Working Toward Change

Dauphin County Probation Services 2021-2022 Annual Report



Mission Statement

"The Dauphin County Probation Services Department is dedicated to enhancing public safety by protecting the interests of the victims of crime and by monitoring compliance of those individual under supervision to court-ordered conditions designed to bring long-term positive changes in juvenile and adult individuals through active supervision techniques and the effective use of evidence-based, re-entry programming and treatment practices."

We at Probation Services are committed to:

- Working collaboratively with Federal, State, and local law enforcement agencies, public health organizations, treatment teams and victims' rights groups to protect the community and enhance public safety.
- Reducing costs and expenditure while maintaining quality probation services by reducing supervision caseloads through the utilization of best practices and continuous evaluation and improvement strategies.
- Empowering our Officers by promoting professional integrity, enhancing communication through motivational interviewing, and providing continued classroom and field training opportunities.
- Maintaining the public's trust by adhering to Evidenced Based Practices to best utilize our resources and provide services that are proven to reduce recidivism therefore enhancing the quality of life for all of those in our community.

PROBATION OFFICER OFFICER

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Message from the Director By Chadwick Libby

It is our pleasure to present the 2021 and 2022 Annual Report of the Dauphin County Probation Services Department (DCPSD). As with the rest of Dauphin County departments, DCPSD welcomed a return to more normal operations in the latter part of 2021. Despite the changes and challenges presented by the public health crisis, we remained focused on our mission to enhance public safety.

In the age of disruption, departments can only thrive by their ability to adapt. Not only was the public health crisis a disruption, but research-based practices in the field of community corrections continued to be realized as a core essential function for our 165 staff members. These outstanding staff members have continued to excel as statewide leaders in delivering community corrections services.

DCPSD welcomed several new initiatives in the past two years relative to Racial and Ethnic Disparities. The EDIT Committee (Equality, Diversion, Inclusion Team) is an internal committee whose mission is to diversify our staff, our knowledge, and to promote equality for all regardless of race, ethnicity, gender, ability, sexuality, age, religion, and socioeconomic status. The creation of a Community Outreach Coordinator (COC). The goals and objectives of the COC are to build meaningful relationships within the community, work collaboratively with our community partners, and provide greater understanding to the community about the role of Probation Services. Moreover, we have partnered with the Georgetown University Center for Juvenile Justice Reform, on a three-year program on "Racism". The objective of this training is to develop a greater awareness, understanding, and respect level for us, the individuals we work with, and the individuals we supervise.

Change management has been a critical skill in the Juvenile Division. In early 2021, all staff were trained in Effective Practices in Community Supervision (EPICS). This powerful cognitive skill set teaches officers how to translate principles of effective intervention into practices, and how to use core correctional practices in their interaction with youth under court supervision. Moreover, in 2022, we expanded our spectrum of evidence-based practices (EBP) trainers with two officers certified as EPICS train-the-trainers.

Additionally, the Division implemented a Continuous Quality Improvement (CQI) program as an extension to their arsenal of empirically based practices. CQI is the process of systematically monitoring EBP fidelity and progress towards desired outcomes as well as improving outcomes on an ongoing basis. This process has been applied to all EBP programming and guided by all levels of our professional staff. In the Adult Division, we implemented a new case management system, Connectrex. Connectrex is a leading software provider in the development of smart technologies in community corrections. This system allows our department to focus on core supervision and our public safety mission. It improves probation compliance by giving officers more time to meet with moderate and high-risk individuals who are more challenged with maintaining compliance. This Division enhanced their EBP training curriculum by having all staff trained in Motivational Interviewing (counseling technique that enables people to get beyond their reluctance to change problem behaviors), as well as, expanding the use of the Ohio Risk Assessment System (ORAS) for revocations. Moreover, our Court reinstated Mental Health Court --- a program that seeks to mobilize communities to implement innovative, collaborative efforts that bring systemwide improvements to the needs of individuals with mental disabilities or illnesses.

Change is the law of life. I can say, with confidence, the relentless efforts of our staff to embrace these unexpected/uncontrolled circumstances has been nothing but remarkable. Looking to the future, we remain committed to our mission of providing quality services and doing our part to contribute to community safety. What makes us an outstanding department is our heart for this profession.....Excellence, Professionalism, Leadership, Integrity, and Teamwork are not just words. It is "who" and "what" we are as an organization. Your continued support of the Dauphin County Probation Services Department is valued and appreciated!





"Despite an ever-increasing case load and the constant challenges in monitoring more than 7,000 active probationers and parolees in the juvenile and adult court systems, our Probation Services Department has achieved another highly productive and effective year. In large part, this is due to the extraordinary work of a staff of well-trained and proficient probation officers."

~ The Honorable Richard A. Lewis Judge of the Pennsylvania Court of Common Please



Dauphin County Probation Services is committed to delivering services with integrity, professionalism, and competence; treating all individuals with dignity and respect; commitment to innovation, creativity, and collaborative partnerships; and encouraging leadership, professional development and a positive work environment. These are the core values that have made us who we are today.

In addition to having offices in all the local schools, this department has three locations all employing a diverse group of people with a wide variety of education, experience, and job skills, which all adds up to a collaborative environment working towards change.

Administration

Adult Division 3 Juvenile Division 3

Supervisors

Adult Division 12 Juvenile Division 9

Training Coordinator 1

Probation Officer 1

Adult Division 2 Juvenile Division 26

Probation Officer 2

Adult Division 49 Juvenile Division 18

Electronic Monitoring

Probation Officer 2 Adult & Juvenile 3

Department Clerk 1 Adult Division 1 Juvenile Division 4

Department Clerk 2 Adult Division 4 Juvenile Division 2

Administrative Assistant 1

Adult Division 1 Juvenile Division 1

Administrative Assistant 2

Adult Division 2 Juvenile Division 2

Part-Time Employees Adult 3

Juvenile 1

BY LOCATION

Gibson Boulevard Office Adult 67

Chestnut Street Office Adult Division 23 Juvenile Division 49

Northern Dauphin Co. Office Adult Division 3 Juvenile Division 2

School-Based Offices Juvenile 14

Northern Dauphin County Human Services Center Adult & Juvenile Divisions

"Valley Strong involves looking out for neighbors and families in your community," Dauphin County Commissioner George P. Hartwick III

The Northern Dauphin Human Services Center (NDHSC) at 295 State Drive in Elizabethville is home to three adult probation officers and two juvenile probation officer who supervise the entire region. Because of their vast coverage they don't have specialized units. They supervise individuals with charges ranging from sex offenses and DUIs to violent crimes and those with drug use disorders. They also work closely with the Pennsylvania State Police on investigations and search and seizures.

The center is also home to 13 additional agencies all under one roof. These agencies provide an array of services and supports, including mental health and drug and alcohol counseling, a food pantry, and other agencies that serve families, seniors, and veterans. Recently celebrating a 12-year anniversary, NDHSC staff has adapted to meet the needs of many during the aftermath of an unconventional year presented by COVID-19, when depression, anxiety and substance abuse were aggravated by the changes to daily life routines, along with isolation, uncertainties of job stability, and other stressors.

The center opened Jan. 14, 2009, with direction and support from Dauphin County Commissioners. NDHSC is a backbone of rural northern Dauphin County, a muchneeded central location for services in a region where access to the greater Harrisburg area can be difficult. The center's initiative of "Valley Strong" has banded together and empowered the communities it serves.

Retirements Congratulations

re·tire·ment

noun

1. the action or fact of leaving one's job and ceasing to work.

22 Years	Sandy Crankfield
30 Years	Chris Malone
22 Years	Susan Mason-Jones
30 Years	Seth Reeser
25 Years	Jackie Russ
25 Years	Maria Slabonik
25 Years	Linda Thompson-Gianoni
23 Years	Brian Wagner
	 30 Years 22 Years 30 Years 25 Years 25 Years 25 Years

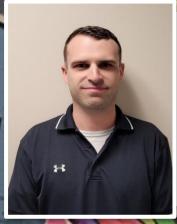




Austin Adams Adult Division, ICOTS

Hired on September 19, 2021

I am a graduate of Shippensburg University, where I earned a bachelor's degree in criminal justice. I currently reside in Harrisburg, PA. I have served in the National Guard since 2014 and I've been deployed on several occasions, with the most recent location being Cuba.



Parker Beatty Adult Division, Transfer

Hired on June 13, 2022

I am a graduate of Waynesburg University. I enjoy volunteering, which I currently do for the New Cumberland River Rescue. I was previously a Lieutenant at the Lancaster County Prison. I feel I have a strong ability to connect with people and a desire to help others.



Evan Bingaman Adult Division, Reduced

Hired on September 22, 2021

I've always wanted to work in the criminal justice field and moved to this area during college at PSU Harrisburg and wanted stay in the area. I'm allergic to peanuts and buckwheat.



Tim Boyd Adult Division, Harrisburg City

Hired on May 16, 2022

I currently reside in Leola, PA, Lancaster County. I was formerly employed as a probation officer with Lebanon County Adult Probation since February 2021. I enjoy attending sporting events, concerts, and numerous recreational activities.

Ikea Bryant Adult Division, Reduced

Hired on September 20, 2021

I want to serve a community that reminds me of myself and the struggles I've dealt with being raised in New York (Brooklyn). I love music because it's therapeutic.

Ja'Lynn Burton-Jones Adult Division, Transfer

Hired on May 31, 2022

I am a graduate of Central Penn College. I was a star basketball player for the Middletown Raiders and scored over 1500 points in my High School career. I posted my 1000th point during my junior season. I also enjoy playing football in a full-contact women's football league. I currently play for the Harrisburg Havok.



Karissa Cantrell Adult Division, Harrisburg City

Hired on December 13, 2021

I want to help others to not reoffend and protect the community. I have 4 dogs.



Kaylee Depew Adult Division, Intake

Hired on April 5, 2021

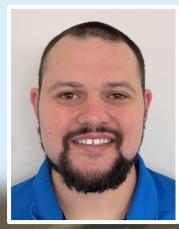
I received my degree in 2/2020 and I'm pursuing my master's degree as well. I am new to this field and excited to learn. I am married with four daughters.



Alea Duarte Juvenile Division, Community-Based

Hired on May 31, 2022

I am a graduate of ECPI University, with a bachelor's degree in criminal justice. I was previously employed with Abraxas Leadership Development Program in South Mountain PA.



Kyle Hartman Adult Division, Reduced

Hired on April 5, 2021

I was previously employed at Merakey Family Based Services since 9/2020, where I was a case manager. Prior to that, I worked for Abraxas Youth Center as a treatment supervisor. I am fluent in Spanish.



Bri Hicks Adult Division, Clerical

Hired on February 22, 2021

I respect law enforcement and always wanted to work in this field. I have a 6-yearold son who I spend all of my time with.



Katie Humphrey Adult Division, Middletown

Hired on December 13, 2021

I was previously employed by Lebanon County Adult Probation. I supervised a field caseload and ensured that individual on supervision completed their court ordered conditions. I completed my college internship with this department's Adult Division and I'm excited to come back and work for Dauphin County.

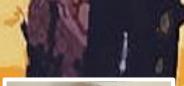
Shaliq Ings Juvenile Division, Intake

Hired on May 31, 2022

I graduated with a bachelor's degree in criminal justice while being a student athlete/trainer. I am also studying to begin law school and obtain my Juris Doctorate.

Elva Jones Probation Services, Clerical

Hired on June 12, 2022



Amy Latchaw Juvenile Division, Intake

Hired on August 22, 2022

I hold an associate degree in practical ministry and a bachelor's degree in social work. I was previously employed with PA Counseling Services as a Family Reintegration Worker.



Frank Latzer Vet Court, Middletown

Hired on April 4, 2022

I was previously employed by Dauphin County Work Release. I have a 23-year-old son and 21-year-old daughter who are out of the house. I am with a wonderful woman who is a retired police officer and sheriff.



Alexa Lorance Adult Division, Transfer

Hired on September 7, 2021

I am a graduate of Penn State University, with both a bachelor's and master's degree in criminal justice and I was previously employed by the DA's office as a corresponder. I am trained in CISM and motivational interviewing.



Chastity Miller Adult Division, Harrisburg City

Hired on September 7, 2021

I was previously employed with Pine Grove Furnace State Park as a Ranger I. I was also an Adult Probation Officer in Franklin County from November 2007 to September 2013. I enjoy spending time with my family and working out.

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Maria Perez Probation Services, Clerical

Hired on December 12, 2022



Kera Plocinski Adult Division, Intake

Hired on March 8, 2021

I recently moved back to the area after working for State Parole in Houston Texas for over 10 years. I wanted to remain in the field and heard good things about DCPS. I love animals!



