

The Green Sheet

Pennsylvania Board of Probation and Parole

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2012 Employee Awards Announced

On Wednesday, August 21, 2013, the Board held its annual employee award ceremony to recognize exemplary performance of employees in 2012.

Michael Gourley

Michael M. Haduck Field Agent of the Year Award

Parole Agent Michael Gourley began his Commonwealth career as a Corrections Officer with the Department of Corrections in 1999, and was rapidly promoted to a Corrections Officer 2, Corrections Officer 3, and a Community Corrections Center Director. In 2010, he transferred to the Board as a Parole Agent in the Harrisburg District Office, where he has consistently exceeded expectations.

His quality of work is exceptional and his work ethic is inspiring. He is well-respected by his peers and supervision staff, and as a result has become the “go-to” agent for anyone needing assistance working with new programs. He also has the reputation of being extremely trustworthy.

Agent Gourley demonstrates personal courage, excellent judgment, professional commitment and a dedication to the protection of the community each day, and his actions on December 3, 2012, exemplify his service as a field agent.



L to R: Chairman Michael Potteiger, Harrisburg District Director Lisa Moser, Parole Supervisor Andrew Talaski, Valerie Gourley, Parole Agent Michael Gourley, Central Region Director Kelly Evans and Director of the Office of Field Probation and Parole Supervision Daniel McIntyre.

On that day, Agent Gourley was watching the local news on television. The leading story was about an 18-year-old female student abducted at gunpoint from the Harrisburg Area Community College campus and taken to a wooded area where the abductor attempted to sexually assault her. Agent Gourley identified the offender from a composite sketch that was posted during the news report and immediately recognized the sketch as that of an offender that he had previously supervised.

He immediately contacted a detective with the Harrisburg Police Bureau and subsequently contacted an agent to take the offender’s J-Net photos to the detective.

When the J-Net photos were shown to the victim, she positively identified him as her abductor. The following day, the suspect’s identify was released to the public during a press conference held by the Harrisburg Police Bureau.

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Michael C. Potteiger
Chairman

CENTRAL OFFICE PHONE
717.787.5699
INMATE INQUIRY
717.772.4343
WEB SITE
www.pbpp.state.pa.us

2012 Employee Awards (continued from page 1)

Abby Morgan

*Employee of the Year –
Administrative and Support
Category*

Ms. Abby Morgan began employment with the Commonwealth in 2004 as a Clerk Typist 2 at the Beaver County Assistance Office in the Department of Public Welfare.

She then transferred to the Board in April 2005 as a Clerk Typist 2 in the Beaver Falls Sub-Office. Since then, she has served the Board as an Institutional Parole Assistant at SCI-Mercer and currently works in the Pittsburgh District Office, Southeast Division.

In 2012, while working as a Clerk Typist 2, Ms. Morgan went above



L to R: Pittsburgh District Director Larry Ludwig, Parole Supervisor Brian Helfrich, Parole Supervisor Jennifer McConnell, Chairman Michael Potteiger, Abby Morgan, Director of the Office of Field Probation and Parole Supervision Daniel McIntyre, Western Region Director Jay Williams and Deputy District Director Bruce Frnk.

and beyond expectations by taking on the responsibilities of a co-worker who was on leave for several months.

During this period, three new agents joined the office, which added additional responsibilities, paperwork, and processing to her workload. Ms. Morgan completed the heavy volumes of paperwork

prior to deadlines and remained on top of her original duties.

She has a positive attitude and accepted these additional tasks with vigor, motivation, and without complaint. She is a great asset to the Board, as evidenced by her recent promotion to a Clerk Typist 3.

Philadelphia ASCRA Agents - Bonnietta Ferguson, Reginald Haines, Adrienne Jones, Cedric Smith and Christian Stephens

Group Achievement - Special Project/Assignment Category



L to R: Director of the Office of Reentry and Quality Assurance Cynthia Daub, Agents Adrienne Jones and Reginald Haines, Chairman Michael Potteiger, Deputy District Director Bonnietta Ferguson, Agents Cedric Smith and Christian Stephens, Philadelphia District Director Edward Furlong and Eastern Regional Director Tom Costa

On December 7, 2012, the Philadelphia District ASCRA agents and Deputy District Director Bonnie Ferguson donated Christmas toys to the children of women returning from incarceration that were participants in the "Sisters Returning Home" Program. Many of these women are unable to provide their children with gifts during the holiday season. The selflessness and compassion of these ASCRAS contributed substantially to the services provided to these female offenders, enhanced the community, and brought credit to the Board.

