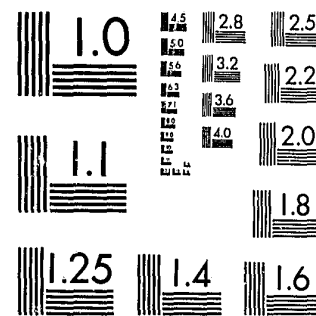


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7/27/81

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77470
Commonwealth of Pennsylvania
Department of Justice

REGIONAL CORRECTIONAL FACILITY AT MERCER, PENNSYLVANIA

U.S. Department of Justice
National Institute of Justice

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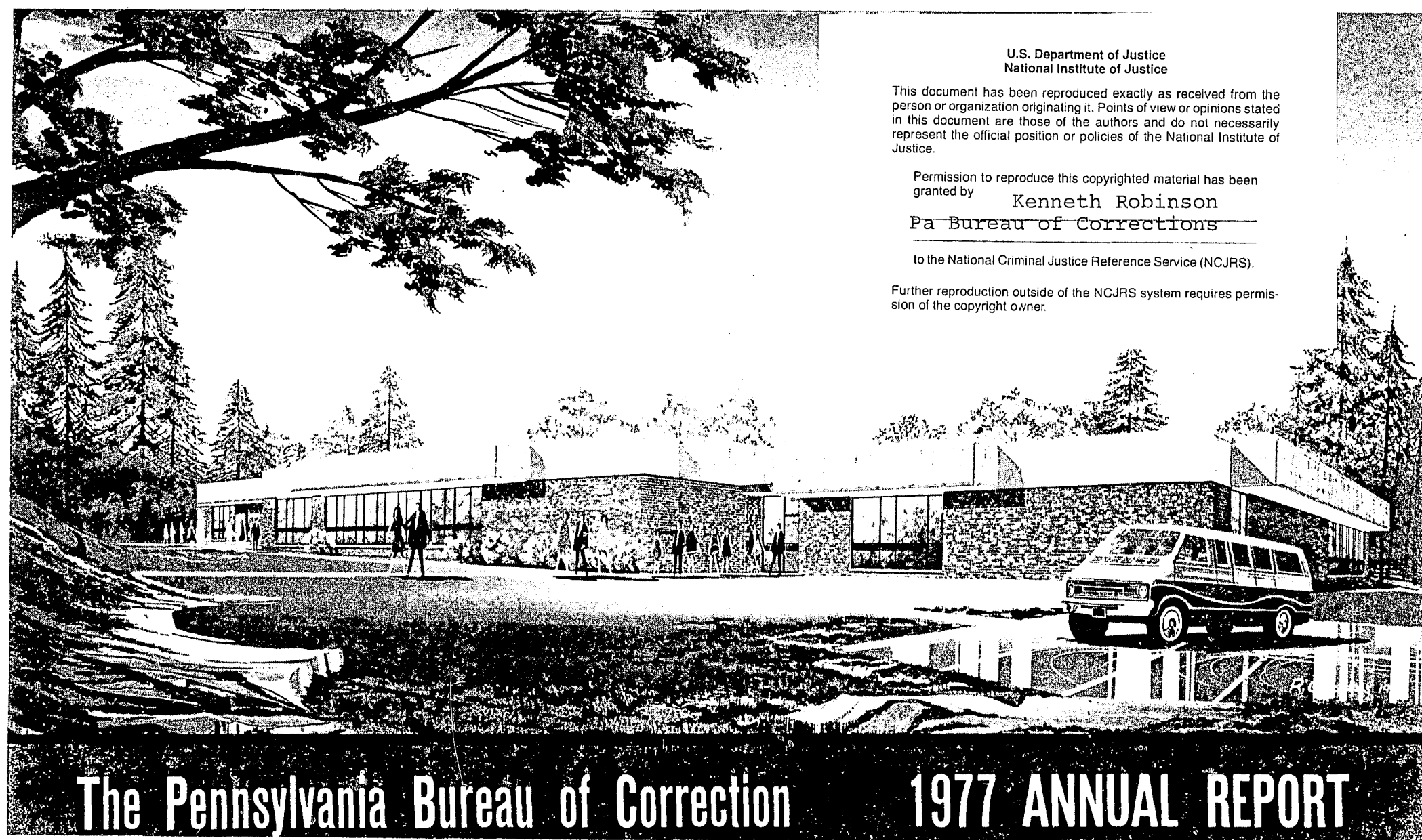
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Pa Bureau of Corrections

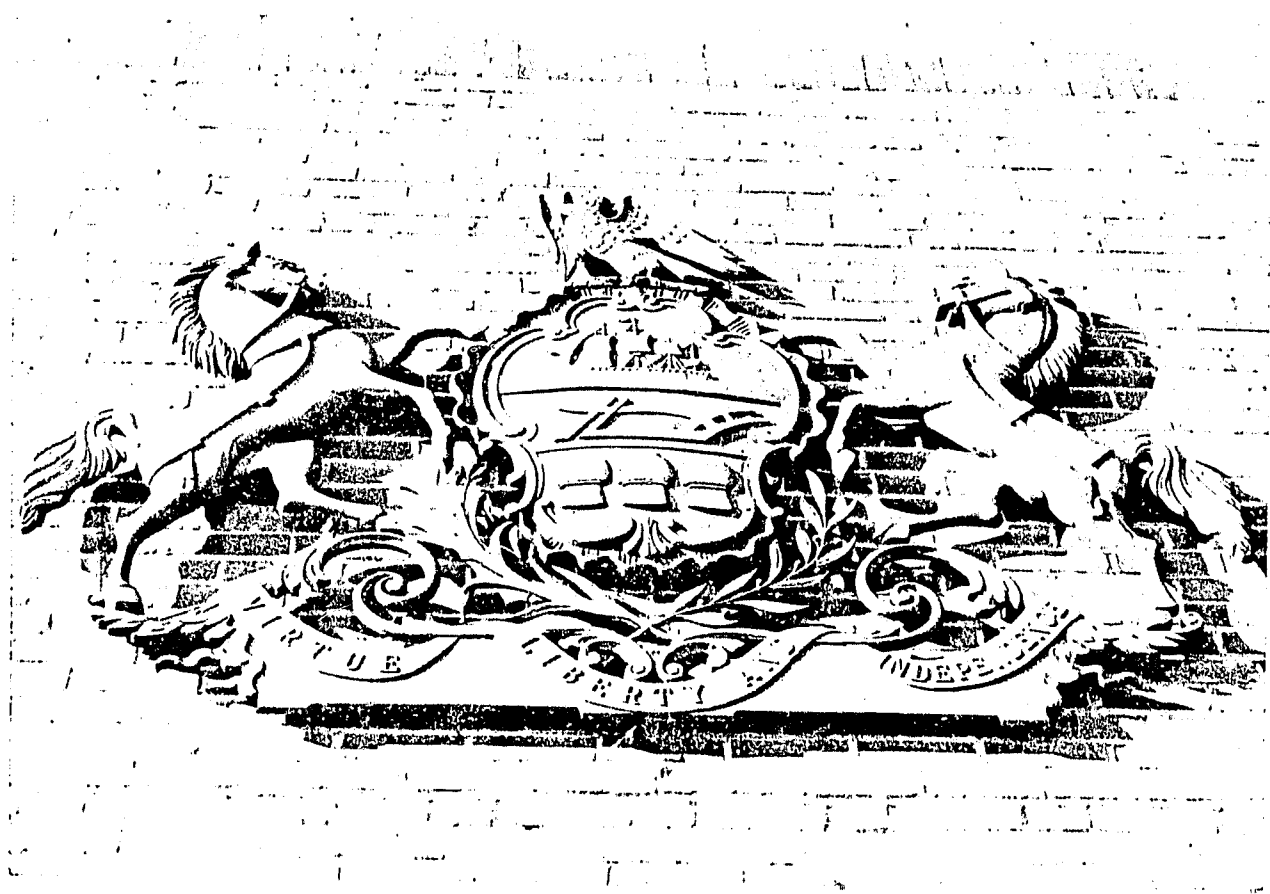
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The Pennsylvania Bureau of Correction

1977 ANNUAL REPORT



THE PENNSYLVANIA BUREAU OF CORRECTION

Pennsylvania's Commissioner of Correction, William B. Robinson, and the Bureau he heads hold the responsibility for the humane and efficient operation of eight adult correctional institutions and fifteen community service centers embracing an inmate population of 7,703 and a personnel complement of 3,015.

Nine Bureau directors report directly to the Commissioner for their respective areas of responsibility which include correctional services ranging from security to special services; from therapeutic programming to correctional industries.

The Commissioner's executive administrative staff is composed of an executive assistant and an administrative assistant, as well as three secretaries.



Erskind DeRamus/Deputy Commissioner

Deputy Commissioner's Office

Working most closely with the Commissioner is Deputy Commissioner Erskind DeRamus who has pre-eminent responsibility for treatment and education programs as well as inmate transfers. Transfers within the system compose a caseload of well over 1,000 on an annual basis. The responsibility for pre-release approval also resides with the office of the Deputy Commissioner. The Deputy Commissioner is assisted by an Administrative assistant and a secretary.



David Gearhart/Administrative Assistant

NCJRS

MAY 4 1981

ACQUISITIONS



Francis Filipi/Assistant Attorney General
and Peter Acker (right) Legal Aide

Legal Section

The Bureau of Correction's legal section consists of an Assistant Attorney General and a legal aide. Working directly for the Commissioner, this office's main function is to represent the Bureau in court cases and civil proceedings. Their caseload averages 35 cases annually in federal court, as well as appearances before the courts of common pleas and Commonwealth Court. This section also provides legal advice and interpretation of statutes for the Bureau.

**HIGHLIGHTS OF 1977:
Fourteen Worthwhile
Achievements**

- * The reorganization of Correctional Industries, resulting in large financial savings, localized responsibility under each Superintendent at each institution, improved production, and quality control.
- * The consolidation of our six diagnostic and classification centers from six to three, with consequent improvements in professional services, efficient use of staff and inmate time and resources.
- * A twenty percent increase in educational and vocational training programs throughout the state correctional system, and the implementation of post release employment placement system.
- * The installation of complete and up-to-date law libraries for the use of all inmates at every correctional institution.
- * The development and distribution to all inmates of an Inmate Handbook that describes all rules, policies, programs, work and educational opportunities available to our population.
- * The introduction of a Code of Ethics for employees designed to build loyalty, professionalism, and a vital esprit-de-corps.
- * Physical improvements in our medical departments throughout the system.
- * A broadening of staff development to expand both county participation and to enhance the excellency of programming.
- * A substantial reduction in the rate of overtime.
- * A vitally successful athletic program that has won the hearts of many who never dreamed they would be interested in sports, and brought Muhammed Ali into our midst.
- * The successful establishment of an inmate construction cadre.
- * The improved maintenance of our many community programs, including a furlough program with a 99% rate of success.
- * The expanded religious programs within our institution, which this year included the dedication of a Muslim Mosque within the State Correctional Institution at Graterford, and the outstanding presentation of Jesus Christ Superstar by the Camp Hill Institution inmates, as well as many deeply spiritual and ecumenical events.



WILLIAM B. ROBINSON
Commissioner



ERSKIND DeRAMUS
Deputy Commissioner

PENNSYLVANIA BUREAU OF CORRECTION
P. O. BOX 598
CAMP HILL, PENNSYLVANIA 17011
(717) 787-7480

To Your Excellency, Governor Milton J. Shapp
The Honorable Ernest P. Kline, Lieutenant Governor
The Honorable Robert P. Kane, Attorney General
and
Citizens of the Commonwealth of Pennsylvania:

I have the honor to submit to you the Third Annual Report of the Pennsylvania Bureau of Correction.

This report provides concise information of all phases of Bureau operations and activities, from our soon-to-open regional correctional facility at Mercer to the reorganization of correctional industries, and the consolidation of our diagnostic and classification centers. This past year has been a fascinating time of changes and challenges for us, and we hope you will share our pride in accomplishments.

Teamwork, initiative, and integrity are the hallmark of excellence in corrections as they are elsewhere in government. Therefore, I want to take this opportunity to thank all the directors, superintendents, and every employe of the Bureau of Correction for their support, and for living up to these high standards.

I also want to express my deep appreciation to Attorney General Robert P. Kane, the legislators of the General Assembly, and, certainly to His Excellency Governor Milton J. Shapp, and the Honorable Lieutenant Governor Ernest P. Kline. Without their unfailing support and cooperation, this extremely progressive Annual Report would not be possible.

Respectfully,

William B. Robinson
Commissioner of Correction

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Ernest P. Kline
Lieutenant Governor



William B. Robinson
Commissioner



Milton J. Shapp
Governor
Commonwealth of Pennsylvania

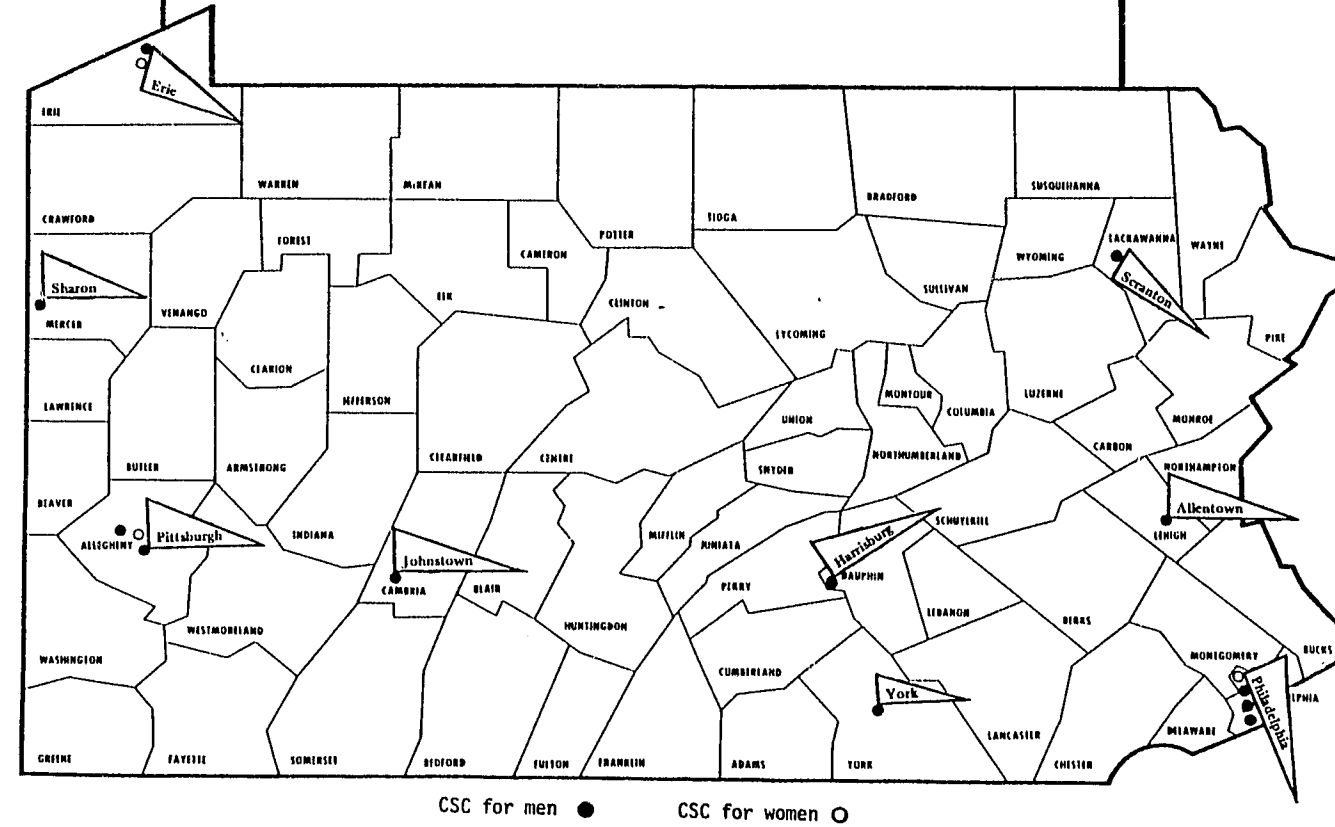


Robert P. Kane
Attorney General



Erskind DeRamus
Deputy Commissioner

Community Service Centers



Community Service Centers located at:

Allentown	Philadelphia (3)
Erie (2)	Pittsburgh (3)
Germantown	Scranton
Harrisburg	Sharon
Johnstown	York