Denise Ramirez Adult Division, Clerical

Hired on February 22, 2021

I am with Dauphin County Probation Services because I needed a career change. I am whole-heartedly a people-person!!!



Tyler Rolshausen Adult Division, Harrisburg City

Hired on September 7, 2021

I enjoyed being a probation officer in Lebanon County for high-risk city individuals for many years and wanted to advance my career at Dauphin County in Harrisburg. I was an NCAA Academic All-American in track and field in college.

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Joseph Runyan Adult Division, ARD

Hired on June 13, 2022

I am a graduate of Bloomsburg University. I enjoy sports and I'm also employed part-time. I was previously employed as a Forensic Case Manager with Dauphin County Case Management Unit where I supervised a caseload of approximately 35 individuals who suffer from severe mental illness.



Morgan Sifinski Juvenile Division, Intake

Hired on August 22, 2022

I am a graduate from Lebanon Valley College, with a bachelor's degree in criminal justice and business administration.

Maci Stoneroad **Probation Services, Clerical**

Hired on June 23, 2022

Josilynne Tanner

Probation Services, Clerical

Hired on December 12, 2022



2021-2022 PROBATION AT A GLANCE

- There were **71** Adult Division staff supervising active caseloads.
- **B70** juveniles were referred to DCPS Juvenile Division.
- There were **5557** adults being supervised.
- There were **346** juvenile cases on supervision.
- Adults are supervised in **31**townships & the city of Harrisburg.
- Juvenile officers participated in **2209** court cases.
- **1505** adults absconded from supervision.
- The Juvenile Division saw **79** successful releases from placement.



2021-2022 PROBATION BY THE NUMBERS

 4167 1389 Total Adult Cases Average 	Adult Revocation Requests	952 Juveniles Discharged
760	Juveniles Division 2021 had 83 individual charge types, Image types And 2022 had 86 individual charge types.	113 The second s
1960 $\underbrace{1960}_{line}$	Requests for D&A Evaluations for Detained Individuals 952	 3103 1000 Total Juvenile Cases

Message from the **Training Coordinator**

In 2021 and 2022, Dauphin County Probation Officers continue to conduct safety trainings annually. Because these trainings are conducted with both the Juvenile and Adult Divisions together, officers are working more collaboratively across the department. This collaboration continually increases the effectiveness of the services that are provided to each family. This collaboration also keeps every officer aware of any potential safety risk and hazards.

The Probation Services Department of Dauphin County has 14 firearms instructors. These instructors assisted with 3 major firearms training courses that took place in 2021 and 2022. Requalification ranges were conducted each year with all 103 officers successfully qualifying.

Officers also participated in the annual tactical course range. This course consists of officers having to move and shoot and working on their skills that will assist them if they are ever involved in a real-world incident. While on the tactical course range, officers were also recertified with their Taser during a weapon transition exercise in 2021. This drill was conducted by 5 Taser instructors. This exercise is so that officers can learn to quickly transition from Taser to Firearm and back to Taser. This drill was modified to a partner exercise in 2022. So, officers needed to recognize between a "less than lethal" and a "lethal" command and act accordingly with their Taser or firearm and a partner.

Officers also participated in the annual night fire course. This course assists officers in becoming more acclimated to utilizing their flashlights. 2021 was the first year that officers were allowed to train and begin using a weapon mounted light. A dim light qualification course of fire was developed for those officers that chose to carry a weapon mounted light.

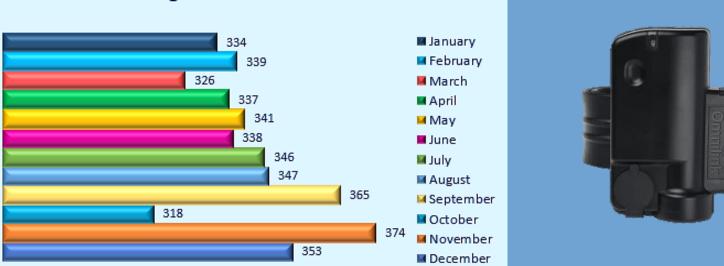
There are 10 defense tactics instructors of the Dauphin County Probation Services Department. These instructors, along with the firearms instructors conducted scenario-based training in both 2021 and in 2022. As in years past, the defense tactics instructors not only run scenario-based training, but officers also go through isolation drills to test their skills and knowledge of their response to resistance. With a firearms instructor, officers were also put through shoot-don't shoot scenarios on the Pyramid System at Ft. Indiantown Gap's, High Risk Entry Facility.

In addition to the safety training that are conducted, officers also participated in numerous other trainings. These training continue to enhance the services that are provided to the individuals and families that our officers work with. These training include, but are not limited to, topics such as: CPR/First Aid, Ohio Risk Assessment System, Youth Level of Service, driving under the influence updates, recognizing domestic violence and sexual abuse, and recognizing child abuse.

By: David Christian

Electronic Monitoring

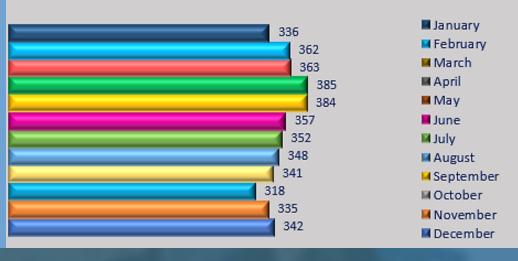
The Electronic Monitoring Unit serves as the only truly "merged" unit within the Adult and Juvenile Divisions of the Dauphin County Probation Services Department. Since the merger of both departments in 2013, all our electronic monitoring officers have been cross trained in both juvenile and adult systems and methods and can monitor any type of individual with any of our electronic monitoring devices.



2022 Average Active GPS Units Per Month

The program not only provides 24-hour structured supervision of an individual's activities, but it also helps deter continued acts of criminal behavior. Electronic monitoring supervision is widely viewed and utilized by the courts as an alternative to prison or detention.

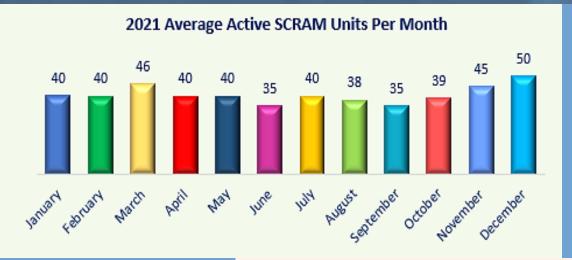
2021 Average Active GPS Units Per Month



Provided by our vendor, Sentinel Services, our most widely used device is the OM 500 Global Positioning System (GPS) bracelet. Capable of using GPS satellite and cell-tower signals to give precise locations of individuals, the OM 500 is a one-piece, rechargeable, ankle-worn bracelet that is designed to track individuals both indoors and out. Officers monitor and confirm individual's travel to work, school, and various treatment programs. In addition, specific restriction zones can be established to provide deterrence and notifications in the form of an alert should individuals enter these unauthorized zones.

Electronic Monitoring

In addition to GPS monitoring, the EM Unit also provides alcohol monitoring services as needed by the court and agency. Secure Continuous Remote Alcohol Monitoring (SCRAM) provides 24 hour a day monitoring of an individual with a bracelet that measures blood-alcohol levels taken through sweat samples. In addition to SCRAM, the EM Unit utilizes Mobile Breath Alcohol Monitoring units (SOBERLINK). This device remotely monitors an individual's blood-alcohol level and transmits a supervision report to a web-based monitoring portal. These devices are widely used by officers to monitor individuals dealing with various stages of alcohol abuse and dependency.





2022 Average Active SCRAM Units Per Month



3,569 total GPS installs in 2021 and 2022 combined.
271 of these installs were Pretrial Services cases.
578 of these installs were Juvenile Probation cases.
2,720 of these were Adult Probation cases (includes MDJ referrals).

We pride ourselves in having a collaborative vision with local law enforcement and other Dauphin County Human Services agencies. Our efforts include lowering incarceration and recidivism rates, providing residents with crucial services and resources, and keeping our communities safe through effective community policing.

Special thanks to these, and all the agencies we work with, for their partnership and teamwork!

HARRISBURG

Dauphin County Criminal Investigations Divisions Derry Township Police Department Halifax Borough Police Department Harrisburg Borough Police Department Harrisburg Police Bureau **Highspire Borough Police Department** Hummelstown Borough Police Department Lower Paxton Township Police Department Lower Swatara Township Police Department Lykens Borough Police Department **Middletown Borough Police Department** Millersburg Borough Police Department PA Office of the Attorney General Paxtang Borough Police Department **Pennsylvania Capitol Police Pennsylvania State Police Royalton Borough Police Department** Steelton Borough Police Department Susquehanna Township Police Department Swatara Township Police Department

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On Target The Probation Services Newsletter

In 2021, several staff member had the idea of starting a monthly newsletter. The pilot addition came out in December 2021, with an issue to follow at the beginning of every month.

The newsletter was conceived not only to keep staff apprised of trainings and other things going on in the department, but also to acknowledge the difficult, and varying tasks completed by each unit daily. Every month there is a Unit Spotlight, with an article written by that unit's supervisor. This not only recognizes the unit's hard work, but it also informs those in both the adult and juvenile divisions about the different units' purposes and responsibilities.

Also included in every edition are Shout-Outs to specific staff members for going above and beyond to help a client, a colleague, or the department. These shout outs can be contributed by management and staff alike. In addition, there is information geared toward our personal time outside of work. Items such as a Top 5 list of seasonal or local products, restaurants, travel destinations, recipes etc., acknowledgement of birthdays, promotions, and special events, as well as games and puzzles, daily holidays, and an article by our Equity Diversity and Inclusion Team (EDIT).



EDIT Committee Equality, Diversity & Inclusion Team

EDIT, which means "to alter, adapt, or refine to bring about conformity to a standard or to suit a particular purpose", was adopted as the committee's name. This occurred following the committee's development in February of 2021, after leadership expressed a desire to enhance the culture of Dauphin County Probation Services and its staff. Foundationally, EDIT's functionality is based on the following goal and mission statements:

- Our goal is to enhance the current standards of DCPS by implementing change in both workplace culture and community interactions.
- Our mission is to diversify our staff, our knowledge, and to promote equality for all- regardless of race, ethnicity, gender, ability, sexuality, age, religion, and socioeconomic status.

EDIT leadership considers the goal and mission statements in assisting the committee with identifying needs to be met for ALL Dauphin County Probation Services staff. Through the occurrence of bi-monthly meetings between EDIT Co-Chairs and DCPS Deputies, insight is obtained, strategic planning is developed, and methods for implementing practices are discussed. These measures are taken for the advantageousness of ALL staff. EDIT leadership further considers the goal and mission statements in determining how the committee can collectively serve ALL staff of Dauphin County Probation Services. This occurs during monthly committee meetings where safety is promoted, and a teamwork approach is utilized. Organizationally, EDIT is comprised of the following 4 sub-committees, New Hires/Interview Process/Community Engagement and Outreach; Training (DCPS– New Hire, Line Staff, and Management); Evaluation and Grievances; and Office Décor and Etiquette. Each of these sub-committees are individually responsible for identifying methods for best practice in meeting staff and organizational needs. In doing so, we ensure that a brave and safe space is promoted for committee members and for staff.





Community Outreach

In 2021, Dauphin County Probation Services' EDIT (Equality, Diversity, and Inclusion Team) identified the need for more positive and effective engagement and relationship development among the communities the department services. Through this vision, the development of the department's first Community Outreach Coordinator became operable.

Throughout 2022, this role has been pivotal in shifting the perception and viewpoint communities have towards Dauphin County Probation Services. The primary focus of our outreach efforts is bridging the gaps within probation services and among our surrounding communities.

internal Relationship Developmen healin begin. PUREEDING BOR BACK IN THE HOOE let's love one another to ife instead of to death

Let the

Proposals & Surveys

Presentations

Forms & Policies

Articles & Publications

Planning & Development

Educational Awareness

Internal & External Observances

Internal & External Engagement

Highschool & Collegiate Engagement

Statewide Committees and Work Groups

Chennal Relationship Development m't make you. We must all work together to stop violence in th SONVETSALLO vou

Community Engagement

National Night Out

National Night Out culminates annually on the first Tuesday in August. National Night Out enhances the relationship between neighbors and law enforcement while bringing back a true sense of community. Furthermore, it provides a great opportunity to bring police and neighbors together under positive circumstances.

The following localities participate in NNO by offering games for kids, educational handouts, apparatus displays, and opportunities to meet local law enforcement and first responders.

