

Fifth Judicial District of Pennsylvania



2015 Annual Report

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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Fifth Judicial District of Pennsylvania

Court Administration



Honorable Jeffrey A. Manning
President Judge



Honorable David R. Cashman
Administrative Judge



Claire C. Capristo, Esquire
District Court Administrator



Thomas M. McCaffrey
Criminal Court Administrator



Director's Message

ADULT PROBATION DIRECTOR

Frank J. Scherer



***O**n behalf of the staff of Allegheny County Adult Probation and Parole, it is my distinct pleasure to present our 2015 annual report. I am particularly honored as this is my first annual report serving as director. After more than 24 years with the agency, I was appointed director in August of 2015, and I am pleased to introduce Alan Pelton as Adult Probation's new deputy director. Alan has also worked his way through the ranks, starting with the agency in 1991 as a temporary employee. I also want to thank Ronald J. Seyko, our previous director, who retired in 2015, for his guidance and mentoring.*

Alan and I remain committed to Adult Probation's mission to provide effective community-based alternatives to incarceration, to improve public safety, to partner with community and law enforcement resources, and to promote positive behavioral change from offenders. Our work to achieve this mission is informed and driven by the eight evidence-based principles for effective intervention, which are illustrated on the cover of this report. We recognize that these principles are most effective when implemented in their entirety, and not in isolation. Utilization of these eight principles will not only help us to achieve the goal of public safety, but also to improve outcomes for those we are supervising. The department is currently creating processes to ensure that these principles are implemented with fidelity agency-wide.

In line with Adult Probation's mission, we continue to make strides in our transition to evidence-based practice (EBP) supervision strategies. Highlights include:

- **The opening of our Community Resource Center (CRC) located in the Mon Valley;**
- **The Bureau of Justice Assistance Smart Supervision Grant;**
- **The validation of a risk / needs assessment tool;**
- **The creation of an employee feedback forum; and**
- **The formal review of the detained population in the Allegheny County Jail, focusing on offenders who are causing harm in the community.**

Please take a few moments to peruse the report and learn more about these initiatives, as well as other agency accomplishments and highlights in 2015.

The many successes of Adult Probation have a direct correlation to the continued support received from President Judge Jeffrey A. Manning, Criminal Division Administrative Judge David R. Cashman, District Court Administrator Claire C. Capristo, Esquire, and Criminal Division Administrator Thomas M. McCaffrey.

In conclusion, I want to personally thank the staff at Adult Probation for their dedication, hard work, and commitment to the agency's mission and principles.

Sincerely,

A handwritten signature in blue ink that reads "Frank J. Scherer". The signature is fluid and cursive, written on a white background.

Frank J. Scherer

DEPUTY DIRECTOR'S REPORT



ADULT PROBATION DEPUTY DIRECTOR

Alan F. Pelton

In addition to the many achievements noted by Director Scherer at Adult Probation in 2015, there were also several personnel changes throughout the agency related to the retirement of previous Director Ronald J. Seyko in April 2015, including Mr. Scherer's appointment as director and my appointment as deputy director. I would first like to say that I am honored to have been appointed deputy director and to take this opportunity to thank all staff for their hard work and dedication to the Adult Probation Department.

While the critical work of supervising offenders in the community will continue in 2016, I wanted to take a moment to reflect on the passage of time during my career. In combination with Director Scherer, we have 50 years of experience with the Adult Probation Department. Of particular note is the fact that Director Scherer began his career as an intern at Adult Probation, while I was hired in a temporary capacity.

While in the process of assuming my role as deputy director, a file of historical Adult Probation documents and data was discovered, including minutes of departmental staff meetings from January 1956 through February 1974, court orders and proclamations issued by various president judges, administrative judges, and Adult Probation directors from the 1950's through the 1980's, staff rosters, and correspondence submitted by probation officers throughout the years. Readers of this year's annual report will also find a new "Historical" section in the report, which includes interesting notes and dates regarding the department's history.

One of the more interesting documents noted the establishment of the Allegheny County Adult Probation Department on October 1, 1910, by statute under the Act of 1909, PL 495; and the end of year 2015, marked the department's 105th year of operation. One can imagine the differences made in the field of probation and parole since the department's inception in 1910, with the advent of the automobile and communications technologies being just two areas that have changed the landscape of community supervision greatly. A remaining constant has been that of providing the community with a safe and cost-effective alternative to incarceration and helping to improve outcomes for those under supervision, a mission for which the department continues to strive in our second century of operation.

Sincerely,

A handwritten signature in blue ink, appearing to be 'AP', written over a light blue circular background.

Alan F. Pelton

The Allegheny County Adult Probation Department (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 131 probation officers for this task. Pretrial Services supervises all offenders under bail supervision or participating in the Accelerated Rehabilitative Program (ARD), while Adult Probation is responsible for all probation, parole, and intermediate punishment supervision in the county.

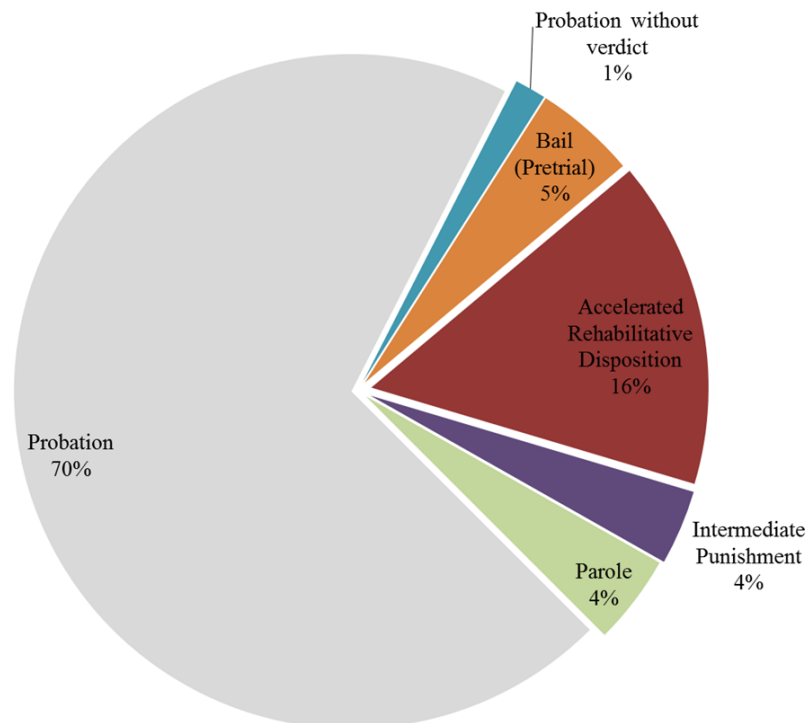
At the end of 2015, there were 26,447 offenders supervised or monitored for the Fifth Judicial District of Pennsylvania (see Table 1). Of these offenders, 57 percent (15,102) had a misdemeanor as their highest charge and 40 percent (10,624) a felony offense. The remaining 3 percent (721) were supervised under summary offenses. Five percent (1,288) of offenders were supervised under bail supervision and are considered pretrial and 16 percent (4,158) of offenders were supervised under the ARD program. The remaining 79 percent (21,001) of offenders were supervised under probation, probation without verdict, parole or intermediate punishment by Adult Probation. Figure 1 below displays the breakdown of offenders by supervision type.

Adult Probation continued to supervise offenders based on their risk to re-offend. Fifty-five probation officers supervise medium and high risk offenders in the

community, with average caseloads of 100 offenders per officer. 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. As part of a Justice Reinvestment Initiative, Adult Probation worked with an outside researcher to validate a local risk and needs assessment that will be used throughout the criminal justice system. The new risk assessment will be fully implemented in 2016, with the money currently paid for the LSI-R utilized by the Criminal Justice Advisory Board (CJAB) to reinvest in effective criminal justice programs.

To support the mobile model of community supervision, Adult Probation opened a new community resource center (CRC) in the Mon Valley section of Allegheny County. There are now three CRCs in the county, all of which are located on public transportation routes, allowing offenders to more easily access services.

Figure 1: Percent of Offenders Supervised, by Type, December 31, 2015



Each of the CRCs house social services targeting medium- and high risk offenders including, employment assistance, adult education and GED preparation, drug and alcohol testing and assessment, cognitive behavioral therapy (CBT) groups, batterers' intervention programs (BIP), and emergency housing assistance. Probation officers refer offenders to the CRCs to address the risks and needs identified in the LSI-R and to fulfill any other court-ordered stipulations. Services are paid for by 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 2015, Adult Probation received a three year Smart Supervision grant from the Bureau of Justice Assistance designed to provide tools for mobile probation officers (PO) to better monitor their caseloads and for supervisors to better monitor their mobile officers. Adult Probation is partnering with the Urban Institute to develop appropriate performance benchmarks for each caseload, to implement 'dosage probation' supervision based on risk and needs, to provide real-time information on performance benchmarks to POs and their supervisors via dashboards, and to improve the quality of all interactions through a concurrent three year evidence-based practice training regimen. The project began in the fall of 2015, with baseline EBP training for all supervisors.

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 one of Allegheny County's seven problem solving courts. There were 784 offenders under electronic monitoring at the end of 2015, and 1,121 offenders supervised through the problem solving courts.

In 2015, Adult Probation created a Mental Health Unit (MHU) of specially trained probation officers who supervise offenders adjudicated in Mental Health Court (MHC). Previously, the five MHC probation officers were assigned geographically to one of the department's five community-based field offices, each with their own supervisor. By consolidating these specialized probation officers into one unit with a dedicated supervisor, they are better able to collaborate and learn from each other. In addition, a MHC coordinator position was developed to assist with the myriad administrative duties in MHC, while also supervising a reduced caseload of MHC offenders.

The creation of the MHU and the MHC coordinator position allowed Adult Probation to lower caseload numbers by 58 percent, from an average of 113 offenders per MHC probation officer in 2014, to an average of 48 at the end of 2015. Lowering caseloads to a more manageable number, especially for problem solving court offenders such as those in MHC, allows probation officers to become more directly involved in their supervision, collaborate with other members of the offender's support system, and intervene quickly when offenders begin to exhibit non-compliant behaviors.

