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Pennsylvania Board of Probation and Parole

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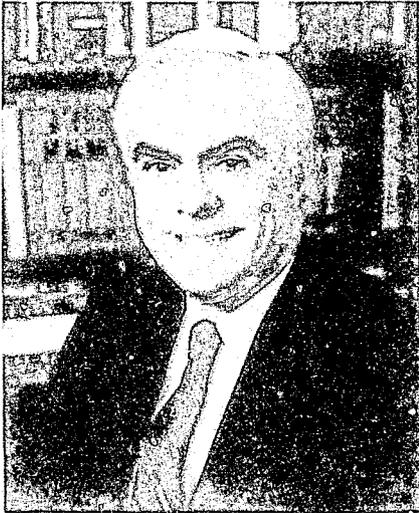
1987 Annual Report

111080

P. CASEY, Governor
Commonwealth of Pennsylvania

FRED W. JACOBS, Chairman
Board of Probation and Parole

A Message From Governor Robert P. Casey



COMMONWEALTH OF PENNSYLVANIA
OFFICE OF THE GOVERNOR
HARRISBURG

THE GOVERNOR

Dear Fellow Pennsylvanian:

Our complex criminal justice system has many components, but none is more important than the Pennsylvania Board of Probation and Parole -- the agency responsible for the release, rehabilitation and supervision of adult offenders who are serving their sentences while living in the community.

The Board of Probation and Parole helps the former offender reenter society and recommit to prison those who fail to conform to the rules of a law-abiding citizenry.

The Board's primary mission is to decrease the recurrence of crime by replacing an offender's criminal behavior with socially acceptable behavior. The Board carries out its mandate fairly, with firmness, and in a manner accountable to the public it serves.

It is my pleasure, on behalf of the Commonwealth of Pennsylvania, to salute the Board of Probation and Parole and its employees for services rendered this past year to the cause of law and order, justice and compassion -- the necessary ingredients for a civilized society.

Sincerely,

Robert P. Casey
Robert P. Casey
Governor

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Hermann Tartler
Board Secretary and Director

John J. Rice
Director of Institutional Parole
Services

John P. Skowronski
Director of Hearing Review

William H. Traister
Director of Case and Records
Management

Office of Board Secretary and Bureau of Pre-Parole Services

Institutional Parole Services Expand

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

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

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

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

Victim Input Program Grows

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

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

Court Decisions Affect Hearing Review

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

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

John J. Burke
Director

Linwood Fielder
Probation and Parole Staff
Specialist

Marlin L. Foulds
Probation and Parole Staff
Specialist

Robert A. Largent
Director of Interstate Services

Robert W. Reiber
Probation and Parole Staff
Specialist

Bureau of Supervision

Community Service Alternatives Explored

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



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

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

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

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

Staff Aid in Preparation of Grant Applications

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

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

Interstate Office Services Over 5,000 Clients

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

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

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

Ongoing Responsibilities

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

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

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

Gene E. Kramer
Director

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

Ronald E. Copenhaver
Director of Court Services

Bureau of Probation Services

Grants Move Toward 80% Funding Level

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

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

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

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

parole officers. Before counties could receive funds for these positions, they were required to justify the need and demonstrate how additional staff would improve probation services.

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

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

Counties Achieve National Standards Compliance

Beginning in 1982, the Board began a six-year schedule to implement national adult probation and parole field services standards in the county systems. These standards, established by the American Correctional Association, represent the best contemporary thinking in adult probation/parole services. Through on-site audits, it was determined that

all counties participating in the Grant-In-Aid Program had achieved a compliance level in excess of 90%, the required compliance level for continued participation in the Program. Counties will continue to be monitored in succeeding years in order that this high level of achievement is maintained.