- Harrisburg
- Hummelstown
- Steelton Borough
- Susquehanna Township
- Swatara Township
- Lower Paxton Township



Reel in Success Program

The Dauphin County "Reel in Success" fishing program is run by the Dauphin County Court and Probation Services. It won the 2021 Juvenile Court Judges Commission Court Operated Program of the Year. The program consists of one day of classroom instruction and three days of hands-on fishing. It introduces juvenile to the SMART (Safety, Manners, Appreciate, Release and Teach) Angler's Program. The S.M.A.R.T. Angler's Education curriculum, which is the acronym for Safety, Manners, Appreciation, Return (your catch), and Teaching, will introduce juveniles to the basic skills, equipment, techniques, and safety of freshwater fishing in Pennsylvania. The youth also learn how to measure, weigh, and record their catch.







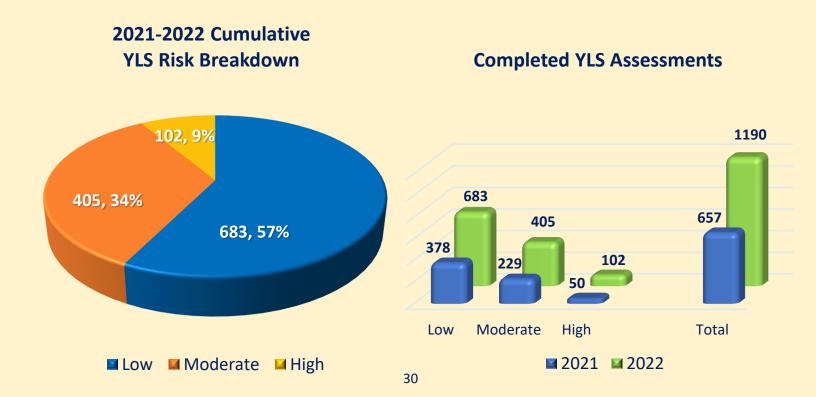




Evidence Based Practices Juvenile Division- Youth Level of Service (YLS)

The Dauphin County Probation Services Juvenile Division continues to use the Youth Level of Service (YLS) tool at various intervals to assess the risk of the individuals. Use of this tool has positively impacted the lives of many of our youth and families, as well as enhanced many facets of our operations. Through the leadership of our Quality Assurance Unit and EBP committee members, we are advancing our graduated responses initiative, case planning initiative, and the use of a new supervision strategy called Effective Practices in Community Supervision (EPICS). Graduated response systems provide empirically based strategies for responding effectively to youth behavior. Case planning is a structured approach to targeting specific criminogenic needs identified in the Youth Level of Service risk assessment tool. EPICS is a model aimed to teach community supervision officers how to translate principles of effective intervention into practice, and how to use core correctional practices in face-to-face interactions with individuals.

YLS booster trainings continue to be held twice per year. These are guided by a master trainer and are to sharpen skills and update on changes in YLS definitions. Cases are also randomly pulled quarterly for inter-rater reliability. A YLS which has been scored is given to a master trainer along with the corresponding social summary to ensure the score is accurate. Each inter-rater selected YLS is then reviewed with the probation officer by the master trainer and the Quality Assurance Supervisor. This is another way of ensuring the YLS is being used effectively.

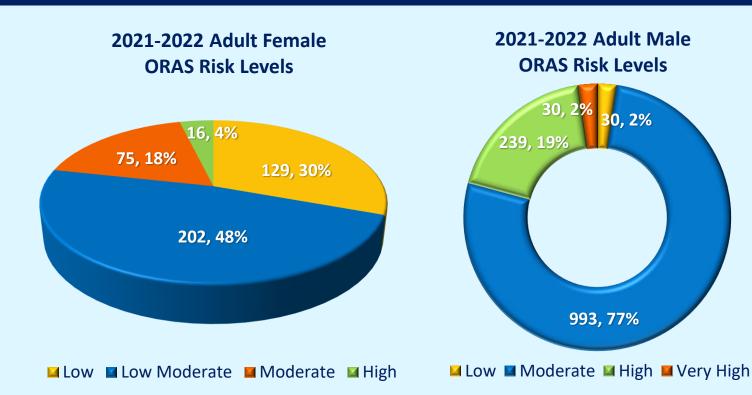


Evidence Based Practices Adult Division- Ohio Risk Assessment System (ORAS)

The Dauphin County Probation Services Adult Division continues to expand their implementation of evidence-based practices and programming. The validated risk and needs assessment identify each person's risk of re-offending. The data collected are used to establish a collaborative case plan and identify which reentry services and programs best meet each person's individual needs. Certified users can create assessments and case plans based on identified criminogenic domains.

All staff received training on Core Correctional Practices from the University of Cincinnati and the Court has incorporated the Ohio Risk Assessment System (ORAS) into the Pre-Sentence Investigation Reports. Core Correctional Practices trains probation staff on the core skills needed to support cognitive behavior programming. Skills such as building positive relationships, prosocial modeling, cognitive restructuring, disapproval and authority, problem solving, and the effective use of reinforcement.

Booster trainings are guided by lead trainers and are held annually along with any rollouts of new information or practices. Cases are also pulled bi-monthly by certified ORAS trainers within the department for inter-rater reliability reviews (IRR). ORAS assessments completed by staff are strategically chosen and rescored based on all the information that is available to the probation officer. These IRRs are completed to ensure there is no drift and to maintain the fidelity of the instrument.



Juvenile Division Vision Statement

The Juvenile Division of Dauphin County Probation Services is an arm of the Juvenile Court and is responsible for the investigation and supervision of juveniles who are alleged to have committed, or who have committed, felony or misdemeanor offenses prior to their 18th birthday. The mission of the Juvenile Division has always been driven by the legislatively mandated philosophy of Balanced and Restorative Justice which emphasizes three equal goals: Community Protection, Accountability, and Competency Development by juveniles. The Juvenile Division of Probation Services is comprised of several units which guide the individual through the various stages of the Juvenile Justice System. They include Court/Intake, Community-Based Supervision, School-Based Supervision, Aftercare, Community Service, and Electronic Monitoring.



Organization of the Juvenile Division

Juvenile Division Management



Christopher Hakel, Deputy Director



Nicole Mattern, Deputy Director



Brian Walker Aftercare Supervisor



Dave Christian Training Supervisor



John Christman Electronic Monitoring Supervisor



Matt Foster Quality Assurance Supervisor



Maureen Leffler-Zerbe Administrative Supervisor



Tanessa Moten Community Outreach Coordinator



Jeff Woollam Harrisburg School-Based Supervisor



Devon O'Connor Community Based Supervisor



Liz Umstead Suburban School-Based Supervisor

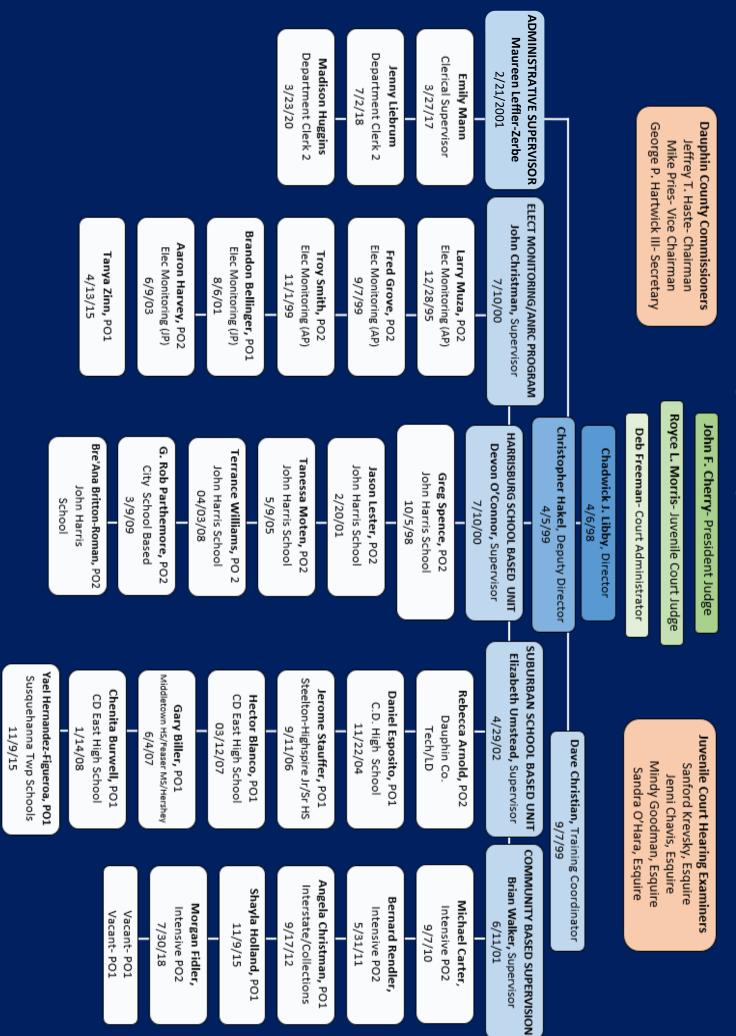


Kija Waithe Court/Intake Supervisor

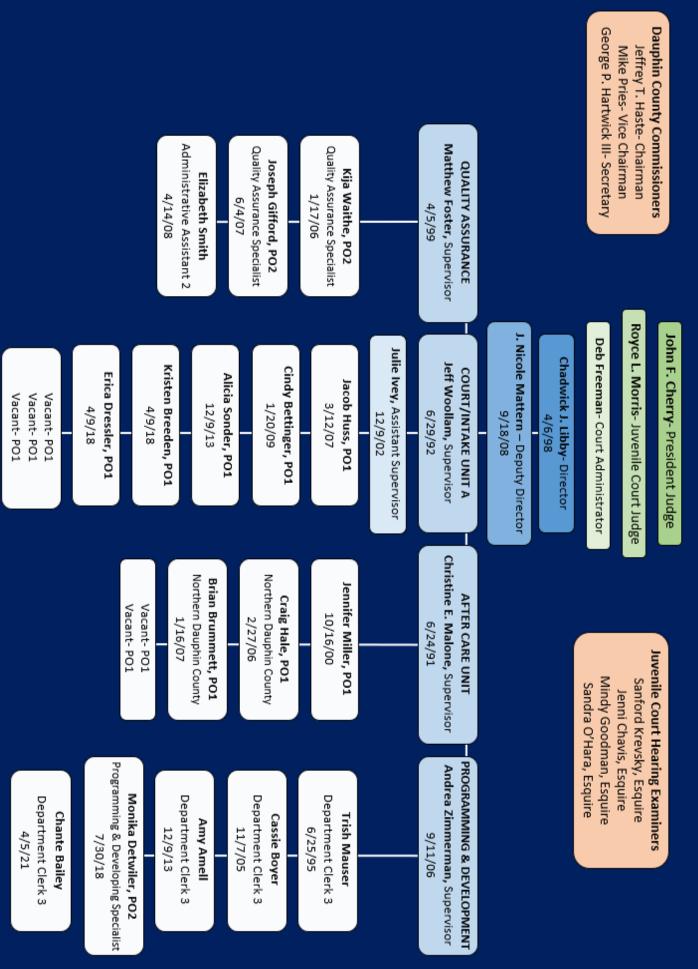


Andrea Zimmerman Data Processing/Program Development

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Juvenile Division Specialized Units

Most youth in Dauphin County who are involved with the Criminal Justice System are not placed in juvenile facilities, they are supervised in the community and in the schools to help keep the family unit intact. The Juvenile Division of Probation Services has many units that specialize in moving the youth and their family through the system to help ensure the youth completes their supervision successfully.

Aftercare Unit

Dauphin County currently contracts with over 20 providers throughout the commonwealth with over 50 individual placements specializing in specific needs for each youth (sexual offending, anger management, drug and alcohol, fire setting, gang/gun violence, etc.). Each provider uses evidence-based treatment modalities focusing on the above listed specialized needs, but also focuses on other areas that influence their behaviors, such as thinking errors, aggression replacement training, trauma, and victim awareness. The probation officers make monthly face-to-face visits with each juvenile in their placement setting to assess their overall treatment and progress as it relates to their individual needs. The probation officers also work very closely with all treatment staff at the facility, as well as keeping in contact with the juvenile's primary guardian and any other outside agencies that may be involved (such as mental health or children and youth).

Clerical Unit

The Clerical Unit is split into groups between two locations to provide support for both Adult and Juvenile Probation Officers. The adult clerks are responsible for the run to ensure that all court related documents and mail is delivered and picked up daily for each criminal court judge. They also pick up and drop off mail at other county departments and most importantly ensuring documents are certified at the Clerk of Court's Office for distribution. They are also responsible for processing new cases, printing out sentencing sheets from court proceedings, ensure that cases are transferred out of county when necessary and process cases that need to be mailed to the State Probation and Parole Office.

