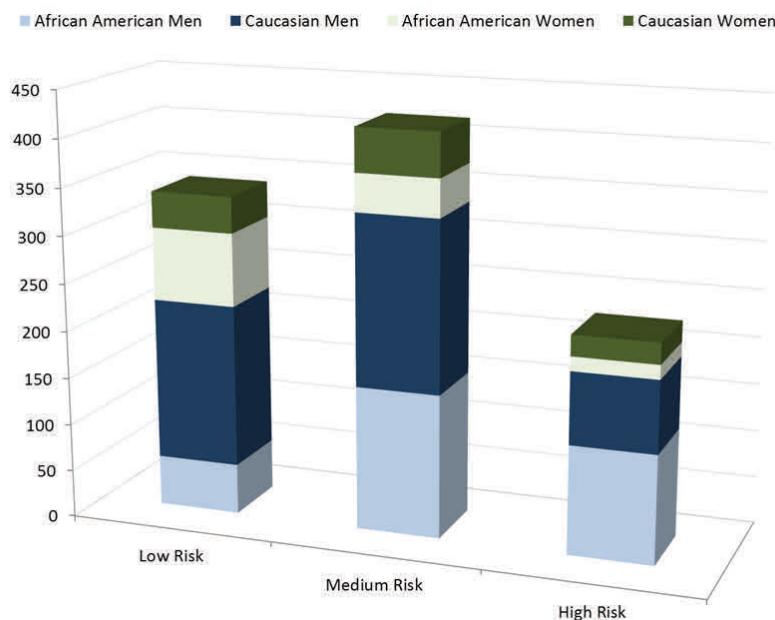
In 2014, Adult Probation continued its partnership with George Mason University's Center for Advancing Correctional Excellence and provided data for their

SOARING2 program, a training curriculum for probation officers. Additionally, Adult Probation agreed to validate a new tool, created by the National Institute of Corrections and evaluated by the Urban Institute, which helps predict employment retention for offenders under supervision. The online survey was implemented in Allegheny County's two Day Reporting Centers; the survey asked offenders about their current employment and followed them for one and three months post survey.

Allegheny County was also awarded three Department of Justice Second Chance Act grants for its Reentry Program, which is led by the Jail Collaborative and is a partnership of the county, the court, and the community. The Reentry Program provides evidence-based programming to medium- and high-risk jail inmates, both pre and post release, with coordinated probation services and case management. Adult Probation currently has five dedicated, specially trained reentry probation officers who work with offenders while they are incarcerated and through their transition into the community. A 2014 study by the Urban Institute proved that the program had fidelity to its model and reduced rearrests by 24 percentage points, compared with the control group. These programs provide inmates with transition plans, access to education classes, job readiness programs, and housing options with the assistance of case managers prior to their release into the community.

### *Gender, Race and Risk Level of Offenders Participating in the Risk Assessment Data Collection Project, 2014*

*Figure 3*





# ADULT PROBATION

## PROBLEM SOLVING COURTS

Adult Probation, in conjunction with Fifth Judicial District court personnel and treatment professionals, continues to be a local and national leader in the advancement and efficacy of the problem solving court (PSC) model. Probation officers assigned to supervise offenders adjudicated in one of Allegheny County's seven PSCs work closely with other designated court staff and community treatment providers to improve outcomes for offenders.

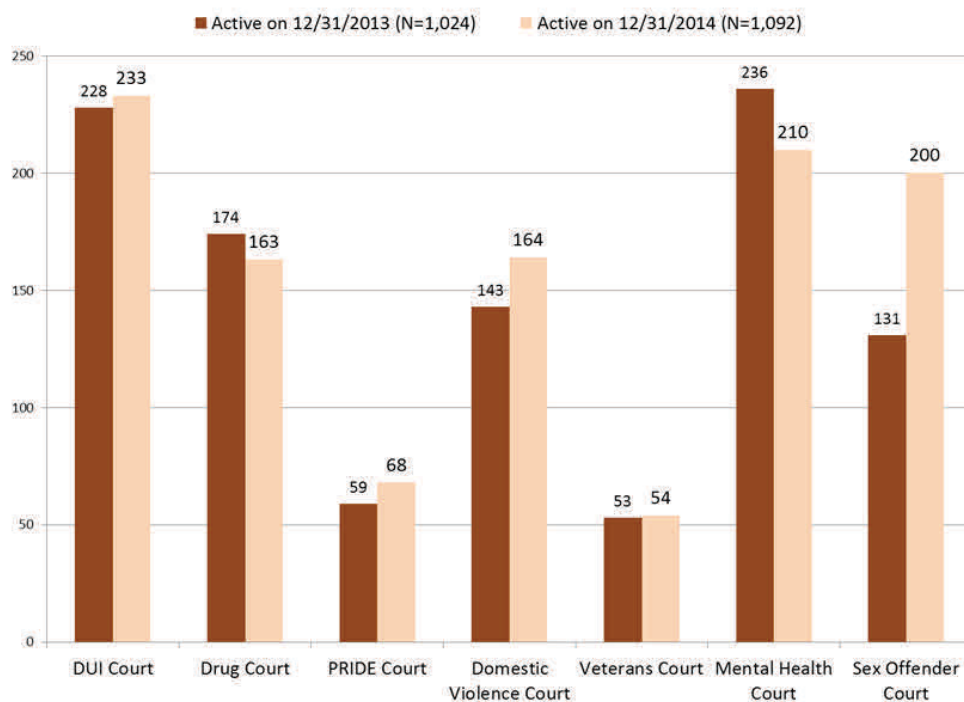
The PSC model of supervision employs the use of evidence-based practices to address individual offender needs, in addition to the close cooperation of the court, Adult Probation, and treatment providers who intervene upon the first sign of non-compliance via the review hearing process. Regular review hearings allow for swift intervention regarding non-compliant behaviors, which is crucial to the success of the offender. Rather than being merely punitive however, regular review hearings also provide the court with a venue for publicly recognizing an offender's compliance, often celebrating their success with a graduation ceremony, such as those in Veterans, Drug, DUI, and Mental Health Courts.

