



Retirement

the Green sheet

74 years of service retires from the Board

When does $1 + 1 = 74$?

When you are former Pittsburgh District Director Larry Ludwig retiring with 42 years of service and former Office of Reentry and Quality Assurance Director Cindy Daub retiring with 32 years of service.

Ludwig retired on April 15 and Daub retired on April 29. They took with them a combined 74 years of dedicated service to the board and the commonwealth along with many memories of “how it was then” compared to “how it is now.”

Both had interesting stories to share.

Larry Ludwig

“I went from Happy Valley (Penn State University) to North Philadelphia for my first three years with the board,” Ludwig remembered. “It was quite a culture shock. I had two days of training in the state office building. My supervisor pointed me in the direction of north Philadelphia and he said, ‘Go find your offenders.’”

When Ludwig began active supervision in the community, he only had a pair of hand cuffs. Ludwig laughed when he recalled, “Back then, you had to buy your own gun to carry with you in the streets. It was that way for a couple of years. Then the board saw what people were carrying and the agency purchased weapons for staff. That didn’t happen until I was back in Pittsburgh, maybe my fourth or fifth year on the job.”

Ludwig compared how some of the processes have changed. “If you had to make an arrest, at the most, you and a partner made the arrest together. There were no teams. You still worked late at night and early in the morning, but you were on your own most of the time. You would go to your supervisor and tell them what was happening and go ahead and arrest the offender. You would do the reports and schedule the hearing.

“And when the hearing was held, the hearing examiner might be the supervisor who authorized the arrest,” Ludwig stated. “This is one area where the board has made great improvements in our process. Back then, there were no hearing examiners and the proof and evidence was pretty minimal.”

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Ludwig stated that when he graduated from Penn State, he “thought I was going to save the world. But along the way, I got my head out of the clouds because, unfortunately, there were some I couldn’t save. I considered these to be failures. I would get burned out, but I always seemed to be able to find something that refreshed me and put me back where I needed to be.”

Another process that Ludwig was involved in in the early 1990s was an early model of an intensive program for drug offenders. “It was a three-stage program the offenders had to pass through. It was a sanctioning process.

“Back then, we were arresting large amounts of offenders for drug usage and domestic situations,” Ludwig said. “A majority of offenders were returned for drug use. The program was intense. We got a lot of people through that program. We took turns working shifts. It felt like we were living in the office.”

Ludwig stated that there are a lot of similarities between that earlier drug treatment process back in the 1990s and how the board provides and meets drug/alcohol treatment and programming needs now.

“We felt it was very successful at the time,” Ludwig remembered. “Agents ran into people years later in the community who said, ‘man that program was strict. It got me on a path to have good success and changed my life. It kept me straight with tight restrictions and that was what I really needed.’”

Ludwig pointed out that unfortunately, reentry isn’t for everybody. “There is a select portion that positive reentry programs will not work. Those are the ones we must be careful with.

“Agent staff that I have had the privilege of working with over the years have done a tremendous job taking guns and drugs off the streets,” Ludwig said. “We need to depend on the knowledge of the agents and what they know about their offenders and their neighborhoods. EPICS will work, but knowledge is key. We need to know the games that offenders play so we can take dangerous offenders off the street.

“I have always said and still say protecting the community comes first,” Ludwig added. “We try to



Board Member Craig McKay, Larry Ludwig and Chairman Leo Dunn

rehab everyone along the way. Some will be successful, but sadly others will not. The board has changed direction and focus to improve the reentry process for our parole population.”

When asked, Ludwig recalls specific examples that happened during his career at the board that helped define him personally and helped define how he interacted with offenders.

“When I was back in Pittsburgh, I ended up working with this one offender for three years,” Ludwig said. “This young man was from an affluent family and became an addict at 13. This young man told me one day that the easiest way to get high was to go to a hospital with a fake injury and get Demerol for his fix. He ended up alienating his entire family because a lot of his crimes involved selling off family items for drug money or just taking money from them.

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“When I got involved with his case, he had a young wife and daughter and was going through the addiction process. His crimes had impacted his entire family. They would put him in out-patient, he would come out and stay clean for a while and then use again.