The adult and juvenile clerks share the responsibility of answering the phones, directing calls, checking individuals in the lobby, providing breaks, and scanning and indexing documents into the electronic filing system. The juvenile clerks are responsible for completing a run two times per week to ensure that court documents are dropped off and picked for each Judge that oversees Juvenile Court. They make sure that all court orders are logged and distributed. They also drop off and pick up mail at other county departments and make sure that mail is distributed to the probation staff. They are responsible for processing detention paperwork when juveniles are removed from the home. The clerks also make sure that the probation officers have documents needed for court hearings.

The adult and juvenile clerks share the responsibility of answering the phones, directing calls, checking individuals in the lobby, providing breaks, and scanning and indexing documents into the electronic filing system. They also make sure that faxes and incoming mail is distributed daily, office supplies are replenished, and much more.

Community Based Supervision Program / Intensive Supervision Program

The Community-Based Supervision Program provides supervision and immediate intervention to juveniles who attend a school that is not part of our school-based program. In addition, it supervises those juveniles who have graduated from High School, those obtaining their GED, or in college, and those who are employed. The purpose of the community-based probation officers is to coordinate services with the school, family, and community. The probation officer is also expected to enforce the rules of the court and assist the juvenile in successfully completing the conditions of probation.

Our Intensive Supervision Program is also part of the community-based unit. This program is designed for both males and females in need of more supervision than traditional supervision offers. Juveniles on this program often have an extensive history with the juvenile justice system including out of home placements, serious felony offenses or identified as a confirmed gang member or associate. Females ordered onto intensive supervision often times present with many complex issues and trauma with many community-based services in place as a support. This program may also serve as an alternative to out of home placement for a juvenile on their first or second contact, providing a juvenile with one last opportunity to demonstrate they can safely be maintained in the community.

Quality Assurance Unit

The Quality Assurance Unit is tasked with managing the collection and assessment of descriptive, fiscal, and outcomes data to ensure quality probation services are provided by Dauphin County Juvenile Probation Officers and private providers to juveniles and their families. In addition, the unit is responsible for monitoring the Juvenile Justice System Enhancement Strategy (JJSES) within the Juvenile Division of Probation Services to ensure state-wide initiatives are implemented and best practice models are followed as well as daily functions of the Juvenile Division of Probation Services.

Data Processing Programs & Development Unit

The Data Processing and Program Development Unit of the Juvenile Division is the "hub" where all paperwork and data begin and ends. This unit is responsible for the case creation starting with the police allegation reports. Unlike the adult system, the Data Processing Unit takes on the role of clerk of courts and is responsible for the origination of all juvenile cases. In addition to the responsibility of case creation, the unit must manage 2 different systems for all information (JCMS and CPCMS). The Data Processing unit produces all final court orders for Juvenile Court. In addition, data entry can include detention information, entering/deleting warrants, updating dispositions, and basic demographic information just to name a few. Without this unit, all these responsibilities would fall into the individual probation officers and supervisors.

Along with Data Processing, this unit also houses the Program Specialist for the Juvenile Division. All expungement requests and record requests are maintained and completed by the Program Specialist within this unit. This position is also responsible for the maintenance of court scheduling, completion of court orders for detention hearings, and attending pretrial. Additional tasks include organization and tracking of DNA samples for all juveniles, assisting with policy development and the implementation of the PowerDMS system.

School Based Supervision Program

Dauphin County Probation Services-Juvenile Division has probation officers that are assigned and located in most public schools in Dauphin County. The purpose of schoolbased probation is to provide on-site supervision and immediate intervention to students under court jurisdiction by coordinating services with the school, community and family. As a secondary function, the school-based probation officer is expected to work in conjunction with school personnel to promote a drug free, safe environment in which to improve the academic and behavioral performance of the juveniles under court jurisdiction. Schoolbased probation officers work to decrease school disciplinary referrals, decrease absenteeism and improve overall student achievement. The goal of school-based probation is to increase the probability that a juvenile provided with school-based services will function successfully in the school environment and reduce their delinquent behavior both in and out of the school setting. In addition, school-based probation officers are encouraged to participate in the school's Student Assistance Program to assist in sharing community-based resources and options for those students referred.

Juvenile Services

We recognize that the juvenile justice system is tasked to equally address community protection, victim restoration through accountability, and youth redemption through competency development. We also understand that the partnership between parents and caregivers can play a key role in reducing anti-social behaviors and promoting more prosocial values. The development of a case plan by the probation officer, the child and their family, helps to establish expectations and identify the needs of the juvenile. Regardless how a youth becomes involved in the legal system, it's important for parents and caregivers to be a part of the process. This means participating in decisions about your child, asking questions, remaining organized and attending all meetings and court hearings.

Overview of the Juvenile Supervision Population

2021 Juveniles Referred 353

2021 Juveniles Discharged 470

2022 Juveniles Referred

2022 Juveniles Discharged

Diversion Program

In November 2014, the Diversion Program group began in Dauphin County. The Diversion Program is based on the use of Evidence Based Practices and is designed to divert the juvenile away from the formal court process while still fulfilling the Balanced and Restorative Justice Principles of Accountability, Community Protection, and Competency Development. Diversion is for first those committing their first offense who are at a low risk to reoffend. Police reports are reviewed by the intake supervisor to determine eligibility for Diversion based on the probable cause in the police report. Regular consults are held with District Attorney Chardo to review the police report and for his approval for the case to be placed in the Diversion Program. Once District Attorney Chardo has approved the case for the Diversion Program, a full intake conference is completed. The juvenile must admit to the offense for the case to move forward into the Diversion Program. The Youth Level of Services Assessment is completed to assist with determining the conditions that the juvenile will complete, based on any identified areas of risk. Once a month the Diversion Committee meets to develop conditions that the juvenile will be required to complete. The juvenile and their family then meet with the Diversion Panel to be placed into the Diversion Program. The Diversion Program is a 90-day program. If all conditions are completed at the closing Diversion Panel Meeting, the Diversion Probation Officer will complete a closing court order. If the juvenile does not complete their conditions, it will be the discretion of the committee whether they receive a 30-day extension or if they will be unsuccessfully discharged from the program to be placed on a higher level of probation supervision. Six months from the date of the closing court order, District Attorney Chardo has approved that after a clean criminal history check, the case may be automatically expunged.



Community Based Programs

Neighborhood Reporting Center (NRC)

The Neighborhood Reporting Center is a pre-dispositional, community-based alternative to secure detention. The program serves up to 15 adolescent males primarily between the ages of 14 and 18. Open educational groups are provided on a variety of topics including drugs and alcohol, life skills, anti-gun, soft job skills and goal setting. The length of stay in the program is targeted at between 30-45 days.

Youth Advocate Programs Community Treatment Center (CTC)

This post-dispositional intensive treatment program is for Moderate II or High-Risk male youth between the ages of 14 and 21 who are at risk of out of home placement or returning from an out of home placement. The program has a strong emphasis on treatment with Aggression Replacement Training (ART), Carey Guides, and weekly individual counseling.

Diakon Weekend Alternative Program (DWAP)

Diakon Weekend Alternative Program is a wilderness challenge program where youth participate in adventure-based wilderness activities Friday through Sunday allowing youths to remain at home during the week while receiving therapeutically beneficial services on the weekends to include cognitive behavioral therapy, MI, and adventure therapy.

Family Reintegration Program (FRP)

The Family Reintegration Program works with the juvenile's family while the juvenile is in out of home placement. The service is designed to provide treatment to the family as well as ensure that the family is actively engaged in the juvenile's treatment while in placement. The goal is to have the juvenile return to the home sooner with family treatment and facilitation of out of home services if needed by the FRP worker.

Harrisburg Area Learning Academy, Inc. (HALA)

The Harrisburg Area Learning Academy mission is to provide in-home intensive family-based trauma focused cognitive behavioral therapy (TF-CBT) and trauma informed care to at-risk youth and their families to ensure they have the skills to succeed academically, socially, and behaviorally in the home, school and community. The goal of HALA is to reduce children's negative emotional and behavioral responses to the trauma.

Overview of Community Based Program Participation

2021 Juveniles Admitted	429	^^
2021 Juveniles Discharged	440	ttt
2022 Juveniles Admitted	493	ńńńń
2022 Juveniles Discharged	490	<u>፟</u> ፝፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟፟

Helping Individuals Succeed Greater Dad's Fatherhood Program (HIS)

Helping Individuals Succeed (HIS) is a fatherhood mentoring and training skills program that helps fathers rebuild stronger relationships with their children and co-parent. The purpose of the program is to help fathers succeed by equipping them with the knowledge and tools to become Greater Dad's.

Man Up & Sisters Helping Sisters - Camp Curtin YMCA

Man Up & Sisters Helping Sisters is a community-based group counseling program. The Program is designed to provide students ages 10-18 (juvenile must still be in school) needed to navigate life's trying times.

Justice Works - Violation Initiative Program (VIP) - (Pre-Disposition Program)

The VIP program is a 24/7, emergency response team that helps families and juveniles involved with probation who are at risk of placement out of home. This program is to be utilized as an alternative to detention when new charges that would warrant detention occur or a juvenile on probation is being considered for detention/shelter. VIP is not heavily treatment based.

Justice Works - Youth Employment Services (YES)

Youth Employment Services (YES) was developed to assist youth involved in the juvenile justice system in the development of competency employment skills, obtaining employment, and most importantly, maintaining employment.

Commonwealth Clinical Group

Commonwealth Clinical Group (CCG) provides a variety of outpatient services including specialized services. The level of treatment is based upon the recommendations from either an Intake or an evaluation.

Functional Family Therapy

Functional Family Therapy (FFT) is an evidence-based family therapy model. The goal of the service is to increase protective factors while minimizing risk factors in an adolescent's life. Treatment involves changing the patterns for how family members communicate, solve problems, and get their emotional needs met.

Gaudenzia, Inc. (Drug & Alcohol Services)

Gaudenzia. Inc., Drug and Alcohol Services provides services to juveniles in several settings including the community, residential placement, detention facilities, or shelter.

Pressley Ridge Intensive Family Services

The purpose of the in-home Family Services (IFS) program is to provide a comprehensive multilevel array of services to fully support the family in completion of their goals.

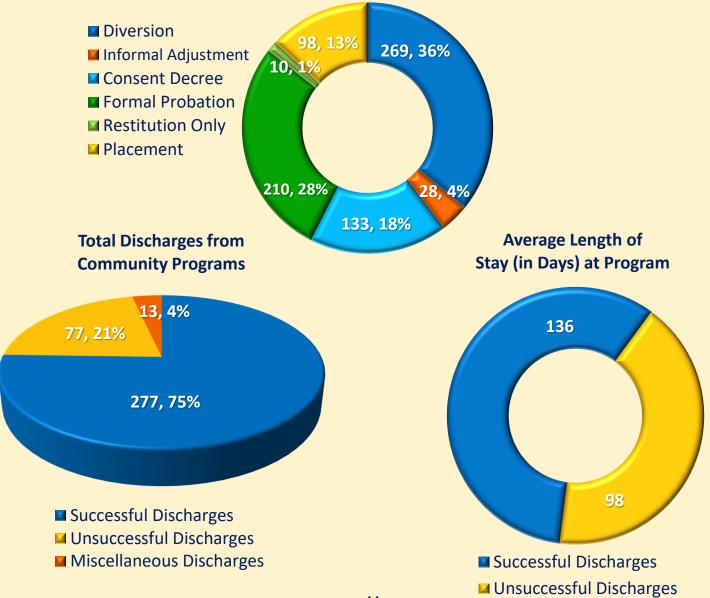
PA Counseling Multi-Systemic Therapy (MST)

MST is an in-home family-focused and community-based treatment program that is developed for chronic, some violent, delinquent behavior, emotional problems, truancy, and academic problems. A juvenile crime prevention program to enhance parenting skills and provide intensive family therapy to troubled teens and delinquent teens that empower youth to cope with the family, peer, school, and neighborhood problems they encounter - in ways that promote prosocial behavior while decreasing youth violence and other antisocial behaviors.

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Diakon Specialized In-Home Treatment Services (Spin)

Spin is an intensive, family-based mental health program that provides individual counseling, individual therapy, family therapy, case management, and group therapy to youths between 8 and 18 who have sexual-behavior issues that meet "medical-necessity" criteria for these services.



