

ALLEGHENY COUNTY ADULT PROBATION

Fifth Judicial District of Pennsylvania



2017

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 AND 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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2017





Honorable Jeffrey A. Manning
President Judge



Honorable David R. Cashman
Administrative Judge



Linda L. Kelly, Esquire
District Court Administrator



Thomas M. McCaffrey
Criminal Court Administrator

2017 COURT ADMINISTRATION



FIFTH JUDICIAL DISTRICT OF PENNSYLVANIA

● Director's Message ●

On behalf of the employees of Allegheny County Adult Probation and Parole (Adult Probation), I am pleased to present the 2017 agency annual report. In this report, you will see a common theme showing the dedication and commitment of our staff to the agency'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 behavior change from the people we are charged with supervising.

In 2017, Adult Probation partnered with a number of local and national organizations to assist with offender outcomes, as well as the expansion of evidence-based practices training for staff.

In our continued efforts to battle the national opioid epidemic, in 2017, Adult Probation hosted PA Physician General Rachel L. Levine for an agency-wide training focusing on local issues. In addition, the agency received a Pennsylvania Commission on Crime and Delinquency grant that was used by the problem solving courts to combat the opioid epidemic. We also worked with the Allegheny County Health Department to secure funding for the purchase and training of naloxone (Narcan) for all probation officers. Adult Probation is currently working with our court administration on policy for the training and use of Narcan for agency staff.

As our agency improves and redefines itself around evidence-based practices, our staff has shown willingness to change and learn new concepts, dedication to continual quality improvements and a commitment to providing the best supervision possible. I thank them all for the excellent work they do every day.

In conclusion, I would like to thank President Judge Jeffrey A. Manning, Administrative Judge David R. Cashman, District Court Administrator Linda L. Kelly, Esq., and Criminal Court Administrator Thomas M. McCaffrey for their continued support and guidance.

Frank J. Scherer
Director



**ADULT PROBATION
DIRECTOR
FRANK J. SCHERER**

“As our agency improves and redefines itself around evidence-based practices, our staff has shown willingness to change and learn new concepts, dedication to continual quality improvements and a commitment to providing the best supervision possible.”

● Deputy Director's Message ●



**ADULT PROBATION
DEPUTY DIRECTOR
ALAN F. PELTON**

As readers will note throughout the Allegheny County Adult Probation and Parole Department's (Adult Probation) 2017 annual report, significant strides were made toward our goal of fully implementing evidence-based supervision practices agency wide. Adult Probation staff can take pride in the efforts of their peers who volunteered to become trainers and facilitators in a variety of evidence-based competencies critical to our success. And, while much work lies ahead in 2018 and beyond, the agency has a solid foundation of dedicated and knowledgeable staff committed to promoting public safety and improving outcomes for those we supervise through the use of evidence-based practices.

In 2018, Adult Probation will enter the third and final year of its Bureau of Justice Assistance smart supervision grant, marking the end of the initial evidence-based planning and training phase. However, the end of the grant period will actually represent the true beginning of the implementation phase, with the creation of agency policies and quality assurance processes that align with evidence-based community supervision practices.

To achieve these goals, Adult Probation staff will work to create a modular training program to coincide with the end of the grant period. This modular approach will offer monthly training sessions on evidence-based practices so that both new and current staff can maintain and enhance their evidence-based skillset.

In addition to sustaining our evidence-based training program, Adult Probation will open its fourth and final community resource center in the North Side section of the City of Pittsburgh in 2018. This new center will offer offenders in the northern sections of Allegheny County access to similar services offered at our three existing centers in East Liberty, Arlington, and the City of McKeesport.

**Alan F. Pelton
Deputy Director**

● *Adult Probation Overview* ●

The Allegheny County Adult Probation Department (Adult Probation), in conjunction with the Department of Pretrial Services, supervises people under bail or sentenced to county probation or parole by the Fifth Judicial District of Pennsylvania. There are 133 adult probation officers for this task.

Pretrial Services supervises all people under bail supervision, those participating in the Accelerated Rehabilitative Disposition program (ARD), or in the DUI Alternative to Jail Program, while Adult Probation is responsible for all probation, parole, and intermediate punishment supervision in the county.

At the end of 2017, there were 24,840 people under supervision in the county. This is a six percent (1,709) decrease from the same time the previous year. Sixty-nine percent (17,096) were supervised under a probation sentence and eight percent (2,104) were supervised under intermediate punishment, parole or probation without verdict. The remaining 23 percent (5,640) were supervised under ARD or bail. Fifty-four percent (13,404) of people were supervised under a misdemeanor charge (see Table 1).

Adult Probation uses evidence-based best practices to supervise people in the county. This includes using an initial proxy risk screen to assign cases, conducting the Level of Inventory – Revised (LSIR) risk/needs assessments on all people screened as medium- or high-risk, and using the LSIR to drive case planning. In 2017, Adult Probation continued its efforts to improve how it supervises people by training all staff on using effective rewards and responses to noncompliance, creating a new cohort of trainers for the LSIR, and redesigning the case plan to reflect national best practices.

Adult Probation continued to operate three community resource centers throughout the county and, in 2017, began planning to open its fourth center, which will open in 2018. The community resource centers serve medium- and high-risk people under supervision by providing a central location to receive services and to meet with their probation officers. They also provide a central office for all probation officers, who are mobile and supervise people in the communities where they live and work. The centers operate with the support of the Allegheny County Department of Human Services,



which funds employment services, batterers' intervention programs, cognitive behavioral therapy, and GED preparation. In addition, people under supervision are able to be drug tested at the centers and, if positive, are able to receive a drug and alcohol assessment on site. In 2017, the centers served 2,849 people, with 53 percent completing services successfully. See Table 3 for a breakdown in services accessed by people under supervision.

Adult Probation also operates specialized units that supervise people participating in one of Allegheny County's seven problem solving courts, which include Drug Court, DUI Court, Mental Health Court, Veterans Court, PRIDE (Prostitution) Court, Sex Offender Court and Domestic Violence Court. At the end of 2017, 1,112 people were participating in one of these courts (see Table 2). In 2017, 71 percent (184) of people who finished one of these programs completed it successfully.

As part of the Smart Supervision grant that Adult Probation received in 2015, the department instituted a number of continuous quality improvements in 2017. This includes the creation of a Comparative Statistic (CompStat) process. Supervisors meet with their managers quarterly and discuss how well they are meeting identified performance benchmarks. Examples of benchmarks include the average days it takes probation officers (POs) to first contact people under supervision, the percentage of POs targeting appropriate needs based on the LSIR, and the average supervision dosage by PO by LSIR result. The process is one of continuous evaluation that uses real-time data and peer input to create a learning environment that focuses on improving outcomes. In addition, Adult Probation continued to create real-time dashboards for administrators, supervisors and probation officers to monitor ongoing work. Finally, in the summer of 2017 all supervisors were trained on coaching techniques and, in September of 2017, all units in the department began

monthly coaching sessions to improve fidelity to evidence based practices and to help foster a learning environment.

Adult Probation also created new policies and practices in 2017. This includes the creation of a new risk assessment and case planning policy to incorporate dosage expectations by risk/need levels. This policy will go into effect in early 2018. In addition, Adult Probation reinstituted a process of early probation violations. This process works with the Court of Common Pleas to schedule probation violations for new charges on the same day as the

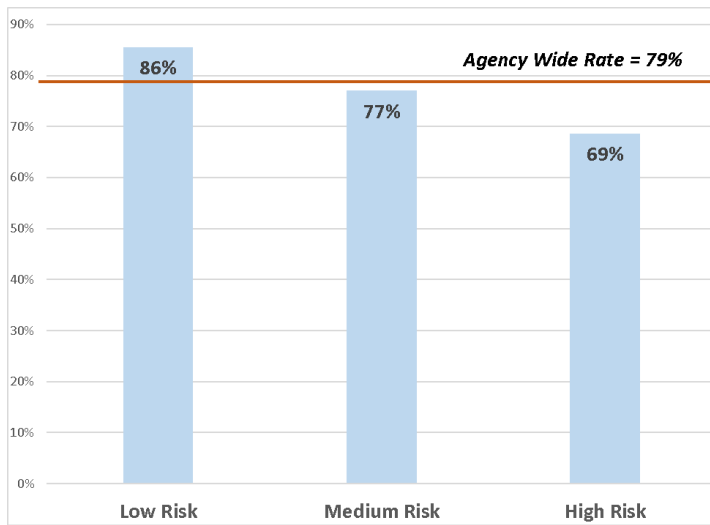
disposition of the new charge. This process is estimated to save more than 14,000 jail bed days, which translates into more than \$1.4 million dollars in savings to the county. In addition, in 2017, Adult Probation began a new partnership with the Office of the Public Defender to terminate supervision early for people who have committed low level crimes, who have completed all court conditions and have had no new criminal justice involvement. This process will help reduce probation caseloads, thereby allowing officers to spend more time with those who are the biggest public safety risks.