In addition to providing direct supervision of offenders, in 2015 Adult Probation also:

- Completed 598 presentence investigative reports for the court.
- Instituted a detainer review project that resulted in a 17 percent reduction in the detained population at the Allegheny County Jail.
- 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.
- Presented 2,999 Gagnon II probation violation hearings before the court through the Court Liaison Unit.
- Continued partnerships with local and national groups, including the Urban Institute, George Mason University's Center for Advancing Correctional Excellence, and the Center for Court Innovation.
- Presented at national and state conferences, including the American Probation and Parole Association Conference, the PA Association for Drug Court Professionals, and the Second Chance Act Conference.
- Maintained an in-program recidivism rate of under three percent at the electronic monitoring program.
- Served more than 2,900 offenders at our three community resource centers, helping address key risks and needs to prevent future crime.
- Conducted an agency-wide employee survey to assist with staff development.
- Received active shooter training for all staff at all seven Adult Probation locations within Allegheny County.

Successful Completions

In Allegheny County, multiple indicators are used to examine supervision success, including measuring recidivism during supervision (re-arrests, conviction of an attributable offense, and violation rates) and post-supervision (re-arrests and convictions within specified time frames following release from supervision). Figure 2 below displays “in supervision” reconvictions by risk level for all offenders who completed supervision in 2015. In 2015, 9,954 offenders supervised or monitored by Adult Probation completed supervision on at least one case. Of these offenders, 89 percent (8,878) completed supervision without a new conviction.

Figure 2: Recidivism for Offenders Supervised in Allegheny County, by Risk Level, 2015¹

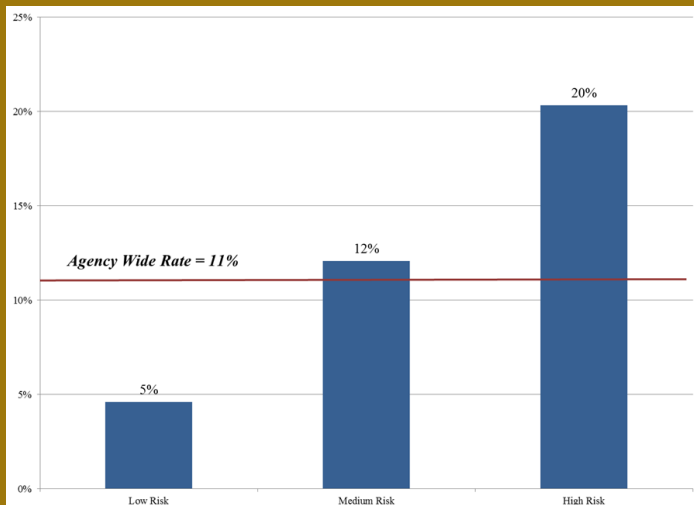


TABLE 1: OFFENDERS SUPERVISED ON 12/31/2015

Probation	18,518
Parole	1,137
Intermediate Punishment	950
Accelerated Rehabilitative Disposition (ARD)	4,158
Probation without Verdict	396
Bail	1,288
TOTAL	26,447
OFFENDERS UNDER SUPERVISION BY OFFENSE GRADE	
Misdemeanor	15,102
Felony	10,624
Other	721
OFFENDERS UNDER SUPERVISION BY RACE	
Caucasian	15,022
African-American	10,960
Other Race	465
CASELOAD PER PROBATION OFFICER	
Community-Based Offices	100
High Impact Unit	106
Minimal Supervision Unit	1,182
DUI (Driving Under the Influence) Unit	135
Electronic Monitoring	43
Special Services Unit	75
Bail Unit	215
Inter-State Unit	467
Inter-County Unit	486
State	3,659

¹Recidivism here 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.

HIGHLIGHTS

&

ACCOMPLISHMENTS



New Grant Funded Projects

MON VALLEY COMMUNITY RESOURCE CENTER

In 2015, the Pennsylvania Commission on Crime and Delinquency (PCCD) provided a second year of funding for Adult Probation's newly opened Community Resource Center (CRC) in McKeesport, Pennsylvania. The



funding assists with operating costs to serve offenders in the Mon Valley and training for probation officers in evidence-based practices. The award was presented in person by Josh Shapiro, Chairman of PCCD, who visited Allegheny County and its CRCs in August of 2015.

L-R: A. Bush, Administrative Judge D. Cashman, President Judge J. Manning, County Executive R. Fitzgerald, PCCD Chairman J. Shapiro

With the support of PCCD, the Allegheny County Department of Human Services (DHS) and the Human Services Integration Fund (HSIF), Adult Probation opened the new center on November 2, 2015. The center serves as a central location for resources, support, and supervision, as well as a satellite for reentry services,

providing a seamless connection between the programming, structure, and support provided in the jail and the community. These services are evidence-based, co-located, and address the highest needs of this offender population including, behavioral health, employment, education, and housing.

SMART SUPERVISION

Adult Probation was awarded a three year Smart Supervision grant. This grant award will allow Adult Probation to further commit to its use of evidence-based practices (EBPs) and community-based supervision. To that end, the agency has closed its traditional brick and mortar offices and now has a completely mobile workforce. Simultaneously, Adult Probation has adopted foundational EBPs, including assessment of criminogenic risk and needs using the Level of Service Inventory-Revised (LSI-R), targeting supervision and treatment to higher risk offenders, utilization of cognitive behavioral approaches by POs, and the use of positive reinforcement in supervision. To support this innovative model of supervision and agency operation, Adult Probation leadership, supervisors, and probation officers require additional tools and training to help them work 'smarter,'

including tools that help monitor fidelity to EBPs in real time and emphasize the quality of offender interactions rather than quantity of contacts.

Allegheny County's Smart Supervision project will strengthen supervision practices and improve offender outcomes through (1) expanded staff training on EBPs such as motivational interviewing and risk-need responsivity; (2) adoption of dosage-based supervision practices and metrics; and (3) design and use of interactive dashboards for our mobile workforce that supports quality assurance and fidelity to EBPs. Adult Probation will partner with the Urban Institute (UI) who will assess efforts to implement a dosage-based supervision model and provide regular actionable feedback to the department.

Drug Court Enhancement Grant

In 2015, Allegheny County's Mental Health Court was awarded a two year Drug Court Enhancement grant from the Bureau of Justice Assistance. The aim of this project is to (1) evaluate the processes and outcomes of the court; and (2) use that information to inform a strategic planning process for the court. The Center for Court Innovation is partnering with the court to conduct this work and will be making site visits in early 2016.

Data Driven Initiatives

Adult Probation began using *Tableau* in 2014, to create management reports and expanded its utilization in 2015. *Tableau* software allows management to quickly analyze, visualize, and share information. Currently, probation officers, supervisors, and management are able to monitor, in real-time, caseload size by unit and probation officer, performance measures and longer term outcomes for problem solving court participants, drug testing results (including weekly monitoring of drug type), and violation results. Efforts were also undertaken to reduce jail time for offenders awaiting a violation hearing. Adult Probation created monthly reports for each judge to ensure that detained offenders are quickly screened for release into the community under conditions, for transfer to alternative housing or a drug and alcohol treatment facility prior to their violation hearing, and for the prompt scheduling of violation hearings.

Risk Assessment

Adult Probation worked with an independent researcher throughout 2015 to validate the new risk assessment tool. Probation officers and jail staff collected more than 1,000 assessments in 2014, and this information was used to validate a new, local assessment instrument that will be used throughout the criminal justice system in Allegheny County. In addition, this project is a justice reinvestment initiative with the money previously spent on the LSI-R reinvested in effective criminal justice programs. The new fund will be monitored by the local Criminal Justice Advisory Board.

Surveys

In 2015, Adult Probation conducted an agency-wide survey to measure the effectiveness of management and identify areas for improvement. More than 85 percent of employees participated in this survey, which will be conducted annually. Such surveys help to create an accountable and transparent organization, and the information garnered will be used to make meaningful changes where appropriate.

New JNET Sponsors



As a criminal justice agency, Adult Probation is reliant upon the Pennsylvania

Justice Network (JNET) to complete its mission. JNET allows authorized staff access to criminal history and Pennsylvania Department of Transportation (PennDOT) licensing information for offenders under supervision. Adult Probation is also subject to regular audits of the agency's JNET security policies and procedures to ensure compliance regarding the protection, transmission, and storage of criminal justice information.

We would like to thank Annie Fiffick at Adult Probation and Colleen Sypolt at Pretrial Services for volunteering to become agency JNET sponsors. In their role as JNET sponsors, Annie and Colleen will assist existing JNET Sponsors Kevin Dell and Joel Reisz in registering new JNET users, training new staff on the proper use of JNET, and assisting with the agency's required JNET and PennDOT audits.

COURT LIAISON UNIT

As the second largest probation department in Pennsylvania, the size and the scope of the Allegheny County Adult Probation Department (Adult Probation) differs from many of the less populous counties in the commonwealth. One of those differences is Adult Probation's Court Liaison (CLU) and Intake Units (Intake). Although Intake and CLU are separate and distinct divisions of Adult Probation, both are housed in Room 523 of the courthouse and supervised by Robert O'Brien.

Offenders are instructed by judicial staff to report to Room 523 to begin the intake process following their appearance before the court. The Intake Unit is often an offender's first contact with Adult Probation, and their participation in the intake process is a critical step toward meeting the obligations of community supervision. In 2015, staff initiated 14,909 new cases in the Adult Probation database.

During the intake interview, Adult Probation staff collect critical demographics from each offender, including contact information, references, residence, and employment status. Offenders are also given information and instructions pertinent to their case, such as the rules and regulations of community supervision, reporting instructions, Alcohol Highway Safe Driving School information for DUI related cases, and sex offender registration instructions. For offenders who fail to report to Room 523, intake staff search available court documents, jail records, and the Adult Probation database for the necessary information.

Following the intake interview, the newly created case is sent electronically to the appropriate office for supervision. Due to the diligence and efficiency of the intake staff, offenders are frequently contacted by their supervising officer within days of being placed on supervision.

Two probation officers are also assigned to the Intake Unit and serve as liaisons with the Allegheny County Jail (ACJ) and other correctional institutions. They also

monitor paroles from the ACJ, track cases under appeal through the appellate court system, and monitor the release of federal inmates who remain under the jurisdiction of the court.

The Court Liaison Unit serves as a conduit for the exchange of information between probation officers in the field and the court, while also presenting violation hearings before an offender's sentencing judge. Three probation officers serve in this capacity, and in 2015, they presented 2,999 probation and parole violation reports to the court. In addition to scheduling and conducting violation hearings, CLU officers also attend to the innumerable issues that arise in the criminal justice system that affect Adult Probation and criminal court operations.



Pictured above:

Sitting L-R: K. Walls, R. O'Brien, J. Mannion, D. Podsiadly

Standing L-R: C. Jonas, K. Oliver, L. Little, K. Smarra, A. Lynn, A. Plummer.