John R. McCool
Director

James J. Alibrio
Director of Management
Information

David V. Ogurkis
Director of Fiscal Management

David C. Payton
Director of Office Services

Robert E. Yerger
Director of Personnel

Bureau of Administrative Services

System Automated and Training Expanded

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

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

Office Refurbished and Expansion Planned

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

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

Workload Budgeting Used for Budget Request

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

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

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

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

Office of the Executive Assistant

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

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

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

Accreditation Monitoring and Workload Evaluation Completed

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

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

Information Brochure Readied

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

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

Ongoing Responsibilities

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

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

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

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

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

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

Staff Development Efforts Continue to Expand

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

As part of its in-service training plan, the

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

New Training on Hearings Developed

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

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

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

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

Affirmative Action Office

PROBATION • PAROLE • PROBATION

Employe Affirmative Action Standards Developed

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

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

PROBATION • PAROLE • PROBATION

Recruitment Efforts Intensify

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

Other activities during the year included:

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

PROBATION • PAROLE • PROBATION

Contract Compliance Activities Increase

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

Affirmative Action and a national conference on the same subject.

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

Employee Recognitions

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

RETIREMENTS

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

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

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

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

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

Rita K. Nietupski, Clerk Stenographer 2
Erie District Office
April 1: 18 years, 7 months

Claude A. Bower, Parole Agent 2
Harrisburg District Office
April 15: 18 years, 3 months

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

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

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

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

Harry C. McCann, Sr., Parole Hearing
Officer
Philadelphia District Office
August 19: 19 years, 3 months

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

Nina M. Vacante, Personnel Analyst 1
Division of Staff Development, Central
Office
October 14: 16 years, 4 months

Lonnie Richardson, Human Services
Aide 3
Philadelphia District Office
October 26: 13 years, 9 months

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

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

SERVICE AWARDS

30 YEARS

Flora W. Brothers
Clerical Supervisor 1
Philadelphia District Office

Dorothy M. Harbolt
Clerk Typist 2
Philadelphia District Office

Ralph J. Hess
Parole Agent 2
Altoona District Office

Nancy W. Thompson
Pre-Parole Staff Technician
Central Office

20 YEARS

James R. Atz
Parole Agent 2
Philadelphia District Office

David J. Baker
District Director 1
Williamsport District Office

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

Murray R. Cohn
District Director 1
Butler District Office

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

Jack L. Manual
Parole Supervisor
Rochester Sub-Office (Butler)

Lester C. Nagle
Parole Supervisor
Lancaster Sub-Office (Harrisburg)

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

Margaret E. Taylor
Clerk Typist 2
Philadelphia County Prison

Michael L. Trachtenberg
Parole Supervisor
Philadelphia District Office

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

15 YEARS

Paul E. Anderson
Parole Agent 2
Pittsburgh District Office

Fred T. Angellilli
Parole Supervisor
Chester District Office

James L. Arnett
Parole Agent 2
Allentown District Office

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

Robert L. Bell
Parole Agent 2
Allentown District Office

Samuel Bishop
Probation/Parole Volunteer Services
Specialist
Philadelphia District Office