In 2017, in addition to providing direct supervision, Adult Probation also:

- Completed 543 presentence investigative reports for the court.
- Conducted 4,568 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 3,214 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 the Center for Court Innovation.
- Presented at national and state conferences, including the American Probation and Parole Association, the National Association of Pretrial Service Agencies, the Safety and Justice Challenge network meeting, and the PA Drug and DUI Court conferences.
- Served more than 2,800 people at one of our three community resource centers, helping address key risks and needs to prevent future crime.
- Conducted rewards and responses to noncompliance training for all staff.
- Created a new cohort of trainers for the risk/needs assessment (LSIR) that is used in the county.
- Conducted monthly detainer review meetings with all criminal court judges and/or their staff to ensure people are not detained longer than necessary.

Successful Supervision

Figure 1



Adult Probation uses multiple metrics to measure supervision success, including in-program rearrests, revocations of supervision, and improvements in identified need areas (e.g., education levels, changes to employment, changes in risk level, etc). The measure of supervision success presented in figure 1 examines the percentage of people completing supervision without a new conviction or revocation based on a technical violation. In 2017, 10,166 people completed supervision – 86 percent of low-risk people were successful compared to 77 percent of medium-risk and 69 percent of high-risk individuals.

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Table 1: People Supervised on 12/31/2017	
Probation	17096
Parole	1022
Intermediate Punishment	837
Accelerated Rehabilitative Disposition (ARD)	2988
Probation Without Verdict	245
Bail	2652
PEOPLE UNDER SUPERVISION BY OFFENSE GRADE	
Misdemeanor	13404
Felony	10768
Other	668
PEOPLE UNDER SUPERVISION BY RACE	
Caucasian	13550
African-American	10769
Other	521
CASELOAD BY TYPE OF UNIT	
Field offices - High-Risk	93
Field offices - Medium-Risk	95
Low-Risk Unit	965
Electronic Monitoring	45
DUI (Driving under the influence) Unit	174
Restitution Unit	456
Sex Offender Court	62
Domestic Violence Court	69
Mental Health Court	28
Drug Court	44
DUI Court	42
Veterans Court	45
PRIDE Court	75
Reentry Unit	69
Inter-State	472
Inter-County	456
State	3459
Bail	332

Highlights and Accomplishments

National Center for State Courts Workload Analysis

In 2017, Adult Probation partnered with the National Center for State Courts (NCSC) to conduct a workload analysis for our supervisors to help transition their role to become experts in evidence based practices (EBPs) and coaches for staff. NCSC provided key recommendations to ensure implementation fidelity of EBPs in the agency including 1) establishing a communication plan to relay information to all staff, 2) revise job descriptions to reflect key EBP competencies, 3) invest in training for supervisors and managers and 4) transition day-to-day responsibility for quality assurance to managers and supervisors. As a result of these recommendations the agency established a formal communication plan that includes the creation of monthly newsletters, listening sessions for the director and deputy director with all staff, and clear expectations for meetings among staff at all levels. In addition, Adult Probation worked with the Carey Group to train all supervisors on EBP coaching techniques in July 2017. Starting in September 2017, all units began holding monthly coaching sessions for their staff.

Dosage Analysis

As part of the agencies Smart Supervision grant, Adult Probation worked with the Department of Human Services and the Urban Institute to create a baseline dosage analysis for medium- and high-risk people under supervision. The preliminary study worked to identify what types of supervision and treatment services should be included as dosage. After identifying these items, it examined how well the county was doing in reaching basic dosage amounts. The study found that most people were not receiving the requisite supervision and treatment dosage. In addition, it found that there were limited resources available for people to meet the recommended evidence-based treatment dosage amounts. As a result of this study, Adult Probation created a new policy on supervision dosage based on risk/needs assessment results that will go into effect in March 2018.

Mental Health Court Strategic Planning

In 2015, Allegheny County's Mental Health Court (MHC) was awarded a Bureau of Justice Assistance grant to enhance the court. As part of this grant, the team partnered with experts at the Center for Court

Innovation (CCI) to conduct a process evaluation, an outcome evaluation and, using the results, a strategic planning process. In June 2017, the CCI team conducted a two day strategic planning session with core MHC team members and key stakeholders. As a result of this planning process, the team identified areas to improve. This includes improving the quality of services available to participants, implementing a criminogenic risk/needs assessment to help drive case planning while in the court and exploration of implementing a pre-plea model into the court. As a result of this process, the county is conducting regular meetings with the provider community and the courts. In addition, all mental health court probation officers were trained on using the Level of Service Inventory-Revised (LSIR), the risk/needs assessment used in the county. Starting in 2018, all new participants will receive an LSIR assessment to help guide their supervision and treatment plans.

Continuous Quality Improvements (CQI) and Quality Assurance (QA)

In 2017, Adult Probation implemented new CQI and QA processes to monitor implementation fidelity of EBPs. This included the creation of a Comparative Statistics (CompStat) process where supervisors and management meet quarterly to examine key performance metrics and discuss how to improve implementation. Supervisors are also conducting monthly coaching sessions with their staff, following a set curriculum established by national experts, the Carey Group.

The agency has also worked to create real-time dashboards that allow all staff to monitor key performance metrics. This includes monitoring of caseloads, implementation of LSIRs, examining drug testing trends, and monitoring detainees. They agency will continue creating and using dashboards in 2018.

Training

In the winter of 2017, all staff were trained on using rewards and responses to noncompliance as part of the Smart Supervision grant. They agency also identified challenges in fully implementing the LSIR with fidelity and decided to retrain all staff to improve inter-rater reliability. To support this, in June 2017, the agency trained 13 new LSIR trainers who will re-train probation officers in the winter of 2018.



Problem Solving Courts



Adult Probation has specialized units that supervise people participating in each of Allegheny County's seven problem solving courts, and Adult Probation employees coordinate each of the four treatment courts (Drug Court, DUI Court, Mental Health Court and Veterans Court). In addition to the treatment courts, there are two docket driven compliance courts (Sex Offender Court and Domestic Violence Court), and PRIDE Court, a specialty docket aimed at assisting people convicted of prostitution charges. At the end of 2017, 1,112 people were participating in one of these courts (see Table 2 for breakdown). All of the problem solving courts strive to follow evidence-based practices, and the treatment courts adhere to the 10 key components of drug courts and the National Association of Drug Court Professionals (NADCP) best practice standards.

In 2017, 71 percent (184) of people who finished one of these programs completed it successfully (see Figure 2 for successful graduation rates by program). A person may be unsuccessful if they have new criminal justice involvement or if they violate the

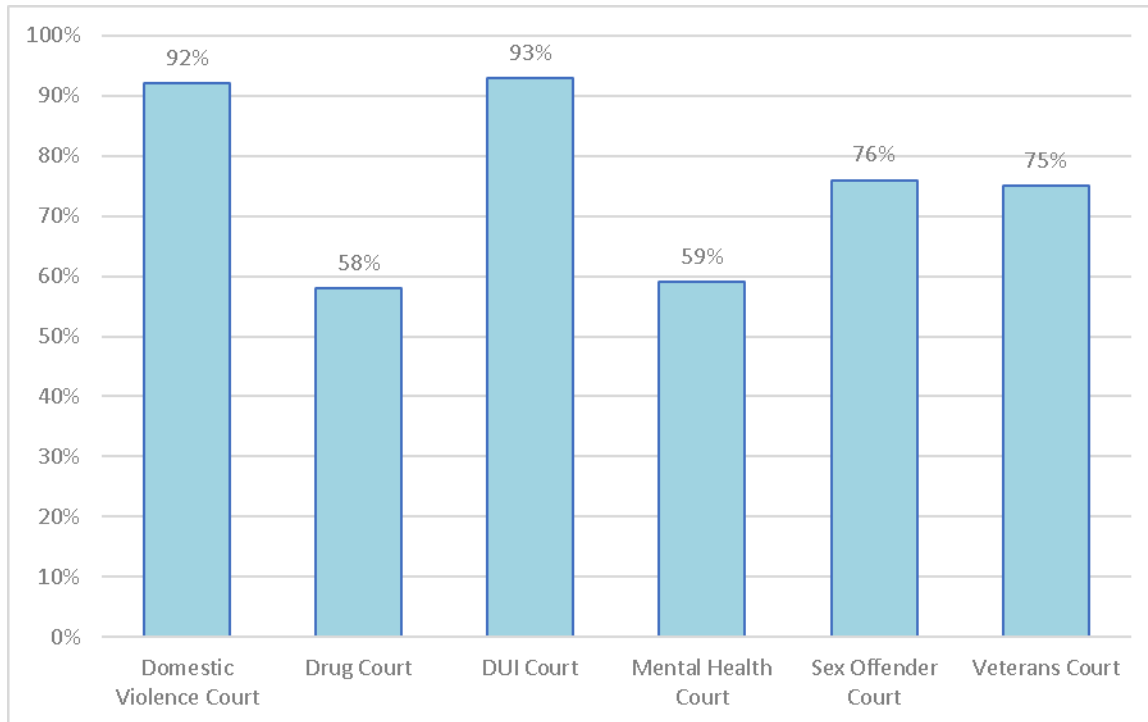
rules of the court. The team and, ultimately, the judge, determines who completes successfully.

In 2017, the treatment courts received a grant from the Pennsylvania Commission on Crime and Delinquency (PCCD) to help combat the opioid epidemic. The grant supports intensive training for the team members, including training on first aid, on addiction and recovery and on dealing with vicarious trauma. The grant also supports continued use of the color code system of drug testing in the courts, which helps participants remain sober, and for those that are struggling, helps to reconnect them to treatment quickly. The new grant activities will begin in January 2018. In addition, all problem solving court probation officers were trained on the use and implementation of the Level of Service Inventory-Revised (LSIR) risk/needs assessment that is used in Allegheny County, and all new entrants to a problem solving court in 2018 will receive an LSIR, which will be used to help drive supervision while enrolled in the program.