2021-2022 Cumulative Disposition Totals

Referrals



2021 New Juveniles Referred by Month (420 Total)

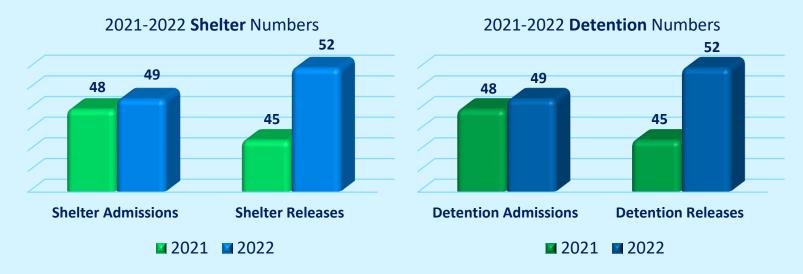






Out of Home Placement





Number of Contracted Out-of-Home Placement Facilities



Placement Sweeps

As an agency, we have been doing residential placement sweeps on our validated gang youth since 2018. This entails doing detailed bedroom searches, personal space searches (i.e., assigned lockers, school desks, etc.), and personal items such as letters, photos, and schoolbooks. When conducting these searches, we will also confiscate any written communication with negative peers and include this into their treatment to reaffirm that associating with negative peers is against their probation rules.

A brief history of why we conduct these searches is that we were finding that our gang identified youth were maintaining gang membership within the residential programs via written correspondence with individuals in other residential programs and those involved with the gang on the street. We were finding that some assaults within the residential and secure programs were being conducted as orders from the street were given to our gang affiliated youth.

Our gang related youth were staying up to date on the "beefs" in the community, who was dealing (drugs and guns), where guns were being hidden, etc. We also found that some of our more sophisticated gang members were calling shots from the programs they were involved in. Since 2018, we have found contraband to include cell phones, drugs, tobacco products, homemade shivs, etc.

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Adult Division Vision Statement

The Adult Division of Dauphin County Probation Services is tasked with enforcing the Court's orders and directing the nearly 7,500 individuals under our supervision to services within the community that will improve and enable them to become lawful, productive citizens. The Adult Division is organized into units of specialized caseloads. Each unit of experienced, educated, and well-trained officers utilize their own evidence-based strategies to provide programs and support services that address the specific needs of the person under supervision. Among these programs are Drug and Alcohol Services, Smart Recovery, Ignition Interlock, Family Group Conferencing, GEO Group, Healthy Start, Electronic Monitoring, Successful Ex-Offender Mentoring, Anger Management, Community Service, CareerLink, and GED Programs.



Organization of the Adult Division

Adult Division Management



Gretchen Anderson, Deputy Director



Andrew Cooper, Deputy Director



Mike Gargiulo Suburbs/DUI Supervisor



Tim Kinsinger Harrisburg City Supervisor



George Miller Sex Offender/Vet Court Supervisor



Randy Mumma Upper Co/Spec Courts Supervisor



Juli Nicholson Suburbs/Transfer/MH Supervisor



Intensive Drug/Street Crimes Supervisor



Tabatha Spangler Suburbs Supervisor



Tina Trostle Reduced/Transfer/Specialty Supervisor



Christine Woolf Intake Supervisor



Meredith Zurin QA/ARD/MCU Supervisor



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Monique Smith, PO Aide 2 Monetary Compliance 3/16/15	Jennifer Artz, PO2 Quality Assurance Specialist 3/09/09	Todd Skoczynski, PO1 ARD 1/16/07	Amanda Carter, PO1 Monetary Compliance 8/01/05	Carrie Armor, Admin Assistant 2 QA 10/05/2002	Christian Pratt, PO1 Monetary Compliance 7/10/00	Sue Mason-Jones, PO1 ARD 1/01/00	Carrie Orndorff, PO2 Monetary Compliance 1/25/99	Jen Vergot, PO1 ARD 6/12/1989	QUALITY ASSURANCE/ARD/MCU Meredith Zurin, Supervisor 2/26/07	Dauphin County Commissioners Jeffrey T. Haste- Chairman Mike Pries- Vice Chairman George P. Hartwick III- Secretary
	Nicole Furcick, PO2 Medium Misc., Harrisburg City 3/23/20	John Nielson, PO2 Harrisburg City 9/9/19	Kevin Bowman, PO2 Harrisburg City 4/9/18	Kyle Hauser, PO2 Harrisburg City 5/23/16	Matthew Celsky, PO2 Harrisburg City 11/23/15	Janetta Radzinski, PO2 Harrisburg City 3/2/15	Cale Hoover, PO2 Harrisburg City 11/24/14	Jamira Williams, PO2 Harrisburg City 6/19/06	HARRISBURG Tim Kinsinger, Supervisor 12/6/99	
Vacant- PO1 Middletown	Ryan Dolan, PO2 Swatara, Chambershill 2/29/16	Joanna Torres, PO2 Oberian,Enhaut,Bressler,O-flow Stl 11/9/15	Pete Cairo, PO2 Steelton 9/8/08	Stacey Snyder, PO2 Highspire,LSwatara,O-flow Steelton 2/13/06	Robert Paul, PO2 Recovery Connections Court (RCC) 3/14/04	Donald Trovy, PO2 Steelton 4/7/99	Kim Pickens, PO2 Hershey, Hummelstown, S. Hanover 2/11/99	SUBURBS/CITY/RCC Tabatha Spangler, Supervisor 7/6/99	Chadwick J. Libby- Director 4/6/98 Gretchen Anderson, Deputy Director 6/12/95	John F. Cherry- President Judge Royce L. Morris- Juvenile Court Judge Deb Freeman- Court Administrator
	Intake 4/5/21	Intake 3/8/21	Intake 9/11/06 Kera Plocinski, PO1	Intake- Parole Investigator 29/2/03 Andrea Zimmerman, PO1	Intake 6/10/02 William Imler, PO1	Intake 2/28/99	Intake 2/27/06	Amy Shrauder, Assistant Supervisor 4/25/96	INTAKE Christine Woolf, Supervisor 5/7/92	Juvenile Court Hearing Examiners Sanford Krevsky, Esquire Jenni Chavis, Esquire Mindy Goodman, Esquire Sandra O'Hara, Esquire
Jesse Chianos, PO2 Drug Unit 7/21/14	Sarah Keister, PO1 Presentence Investigation 9/7/10	Sean Hamor, PO2 Drug Unit 3/22/10	Daniel Kinsinger, PO2 Street Crimes 9/8/09	Jed Robbins, PO2 Street Crimes 3/9/09	Brandon Rigel, PO2 Drug Unit 12/15/08	Bruce Cutter, PO2 Street Crimes 9/4/07	Rick Anglemeyer, PO2 Drug Unit 12/20/04	Anne-Marie Christian, PO2 Street Crimes 7/1/00	INTENSIVE DRUG/STREET CRIMES Jason Snyder, Supervisor 4/14/93	aring Examiners ky, Esquire an, Esquire an, Esquire a, Esquire

AHSS Instructors Aaron Gold (PT) Terrance Williams (PT) Vacancy (PT)	Bridget Stoneroad, PO Aide 2 CRN, AHSS Classes 2/26/18	Amanda Ebersole, PO2 Med Misc., Lower Paxton 7/21/14	Robin Davis, PO Aide 2 CRN, AHSS Classes 3/4/13	Derron Pellman, PO2 Lower Paxton 1/20/09	Kelsey Gelbaugh, PO Aide 2 CRN, AHSS Classes 7/21/08	Lara Foster, PO1 Presentence Investigation 2/12/98	Maria Slabonik, PO2 Lower Paxton Township 01/25/99	Doug Lauver, PO2 Penbrook, Paxtang 12/9/94	SUBURBS/DUI Michael Gargiulo, Supervisor 6/28/99		Mike Pries, Vice Chairman George P. Hartwick III, Secretary	Dauphin County Commissioners Jeffrey T. Haste, Chairman
			Adam Voneida, PO2 Sex Offenders 11/9/15	Brandi Hooper, PO2 Sex Offenders 11/30/09	Curt Stockdale, PO2 Harrisburg City 3/10/08	Mike Heisey, PO2 Sex Offenders 6/19/06	Chad McConnell, PO2 Transfers 8/4/00	Brian Wagner, PO2 Veterans Court 6/28/99	SEX OFFENDERS/VET COURT/JNET TEC George Miller, Supervisor 4/17/00		ce Chairman ck III, Secretary	
Desirea Swartz, Admin Assist 1 Interlock 9/21/95	4/5/21	11/9/15 Kyle Hartman, PO1 Reduced	11/9/15 Anthony Bailey, PO1 Reduced	4/15/13 Kara Celsky, PO2 MH/ID	Michael Russo, PO2 MH/ID	3/ //04 Jenni Millan, PO1 ICOTS, Transfer	8/1/94 Kam Banning, PO2 MH/ID	SUBURBS/TRANSFER/ MENTAL HEALTH (MH/ID) Juli Nicholson, Supervisor	Andrew Cooper, Deputy Director 3/12/98	Chadwick J. Libby- Director 4/6/98	Deb Freeman- Court Administrator	John F. Cherry- President Judge Royce L. Morris- Juvenile Court Judge
	Jessica Leffler, PO2 Upper County 4/15/13	Bret Fryer, PO2 Drug Court 1/14/08	Derrick Eger, PO2 Upper County 1/14/08	Sandy Crankfield, PO1 Transfers 5/24/00	Michelle Seibert, PO1 Reduced 10/10/95	Daphne Witmer, PO2 Upper County 9/11/95	Joe Sullivan, PO2 Dauphin, Mid Paxton, Susq Twp 8/7/95	Tracey Clements, PO2 Drug Court 6/3/93	UPPER COUNTY/DRUG COURT Randy Mumma, Supervisor 9/16/91		Mindy Goodman, Esquire Sandra O'Hara, Esquire	Juvenile Court Hearing Examiners Sanford Krevsky, Esquire Jenni Chavis, Esquire
			Hispanic Culture 3/9/20	Reduced 7/30/18 Marlin Sanchez, PO2	Reduced 6/28/99 Tavlor Jehnert. PO1	Transfers 10/30/95 Lisa Barneycastle, PO1	Angelina Moody, PO2 E&W Hanover Twp, Grantville 9/7/92 Bob Baylor, PO2	Tom Walton, Assistant Supervisor 4/20/92	REDUCED/TRANSFER Tina Trostle, Supervisor 4/12/99		nan, Esquire ra, Esquire	a ring Examiners sky, Esquire s. Esquire

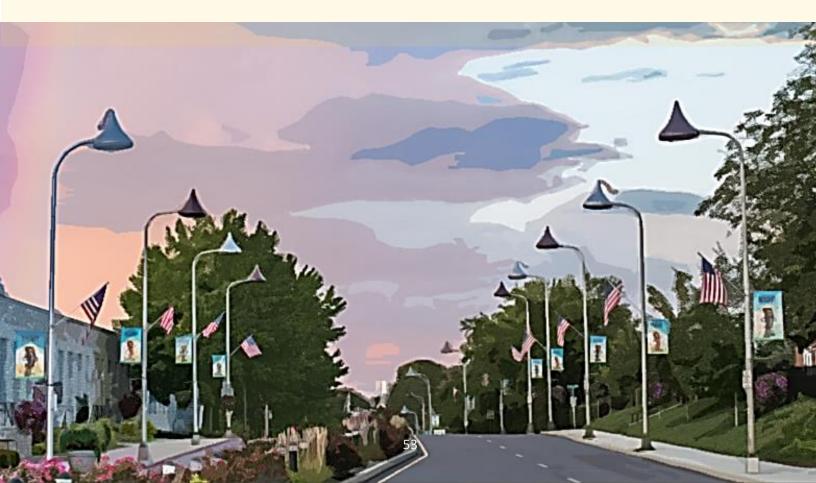
Dauphin County Court of Common Pleas

Adult Division Specialized Units

Across the United States, you'll find community corrections professionals at all levels of the government. Whether you call them probation officers, parole agents, or community supervision officers, they play a similar role in the communities in which they work. Substance abusers, the mentally ill, and sex offenders are among the special groups that present unique challenges to the officers who are charged with supervising them. Officers who are assigned specialized caseloads may handle smaller caseloads, provide more intensive monitoring, and receive special training to manage the needs of these individuals and any threat they pose to the public. But they all share the same basic mission: to promote public safety by motivating persons under supervision to stay on the right side of the law.

ARD (Accelerated Rehabilitative Disposition)

This is a program that offers first time, non-violent individuals the opportunity to complete probation without admitting guilt, therefore eliminating the need for costly court hearings, resulting in a clean criminal record for the individual. The person's background and precourt interviews determine their eligibility. Individuals must pay court fines and costs in addition to successfully completing their probation supervision.