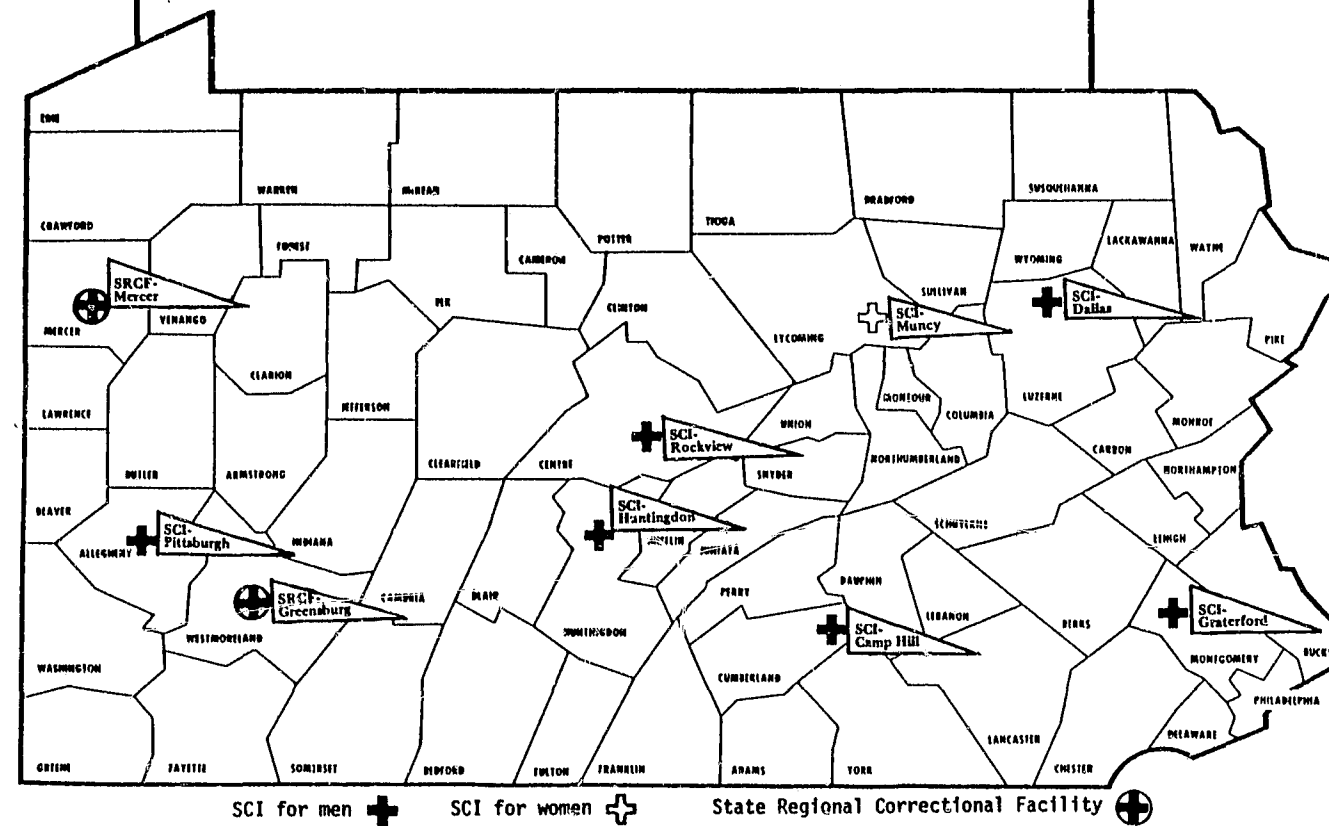
Regional Offices:

S.E. Region I
219 East High Street
Germantown, PA 19144
N.E. Region II
240 Adams Avenue
Scranton, PA 18503

S.C. Region III
1701 A Green Street
Harrisburg, PA 17102
Central Region IV
328 Washington Street
Johnstown, PA 15901

S.W. Region V
535 South Aiken Avenue
Pittsburgh, PA 16502
N.W. Region VI
423 W. 8th Street
Erie, PA 16502

State Correctional Institutions



State Correctional Institution at Camp Hill
P.O. Box 200
Camp Hill, PA 17011
Ernest Patton, Superintendent
Ronald J. Marks, Dep. for Operations
J. Harvey Bell, Dep. for Treatment
(717) 787-4814

State Correctional Institution at Dallas
Dallas, PA 18612
Glen R. Jeffes, Superintendent
Joseph Ryan, Dep. for Operations
Gil Walters, Dep. for Treatment
(717) 675-1101

State Correctional Institution at Graterford
P.O. Box 244
Graterford, PA 19426
Julius T. Cuyler, Superintendent
Robert N. Mauger, Dep. for Operations
Dan Sims, Dep. for Treatment
(215) 489-4151

State Correctional Institution at Huntingdon
Huntingdon, PA 16652
Lowell D. Hewitt, Superintendent
Richard Kelly, Dep. for Operations
Dennis R. Erhard, Dep. for Treatment
(814) 643-2400

State Correctional Institution at Muncy
P.O. Box 180
Muncy, PA 17756
Gerald Lightcap, Superintendent
Major Albert Mallory, Dep. for Operations
Virginia Key, Dep. for Treatment
(717) 546-3171

State Correctional Institution at Pittsburgh
P.O. Box 9901
Pittsburgh, PA 15233
James F. Howard, Superintendent
Robert Maroney, Dep. for Operations
Charles H. Zimmerman, Dep. for Treatment
(412) 761-1955

State Correctional Institution at Rockview
R.D. 3
Bellefonte, PA 16823
Dr. Joseph Mazurkiewicz, Superintendent
Gerald Wilson, Dep. for Operations
Jeffrey Beard, Dep. for Treatment
(814) 355-4874

State Regional Correctional Facility at
Greensburg, R.D. 2, Box 10
Greensburg, PA 15601
Thomas Fulcomer, Superintendent
Major Clarence W. Markle,
Dep. for Operations
(412) 837-4397

Annual Report 1977

Department of Justice

BUREAU OF CORRECTION



Commonwealth of Pennsylvania

Milton J. Shapp
Governor

Ernest P. Kline
Lieutenant Governor

Robert P. Kane
Attorney General

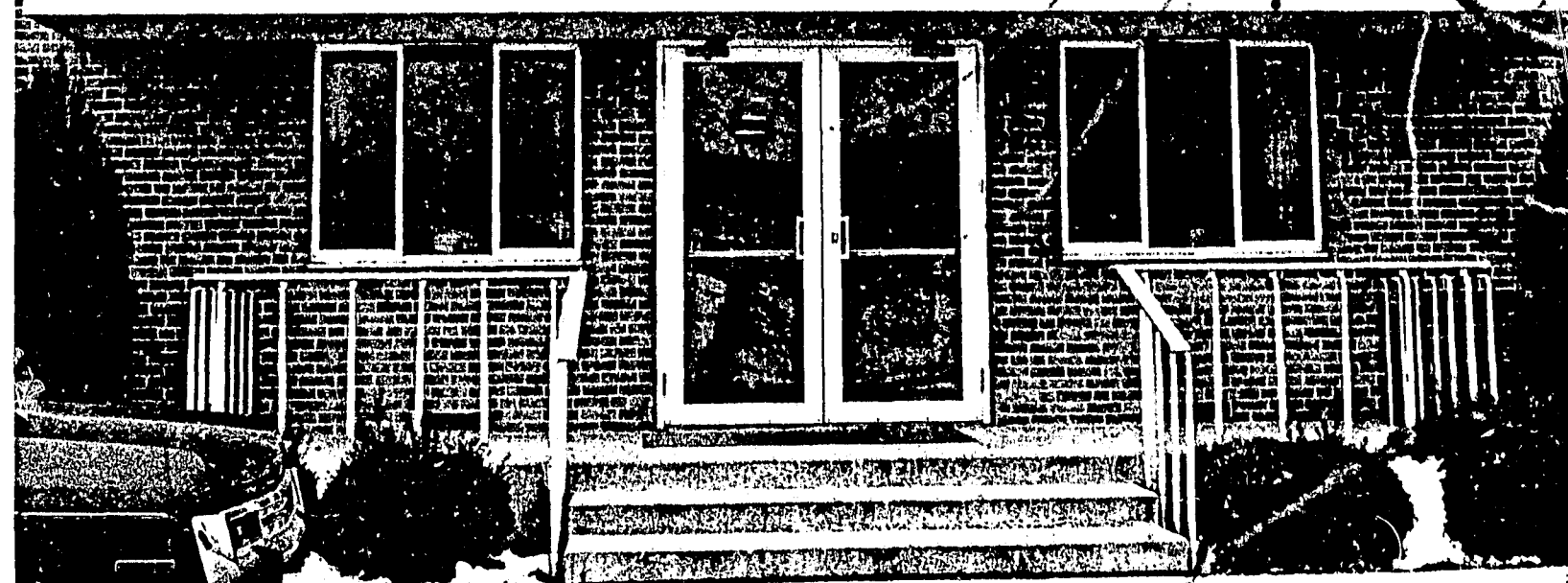
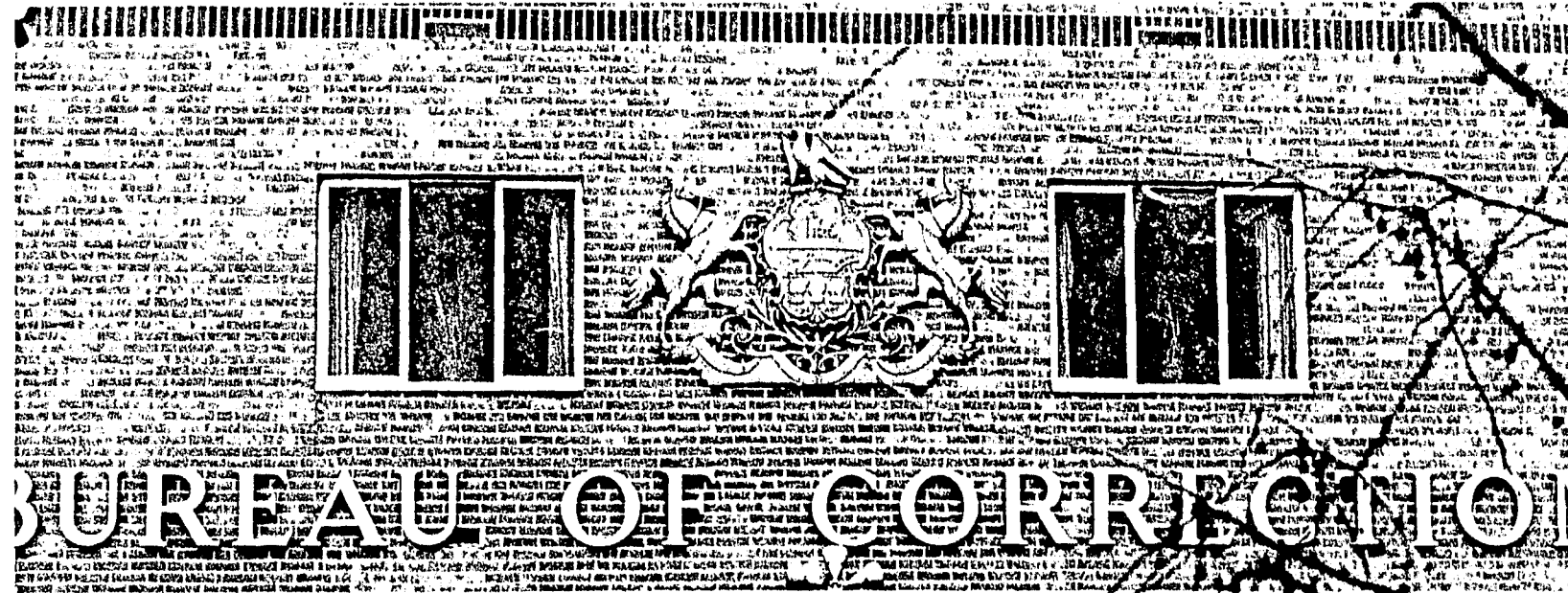
William B. Robinson
Commissioner

Erskind DeRamus
Deputy Commissioner

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Kenneth G. Robinson
Editor, Layout, Photography
Judith R. Smith
Assistant Editor

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National Institute of Justice

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CENTRAL OFFICE EXECUTIVE STAFF

William B. Robinson
Commissioner

Erskind DeRamus
Deputy Commissioner

- **Joseph R. Brierley**
Special Assistant to the Commissioner
- **Grayce Leonhard**
Administrative Assistant to the Commissioner
- **Charles Pagana**
Director, Community Services
- **William Bilous**
Director, Fiscal Management
- **Edwin Harmon**
Director, Industries
- **Robert Rhodes**
Director, Maintenance and Construction
- **Philip Bannan**
Director, Operations
- **Francis Filipi**
Assistant Attorney General
- **Kenneth G. Robinson**
Public Information Officer
- **Louis E. Smith**
Executive Assistant to the Commissioner
- **David Gearhart**
Administrative Assistant to the Deputy Commissioner
- **Daniel Tepsic**
Director, Personnel
- **Gerard Massaro, Ph. D.**
Director, Planning and Research
- **Harry Smith**
Director, Programs
- **Harry Wilson**
Director, Special Services
- **Fredric Rosemeyer**
Director, Staff Development
- **Reverend Thomas Jackson**
Coordinator, Chaplaincy Services
- **Judith R. Smith**
Legislative Liaison

John Patterson
Affirmative Action Officer

January 31, 1978



Filming a motion picture at SCI-Rockview

Public Information

The Office of Public Information, with a professional staff of two and a secretary, was responsible for 50 press releases in 1977; for the compilation and editing of the quarterly and annual reports; the bi-monthly Bureau newsletter "News-front", and responding to 1,000 informational inquiries in the past year. This office also edits and prepares legislative testimony, and effects general legislative liaison at the Commissioner's direction.

With the active involvement and cooperation of the Commissioner's Office, a motion picture based on the novel On the Yard was produced and filmed at the SCI Rockview in 1977. Publicity was handled by the Bureau's Information Office. Some 600 inmates participated in this unique, and highly successful, venture.

Goals of the Bureau Of Correction

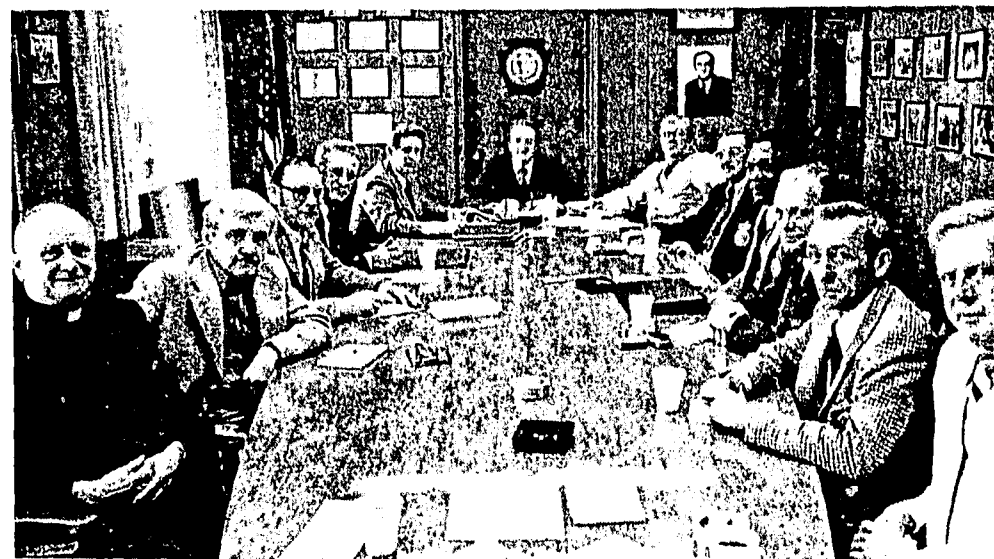
Our goals are threefold:

First, to provide for the secure and humane confinement of offenders.

Second, to employ the highest caliber of professional correctional personnel.

Third, to provide opportunities for rehabilitation through accurate diagnosis and classification, wholesome and realistic programs, and the appropriate use of community alternatives.

Executive Board, Pennsylvania Prison Wardens' Association



Superintendents meet each month.

Looking Forward

The coming year promises to be an exciting one for the Bureau of Correction, with particular emphasis on the following:

- * The opening of our new regional correctional facility at Mercer in the spring of 1978.
- * The expansion of training and the development of special training programs to accommodate our 101 new employees at Mercer.
- * The final implementation of the statewide, post-release, job placement program.
- * The planning for the American Correctional Association national convention which will be held in 1979.
- * The completion of the reorganization of our community service programs, including the reduction and consolidation from five regions to three.

The Bureau looks forward to providing service which combines pride in our past with best planning of today to accommodate the new needs and ideas of tomorrow!



Charles C. Pagana, Director

COMMUNITY SERVICES DIVISION

Community Services is a program operated as a continuum to the rehabilitative services provided in state correctional institutions or regional correctional facilities. Community service centers are residences in the community with custodial structure, and a strong emphasis on guidance and counseling, preparing the individual for eventual parole.

At present there are fifteen community service centers; three of which are for female offenders. Of these fifteen centers, one is supported in part by funding from a grant provided through the Governor's Justice Commission.

A significant change took place in the Community Services Division when Commissioner Robinson appointed a new divisional director. The director, with the aid of his staff, geared his first year toward meeting those recommendations provided by the Governor's Review Committee, and maximizing the use of community service centers for the Bureau of Correction.

The Community Services Division focused its attention in 1977 toward the division's fiscal allocation and management, health care services, personnel procedures, and application of federal subgrants.

3.

During the calendar year, on-site visits were made by Central Office staff to community service centers and non-bureau resources in order to assess capabilities, program content, and accountability of such facilities. This effort was undertaken to make maximum utilization of all facilities a reality in view of the ever increasing growth of our institution population.

A Flood And A New Center Location

The major flood disaster which took place in Johnstown and the surrounding area rendered the Johnstown Community Service Center inoperative for several months. As a result, pre-release placement in that geographical area suffered a setback, affecting the total number of referrals made to the Division.

Expansion in the Community Services Division in 1977 came when the division relocated one of its community service centers located in the Eastern Region. The center has the capability of housing 55 residents. The facility is the first of its type. Equipped with space available for classroom and internal programming, the center lends itself to a positive environment. The center has also sponsored community activities in which residents, staff and the community have interacted in a variety of interests.

Achieved In 1977

- * Personnel classification
- * Staff development and training
- * Purchasing of capital equipment during Fiscal Year 1977/78
- * Establishment of petty cash fund for emergency purposes in all centers
- * Center and regional directors' budget control
- * The administration and procedures for out-of-state travel.

The final phase of the Community Services Division Program Evaluation conducted jointly by the Bureau of Correction, Community Services Division, and Pennsylvania State University, was completed this calendar year. Indicating effectiveness of policy and program content, the study revealed the following data:

- * After twelve months parole experience, approximately 77% of the institutional group were still on active parole supervision, while approximately 92% of the community services group had a similar status.
- * The evaluator concluded that the new administration has a fairly consistent and coherent statement of new policy and has planned its implementation in considerable detail.



- * A new community service center for female offenders officially opened March 27. The center has a housing capacity of fifteen residents. The center is the third community service center to be located in that area.