Table 2: People participating in problem solving courts on 12/31/2017, by Program

Court	Total People
Domestic Violence Court	200
Drug Court	130
DUI Court	228
Mental Health Court	139
Prostitution Court (PRIDE)	69
Sex Offender Court	306
Veterans Court	40
Total People	1,112

Figure 2: Percent of people successfully graduating/completing each program, 2017



Mental Health Court By Robert Panigal, Mental Health Court Coordinator

Mental Health Court works with people to develop and improve their ability to acknowledge how their mental illness interrupts their life, to provide an opportunity to practice new skills that empower them to manage life's circumstances and create a path to on-going personal recovery. In 2017, Mental Health Court welcomed two new members to the team - Robert Panigal from Adult Probation assumed the role of mental health court coordinator and Shannon Sommers was promoted to Justice Related Service's specialty court unit manager following the retirement of Tony Duckett.

In 2017, Mental Health Court implemented new procedures to accept probation transfers that provide more opportunities for a person to participate in the court. Through a Bureau of Justice Assistance grant awarded in 2015, the Mental Health Court team worked closely with the Center for Court Innovation to conduct a strategic plan for the court in June of 2017. As a result of this process, all mental health court probation officers were trained on the LSIR risk/ needs assessment and will work with the treatment team to create a comprehensive case plan that addresses both criminogenic and treatment needs.



The Honorable Beth A. Lazzara is pictured with a 2012 treatment court graduate who shared his accomplishments in his personal life and in the culinary field during a 2017 Mental Health Court Graduation.

DUI Treatment Court By Tracey Hicks, DUI Court Coordinator

Allegheny County's DUI Court marked its 12th year of operation in 2017. Over the course of the year, the DUI Treatment Court accepted 66 new pleas, and had 68 individuals successfully complete the program, marked by semi-annual graduation ceremonies. Of those that finished the program, 93 percent successfully graduated and there is an after graduation recidivism rate for DUI offenses of less than two percent.

The DUI Court team went through a transitional phase in 2017 in which our long-standing Assistant District Attorney (ADA) Larry Mitchell retired and we welcomed ADA Lisa Borelli to the team. We also added a second Justice Related Services (JRS) case manager to the team, as well as a new JRS supervisor, to assist in coordinating care for our ever-changing population.

Keeping in line with DUI Court ideology, we continue to utilize transdermal alcohol detection for twenty-four hour alcohol testing, as well as hand held Soberlink devices. Soberlink is a professional grade breathalyzer that is wirelessly connected to a cloud-based web portal. The technology uses facial recognition to confirm identity, tamper resistant sensors to ensure integrity of the tests, and automation to create a seamless monitoring solution. The random color coded urinalysis program has also been revamped to meet the needs of participants that are struggling to maintain sobriety post completion of their intermediate punishment sentence. We also have been developing an incentive and sanctions matrix that will assist the team in efficiently responding to the individual needs of our population.

In July 2017, the DUI Court team attended a three-day



L-R: R. Kraus, J. Blecher, G. Saba, J. Whittaker-Piatt, Hon. K. Sasinoski, C. Hobbs, J. Miller, T. Ray, T. Hicks, R. Ando

training in Washington DC hosted by the National Association of Drug Court Professionals, the world's largest conference on treatment courts and criminal justice reform. With 33 tracks and 300 sessions, this annual conference provided the DUI Court team with the knowledge and skills to further uphold the national DUI Court guiding principles.

Adult Probation, JRS, and presiding DUI Court Judge, Kevin G. Sasinoski, also partnered with Habitat for



Habitat for Humanity Participants

Humanity to allow participants to earn community service hours by contributing to the construction and rehabilitation of simple and affordable homes. Potential homeowners are usually expected to put approximately 500 hours of "sweat equity" into their own or other project homes and the DUI Court team was honored to be a part of the process. In fact, the project went so well that Habitat for Humanity offered to partner with Adult Probation on a long-term basis.

Allegheny County DUI Court continued to uphold our accreditation by the Administrative Office of the Pennsylvania Superior Court. (AOPC) This process includes document submission, as well as a site visit by the accreditation board, which includes DUI Court stakeholders from across the state, including the AOPC.

VICTIM IMPACT PANELS

In partnership with Mothers Against Drunk Driving, Adult Probation continued to host Victim Impact Panels (VIP) at its Community Resource Center – South location in 2017. Attending a VIP is a requirement for offenders adjudicated in DUI Court, and provides a forum for victims of impaired or reckless drivers to give their perspective of how being a victim has altered their lives and families. As a component of the DUI Court treatment model, VIPs also educate offenders on the consequences of impaired driving.

Drug Court 2017 By Karen Duffola, Drug Court Coordinator



Karen Duffola

The Drug Court team continued to grow and implement changes throughout 2017. Most notably, there were personnel changes that occurred. Probation Officer Karen Duffola joined the team in June 2017 as the coordinator, Justice Related Services (JRS) Supervisor Shannon

Sommers was promoted

to JRS unit manager, Drug Court Specialist Jola Blecher was promoted to JRS Supervisor and Bridget Bauer joined the team as a Drug Court specialist.

During 2017, the Drug Court program saw a vast increase in the number of referrals made to the program, as well as an increase in the amount of individuals interested in participating in the program. Drug Court had 53 new pleas into the court in 2017 and 19 participants successfully graduated.

The team remains vigilant with regard to the need for peer support and the importance of expanding the peer

panel by adding program graduates and participants who are compliant with the program and are approaching graduation. The peer panel has shown success over the years by offering support to any participant who may need help along their recovery journey.

The Drug Court team continued to work with Pittsburgh Mercy to provide the Breaking Free Group, a cognitive behavioral therapy program, to all Drug Court participants. To help build upon the Wellness Initiative within the program, the team implemented a relapse prevention plan for participants who are completing the Breaking Free Group and are preparing to transition off of electronic monitoring. In 2017, the team also collaborated with staff from Adult Probation, JRS, and Pittsburgh Mercy, as well as Drug Court participants to volunteer for a community service event that was held at Cribs for Kids. The volunteers assembled over 3,000 safe sleep packets for infants.

In October 2017, the team participated in the Pennsylvania Association of Drug Court Professionals (PADCP) state conference in State College, PA, to gain continued education on problem solving courts. In November 2017, JRS and the peer panel hosted a Speaker Jam Event for over 35 participants who were able to gather together, share stories about recovery and network for support.

Drug Court Peer Panel



Front L to R: J. Santoro, L. Jencik, K. Duffola

Back L to R: C. Mustakas, R. Newman, B. Bauer, J. Blecher, S. Just, R. McConnell, Hon. L. Nauhaus

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. 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.

Veterans Court **By Joshua Cote,** **Veterans Court Probation Officer**

Allegheny County Veterans Court supervises and assists veterans of the United States Military (Army, Navy, Air Force, Marine Corps and Coast Guard), and those who are active duty and have been convicted of a crime. The presiding judge is the Honorable John A. Zottola. The other parties of the Veterans Court team include, the District Attorney's Office, the Office of the Public Defender, Duquesne University Law School, Justice Related Services, Veterans Justice Outreach, the Veterans Center, the Veterans Leadership Program, and Adult Probation. In October of 2017 a luncheon was held at the Veterans Administration Hospital in Oakland to honor those who served and are supervised in the court.



Military Color Guard opened the ceremony for the 2017 annual Veterans Court Graduation held on November 9, 2017. Allegheny County Veterans Court celebrated its eighth "class" with 24 graduates.

Program for the Reintegration, Development and Empowerment (PRIDE) **By Sabrina Orlansky,** **PRIDE Supervisor**

PRIDE (Program for the Reintegration, Development and Empowerment) Court accepted its first participant in December 2004. The PRIDE program works with individuals convicted of a prostitution charge. PRIDE Court is under the direction of the Honorable Kevin G. Sasinoski.

PRIDE addresses recovery from the lifestyle of prostitution and exploitation from an innovative post-traumatic stress model. Individuals sentenced to PRIDE participate in weekly post-traumatic stress psycho-educational groups, where they gain knowledge and support from sharing previous life experiences around the violence and exploitation associated with their work in the sex industry. Participants must complete a drug and alcohol evaluation and are required to successfully complete any recommended level of care. PRIDE participants also have access to a psychiatrist for their often-neglected mental health needs. Participants receive

intensive case management and learn the life skills necessary for reintegration back into a lifestyle free of sexual violence and exploitation. The final phase of the PRIDE program is for participants to either begin a training program or obtain employment. PRIDE Court offers assistance with both and supports participants through the transition back into the responsibilities of work or school.

Adult Probation is a critical part of the success of this program. PRIDE Court participants have specialized needs and the probation officers who work with them must have knowledge in a variety of social work issues along with their knowledge of the criminal justice system. It is the teamwork approach of the entire PRIDE Court team that provide participants with the best possible opportunity for success.