Michael Gourley ~ (continued from page 1)

Approximately two hours later, the suspect was arrested in Steelton and charged with simple assault, terroristic threats, involuntary deviate sexual intercourse, aggravated indecent assault, indecent assault, kidnap to facilitate a felony, aggravated assault, and kidnap to inflict injury/terror.

The suspect had been supervised by Agent Gourley when paroled to the Harrisburg Community Corrections Center on July 30, 2012. He returned to SCI-Camp Hill as a technical parole violator on November 10, 2012; however, he reached his maximum sentence expiration date and was released from prison on November 29, 2012. Just a few short days later, the suspect committed this alleged sexual offense.

Agent Gourley's swift actions led to the arrest of the suspect within 24 hours. Agent Gourley's actions and commitment to public safety exemplify the characteristics of this award.

2012 Employee Awards (continued from page 2)

Brian Helfrich

Employee of the Year – Professionals Category

Supervisor Helfrich began his Commonwealth employment as a Parole Agent 1 in May 1994. Since then, he has been promoted within the Board to a Parole Agent 2, and is currently a Parole Supervisor in the Pittsburgh District Office, Southeast Division. He has demonstrated superior supervision skills during a recent staffing shortage and kept the morale of his unit positive because he voluntarily assisted with agent duties and ensured that all facets of offender supervision were met. Additionally, he and his FAST agents processed 157



L to R: Pittsburgh District Director Larry Ludwig, Chairman Michael Potteiger, Ellen Helfrich, Supervisor Brian Helfrich, Director of the Office of Field Probation and Parole Supervision Daniel McIntyre, Western Region Director Jay Williams and Deputy District Director Bruce Fronk.

cases, of which 156 resulted in arrests. The FAST agents were directly involved in 53 of those arrests. He created a process-improvement tool to track absconder cases from receipt and assignment through to arrest and

subsequent return to their original unit, which received an honorable mention during the unit's last audit. Supervisor Helfrich has shown excellent leadership skills throughout this tumultuous period while short-staffed.

Philadelphia ASCRA Agents - Michael Eibel, Sean Finegan, Joseph Gillespie, Michael Gmitter, John McGeehan

Group Achievement - Public/Employee Safety Category

In 2012, the Philadelphia FAST Unit worked very hard to locate parole absconders and fugitives, so much so that they received recognition from the United States Department of Justice for their exemplary work and dedication on the United States Marshals Service, Eastern Pennsylvania Violent Crimes Fugitive Task Force.

L to R: Agent Michael Eibel, Director of the Office of Field Probation and Parole Supervision Daniel McIntyre, Agent John McGeehan, Chairman Michael Potteiger, Agents Joseph Gillespie and Sean Finegan, Philadelphia District Director Edward Furlong, Deputy District Director Bonnietta Ferguson, and Eastern Regional Director Tom



Additionally, they received commendation from the Montgomery County Office of the District Attorney in response to a shooting in which they assisted in locating two fugitives that were subsequently charged with homicide.

In April 2012, the apprehension of a violent offender wanted for attempted murder resulted in the confiscation of a Hi Point .380 semi-automatic hand gun loaded with seven rounds.

In August 2012, the unit provided assistance to the United States Marshal Service and the Pennsylvania State Police with the apprehension of two offenders who were wanted for a murder committed during a violent home invasion just twelve days earlier.

Finally, they provided assistance to the United States Marshals Service in the investigation and apprehension of an offender wanted for the murder of a Philadelphia City police officer.

The initiative and willingness of these agents to locate these violent offenders speaks volumes to their professionalism and dedication to public safety.