Criminal Supervision Units

This includes several units that handle a multitude of offenses with varying levels of supervision which are determined by the severity of the offense and the individual's prior criminal history. Supervision can range from individuals checking in online or reporting by mail, to intensive supervision in the office, in the home and on the street.

Intake Unit

The Intake unit completes all tasks prior to the actual supervision of the individual. These tasks include interviewing for demographics, pre-sentence investigations parole applications, risk/needs assessments and case assignments. They are also responsible for monitoring specific individuals located in other facilities within PA and throughout the country.

Intensive Drug Unit

This unit focuses on individuals convicted of selling drugs or other serious offenses. From street-level enforcement to mid-level and major investigations, these officers work closely with other drug enforcement entities to crack down on dealing and to provide individuals with intensive supervision.

Mental Health/Intellectual Disabilities

The officers assigned to Mental Health/Intellectual Disabilities unit address the needs of people who manifest mental health issues or intellectual disabilities. They work closely with the individual's caseworker to maximize the potential for the individual to comply with supervision requirements.

Monetary Compliance

The MCU began in 2012 to reestablish contact with those who are financially delinquent with the courts. When contact is successful, a payment agreement is generally entered. If the payment agreement is not followed, vile contempt of court proceedings is pursued. The MCU also supervises individuals on short-term probation.

Monitor Connect/mConnect

This caseload averages between 320 and 375 cases at one time. Monitor Connect is an online reporting system where individuals report via the computer or phone. These are cases that are not eligible for transfer. This caseload is a combination of the following: 6 months of supervision or less cases with special conditions and out of county cases sentenced to more than 6 months that scored low on a risk/needs prescreener.

Quality Assurance

In 2014, to advance state and county-wide initiatives of training and conducting risk/needs assessments, probation staff were certified in the Ohio Risk Assessment System (ORAS). The QA unit is responsible for training, overseeing and reviewing the continued use of this valuable tool which helps to determine the most effective and efficient means to hold our individuals accountable while providing them with the services that they need.

Sex Offender Unit

This division provides intensive supervision to individuals convicted of sexually related offenses. Those on supervision are monitored through either GPS or passive electronic monitoring. In addition, they are subject to polygraph testing and regular monitoring of their computers and smart phones. Officers in this unit are committed to the safety of our community and ensuring that these individuals attend necessary programming.

Street Crimes Unit

Modeled after the Operation Night Light Program in Boston, this is a collaborative effort between the Harrisburg Police Department, Adult Probation, and Juvenile Probation to supervise high risk individuals within the city limits. To reduce crime in targeted areas which are most likely frequented by probationers, probation officers jointly patrol with police officers.

Transfer

Transfer officers have cases that originate in Dauphin County; however, these individuals currently live outside of the county or even the state. These people are transferred to their county of residence for appropriate supervision. Once the transfer is accepted, the assigned officer in the receiving county will provide supervision and relay reports and/or other information. Should any of these individual's violate, the receiving county will return the case if necessary. These caseloads fluctuate between 150 and 200 cases.

Adult Services

Probation is a court-ordered period of correctional supervision to be served in the community, generally in lieu of incarceration, while parole is an administrative release from prison with post-release supervision. Typically, the conditions imposed relate to the type of criminal offense. Adult Probation and Parole is charged by the Court of Common Pleas with the responsibility of providing effective, community-based alternatives to incarceration, improving public safety, partnering with community and law enforcement resources, and promoting positive behavioral change from individuals.

To provide effective supervision, in addition to focusing on an individual's basic needs, we also assist with housing, reintegration with social supports, vocational training and education, substance use, and general case management.



Dauphin County DUI Program

In 1977, the Alcohol Highway Safety Program in PA was formalized because of revision of the Motor Vehicle Code (Title 75). This provided for each county to establish a DUI Program and designate a DUI Coordinator for administration and oversight. Through this program, all DUI services which are required by Title 75 are made available to those in need. Two critical components of this program include:

- Court Reporting Network (CRN) evaluation
- Alcohol Highway Safety School (AHSS)

Court Reporting Network (CRN) Evaluation

PA DUI Law requires that all DUI defendants submit to the Court Reporting Network (CRN) evaluation. The CRN is a standardized assessment designed to serve as an assessment tool for the court system while gathering statistical information on those convicted of DUI offenses in Pennsylvania.

As a result of this assessment, recommendations will be provided to the defendant and the Court. Recommendations typically include:

- Alcohol Highway Safety School
- Comprehensive Drug & Alcohol Assessment

Each defendant will be required to comply with the recommendations of the CRN, as well as those of any resulting alcohol and/or drug assessments.

1177 CRN Evaluations Completed

53 Alcohol Highway Safety Schools Presented

212 Individual AHSS Classes

1155 Certificates Presented to Participants

Specialty Courts

Drug Court

This court is designed to offer individuals with a drug and/or alcohol issue the opportunity for treatment, combined with intensive supervision, in lieu of jail time. Most participate for an average of 26 months from sentencing to program completion. Additionally, the Drug Court offers a program specifically designated for those charged with DUI.

Veteran's Court

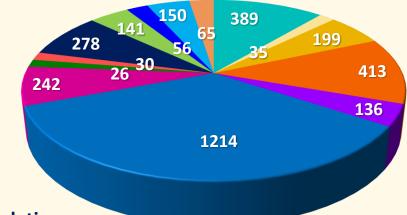
This initiative was started in 2011 to divert eligible Veteran-defendants with substance dependency and/or mental illness. The court substitutes a treatment problem solving model for traditional court processing. Veterans are identified through specialized screening and assessments, and voluntarily participate in a judicially supervised treatment plan.

Recovery Connections Court

The RCC is a presentencing diversionary program designed to ensure that individuals who enter the criminal justice system with substance use treatment needs are connected to services quickly and provided appropriate court-related supervision to reduce the risk of overdose while pending case resolution.



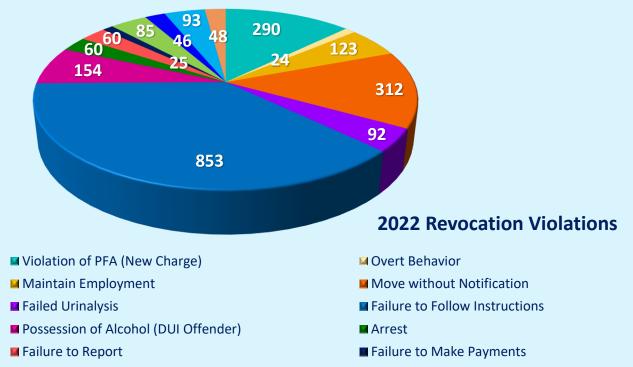
Revocations



2021 Revocation Violations

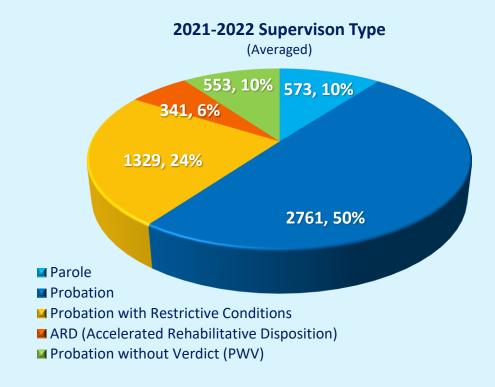
- Violation of PFA (New Charge)
- Maintain Employment
- Failed Urinalysis
- Possession of Alcohol (DUI Offender)
- Failure to Report
- Unapproved Travel
- Failed to Complete Community Service

- Overt Behavior
- Move without Notification
- Failure to Follow Instructions
- Arrest
- Failure to Make Payments
- Possession of Contraband
- Drug Violation



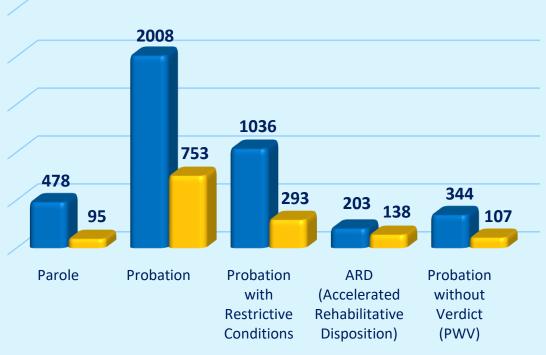
- Unapproved Travel
- Failed to Complete Community Service
- Possession of Contraband
- Drug Violation

Supervision Numbers

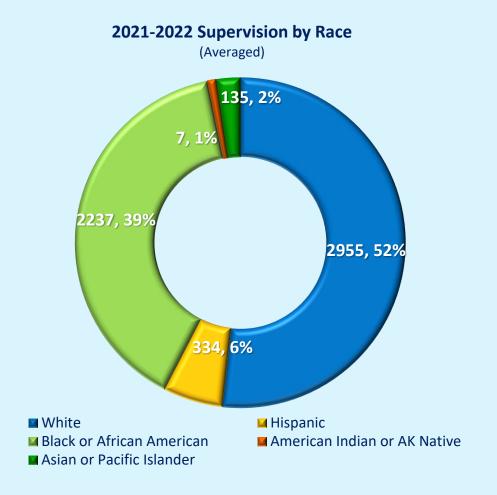


2021-2022 Supervision by Gender





🔳 Male 📮 Female



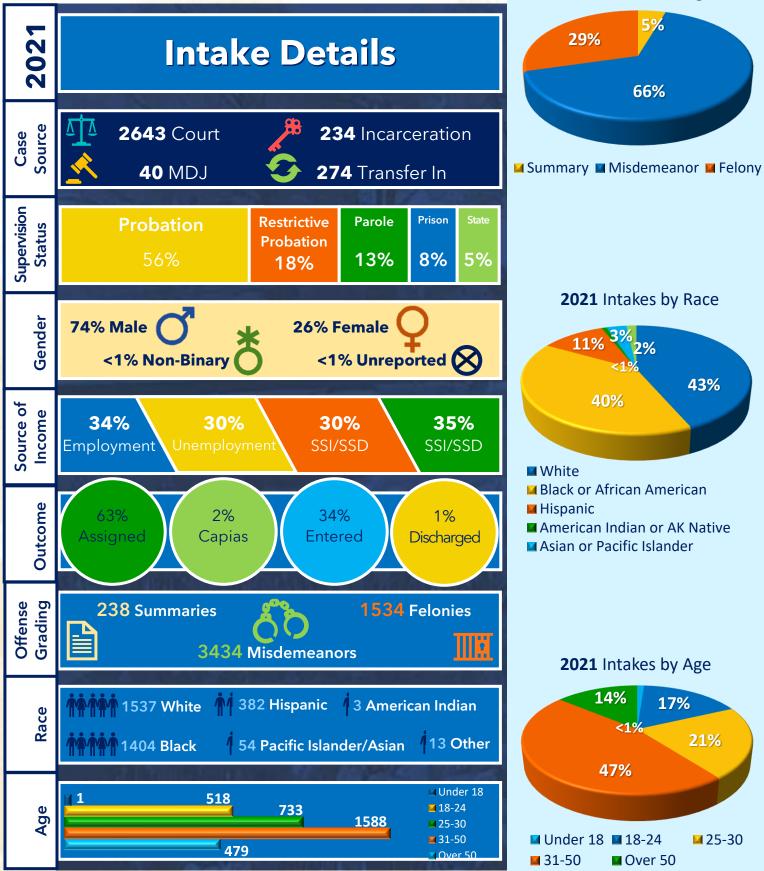
2021-2022 Supervision Type by Race

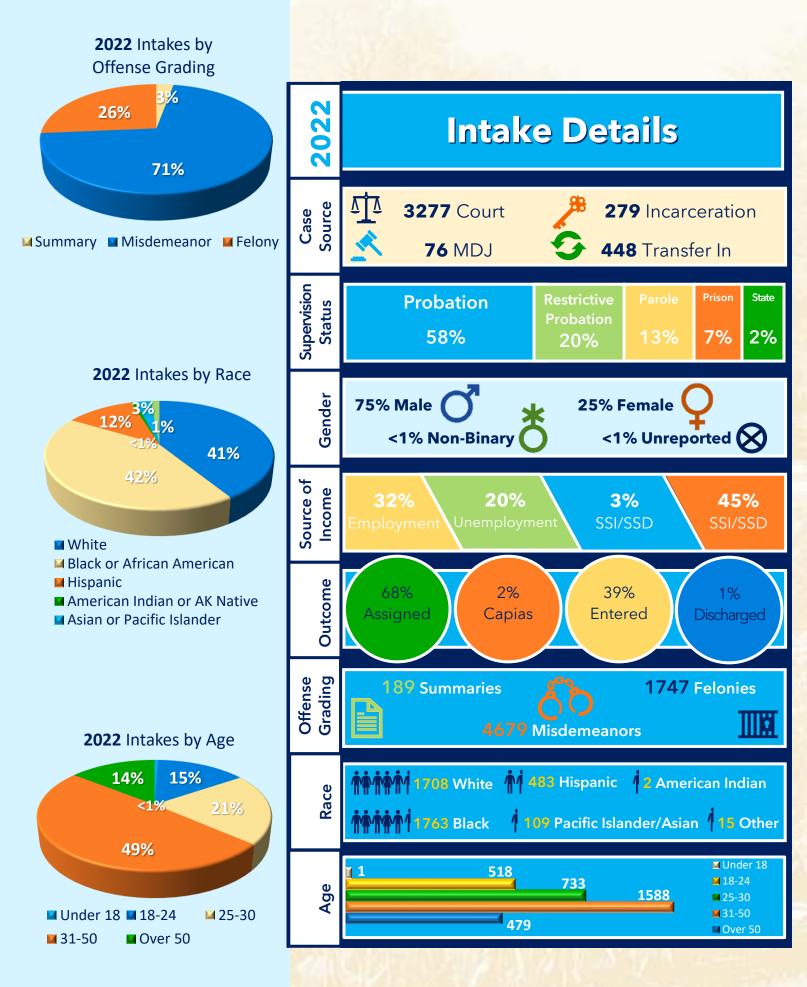
(Averaged)