K. Garnic, E. Rickman not pictured

PROBLEM SOLVING COURTS

Over the past two decades, the judicial system in the United States has become increasingly focused on therapeutic justice, a concept built upon the idea that sentencing people to jail or probation without addressing the underlying issues that led to the criminal behavior is often ineffective in preventing re-offense. Out of this notion was born the Problem Solving Court (PSC) model, which consists of specialized court tracks designed to treat and rehabilitate offenders with non-violent charges. In Pennsylvania, Allegheny County has taken the lead in the development and progression of PSCs, and currently operates seven such courts including, Drug Court, DUI Court, Mental Health Court, Veterans Court, Domestic Violence Court, PRIDE Court, and Sex Offender Court. Each PSC team consists of specially-trained probation officers, a dedicated judge or judges, the Office of the District Attorney, the Public Defender's Office, Justice Related Services of Allegheny County, and community treatment providers. Using a multi-disciplinary approach, PSCs integrate treatment with offender accountability with the goal of reducing recidivism, enhancing community safety, and breaking the cycle of criminal behavior.



Following entry into one of the PSCs, participants are provided a supervision plan, including mental health treatment and drug and alcohol treatment as deemed appropriate. Terms of supervision may also include educational requirements, such as obtaining a GED and employment requirements, among other conditions determined on a case by case basis. Offenders may also have the length of their supervision reduced if they are compliant with the terms of their probation. In the Mental Health, Drug, DUI, and Veterans Courts (also known as treatment courts), when an offender successfully completes the special PSC requirements, they will graduate from the court. Graduation ceremonies serve as official recognition of the progress made by each of the



Robert O'Brien, Judge Zottola, and Judge Ward, present a certificate of completion to a Veterans Court graduate

graduates, and a formal close to the sentence of probation. At the end of the 2015 calendar year, there were a total of 1,121 participants in the seven Allegheny County PSCs.

PROBLEM SOLVING COURTS

2015 PSC Graduations

Veterans Court held their annual graduation ceremony on November 5, 2015, a week before Veterans Day. The largest graduating class thus far, 31 individuals celebrated their successful completion of the Veterans Court track. This past year was also a significant year for Allegheny County's DUI Court, as it was the 10th year that this court has been in operation. DUI Court began in 2005, and has since successfully graduated 503 people, which places the graduation success rate for this court at 81 percent. Table 2 below shows the number of graduates for each of the treatment courts for the 2015 calendar year.

Table 2: 2015 Program Graduates

Drug Court	37
DUI Court	49
Mental Health Court	37
Veterans Court	31
TOTAL	154

In 2015, a total of 150 participants successfully graduated from DUI, Drug, Mental Health, and Veterans Courts. Figure 3 below shows the breakdown of the number of participants exiting each of these four courts in 2015, by exit type. DUI Court and Veterans Court yielded graduation rates around 90 percent for 2015.

Figure 3: Number of Offenders Exiting Treatment Courts, by Exit Reason, 2015

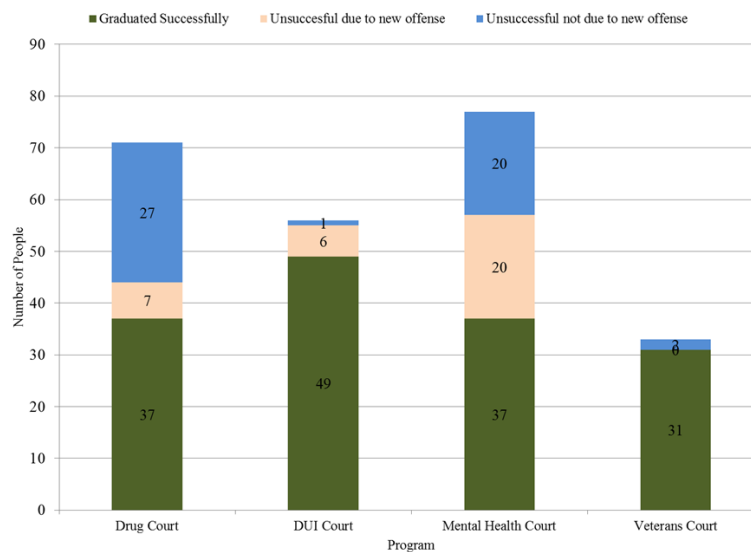
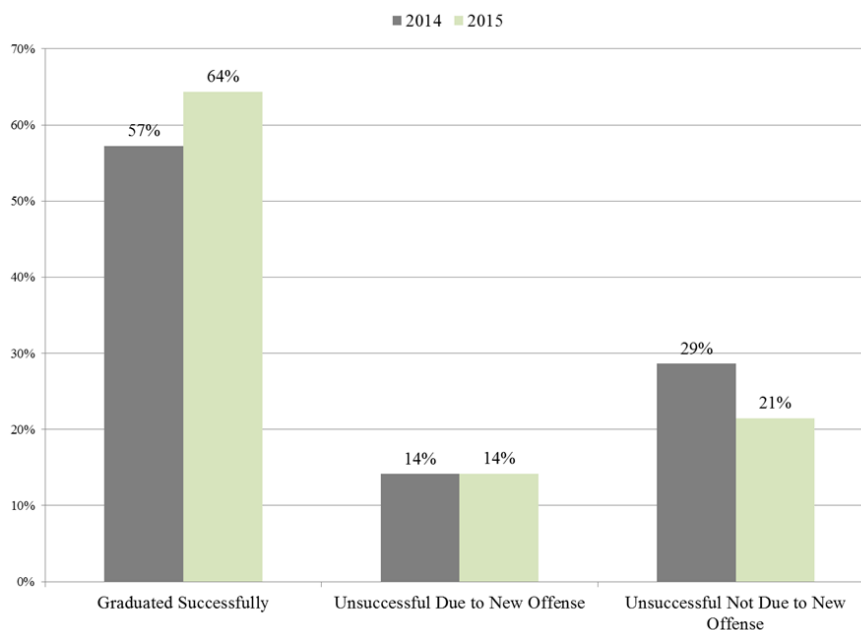


Figure 4 below displays the 2014 and 2015 PSC program exits for the four treatment courts. The percentage of successful graduations rose, from 57 percent in 2014 to 64 percent in 2015. The percentage of program exits that were due to a new offense remained the same from 2014 to 2015, around 14 percent. Program exits that were unsuccessful for a reason other than a new offense dropped from 29 percent to 21 percent.

Figure 4: Percent of Offenders Exiting Treatment Courts, by Exit Reason, 2014 and 2015



Sex Offender Court (SOC) and Domestic Violence Court (DV) differ from the other Problem Solving Courts in that they are charge driven, whereas Drug Court, Mental Health Court, and Veterans Court are a voluntary alternative to traditional court adjudication for those offenders meeting the eligibility criteria. Allegheny County SOC and DV Court provide a forum for the prompt resolution of cases and victim advocacy. Supervision in SOC and DV Court involve increased monitoring of offenders along with other charge specific special conditions. There are currently 242 offenders being supervised in SOC and 218 in DV Court.

Problem Solving Court Performance Measures and Court Evaluations

In order to measure the effectiveness of the Problem Solving Court model, a list of performance metrics will be reviewed on a weekly basis starting in 2016. Performance measures to be analyzed include in-program recidivism rates, employment status, education status and progress, housing outcomes, urinalysis testing results, probation violations, and post-exit recidivism rates. Through analyses, the courts will be able to determine areas of strength and weakness within each of the programs and make appropriate adjustments. Performance measures will be officially reported on an annual basis beginning in 2016.

Mental Health Court Coordinator



In the spring of 2015, Probation Officer Martha DeSantis was assigned as the Mental Health Court (MHC) Coordinator. As the Mental Health Court Coordinator, PO DeSantis works closely with the presiding MHC judge, the Honorable Beth A. Lazzara, court staff, and treatment agencies. She also attends to administrative tasks that were previously non-existent or assigned to other county personnel, in addition to supervising a reduced caseload of MHC offenders.

The MHC coordinator attends all MHC review hearings, pleas, and revocations and is responsible for maintaining and distributing court calendars. Additionally, Adult Probation now has a voice in the referral process of offenders seeking MHC services, and PO DeSantis attends bi-weekly referral meetings where the eligibility of offenders for MHC consideration is jointly discussed and decided with the court, Justice Related Services, the Assistant District Attorney in charge of MHC, and the MHC Public Defender.

In addition, the MHC coordinator works to gather statistical information for the purpose of assessment and evaluation of MHC. PO DeSantis is responsible for the timely and accurate input of information into the Problem Solving Adult and Juvenile Court Information System (PAJCIS), which is a state-wide case management database used by both juvenile and adult probation departments that follow a PSC model. Data collected includes information on offenders currently participating in a PSC, those who have exited a PSC, and those who have been referred to a PSC and are pending approval. This compilation of data allows the commonwealth to effectively monitor problem solving courts across Pennsylvania.

Before her assignment as MHC coordinator, PO DeSantis worked in the Administrative Unit at Adult Probation. Prior to joining Adult Probation in 2014, she was employed by the Allegheny County District Attorney's Office, where she was the MHC and Veterans Court paralegal.

In the fall of 2015, Mental Health Court (MHC) partnered with the Center for Court Innovation to conduct an evaluation of MHC and subsequently design a strategic plan for the future of the court based on the findings. This evaluation will consist of a comprehensive survey of the court, a site visit and court observation, interviews with court staff and key stakeholders, and data analysis. The evaluation and strategic planning timeline began in October 2015 and will conclude at the end of September 2017.



Problem Solving Court Coordinator

In October 2015, Courtney Chorba was hired as the new Problem Solving Court Coordinator. The PSC Coordinator is responsible for facilitating communication among the PSC teams, organizing and disseminating information relevant to the specialty courts, researching current best practices in the field, and sharing that information with each of the PSC teams. Other roles include, writing grant applications, coordination with outside partners for program evaluation and planning, and assisting in data maintenance. Prior to joining Adult Probation, Ms. Chorba worked as a project assistant and supervisor at the Evaluation Institute at the University of Pittsburgh Graduate School of Public Health. Her work there involved health survey research and reporting and program evaluation. Courtney received her Bachelors of Science in Psychology at the University of Pittsburgh, and a Master of Public Health degree with a concentration in Behavioral and Community Health Sciences at the University of Pittsburgh Graduate School of Public Health.