David Boggus
Human Services Aide 3
Pittsburgh District Office

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

Michael L. Bukata
Parole Agent 2
Philadelphia District Office

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

Allan Castor, Jr.
Parole Hearing Officer
Philadelphia Hearing Office

Carmine S. Caudullo
Parole Agent 2
Scranton District Office

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

Anthony E. DiBernardo
Parole Agent 2
Philadelphia District Office

Keith W. Donoghue
Parole Agent 2
Pittsburgh District Office

PROGRAM STATISTICS

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

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

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

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

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

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

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

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

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

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

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

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

**TABLE 2
TYPES OF HEARINGS AND INTERVIEWS CONDUCTED BY
BOARD MEMBERS AND HEARING EXAMINERS DURING
FISCAL YEAR 1986-87**

	Board Members	Hearing Examiners	Total	Percent
Hearings				
Preliminary		703	703	18.0%
Preliminary/Detention		489	489	12.5%
Violation		1,010	1,010	25.8%
Violation/Detention		53	53	1.3%
Detention		262	262	6.7%
Revocation		545	545	13.9%
Revocation/Violation		289	289	7.4%
Probable Cause Out-of-State		112	112	2.9%
Full Board	452		452	11.5%
TOTAL HEARINGS	452	3,463	3,915	100.0%
Interviews				
Parole	2,076	1,903	3,979	63.3%
Review	1,306	772	2,078	33.1%
Reparole	3	8	11	0.2%
Reparole Review	174	32	206	3.3%
Victim Input		9	9	0.1%
TOTAL INTERVIEWS	3,559	2,724	6,283	100.0%

The following terms are applicable to Table 2.

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

Interview refers to activity in the paroling process and those judgments pertaining to conditional release from prison.

Technical Violator refers to a client who has violated the Conditions Governing Parole/Reparole.

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

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

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

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

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

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

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

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

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

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

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

PROGRAM STATISTICS

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

**CHART C
CASE CLASSIFICATION AND WORKLOAD INFORMATION SYSTEM**

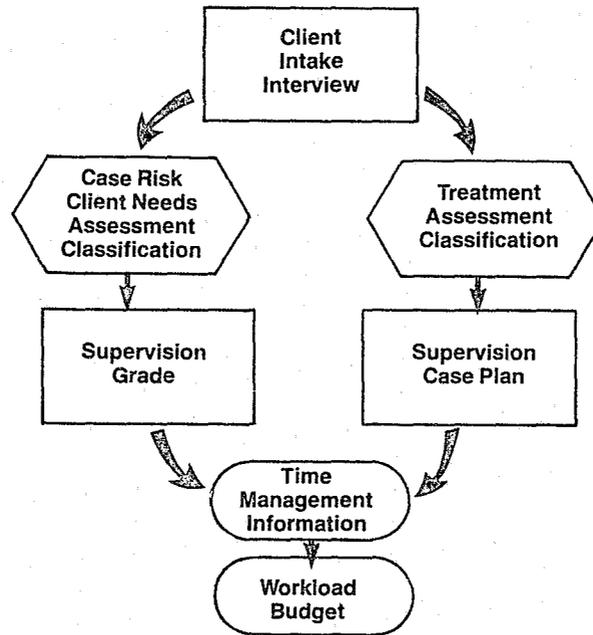


Table 8 shows supervision risk and treatment classification for the 16,633 clients as of June 30, 1987. The total caseload population is classified by risk in terms of supervision grade, but not all clients are classified by structured interviews into treatment groups. Case management classification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

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

Case Management Classification	Supervision Grade								Unconvicted Violators Detained		All Others		Total	
	Intensive #	Intensive %	Close #	Close %	Regular #	Regular %	Reduced #	Reduced %	#	%	#	%		
Selective Intervention	204	6.7	1,416	46.7	858	28.3	256	8.4	202	6.7	96	3.2	3,032	100.0
Casework Control	382	21.3	851	47.4	180	10.0	21	1.2	252	14.0	110	6.1	1,796	100.0
Environmental Structure	235	21.2	529	47.7	118	10.6	12	1.1	167	15.1	48	4.3	1,109	100.0
Limit Setting	589	22.1	1,112	41.8	216	8.1	31	1.2	506	19.0	206	7.8	2,660	100.0
Not Classified	296	3.7	1,698	21.1	2,610	32.5	2,119	26.4	793	9.9	513	6.4	8,036	100.0
Total	1,076	10.3	5,606	33.7	3,982	23.9	2,439	14.7	1,920	11.6	973	5.8	16,633	100.0