“Anyone who knows what an agent does with and for each of their offenders knows the agent is a ‘cure all’ ~ drug counselor, marriage counselor, employment assistant and a lot of other jobs. Back then, there were not a lot of trainings as there are now,” Ludwig said. “This young man finally got to a point that while he was on probation, he ticked the off a judge.

“We were in the court house and the judge called me into his chambers,” Ludwig recalled. “The judge said, ‘I don’t want to try and talk to him anymore. Just arrest him.’ When I pulled him aside to tell him what I had been directed to do, I asked him to have his wife and daughter leave so they didn’t see me handcuff him. When I went to handcuff him, he took off running. I ran after him and tackled him. We went down some steps and when we landed, I was on top of him trying to cuff him. He pulled a knife on me and tried to stab me but I was able to cuff him.

“Even to the end, after we had worked together for three years and I had given him every possible path to change, in the end, the guy tried to kill me. “That was a big red light in my life,” Ludwig said. “It changed how I dealt with offenders. I worked with them. Used all of the training I had been given. I worked to achieve positive reentry, but I was always cautious.

“These types of situations impact you and you realize the responsibility you really have,” Ludwig said. “You question yourself in each case. Like in the case where the guy on parole for 17 days killed the police officer. We didn’t do anything negligent, but still you wonder what kind of impact we could have had if we were able to work with him.”

With his retirement about 10 days old, Ludwig stated that being retired had been “a culture shock. When I was in the office, it was routine for me to get over 400 emails and numerous phone calls every day. Now that I don’t have that, wow, what a relief. I have some down time right now. I’m trying to relax and wrap my head around this whole thing.”



Pittsburgh District Office staff with the retiring district director are: clerk typist Bonnie Brown, Deputy District Director Brian Helfrich, parole investigator Virginia Snyder, Larry Ludwig, Deputy District Director Patricia Valauri.

Ludwig had nothing but praise for the Pittsburgh District Office staff.

“I am very proud of the Pittsburgh District, proud of the people there and the pride they take in their jobs,” Ludwig said. “They will continue to do an excellent job. I have made a lot of friends over 43 years. When you go through doors with people who have your back and you have theirs, it bonds you. Over the years staff might have resented the way things have changed, but in the long run, they now understand why we do what we do and staff has come on board. I am very proud of them for that.”

Cindy Daub

It was the 1980s. Females working in the criminal justice system were practically non-existent.

Enter Cindy Daub.

“I was working at Dauphin County probation with adult offenders and took the tests for state jobs for the parole board and the PLCB (Pennsylvania Liquor Control Board)” Daub remembered. “The LCB enforcement officer job in Williamsport opened first. It was my job to visit the bars in the area and make reports on any underage drinking, drug sales, gambling and prostitution that may have been taken place.

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"Then my husband got a job transfer to Delaware so I transferred to Philadelphia," Daub said. "After we moved, I found out that I was pregnant with my first son Tom. In December 1985, when I had three weeks to go in my pregnancy, I got the call to go and interview for a parole agent position. I go walking in to the Uptown Shopping Center for my interview, they took one look at me and said, 'can you even do this job?'"

"Just before I had my son, I got the call from the parole board to become a parole agent," Daub laughed. "I said, 'well, I'm having this baby and they said OK, we really want you. Can you start in a few months?'"

Daub began her 32 year career in May 1985. She was assigned to the Harrisburg District Office. Like Ludwig, Daub remembers very well how things were at the board when she first started to how they are now.

"When I showed up for work on the first day, I was given a notebook, handcuffs, a badge and a gun," Daub said. "Every two weeks we rotated cars. And those cars were stripped down. No radio. No nothing in them. And we did not have cell phones. In fact, we had to stop twice a day, use a pay phone and call our supervisors to report in and tell them you were alive. That was a requirement."

Even though her career with the board was in the early stages at this time, Daub is still proud of one key thing: she was the first female agent at the Harrisburg District Office.

"I was later joined by Kris Bingham and Cheryl Miller, but I was the first," Daub explained. "When I got there I wasn't well received. It wasn't that they weren't nice to me. I had to break through and prove that I could do everything the men could do. I didn't expect any favors because I was female."