DUI Court 10th Anniversary

The Fifth Judicial District and the Adult Probation Department celebrated the 10th anniversary of the Allegheny County DUI Treatment Court in 2015. One of two accredited problem solving court programs in Allegheny County (along with Drug Court), DUI Court began as a collaboration of the court, the Office of the District Attorney, and Adult Probation. Currently, the DUI Court team includes Presiding Judge Kevin G. Sasinoski, representatives from the Public Defender's Office, the Office of the District Attorney, Justice Related Services, and Adult Probation.

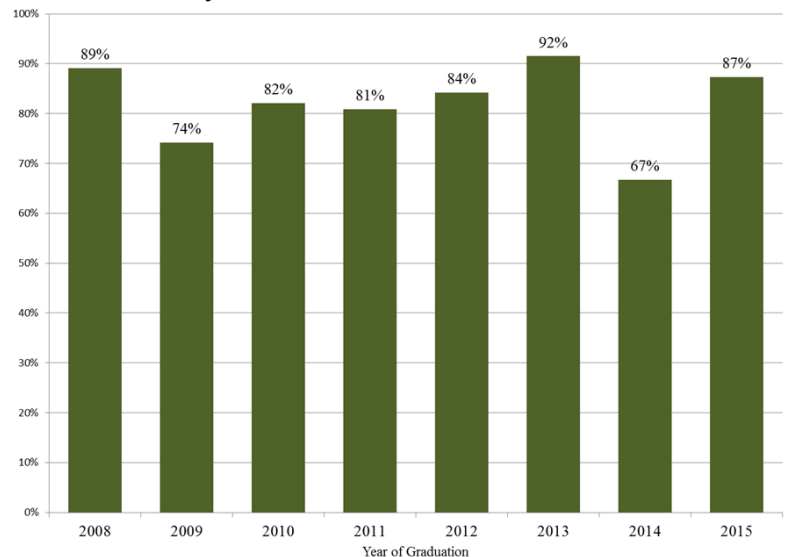
Targeted toward offenders facing their third DUI charge, the program is designed to reduce recidivism through a combination of intensive supervision and treatment of any underlying substance abuse issues, which often lead to impaired driving. The first plea into DUI Court took place on June 27, 2005, and the intervening 10 years has served to improve team member's understanding of the multiple DUI offender, targeted treatment for DUI offenders, and identifying best practices related to the supervision of DUI offenders.

Upon entry into DUI Court, offenders are placed on electronic monitoring in lieu of a jail sentence, followed by a probationary period. During their participation in DUI Court, offenders must complete a

five-phase program that includes, home confinement, treatment, employment, community service, and participation in a victim impact panel. Offenders also appear before Judge Sasinoski for monthly review hearings. As offenders progress successfully through each phase, they are afforded incentives such as removal from electronic monitoring, reduced frequency of reporting and substance abuse testing, and less frequent review hearings.

After completing all five phases of DUI Court, offenders are eligible to graduate from the program. Formal graduation ceremonies are held twice a year in Judge Sasinoski's courtroom and each graduate's success is publicly acknowledged by the DUI Court team. Over the course of its 10 year history, DUI Court has proven to be successful, with an average annual graduation rate of 82 percent. Figure 5 below shows the rates of graduation by year since the inception of DUI Court.

Figure 5: Percent of Offenders Successfully Graduating DUI Court, by Year of Graduation, 2008-2015



- Participants since inception: 748
- Graduate total, 2008 – 2015: 515
- On average, 78 participants exit the court per year.
- On average, 82 percent of DUI Court exits are successful.



Motivational Speaker, Mr. Kenneth Montrose of Greenbrier Treatment Center



DUI Court Supervisor Jacquelyn Whittaker-Piatt presents a certificate of completion to a DUI Court participant. Also pictured: L-R: Judge K. Sasinoski, R. Ando, A. Perry, G. Collins, R. Kraus

Victim Impact Panels

The DUI Court team partners with Mothers Against Drunk Driving (MADD) to conduct victim impact panels (VIP), which are a requirement for DUI Court offenders. Victim impact panels afford those whose lives have been permanently affected by impaired or reckless drivers the opportunity to give their perspective of how being the victim of an impaired driver has altered their lives and families, and to educate DUI Court offenders on the consequences of impaired driving.

In 2015, Adult Probation staff administered 14,906 drug and alcohol tests, of which 82 percent (12,238) proved to be negative.

Color Coded Random Urinalysis Pilot Project

A key component of improving offender outcomes and reducing recidivism is abstinence from the use of illicit drugs and alcohol abuse. Offenders who refrain from abusing drugs or alcohol are more likely to secure stable housing, obtain and maintain employment, and refrain from criminal activity. In addition to engaging offenders in treatment, drug and alcohol testing is an effective means of addressing substance abuse issues, as well as monitoring an offender's sobriety. In 2015, Adult Probation staff administered 14,906 drug and alcohol tests, of which 82 percent (12,238) proved to be negative.

To better gauge the effectiveness of Adult Probation's offender drug testing protocols, a color coded randomized urinalysis plan was piloted in September 2015. Through randomization, Adult Probation can reduce the opportunity for offenders to abstain from the use of drugs or alcohol in the days leading up to scheduled test, to take adulterants or masking agents that may alter test results, or to delay the test.

The pilot program was initiated for offenders entering DUI Court in September 2015. Upon entry into the court, offenders are assigned a color and are required to call a

designated telephone number every morning to learn the day's assigned color. Offenders whose color has been selected are required to report that same day, during regular business hours, to one of the three Adult Probation Community Resource Centers to provide a urine sample. As offenders progress through the five phases of DUI Court, they are assigned a new color, which determines the frequency for which they report for testing.

Positive test results for the use of drugs and/or alcohol result in sanctions being imposed by the DUI Court team, including increased testing frequency, more intensive drug and alcohol treatment, and more review hearings before the court.

Offenders who fail to report for testing on their assigned day are contacted by their probation officer and instructed to report the following day for testing. The offender's failure to report is brought swiftly to the court's attention and offenders are ordered to complete five hours of community service as a sanction. As with positive test results, repeatedly failing to appear for testing may result in a series of graduated sanctions being imposed by the court.

PRESENTATIONS

In July 2015, Adult Probation partnered with the Urban Institute to deliver a workshop entitled “Implementing and Measuring Evidence-Based Reentry Practices in Probation” at the national American Probation and Parole Association (APPA) conference in Los Angeles, CA. The APPA conference is the largest national training institute for community corrections. The presentation focused on the Urban Institute’s evaluation of Allegheny County’s successful reentry program and how Allegheny County is using the results of this evaluation to create long lasting quality assurance processes.

AMERICAN PROBATION AND PAROLE ASSOCIATION



L-R: J. Buck-Willison, K. Collins, F. Scherer

SECOND CHANCE ACT



L-R: Moderator, A. Pelton, K. Collins, J. Buck-Willison

Adult Probation again partnered with the Urban Institute in December 2015, to present at the national Second Chance Act (SCA) conference in Washington, DC. The Second

Chance Act was signed into law in 2008, and authorizes federal grants to support local governments in their efforts to break the cycle of criminal recidivism and improve public safety. Since the first SCA appropriation in fiscal year 2009, more than \$475 million has been authorized to help offenders successfully reintegrate into the community. The conference presents an opportunity for grant recipients to engage with national experts, to interact with practitioners from around the country, and to learn about evidence-based practices and promising approaches to reduce recidivism and improve outcomes. Adult Probation’s presentation focused on the key factors for jurisdictions to have in place to conduct a successful program evaluation, as well as best practices for putting evaluation recommendations into action.

PENNSYLVANIA ASSOCIATION OF DRUG COURT PROFESSIONALS

On October 22, 2015, Allegheny County Drug Court Supervisor Ed Vayansky and Justice Related Services Supervisor Shannon Sommers presented an informational session on the Allegheny County Drug Court Peer Panel model to drug court professionals from across Pennsylvania including, probation officers, judges, support staff, and treatment providers.

Peer panel is comprised of Allegheny County Drug Court alumni and current drug court participants who volunteer to assist other offenders in complying with the drug court program. The panel meets in classrooms provided by Mercy Behavioral Health.

Panel members are briefed on specific offender issues prior to meeting with them in person. Peer panel recommendations are not shared with probation officers, JRS staff, or treatment providers. Confidentiality allows panel participants to be helpful, honest, and forthcoming, without fear of punitive actions. Panels are conducted once per month, with biweekly follow up sessions as needed. This model has proven to be rewarding to both the panel members and the drug court offenders who have appeared before them.

NATIONAL CENTER FOR DUI COURTS

On May 6, 2015, the Allegheny County DUI Court team attended a training sponsored by the National Center for DUI Courts (NCDC) in Philadelphia, PA. Titled “Operational Tune-Up,” the training consisted of three established DUI Court programs chosen from across the country to be evaluated against the nationally acclaimed “Problem Solving Court (PSC) Best Practices.” The two-day event included a review of current practices, including eligibility criteria, incentives and sanctions, court case system processing, treatment availability, and probation supervision.

Allegheny County was chosen from many DUI Court programs nationwide to participate. In addition, the DUI Court team received a scholarship from the Pennsylvania Department of Transportation who provided travel funding. NCDC reiterated that the Allegheny County DUI Court operates using recognized standards and operates successfully under the criteria set forth by PSC researcher Doug Marlow. The training



Front Row L-R: G. Collins, Judge K. Sasinoski, Philadelphia Officer, J. Whittaker-Piatt, Philadelphia Officer, K. Collins
Back Row L-R: L. Mitchell, R. Romanko, J. Kantz,

allowed the DUI Court team to bond in a retreat like setting, as well as network with stakeholders from similar programs to gain knowledge and insight into the management and supervision of DUI offenders.

MENTAL HEALTH COURT CONTINUING LEGAL EDUCATION PRESENTATION

On April 24, 2015, the Honorable Beth A. Lazzara and the



Office, JRS, and community treatment providers. Each of these team members serves a crucial role in guiding and mentoring MHC offenders towards completion of the MHC program, culminating in their graduation from the court.

Through regular communication, team meetings, and court reviews, MHC team members are better able to coordinate their efforts in a manner that best benefits the offender's health and wellness, while also promoting public safety.

Mental Health Court (MHC) team presented a continuing legal education presentation to an audience of private attorneys, attorneys from the Office of the District Attorney and Public Defender's Office, Adult Probation staff, Justice Related Service's (JRS) staff, and local treatment agencies. Two MHC officers also sat on the panel of presenters, and we would like to recognize Probation Officers Tim Ban and Jennifer Demblowski for their contributions.