Sex Offender Court (SOC) **By Jasmine Rivera,** **Sex Offender Court Supervisor**

The Fifth Judicial District of Pennsylvania Sex Offender Court (SOC) was developed and implemented in 2011 in conjunction with various stakeholders in the fields of criminal justice, victim services, and offender treatment providers. When the court was developed, two judges, the Honorable Donna Jo McDaniel and the Honorable Jill E. Rangos, presided over SOC cases. The Honorable Judge Thomas E. Flaherty presided over cases of offenders who failed to comply with sex offender registration requirements. Since the implementation of SOC two more judges have been added to preside over SOC cases, the Honorable Alexander P. Bicket and the Honorable Mark V. Tranquilli. The focus of SOC continues to be that of holding offenders accountable

and providing specialized training to the sex offender management team to ensure public safety. Information is shared by stakeholders and relayed to the SOC judges through periodic steering committee meetings to make certain that current best practices are being utilized.

In 2017, the Adult Probation Special Services Unit (SSU), charged with supervising offenders convicted in SOC, were trained to utilize the Static 99 risk assessment tool. This tool is specifically utilized for offenders convicted of sexual offenses to assess their risk to sexually reoffend. In addition, SSU officers were also trained on the Level of Service Inventory-Revised risk assessment tool, which will be used to design specialized case plans for SOC offenders.

SSU staff attended the 2017 Sexual Abuse Prevention and Education Network (SAPEN) conference, where they were able to network with other professionals in the field and expand their knowledge of best practices in the sex offender treatment field.

Domestic Violence Court (DV) **By Jasmine Rivera,** **Domestic Violence Court Supervisor**

Allegheny County Domestic Violence (DV) Court, started in 2005, in cooperation with the District Attorney's Office, the Office of the Public Defender and Adult Probation, with the Honorable Donna Jo McDaniel presiding. This court created a specialized docket for domestic violence cases based upon the offender's criminal history, specifically for offenders who have more than one active domestic violence case, have violated a Protection from Abuse Order with the same victim, or have previously been convicted of a domestic violence related crime. Once an offender is in DV Court, compliance hearings are held regularly to confirm that the offender is adhering to all conditions imposed at sentencing, which may include; batterers' intervention program, drug and alcohol treatment and/or mental health treatment, and no victim contact orders.

Following sentencing, probation officers also conduct a risk/needs assessment on all DV Court offenders and address any issues and needs that may arise out of that

assessment. Non-compliance with sentencing conditions may result in swift intervention by the court via the compliance hearing process, with either additional supports or more restrictive sanctions. Victims are welcome to attend compliance hearings and address the court with any concerns of safety or non-compliance.

Adult Probation has five dedicated probation officers assigned to the DV Unit and they are responsible for supervising the DV caseload. These officers undergo training to remain current with domestic violence issues and they work closely with the District Attorney's Office to not only protect the victim(s), but to also assist in rehabilitating the offender. In 2017, 92 percent of the offenders successfully exited the program by completing all of their court stipulations and remaining arrest free.

Adult Probation Units

Adult Probation was responsible for the supervision of 19,200 people at the end of 2017¹. Five probation officers were responsible for coordinating probation transfers and monitoring compliance for the 6,121 people under supervision who live in other counties or states. Of the remaining 13,079 people, 67 percent (8,744) were assigned and supervised by risk level and 33 percent (4,335) were supervised by one of the agency's specialized units. These include seven specialized problem solving courts units, three electronic monitoring units, a unit that supervise people convicted of DUI offenses and a unit that supervises people who owe restitution to victims.

ADMINISTRATIVE STATE CASELOAD *By Lauren Pegher, Supervisor*

The Admin-State caseload oversee cases in which the offender falls under the jurisdiction of the Pennsylvania Board of Probation and Parole (PBPP). Most commonly, it is because the PBPP is currently supervising, or will be supervising the offender after he or she is paroled from a state-length incarceration sentence.

The probationary period must meet specific criteria for acceptance. An application, called a 325, is submitted to the PBPP for approval and acceptance. Upon acceptance, the PBPP retains supervision jurisdiction of the offender's probation and parole, which are referred to as Special Probations/Paroles.

Other criteria for PBPP acceptance include cases

graded a felony, a probation sentence of a minimum of two years, and cases where the offender has been court ordered to be supervised by the PBPP. Probation cases can be accepted if the offender is under PBPP jurisdiction from other counties, as long as the probation meets the set criteria.

The PBPP has probation jurisdiction in Mercer and Venango Counties due to the lack of county probation departments in those counties, and the PBPP will also accept felony cases for Blair County.

The Admin-State caseload consists of more than 3,500 offenders, with over 5,000 total cases, and it is the largest caseload in the Commonwealth of Pennsylvania.

INTER-COUNTY UNIT *By Martha DeSantis, Supervisor*

In February 2017, the Administrative Unit, which was responsible for the transfer of cases for offenders convicted in Allegheny County, but who resided either out of state or out of county, as well as processing and transferring probation cases to be supervised by the Pennsylvania Board of Probation and Parole (PBPP), was restructured. The PBPP caseload and the Inter-State caseload were transferred to other units within the department, while the Inter-County Unit, which consists of three probation officers, was combined with the Presentence Investigation Unit at Adult Probation headquarters. The Presentence Investigation Unit consists of three probation officers and eight contracted investigators.

The Inter-County Unit provides supervision for offenders sentenced in Allegheny County, but who reside in any of the other counties in Pennsylvania. There is an agreement amongst the counties to accept supervision of these cases.

Due to the unit's close proximity to the courthouse, offenders who reside within Pennsylvania, but outside of Allegheny County, can report to the Inter-County Unit immediately following sentencing to complete their initial intake interview and the Inter-County Transfer of Supervision Application. This year, the intake forms were revised in an effort to streamline the transfer process and to gather additional information.

¹Pretrial Services supervises an addition 2,988 people participating in the Accelerated Rehabilitative Program (a diversionary program for first time offenders) and 2,652 under pretrial bail supervision. In total, there were 24,840 people under supervision in the county at the end of 2017.

The Inter-County Unit also handles the transfer of supervision requests for offenders who were residing in Allegheny County at the time of sentencing but move to another county during their period of supervision.

In either scenario, the probation officer prepares an inter-county transfer packet, which the receiving county has approximately 45 days to investigate. If accepted, offenders are required to adhere to all court ordered conditions, the Allegheny County rules of probation, and any additional rules and requirements imposed by the receiving county.

In transferring offenders to their home counties, offenders can be physically monitored for compliance and be more readily connected with services. If an offender who is transferred to another county violates the terms of their probation and/or does not comply with court imposed conditions, the Inter-County Unit probation officers address the violations through the standard probation violation process.

COURT LIAISON UNIT *By Robert O'Brien, Supervisor*

Adult Probation's Court Liaison Unit (CLU), located in Room 523 of the courthouse, serves as a critical link between the various courtrooms and Adult Probation staff. The unit is comprised of three probation officers, who act as liaisons between Adult Probation and the court. These officers schedule and conduct violation hearings, act as a messenger between the court and Adult Probation staff, execute the lodging and release of offenders in regard to violations that result in incarceration, and are on call for any and all requests of the sentencing judges as related to Adult Probation. In short, they attend to the innumerable issues that arise in the criminal justice system that effect Adult Probation and criminal court operations.

The Intake Unit, which is housed along with CLU, is comprised of five support staff and two probation officers. One probation officer serves as a liaison to the Allegheny County Jail, while the Inter-State Compact Officer facilitates the transfer of supervision for offenders that have been convicted of a crime in the Commonwealth of Pennsylvania, but reside in another state.

Following sentencing, offenders are instructed by judicial staff to report the Intake Unit to begin the processing of their case. 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. During the intake interview Adult Probation staff collect demographic, contact, and reference information from the offender. Intake staff also provide offenders with critical information

pertinent to their case, such as the rules and regulations of community supervision, reporting instructions, and information related to any court imposed conditions, from Alcohol Highway Safe Driving classes for DUI offenders to Megan's Law registration instructions for convicted sex offenders. In 2017, Intake staff initiated 12,628 new cases in the Adult Probation database.



RESTITUTION/DUI UNIT

By Frank Halloran, Supervisor

The Restitution Unit is responsible for supervision of low-risk offenders that do not have special conditions, with the exception of restitution. Currently, there are approximately 1,300 people in the unit that are supervised by three probation officers.

Each offender supervised by the unit is required to attend an initial interview, at which time the rules of probation are thoroughly explained, and each offender is screened and approved for supervision in the unit. Offenders that have pending charges, or those who indicate current drug usage or treatment are transferred to an increased level of supervision. Also stressed at the initial interview is the offender's requirement to pay restitution and/or costs.

Restitution cases are the main focus of the unit. Probation officers enforce the court order by monitoring restitution payments and scheduling violation hearings when regular payments are not being made or when a case is nearing expiration and restitution remains unpaid. Through hard work and diligence, the Restitution Unit, in cooperation with the Department of Court Records, is responsible for collecting the majority of restitution in Allegheny County.

The DUI Unit is responsible for the majority of

adjudicated DUI cases in Allegheny County. Currently there are 500 people in the DUI Unit that are supervised by three probation officers.