Participation in problem solving courts rose by seven percent between 2013 and 2014, predominantly as a result of increases in participation in DUI Court, Domestic Violence Court, and Sex Offender Court (SOC). At the

end of 2014, there were 1,092 offenders involved in one of the seven problem solving courts. All of these offenders are assigned to specially trained probation officers who participate in the problem solving court teams. (See figure 4).

In 2014, the problem solving court teams initiated new policies and procedures and expanded partnerships to improve overall effectiveness, including the implementation in Drug Court of peer review panels, creation of offender feedback loops for DUI Court participants, and establishment of new standards of treatment for the batterers' intervention program (BIP). In 2014, the Department of Human Services released a request for proposals for BIP providers that included requirements for evidence-based best practices and built in performance based contracting components. Qualified providers were chosen to deliver these services in the Adult Probation Day Reporting Centers. In addition, throughout 2014, members of the SOC steering committee met regularly to reach agreement regarding performance indicators and to establish protocols for measuring what is working and what areas need improvement. This group worked in conjunction with the Center for Court Innovation to establish these metrics and will report on them to the SOC team in 2015.

**Figure 4: Number of offenders in Problem Solving Courts 2013-2014**



## *Drug Court Accreditation*

The Allegheny County Drug Court was implemented in 1998 through the collaborative efforts of the District Attorney's Office, Adult Probation, the Public Defender's Office, and the Office of Behavioral Health. All of these agencies have appointed Drug Court representatives to work together in a team approach, and their dedication and willingness to explore new options and methods to improve the program has served Drug Court well during the past 17 years.

Those efforts were officially recognized in 2014, when the Allegheny County Drug Court received the honor of accreditation from the Pennsylvania Supreme Court. This occasion was the culmination of over a year's worth of work from the Drug Court treatment team, and was well worth the effort as the program is now recognized as a national leader in adhering to the Ten Key Components and Best Practices in problem solving court models.

On March 25, 2014, State Supreme Court Justice Debra McCloskey Todd presented the Drug Court Accreditation certificate to the Honorable Lester G. Nauhaus, who has presided over the program since its inception. The presentation took place during a graduation ceremony, and was witnessed by 16 graduates and their families. Graduates took advantage of the occasion to express their gratitude for Drug Court to Justice Todd through emotional and sincere testimonials.

Each accredited court is required to renew its accreditation every three years, and the Drug Court treatment team members have not only reviewed recommendations made by the Administrative Office of Pennsylvania Courts (AOPC), but have already enacted new protocols to enhance operations. A formal incentive and sanctions matrix is being created, which has proven to be effective in obtaining positive outcomes.

New to the program is the creation and implementation of

a Drug Court Panel of Peers, comprised of Drug Court alumni, as well as active participants who are nearing graduation. The panel was formed to provide an opportunity for supportive intervention, which is intended to help other court participants identify what the right path toward recovery and abstinence is for them, as well as establishing a plan of action to achieve goals and determine what help is needed along the way. It is believed that conducting this in a confidential environment eliminates fear and promotes an open and honest dialogue to help guide participants in a positive direction.

Drug Court continues to be a cost-effective program for Allegheny County by reducing recidivism and the subsequent costs of incarceration and supervision. Drug Court will continue to address new challenges while creating additional treatment components in an ongoing effort to reintegrate offenders suffering from addiction back into the community as positive role models and productive citizens.



Hon. J. Manning, Hon. D. Cashman, Pennsylvania  
Supreme Court Justice D. McCloskey Todd,  
Hon. L. Nauhaus, J. Rose



A Drug Court graduate addresses fellow graduates, their families, and court staff regarding her positive Problem Solving Court experience.