The training focused on the “team” aspect of the MHC process, which is comprised of the court, Adult Probation, the Office of the District Attorney, the Public Defender's



ALTERNATIVE TO JAIL

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 DUI Alternative to Jail Program continues as a collaborative effort between Adult Probation and the Pretrial Services Department. During its five years of operation, the program has greatly increased offender compliance rates with sentencing requirements while reducing the costs associated with supervising first time DUI offenders.

DUI ALTERNATIVE TO JAIL PROGRAM

Operating costs for the DUI Alternative to Jail Program are paid for by offender fees, which cover the cost of their treatment requirements, hotel, and food. While enrolled in the program, offenders must attend daily group therapy sessions as well as complete the state mandated DUI classes for license restoration.

In 2015, 442 offenders completed the DUI Alternative to Jail Program resulting in \$229,950 collected for program fees; these fees are reinvested into the program, making it completely self-sustaining. As such, the program has provided a fiscal benefit to the taxpayers of Allegheny County by greatly reducing the number of “jail days” served by this offender population.

ELECTRONIC MONITORING

The Adult Probation Department’s Electronic Monitoring Unit (EM) marked its 27th year of operation in 2015, continuing the department’s mission of providing the court with a cost-effective alternative to incarceration. In 2015, 1,601 new cases were initiated at EM, and 1,422 offenders completed their EM sentences successfully, with a two percent recidivism rate for offenders under EM supervision.

As with other Adult Probation units, EM supervises offenders according to risk level and cases are assigned as low, medium or high risk. Currently, EM probation officers use three types of equipment to monitor offenders in the community; radio frequency (RF) units, transdermal alcohol detection (TAD) bracelets, and Soberlink devices.

RF units require a land-line based telephone system and consists of a bracelet that is attached to the offender’s ankle and a base unit that is placed in the home. The bracelet uses RF technology to connect with the base unit when the offender is in the home and alerts Adult Probation staff when the offender leaves the residence with or without permission.

TAD units, which incorporate RF monitoring, allow for 24 hour alcohol monitoring with alcohol sensing technology incorporated into the ankle bracelet. TAD units detect alcohol emanating through an offender’s perspiration, and if an offender consumes alcohol, an alert is sent to EM monitoring staff for review and confirmation.

Soberlink devices, which are carried by offenders, are remote Wi-Fi enabled breathalyzer units that utilize short message services (SMS) to notify offenders that an on-demand alcohol test is required. The device records the offender’s blood alcohol content, their exact GPS location, and uses facial recognition software to capture on-demand photos, which are then confirmed for validity by a previously stored photograph. The results are then sent to EM staff via email and text message.

The majority of offenders supervised on electronic monitoring are placed on EM through the intermediate punishment program for varying offenses. In addition, the EM unit also houses Allegheny County’s Drug and DUI Court programs, as well as monitoring offenders sentenced to a period of electronic monitoring in other problem solving courts, including, Mental Health Court, Domestic Violence Court, PRIDE Court, Veterans Court, and Sex Offender Court. EM officers also supervise detainer transfers from the Allegheny County Jail, offenders sentenced for driving with a suspended license (DUI related) by magisterial district judges, and pretrial bond cases.

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 probation officers.

Figure 6: Number of New Offenders Starting Electronic Monitoring by Program Type, 2015 (N=1,601)

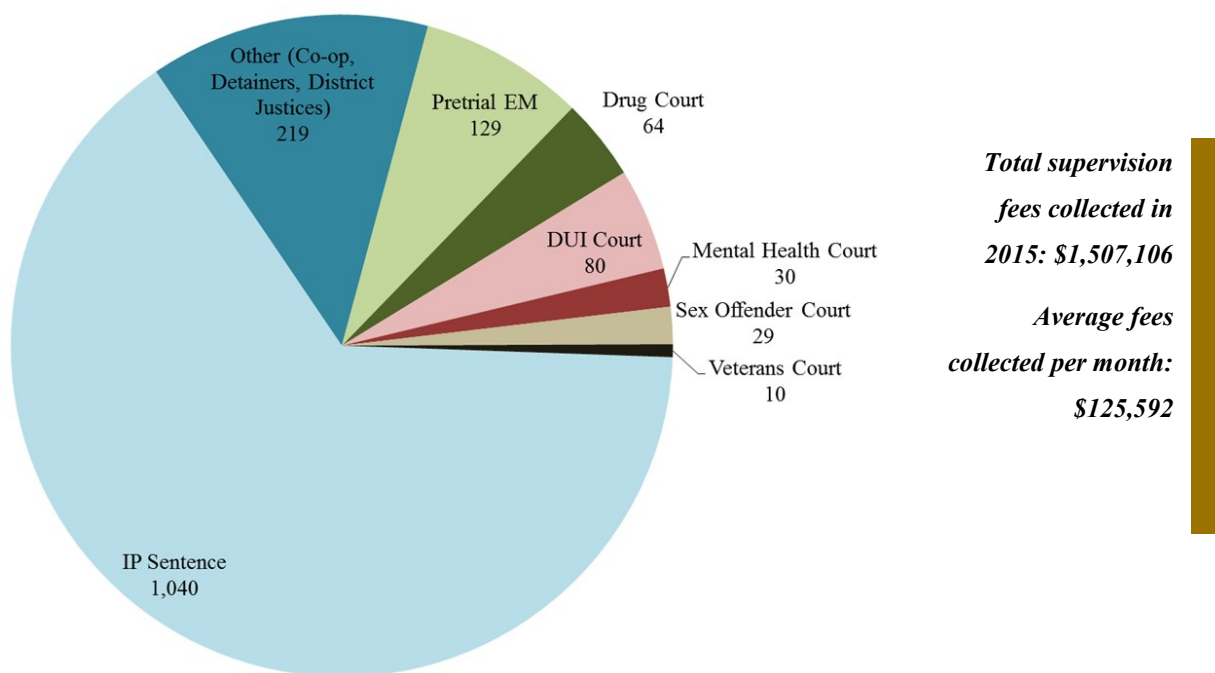
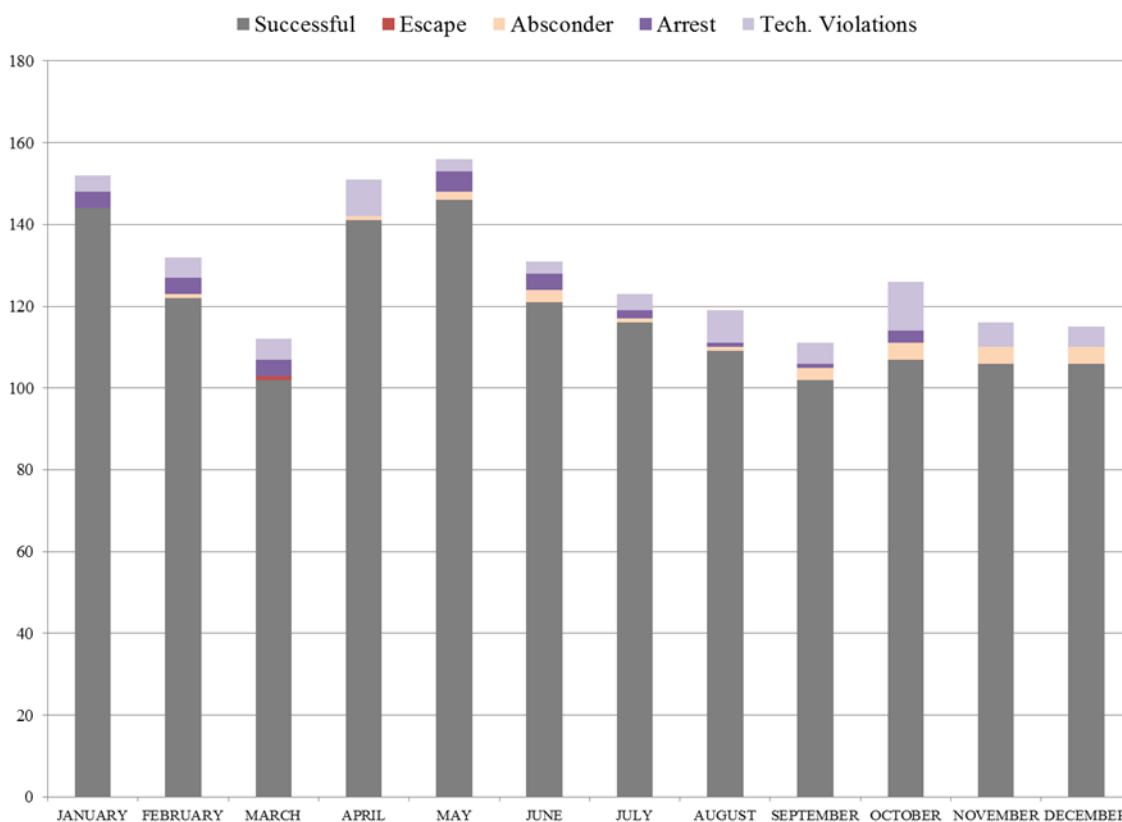


Figure 7: Electronic Monitoring Closure Reasons by Month, 2015



COMMUNITY RESOURCE CENTERS

Adult Probation staff work with local community organizations to find appropriate community service opportunities for offenders that benefit the public.

In November 2015, Adult Probation opened its third community resource center (CRC) in the Mon Valley area of Allegheny County. In 2015, 2,906 medium to high risk offenders were referred to one of these three CRCs (see Table 3), an increase of 12 percent from 2014. These centers provide a 'one-stop shop' for offenders to complete court-ordered stipulations and to address identified needs that may prevent recidivism. Services offered at the CRCs 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. 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 these services at the CRCs. In addition, all community service stipulations are coordinated and monitored from the CRCs. Adult Probation staff work with local community organizations to find appropriate community service opportunities for offenders that benefit the public.