Each offender who is convicted of a DUI is required to meet with a probation officer at an initial interview, at which time rules of probation are thoroughly explained. In most cases, DUI offenders are required to complete Alcohol Highway Safe Driving classes and any further drug or alcohol treatment deemed necessary as a condition of their probation or parole. The level of treatment is determined by a Court Reporting Network (CRN) evaluation each offender must complete. DUI officers coordinate the offender's safe driving classes and treatment within the four local regional alcohol programs; Alternatives, Mercy Behavioral Health, Mon-Yough, and WPIC. Offenders must complete the safe driving classes and treatment prior to the expiration of their supervision, or a violation hearing is scheduled.

The DUI Unit also supervises offenders who incur a DUI outside of Allegheny County but reside within the county. These offenders are supervised in cooperation with other counties throughout the Commonwealth of Pennsylvania. The DUI stipulations are monitored, and monthly supervision fees are required to be paid.

FIELD CENTERS

By Alan Pelton, Deputy Director

Adult Probation operates five community based offices (CBOs), informally referred to as field centers, in Allegheny County. Four of the CBOs are co-located in the department's three Community Resource Centers (CRC), located in the East Liberty and Arlington neighborhoods within the City of Pittsburgh and in the City of McKeesport. The fifth CBO is independently located in the Northside neighborhood of the City of Pittsburgh, and will be co-located with the new CRC in the Perry North section of the city in 2018.

Adult Probation supervises by risk, and the five CBOs provide supervision for offenders deemed to be

at medium- and high-risk for reoffending. In 2017, 4,230 offenders were supervised in these units. By co-locating the CBOs in the community resource centers, probation officers can easily refer offenders to on-site services to comply with any court ordered stipulations and to assist with adult education services, employment opportunities, and job readiness programming.

The probation officers and supervisors in these units received extensive training on evidence-based practices in 2017, and they represent the focal point of the department's transition to becoming a leader in evidence-based community supervision.

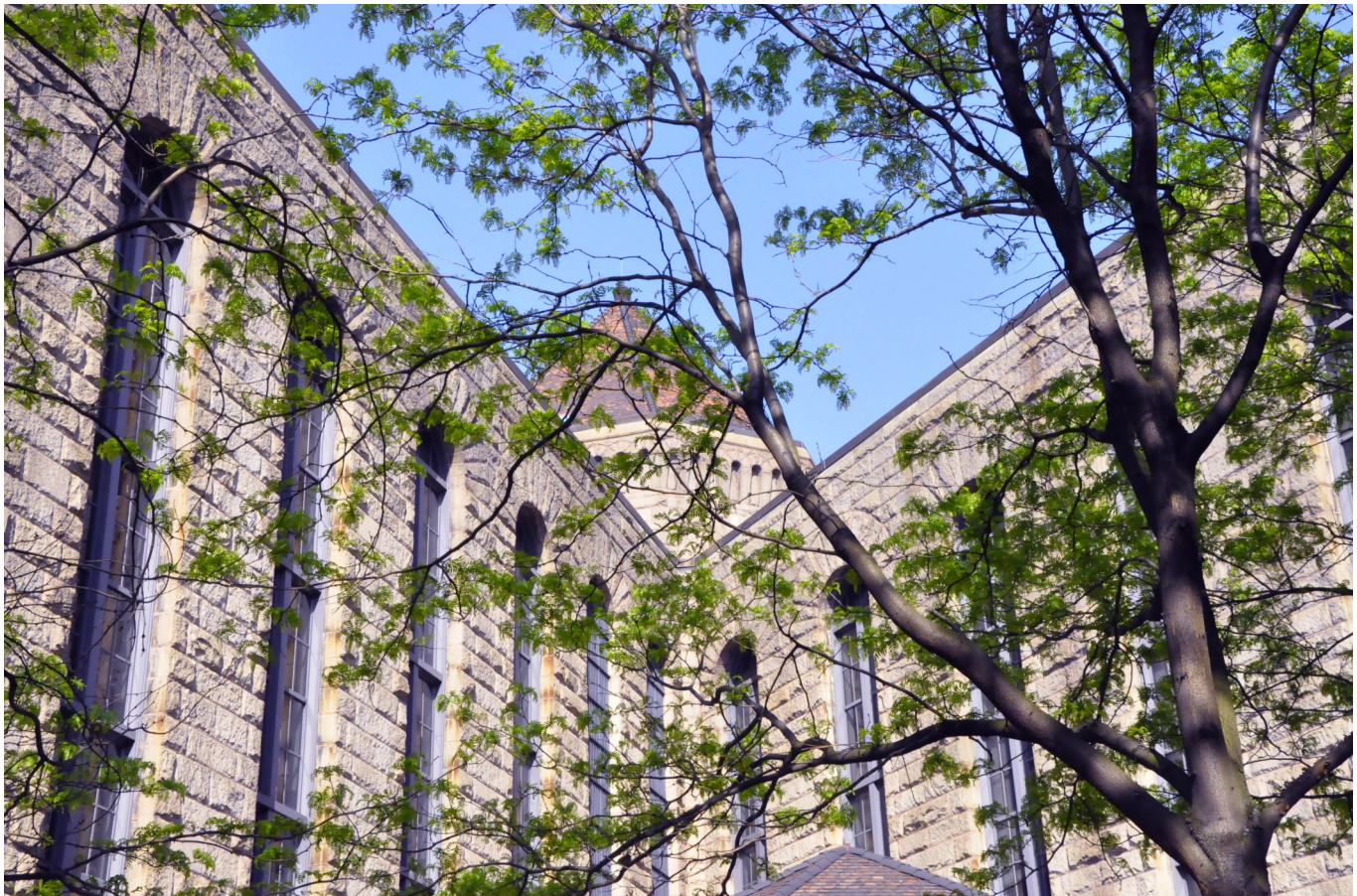
PRESENTENCE INVESTIGATION UNIT

By Martha DeSantis, Supervisor

The Presentence Investigation Unit is comprised of three full time probation officers and eight contracted presentence investigators. Contracted presentence investigators are generally retired law enforcement professionals who conduct presentence investigations for the court. The unit is responsible for providing the court with a comprehensive background report on offenders appearing for sentencing or a probation violation hearing. Presentence reports contain detailed information regarding the circumstances of the offense, the character of the offender, and a victim impact statement to assist the judge in determining sentence. Such reports are statutorily required for cases when incarceration of more than one year is possible, when the offender is less than 21 years old at the time of conviction, or for first offenders who have not

previously been sentenced as an adult. In 2017 the Presentence Investigation Unit completed 543 presentence reports for the court.

Presentence probation officers and contract writers are generally given 90 days to conduct their investigations and submit the report to the court. Preparing a comprehensive presentence report requires a thorough understanding of both the juvenile and adult criminal justice systems, the ability to interpret an offender's record of arrests and prosecutions, or RAP sheet, and the investigatory skills to obtain critical information from a variety of court systems and social service agencies, such as Family Court, the Office of Children Youth and Families, and the Department of Human Services.



ELECTRONIC MONITORING UNIT

By Jason Bright, Supervisor

Adult Probation's Electronic Monitoring Unit (EM) completed its 29th year of operation in 2017. The unit is comprised of a manager, three supervisors, 29 probation officers (including a Drug Court coordinator and a DUI Court coordinator), nine fulltime support staff, and seven part-time monitoring staff. The office operates 24 hours a day/seven days a week and answers the emergency telephone number for Adult Probation after normal business hours.

Probation officers in the EM unit screen cases referred by the court for electronic monitoring, install the monitoring equipment, set the conditions of supervision, and work directly with people supervised in the community. Probation officers assist people so they have an opportunity to become contributing members of the community, while also closely monitoring them so that conditions of supervision ordered by the court are enforced. Individuals who violate the rules of electronic monitoring receive sanctions that could lead to a revocation hearing before the court.

The Electronic Monitoring Unit plays a crucial role in keeping the jail population from exceeding capacity by providing a safe and cost-effective alternative to incarceration. Electronic monitoring supervision enables people to remain in the community where they can continue to work, support their families, attend

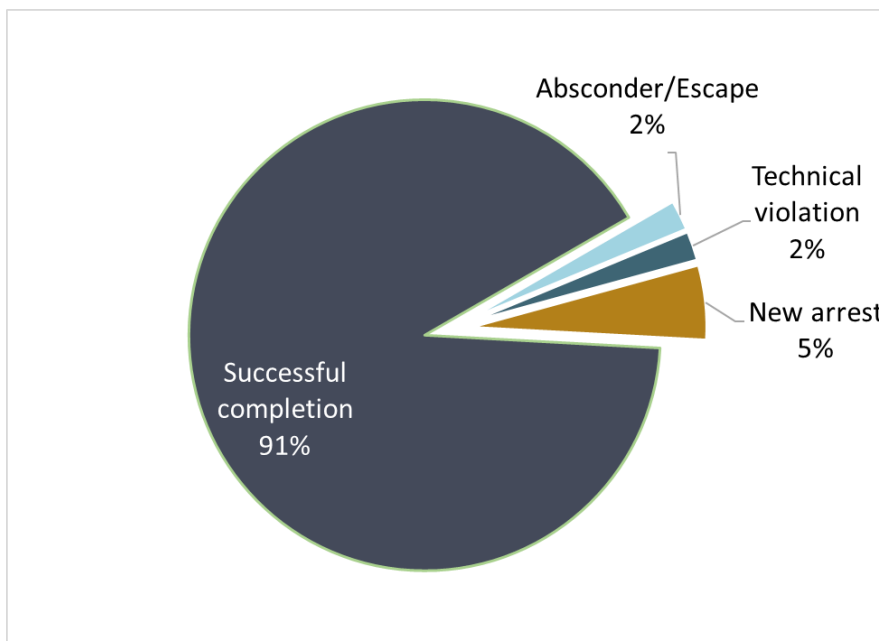
counseling, and give back through community service opportunities.