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

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

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

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

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

Workload Classification	Total Cases/Reports		Total Work Units	
	Number	Percent	Number	Percent
Supervision Status				
Intensive	1,003	5.7	3,892.7	11.3
Close	4,581	25.9	10,065.7	29.3
Regular	4,413	25.0	6,458.7	18.8
Reduced	3,300	18.7	2,937.7	8.6
Violation Status				
Technical	392	2.2	2,406.4	7.0
New Charge	1,451	8.2	3,148.6	9.2
Both Technical/New Charge	510	2.9	1,367.1	4.0
Other	983	5.5	1,013.0	2.9
Total Cases	16,633	94.1	31,289.9	91.1
Investigative Reports	1,040	5.9	3,055.7	8.9
Grand Totals	17,673	100.0	34,345.6	100.0

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

TABLE 10
WORKLOAD BUDGETING FOR FISCAL YEAR 1987-88

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

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

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

District Office		Board Parole Cases		Special Probation/ Parole Cases		Other States' Cases		Total Caseload	
		No.	Index	No.	Index	No.	Index	No.	Index
Philadelphia	1981-82.....	3,276	100	448	100	564	100	4,288	100
	1982-83.....	3,511	107	429	96	637	113	4,577	107
	1983-84.....	3,662	112	353	79	663	118	4,678	109
	1984-85.....	3,875	118	335	75	691	123	4,901	114
	1985-86.....	3,992	122	382	85	749	133	5,123	119
	1986-87.....	3,855	118	362	81	688	122	4,905	114
Pittsburgh	1981-82.....	1,229	100	1,169	100	246	100	2,644	100
	1982-83.....	1,190	97	1,174	100	268	109	2,632	100
	1983-84.....	1,173	95	1,105	95	260	106	2,538	96
	1984-85.....	1,164	95	1,051	90	235	96	2,450	93
	1985-86.....	1,133	92	1,113	95	256	104	2,502	95
	1986-87.....	1,231	100	1,100	94	261	106	2,592	98
Harrisburg	1981-82.....	968	100	131	100	293	100	1,392	100
	1982-83.....	981	101	140	107	311	106	1,432	103
	1983-84.....	1,087	112	151	115	350	119	1,588	114
	1984-85.....	1,118	115	140	107	351	120	1,609	116
	1985-86.....	1,065	110	138	105	415	142	1,618	116
	1986-87.....	1,190	123	136	104	378	129	1,704	122
Scranton	1981-82.....	348	100	252	100	85	100	685	100
	1982-83.....	379	109	271	108	111	131	761	111
	1983-84.....	450	129	283	112	109	128	842	123
	1984-85.....	487	140	308	122	116	136	911	133
	1985-86.....	524	151	361	143	148	174	1,033	151
	1986-87.....	595	171	361	143	187	220	1,143	167
Williamsport	1981-82.....	336	100	52	100	88	100	476	100
	1982-83.....	364	108	80	154	96	109	540	113
	1983-84.....	394	117	72	138	110	125	576	121
	1984-85.....	388	115	77	148	97	110	562	118
	1985-86.....	370	110	99	190	112	127	581	122
	1986-87.....	394	117	89	171	105	119	588	124
Erie	1981-82.....	490	100	370	100	91	100	951	100
	1982-83.....	396	81	551	149	115	126	1,062	112
	1983-84.....	381	78	747	202	78	86	1,206	127
	1984-85.....	455	93	1,052	284	77	85	1,584	167
	1985-86.....	443	90	864	234	89	98	1,396	147
	1986-87.....	458	93	846	229	98	108	1,402	147
Allentown	1981-82.....	1,047	100	206	100	300	100	1,553	100
	1982-83.....	1,220	117	164	80	319	106	1,703	110
	1983-84.....	1,159	111	194	94	323	108	1,676	108
	1984-85.....	1,309	125	180	87	336	112	1,825	118
	1985-86.....	1,385	132	214	104	379	126	1,978	127
	1986-87.....	1,433	137	240	117	411	137	2,084	134
Butler	1981-82.....	263	100	283	100	53	100	599	100
	1982-83.....	236	90	325	115	72	136	633	106
	1983-84.....	221	84	352	124	79	149	652	109
	1984-85.....	247	94	230	81	84	158	561	94
	1985-86.....	249	95	170	60	79	149	498	83
	1986-87.....	228	87	185	65	82	155	495	83
Altoona	1981-82.....	322	100	163	100	60	100	545	100
	1982-83.....	327	102	237	145	68	113	632	116
	1983-84.....	330	102	263	161	62	103	655	120
	1984-85.....	347	108	251	154	59	98	657	121
	1985-86.....	326	101	357	219	72	120	755	139
	1986-87.....	311	97	353	217	72	120	736	135
Chester	1981-82.....	410	100	222	100	270	100	902	100
	1982-83.....	420	102	182	82	275	102	877	97
	1983-84.....	421	103	150	68	332	123	903	100
	1984-85.....	494	120	125	56	304	113	923	102
	1985-86.....	529	129	111	50	374	139	1,014	112
	1986-87.....	543	132	101	45	340	126	984	109
Agency Totals	1981-82.....	8,689	100	3,296	100	2,050	100	14,035	100
	1982-83.....	9,024	104	3,553	108	2,272	111	14,849	106
	1983-84.....	9,278	107	3,670	111	2,366	115	15,314	109
	1984-85.....	9,884	114	3,749	114	2,350	115	15,983	114
	1985-86.....	10,016	115	3,809	116	2,673	130	16,498	118
	1986-87.....	10,238	118	3,773	114	2,622	128	16,633	119