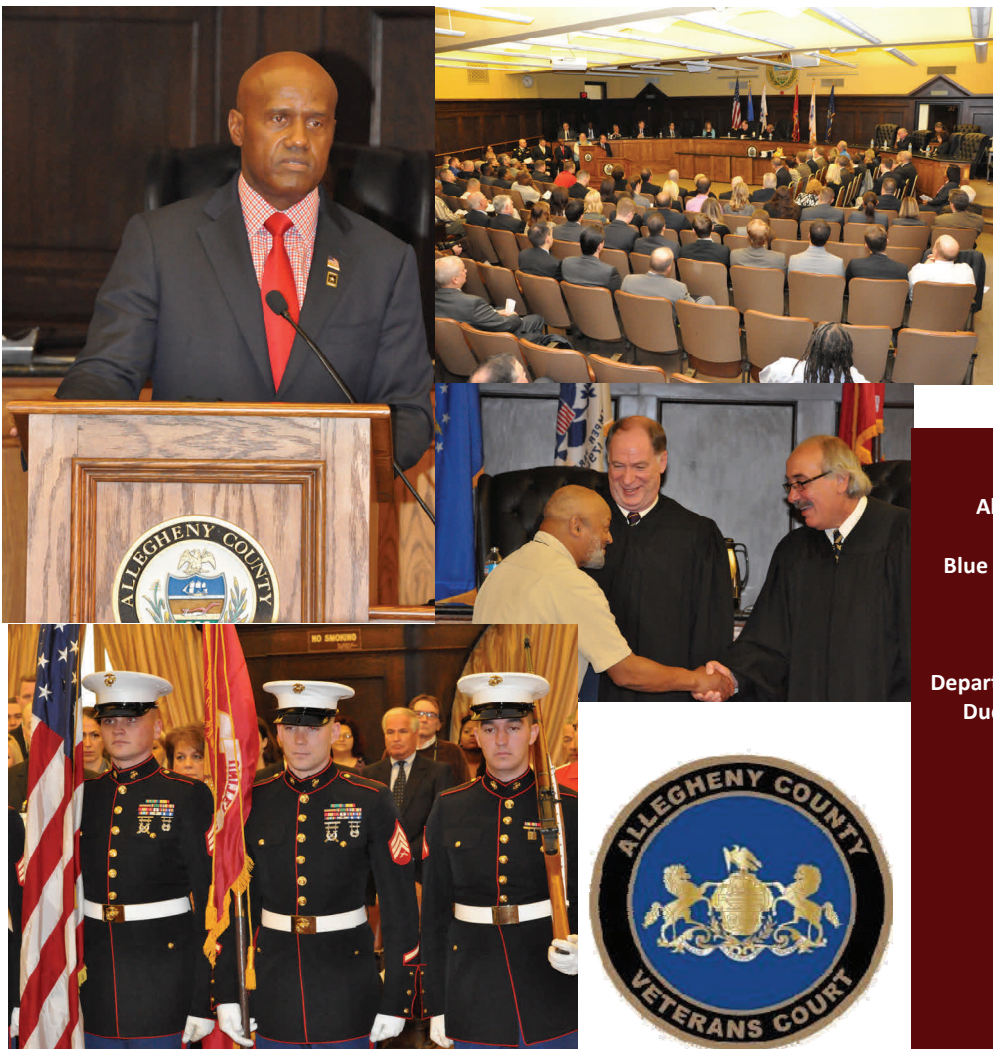


## Veterans Court

Veterans Court is a product of the court's innovative approach to addressing the needs of justice-involved veterans. Veterans Court graduation was held on November 6, 2014 in the Courthouse Gold Room with 24 graduates, the largest since the program began. The Honorable John A. Zottola and the Honorable William F. Ward presided over the ceremony and recognized the graduates hard work and ability to overcome barriers and challenges in completing the three phases of the program: courage, honor, and commitment. Command Sergeant Major

Bart E. Womack (Retired), who served in the U.S. Army for over 29 years, was the keynote speaker and discussed his military career, work in the community, and experience when he observed Veterans Court for the first time. After retiring from active duty, he became an actor and was a Military Technical Advisor for films and television. He spent 18 months in Afghanistan as part of the Africa Contingency Operation, mentors Army ROTC Cadets, works in the *Saddles for Soldiers* program, and released his first book, *Embedded Enemy*.

*“White space time” is a term often used to denote the downtime that soldiers may have between their assigned tasks and obligations, time which may be better utilized with additional training or exercises. In an effort to reduce the amount of white space time for veterans during the Veterans Court review hearings, the Veterans Court team has enlisted the help of several community based veterans assistance programs to engage with veterans awaiting their court review appearance. Staff members from the Veterans Leadership Program, the Veterans Center, and Soldier On speak to the veterans about a variety of support services available to them, such as education, employment, and housing opportunities.*



### Partners in Problem Solving Courts

Allegheny County Department of Human Services  
Allegheny County Sheriff's Office  
Blue Knights International Law Enforcement Motorcycle Club PA VII  
Center for Victims  
Department of Veterans Affairs  
Department of Veterans Affairs, Veterans Justice Outreach  
Duquesne University, Veterans Court Clinic Program  
Justice Related Services  
Mercy Behavioral Health  
Mothers Against Drunk Driving  
Office of the District Attorney  
Office of the Public Defender  
Pittsburgh Action Against Rape (PAAR)  
Renewal, Inc.  
Soldier On  
Veterans Center  
Veterans Leadership Program  
Western Psychiatric Institute and Clinic  
White Deer Run/Cove Forge  
Women's Center and Shelter

# ALTERNATIVE TO JAIL PROGRAMS

## Electronic Monitoring



TRANSDERMAL ALCOHOL DETECTION DEVICE

Adult Probation's Electronic Monitoring (EM) continues to be a cost-effective alternative to incarceration by supervising offenders who otherwise would have received mandatory sentences of incarceration. In 2014, EM received 1,745 new cases, with an overall recidivism rate (re-arrest while under EM supervision) of just three percent.

EM continues to utilize two primary types of equipment to monitor offenders; radio frequency (RF) and transdermal alcohol detection (TAD). TAD is a unique combination of RF technology and alcohol sensor testing. The TAD device is banded to the offender's ankle and transmits data regarding the alcohol compliance of an offender via a land based telephone line.

To augment the RF and TAD devices, the EM unit purchased 10 Soberlink devices from Behavioral Interventions Incorporated (BI) with Pennsylvania Commission on Crime and Delinquency (PCCD) Intermediate Punishment grant funds in 2014. The Soberlink device is a remote breath testing device that utilizes the Verizon cellular network and allows offenders to submit on demand testing for alcohol. The Soberlink device, which is carried by offenders, records an exact GPS position of where the device is currently located and takes a photograph of the offender as they take the alcohol breath test. The photograph, breath alcohol content, and GPS coordinates are uploaded to an on demand web system, and sent to the supervising officer or designated EM representative via email and text message. Soberlink gives EM the opportunity for remote testing of offenders who do not have a land based telephone line, and will be used for DUI treatment court participants, as well as other intermediate punishment cases as deemed appropriate by the court.