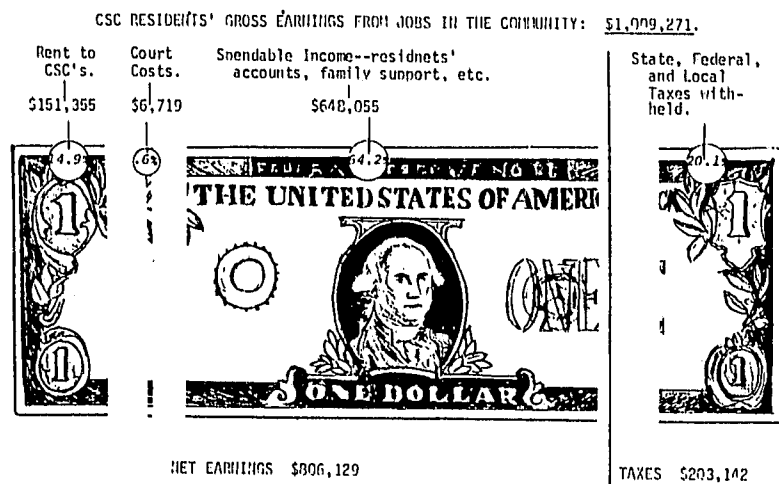
During 1977 there has been strong emphasis on maintaining all community service centers at capacity, thus enabling the maximum amount of eligible inmates to be serviced by the Community Services Division.

Rents collected in 1977 increased by \$55,706 over the previous year.

Court costs paid by residents in 1977 increased by \$2,585 over 1976.

Goals For 1978

Bureau financial management material is currently being prepared for distribution to center and regional directors. This material will enlighten center and regional staff as to the fiscal amount allocated that center and, in addition, this material will provide a better assessment of fiscal management, and serve to restrain excess center spending in the future.



Referrals

1-1-77	42 referrals pending	
During 1977	+730 referrals received	
Total	772	100%
	501 referrals accepted	65%
	+160 referrals rejected	20%
	60 referrals withdrawn	8%
12-31-77	51 referrals pending	7%

Furlough Investigations

January 1, 1977	
Investigations carried over from 1976	39
Investigations received during 1977	+1130
Investigations completed during 1977	1153
December 31, 1977	
Investigations carried over to 1978	16

Volunteer Services

4647 hours of volunteer services were obtained for use by Community Service Centers

8830 hours of outside agency services were utilized by Community Services

Educational Involvement

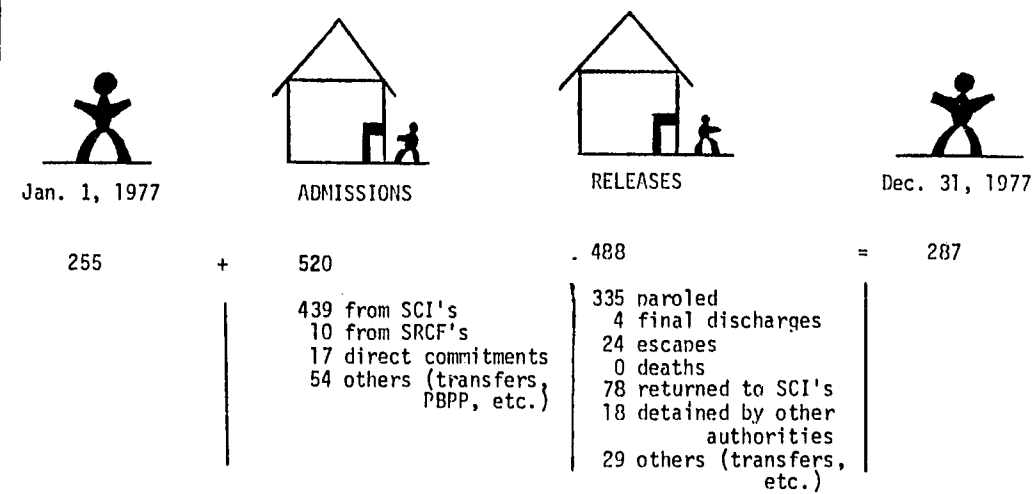
(Combined CSC's and Group Homes)	
High School	15
Vocational/Technical	50
College	15
TOTAL	80

Misconducts

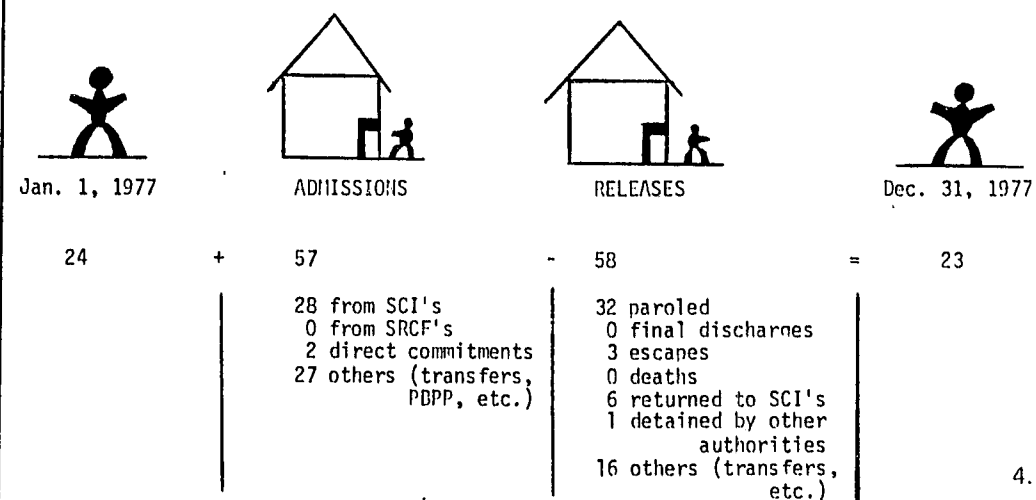
(Combined CSC's and Group Homes)	
133 Class I Misconducts	
161 Class II Misconducts	
53 Individuals faced criminal charges	



POPULATION - COMMUNITY SERVICE CENTERS



POPULATION - GROUP HOMES





William Bilous, Director

FISCAL MANAGEMENT DIVISION

This division formerly known as the Administrative Services Division conducts and manages the operation and activities of Fiscal Management, Budget Management Section and provides supervision for Industries Accounting Section. In addition, this division provides technical assistance to all state correctional institutions.

ACCOMPLISHMENTS IN 1977

- * Established:
Closer working relationship with all institutional business managers, Comptrollers Office and Office of the Budget.
A system of thorough screening of institutional contracts for proper preparation and accuracy prior to submission for approval.
A monitoring billing system of all official telephone credit card calls.
A system of monitoring all Agency Purchase Requests.
A rigid control system for Central Office Capital Equipment.
A reprint control system of Bureau of Correction JBC Forms to preclude excessive stock piling of these forms.
- * Devised Form JBC-173 to be used as a receipt for the Code of Ethics Handbook.

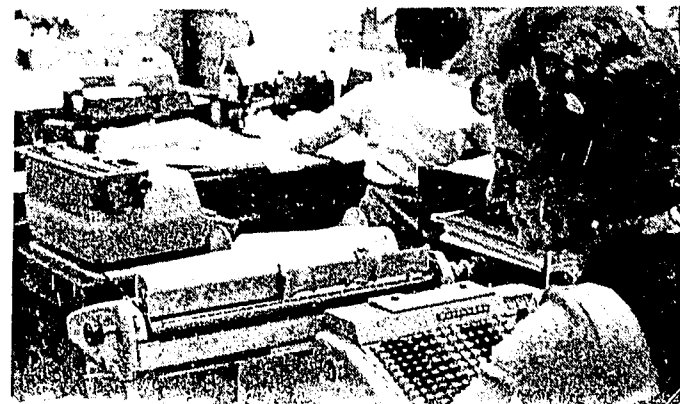
- * Initiated action to order an additional 326 overcoats for correctional officers.
- * Ordered and distributed complete sets of law books to each institution, for inmate use.
- * Provided guidance to Institutional Hearing Committee for payment of the Inmate Handbook by inmates when destroyed or lost.

With the installation of the new Xerox Copier Model 9200, approximately 87,000 copies of Bureau of Correction Administrative Directives were xeroxed and delivered to institutions by Central Office staff during their official visits, thereby creating a 40% cost savings. A further cost saving was realized by reproducing 10,000 Inmate Handbooks on the Xerox machine instead of having these books printed.



Budget management—Central Office

Business office—SCI-Camp Hill



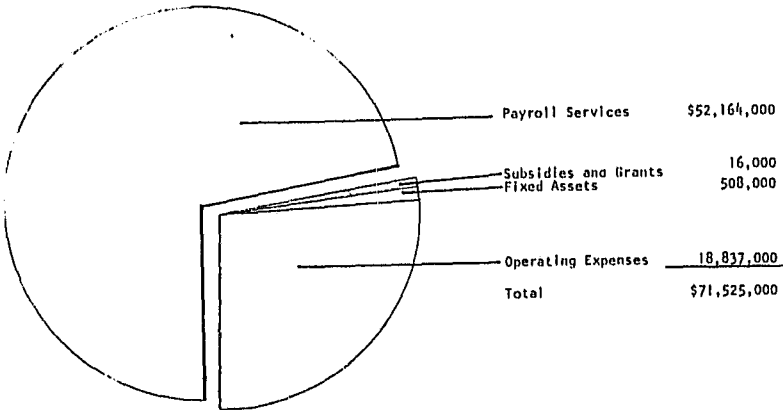
Federal Funds

Subgrant drawdowns amounting to \$494,670 were received during FY 1976-77. Quarterly Fiscal Reports for these grants were prepared and forwarded to the Governor's Justice Commission. In addition, expenditures were monitored to insure maximum and correct use of these funds.

The funds for the grants were:

Transfer of County Correctional Statistics	\$ 10,583
Staff Development	160,000
Physical Fitness Training	30,000
Community Service Center	241,000
Psychiatric Facility—Norristown	13,425
Incident and Prevalence Study	29,700
Assertive Perspective Skills	9,962
	<u>\$494,670</u>

Expenditures By Major Classification
FY 1976-77



Payroll Services— Payroll services includes all salaries, wages, overtime, shift differential paid to all Bureau employees was \$41,654,000. The employee benefits consisting of the state share of health and welfare, hospital insurance, social security, retirement, etc., amounted to \$10,510,000.

Fixed Assets—Funds were used to purchase replacements for worn out and obsolete office furniture, machines, dental equipment, maintenance tools, kitchen equipment, water coolers, time clocks, lighting fixtures, mailing machine, calculators, dictating equipment, resuscitator, fans and air conditioners.

Subsidies and Grants—Funds were used to provide gratuities to discharged inmates. These gratuities are based on guidelines such as individual account balances and distances from their home destination.

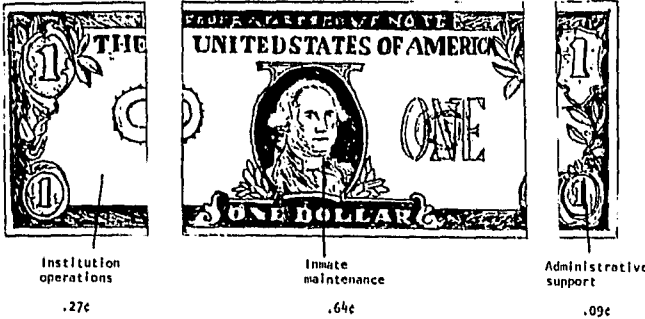
Operating Expenses—Funds expended in this major object were spent to provide institution facility maintenance, administrative support, medical and dental care, food and clothing for those incarcerated.

What Goes Into Operating Expenses?

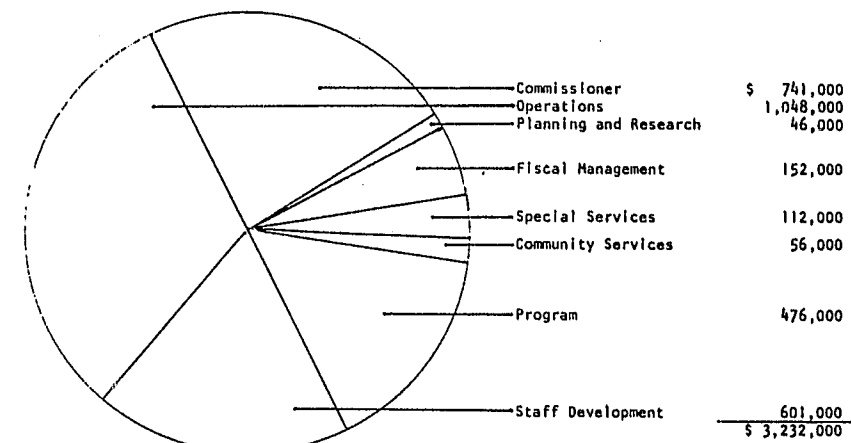
The "bread and butter" for the institutions consist primarily of the following:

INSTITUTIONAL OVERHEAD	
Utilities	\$ 2,922,000
Institution Operational Repairs	1,341,000
Contracted Repairs	403,000
Equipment Rentals	256,000
Equipment Supplies	99,000
TOTAL	\$ 5,012,000
INMATE MAINTENANCE	
Medical (Clinics and Hospitals)	\$ 1,171,000
Dental Appliances	77,000
Clothing (Inmate and Officers)	1,924,000
Food	6,069,000
Drugs and Medical Supplies	247,000
Housekeeping Supplies	910,000
Educational Supplies	111,000
Recreational Supplies	24,000
Real Estate Rentals	206,000
Inmate Wages	1,240,000
TOTAL	\$11,940,000
ADMINISTRATIVE SUPPORT	
Civil Service Commission Service	\$ 114,000
Data Processing Service	226,000
Specialized Services	529,000
Printing	31,000
Postage and Freight Charges	182,000
Travel	143,000
Office Supplies	163,000
Contracted Personnel Services	33,000
Legal Fees	5,000
Consultant Services	193,000
TOTAL	\$ 1,619,000

FY 1976-77 Distribution per dollar of operating expenses



CENTRAL OFFICE FY 1976-77



Central Office Operations FY 1976-77

COMMISSIONER—Central Office expenses for the following were charged to the Commissioner's cost center: office supplies stocked in the communications center, controller's and data processing charges, civil service commission and classification and pay services and commonwealth telephone network costs. All policy changes are issued from the Commissioner's Office to the Institution Superintendents.

OPERATIONS—Operations includes supervision of institution culinary and technical services, engineering and inter-institutional communications. The major nonrecurring projects and fixed assets program funds are controlled by the Maintenance and Construction office. Funds for these projects are allotted to the division.

PROGRAM—Expenses in this division are for medical charges, institution treatment and educational programs, the research and statistics information system and vocational training.

STAFF DEVELOPMENT—Monies are provided for operating academies for training of new employees entering the correctional system as well as members of the staff of county and city jails. Seminars are conducted in drug education, leadership and management. In addition, qualified employees are eligible for outservice training to improve performance of their job assignments.

SPECIAL SERVICES—Provide county and municipal authorities with suggestions for improving operation of their jails during their regular inspections for fire security and other hazards.

FISCAL MANAGEMENT—Inform Business Managers of the institutions of various changes in fiscal policy and provide guidance in processing budget and other fiscal type documents.

PLANNING AND RESEARCH—Coordinate all subgrant requests and the filing of periodic progress and financial reports with the Governor's Justice Commission. Established priorities for the plans and goals of the Bureau of Correction.

Keeping track
of the business
aspects of
corrections—
an important
function of
the business
office in
each institution





Edwin A. Harmon, Director

INDUSTRIES DIVISION

The purpose of the Industries Division is to provide employment in productive occupations for inmates. The work is designed to give useful, up-to-date training and experiences to aid in the rehabilitation of the inmates, to keep them busy while in custody, to enable them to earn some portion of their keep, and to teach work habits and ethics. All of these elements are important factors in preparing the inmates for their return to the community.

No state appropriations are made to support the activities of the Correctional Industries. The system is financed out of the Manufacturing Fund, a revolving fund from which Industries pays all expenses of operation. Shop buildings are usually furnished by the institutions, but all machinery, materials and supplies, maintenance, utilities, transportation, and similar expenses are furnished by the Division from its income. Administrative salaries, inmate wages, and supervisory correctional officers and tradesmen-instructors salaries are likewise paid out of income. Sales of products are confined by law to the Commonwealth, any political subdivision thereof, to any state, municipality, or county authority, any state-aided educational or charitable institution, the federal government, or any other state or political subdivision or institution receiving aid from the federal government or any other state.

1977-A Year of Reorganization

A major reorganization of the Division of Correctional Industries involving its personnel and functions was accomplished during the year. The objective was to increase the efficiency of the operation. Much of the reorganization was performed in response to the Governor's Management Review Team recommendations.

The accountability and responsibility for production and manufacturing was assigned to each institution with an Industries Manager at each location reporting through the Deputy Superintendent for Operations to the institutional Superintendent.

All Industries business transactions were consolidated and are processed through the institution business office.

A Director of the Industries Division, having a strong business background with both manufacturing and marketing experience, was

appointed. His responsibilities are to monitor all activities, coordinate and implement the integration, development, and improvement of Industries operations.