In addition to providing the court with an alternative sentencing option for those facing mandatory sentences, EM supervision may also be ordered for other reasons including the monitoring of pretrial defendants as a condition of bail, for probation and parole detainees, for people sentenced to jail who are transferred to EM, as a sanction due to probation and parole violations, and for problem solving court cases.

In 2017, the EM Unit had a monthly average of 822 people under supervision and processed 1,402 new people into the program during the year, with 91 percent people successfully completing the program (see Figure 3). Throughout this period, only five percent (79) of the participants were arrested on new criminal charges while on electronic monitoring. The EM Unit operates without a waitlist, and those who are eligible for EM supervision in the Allegheny County Jail are normally banded within 24 hours; all others are scheduled for an installation within one week of the unit receiving the case from the court.

People placed on EM are responsible for paying the fees associated with electronic monitoring, which are assessed on a sliding scale per the offender's income.

Figure 3: Percent of people exiting electronic monitoring, by closure reason



REENTRY UNIT

By Sabrina Orlansky, Supervisor

The primary goal of the Allegheny County Reentry Program (Reentry Program) is to increase public safety, reduce recidivism and offer life-changing options to participants so they have an opportunity to become productive members of Allegheny County. The Reentry Program is operated through the Allegheny County Jail Collaborative, a collaboration between the Allegheny County Jail, the Courts, the Allegheny County Department of Human Services and other community organizations. Adult Probation has a dedicated specialty unit for this project, which consists of five reentry officers who work closely with the other reentry team members to supervise medium- to high-risk people. These officers have average caseloads of 65 people per officer. Roughly, 45 percent of reentry participants are currently in jail or alternative housing and the remaining people are in the community. Officers utilize evidence-based practices when working with participants in the Allegheny County Jail and upon their release back into the community.

For people to be eligible for the Reentry Program they must meet the following criteria; 1) they must be medium- to high-risk as determined by a proxy risk screening tool, 2) they must be sentenced to the Allegheny County Jail and have a minimum of 90 days remaining on their sentence, and 3) they must be a resident of Allegheny County. People under supervision who are detained in the jail with new charges may also be eligible. This is determined on a case-by-case basis. The Reentry Program is voluntary and each week people who are deemed eligible are given a presentation by the reentry team. During this presentation, the expectations of the program are discussed and potential participants are made aware of the opportunities available to them through the program. If the person agrees to enter the program, they are relocated to the reentry housing unit of the jail where they will receive their classes and training.

All participants in the Reentry Program receive cognitive behavioral therapy while in jail. Participants are also enrolled in various other programs that give them the tools to avoid reoffending and returning to the criminal justice system. These programs include; drug and alcohol treatment, parenting classes, anger management classes and educational classes to help obtain a general education diploma. Participants are also able to receive



Front Row L-R: Sabrina Orlansky, Supervisor; Erin King, Rachel Jones, Marquita Giles, Amy Thompson
Back Row L-R: Devidid Woods, Ryan Niznick

job training once they are released, in fields such as cooking, machining, roofing and masonry, which often lead to a career that will sustain them financially.

Sixty days prior to the participants' minimum sentence, the reentry team meets with the participant to discuss their progress within the program. During this meeting a release plan is established, their responsibilities to the court are reviewed and objectives are set for when they are released. The information from this meeting is compiled into a report and sent to the sentencing judge. Upon release, the participant will continue to work with their probation officer and community reentry specialist to ensure that any programming not completed while in the county jail is addressed in the community.

Participant progress is tracked and monitored by both the assigned probation officer and a lead reentry specialist, who meet with participants while they are still in the county jail. The relationship between the participant and the probation officer is important, because many people have had negative experiences in the criminal justice system prior to entering this program. This is why the reentry officer stays engaged with the participant up until he or she successfully completes the Reentry Program and continues to perform well while under community supervision. Successful reentry graduates can earn their way to reduced supervision or are granted early terminations by their respective judge or judges.

The Jail Collaborative is committed to improving this program and providing participants with the opportunities to become positive members of Allegheny County. This program not only helps participants, but also their families and the community at large by reducing the likelihood that participants have future criminal justice system involvement.

● *Community Resource Centers* ●

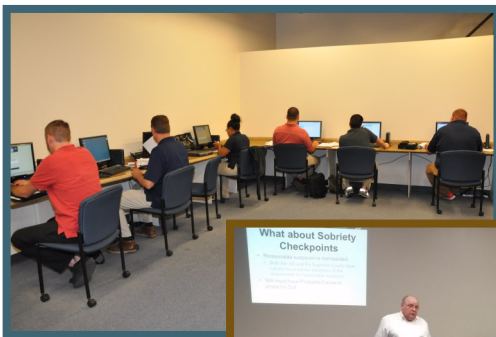
By, Brian Dunbar, Manager

Adult Probation operates three Community Resource Centers (CRCs) throughout the county that provide a ‘one-stop shop’ for social services that are designed to address the criminogenic factors of medium- and high-risk people under supervision. In 2017, there were

2,219 people referred to these centers for 3,004 services (people may be referred for multiple services). Of the referrals, 71 percent were for medium- or high-risk individuals. Adult Probation plans to open its fourth center in 2018.

Table 3: New referrals to community resource centers, by service type and risk level

Referrals	Number of Referrals	% Medium-or High-Risk
Adult Education (GED)	99	91%
Batterers Intervention Program	159	68%
Cognitive Behavioral Therapy	107	93%
Community Service	252	62%
Drug and Alcohol Evaluation	1022	63%
Drug Testing	830	74%
Employment Assistance/Job Search	486	82%
Other Services	49	35%
Total Referrals	3004	71%



Community Resource Centers being utilized for staff development, employee work centers, and probation supervision

2017 was a transitional year for Adult Probation's network of Community Resource Centers (CRCs), both in terms of personnel and work process. Adult Probation's network of CRCs serve as a focal point for the delivery of pro-social services for people under supervision, with the aim of reducing recidivism. Currently, there are three CRCs strategically located to provide ease of access to people under supervision who are required to appear at the CRCs to receive services, undergo drug testing and/or to meet with their probation officer. Currently, CRCs are located in Pittsburgh's East Liberty neighborhood, Pittsburgh's Arlington neighborhood and in McKeesport. Plans are underway for a fourth CRC in Pittsburgh's Perry North neighborhood, which will open in 2018.

In 2017, all of the CRCs were placed under the supervision of one Adult Probation manager pursuant to recommendations by the Urban Institute, the agency's research partner for our Smart Supervision

grant. This change was made to facilitate common work practices between all three CRCs.

Adult Probation also began a strategic reassessment of the CRCs in 2017. The purpose of the strategic reassessment is to take a fresh look at the purpose and functioning of the CRCs, to better focus the CRCs on assisting Adult Probation in the delivery of evidence-based probation services and to reengage with service providers in the community. The Department of Human Services assisted in this process. The strategic reassessment will continue into 2018, with the aim of committing to strategic changes and improvements that will coincide with the opening of the CRC North.



Workforce Development

By, Lauren Pegher, Staff Development Supervisor

Adult Probation continued its agency-wide evidence-based practices training in 2017, with a focus on the four core competencies necessary for risk reduction (see below). Focusing on these core competencies offers probation officers a structured way of addressing an offender's assessed needs and the risk factors associated with criminal behaviors and recidivism. In addition to the core competency training, supervisors and probation officers also conduct monthly coaching sessions (briefcase sessions) to reinforce and practice their core competency skills.

THE FOUR CORE COMPETENCIES

- *Building Professional Alliance*
- *Skill Practice*
- *Case Planning*
- *Rewards and Responses to Non-Compliance*

TRAIN THE TRAINER

A group of 12 probation officers and supervisors were certified as Level of Service Inventory – Revised (LSI-R) instructors and adjusted the existing LSI-R training curriculum. LSI-R refresher training will be completed in early 2018. Four new probation officers attained instructor certifications for Threat Pattern Recognition - Defense Tactics and nine instructors were recertified. Twenty probation officers and supervisors were trained to use the STATIC 99, a 10 item actuarial assessment instrument used with adult male sexual offenders. Trainings on Ethics, Narcan and Tableau were conducted for all staff.

In 2017, Adult Probation staff completed 11,317 training hours and professional development, in

accordance with the standards set by the Pennsylvania Board of Probation and Parole. This is an average of 56 hours per person. Fifteen new employees joined the ranks of Adult Probation and each completed 120 hours of orientation.

Probation Officer Mike Bowie was granted Master Instructor status from the Firearms Education and Training Commission. Six probation officers fulfilled the requirement for Basic Firearms education, with over 50 hours of combined classroom and range trainings.

Adult Probation staff attended multiple state and national conferences in 2017, including the American Probation and Parole Association's winter and summer training institutes, the County Chief Adult Probation and Parole Officers Association of PA, The PA DUI Association, PA Pretrial Services Association, National Association of Pretrial Service Agencies, Pennsylvania Justice Network (JNET), the PA Association of Drug Court Professionals, and the Criminal Justice Advisory Board.