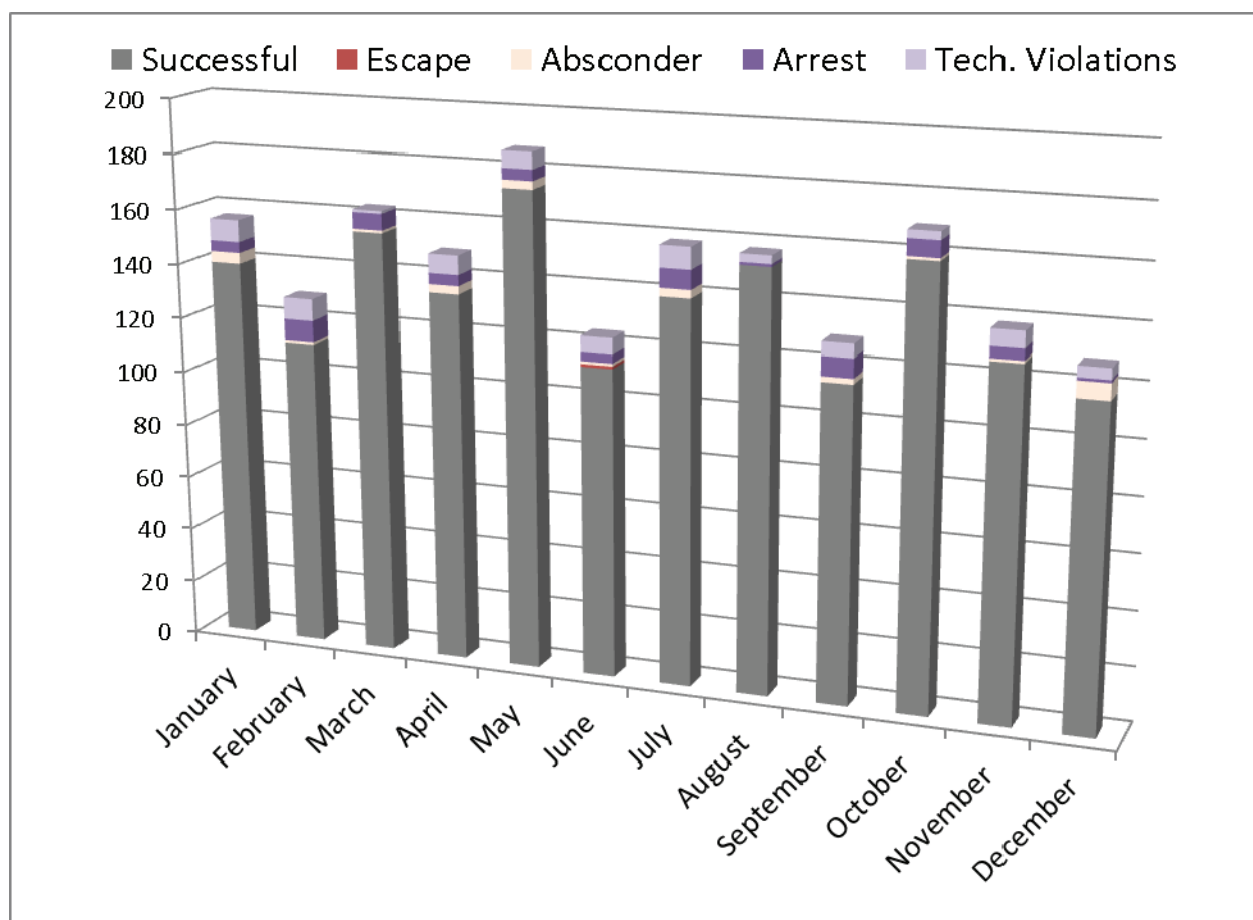
Aside from the Soberlink device, Allegheny County is unique in that all monitoring is done "in house" by court staff, instead of outsourcing to other companies for the computer monitoring aspect of supervision. EM also houses two of the largest problem solving court programs; Drug Court and DUI Court, both of which have been accredited by the Pennsylvania Supreme Court. The unit also serves offenders sentenced to Mental Health Court, Domestic Violence Court, PRIDE Court, Veterans Court, Sex Offender Court, and those individuals placed on pretrial electronic monitoring.

Offenders placed on EM are responsible for paying the fees associated with the monitoring of their individual equipment. The fees, which are assessed on a sliding scale according to the offender's income, are billed and collected monthly by the Court Fiscal Department, as well as the individual officers. In 2014, EM collected \$1,455,214 in supervision fees, an average of \$121,268 per month.



SOBERLINK BREATH TESTING DEVICE

**Figure 5: Electronic Monitoring Outcomes - 2014**



### ***DUI Alternative to Jail Program***

The DUI Alternative to Jail Program continues as a collaborative effort between Adult Probation and Pretrial Services. The program was originally implemented in 2010 as a means of reducing the backlog of offenders sentenced to jail or electronic monitoring for their first DUI conviction. The overall mission of this program is to increase offender compliance with sentencing requirements, reduce the costs associated with supervising first time DUI offenders, and reduce DUI recidivism.

Convicted DUI offenders eligible for restrictive intermediate punishment sentences of 48 hours to 72 hours of incarceration are the target population of this program. The costs of operating the DUI Alternative to Jail Program are paid for by offender fees, which cover

the cost of their treatment requirements, hotel stay, and meals. Although offenders spend four days in a hotel (as opposed to spending two to four days in jail), the program does not provide a vacation atmosphere. Offenders must attend intensive group therapy sessions each day, as well as complete the state mandated DUI classes for license restoration.

In 2014, 514 offenders completed the DUI Alternative to Jail Program, resulting in \$279,900 in program fees being collected. Program fees are reinvested into the program, making it completely self-sustaining. The program has also proven to be of financial benefit to the taxpayers of Allegheny County by greatly reducing the number of “jail days” served by the offender population.



# DAY REPORTING CENTERS

In 2014, 2,597 medium- to high-risk offenders were referred to one of Allegheny County's two Day Reporting Centers (DRC). See *Table 2*. These centers provide a 'one-stop shop' for offenders to complete court ordered stipulations and to address identified needs that may prevent future recidivism. Services offered at the DRCs include drug and alcohol testing, drug and alcohol evaluation (and referral to treatment), employment assistance, adult education/GED preparation, batterers intervention programs, cognitive behavioral therapy classes, and emergency housing assistance. In addition, all community service stipulations are coordinated and monitored from the DRCs. Adult Probation staff work with local communities to find appropriate service opportunities for offenders that benefit the broader community. Adult Probation works in collaboration with the Allegheny County Department of Human Services and its partners, including Goodwill, Renewal, Pyramid, Three Rivers Youth, Women's Center and Shelter, and Community Human Services to deliver services at the DRCs.