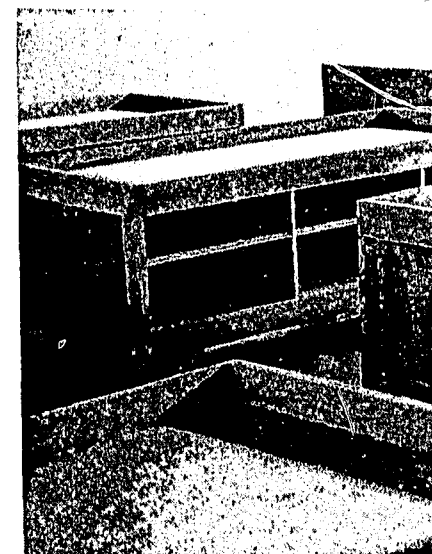
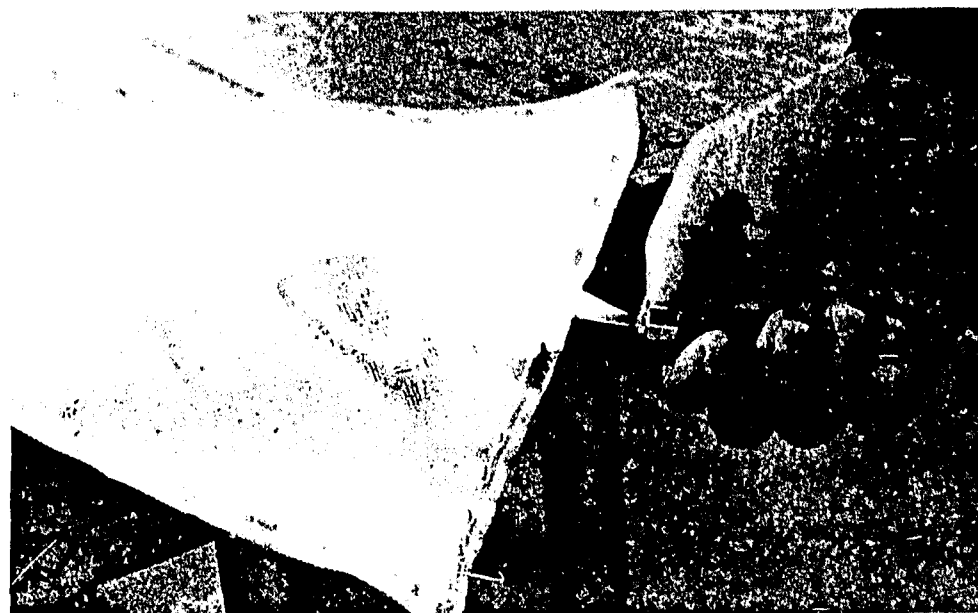
A new fiscal control system was designed and installed with an accountant assigned to each Industries location reporting to the Comptroller.

Fiscal standards, combined with a reporting system, were introduced which will supply information essential to the monitoring and measuring of each industry's performance.

NEW PRODUCTS

The shoe shop at Graterford is now producing the hush-puppy style shoe in both green and tan leather and also brown and white women's saddle shoes with varied color soles. These products are purchased by Welfare institutions.

Mattresses made at SCI-Dallas are now made of fireproof materials.



SCI-Camp Hill's new dormitory bed

The Dallas mattress shop is now producing a fiberglass-treated cotton fill fireproof mattress that is now required by law for most institutions.

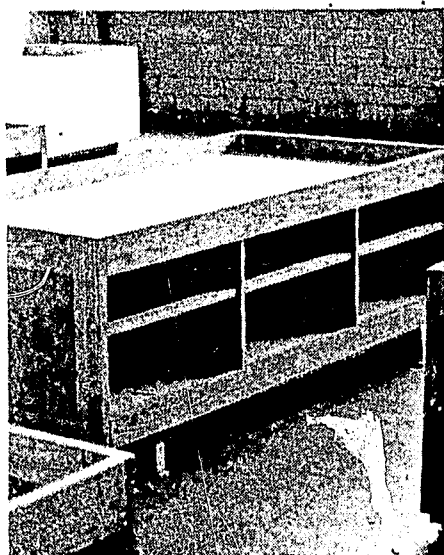
The Camp Hill wood furniture shop has added to its line of products a special dormitory bed which includes storage drawers in the base of the bed. The bed is to be used with an innerspring mattress. Also added were single and bunk beds and a chest of drawers for dormitory use.

An all-steel institutional school desk was developed by the Pittsburgh metal furniture shop.

A new bin box for orchard use and split-rail fencing has been added to the product line of Rockview.

The construction cadre at Camp Hill completed construction of a new piggery at Camp Hill and a pole barn at Rockview.

Huntingdon began processing milk in March.



Available for college dorm use.

Programs

Due to the reorganization and staffing, 1977 was a year of consolidation of programs previously initiated.

The auto body repair program, initiated in December 1976, has begun to function effectively after the initial "break-in" and start-up problems. Increased sales activity has been undertaken to stimulate utilization of these facilities by other state agencies.

The meat-processing plant or abattoir at Camp Hill, which produces uniform portions and sized servings, has increased sales by approximately 55% and is currently running at a capacity of approximately 64,000 pounds per month.

Certain other tangible benefits have been experienced from this centralized program, in that the cutability or utilization of the carcass is 5 to 10% above the yield experienced at some institutions. Because of uniformity of portion size, an approximate 5% reduction in overall consumption of meat is realized.

New towel looms have been installed at Graterford and the increased production capability has eliminated the continuing backlog

previously experienced. This increase of capacity will permit the development and manufacture of a new line of light-weight towels and wash cloths, which are utilized by mental and medical hospitals who currently do not use our products.

A new potato storage facility has been erected at Muncy.

A new piggery fattening house was completed at Camp Hill.

A new loose-housing dairy barn was complete at Graterford.

A new loose-housing dairy barn was completed, as was the renovation of the raw milk storage room and milk handling and processing facilities at Huntingdon.

Dairy operations were consolidated and are operating at Huntingdon and Rockview.

The auto license plant at Pittsburgh increased its efficiency and productivity by expanding the utilization of machinery and with increased efficiency on the part of the inmates. It is now producing 40,000 plates per day.

Goals For 1978

To comprehensively determine needed capital improvement programs for both farm and industry programs.

To significantly increase the number of customers served.

Special sales efforts will be directed to outside non-Commonwealth agencies such as hospitals, county governmental units, and specialty Welfare agencies.

To improve the cost effectiveness of the various industry and farm activities.

To increase the number and types

FINANCIAL POSITION (Manufacturing Fund)

The Industries Division began the year in a very precarious fiscal position. This was a result of continued and unexpected losses in the farming operations, an accrual of excess inventories in both finished goods and raw materials, and because of inefficient and inadequate manufacturing methods and low productivity of the manufacturing centers.

This deficit operating situation has been remedied in the majority of manufacturing activities. Loss situations are still occurring with some farm programs. The overall cash outflow situation has been reversed in the last quarter of the year, and indications are that the Manufacturing Fund will be restored to a healthy fiscal status during 1978.

The balance sheet as of June 30, 1977 reflects the following:

Assets	
Current Assets	\$ 6,021,593
Inventories	5,516,393
Property Plant and Equipment	3,097,712
Deferred Charges	22,223
Total Assets	<u>\$14,657,921</u>
Liabilities	
Current Liabilities, Payables, and Advance Collect	\$ 4,089,335
Accrued Payroll	107,719
Total Current Liabilities	<u>\$ 4,197,054</u>
Net Worth as of 6-30-77	<u>\$10,460,867</u>
Total Liabilities and Net Worth	<u>\$14,657,921</u>

of products available for sale.

To increase the total number of inmates participating in industry employment.

To increase service, improve quality, and the cost benefit ratio of products produced.

Sales FY 1976-77—\$11,933,083

Operation	Sales	Percentage
Data Processing	\$ 186,385	1%
Manufacturing	7,498,213	63%
Processed Products	2,267,126	19%
Farm Products	1,757,719	15%
Transportation	222,736	2%
Construction	901	
Total Net Sales	<u>\$11,933,083</u>	<u>100%</u>

Significant gains were made in sales of coffee, processed meat, and garments, with an approximate 15% decrease in sales of metal tags which were chiefly vehicle license plates. This decrease was due to the cyclical nature of the licensing program.

There was significant increase in the amount of goods sold to the correctional institutions. The reason: increased attention given to Correctional Industries by the current administration and its policy.

A comparison shows:

	Sales to Correctional Institutions	Percentage of Total Industries Sales
1972-73	\$1,805,916	27%
1973-74	1,854,193	25%
1974-75	2,089,519	21%
1975-76 (six months)	1,789,650	32%
1977-78 (six months)	2,173,444	40%

Sales projections indicate a potential sales for fiscal year 1977-78 of \$13,000,000 or an increase of approximately 11%. Significant sales increases for the year 1978 are anticipated in wood furniture, meat processing, transportation, textiles, and soaps and chemicals.

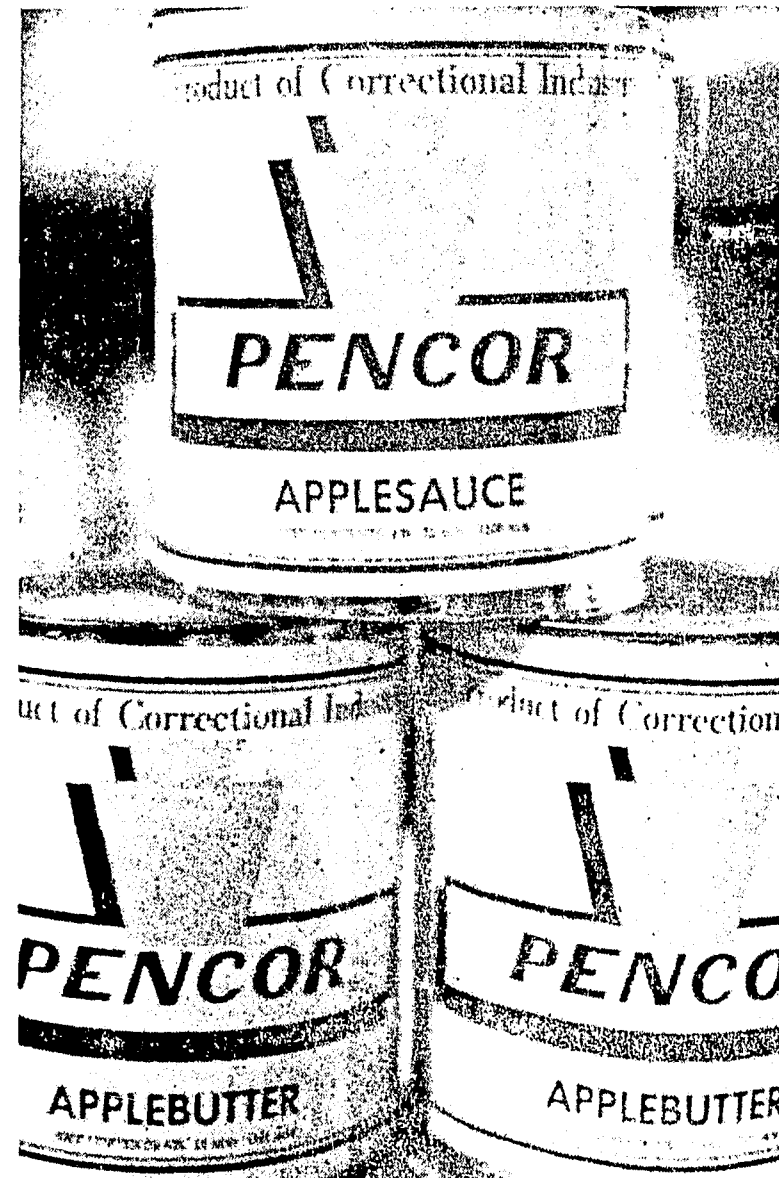
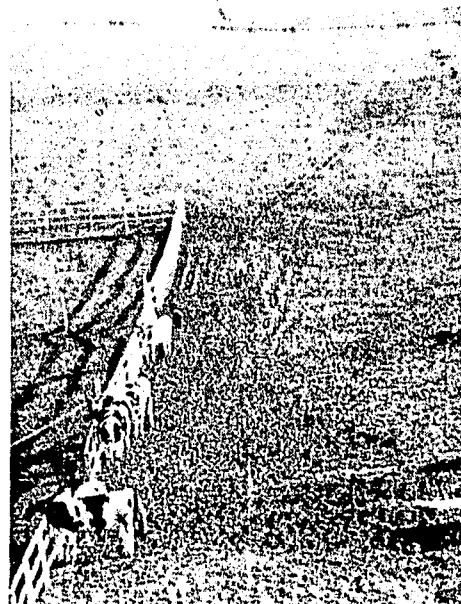
ANALYSIS OF INDUSTRIES OPERATIONS

DIVISION	PRODUCTS & SERVICES PROVIDED	Shops	Avg. No. Of Inmates Employed	No. of Of Civilians Employed	MAJOR STATE CUSTOMERS	Sales 1977
Data Processing	Computer programming and data encoding services	2	17	5	Justice Department—Board of Probation and Parole—Bureau of Correction	\$ 186,385
Transportation	Delivering and hauling for state owned institutions	4	20	21	Public Welfare—General Services	222,736
Coffee & Tea	All coffee and tea products	1	8	1	Public Welfare Departments—Justice Departments	1,554,442
Furniture	Benches, bookcases, desks, bureaus, cabinets, chairs, tables	1	134	10	Public Welfare Departments—State Colleges	253,585
Maintenance Crew	Construction and maintenance projects	1	16	1	Within Industries and various Townships	
Meat Processing	Beef and pork products	1	20	1	State Correctional Institutions	696,664
Upholstery	Upholstering of wooden and metal furniture	1	13	1	Transportation Department	10,340
Mattresses	Producing mattresses, pillows, laundry bags and reconditioning mattresses	1	32	2	State Colleges—State Correctional Institutions and State Hospitals	334,314
Cardboard Products	Producing cardboard products	1	16	1	Civil Service Commission—General Services—Liquor Control Board	58,535
Auto Body Repair Shop	Auto body repairs, painting and wheel alignment	1	8	1	General Services	11,942
Garments	Uniforms, coats, raincoats, aprons, jackets, trousers, vests, nightgowns, shirts, slips and dresses	3	293	11	State Hospitals—State Correctional Institutions	2,027,871
Underwear	Undergarments for male and female	1	51	2	State Hospitals—State Correctional Institutions	379,815
Shoes	Shoes for men and women. Dress shoes, work shoes and hush puppies	1	55	2	State Hospitals—State Correctional Institutions	368,890
Textiles	Sheeting, ticking and all types of towels	1	68	4	State Hospitals—State Correctional Institutions	268,009
Hosiery	Hosiery for men and women	1	32	1	State Hospitals—State Correctional Institutions	160,139
Soap and Detergents	Laundry soap, scouring powder, toiletries and liquid detergents	1	30	4	State Hospitals—State Correctional Institutions	597,067
Printing	Forms, envelopes, newsletter, and stickers for tags	1	50	4	State Correctional Institutions	265,272
Tags	Dog tags and license plates	1	112	2	Counties and Transportation Department	2,424,856
Metal Products	Signs, shelving, metal furniture and metal beds	1	93	5	General Services—State Hospitals	372,316
Cannery	Canned vegetables and fruits	1	41	2	State Hospitals—State Correctional Institutions	692,744
Wood Products	Lumber and picnic tables	1	22	3	Transportation Department	69,951
Nursery	Trees and shrubbery	2	17	3	Transportation Department—Dept. of Environmental Resources—Counties—Colleges	84,449
Dental Laboratory	Dental products	1	5	1	State Correctional Institutions	
Shipping & Receiving	Receiving raw materials and finished products	4	37	5	Within Industries Division	
Farming	Milk, fruits, vegetables and hay	6	366	37	State Hospitals—State Correctional Institutions	2,003,756
Administration	Budgeting, purchasing, sales, management engineering and ordering	7	44	37		
Total - Shops, Inmates, Civilians and Sales		47	1,606	165		13,042,078

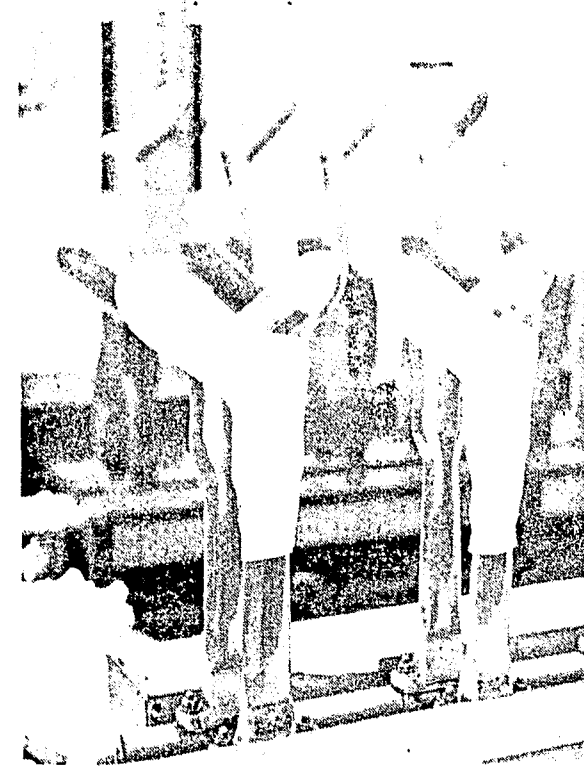


Shoes

Dairy cattle



INDUSTRIES PRODUCTS — 1977 Canned Goods



Socks

Mattresses





Philip Bannan, Director

OPERATIONS DIVISION

The Operations Division of the Bureau of Correction coordinates and provides technical assistance to all state correctional institutions, regional correctional facilities and community service centers in the areas of custody, security, engineering, maintenance, transportation and excess property acquisition.

1977 Accomplishments

- * Completed production of Inmate Handbooks, institutional supplements for all institutions and Administrative Directives for distribution to all inmates and staff.
- * Began distribution of new Correctional Officer uniforms, as manufactured by Correctional Industries Division.
- * Acquired \$2,116,000 worth of Federal Excess property for distribution to all institutions and facilities.
- * Distributed security items, such as gas masks and flak jackets acquired

- from Federal excess program to all institutions.
- * Developed protocol for notification to State Police of inmate transfers by use of CLEAN terminals.
- * Refined protocol for selection of inmates for Food Service training at Central Office.
- * In conjunction with Special Services Division, a large number of plans for new facilities and municipalities were reviewed and approved. Technical assistance was given to architects on these projects also.
- * Operations staff attended the statewide labor-management meetings.
- * Began routine monitoring of the community service centers on security and environmental factors.
- * Provided statistical and general information to the several divisions of the Bureau of Correction and to other states in regard to cell usage, security and staffing patterns.
- * Acquired police-type automobiles for patrol at the seven state correctional institutions.