Firearms recertification and basic firearms certification training

In 2017, Adult Probation staff completed 11,317 training hours and professional development, in accordance with the standards set by the Pennsylvania Board of Probation and Parole. This is an average of 56 hours per person.



“Supervisors began holding monthly staff meetings in September 2017, utilizing the Carey Group’s Supervisor’s Briefcase sessions, which focus on the 4 Core Competencies. “

Left: Supervisor Martha DeSantis’ group

Below: Supervisor Jason Bright’s group

BRIEFCASE SESSIONS



TRAININGS

- Ethics
- Rewards and responses to noncompliance
- Narcan training
- Risk/needs assessments (LSIR, Static 99)
- New perspectives on the opioid crisis
- Dosage probation
- Suicide prevention and postvention
- Mental Health First aid
- Officer safety and survival

Physician General, Rachel Levine, conducting an informational session on the opioid epidemic, appropriate use of Narcan, and the benefits of Narcan .



Director Scherer , pictured above, as part of a panel on best practices for electronic monitoring supervision.

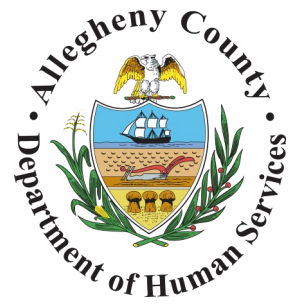


Celebrating our veterans at Pamela’s Restaurant for an annual veterans breakfast.

Left: J. Fischer, F. Scherer, M. Bowie, L. Trychta
Right: J. Aston, G. Spencer, A. Pelton, D. Havarani

● COMMUNITY PARTNERS ●

COMMUNITY RESOURCE CENTER ~ COMMUNITY PARTNERS



- Allegheny County Department of Human Services
- Allentown Community Development Corp.
- Beautiful Pittsburgh Initiative
- Beltzhoover Civic Association
- Brashear Association
- Carrick Community Council
- City Council District 3
- City of McKeesport
- Community Kitchen Pittsburgh
- Family Resources
- Gateway Rehabilitation Center
- Goodwill Industries of Western PA
- Greater Pittsburgh Community Foodbank
- Greenbriar Treatment Services
- Habitat for Humanity
- Hilltop Alliance
- Keep PA Beautiful
- MADD
- Mercy Behavioral Health
- Mon-Valley Initiative
- Mon Yough Community Services
- PA Adopt A Highway Program
- Pittsburgh AIDS Task Force
- Pyramid Health Services
- Southwestern PA Reentry Coalition
- Steel Valley Council of Governments
- Three Rivers Youth
- Women's Center and Shelter



Greenbriar Treatment Center
Restoring Hope... Recovering Lives



Women's Center & Shelter
of Greater Pittsburgh

As We Move Forward

By Jim Ling,
North Side CBO
Supervisor

Moving an inert object requires force. Force is applied to an object to change its momentum. The difference between force and momentum is time. So, how does a probation agency initiate motion and acceleration of a theoretical idea, such as evidence-based practices (EBP) in community supervision, to a business practice? Allegheny County Adult Probation need not labor much with the theoretical idea, only how to communicate and implement it. The idea of ‘what works’ in criminal justice is not a new endeavor. Throughout the last 40 years, thousands of correctional research studies have yielded a multitude of statistical applications in criminal justice. Offender behavior has been measured. Caseload sizes have been measured. Offender violations have been measured. Recidivism has been defined a number of ways, and it too, measured. Probation officer responses to offender behavior have been measured. Each behavioral outcome has been measured. The result of these measurements have been categorized as EBP.

The force and momentum of EBPs have been increasing over the past year in our community based units. Monthly trainings have been implemented. These are not ‘sit and forget’ trainings. Each session builds upon the previous. Levels of supervision are classified by a risk score. Upon case assignment, immediate contact with the offender is required. Specific high-risk behavioral anomalies (eight established criminogenic needs contributing to nonconformity to social norms) for each offender are then determined through the Levels of Service Inventory – Revised risk/needs instrument. Individual offender case plans are developed and addressed throughout supervision to hopefully achieve realistic life-changing goals. This includes matching various services and therapies to identified criminogenic needs, aiming for positive behavioral change.

Our trainings are loaded with instructions on conducting the risk/needs assessment, best ways to obtain information, how to record information, how to interpret the results, how to develop a treatment plan, and how to engage in the plan. Each offers skill-building techniques to enhance engagement with offenders. Universality is an important component in the evidenced-based practice of how we do business. And, it is all now being measured.

The force required to move a measurable practice to a universal way of *doing business* is undoubtedly not without its challenges. The endeavor to unify supervision practices is necessary to determine validity through measured outcomes. It will never be perfect and 100 percent true; community supervision is a social science profession wrought with human unpredictability. What should be remembered is that the goal of reducing recidivism is the force driving our new practice.



● SWEARING IN CEREMONY 2017 ●

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: M. Peterson, R. Shablesky, M. Mazza, K. Mollett, F. Scherer, A. Pelton, L. Trychta, C. Noto, L. Szymanski, J. Brawdy

On October 27, 2017 Criminal Division Administrative Judge David R. Cashman administered the oath of office to eight newly appointed Adult Probation Officers and four Pretrial Services Officers.



NEW HIRES 2017



JOHN A. BRAWDY
Probation Officer

John joined Adult Probation on January 23, 2017. He is a graduate of the California University of California, with a degree in Criminal Justice. John began his career at Adult Probation as a part time EM monitor, and brings experience from his previous employment as a police officer, as a mental health clinician, and as a drug and alcohol counselor.



MICHAEL A. PETERSON
Probation Officer

Michael joined Adult Probation on January 9, 2017. He is a graduate of Geneva College, with a degree in Bible Studies. Michael comes to Adult Probation from the Allegheny County Juvenile Probation Department, where he worked as a juvenile probation officer since 2009.



LEVITICUS L. GRAY
Support Staff

Leviticus began his career at Adult Probation on August 16, 2017, as a part time monitor, prior to obtaining his full time position on October 16, 2017. Leviticus brings experience from his previous employment as a court officer in Nashville, TN.



LUCAS F. SZYMANSKI
Probation Officer

Lucas joined Adult Probation on September 18, 2017. He is a graduate of Mount Aloysius College, with a degree in Criminology. Lucas comes to Adult Probation from the Armstrong County Adult Probation Department.



KENYA N. MOLLETT
Probation Officer

Kenya joined Adult Probation on June 12, 2017. She is a graduate of the Indiana University of Pennsylvania, with a degree in Criminology. Kenya comes to Adult Probation from Renewal Inc., where she worked as a treatment aide. She also gained experience as an intern here at Adult Probation.



GARRETT S. VOETTINER
Probation Officer

Garrett joined Adult Probation on December 11, 2017. He is a graduate of Slippery Rock University, with a degree in Criminal Justice. Garrett comes to Adult Probation from his previous position as a police officer at the University of Pittsburgh Medical Center. He also brings experience from working as a clinical counselor at George Junior Republic, working with juvenile offenders.



CHERI G. NOTO
Probation Officer

Cheri joined Adult Probation on January 9, 2017. She is a graduate of the University of Pittsburgh, with a degree in the Administration of Justice. Cheri comes to Adult Probation from the North Carolina Dept. of Public Safety, where she worked as an adult probation officer since 2001. Previously, she had worked in the Mecklenburg County (NC) Dept. of Social Services as a case manager.

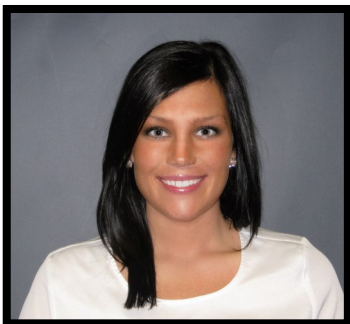


MYIA A. WEISEND
Community Monitor

Myia joined Adult Probation on October 16, 2017. She is a graduate of Point Park University, with a degree in Criminal Justice.

STAFF PROMOTIONS 2017

Probation Officer Promotions



MICHELLE A. MAZZA
Probation Officer

Michelle is a graduate of Edinboro University, with a degree in Criminal Justice. She began her career at the Adult Probation Department in 2012 as a community monitor at the CRC –South. Michelle became a probation officer on June 12, 2017.



ROMAN M. SHABLESKY
Probation Officer

Roman is a graduate of Slippery Rock University, with a degree in Psychology and master's degree in Criminal Justice from Tiffin University (Ohio). Roman began his career at Adult Probation as a community monitor at the CRC – MV in 2016. Roman became a probation officer on April 3, 2017.



LINDSAY R. TRYCHTA
Probation Officer

Lindsay is a graduate of the University of Pittsburgh, with a degree in Psychology. She began her career with Adult Probation as a community monitor at the CRC - MV in 2015. Lindsay became a probation officer on August 21, 2017.

Supervisor Promotions



MARTHA K. DESANTIS
Supervisor

Coordinator. Martha was promoted to supervisor of the forthcoming CRC - North Side on May 1, 2017.



KEVIN M. DELL
Supervisor

Kevin began his career with Adult Probation as a probation officer in 2011, and he previously worked in the administrative unit as the interstate officer, the electronic monitoring unit, and as a high impact officer. Prior to working at Adult Probation, Kevin began his career in community corrections as a bail investigator at Pretrial Services. Kevin was promoted to supervisor of the CRC – East on March 6, 2017.