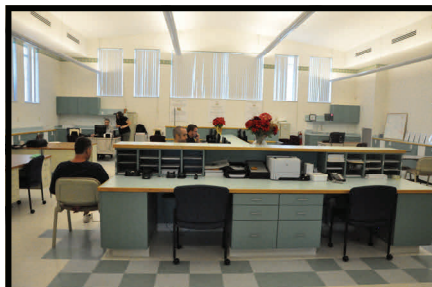
**Table 2: Referrals to DRCs in 2014, by Program Area**

Program Type	Referred in 2014
Drug and Alcohol Testing	1,396
Drug and Alcohol Evaluation	745
Employment Assistance	666
Adult Education/GED Preparation	230
Community Service	167
Batterers Intervention Programs	101
Cognitive Behavioral Therapy	84
Life Skills/New Mind, New Me Class	70
Emergency Housing Assistance	9
<b>Total Referrals</b>	<b>3,468</b>
<b>Total Unique Offenders Referred to DRCs in 2014*</b>	<b>2,597</b>

*\*Offenders may be referred to multiple programs.*



**Day Reporting Center South**



**Day Reporting Center East**

## DRC Cost Benefit Study

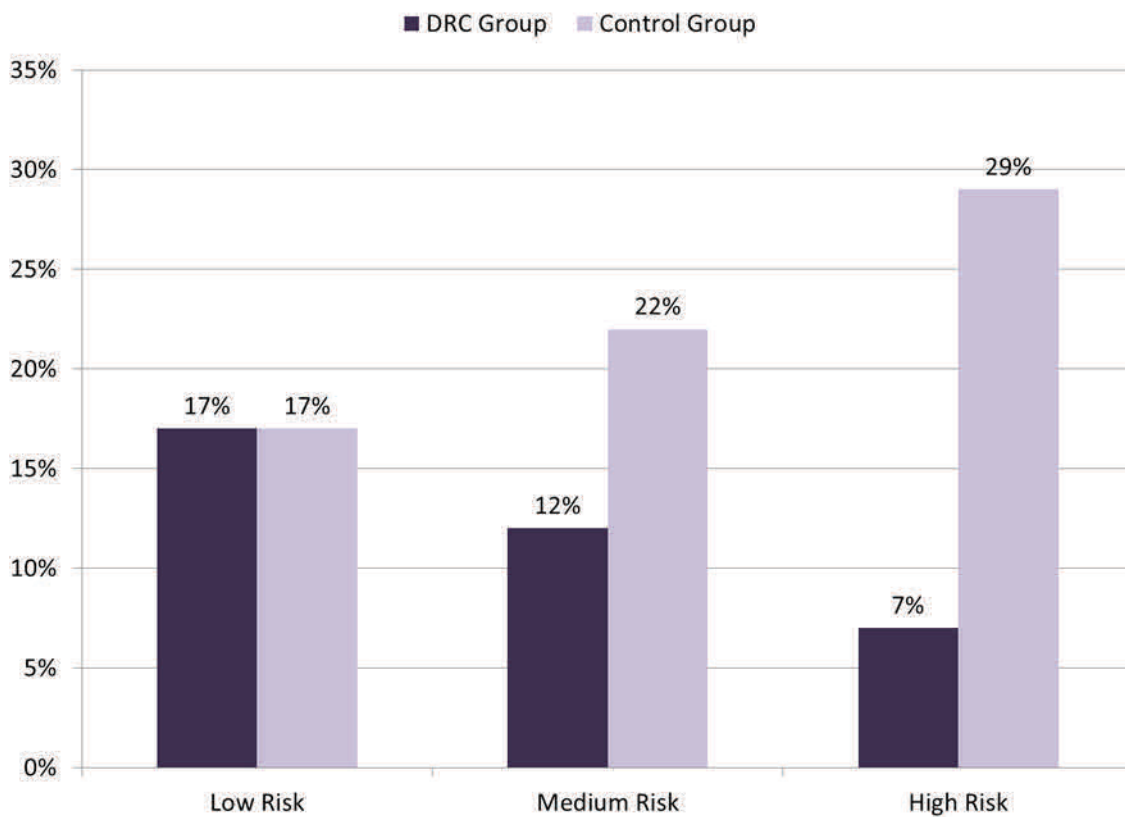
A 2014 study on the costs and benefits of the Day Reporting Centers found that there are significant reductions in recidivism for offenders utilizing the DRCs versus a matched control group. Recidivism is defined as a re-conviction of an attributable crime within a year of the start of supervision. Twelve percent of medium-risk offenders using the DRC recidivated as compared to 22 percent of the control medium-risk group, and 7 percent of high-risk DRC offenders versus 29 percent of the high-risk control group (see *Figure 6*). Consistent with national research, this study found that there is little benefit, and sometimes it can be harmful, to actively supervise low-risk offenders (See Latessa and Lowenkamp 2005).

This study also examined the use of jail bed days during the first year after the start of supervision and found that

the benefit in saved jail bed days for DRC participants was valued at \$111 per medium-risk offender and \$739 per high-risk offender.

Total jail-bed savings accrued from March 2011 through January 2013 for the DRC offenders analyzed were \$105,548. Fifty-five percent of the benefits came from the high-risk group. This is mainly because the re-bookings rate and jail stays for high-risk offenders in the DRCs were both much lower than those of the comparison group. Forty percent of the benefits came from serving medium-risk clients. Benefits associated with low-risk offenders were the smallest at only five percent.

Figure 6: Convicted Violations within 1 year of Supervision, DRC participants versus Control Group



## New Initiatives

### *Employment Services*

As a result of the Urban Institute study of Allegheny County's reentry program in 2014, there was a shift from job placement to job training and job retention. As a result, community partners in the DRCs providing employment assistance are now required to help offenders with job retention. This program is paid for by the Allegheny County Department of Human Services, who utilize performance based contracting to ensure that providers meet baseline metrics of job placement and retention.