Goals for 1978

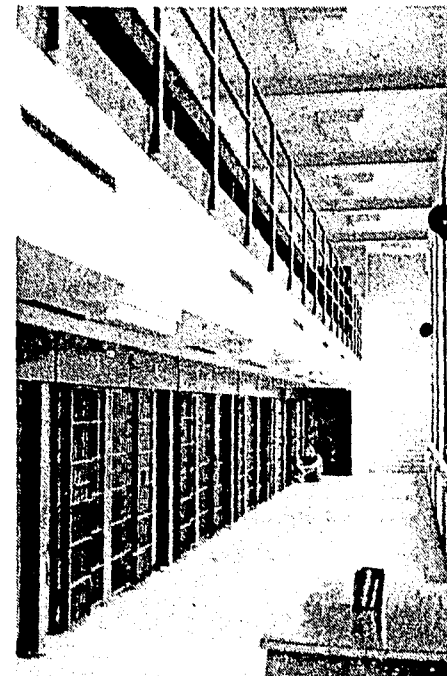
- * Improve the monthly reports of operational activities at the seven institutions.
- * Complete a comprehensive report and analysis of sick leave usage by Correctional Officer personnel.
- * To complete distribution of new uniforms.
- * Continue to improve the institutions and facilities by monitoring heating, lighting, ventilation, plumbing, food service and basic accommodations.
- * To provide new transfer vans and buses.

Major Incidents

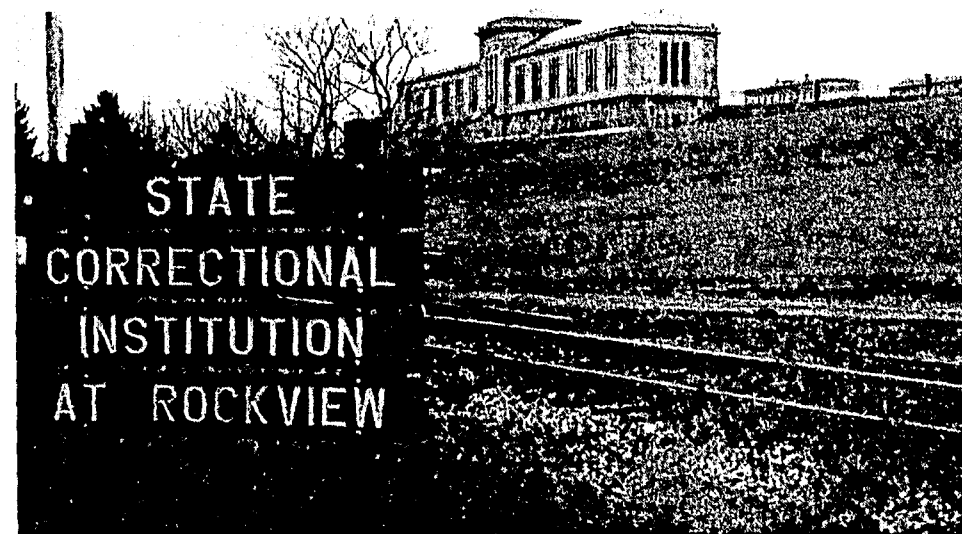
- * In August, a number of employees failed to report to work at a number of institutions. At SCI Camp Hill, the first institution to be affected, 47 Central Office employees, including 11 women, supplemented management employees and State Police in running the institution. At the other institutions affected, State Police and management personnel maintained security.

Institution Deaths

Natural Causes—10
By Assault—1
Suicides—1



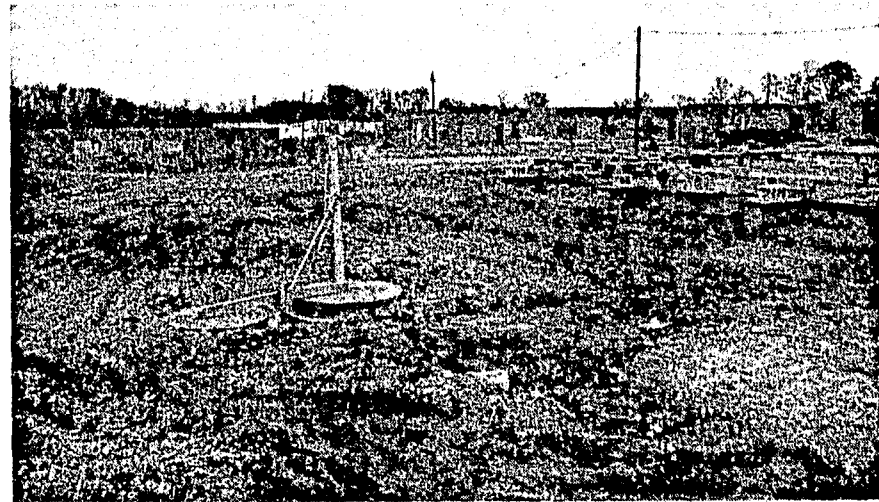
Cell block—State Regional Correctional Facility at Greensburg.



Maintenance And Construction

This section is concerned with the operation, maintenance and capital improvements of the physical plants and grounds under the control of the Bureau of Correction. This section also maintains the capital assets, communications system and automotive fleet of the bureau.

Included in the responsibilities of the Central Office is the coordination of maintenance and construction at all eight institutions through the close cooperation of the superintendent, deputy superintendent for operations, the maintenance department and business office of each institution.



Construction began on a regional facility at Mercer

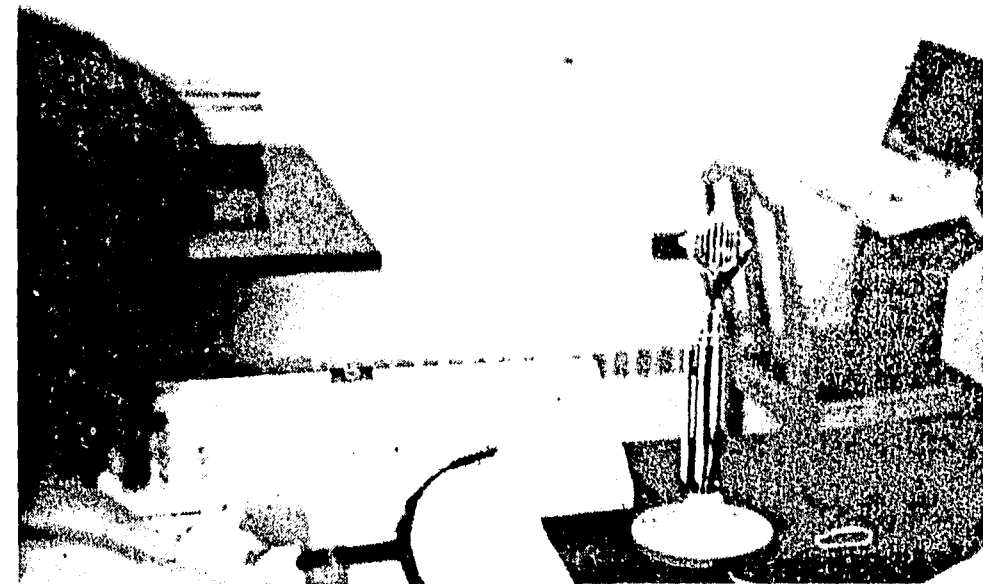
Capital Assets

Land, buildings and equipment at each of our eight institutions constitute the capital assets of the bureau. Additionally, the bureau owns sites in three other locations, having purchased them with the understanding that new institutions would be built.

One of the three sites is located in Mercer County and is currently undergoing construction of a new regional correctional facility. Scheduled for completion in early May of 1978, it will have a capacity of 180 and cost in excess of 7 million dollars when finished.

Community opposition to construction at the other two sites have placed in abeyance all plans for other regional correctional facilities. It is our ultimate intention to construct at least six regionals in separate sections of the state, however the first step will be the location of suitable and acceptable sites.

The Bureau of Correction is responsible for approximately 489 buildings. Each year funds are allocated for nonrecurring maintenance projects to perform normal maintenance, remodeling and minor reconstruction of these buildings. This ongoing problem increases in proportion each year.

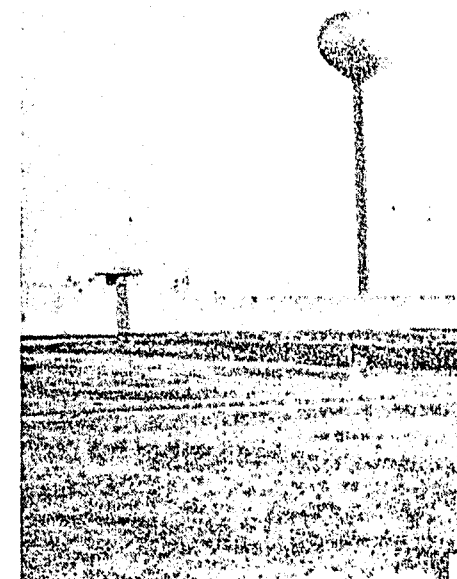


Communications—Keeping the system together

Long-Range Planning

Some 41 projects of a capital improvement nature have been designed as part of a 92.5 million dollar, five-year plan by the bureau. Included are: a new centralized correctional training academy; a field house, athletic field and administration building at SCI-Graterford; a major reconstruction and remodeling of SCI-Pittsburgh; a physical education building and hospital facility at SCI-Rockview; renovations to boiler plants at several institutions and numerous other projects throughout the system.

SCI-Graterford's water supply towers over the wall



FOOD SERVICE SECTION

Training

- * The continuation of the Bureau of Correction Food Service Training Program for inmates. The 19th class has been completed and included the first woman inmate to attend this training. A total of 231 inmates have successfully completed the course since inception.
- * The third and fourth Food Service Workshops for County and State employes. These workshops were held at the Pennsylvania State University and were funded through the Staff Development Division.
- * Pennsylvania hosted the 3rd Annual American Correctional Food Service Workshop which was held in April. 150 top food administrators from the United States and Canada attended.

Bread is freshly baked



Food service training class—Central Office

Computerized Inventory Cost Control and Nutritional Audit Program

Under this ongoing program, we have been able to ascertain that approximately 9 million meals were served to inmates and employes at a cost of about 5.6 million dollars at an average daily cost of \$1.87. Total expenditures for the 1976-77 fiscal year was \$6,006,476, with an inventory increase of \$413,048.65 as of June 30, 1977.

The computerized system consists of a combined food nutrient report, a food inventory report and summaries of both; with cost related to nutrient values and inventory controls. This system is used to measure standard recommended daily allowances that are developed by the U.S.D.A. (U.S. Department of Agriculture).

Master Menu

Planning and continuation of a Bureau-wide master menu. This menu was printed at SCI Huntingdon. All of the Food Service Managers served on the Menu Committee and were responsible for a standardized holiday menu. Commissioner Robinson sat in on the review of this menu. Also, holiday placemats were made at SCI Huntingdon and were used at all of the institutions.

Improving Services

- * All of the institutions were visited on a monthly basis for evaluation and review.
- * All institutions received new, revised diet manuals.
- * The Bureau food services coordinator held the position of Chairman of the Governor's Cost Reduction Food Purchasing Committee and attended all meetings.

New Equipment—Improvements

- SCI-Camp Hill—Dishwasher.
- SCI-Graterford—Roof repairs were made in the kitchen area and a project was started to install a new ceiling, lighting and heating systems. This project is about 20% complete.
- SRCF-Greensburg—Deep fat fryer.
- SCI-Huntingdon—Solid waste disposal.
- SCI-Muncy—Completion of employes' dining room.

Items Approved for 1977-78

- SCI-Camp Hill—Mobile serving unit, serving unit for employes' dining room, tables and chairs for employes' dining room, walk-in cooler.
- SCI-Dallas—Dishwasher, meat grinder.
- SCI-Graterford—Gas oven for diet kitchen, bread dispensers for inmate dining rooms, 80 qt. mixer for main kitchen, Fryalator—diet kitchen, tray racks—inmate dining room.
- SRCF-Greensburg—Refrigerator.
- SCI-Huntingdon—Steam kettle, ice storage bins.
- SCI-Rockview—Potato-vegetable peeler, ice machine, food forming machine w/stand, deep fat fryer, doughnut fryer, steam kettles, meat slicer.
- SCI-Pittsburgh—Stainless steel kettle for main kitchen, rounder cutter for bakeshop.





Daniel Tepsic, Director

Personnel Management Division

This division is responsible for the following administrative functions as they pertain to Bureau of Correction employees: position classification, payroll, labor relations, affirmative action, recruitment and selection, manpower planning, employee benefits, i.e., Blue Cross/Blue Shield, hourly leave program, state retirement program, dental program, pharmaceutical benefits, life insurance, unemployment compensation and Act 632. The Division is also responsible to the Commissioner for administering the Civil Service and Human Relations Act as it pertains to correctional employees.

These functions encompass 2,928 salaried employees, and 97 wage employees for a total workforce figure of 3,025. Included in these figures are 44 positions covered under Title II and Title VI of the Comprehensive Employment and Training Act (CETA), which the Division also administers. The vacancy rate averages approximately 2 percent of the total Bureau complement per month; this rate serves to provide effective security while controlling excessive overtime costs.

There are 2,067 Civil Service employees, 72 percent of complement, and 2,491 employees covered by collective bargaining agreements or memorandum of understanding, constituting 87 percent of the total workforce. Many employees are covered by both Civil Service and bargaining agreements.

There are over 200 various job classifications in the Bureau. The following chart reflects the major occupational groups by functional areas:

Administration	442
Treatment, Educational, Vocational, Medical, Trades and Industries	874
Corrections Officers	1,426

Administrative Policy and Procedures

1977 was a year devoted to standardizing personnel policies and providing more information to our employees. Examples:

- * Establishing detailed and formal policies and procedures for administering Act 632;
- * Publishing a Code of Ethics for Bureau employees;
- * Distributing four Employee Services Bulletins regarding changes and/or additions to benefit programs.
- * Publishing "Classification in a Nutshell" which explained the concepts of position classification and pay for employees.
- * Developing the first Standard Operations Manual detailing Bureau personnel policies and procedures.
- * Decreasing the number of grievances reaching third level by 18 percent over last year.

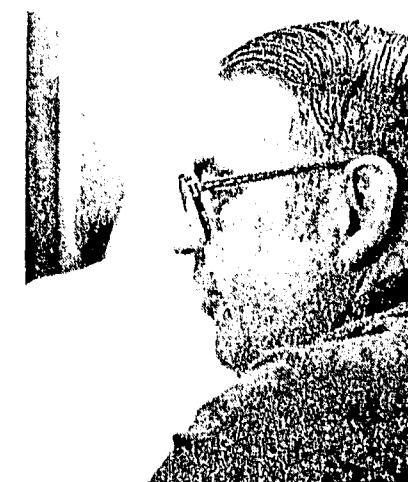
Major Accomplishments For 1977

- * For the first time since the existence of Act 195, an Interest Arbitration Panel was established to determine wages for Corrections Officers. The Division assisted in the Arbitration and final implementation of the Award.
- * Participated in negotiating current contracts with physicians, teachers, and counselors.
- * 465 Promotional Potential Ratings were administered to Corrections Officers seeking promotion.
- * Conducted a job fair at Mercer, Pennsylvania, for the new State Regional Correctional Facility at Mercer, and responded to over 700 applicants. Assisted in examining 105 candidates for Corrections Officers at this facility.
- * Participated in a joint study with Penn State and the State Civil Service Commission regarding the validation of the present method utilized to examine and select Corrections Officer Trainees and Corrections Matron Trainees.
- * Processed 286 grievances citing approximately 314 contract violations. 131 were appealed to a higher level; 81 were denied at this level. Of the 20 Arbitrations held, the Bureau was upheld in 12, with 4 still pending.
- * Obtained Civil Service Coverage for Corrections Matron III and IV.
- * Reclassified 30 positions wherein Corrections Officers were discovered to be working out of classification.

Correctional Officers—SCI-Camp Hill



Matron—SCI-Muncy
Superintendent—SCI-Dallas



Secretary—Commissioner's Complex





Dr. Gerard Massaro, Director

PLANNING AND RESEARCH DIVISION

This division is responsible for developing, planning, and evaluation of Bureau goals, objectives, and priorities. It is responsible for the development of research projects and the conducting of research into the areas of organization, inmate behavior, and programs. It is also responsible for statistical data collection and the analysis of that data. During the past year the Planning and Research Division played a major role in organizational analysis. It was involved in the reorganization of correctional industries, the administration of industries, during that time period when no director was in charge.

This division also conducted a data and systems analysis of the data processing center located in correctional industries and for the last half of 1977 was involved in the supervision, administration, and the developing of procedures for the efficient operation of data processing.

Statistics

During the latter half of 1977 a new section was organized in the Planning and Research Division, previously known as Inmate Data Services. This section's name was changed to Research and Statistics Section. The Research and Statistics Section serves as liaison between the records offices of the state correctional institutions and other criminal justice agencies in so far as information concerning present or former inmates is concerned. All population movements, inmate transfers, receptions, releases, etc., are processed through this section.

Additionally, the Research and Statistics Section is responsible for providing technical direction to institution records offices, serves as coordinator of the Bureau's Records Retention and Disposition Schedules for both active and inactive inmate records, as well as administrative files and records, and is responsible for maintaining and dispersing population statistics for all state correctional institutions and community service centers. The Research and Statistics Section has the responsibility for the compilation of all county prison statistics.

1977 Projects

During 1977, the Research and Statistics Section focused on utilizing computer technology to provide institution records offices with data to assist in their everyday operations. Computer printouts were developed and were forwarded to the records offices monthly. These printouts include a listing of escapees from individual institutions, inmates detained by other authorities, unsentenced inmates, inmates temporarily being held in a county facility

during a trial, and a listing of inmates whose parole date is upcoming within three months. This listing previously had been maintained manually.