Mon Valley Community Resource Center Staff



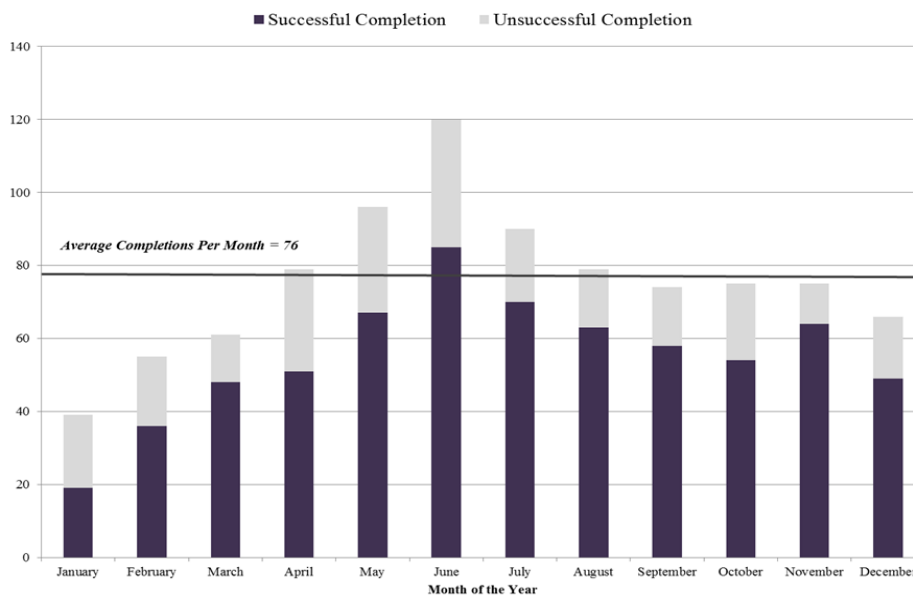
L-R: T. Wilkes, K. Duttine, M. DeSantis, W. Jones, B. Mediate, R. Casagrande, J. Demblowski, S. Leslie, L. Trychta

Table 3: Referrals to CRCs in 2015, by Program Area

Total	Total
Drug and Alcohol Testing	1,623
Drug and Alcohol Evaluation	833
Community Service	323
Job Search	601
GED Classes	193
Batterers Intervention Program	255
Cognitive Behavioral Therapy	144
Emergency Housing Assistance	3
Total Referrals	3,975
Total People Referred*	2,906

*Offenders may be referred to multiple programs.

Figure 8: Number of Completions from CRC Services, by Completion Month, 2015



In 2015, 1,021 offenders completed a service offered at the CRCs, with 73 percent completing the program successfully. For those not completing successfully, 74 percent were unsuccessful due to lack of engagement or refusing to participate. On average, 76 offenders complete services each month (see Figure 8).



Mon Valley Community Resource Center

With the support of the Pennsylvania Commission on Crime and Delinquency (PCCD), the Allegheny County Department of Human Services (DHS), and the Human Services Integration Fund (HSIF), Adult Probation developed a community resource and reentry center (CRC) for medium and high risk offenders living in the Mon Valley. This new center, which opened on November 2, 2015, serves as a central location for resources, support, and supervision, as well as a satellite for reentry services, providing a seamless connection between the programming, structure, and support provided in the jail and the community. These services are

evidence-based, co-located, and address the highest needs of this offender population.

Adult Probation hosted a grand opening ceremony for the new center on November 6, 2015. Attendees included local political leaders, foundation officials, community groups, service providers, and local law enforcement. Since that time, more than 250 offenders have been referred for services at the new center (see Table 4), exceeding initial projections. Adult Probation expects to serve approximately 1,000 offenders at this center annually.

Table 4: Total Number of Offenders Referred to Mon Valley Community Resource Center, 11/2/2015-12/31/2015

Service Referral	Total Offenders	Percent of Total
Adult Education (GED)	12	5%
Batterers Intervention Program	29	11%
Cognitive Behavioral Therapy	24	10%
Community Service	27	10%
Drug and Alcohol Evaluation	50	19%
Drug Testing	189	73%
Employment Assistance	51	20%
Total Offenders*	259*	100%

**Offenders may be referred to multiple services.*

Grand Opening Ribbon Cutting Ceremony November 6, 2015



COMMUNITY PARTNERS



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

Northside Common Ministries

PA Adopt A Highway Program

Pittsburgh AIDS Task Force

Pittsburgh Foundation

Pyramid Health Services

Renewal, Inc.

Southwestern PA Re-entry Coalition

Three Rivers Youth

Women's Center and Shelter (Men's Group)

Zone 3 Public Safety Committee

Zone 5 Public Safety Committee



PITTSBURGH
MERCY
A HERITAGE OF HOPE
MERCY BEHAVIORAL HEALTH



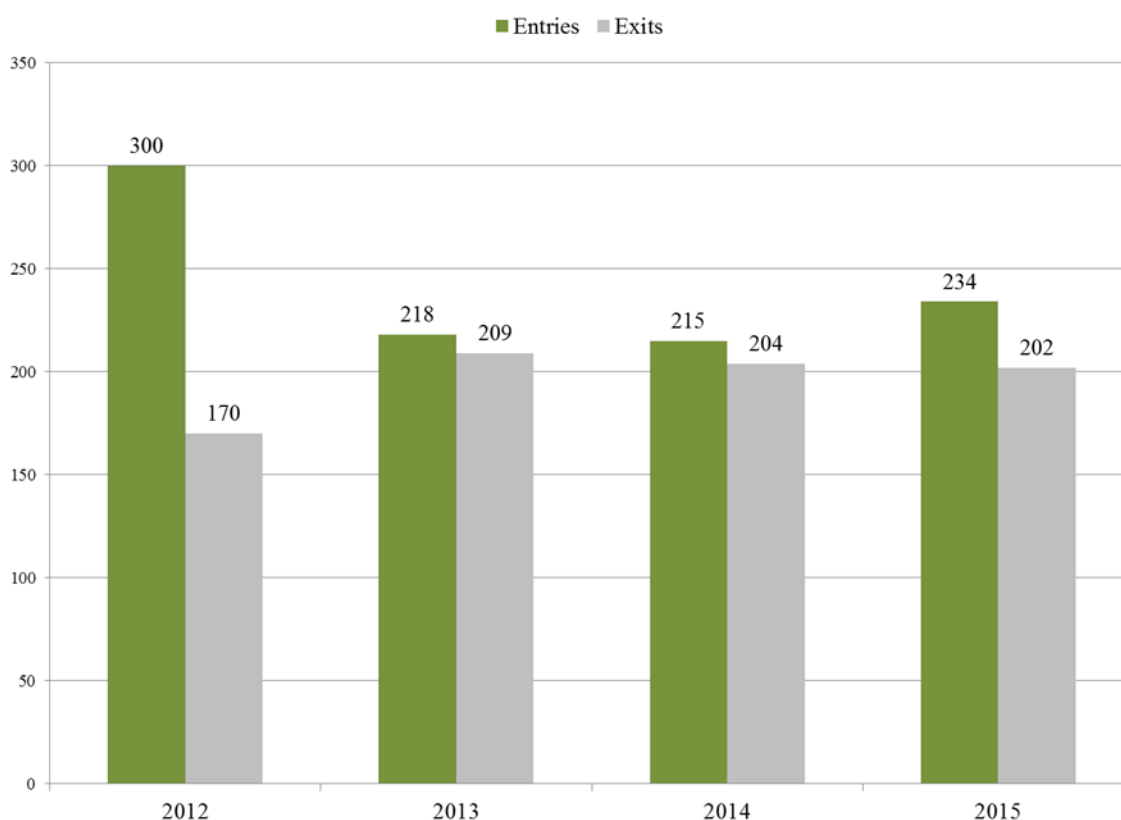
Greenbriar Treatment Center
Restoring Hope... Recovering Lives



There were 304 offenders enrolled in the reentry program on December 31, 2015. Adult Probation has five dedicated probation officers (PO) to supervise reentry program offenders. POs engage with offenders while they are serving their jail sentence and work closely with jail reentry specialists to assess offenders and create a service plan that meets his or her particular needs. Sixty days prior to release, the reentry team, which includes the PO, meets with the offender to re-assess and update the service plan to include the transition plan back into the community. Reentry POs continue to supervise offenders as they transition back into their communities and ensure compliance with their service plan and any additional court-ordered stipulations. In 2015, Adult Probation worked with Department of Human Services to create and enact new service contracts. The providers ensure that there is continuity of services from the jail into the community.

REENTRY PROGRAM

Figure 9: Number of Entries and Exits for the Reentry Program, 2012-2015



In 2015, 234 new offenders were enrolled into the reentry program; a nine percent increase from 2014. Since 2012, 785 offenders have exited the reentry program, with 53 percent exiting successfully. The remaining offenders exited because they transferred to another jurisdiction or program, were closed for lack of engagement, or were revoked due to new charges. On average, 196 offenders exit the program every year. In 2016, Adult Probation plans to move all five reentry probation officers into a dedicated Reentry Unit with the goal of improving overall outcomes for offenders reentering local communities.

STAFF DEVELOPMENT

Adult Probation staff completed 11,644 hours of training in 2015, in accordance with the mandates set forth by the Pennsylvania Board of Probation and Parole. In addition to training attended by staff, nine new probation officers completed the initial three week Adult Probation Officer training course in 2015.

Training Highlights

EVIDENCE-BASED PRACTICES

In November 2015, representatives from The Carey Group provided a two day seminar on evidence-based practices (EBP) to supervisory and managerial staff at Adult Probation and Pretrial Services. In conjunction with receipt of a Bureau of Justice Assistance Smart Supervision grant, the training served as the start of a three year agency-wide implementation plan of evidence-based practices. Based in current

research in the field of community corrections, the training highlighted the Four Core Competencies for risk reduction.



FOUR CORE COMPETENCIES

- ⇒ *Building Professional Alliance*
- ⇒ *Engaging in Skill Practice*
- ⇒ *Effective Case Planning and Management*
- ⇒ *Appropriately Using Rewards and Responses to Noncompliance*

As noted by The Carey Group, supervisors are the single most important target for knowledge and skill development related to evidence-based practices. As supervisors become more comfortable with EBP skills, they are better able to encourage, support, and coach line staff in the development of their own EBP skills.

20TH ANNIVERSARY OF ALLEGHENY COUNTY ADULT PROBATION FIREARMS

By Probation Officer Bruce Cunningham



First Basic Firearms Class 1995

In 1991, the Pennsylvania Chief Probation Officers Association appointed an Ad-Hoc Firearms Committee to address the lack of standardized firearms training for county probation and parole officers across the commonwealth. At a general meeting of the above association held on February 10, 1993, a written recommendation was distributed to each member and it began with the following statement: “As part of a changing climate within our communities and in view of the changing roles and philosophies of many probation/parole officers in Pennsylvania there is a trend toward armament.”

Back (L-R): T. Mitchell, B. Cunningham, A. Waszyn, T. Ban., B. Morgan, D. McClevish, J. Griffin, T. McCaffrey, A. Copanzzi, A. Moses (Rangemaster)
Middle (L-R): C. Proviano, B. Zitelli, L. Pascuzzi, J. Sciarino, I. Marcus
Front (L-R): J. Trozzi, F. DeAngelis, J. Dean, J. Odenheimer

In February 1993, there were approximately 30 adult probation/parole departments carrying firearms as sanctioned by the president judge of that jurisdiction. Within these 30 counties, a total of 222 officers were carrying firearms in the course of their duties. At that time, there were no statewide training standards or statutory requirements for probation/parole officers who were carrying firearms while on duty.