In July 2014, the Allegheny County Department of Human Services instituted new performance based contracts with its employment providers, including

Goodwill Industries of Western PA. Goodwill is a community partner of Adult Probation who provides employment services to offenders under supervision through the Day Reporting Centers. Adult Probation has found that one of the barriers to improving offender outcomes and reducing recidivism is the lack of both employment opportunities and employment consistency. The new contracts incentivize key targets to address this, including job placement and job retention. Through this new contract, more than 200 offenders received employment assistance services and almost one-half achieved gainful employment. In addition, more than one-half of these offenders retained those jobs three months later.





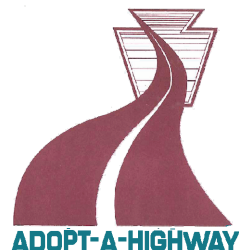
Adult Probation is proud to partner with the following community organizations, treatment providers, and law enforcement agencies.



Greenbriar Treatment Center  
Restoring Hope... Recovering Lives

#### Day Reporting Center Community Partners

Allegheny County Department of Human Services  
Allentown Community Development Corp.  
Arlington St. Clair Senior Center  
Beautiful Pittsburgh Initiative  
Beltzhoover Civic Association  
Bethlehem Haven  
Brashear Association  
City Council District 3  
Community Human Services  
Community Kitchen Pittsburgh  
East Liberty Chamber of Commerce Safety Board  
Goodwill Industries of Western PA  
Greenbriar Treatment Services  
Habitat for Humanity  
Hilltop Alliance  
Mercy Behavioral Health  
Mon Valley Initiative  
Mon Yough Community Services  
Narcotics Anonymous/Alcoholics Anonymous  
Northside Common Ministries  
PA Adopt A Highway Program  
Pittsburgh AIDS Task Force  
Pittsburgh Foundation  
Pyramid Health Services  
Renewal, Inc.  
Southwestern PA Re-entry Coalition  
Thelma Lovette YMCA and Residential Center  
Three Rivers Youth  
Women's Center and Shelter (Men's Group)  
Zone 3 Public Safety Committee  
Zone 5 Public Safety Committee



## 2014 Law Enforcement Partnerships



Adult Probation continued to partner with local, state, and federal law enforcement agencies in 2014, with probation officers from across the agency participating in a total of 30 official law enforcement details in both the City of Pittsburgh and the greater Allegheny County area.

Adult Probation continued its ongoing relationship with the Pittsburgh Initiative to Reduce Crime (PIRC) and the Pittsburgh Bureau of Police (PBP) by partnering in five PIRC responses related to gang affiliated violent crimes in city neighborhoods. Adult Probation also coordinated 15 interdiction details with the Allegheny County Sheriff's

Office in accordance with the Gang Intervention Strategies Grant awarded by the Pennsylvania Commission on Crime and Delinquency (PCCD) in 2012.

Adult probation officers also participated in five nuisance bar details with the PBP, two District Attorney Narcotic Enforcement Task Force details, two Federal Bureau of Investigations details, as well as assisting with security at the Elizabeth Township Riverfest event.

### PITTSBURGH PLUNGE

*Presented by Law Enforcement for Special Olympics PA*

On Saturday, December 6, 2014, Adult Probation participated in the Polar Bear Plunge for Special Olympics. This annual event is Pennsylvania's largest Special Olympic fundraising event of the year and takes place outside Heinz Field. Adult Probation registered its first official plunge team who, along with hundreds of other local law enforcement officers and Special Olympics athletes, helped raise over \$400,000 for Special Olympics Pennsylvania. Congratulations!

Thanks go out to the Adult Probation Plunge Team of Shannon Leslie, Timothy Kennedy, Erin King, Ryan Niznik, Ryan DeMary, and team organizers Christy Bartosh and Bob Panigal. Special thanks to Michelle McDowell and Kelly Walter as well, who volunteered their time to assist in this very worthwhile endeavor.



**Adult Probation Plunge Team**

## *Strategic Planning and Developmental Change Committees*

Adult Probation staff participated in numerous court-wide strategic planning and developmental change committees in 2014. Committee members sought to address a range of issues at all levels of the county court system, including; aging court facilities, increasing the efficiency and effectiveness of limited court resources, and improving staff development. The teams presented recommendations from the year-long strategic planning sessions to Court Administration in September 2014, with

many new initiatives adopted by the courts.

One initiative that emerged from this strategic planning was the creation of developmental change committees within each department. Adult Probation formed a developmental change committee in the fall of 2014, composed of managers, supervisors, probation officers, and support staff to address issues and concerns identified by agency staff and to propose innovative solutions.

## *Probation Officer Mentorship Committee*

The probation officer mentorship committee was established in the fall of 2014 as a subcommittee of the aforementioned developmental change committee. Members of the developmental change committee determined that the increasing use of technology in the court system, the implementation of risk assessments and evidenced based supervision practices, along with the traditional concerns of community supervision presented newly assigned probation officers with a potentially confusing array of tasks and roles related to their position.

As a result, the committee recommended the formation of the mentorship committee.

Probation officers, supervisors, and managers from across the agency volunteered for the probation officer mentorship committee in an effort to enhance the ‘on the job’ training experience new officer’s encounter following their initial orientation program. The committee is charged with developing a formalized mentorship program.





*Adult Probation staff attended in excess of 11,000 hours of training in 2014 in accordance with the mandates established by the Pennsylvania Board of Probation and Parole. In addition to training attended by staff, eight new probation officers completed the two week basic firearms training program in 2014.*

### ***New Training Application***

Staff Development Supervisor Lauren Pegher began collaboration with the Fifth Judicial District Information Technology department in 2014 to develop a new Adult Probation training database. The framework for the up-to-date database was designed to meet the specifications of Ms. Pegher and Adult Probation staff and allows for more efficient posting and notification of training opportunities.