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

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

Instant Offense Categories	White		Non-White		Total	Percent Total
	Parole	Reparole	Parole	Reparole		
Homicides	90	24	114	55	283	6.6%
Assault including VUFA	223	33	191	42	489	11.3%
Robbery	166	59	452	143	820	19.0%
Burglary	506	123	242	91	962	22.3%
Drug Law Violation	191	20	113	21	345	8.0%
Theft, RSP	250	53	209	41	553	12.8%
Forgery & Fraud	71	22	24	3	120	2.8%
Rape	46	8	64	18	136	3.2%
Other Sex Offenses	84	11	26	1	122	2.8%
Arson	38	12	13	4	67	1.6%
Other Type Offense	275	24	98	18	415	9.6%
TOTALS	1,940	389	1,546	437	4,312	100.0%

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

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

Instant Offense Category	Board Parole Cases	County Special Probation Cases	County Special Parole Cases	Other States' Cases	Totals	Percent of Total
Homicides	1,119	14	0	69	1,202	7.2
Manslaughter	342	54	6	48	450	2.7
Assault	755	237	60	153	1,205	7.2
VUFA, POW, etc.	108	68	13	98	287	1.7
Robbery	2,199	152	27	192	2,570	15.5
Burglary	2,053	453	94	269	2,869	17.3
Drug Law Violation	699	339	41	545	1,624	9.8
Theft, RSP	805	526	121	373	1,825	11.0
Retail Theft	146	39	5	12	202	1.2
Forgery, Fraud	208	89	17	86	400	2.4
Rape	522	30	1	30	583	3.5
Other Sex Offense	261	117	17	45	440	2.6
Arson	166	52	5	23	246	1.5
Kidnapping	37	2	0	14	53	0.3
Driving Under Influence	97	323	271	234	925	5.6
Other Type Offenses	721	515	85	431	1,752	10.5
TOTALS	10,238	3,010	763	2,622	16,633	100.0