CYNTHIA R. DAVIS
Supervisor

Years of Service Award

In 2017, Supervisor Cynthia Davis achieved a significant milestone in her career with Adult Probation, celebrating her 45th year of service with the department. Congratulations!

Retirements

Sadie Chapman, EM Support Staff: Sadie retired on March 3, 2017. She worked at Adult Probation for 24 years and two months.

David Young, Probation Officer: David retired on March 6, 2017. David worked at Adult Probation for 33 years and 10 months.

Thomas Martin, EM Support Staff: Thomas retired on April 14, 2017. Thomas worked at Adult Probation for 22 years and one month.

● ADULT PROBATION HISTORY ●

The following items related to the history of Adult Probation were taken from the meeting minutes of the department's administrative meeting archives.

April 20, 1956: Chief Probation Officer Edmund G. Burbank discussed the process of the Clerk of Courts Office issuing arrest warrants for offenders for failure to pay costs, fines, and restitution regardless of the offender's probation status.

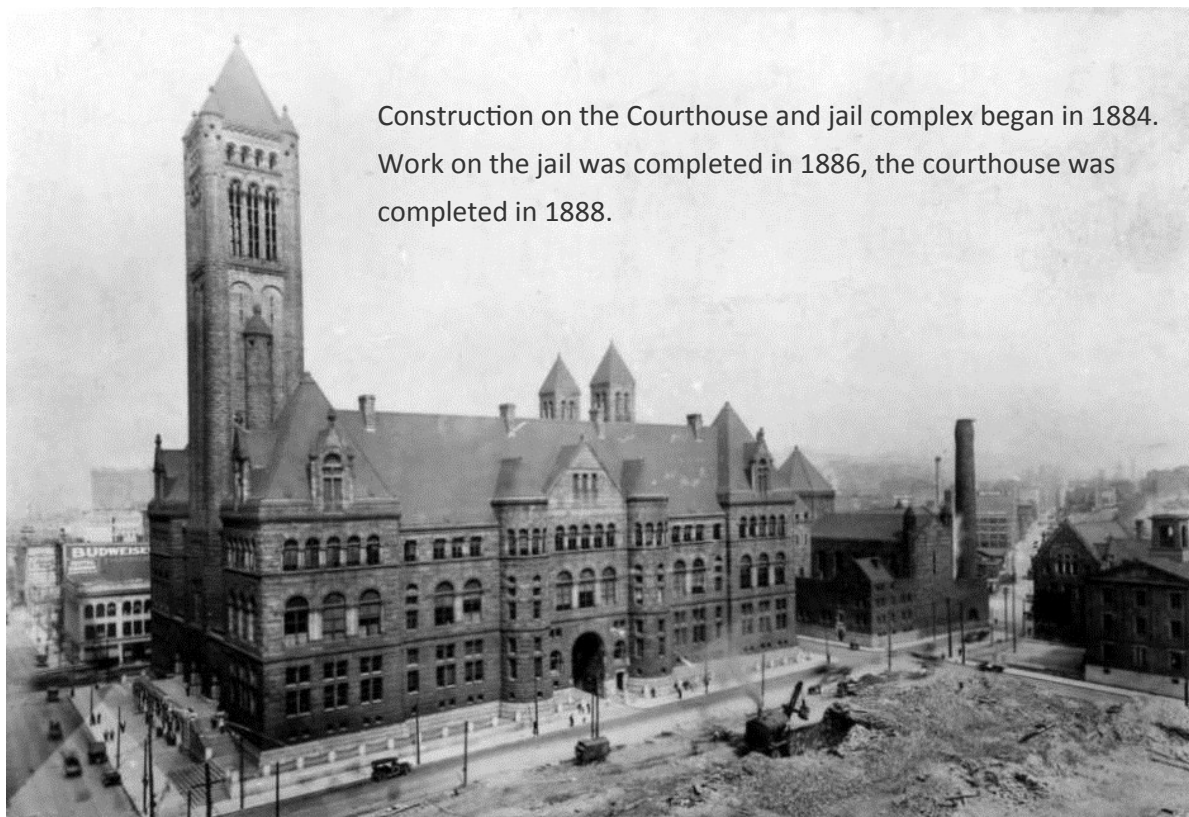
May 18, 1956: Chief Burbank instructed that probation officers conduct an ability to pay investigation upon receipt of a new case that would be presented to the Clerk of Courts as necessary, to request that a warrant for failure to pay costs, fines, and restitution not be issued.

December 14, 1956: Probation officers were instructed to secure, if possible, a doctor's statement regarding an offender's ability to work and a prognosis of future employability for their ability to pay investigations.

December 14, 1956: A coin toss was used to determine which half of the staff would work Christmas Eve, with the other half working New Year's Eve.

January 25, 1957: Beginning in January 1957, social security payments were deducted from staff paychecks by the payroll department. Complicating this issue was the fact that several staff did not have social security numbers.

April 1, 1958: Probation Officer John Kolesar joined the department. Mr. Kolesar would be appointed chief probation officer in November of 1984. He retired on March 31, 1991.



Fifth Judicial District of Pennsylvania Allegheny County Adult Probation

CRIMINAL DIVISION PRESIDENT JUDGE
JEFFREY A. MANNING

CRIMINAL DIVISION ADMINISTRATIVE JUDGE
DAVID R. CASHMAN

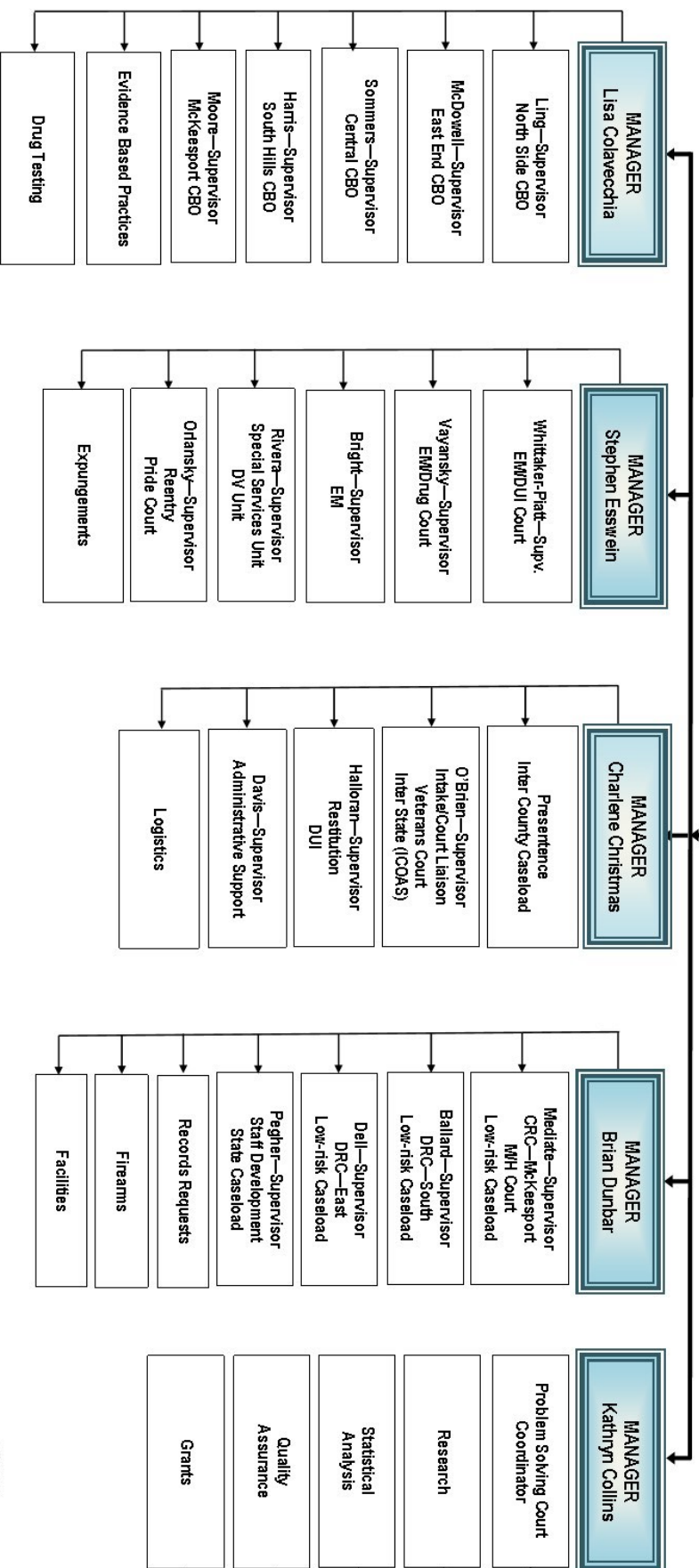
DISTRICT COURT ADMINISTRATOR
LINDA L. KELLY, ESQ.

CRIMINAL DIVISION ADMINISTRATOR
THOMAS M. McCAFFREY

DIRECTOR
FRANK J. SCHERER

DEPUTY DIRECTOR
ALAN F. PELTON

ORGANIZATIONAL CHART



Allegheny County Adult Probation



564 FORBES AVENUE

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