Employees will be able to register via the new application which will automatically generate a confirmation email. Additionally, training hours for each employee will be calculated by the application for review and verification by the staff member. It is anticipated the new application will be operational in the spring of 2015.

### ***Probation 101***

Adult Probation continued its efforts to provide training to social service agencies and community treatment providers in 2014. Designated agencies routinely provide services to those under the supervision of the agency, and the Probation 101 training sessions allow Adult Probation to inform therapists, social service agency workers, and

other providers of the risk based supervision practices of the department. In 2014, Probation 101 trainings were provided to numerous agencies, including local drug and alcohol treatment providers, Mercy Behavioral Health, the Office of the Public Defender, and Family Court caseworkers.

### ***Firearms***

During 2014, 85 probation officers completed the necessary requirements to maintain their firearms certification by attending a Firearms Education and Training Commission (FETC) in-service course. One officer completed the mandatory course work to become a certified firearms instructor. In addition, eight probation officers participated in the two week basic firearms course and attained initial firearms certification.

Twenty-four probation officers also attended a new FETC line of fire training, the Advanced Fundamentals of Handgun Marksmanship. This course explores the fundamentals of handgun marksmanship by incorporating drills and techniques to enhance an officer's ability to deliver an accurate shot during a deadly force encounter. This training is also designed to reinforce the rudiments of handgun marksmanship, proper weapon handling, and performing successful immediate action/malfunction drills. In addition, the training requires officers to demonstrate the ability to shoot from all platforms and stances, including standing, kneeling, and prone. After completing the course, officers better understand the applicability of the drills and their effect on the cognitive process as they relate to officer survival in a deadly force encounter.



(L-R) A. Lynn, J. Yauger, K. Gary, B. Morgan, B. Jackson, L. Almo, J. Miller

## *Swearing-In Ceremony 2014*



(Front L-R) R. Seyko, A. Protulipac, A. Tuzikow, J. Kenner, M. DeSantis, Hon. D. Cashman, D. Kohler, C. Christmas, K. Collins, A. Pelton, F. Scherer, B. Dunbar  
(Back L-R) L. Kerrigan, S. Leslie, J. Brown



## **Oath of Office**

*I, do solemnly swear that I will support, obey, and defend the Constitution of the United States and the Constitution of this Commonwealth, and that I will perform the duties of my position with fidelity and competence at all times.*



*On November 5, 2014, Criminal Division Administrative Judge David R. Cashman administered the oath of office to newly appointed Adult Probation and Pretrial Service probation officers.*





**Probation Officer Jonathan Brown**

John joined Adult Probation on April 7, 2014. He holds a Bachelor of Science degree in Criminal Justice from Point Park University and previously worked as a Correctional Officer at Allegheny County Jail.



**Probation Officer Martha DeSantis**

Martha joined Adult Probation on July 28, 2014. She received her undergraduate degree in Psychology from Edinboro University of Pennsylvania and a graduate degree in Clinical Mental Health Counseling from California University of Pennsylvania. She previously worked for the District Attorney's Office as a paralegal for Mental Health and Veterans Courts and as a counselor for Kane Regional Center and Family Links.



**Probation Officer Laura Kerrigan**

Laura joined Adult Probation on April 7, 2014. She holds a Bachelor of Arts degree in Criminology from Indiana University of PA and previously worked at Renewal Inc. as a Monitor, Case Manager, and Intake Coordinator.



**Receptionist Jessica Larkin**

Jessica joined Adult Probation on October 6, 2014. Jessica previously worked in sales for an auto electronics company and has taken classes at Community College of Allegheny County in both film and digital photography. Jessica has been assigned to the front reception area at the headquarters' office.



**Probation Officer Ryan Niznik**

Ryan became an Adult Probation Officer on December 15, 2014 after having worked as a Community Monitor at the Day Reporting Center – East for three and a half years. Ryan received his undergraduate degree in Sociology from Duquesne University; during his studies Ryan also completed an internship at Adult Probation. Previously, Ryan worked as a therapeutic support staff for Nisar Health and Human Services.



**Probation Officer Amy Protulipac**

Amy joined Adult Probation on April 7, 2014 and holds a Bachelor of Science degree in Criminal Justice from California University of PA. She previously worked as a Probation Officer for Allegheny County Juvenile Probation as a support specialist for Justice Related Services and as a crisis technician for UPMC.



## NEW STAFF



**Support Staff Emily Rickman**

Emily joined Adult Probation on April 7, 2014 and holds an Associate of Specialized Business degree in Criminal Justice from Kaplan Career Institute. She previously worked as an administrative assistant for Pretrial Services.



**Probation Officer Ramon Rosario**

Ramon “Ray” Rosario joined Adult Probation on December 15, 2014. He received his undergraduate degree in Criminal Justice from Excelsior College and has a background in law enforcement, having worked as a York City Police Officer and as a Corrections Officer at SCI-Laurel Highlands. Ray is a veteran, and he currently serves in the Reserves as the Director of Intelligence Operations for his brigade. He also currently works as an Adjunct Professor of Criminal Justice at ITT-Tech and also teaches Leadership and Military Tactics at the Pennsylvania Military Academy.



**Probation Officer Julie Turney**

Julie joined Adult Probation on December 15, 2014. She received her undergraduate degree in Criminology and a graduate degree in Criminology from Indiana University of Pennsylvania. She previously worked for Justice Related Services as a support specialist. Julie was also employed at the Armstrong County Jail supervising the work release program.



**Probation Officer Ashley Tuzikow**

Ashley joined Adult Probation on May 19, 2014. She received her undergraduate degree in Sociology from La Roche College and a Masters of Social Work (MSW) from the University of Pittsburgh. During her studies, Ashley completed internships at the Renewal Center Inc. and Pressley Ridge. Before joining Adult Probation, Ashley worked at the Renewal Center as an intake coordinator for three years.