The Research and Statistics Section maintains a small central file on each inmate under the jurisdiction of the Bureau of Correction. During 1977 these files were expanded to include a photograph and a Pennsylvania State Police Criminal History.

In 1977, a subgrant was awarded which continued the funding of this County Statistical Program.

During 1977, contract help was obtained in order to collect missing inmate information to complete our computer files on all active and inactive inmate records.

Research

This division also undertook three research studies. The first major research effort was investigation of inmate attitudes toward the death penalty. A random sample of the Bureau's entire inmate population was identified and a survey instrument was administered by staff members of the Planning and Research Division to the random sample. Results of this survey indicate that Pennsylvania inmates, in general, are against the use of the death penalty and feel that capital punishment is not a deterrent. Non-whites and those institutionalized under life sentences or under execution status felt much more strongly than the rest of the population that capital punishment is not a deterrent and held much stronger attitudes against its use.

Another major research effort was undertaken to study the trends of commitments to the Bureau of

Correction by legal categories of crime during the last six years. At the present time the data is still being analyzed in order to identify the trends of legal classifications of persons.

Another study undertaken during 1977 was the identification of offenders of drug and alcohol abuse in the Pennsylvania Criminal Justice System. This study was conducted by private consultants under the auspices of the Planning and Research Division which also coordinated and directed the efforts. Results of this study suggest that alcohol and drug abuse are significant problems for persons incarcerated in state correctional institutions. The majority of those

surveyed indicated that they had used alcohol, marijuana, sedatives or stimulants prior to being committed to the Bureau. The two most used drugs were alcohol (two-thirds of those using it reported that they had done so over 1000 times) and marijuana (55% of those using it reported that they had done so over 1000 times).

The most favored technique for dealing with alcohol problems was "quitting on your own", while the most favored technique for other drugs was psychological/psychiatric help.

It is also interesting to note that 72% of those surveyed felt that they were in prison as a result of a drug and/or alcohol related offense.

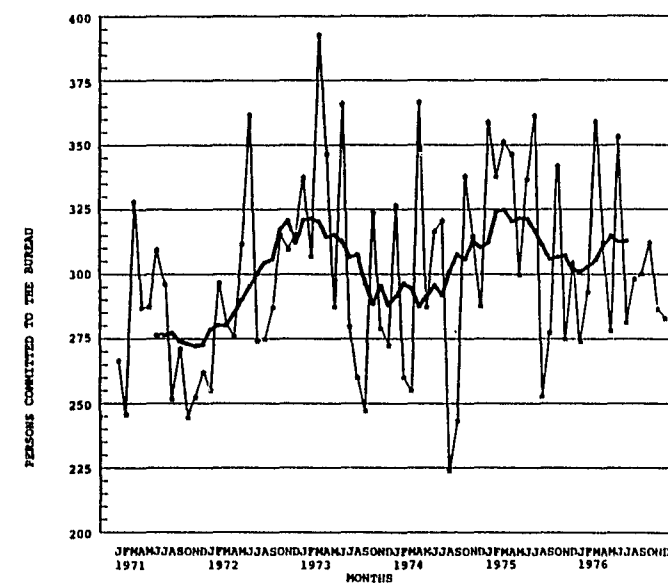
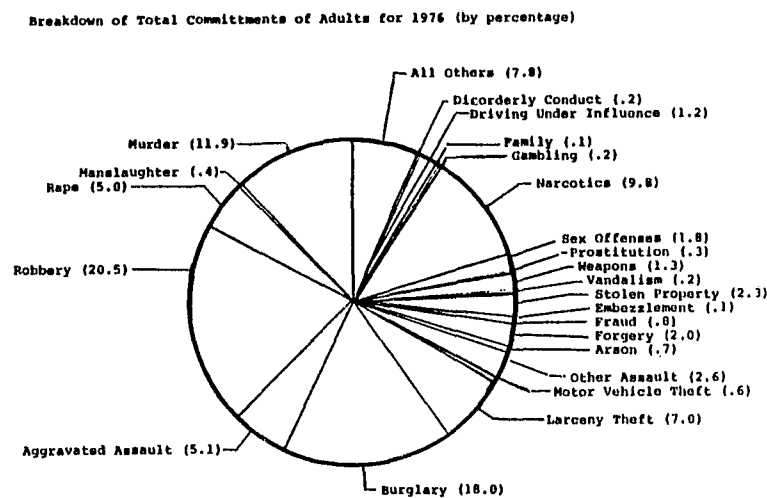
The Bureau of Correction Quarterly Statistical Reports are compiled and analyzed by the Planning and Research Division for dissemination through the Public Information Office.

This division also has responsibilities in the development of grant proposals in the procuring of grant monies to implement programs by either other divisions or institutions under the Bureau of Correction.

Both charts on the right were developed during 1977 as part of the Planning and Research Division's study of the trends of commitments to the Bureau of Correction.

The pie graph above represents a breakdown of commitments to state correctional institutions by offense type.

The graph below shows the commitment trend over a six year period; the heavier line is a moving average computed by averaging commitments for five months before, during and five months after the point in time indicated; the more erratic line represents actual commitment totals.





Harry Smith, Director

PROGRAM DIVISION

The Program Division consists of classification and treatment services, health care, education, and activities.

During 1977

- * Besides actual instructional services to field personnel, the various sections have developed numerous training aids and related documents. Training tapes related to counseling were provided to institutions and community service centers upon request.
- * Inmate Data Service implemented a total records management program throughout the Bureau of Correction, with the complete implementation of a Records Retention and Disposition Schedule for both inmate and administrative files.
- * All inmate population movements for the state correctional institutions and the county prisons have been recorded and processed through Data Processing, providing data necessary for better decision-making at all levels of the correctional process.
- * A new and expanded filing system has been initiated which provides Central Office staff with more complete data that is retrievable on a faster call basis.
- * Visits were made to both state and county institutions to lend technical assistance in report preparation and the principles of records management.

Classification and Treatment Services

These services include the monitoring and coordination of the three diagnostic-classification centers, and all counseling and psychological services in the eight institutions.

The major thrust in 1977 was the revised complement and the new Diagnostic-Classification System designed during 1976. Staff realignments were completed and new classification procedures were implemented on March 1, 1977, in the three centers (Eastern, Central, and Western). This revised system is more effective and efficient than the previous system, reducing processing time of new receptions from 45-90 days to 15 days. Along with personnel realignments, this resulted in a significant cost saving.

A new Inmate Handbook with institutional supplements was developed, printed, and distributed to all inmates.

Considerable effort has been expended on mental health services under Act 143 including coopera-

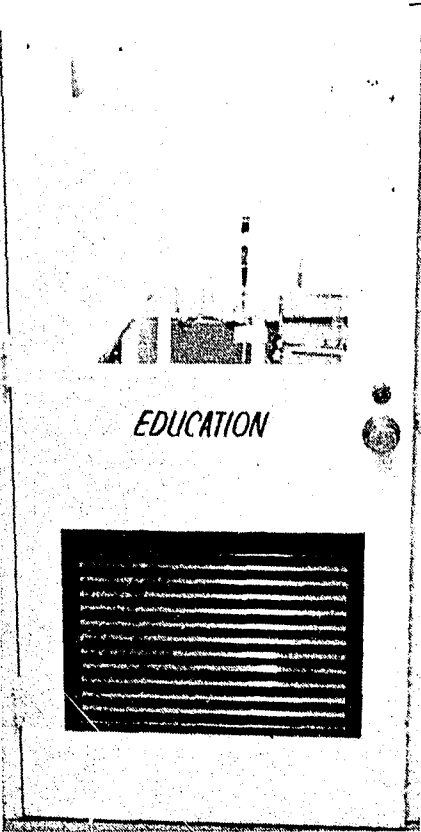
tion with the Governor's Task Force on Maximum Security Psychiatric Care. Additionally, a survey was conducted concerning the mental health needs and resources of county correctional facilities. The information was shared with the Task Force and the Pennsylvania Prison Wardens' Association.

A tracking system was developed and implemented to identify and monitor mentally retarded inmates at the time of reception.

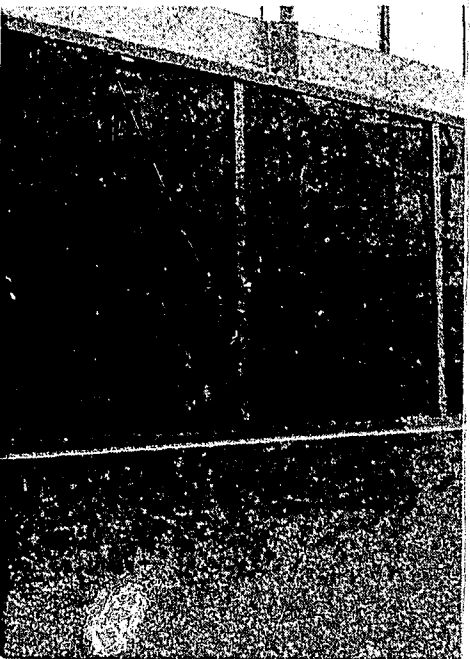
The institutions continue to provide program recommendations for each inmate and make referrals for specialized programs such as prerelease, community services, and parole. The State Correctional Institution at Rockview was engaged in a group therapy research project with the Pennsylvania State University. The State Correctional Institution at Camp Hill continued to operate its Therapeutic Community for inmates with drug and alcohol problems.

The summary below reflects the number of inmates affected by each service area listed. In some cases, an inmate may be counted multiple times, particularly in the areas of counseling and therapeutic contact.

Classification Summaries Prepared		Classification Services	
Initial	3,260	Reception Orientation	6,410
Parole Violator	610	Program Orientation	1,238
Continuation	497	Initial Classification	3,957
Reclassification	1,219	Reclassification	10,921
Program Change	13,009	Casework Interviews	48,038
Pre-release	4,668	Psychological Interview	5,541
Community Services	893	Psychological Testing	5,237
Parole (PBPP)	3,442	Psychiatric Examination	2,394
Parole (County)	887		
Court Evaluations	89		
Clinical Services		Misconducts	
Individual Services		Class 1	8,552
Counseling	37,657	Class 2	3,535
Psychology Therapy	3,167	Criminal charges by inmate	21
Psychiatric Therapy	2,179	Criminal charges by Admin.	187
Group Services			
Groups	39		
No. inmates	741		



New diagnostic classificatio



Education

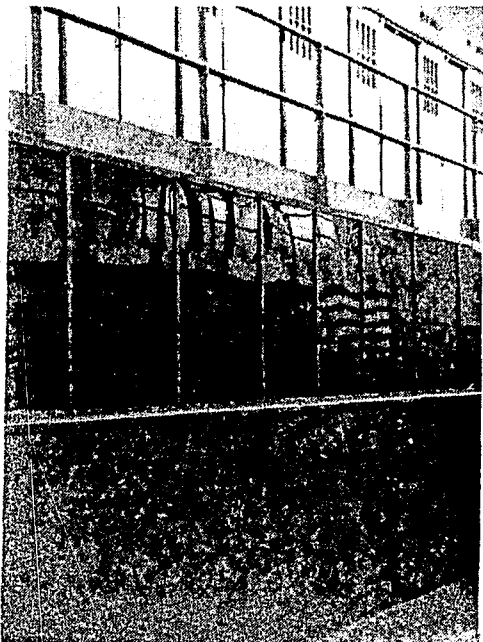
Both academic and vocational education are included in this section.

The Chief of Education continued his efforts at coordination of services with the Department of Education and the Intermediate Unit #18. As of June, an interagency committee was formally established to meet regularly to resolve problems relevant to the agencies involved. One significant accomplishment has been the signing of a Goal Statement by all parties.

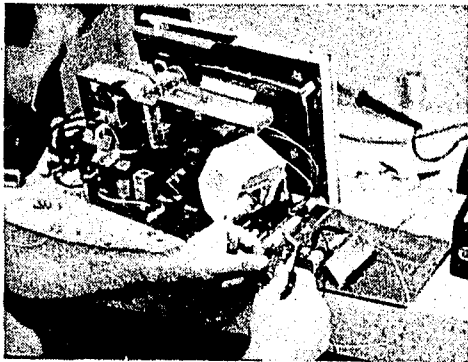
Programs continue to be monitored with an improved reporting system. Thirty-three percent of the inmate population was involved in educational programs during 1977.

The statewide barber-cosmetology program continued to operate with inmates obtaining appropriate state licenses upon satisfactory completion of training.

Facilities/SCI-Graterford



Future plans include the further development and implementation of the statewide job placement element of educational services. Through continued cooperation with the Department of Education this and other programs will be expanded.



Vocational training

Average Attendance During 1977

The statistics below are based upon average attendance for each month during 1977.

The variables that affected student attendance were: Program approval dates; materials for courses; delays of hiring staff via I.U. #18 that were pending union negotiation on salaries; and lack of cooperation in making program revision so funds could be encumbered as reflected with student's needs.

These variables will continue to be addressed during 1978 while planning for improvement through the endorsement of the goal statement.

SCI's	AGE	GED	ESCA TITLE I	LEARNING CENTER	VOCATIONAL EDUCATION	COLLEGE	ENROLLMENT OUTSIDE SCI's	EARNED GED BY PASSING TEST	AVERAGE ATTENDANCE AT SCI
Camp Hill	100	25	119	27	103	48	0	136	502
Dallas	60	40	24	0	185	45	0	80	354
Graterford	240	62	25	0	96	142	3	66	568
Greensburg	27	14	24	0	0	0	20	37	85
Huntingdon	52	51	30	62	100	49	0	61	344
Muncy	8	16	5	0	50	1	0	20	102
Pittsburgh	82	0	0	0	38	134	0	42	254
Rockview	31	20	62	0	91	42	18	79	264
ANN	228	289	97	743	475	41	521	2,473	

GED graduation/SCI- Camp Hill



Health Care

This section provides co-ordination and leadership to the health care services in the institution. Procedures and the delivery of services were further standardized. Additionally, a draft of minimum health care standards was submitted to the Department of Health for preliminary review.

Numerous efforts were co-ordinated with other agencies, private concerns, and other states. These involved delivery of services, exchange of information, and development of basic standards.

Screening procedures were implemented for staff, including electrocardiogram screening.

Assistance was provided to institutions in the filling of vacancies in the health care area. Efforts were made to update job specifications.

Improvements were made in monitoring health care delivery in the institutions, including improved reporting procedures, and a system for monitoring the services obtained from hospitals outside of the correctional system.

Continued coordination with state and federal surplus resulted in the acquisition of a considerable amount of valuable medical equipment.

Future plans include implementing the standards mentioned above, improving the pharmacy system, and implementing an intake physical examination for new officers.

FURLOUGHS 1974 - 1977

	1977 Total	1976 Total	1975 Total	1974 Total
No. of Inmates Furloughed	1612	1634	1539	1506
No. of 1st Furloughs Granted	1150	1225	1109	1123
No. of Furloughs Granted	4779	4315	4108	5053
No. of Escapes on Furlough	38	42	59	64
No. of Escapes on 1st Furlough	8	16	27	26
No. Arrested on Furlough	1	3	4	4
No. Arrested on 1st Furlough	1	2	3	1
% Escape to Inmates	2.4%	2.6%	3.8%	4.2%
% Escape to No. Furloughs	0.8%	1.0%	1.4%	1.3%
% Arrests to Inmates	0.1%	0.2%	0.3%	0.3%
% Arrests to No. Furloughs	0.0%	0.1%	0.1%	0.1%
% Escapes on 1st Furlough to No. 1st Furloughs	0.7%	1.3%	2.4%	2.3%
% Arrested on 1st Furlough	0.1%	0.2%	0.3%	0.1%
Total Escapes Still at Large	8	18	20	N/A

Arrested is assumed if: Returned by other authorities, held by other authorities, or returned from a county prison following release on furlough.

A LOOK AT THE RECORD
Furloughs

1977 was the best year in the seven year history of furlough program. Since 1975, the year Commissioner Robinson assumed control of the Bureau of Correction, the percentage of inmates having furloughs who either escaped or were arrested on new charges has dropped from 4.1% to 2.5%. In the same period the overall success rate, based upon the total number of furloughs, rose from 98.5% to an incredible 99.2%.

This is a far cry from the program's worst year, 1972, when 275 furloughed inmates escaped and 10 were arrested, resulting in a failure rate of 11.4% based upon the number of inmates furloughed.

Even more remarkable in 1977 was the holiday furlough program. A total of 1066 inmates were furloughed during separate Christmas and New Year home furloughs. Only four did not return, one of whom was picked up a week later, and two were arrested on new charges. The overall success rate for the special holiday furlough program was 99.5%—the largest and most successful to date.

Escapes

The bureau recorded 140 escapes from all programs and facilities during the year while receiving 137 re-captured escapees. This represents 40 less escapes than the 180 recorded in 1976, and is by far the best escape record in the past five years. According to the record: 1975—190 escapes, 1974—223 escapes, 1973—227 escapes, 1972—525 escapes!

Both the furlough program and the escape rate demonstrate the constantly improving methods of screening program participants and the rapidly growing air of professionalism among the bureau's employees.

Therapeutic Community

The only specialized program for persons with drug and alcohol problems in their records has proven valuable to all seven institutions for men. Referrals are made to the program for review and, hopefully, placement. However, the limited bed space prevents larger numbers from participating. There were approximately 70 men in the program at the year's end.