PROGRAM STATISTICS

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

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

Districts	IN-STATE				OUT-OF-STATE				TOTAL SUPERVISED						Grand Total
	Male		Female		Male		Female		White		Non-White		Total		
	White	Non-White	White	Non-White	White	Non-White	White	Non-White	Male	Female	Male	Female	Male	Female	
Philadelphia.....	667	3,345	41	164	272	324	31	61	939	72	3,669	225	4,608	297	4,905
Pittsburgh.....	1,083	1,039	100	109	172	54	31	4	1,255	131	1,093	113	2,348	244	2,592
Harrisburg.....	786	451	43	46	279	55	37	7	1,065	80	506	53	1,571	133	1,704
Scranton.....	828	50	77	1	147	10	29	1	975	106	60	2	1,035	108	1,143
Williamsport.....	406	29	42	6	85	5	14	1	491	56	34	7	525	63	588
Erie.....	984	184	108	28	78	9	10	1	1,062	118	193	29	1,255	147	1,402
Allentown.....	1,085	464	87	37	302	53	42	14	1,387	129	517	51	1,904	180	2,084
Butler.....	327	47	35	4	71	4	6	1	398	41	51	5	449	46	495
Altoona.....	576	29	58	1	65	1	6	0	641	64	30	1	671	65	736
Chester.....	351	267	17	9	242	57	34	7	593	51	324	16	671	67	738
AGENCY TOTALS	7,093	5,905	608	405	1,713	572	240	97	8,806	848	6,477	502	15,283	1,350	16,633

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

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

Race	Board Parole Cases	County Special Probation Cases	County Special Parole Cases	Other States' Cases	Totals	Percent of Total
White.....	4,872	2,237	594	1,954	9,657	58.1
Black.....	5,146	724	164	569	6,603	39.7
Puerto Rican.....	161	24	1	64	250	1.5
Mexican.....	21	7	2	11	41	0.2
Other Spanish Speaking.....	17	4	0	9	30	0.2
Oriental.....	6	4	1	8	19	0.1
Indian.....	2	0	1	1	4	0.0
Asian.....	2	3	0	2	7	0.0
Not Elsewhere Classified.....	11	7	0	4	22	0.1
TOTALS	10,238	3,010	763	2,622	16,633	100.0

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C. SUPERVISION ACTIVITY AND OUTPUT

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

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

TABLE 22
AVERAGE MONTHLY AGENT SUPERVISION CONTACTS BY TYPE AND DISTRICT

District	Average Office Client Contacts Per Agent	Average Field Client Contacts Per Agent	Average Field Client Contacts Per Client	Average Collateral Contacts Per Agent
Philadelphia	26.5	42.8	.53	96.6
Pittsburgh	11.8	41.7	.53	71.6
Harrisburg	22.0	48.3	.62	65.6
Scranton	8.7	51.1	.54	118.2
Williamsport	22.6	58.3	.89	110.7
Erie	19.8	76.0	.92	165.5
Allentown	13.2	58.8	.68	110.0
Butler	3.6	59.1	.96	105.2
Altoona	12.7	100.8	1.37	139.7
Chester	13.1	31.4	.45	62.8
TOTALS	17.6	50.0	.65	95.8

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

CHART D
TRENDS IN TOTAL INVESTIGATIVE REPORTING

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

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D. SUPERVISION PROGRAM PERFORMANCE

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

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

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

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

Release Year	1981-1985 First Year of Supervision		1980-1984 Second Year of Supervision		1979-1983 Third Year of Supervision	
	Number	Percent	Number	Percent	Number	Percent
Parole Failures:						
Recommitted Technical Violator Only	1,225	7.5	1,482	11.2	1,677	13.9
Recommitted Criminal Violator	868	5.3	2,070	15.6	2,428	20.2
Total Parole Failures	2,093	12.8	3,552	26.8	4,105	34.1
Continued/Completed Active Supervision . . .	14,252	87.2	9,702	73.2	7,919	65.9
TOTAL COHORT POPULATION	16,345	100.0	13,254	100.0	12,024	100.0