Intake Numbers



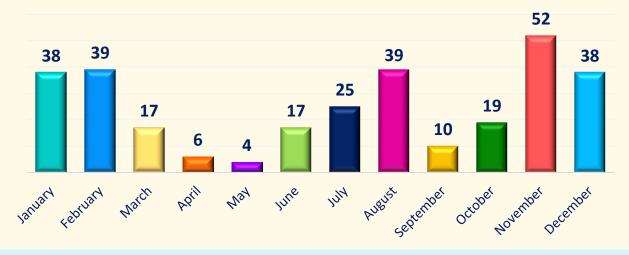




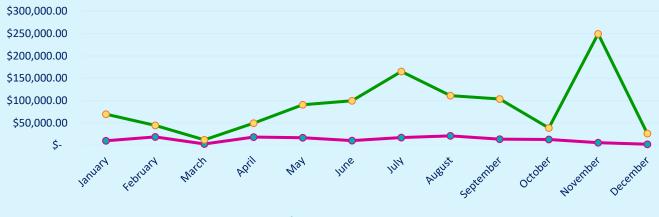
Monetary Compliance

Fines, Costs, & Restitution

2021 New Payment Agreements Signed



2021 MCU

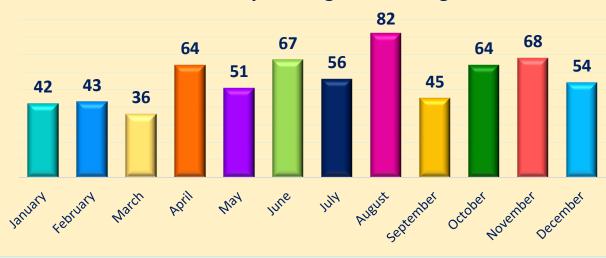


Amount Collected from Existing Payment Agreements

--- Outstanding Amount from New Signed Payment Agreements





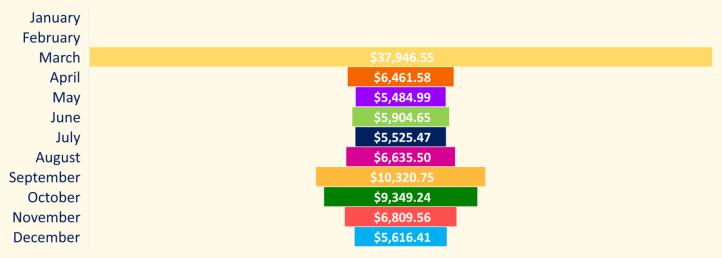


2022 New Payment Agreements Signed

2022 MCU



2022 Amount Collected by Month



Probation Services Special Projects & Collaborations

"When public safety agencies work together, it creates more efficient departments, safer communities, and more trust in the public safety agencies in a city. Proactive interagency collaboration in law enforcement opens the lines of communication between agencies. This allows for better, more accurate information sharing between departments. It reduces misunderstandings and miscommunications, which can be dangerous in emergency situations...If an emergency situation occurs, things quickly become chaotic. Interagency collaboration can help with planning and preparing so agencies can respond swiftly and effectively."

> Interagency Collaboration in Law Enforcement, PowerDMS by NEOGOV, 22 December 2020. https://www.powerdms.com/policy-learning-center/interagency-collaboration-in-law-enforcement

ONE

Bail Review

Bail review consists of representatives from the District Attorney's Office, Public Defender's Office, Drugs and Alcohol, Pre-Trial, Work Release, Human Services, prison officials and Adult Probation. The prison identifies those detained in DCP with bail amounts generally lower than \$100,000, not convicted of felony charges, no state parole detainers and/or folks that may be better suited for alternatives to incarceration.

During bail review we discuss the list of names identified and determine if they are suitable to be released from the Dauphin County Prison. Their needs may represent some type of intensive outpatient or inpatient treatment, or if not, they may be appropriate to be moved to the Dauphin County Work Release Center pending the outcome of their new charge. If appropriate the Dauphin County District Attorney's Office prepares the necessary paperwork to take care of any outstanding bail amount.

Probation officers can also utilize bail review if they have an individual that they would like to be moved to work release pending new charges. This is an ideal way to have bail taken care when a person cannot afford to make bail themselves.





CISM Critical Incident Stress Management

Critical incident stress management (CISM) is a type of structured crisis intervention used to support people who have experienced traumatic events. CISM is a voluntary process that is designed as a resource for staff. Interventions include education, prevention, and mitigation techniques implemented to reduce stress and prevent longer-lasting mental health issues, such as PTSD.

These interventions most commonly occur at a workplace, school, institution, or within a community after a natural disaster or tragedy. CISM is not a type of psychotherapy and is usually carried out by people trained in crisis management.

CISM was initially implemented within probation prior to the merger in 2005 within the Juvenile Division. The Adult Division was then included in 2013 with the merger. Some of the primary reasons for its creation were to:

- Ensure that all necessary persons are promptly notified when Probation Services staff are involved in a critical incident.
- Support our peers in the event a co-worker experiences some sort of traumatic event during the course of their duties.
- Coordinate and ensure any necessary services are provided to any Probation Services staff involved in a critical incident.

Since its implementation, we have met with and assisted staff involved in use of force incidents, car accidents, death of individuals on supervision, and other events deemed traumatic. We have also met with other agencies to support them with the deaths of colleagues during officer involved shootings.

The CISM team is comprised of administration, supervisors and line staff and is designed to be implemented on a "peer to peer" level. In other words, line staff will meet with line staff and supervisors would meet with supervisors. The primary job as members of the CISM team is to check in and debrief any staff member who have experienced a traumatic event and help ensure that any necessary services are provided. This may include the Employee Assistance Program (EAP), a referral to another counseling agency, or even just an ear to listen and talk to after an event. If possible, CISM team member will also go to the scene of an incident, if feasible, and provide support, water, food, or clothes if needed.

Currently, the Dauphin County CISM team is comprised of approximately 12 PO's and 8 members of management.



Community Anti-Terrorism Officer (CATO)

Origins

• CATO was started as a pilot program for the FBI's Counterterrorism Division (CTD) to leverage our collective resources to get Left of Boom.

• 60+ officers from 32 local and state police agencies from South Central, PA.

What is the goal of the CATO Program?

- Stop acts of targeted violence by partnering with law enforcement agencies at the local, county, state, and federal level(s).
- Move from a reactive policing strategy to a proactive / preventative strategy through engagement with local law enforcement agencies and the communities they serve.
- Establish county and regional Threat Assessment and Threat Management (TATM) teams to address targeted acts of violence with non-law enforcement community partners.
- Increased awareness of potential Homegrown Violent Extremist (HVE) threats.
- Increase response and surge capabilities to critical incidents.
- Community outreach and relationship building.



Dauphin County has developed a county level team to assess threat to life cases. This team is facilitated by the Chief of Derry Township Police and is made of up of adult and juvenile probation officers, Lower Paxton Police, PSP Intelligence, a member of the FBI, and at least one representative from every police department in the county.

What is Probations role?

• Share information on cases that are concerning and could lead to threat to life charges or behaviors. Some of these behaviors are isolation, being bullied, lack of interests, past trauma.

- Attend TATM meetings if you have a case involved.
- Report any threat to life cases you hear from the schools or community to the county team.
- Report any concerning behaviors that are out of the norm for juveniles or adults.

This program is administered through the FBI Philadelphia Field Office.



Dauphin County Gang Task Force

In 2006 the Dauphin County Gang Task Force was founded by the Harrisburg City Police Department with the assistance of the Dauphin County Criminal Investigative Division. In 2017 the Dauphin County District Attorney's Office assumed leadership of the task force and since this time many integral changes have occurred. The current participating agencies within the Task Force are comprised of members from local, county, state, and federal law enforcement agencies. In 2017 the Gang Task Force went from a purely intelligence gathering and sharing task force to a more "hands on" enforcement approach.

The primary duty of the Gang Task Force still is the gathering and sharing of intelligence regarding gang activity and specific gang members within Dauphin County and the surrounding area. This information is gathered due to the specific type of individual who enters a gang. They are of extremely high-risk nature due to the activities that surround gang activity (gun violence, drug dealing, etc.). The task force currently engages in specific gang related details, conducting surveillance on individuals, high crime areas, and comprises data to monitor the validation of current gang members within the county. This requires officers to obtain intelligence, complete a checklist on the prospective gang members that will validate their participation within the local and national gangs in Dauphin County. If an individual meets the criteria as a validated gang member, their information is entered into a database that tracks gang membership. This information is used for officer safety of all law enforcement officers within Dauphin County and for the use by the Court of Dauphin County for sentencing enhancements or consideration for juvenile dispositions. There are 15 officers from Dauphin County Probation Services Department that volunteer for the Gang Task Force and 3 of them have additional training as Gang Specialist/Experts.

In 2021, three gang details were conducted in the City of Harrisburg and Steelton. These details resulted in the confiscation of:

- 1 handgun
- 1 shotgun
- 1 rifle
- 3 pellet guns

And the following charges were filed:

- 3 Possession with Intent to Deliver charges
- 2 charges for marijuana possession
- 1 charge for possession of fentanyl

Additionally, there were 3 individuals that had gang paraphernalia that was confiscated. This paraphernalia included pictures of the individual showing gang hand signs and clothing with gang insignia.

Overall, there were 20 contacts made with known gang members during these details and an additional 6 attempts were made. In addition to these details, through the monitoring of social media leads, 2 additional searches were conducted. These additional searches yielded 4 additional handguns being confiscated in 2021 by the Gang Task Force.

In May of 2021, the task force also conducted placement checks within many of the statewide juvenile detention facilities. Room checks were completed on 28 individuals in 14 facilities. These room checks and searches were conducted on all juveniles who were placed in a juvenile facility. Of the 28 individuals, 11 were validated gang members. There were an additional 10 individuals that self-proclaimed gang affiliation.

In April of 2022, a detail was conducted by the Dauphin County Gang Task along with the Swatara Township High Enforcement Action Team (HEAT). This detail yielded 2 handguns, a large amount of marijuana, and several hundred dollars in drug proceeds. In July of 2022, Gang Task Force Officers in conjunction with Lower Paxton Police conducted another detail. This detail obtained one firearm from a local gang member.



Dauphin County High Enforcement Action Team (HEAT)

Swatara Township Police Department created a High Enforcement Action Team of experienced officers to proactively fight violent and specific community-based crimes in the Township. The team, which was created by the current Swatara Township Police Chief, is comprised of several Swatara Township police officers, detectives, and two Dauphin County probation officers. The purpose of the team is to proactively fight violent and specific community-based crimes in the Township. The team focuses its efforts on known drug trafficking areas, engages in hotel interdiction actions, conducts traffic enforcement details in high crime areas, conducting foot patrols in areas where violent crimes have occurred and responds to the needs of the department as specified by the departments Chief. The HEAT is capable of immediately and proactively addressing specific crimes within the township by quickly providing a highly visible presence within those areas.

Both adult and juvenile probation officers supervise individuals residing in Swatara Township and have played an integral role within this unit. They often gain intel regarding their those under supervision and their accomplices and report that information to the department. They also have a connection with many individuals who were on supervision in the past and present who living within the township.