## RETIREES 2014

***Veronica, Joan and Mike, thank-you for your service and dedication to the Fifth Judicial District.***

***Congratulations, and good luck in your retirement!***

Veronica Richardson retired on February 7, 2014. She worked for Adult Probation for 36 years, 10 months.

Joan Echard retired on September 5, 2014. Joan worked for the courts for 25 years, 5 months.

Michael Goodnack retired on October 31, 2014. Mike worked in Adult Probation for 41 years, 5 months.

*Fifth Judicial District of Pennsylvania  
Allegheny County  
Adult Probation*

CRIMINAL DIVISION PRESIDENT JUDGE  
JEFFREY A. MANNING

CRIMINAL DIVISION ADMINISTRATIVE JUDGE  
DAVID R. CASHMAN

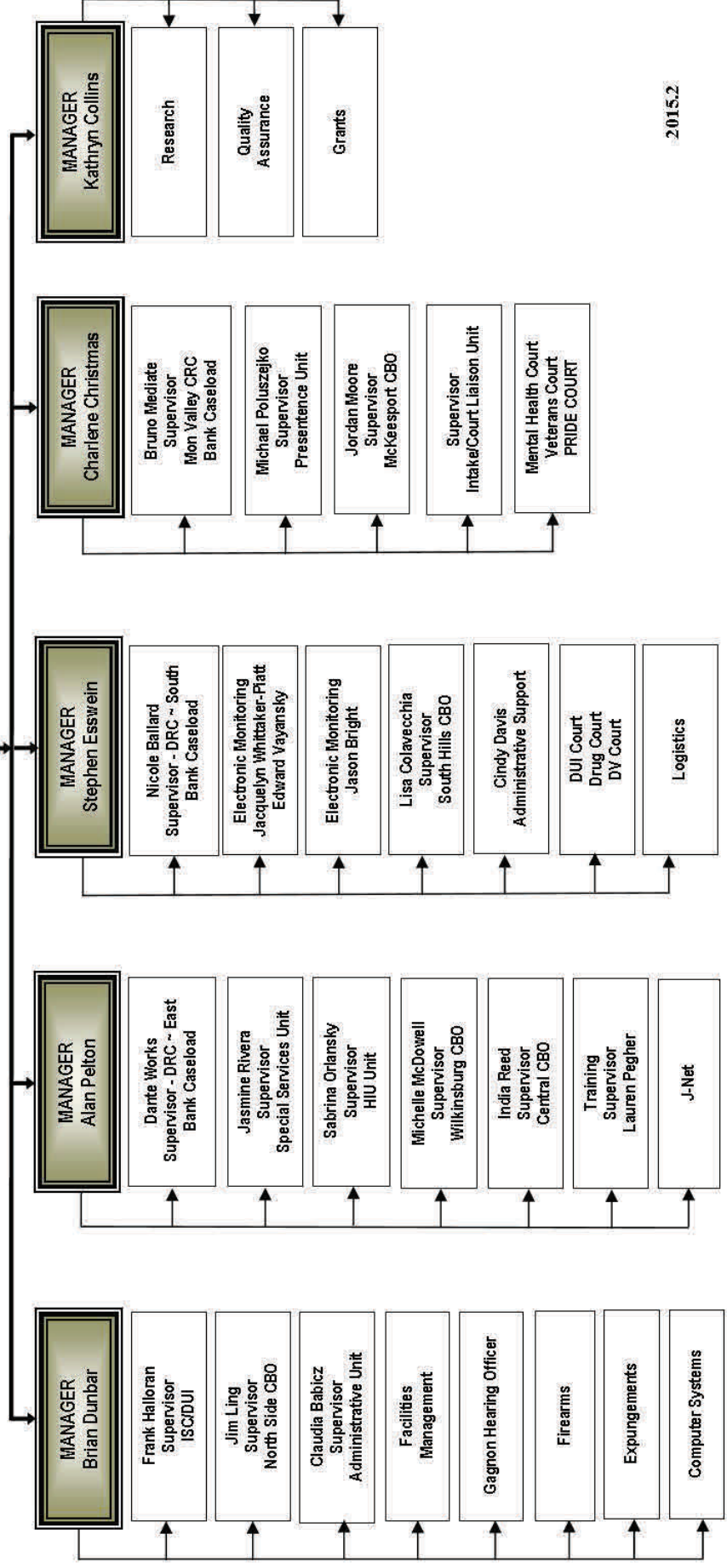
DISTRICT COURT ADMINISTRATOR  
CLAIRE C. CAPRISTO, ESQ.

CRIMINAL DIVISION ADMINISTRATOR  
THOMAS M. McCAFFREY

DIRECTOR  
RONALD J. SEYKO

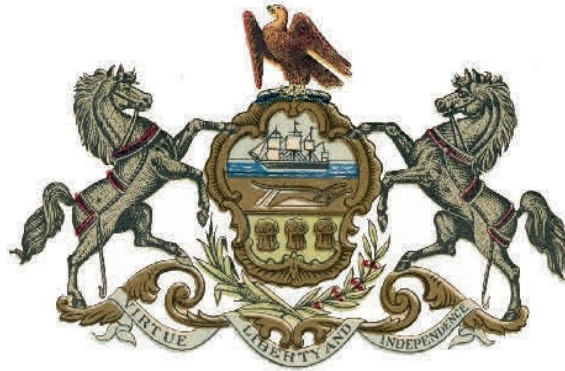
DEPUTY DIRECTOR  
FRANK J. SCHERER

ORGANIZATIONAL CHART









**564 FORBES AVENUE**

**MANOR BUILDING - SUITE 1212**

**PITTSBURGH, PA 15219**

**412-350-2320**

[http://www.alleghenycourts.us/criminal/adult\\_probation/default.aspx](http://www.alleghenycourts.us/criminal/adult_probation/default.aspx)