It was in this environment that the then Allegheny County Chief Probation Officer, Thomas C. Greene, charged a committee of volunteer probation officers, deemed the Safety Committee, with the task of developing a firearms policy, and later a use of force policy, for the Allegheny County Adult Probation Department.

After two years of extensive research, the Safety Committee submitted policies that would ultimately form the foundation for the arming of adult probation officers in Allegheny County. Three of the members of that committee, James Trozzi (Ret.), Thomas Mitchell (Ret.) and I were selected to be certified by the National Rifle Association Law Enforcement Division as law enforcement firearms instructors. Under the watchful eye of the late Allegheny County Police Inspector and Rangemaster Alex A. Mosses, the newly-appointed instructors graduated the first class of armed Allegheny County adult probation officers on January 19, 1995, at the Allegheny County Police Academy. Each of the 18 officers who participated met the training standards of Act 120 of 1974 (The same standards set for police officers in Pennsylvania).

Since I was appointed as a firearms instructor in 1994, much has changed in the area of firearms training for probation officers. In 1997, the Pennsylvania State Legislature adopted the recommendations of the Ad-Hoc Firearms Committee of the Pennsylvania Chief Probation Officers Association, and ACT 158 became state law. The new law provided for the establishment of the County Firearms Education and Training Commission (F.E.T.C.) comprised of key stakeholders from both state and county offices. One of the duties of F.E.T.C. is to establish and administer minimum training and competency standards for county probation officers.

Thus, for the first time, standardized firearms training requirements were established for probation officers throughout the commonwealth. Prior to receiving approval to carry a firearm, a prospective officer must successfully complete a seven day basic firearms training academy that meets all standards established by F.E.T.C. In addition to meeting the basic training requirements, each officer must pass an annual range re-qualification and participate in an additional in-service firearms training each year.

This advanced, in-service training exceeds the training requirements of many of the state law enforcement agencies and includes the following courses: Critical Incident Report Writing, Officer Survival Mindset Training (tactical training), Wounded Officer Survival Tactics, Simunition Training (force on force), Laser Shot – Deadly Force Response and Decision Making, Weapon Control/Weapon Retention and Disarming, and Fundamentals of Handgun Marksmanship.

The Allegheny County Adult Probation Department also requires each officer to successfully complete psychological testing, criminal background investigation, defensive tactics training, de-escalation skills training, aerosol defense training, and obtain a license to carry firearms as prerequisites for authorization to carrying firearms. There are currently 100 adult probation officers authorized to carry firearms in Allegheny County.

Given the expanding role probation officers play in the ever changing and sometimes dangerous environments in which they carry out their duties, enhancing officer safety as well as public safety are the primary training goals. Thanks to the dedicated efforts of all involved with this endeavor, from the distinguished members of F.E.T.C. to the instructors on the firing line, these goals are being met.

Seven probation officers completed the two week basic firearms course in 2015, and 93 probation officers maintained their firearms certification. Congratulations to Probation Officer Ramon Rosario who was awarded Top Gun honors for having achieved the top score during his two week basic firearms course.



ADULT PROBATION STAFF



Director Frank Scherer presents a badge to Supervisor Bruno Mediate at the 2015 Swearing-in Ceremony

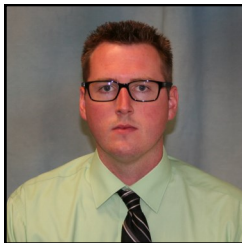


I, do solemnly swear that I will support, obey, and defend the Constitution of the United States and the Constitution of this Commonwealth, and that I will perform the duties of my position with fidelity and competence at all times.



(L-R) T. Wilkes, B. Prescott, S. Gutowski, J. Turney, D. Morante, K. Duttine, Administrative Judge D. Cashman, E. Powe, M. Berlin, R. Niznik, R. Casagrande, C. Chimenti, M. Giles

On November 4, 2015, Criminal Division Administrative Judge David R. Cashman administered the oath of office to newly appointed Adult Probation and Pretrial Service probation officers.



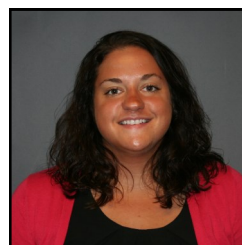
MICHAEL BERLIN
Probation Officer

Michael joined Adult Probation on May 4, 2015. He holds an undergraduate degree in Business Administration and a graduate degree in Criminal Justice Administration. Michael gained experience during previous work at United Community Independence Program as a direct service professional, Renewal, Inc. as a program assistant, and at the Westmoreland County Adult Probation Department as a probation officer.



RONALD CASAGRANDE
Probation Officer

Ronald joined Adult Probation on September 8, 2015. He holds undergraduate degrees in Criminal Justice and Psychology and gained experience as a corrections officers at Westmoreland County Prison, and as a probation officer in Philadelphia County.



CATHERINE CHIMENTI
Probation Officer

Catherine joined Adult Probation on September 8, 2015. She holds an undergraduate degree in Criminal Justice and Sociology from Waynesburg University and a graduate certificate in Public Management from Indiana University Purdue University of Indiana (IUPUI). Catherine brings experience from previous work as a drug/alcohol counselor at Abraxas Family and Youth and with Marion County Community Corrections (Indianapolis, IN) as a probation officer working with sex offenders.



JENNIFER DISK
Support Staff

Jennifer joined Adult Probation on May 4, 2015, as support staff for the Pre-Sentence Investigation Unit. She holds an undergraduate degree in Biology from Neumann College and brings seven years of previous work experience in the clerical field.



ANNIE FIFFICK
Support Staff

Annie joined Adult Probation on April 6, 2015. She holds an undergraduate degree in Criminal Justice from the University of Pittsburgh and is currently pursuing a graduate degree in Criminal Justice Administration at Point Park University.

2015 NEW EMPLOYEES



MARQUITA GILES
Probation Officer

Marquita joined Adult Probation on November 2, 2015. She holds an undergraduate degree in Psychology and Criminal Justice. She gained experience from previous work as a mental health social worker and case manager and at the Department of Human Services, Child Welfare Department in Philadelphia, PA.



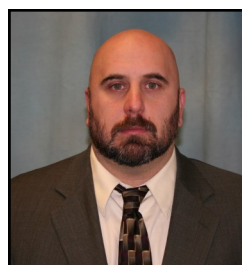
SARAH GUTOWSKI
Probation Officer

Sarah joined Adult Probation on June 29, 2015. She holds an undergraduate degree in Social Work from the University of Pittsburgh. While in her course of studies, Sarah completed an internship with the problem solving courts of the Allegheny County Court of Common Pleas.



DAVID HAVARAN
Probation Officer

David joined Adult Probation on November 16, 2015. He holds an undergraduate degree in Criminology from the University of Pennsylvania. David enlisted in the United States Navy and served as an operations specialist onboard the USS Gary (San Diego, CA) until he was honorably discharged. David brings experience from previous work as a jail counselor at the Allegheny County Jail and a re-entry specialist at Justice Related Services.



RICHARD IVANOFF
Support Staff

Richard joined Adult Probation on January 26, 2015. He holds an undergraduate degree from the University of Pittsburgh. Prior to being hired full time, Richard worked as a part time monitor at the Electronic Monitoring Unit. He also worked in sales for 15 years.



WILLIAM JONES
Community Monitor

William joined Adult Probation on May 4, 2015. He holds an undergraduate degree in Social Work from Lock Haven University. William is an Army reservist who served in Afghanistan during Operation Enduring Freedom and brings experience from previous work as an intervention specialist at Youth Enrichment Services, working with juvenile offenders.



MICHAEL McCUTCHEON
Community Monitor

Michael joined Adult Probation on June 16, 2015. He holds an undergraduate degree in Criminology from Indiana University of Pennsylvania (IUP). He previously worked as a dispatch operator for the IUP Police Department while attending school.



DAVID MORANTE
Probation Officer

David joined Adult Probation on April 6, 2015. He holds an undergraduate degree in Criminology and Investigations from West Virginia University and a graduate degree in Criminology from Indiana University of Pennsylvania. David brings experience from previous work at the Transportation Security Administration as a transportation security officer at the Pittsburgh International Airport and as a site-based monitor at the LEADER Program with the Washington County Juvenile Probation Department.



NICHOLE PETITO
Support Staff

Nichole was hired full-time at Adult Probation on July 13, 2015. She holds an undergraduate degree in Criminal Justice from LaRoche College and is currently pursuing a graduate degree in Organizational Leadership at Robert Morris University. Nichole began part-time employment with Adult Probation as a monitor with the Electronic Monitoring Unit.



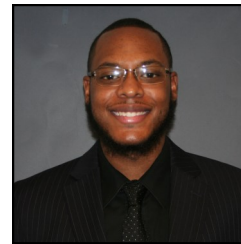
BRITTANY PRESCOTT
Probation Officer

Brittany joined Adult Probation on May 4, 2015. She holds an undergraduate degree in the Administration of Justice from Penn State University and a graduate degree in Applied Criminology from California University of Pennsylvania. Brittany gained experience from an internship at the United States Probation and Parole Department-Pittsburgh Division.



LINDSAY TRYCHTA
Community Monitor

Lindsay joined Adult Probation on October 5, 2015. She holds an associates degree in Human Intelligence Collection from Bisbee Community College and an undergraduate degree in Psychology from the University of Pittsburgh. Lindsay is an Army veteran and previously worked in military intelligence. Currently, Lindsay is serving in the National Guard as a Human Intelligence Collector. She gained experience from previous work in contract security and loss prevention.



MICHAEL WHITELOCK II
Community Monitor

Michael joined Adult Probation on November 21, 2015. He holds an undergraduate degree in Criminal Justice/Sociology with a minor in Psychology from Thiel College. Michael previously completed an internship at the City of Pittsburgh Mayor's Office in 2014.



TONYA WILKES
Probation Officer

Tonya joined Adult Probation on May 4, 2015. She holds undergraduate and graduate degrees in Criminal Justice from Slippery Rock University. Tonya brings experience from previous work as a cognitive behavioral therapy instructor in the reentry program at the Allegheny County Jail.



BRUNO MEDIATE
Supervisor

Bruno joined Adult Probation on March 9, 2015. He holds an undergraduate degree in Criminology from Indiana University of Pennsylvania and a graduate degree in Administration of Justice from Shippensburg University. Bruno brings over 30 years of experience, as he previously worked at the Westmoreland County Adult Probation Department as a supervisor and chief of the Westmorland County Adult Probation Department.