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

**TABLE 27
TREND IN PAROLE OUTCOME AFTER
THREE YEARS OF SUPERVISION**

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

PROGRAM STATISTICS

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

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

District	Continued/Completed Active Supervision			RECOMMITMENTS									Cohort Population	Percent of Total
				Technical Parole Violator			Criminal Parole Violator			Criminal & Technical Parole Violator				
	State Cases	County Cases	%	State Cases	County Cases	%	State Cases	County Cases	%	State Cases	County Cases	%		
Philadelphia.....	1,132	142	91.7	84	0	6.0	17	0	1.2	15	0	1.1	1,390	22.9
Pittsburgh.....	339	402	89.6	39	1	4.8	13	10	2.8	19	4	2.8	827	13.6
Harrisburg.....	330	43	82.7	52	3	12.2	10	0	2.2	12	1	2.9	451	7.4
Scranton.....	232	137	88.5	26	3	7.0	4	1	1.2	11	3	3.4	417	6.9
Williamsport.....	157	42	85.8	25	1	11.2	1	0	0.4	6	0	2.6	232	3.8
Erie.....	176	736	90.1	49	36	8.4	3	4	0.7	2	6	0.8	1,012	16.6
Allentown.....	517	65	92.4	30	1	4.9	7	2	1.4	7	1	1.3	630	10.4
Butler.....	94	99	92.8	6	2	3.8	0	0	0.0	3	4	3.4	208	3.4
Altoona.....	111	193	93.0	11	0	3.4	5	4	2.7	3	0	0.9	327	5.4
Chester.....	170	20	92.2	9	1	4.9	4	0	1.9	2	0	1.0	206	3.4
Central Office.....	323	55	99.7	1	0	0.3	0	0	0.0	0	0	0.0	379	6.2
TOTALS	3,581	1,934	90.7	332	48	6.3	64	21	1.4	80	19	1.6	6,079	100.0

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

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

Instant Offense	Continued/Completed Active Supervision			RECOMMITMENTS									Cohort Population	Percent of Total
				Technical Parole Violator			Criminal Parole Violator			Criminal & Technical Parole Violator				
	State Cases	County Cases	%	State Cases	County Cases	%	State Cases	County Cases	%	State Cases	County Cases	%		
Homicides.....	279	9	95.7	8	0	2.6	2	0	0.7	3	0	1.0	301	5.0
Assault incl. VUFA.....	379	182	89.0	40	4	7.0	12	3	2.4	8	2	1.6	630	10.4
Robbery.....	782	58	90.1	67	2	7.4	10	2	1.3	11	0	1.2	932	15.3
Burglary.....	735	173	86.8	87	2	8.5	20	4	2.3	22	3	2.4	1,046	17.2
Drug.....	257	137	94.3	17	1	4.3	2	2	1.0	1	1	0.5	418	6.9
Theft, RSP.....	394	350	87.6	59	8	7.9	9	4	1.5	18	7	2.9	849	14.0
Forgery, Fraud.....	123	66	90.4	15	0	7.2	0	0	0.0	5	0	2.4	209	3.4
Forcible Rape.....	140	5	91.2	7	0	4.4	2	0	1.3	5	0	3.1	159	2.6
Other Sex Offenses.....	106	67	96.1	4	0	2.2	2	0	1.1	1	0	0.6	180	3.0
Arson.....	51	10	92.4	3	0	4.5	0	0	0.0	2	0	3.0	66	1.1
Other Type Offenses.....	325	874	94.0	25	31	4.4	5	6	0.9	4	6	0.8	1,276	21.0
Kidnapping.....	10	3	100.0	0	0	0.0	0	0	0.0	0	0	0.0	13	0.2
TOTALS	3,581	1,934	90.7	332	48	6.3	64	21	1.4	80	19	1.6	6,079	100.0