ESCAPES - 1977

	Jan	Feb	March	Apr.	May	June	July	Aug	Sept	Oct	Nov	Dec	TOTAL
SCI- Camp Hill													
Breach	1	0	2	0	0	0	0	1	0	0	0	0	4
Furlough/Sup'v'd leave	0	2	1	0	1	0	2	0	0	2	0	0	8
Work details	0	0	0	0	0	0	0	0	0	0	0	0	0
Work/Educ. release	0	0	0	0	0	0	0	0	0	0	0	0	0
SCI-Dallas													
Breach	0	0	0	0	0	0	0	0	3	0	0	0	3
Furlough/Sup'v'd leave	1	0	0	0	0	0	0	0	0	0	0	1	2
Work details	0	0	0	0	0	0	0	0	0	0	0	0	0
Work/Educ. release	0	0	0	0	0	0	0	0	0	0	0	0	0
SCI-Graterford													
Breach	0	0	0	0	0	0	0	0	0	2	0	0	2
Furlough/Sup'v'd leave	1	2	1	0	1	2	3	2	0	0	0	5	17
Work detail	0	0	0	0	0	1	0	0	0	0	0	0	1
Work/Educ. release	0	0	0	0	0	1	0	2	0	1	1	1	6
SCI-Huntingdon													
Breach	0	0	0	0	0	0	0	0	4	0	0	0	4
Furlough/Sup'v'd leave	0	0	1	0	0	0	1	0	0	0	0	0	2
Work details	0	0	0	2	0	0	0	0	1	0	0	0	3
Work/Educ. release	0	0	0	0	0	0	0	0	0	0	0	0	0
SCI-Muncy													
Breach	3	0	0	5	2	0	4	4	8	0	0	0	26
Furlough/Sup'v'd leave	0	0	0	0	0	0	0	0	0	0	0	0	0
Work details	0	0	0	0	0	0	0	0	0	0	0	0	0
Work/Educ. release	0	0	0	0	0	0	0	0	0	0	0	0	0
SCI-Pittsburgh													
Breach	0	0	0	1	0	0	0	0	0	0	0	0	1
Furlough/Sup'v'd leave	0	1	1	0	0	0	0	1	0	1	0	0	4
Work details	0	0	0	0	0	0	0	0	0	0	0	0	0
Work/Educ. release	0	0	0	0	0	0	0	0	0	0	0	0	0
SCI-Rockview													
Breach	0	2	0	0	1	0	2	0	0	0	0	0	5
Furloughs/Sup'v'd leave	0	1	1	0	0	0	0	0	0	0	0	0	2
Work details	0	0	1	5	0	0	1	0	2	2	0	0	11
Work/Educ. release	0	0	0	0	0	0	0	0	0	0	0	0	0
SRCF-Greensburg													
Breach	0	0	0	0	0	0	1	0	0	0	0	0	1
Furloughs/Sup'v'd leave	0	0	1	0	0	0	0	1	0	0	0	0	2
Work details	0	0	0	0	0	0	0	0	0	0	0	0	0
Work/Educ. release	0	0	0	0	0	0	0	1	0	0	0	0	1
Community Service Centers													
Breach	2	4	1	1	1	1	4	2	2	2	3	1	24
Furloughs/out residency	0	1	1	0	0	0	0	0	0	0	0	0	2
Work/Educ. release	0	2	0	1	0	0	1	1	0	0	0	0	5
Group Homes													
Breach	0	0	0	2	0	0	0	0	0	0	0	2	4
Furloughs/out residency	0	0	0	0	0	0	0	0	0	0	0	0	0
Work/Educ. release	0	0	0	0	0	0	0	0	0	0	0	0	0
Bureau Totals	8	15	11	17	6	5	19	15	20	10	4	10	140

1977 Escapes- 140

Escapes Returned in 1977- 137
(Includes escapes
from other years)

Still at Large, December 31, 1977- 127

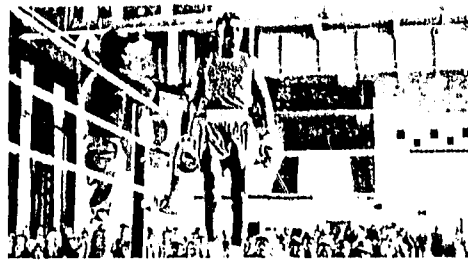
YEAR END POPULATIONS
1971-1977

	Committed
December 31, 1977	7,600
December 31, 1976	7,590
December 31, 1975	7,237
December 31, 1974	6,768
December 31, 1973	6,517
December 31, 1972	6,142
December 31, 1971	5,346

Therapeutic Community at SCIC
June-December 1977

Referral Profile by institution:

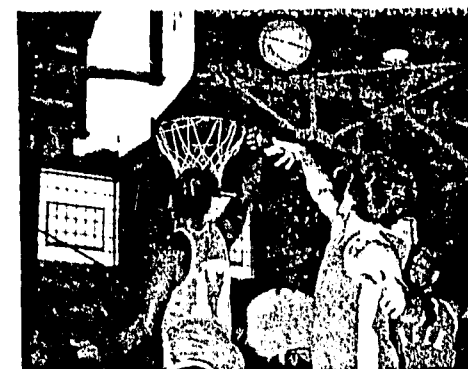
SCIC	SCID	SCIG	SCIH	SCIP	SCIR	Total
123	1	2	1	0	6	133
Total interviewed						124
Total accepted						5
Total rejected						2
No. placed in CSC or Community Programs						14
Total population 12-31-77						67



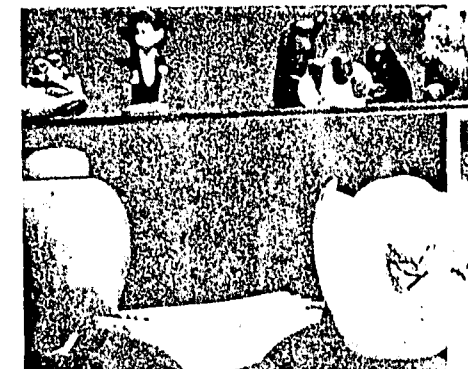
Boxing



Women's Athletics



Basketball



Arts and Crafts



Dramatics



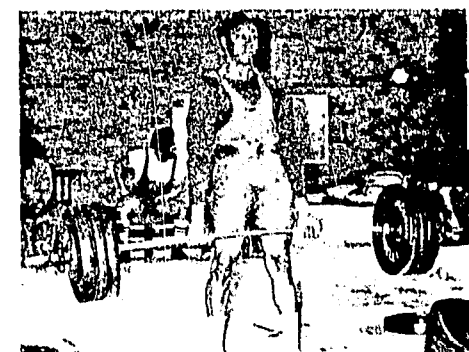
Rock Music



Lifers sponsor CPR training



Glee Club



Powerlifting

ACTIVITIES

Recreational Programs

The Activities Section has developed an extensive recreation program offering a wide range of athletic activities to the inmate population on a varsity, intramural, and leisure time basis, which can be considered one of the finest programs in the nation.

Athletics

Varsity teams in boxing, basketball, softball and powerlifting compete against each other in an organized inter-institutional league culminating in annual tournaments to decide championship teams.

Each institution has begun to develop varsity and intramural football programs which allow competition with semi-professional teams or community football leagues.

Annual sports banquets, along with inmate organization banquets, have been initiated to honor those who have participated and excelled in their particular area.

The boxing program under the direction of the Bureau boxing coordinator has provided over 20 inter-institutional boxing shows. Over 200 inmate boxers have participated in the shows and nearly 100% of the population enthusiastically participated and supported the shows. In November, 1977, the third annual boxing

tournament was held at SCI-Camp Hill with representation from all institutions. The highlight of the year was when Billy Hines of SCIC boxed two rounds of exhibition with the world Champ Muhammad Ali at a police fund raising affair in Reading, PA.. The boxing program was assisted by a subgrant from the Governor's Justice Commission.

Arts and Crafts

Inmate art and craft shows are conducted in local community areas periodically, and the Bureau of Correction held an arts and crafts exhibit during November at the regional branch of the Carnegie Library. Over 150 works from 50 artists and craftsmen were displayed at this show.

Inmate organizations have been involved with numerous projects to serve the institutional community and the outside community with many worthwhile activities. Photo projects, sale of articles such as ice cream, coke or sandwiches abound throughout the institutions to raise funds for the inmate projects.

Next Year

Future plans include the improvement of existing programs. Also, emphasis will be placed on developing the craft program into a more meaningful and coordinated effort.

Recreation

	Approximate Participation		Approximate Participation
Basketball	671	Other Sports	4,266
Boxing	321	Jaycees	1,013
Football	561	Lifers	381
Softball	1,021	Other Organizations	2,230

Due to the method of reporting and the large numbers of activities, the only practical method is to provide the maximum participation achieved during the year. Some inmates entered and some left during the year. Some inmates participated in more than one activity.

Pardons Case Representation

Most notable about the 1977 Pardons Case Specialist Section is the fact that twenty-five Pardons Case Representatives (volunteer advocates) represented 105 cases throughout the year.

The backgrounds of volunteers were varied. They were law students, corrections counselors, psychological services aides, corrections officers, graduate students, two division directors (Bureau of Correction Central Office), secretary, and an institutional vocational assignment officer.

Through the use of volunteers, indigent inmate applicants presented to the Pardons Board are receiving better quality representation than ever before in the history of the Bureau of Correction.

New volunteers are being recruited and trained each month and an ongoing relationship has been established with the University of Pittsburgh School of Law for second and third year law students. As a result, approximately ten student volunteers per term were provided. All volunteers are recruited, trained, and supervised by the Pardons Case Specialist. The Pardons Case Representative project will continue to grow and improve as more volunteers take advantage of this unique training opportunity.



Supreme Imam Wallace D. Muhammed speaking during dedication of new mosque at SCI-Graterford.

CHAPLAINCY SERVICES

The chaplaincy program during 1977 received three new chaplains and recorded increases in church attendance, involvement in planning of religious programs by inmates, and the number of prayer meetings and programs. Fine support was received from such organizations as Alpha, Dismas, Holy Name and Yokefellow.

Annual fasts and observances were marked by inmate members of the Muslim, Jewish, Protestant and Catholic faiths, and efforts were made to bring ministers or representatives to meet with members of smaller faith groups.

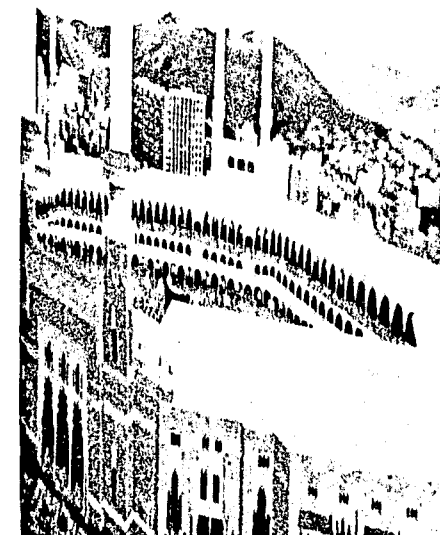
Significant Events

- * The Annual Chaplains' Conference held in November in Camp Hill
- * A production of "Jesus Christ Superstar" at SCI-Camp Hill was produced by the chaplains and music department.
- * A new Mosque built at SCI-Graterford by members of the World Community of Islam in the West and dedicated by Supreme Imam Wallace D. Muhammad

- * Bishop Timilin of Scranton offered a Christmas Midnight Mass at SCI-Dallas. Bishop Hogan of Altoona celebrated mass at SCI-Huntingdon Christmas morning. Other Catholic bishops were similarly involved.

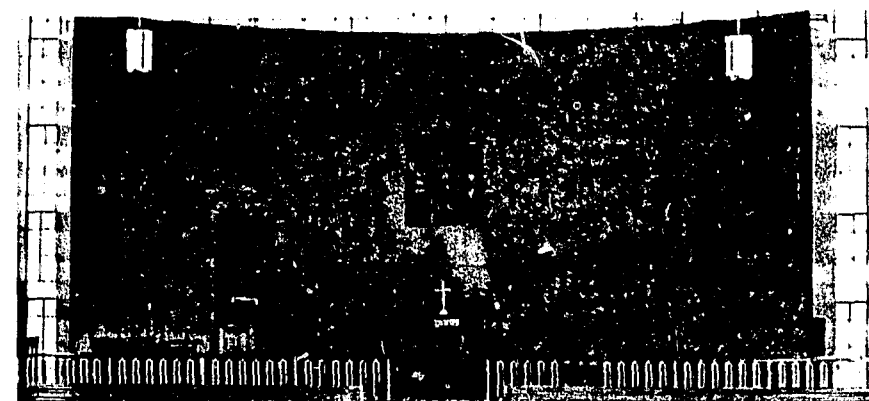
Training

The chaplaincy training programs directed by Chaplains Braxton Cooley and Joseph Zednowicz at SCI-Camp Hill continued to successfully prepare youthful ministers for the correctional ministry. Efforts to increase the certification of Chaplain Zednowicz' program by linking it to the United States Catholic Conference have been initiated.



One of several murals in SCI-Graterford Mosque—handpainted by inmates.

Ecumenical Chapel





Fredric Rosemeyer, Director

STAFF TRAINING AND
DEVELOPMENT DIVISION

A wide-ranging training program targeted on some of the most pressing needs of the Commonwealth's more than 5400 state and county correctional personnel operated at a rapid pace during 1977. Operating at a financial level approximating the expenditures for each of the past two years, the Bureau's training efforts were significantly augmented by an increasing amount of leadership resource and trainee time from other sections of the Bureau's operations.



Training for State Corrections Personnel

State correctional institutions strive to provide a prescribed program of orientation and training for all new employees. The Bureau's goal is to have new personnel complete a three week basic academy orientation plus four weeks of orientation and training at their respective institutions.

Three hundred and fifteen new employees began their service with the Bureau of Correction during the year. Of these, 90% completed the basic academy course, an increase of 24% over 1976. Since not all job classifications readily lend themselves to the full training cycle, this high level of basic training is remarkable!

Self defense training

Additional Training

A wide variety of programs were available, both within the institutions (in-service training) and beyond (out-service training), for the professional growth of experienced employees. Some of these offerings represent new developments, while others are continuations of programs of demonstrated value.

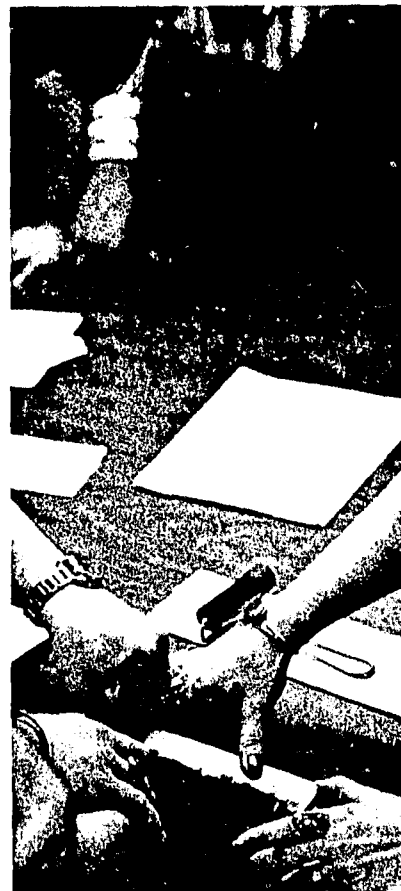
Training Component

	Trainees	
	1976	1977
Weapons Familiarization (8 hours)	347	412
First Aid Training (8 hours)	232	175
Cardiopulmonary Resuscitation (8 hours)	15	322
Pest Management & Environmental Quality (Self-Study)		21
Jail Operations and Management (Self-Study)	NS	239
Hostage Training Seminar (2 days)		30
Food Services Training (40 hours)	16	16
Miscellaneous Out-Service Training	NS	275

NS=No Comparative Statistics Available

In addition to the above, each correctional institution provides a great variety of in-service training experiences which are an integral part of the comprehensive training program of the Division. Among these offerings were the following:

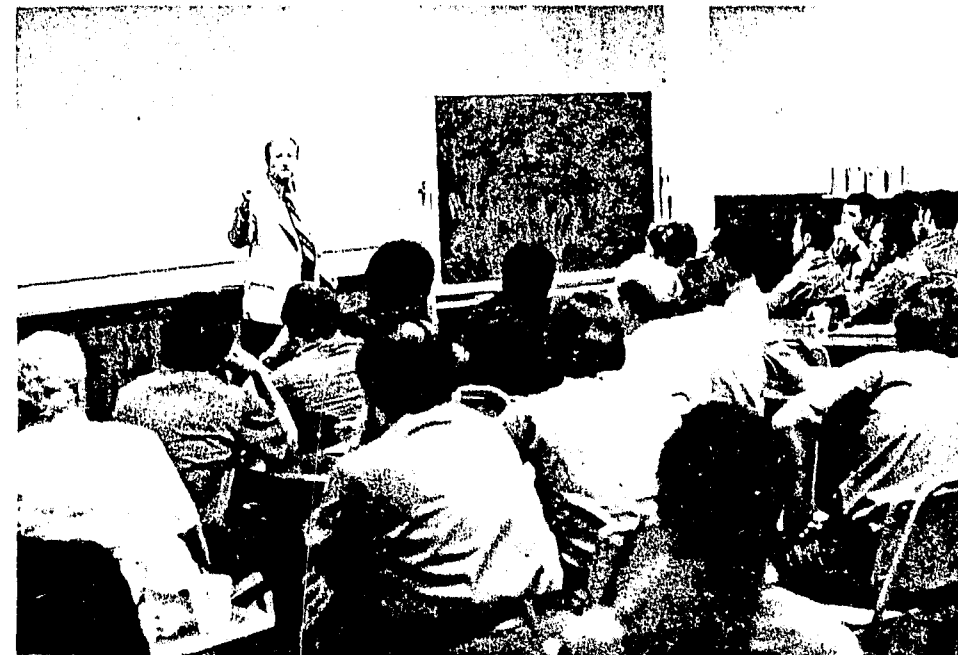
Crisis Intervention Team Training.
Emergency Task Force Team Training.
Supervisory Training in Evaluative-Performance Reporting.
Report Writing Seminars.
Training Seminars on Administrative Directives.
Drug and Alcohol Training Sessions.
Training Sessions for Maintenance and Grounds Personnel.
Environmental Sanitation Training.
Letter Bomb Training.
Use of Fire Protection Equipment.
Use of Protective Masks and Breathing Apparatus.
Preservation of Physical Evidence.