STRAWBERRY SQUARE

Human Trafficking Task Force

Dauphin County Probation Officers (POs) have played critical roles in identifying trafficking victims, connecting juveniles to services, and serving as a trusted resource to juveniles. POs can often be a juvenile's first safe point-of-contact or disclosure recipient. POs should adopt trauma-informed approaches when receiving disclosures or trafficking information. POs should only participate in minimal facts interviews.

Anyone who suspects a juvenile of being trafficked should refer the juvenile to the Task Force for assessment. If a juvenile needs emergency assistance, the PO should immediately contact the appropriate law enforcement agency and its trafficking investigator and the District Attorney's Office. All POs should comply with all child abuse reporting obligations and note trafficking suspicions in all referrals so the reports can be flagged and identified. Contact a victim advocate confidentially if a victim wishes to speak to one and there is no imminent danger to the victim.

Common "red flags" exhibited by trafficked individuals include:

- Overtly sexual behavior inconsistent with the juvenile's age
- Callous or causal attitudes toward sex
- Consistent communication with older individuals of the sex/gender in which the juvenile is interested
- Consistent runaway history
- Foster care placement
- Aging out of foster care without resources
- Drug addiction
- Parents that do not provide basic or emotional needs
- Constant fatigue from overwork
- And the red flags consistent with physical and sexual abuse

Traffickers frequently attempt to speak for the child, train the juvenile regarding responses, or refuse to leave the child alone.



75

Street Crimes Unit (SCU)

SCU is a collaborative unit consisting of Harrisburg City Police Officers, Dauphin County adult and juvenile probation officers, the PA State Police, Harrisburg Bureau of Police Vice Unit, the ATF, PA State Parole and the Attorney General's Office. The entire unit is under the supervision and leadership of Harrisburg City Police and has been since 2017.

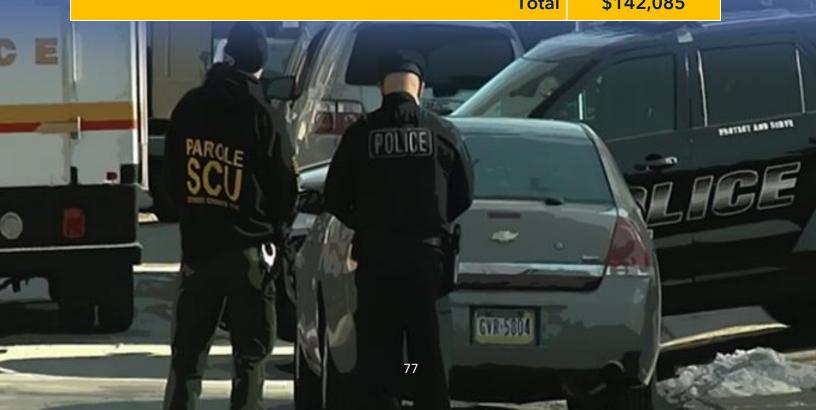
The individuals supervised by SCU are at a higher risk to re-offend and have plead guilty or been convicted of violent crimes (firearms, robbery, assault etc.) or are validated or associated gang members living in Harrisburg city. With the nature of these offenses, the collaborative effort of the police officers working with probation officers within SCU provides another layer of safety for all officers involved. SCU is also very involved with assisting other law enforcement agencies with matters they have in the city.

As with all units within Dauphin County Probation Services, the general mission of the Street Crimes Unit is to successfully guide individuals through community supervision, using available resources to assist, when necessary, while simultaneously protecting the community.



Street Crimes Unit (SCU) Seizure Reports

2021-2022	
Arrests	569
Capias	96
Seizures	
US Currency	\$178,360
Firearms	149
Vehicles	13
Drugs	
Crack/Cocaine- Estimated Street Value	\$44,410
Heroin- Estimated Street Value	\$12,799
Marijuana- Estimated Street Value	\$59,676
Pills/Tablets- Estimated Street Value	\$3,170
Suboxone- Estimated Street Value	\$150
PCP- Estimated Street Value	\$4,740
Ecstasy- Estimated Street Value	\$4,850
Methamphetamine- Estimated Street Value	\$3,380
Fentanyl- Estimated Street Value	\$3,715
Synthetics- Estimated Street Value	\$3,615
THC Products- Estimated Street Value	\$1580
Total	\$142.085



Multi-Disciplinary (MDT) & Child Death Review Teams (CDRT)

Multi-Disciplinary Team for Child Abuse (MDT)

To curtail the instances of child abuse in our communities, Pennsylvania has developed a multi-disciplinary team tasked with evaluating the various needs of families and children reporting abuse or demonstrating the potential for abuse in the future. Probation Services and Children & Youth have begun to collaborate with other local professionals from the District Attorney's Office, Case Management Unit, the Attorney General's Office, pediatric doctors and nurses from various regional hospitals, and local law enforcement agencies to provide strategies to help reduce the risk of child abuse and neglect. The MDT members review the strengths and weaknesses of the child, the family and any other support systems surrounding the child. This allows members to establish long term and short-term treatment goals, recommend resources in the community and evaluate any potential problems that have proven to be roadblocks in the past.

Child Death Review (CDR)

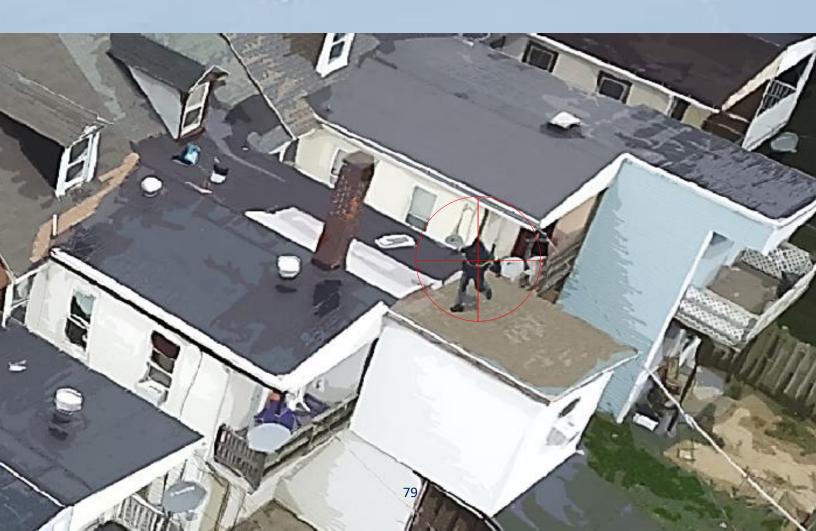
In conjunction with the monthly MDT meetings, Probation Services is also a local participant in the quarterly PA Child Death Review (CDR) process. These meetings are administered by the PA Department of Health with support from the PA Chapter of the American Academy of Pediatrics. The CDR is also a collaboration of experts in the fields of Criminal Justice and Social Services, as well as medical professionals from the region. These meetings are designed to promote child safety while concentrating on how to lower infant/child fatality rates in the future. Interventions include public and private sector awareness campaigns, expansion of educational programs and more well-targeted local services within the community. There are currently sixty-three local review teams committed to covering all 67 counties.

UAV Program (Unmanned Aerial Vehicle)

In early 2018, the UAV program began in Dauphin County to assist the Dauphin County Crises Response Team and the Criminal Investigation Division. Drones are an efficient and effective way of providing law enforcement critical information to respond to calls for service and emergency situations, or to conduct criminal investigations. Throughout the country, drones have had a major impact in the areas of:

GSUT.





US Marshalls Fugitive Task Force

The USMS Fugitive Task Force serves violent felony warrants to include Homicide, Attempted Homicide, Aggravated Assault, Sex Offenses, Robbery, Burglary, and other serious felony charges.

Dauphin County Adult Probation started participating with the USMS Fugitive Task Force in 1997. The task force is made up of local and state agencies led by the US Marshal Service. There are numerous task forces all over the country. Pennsylvania is divided into 3 districts including Western, Middle, and Eastern with Dauphin County falling in the Middle District. The Harrisburg Task Force is currently transitioning to the new Federal Court House on N. 6th Street. The Harrisburg and York Task Forces cover 12 counties in lower and central PA.

There are currently nine separate agencies participating on the Harrisburg Task Force. These include Dauphin County Adult Probation, Dauphin County Work Release, PA State Parole, Lower Paxton Township Police, Swatara Township Police, Derry Township Police, Harrisburg City Police, and West Shore Regional Police. All four of the task force offices in the Middle District train monthly at Ft. Indiantown Gap National Guard Training Center or other training sites in Dauphin County.



Dauphin County Warrant Team

The Dauphin County Probation Warrant Team conducted 16 warrant details from January 1, 2021, through December 31, 2022. The Dauphin County Adult Probation Division, the Juvenile Probation Division, the Work Release Center, Swatara Township Police, Derry Township Police, Lower Paxton Township Police, Steelton Police, Susquehanna Township Police and West Shore Regional Police all participated in all or some of the details.

- There were 317 warrants attempted during the 16 details.
- There were 93 arrests made
- There were 13 others that surrendered to the probation office as directed due to extenuating circumstances.
- Of the 93 arrests made:

75 were on supervision with Adult Probation
2 were on supervision with Juvenile Probation
There were 4 warrants out of Susquehanna Township
1 warrant out of Swatara Township
1 warrant out of Steelton
6 warrants out of Lower Paxton Township
and 4 out-of-county warrants were served



Most importantly....there were NO injuries to any officers or offenders at any of the details.



The Dauphin County Work Release Center

A special thank you to the Dauphin County Work Release Center (WRC). We rely on the efforts of the Work Release Center and its staff to assist with parole application, provide drug testing after-hours for individuals on probation or parole, and to enforce court ordered special conditions for those individuals who will be released to the adult division for community supervision. In addition, their staff and case book officers diligently assist individuals in finding employment, housing and other important stabilizing factors that will not only make their transition back into the community more successful, but also aids in ensuring their probation supervision goes more smoothly.

The WRC has 27 specially trained probation officers who conduct the Ohio Risk Assessment System (ORAS), Supplemental Reentry Tool (SRT) on individuals who are preparing for release to community supervision. Our department uses these assessments to initially assign a risk level to incoming individuals, which in turn determines how often they will need to be seen by the assigned probation officer. During 2021 and 2022 alone, work release staff conducted over 175 risk need assessments on individuals exiting the facility. Not only is it appreciated, but it is also essential in aiding our department in ensuring that the individual's supervision is successfully completed. Thanks again!



Thank You Probation Services Staff from the Deputy Directors

The Deputy Directors would like to take the opportunity to again thank the entire Dauphin County Probation Services (DCPS) staff for their patience and understanding during the COVID pandemic. In addition, we would like to acknowledge our appreciation for the continued professionalism DCPS staff displayed as we came out of the pandemic. We began 2021 with a great deal of uncertainty. Although modifications to initial COVID protocols were made, we still found ourselves questioning how much longer we would be required to wear masks, quarantine, and identify "close contacts".

Fortunately for all of us, as we moved into 2022, we welcomed the relaxation of COVID protocols. With that, however, came a new set of challenges including what our "new normal" would look like. Although COVID itself was no longer directly controlling our lives, it was still leaving its mark. One thing our "new normal" included was the virtual capability. The ability to conduct virtual contacts, meetings, trainings, and court hearings has proven to be a positive outcome resulting from the pandemic. Unfortunately, part of the new normal also saw challenges with individuals wanting to return to the work force. Applicants for open positions were very limited and hiring new staff was and continues to be a huge challenge for many. Whether it is hiring new DCPS employees or programs DCPS partners with, there continues to be challenges related to staffing.

In addition to some new challenges, there were also challenges that existed prior to the pandemic that increased. Officer safety remains our number one priority and we continue to see an increase in the risks posed to PO's when out in the field. Continued increases in gun crime, gang involvement as well as the general community perception of law enforcement are just a few examples of the number of growing concerns that PO's (and law enforcement in general) face each time they go out into the field. In addition, there has been an increase in concern for the number of mental health cases we see as well as the limited number of resources available for needing treatment. We thank the DCPS staff and especially all our safety trainers for continuing to rise to the challenge and the continued attention that is always paid to officer safety!

Moving forward there will no doubt continue to be new challenges presented to us, however, DCPS has always embraced those challenges and demonstrated the ability to face and overcome them. Again, the Deputy Directors would like to say "thank you" to the entire DCPS staff for all their amazing efforts demonstrated throughout the last 2 years. Stay Safe!



Dauphin County Probation Services 2021-2022 Annual Report https://www.dauphincounty.gov