When asked if she had ever felt 'in danger' because of the fact that she was female, Daub said, "Only really once. I remember I was driving up to the house of this guy who lived on the top of a mountain up in Perry County. His house sat on a lot of land. And I remember thinking, 'he could cut me up and put me anywhere and no one would know where I was. That was really the only time.'"



Cindy Daub holds her Pennsylvania Senate retirement citation with Chairman Leo Dunn.

Another key element that has changed dramatically is the extensive training provided by the board, Daub said.

"When I started there was no training. There was no Basic Training Academy," Daub explained. "We were assigned to a senior agent and shadowed him for a period of time and then given a caseload."

"We didn't work with the offenders back then. We arrested them. We didn't give them a lot of chances," Daub said. "Evidence based practices has totally shifted how we supervise offenders and has increased the training we provide to achieve those positive outcomes. How you work and interact with offenders really does increase public safety. And we had to do something. We had to change how we were supervising because it was a revolving door on the prisons."

Daub pointed to a few changes that she felt has really impacted the board over the years.

"The LSI-R and the impact it has on balanced supervision," Daub stated. "And our ASCRA agents. I wish we would have had ASCRAs when I was a field agent. Their work is extremely valuable to the board."

"I wish we knew then what we know now," Daub added. "Instead of talking AT offenders, we need to talk WITH

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offenders. Positive interactions are crucial to successful reentry. When I was a field agent, the mindset was ‘trail ‘em, nail ‘em and jail ‘em.’ This process just did not work. Statistics show what needs to be done in the reentry process and the board is doing exactly that. All of the tools that the board trains the agent to use is amazing: workforce development, drug/alcohol groups, how to answer interview questions, how to write a resume, how to manage their anger...these are some amazing skills to use to help someone be successful while on parole.”

Daub had some additional critical advice.

“Don’t throw people away,” Daub said. “Treat offenders with respect. You never know. Someday it could be a family member or friend who is in that same position. Never say never. Learn by listening. Stay in touch. And always, always pick up your phone.”

“At the end of the day, people might not be happy with you, but if you treat them with respect, you can hold your head up high and know that you have done the very best job you could have done.”

A personal bonus for Daub took place last November 2015 when her son Michael graduated with his fellow agents in BTA Class #123. Daub gave the class the oath of office and presented him with his agent badge.

“Michael was a student at Elizabethtown College. He was a gifted writer. I remember he came to me one day while in college and said, ‘Mom, I think I want to get into criminal justice.’ My initial response was ‘No. Why would you want to do that? Focus on your writing. And he said to me, ‘Mom, why isn’t criminal justice good for me if it’s good enough for you?’ How could I argue with that?”

And Michael followed the same path as his mother did to the board. After working at Dauphin County Adult Probation office for four years, Michael was assigned to be an agent in the Harrisburg District Office too. “It was great to see him enter before I exited.”

Looking back at her time with the board, Cindy said, “I was blessed to be surrounded by good, hard-working people who made me look good. This made all of the jobs that I had at the board that much easier to do. I

developed a lot of close working relationships with many people.” Daub added.

When asked what she would miss about work as a retiree, Daub laughed. “The hardest thing will be not living by a schedule. Anyone who knows me or has worked with me knows how I plan out everything. I know I won’t miss carrying ~ or looking for ~ two cell phones.

“I am very excited about my time in front of me,” Daub concluded. “I have been blessed with health. I want to spend more time with my grandchildren. I want to run, walk and bike and spend time every day on a trail somewhere. I want to spend a lot of time at the beach. And I want to do volunteer work; I want to give back.”

And anyone who has seen Daub or worked with her over the years, knows one thing that she readily admits, “Yea, I’m a suit freak. I have a bunch of them. But in my ‘other life’, I’m in Columbia gear all the time.”



Cindy Daub makes remarks at her last BTA graduation ceremony.

Surrounded by boxes packed with 32 years of memorabilia, Daub concluded, “The only regret I have is that I wish I would have learned more. Knowledge is power. It’s the key to everything we do.”