Learning the identification process.

Two areas of training experienced declines in 1977. No regular academy based seminars for experienced personnel were offered and management training drew 31 fewer state employees, a reduction 45%. To compensate for this reduction Commissioner Robinson endorsed the Bureau of Correction's own correspondence course, "Fundamentals of Supervision". Offered for the first time in 1977, this course is administered through the institutional training coordinators and requires 40 hours of self study, which when completed is acknowledged by a certificate. Forty-five state employees completed the course during 1977.

Management training needs, especially for middle managers, were the focus of continuing staff review during the year with implementation targeted for sometime during 1978.



Superintendent Patton, SCI-Camp Hill, addresses training class.

The Near Future of State Training

Our training challenges for 1978 and 1979 are first, to strengthen training for experienced employees with academy training which is realistic and meets the acknowledged needs of those who have a basic grasp of their work, but who need additional training to make them more effective. Second, there is a strong realization that Basic Academy Training for new employees must be expanded to six weeks. Three weeks simply is not long enough to orient people to corrections and at the same time provide entry level skills training.

7

Training for County Corrections Personnel

With the wide variety of training efforts in Pennsylvania's county jails, it is difficult to have an accurate picture of county training needs. It is estimated that half of the county personnel have had no opportunity for formal training in corrections.

1977 saw an increase of approximately 7% over the previous year in the number of county persons enrolled in the academy basic course. Two hundred and sixty-four officers from 31 counties attended. In addition 31 county managers participated in the academy based management courses.

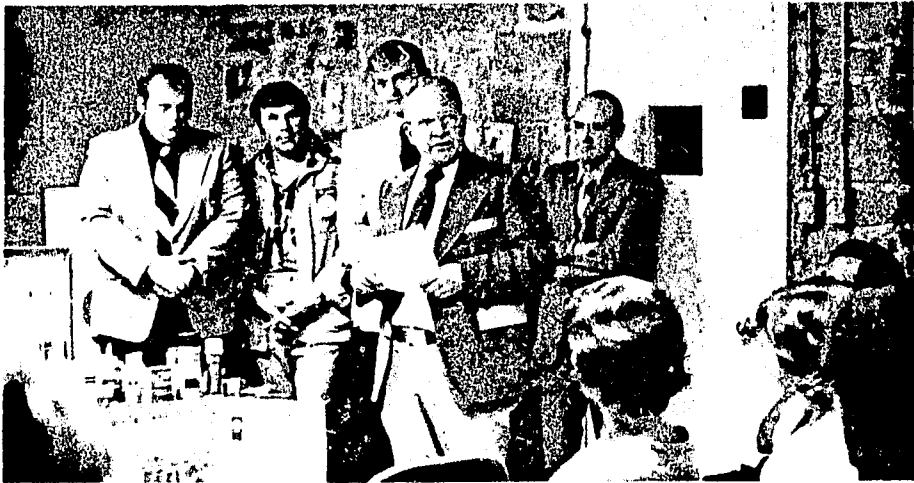
Largely as a spin-off of Basic training, nearly 300 county trainees completed the eight hour American Red Cross Standard First Aid Course as well as the National Institute of Corrections correspondence course in jail operations.

Forty county officers together with persons from a federal institution participated in the Violent Activities Seminary conducted at Eastern Training Academy. Offered for the first time, this seminar dealt with the handling of fires and incendiary devices in prisons.

On-Site Training

The most remarkable gain in Bureau sponsored training for county corrections officers took place in on-site training seminars. Conducted in a county setting and running an average of 8 hours, the curriculum addressed almost entirely security skills, drugs, weapons training and communications.

County Support of On-Site Training is Growing			
	1975	1976	1977
Counties Participating in On-Site Training	12	25	23
Trainees Enrolled in On-Site Training	286	517	701



On-site training—Cumberland County Jail



Wardens' Association faces correctional issues

Special County Training Programs

Three major training efforts designed primarily for county correctional leaders took place during 1977.

- In February 90 county personnel attended a 2 day Hostage Training Seminar.
- In April county wardens participated in the spring meeting of the Wardens' Association where recognized experts examined questions related to law, prison and the relationship between the state police and correctional institutions. This seminar resulted in a publication entitled, "Pennsylvania Corrections Faces the Issues" a "first" for both the Wardens' Association and the Bureau.
- In October the Wardens' Association sponsored a 2 day symposium which centered on two major issues: fires in prisons and the implications of the 1976 Mental Health Act.

Attending these wardens' conferences in addition to county corrections leaders were more than thirty representatives from state correctional institutions, the Bureau central office, the State police and other state agencies.

Through the cooperation of the Pennsylvania Prison Wardens' Association a survey prompting responses from 45 county wardens indicated;

- * While 50% of those replying preferred basic academy training to be limited to three weeks, 40% expressed the need for the training to be increased to six weeks.
- * 85% believed that there was a need for six or more weeks, but that the salary requirements for training time was the obstacle which kept their sights on a three week course.
- * Nearly 90% of the county leaders favored state legislation mandating training for all county corrections personnel.
- * Nearly 80% of the wardens felt that a modern training academy for corrections personnel was urgently needed to further corrections training in the Commonwealth.

These findings give a rather strong and clear indication of the value the county wardens place on improving training for their staffs. The limits of resources in their institutions appear to be the most serious obstacle to greater progress.

Academy Training

The Bureau continues its commitment to the goal of a single academy as the center for professional corrections training in the Commonwealth. Task forces continue their work to establish such a modern facility. Until this goal is realized the Eastern Academy at Dallas and the Central Academy at Camp Hill provide most of the academy based training that is offered by the Bureau.

In 1977 the academies found it necessary to limit course offerings almost entirely to the Basic course. In responding to the growing demand for training, the academy gained the capability for conducting training for up to 48 students through the use of temporary facilities at a nearby motel.



Deputy Commissioner DeRamus awards certificate to academy graduate

Academy Statistics			
	1975	1976	1977
Enrollment in Basic Training	481	468	561
State Trainees		242	297
County Trainees		246	264

In the continuous modification of the Basic curriculum refinements which bring the present courses closely into line with the guidelines established by the 1976 Committee to Revise Training have taken place. Instructional contributions provided by the 24 instructors drawn from the Central Office staff have strengthened the program. More than 20 officers from the nearby correctional institutions served as instructors on their own time and

without reimbursement! Without the major support from these sources the three regular trainers could not provide the necessary instruction.

Feedback from trainees, supervisors and outside evaluators indicate that the Basic course is effective and well received. Similarly, the assessment of students by the academy staff has been sustained with high marks from institutional managers.

This is the second year in which college credit may be received for the successful completion of the Basic Academy Course. During 1977 100 transcripts were issued by the Lehigh County Community College through the Bureau's Staff Development Division, an increase of more than 80% over 1976. This program has motivated a number of employees to pursue further academic studies in the fields of corrections and criminal justice.



Central Academy chief Roy Strong, left; John Wertz, assistant

Special Competitive Marksmanship Program

Of special note, is the Camp Hill competitive marksmanship program begun in April. By October when formal training sessions were ended, 21 Saturday morning classes had provided approximately 85 hours of training in the police service revolver, using the NRA police combat course. Matches which followed saw the Camp Hill team win decisively, and by the end of the season 9 shooters received the NRA Distinguished Expert Award.



Harry Wilson, Director

Special Services Division

This division is composed of two units, the Facilities Evaluation Section and the Internal Security and Investigation Section.

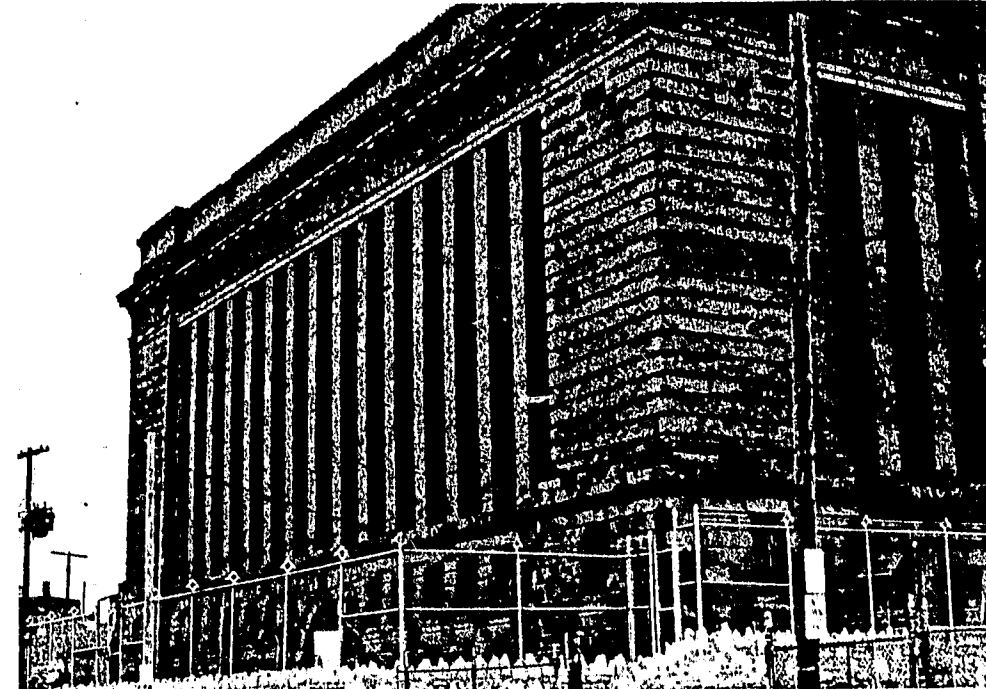
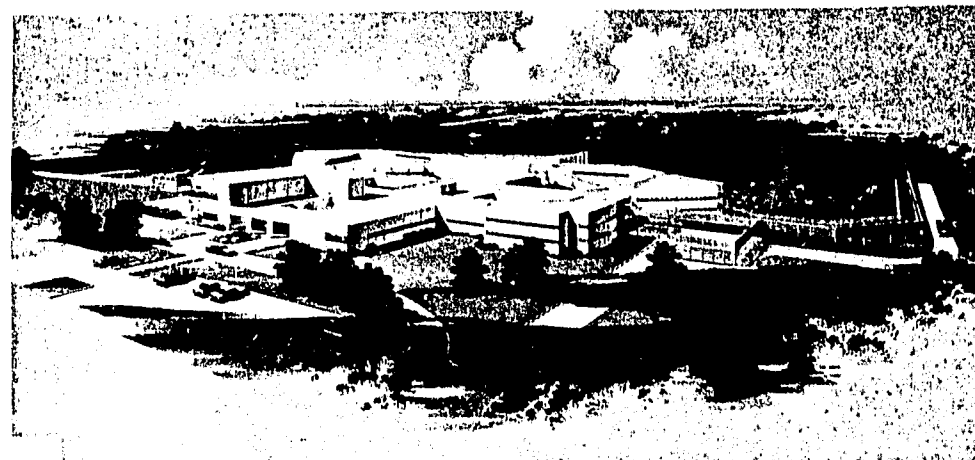
Although many of the division's functions are mandated by statutes, Special Services provides technical assistance to county prison and jail administrators, as well as to many other agencies in the field of criminal justice.

Consultations with architects and administrators concerning new construction and major renovation of

county and municipal jails constitutes an important function of the division. Pertinent data and statistics are collected and disseminated to various agencies. Liaison with police agencies of all levels is maintained on a regular basis. During this year Special Services initiated a new service to county prisons by providing an oral testing board to examine candidates for a promotional position in a county institution. The board was comprised of the director, chief inspector and one prison inspector.

The efforts of the staff of Special Services toward effecting compliance of the Minimum Standards for County Prisons has borne fruit during 1977. Through these efforts, with the cooperation of county administrations, it is anticipated that the Pennsylvania county jail system will eventually become the most progressive in the nation.

Artist's conception of the new York County Jail



The old York County Jail will be replaced

Facilities Evaluation Section

During 1977, inspections and re-inspections were made of the seven major State Correctional Institutions, one regional correctional facility, sixty-nine county prisons and jails, fifteen community service centers and approximately 400 municipal detention facilities.

A comprehensive administrative survey of a large county prison was made, resulting in numerous recommendations to the Prison Board, regarding administration and operations. A complete cell count was conducted in the three prisons of the Philadelphia system, to establish an accurate picture of their bed capacity.

During the year preliminary and final plans for the construction of various new county facilities were approved. York County broke ground for their new 6.5 million dollar institution. Final plans have been completed for a bi-county facility to serve Clearfield and Elk counties, and for a new prison at Warren County. Mifflin County will begin total renovation of their jail early in 1978, as will Snyder County. Dauphin County began construction of an additional 60 cell housing block at the end of the year, construction was approximately 80% completed. Lebanon County will let bids for a new prison early in 1978.

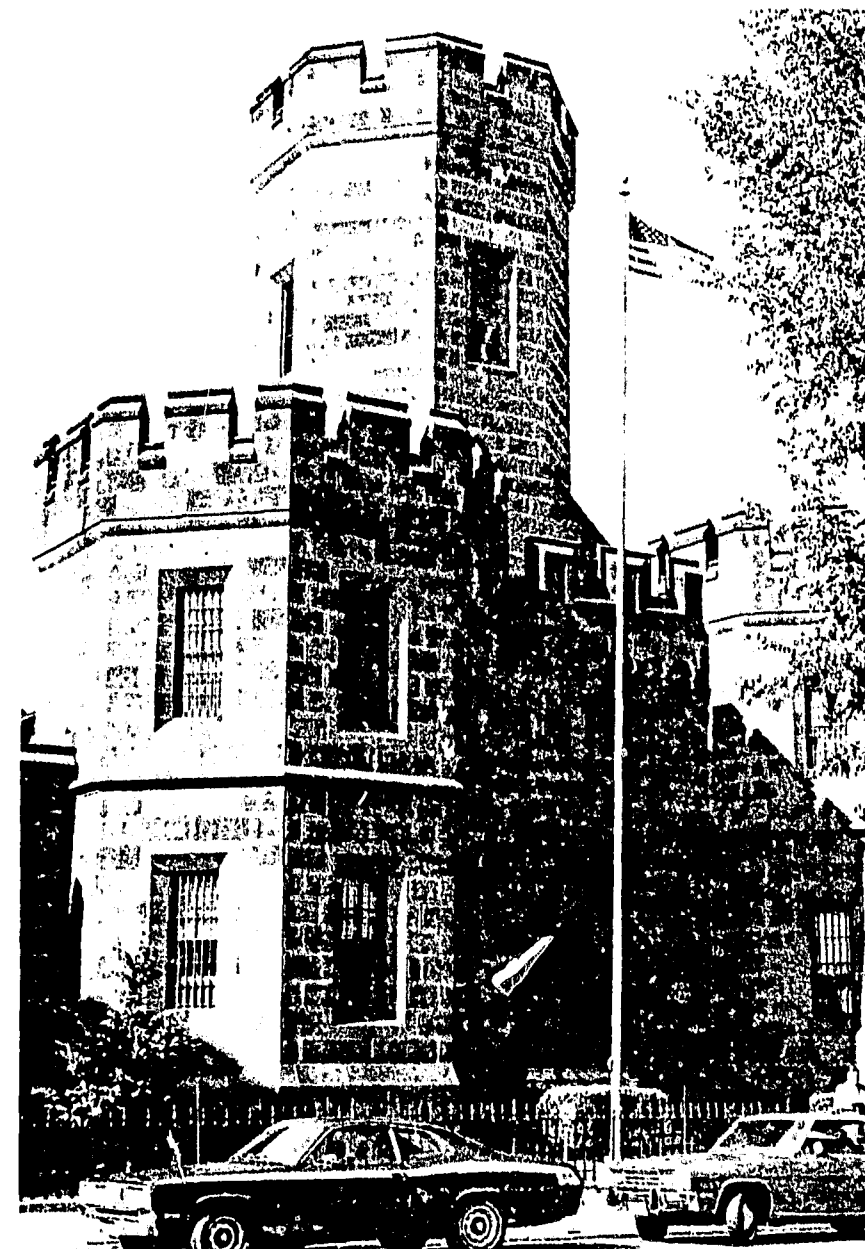
Internal Security Section

This section is responsible for conducting criminal and administrative investigation of Bureau personnel and inmates in the State Correctional system as well as any other investigations requested by appropriate authorities. Internal Security also conducts investigations in county prisons and municipal jails. Internal Security works closely with federal and state law enforcement agencies and frequently conducts joint investigations with them.

In 1977 the Internal Security Section initiated 51 full field investigations and 51 limited

investigations. Forty-five of the full field investigations and 49 of the limited investigations were completed.

Of particular interest was a three and a half week investigation of the escape of an inmate who has been convicted of first degree murder. The investigation ultimately resulted in the apprehension of the inmate in another state.



The Big and the Small—State Correctional Institution at Pittsburgh (left), pop. 1130; Cumberland County Jail (above), pop. 65.

IN MEMORIAM

EDWARD R. BOYER

1927-1977



On June 5, 1977, Edward R. Boyer was killed by an inmate while on duty at the State Correctional Institution at Graterford. He had been employed as a food service instructor since January 8, 1976, and had performed his duties faithfully and with professional pride.

On June 8, 1977, more than 200 state and county corrections personnel and law enforcement officers from throughout the commonwealth came together to form a special honor guard at memorial services.

Born in Pottstown, he was a veteran of the Korean Conflict and served as a staff sergeant in both the U.S. Army and Air Force. Between November 1960 and January 1962, he was employed by the Bureau of Correction for the first time as a correctional officer at the Graterford institution. Fourteen years later, he returned to our ranks to take the last position in which he served.

He was a devoted husband and loving father to three girls, and he was a friend to many. Most of all, he was a very fine man.

We shall miss Edward R. Boyer. May he rest in peace.

END