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On November 30, 2015, Lisa Colavecchia was promoted to manager. Lisa obtained a Bachelor's Degree in Psychology/Sociology from the University of Pittsburgh in 1998. She began her career with Adult Probation in 1999, where she supervised a general DUI caseload. Lisa subsequently became the DUI Court Coordinator in 2005. In 2009, she transferred to the South Hills Field Center, where she was promoted to supervisor in 2011.



LISA COLAVECCHIA



ROBERT O'BRIEN

In March 2015, Probation Officer Robert "Robbie" O'Brien was named the supervisor of the Intake Unit and the Court Liaison Unit (CLU). Robbie began his career with Adult Probation in 1999. Prior to transferring to CLU, Robbie had worked in various departments throughout the agency, including the ISC Unit, the DUI Unit, the Electronic Monitoring Unit, the Wilkesburg Field Office, and the Pre-Sentence Unit.

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RONALD J. SEYKO

Ronald J. Seyko retired on April 10, 2015, after 35 years and 6 months of employment with the Fifth Judicial District of Pennsylvania. Ron began his career as an Allegheny County juvenile probation officer on October 4, 1979. After working in the juvenile court system for over 27 years, Ron

transferred to Adult Probation as a manager on February 19, 2007. He was appointed as the deputy director of the Adult Probation Department on July 21, 2008, and subsequently as the director of the department on January 7, 2013. Ron served in that capacity until his retirement. Many thanks to Ron for his years of dedicated service to the court and the community.

RETIREES 2015

Miriam, Ron, John, Mickey, and Rick, thank you for your combined 149 years of service and dedication to the Fifth Judicial District. Congratulations, and good luck in your retirement.

- ♦ Miriam Ventura retired on March 27, 2015. She worked for Adult Probation for 26 years and 10 months.
- ♦ Ronald Seyko retired on April 10, 2015. He worked for the Fifth Judicial District for 35 years and 6 months.
- ♦ John Pronobis retired on May 15, 2015. He worked for Adult Probation for 23 years and 4 months.
- ♦ Roy "Mickey" Seward retired on May 15, 2015. He worked for Adult Probation for 30 years and 4 months.
- ♦ Richard "Rick" Zeleznik retired on May 15, 2015. He worked for Adult Probation for 33 years and 1 month.

COMMUNITY PARTICIPATION

TAKE OUR DAUGHTERS AND SONS TO WORK DAY

Adult Probation was a proud partner of the Fifth Judicial District's Take Our Daughters and Sons to Work Day on April 23, 2015. Designed to give girls and boys a glimpse of the day to day work of the courts, the daughters and sons of judicial employees were encouraged to take part in a number of fun filled, yet educational activities throughout the day, ending with a cookout in the courtyard. Activities included several mock trials that were presided over by Jurists Beth A. Lazzara, Jill E. Rangos, and Kevin G. Sasinoski, in which the cases of *The Grinch Who Stole Christmas*, *Babe E. Bear vs. Gold E. Locks*, and *The Case of the Stolen Car* were resolved! Other fun activities included a K9 Officer demonstration, a tour of the Jail Museum, fingerprinting, and a chance to explore the Medical Examiner's Mobile Crime Lab and Allegheny County's 911 Mobile Van.



PITTSBURGH PLUNGE: PRESENTED BY LAW ENFORCEMENT FOR SPECIAL OLYMPICS PA



Adult Probation participated in the Polar Bear Plunge for Special Olympics on December 12, 2015. This annual event is Special Olympics Pennsylvania's largest fundraising event of the year and takes place outside Heinz Field.

Adult Probation registered its official plunge team, "POs with Frozen Toes," who, along with over 1,000 local law enforcement officers, Special Olympics athletes, and volunteers helped raise \$375,000 for Special Olympics Pennsylvania. Congratulations!

Thanks go out to the Adult Probation Plunge Team of Timothy Kennedy, Ryan DeMary, Michelle McDowell, Nate Watkins, Kassie Petro, Annie Fiffick, and team organizer Christy Bartosh, who all volunteered their time to assist in this very worthwhile endeavor.

L-R Front Row: R. Demary, T. Kennedy, C. Bartosh, A. Fiffick
L-R Back Row: M. McDowell, N. Watkins



Arlington Community Clean-Up Day April 18, 2015
Perry Hilltop Community Clean-Up Day June 13, 2015



COMMUNITY SERVICE

Adult Probation staff coordinate community service events for offenders who are stipulated by the court to perform community service hours. Adult Probation partners with non-profit and community organizations to provide offenders the opportunity to comply with their sentence, including, Habitat for Humanity, the City of Pittsburgh "Redd-Up" efforts, and the Pennsylvania Adopt a Highway campaign.

Administrative Professionals Luncheon 2015

STAFF RECOGNITION



L-R: S. Davis, A. Fiffick, J. Larkin, K. Tommasin, M. Gorchock, not pictured, R. Thomas

Adult Probation management would like to recognize and thank our administrative professionals and support staff for their hard work and dedication throughout the year.



L-R: C. Babicz, M. Poluszejko, C. Christmas

In 2015, Supervisors Claudia Babicz and Mike Poluszejko and Manager Charlene Christmas achieved significant milestones in their careers with Adult Probation. Claudia and Charlene celebrated 40 years of service and Mike celebrated his 30th year with the department. Congratulations!

Adult Probation History

The Adult Probation Department entered its 105th year of operation in 2015! As we continue into our second century of serving Allegheny County we thought the following dates, facts, and figures in Adult Probation history would be of interest.

October 1, 1910: The Adult Probation Department is established. The department was housed in the Allegheny County Courthouse for the first 45 years of its existence. Total staff numbers in 1910 – 89; 72 professional positions and 17 clerical positions.

March 2, 1956: The first field districts were established in Allegheny County. Probation officers were allowed to begin the day's field work from home as long as they signed out the previous day. The reimbursement rate for mileage was 7 ½ cents per mile, with a cap of \$1.60 per day. Parking fees were not to exceed \$1 per day.

January 11, 1957: General rules of probation developed.

March 31, 1957: The department hired its first two female probation officers, who were to divide the county in half, and between them supervise all female offenders.

April 19, 1961: Management advised staff that field notes and offender contacts must match those submitted on the monthly travel voucher.

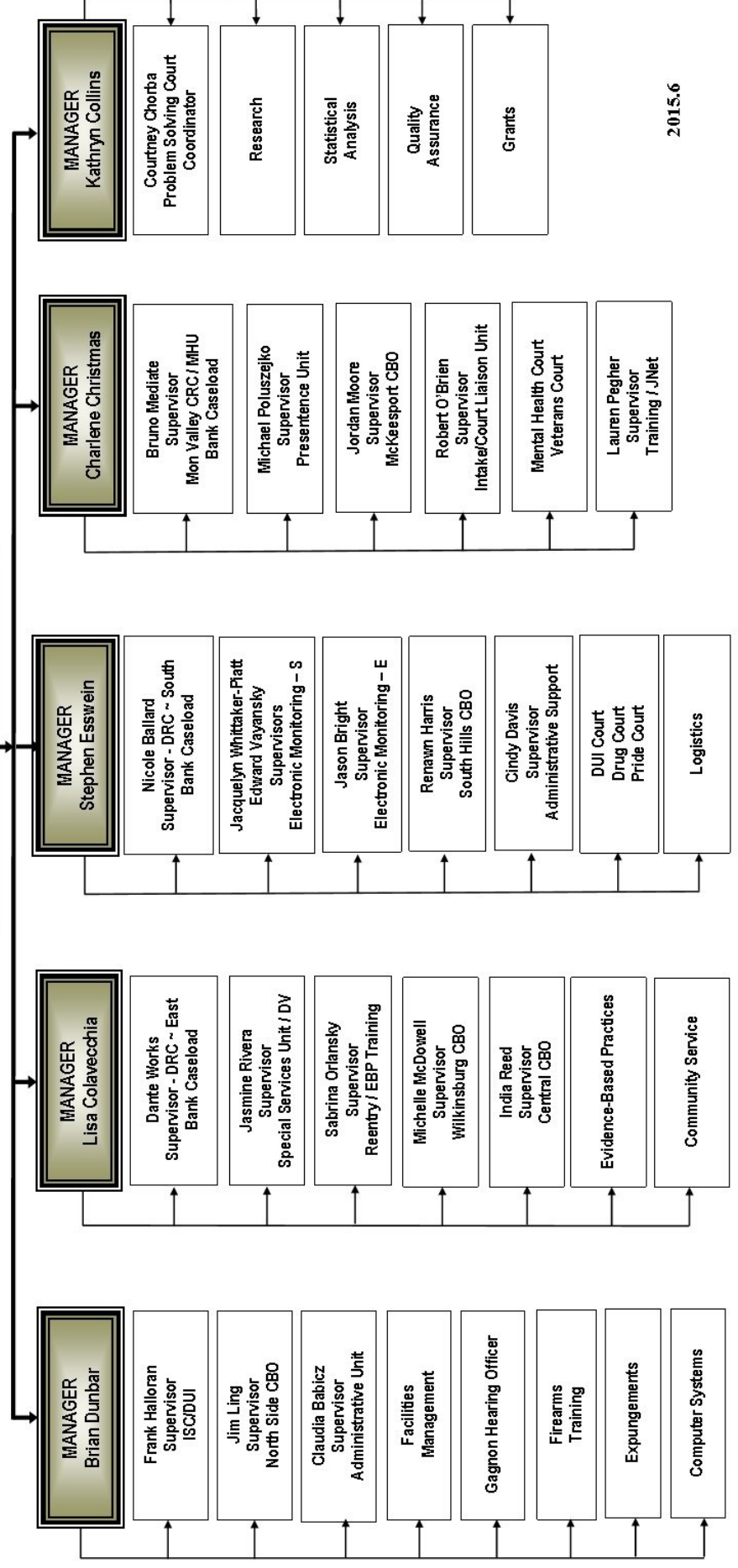
December 27, 1962: Policy stating that offenders are to be contacted within 10 days of trial was established.

January 11, 1974: The Community College of Allegheny County (CCAC) offered GED classes and testing. The cost of the GED class was \$40 and the cost of the GED test was \$7.50.

1995: Adult Probation began firearms training for probation officers.

***Fifth Judicial District of Pennsylvania
Allegheny County
Adult Probation***

ORGANIZATIONAL CHART





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http://www.alleghencourts.us/criminal/adult_probation/default.aspx