PROGRAM STATISTICS

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

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

Age at Release	Continued/Completed Active Supervision			RECOMMITMENTS									Cohort Population	Percent of Total
				Technical Parole Violator			Criminal Parole Violator			Criminal & Technical Parole Violator				
	State Cases	County Cases	%	State Cases	County Cases	%	State Cases	County Cases	%	State Cases	County Cases	%		
19 or Under	67	107	89.7	7	1	4.1	2	5	3.6	3	2	2.6	194	3.2
20-29 years	1,794	967	90.2	164	26	6.2	41	12	1.7	47	10	1.9	3,061	50.4
30-39 years	1,230	500	90.0	129	16	7.5	18	3	1.1	20	7	1.4	1,923	31.6
40-49 years	344	206	94.2	20	3	3.9	2	1	0.5	8	0	1.4	584	9.6
50-59 years	115	103	93.6	11	2	5.6	1	0	0.4	1	0	0.4	233	3.8
60-69 years	27	40	97.1	1	0	1.4	0	0	0.0	1	0	1.4	69	1.1
70 or Over	4	11	100.0	0	0	0.0	0	0	0.0	0	0	0.0	15	0.2
TOTALS	3,581	1,934	90.7	332	48	6.3	64	21	1.4	80	19	1.6	6,079	100.0

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

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

TABLE 31
CLIENT EMPLOYMENT STATUS ANNUAL COMPARISONS

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

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

TABLE 32
CLIENT EMPLOYMENT STATUS BY DISTRICT DURING JUNE 1987

	Philadelphia	Pittsburgh	Harrisburg	Scranton	Williamsport	Erie	Allentown	Butler	Altoona	Chester	Agency Totals
EMPLOYMENT STATUS											
Employed Full or Part Time	2,394	1,155	1,128	741	383	694	1,430	246	437	636	9,244
% Employed	68.8%	57.3%	86.0%	86.5%	82.9%	70.2%	87.8%	65.1%	83.6%	83.0%	74.5%
Unemployed	1,087	860	183	116	79	294	199	132	86	130	3,166
% Unemployed	31.2%	42.7%	14.0%	13.5%	17.1%	29.8%	12.2%	34.9%	16.4%	17.0%	25.5%
Total Able to Work	3,481	2,015	1,311	857	462	988	1,629	378	523	766	12,410
Total Unable to Work	1,168	557	367	259	111	266	405	110	195	180	3,618
% of Total Reporting	25.1%	21.7%	21.9%	23.2%	19.4%	21.2%	19.9%	22.5%	27.2%	19.0%	22.6%
Total Reporting in District	4,649	2,572	1,678	1,116	573	1,254	2,034	488	718	946	16,028

PROGRAM STATISTICS

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

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

	Philadelphia	Pittsburgh	Harrisburg	Scranton	Williams- port	Erie	Allentown	Butler	Altoona	Chester	Agency Totals
INCOME AND TAXES											
Average Weekly Income....	\$ 180	\$ 219	\$ 254	\$ 214	\$ 223	\$ 208	\$ 243	\$ 215	\$ 175	\$ 254	\$ 215
Estimated Annual Earnings Per Capita	\$ 8,984	\$ 10,950	\$ 12,704	\$ 10,704	\$ 11,156	\$ 10,415	\$ 12,125	\$ 10,764	\$ 8,734	\$ 12,717	\$ 10,729
Estimated Federal Tax Revenue	\$1,555,984	\$ 914,158	\$1,216,468	\$616,110	\$297,445	\$ 650,172	\$1,416,305	\$214,572	\$264,875	\$735,201	\$ 7,881,290
Estimated State and Local Tax Revenue	\$1,437,980	\$ 618,523	\$ 378,944	\$219,525	\$102,232	\$ 236,297	\$455,181	\$ 75,508	\$114,536	\$228,651	\$ 3,867,377
Estimated Total Tax Revenue	\$2,993,964	\$1,532,681	\$1,595,412	\$835,635	\$399,677	\$ 886,469	\$1,871,486	\$290,080	\$379,411	\$963,852	\$11,748,667
PUBLIC ASSISTANCE											
Able to Work.....	351	178	17	32	53	109	46	40	50	27	903
Unable to Work.....	152	79	16	29	9	37	45	13	43	19	442
Totals.....	503	257	33	61	62	146	91	53	93	46	1,345
% of Total Reporting ...	10.6%	12.5%	2.2%	6.3%	12.0%	11.5%	4.9%	12.0%	12.8%	5.5%	9.0%

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