2012 Employee Awards (continued from page 3)

Lisa Moser

Employee of the Year – Officials and Administrators Category

District Director Lisa Moser began her Commonwealth employment in October 2002 as a Parole Supervisor. She served as a Parole Manager 2 in the Court Services Division, and ultimately was promoted to District Director 2 in the Harrisburg District Office in 2008. Her knowledge of policies and procedures is extraordinary and she ensures that agents and supervisors are compliant with the same. Her work is of superior quality and she promotes a teamwork environment. The Harrisburg District is consistently known for its high-quality of supervision and work productivity, and District Director Moser is directly responsible for their success. She is committed to the safety of the public and manages to balance that with the successful re-entry of offenders into their communities. Finally, she was instrumental in the planning and implementation of the successful Ex-Offender Mentoring Program in the Harrisburg area.



L to R: Chairman Michael Potteiger, Harrisburg District Director Lisa Moser, Central Region Director Kelly Evans and Director of the Office of Field Probation and Parole Supervision Daniel McIntyre.

Stephen Cubberley

John D. Perkis Award

Parole Supervisor Stephen Cubberley's employment began in January 1992 with the Department of Public Welfare and he worked for many years as a Youth Development Counselor Manager prior to transferring to the Board as a Parole Supervisor in January 2006 in the Pittsburgh District Office. He later was reassigned to the Mercer District Office in October 2008.

During the summer of 2011, Supervisor Cubberley began experiencing pain in his left eye and recurring headaches. These symptoms continued until the spring of 2012 when he woke up one morning to discover that he had only partial vision in his left eye. After testing, it was determined that he had a melanoma tumor growing behind his left eye at a very rapid rate and that he would lose that eye. Within 48 hours, he underwent surgery to have the eye removed. He returned to work three days after the surgery, which was



L to R: Chairman Michael Potteiger, Stephanie Cubberley, Parole Supervisor Stephen Cubberley, Director of the Office of Field Probation and Parole Supervision Daniel McIntyre, Western Region Director Jay Williams and Mercer District Director Dan Pustinger.

several weeks ahead of schedule. Due to the rarity of cancer that he had, he agreed to participate in a special medical study, which required regular and multiple tissue biopsies in addition to various medical procedures. These biopsies and medical procedures were very painful and unpleasant, but he endured this hardship in the hope that his participation in the study would help others in the future. He has continued treatment and participation in the study with only minimal absences from work. He always displays a positive attitude and has been a role model for others.

Supervisor Cubberley is the epitome of true leadership, unwavering courage, and selflessness to strangers.

2012 Employee Awards (continued from page 4)

Nicole Baker

Vicki D. Weisel Institutional Agent of the Year Award

Agent Baker's employment began in January 2007 as a Parole Agent at SCI-Forest. Since then, Agent Baker has developed a superior knowledge of PBPP policies and procedures and her work consistently exceeds expectations of quality, quantity, and timeliness. She is willing to assist her peers and serves as a role model in regards to her personal performance. Additionally, she provides excellent customer service to the offenders, their support network and to various outside agencies with which she has contact.



L to R: Chairman Michael Potteiger, Director of the Office of Reentry and Quality Assurance Cynthia Daub, Parole Agent Nicole Baker, Matthew Baker and Parole Manager Carrie Everett.

For several months in 2012, Agent Baker assumed the duties as Acting Parole Supervisor at SCI-Forest, while maintaining her regular duties as a Parole Agent. Throughout this timeframe, she quickly learned and applied the supervisory duties and kept the

institutional office operating without interruption, and volunteered numerous times throughout the year to assist SCI-Albion with their docket. Agent Baker's outstanding performance is a great asset to SCI-Forest and the Board.



Philosophy of the Employee Awards Program

The Employee Awards Program can only be as effective as the initiative and willingness of all Board employees to support the program.

The Pennsylvania Board of Probation and Parole's (PBPP) Employee Awards Program, which includes the Office of Victim Advocate (OVA) and Sexual Offenders Assessment Board (SOAB) staff, is intended to recognize, award and motivate individuals for their personal and professional actions, conduct, contributions, and service. PBPP understands that employees respond positively to recognition and reward when it is deserved and earned, recognized in a timely manner and presented in the presence of co-workers.

Whether the award is for an individual's performance or service, or his/her actions as a member of a team, work group, or committee, their exceptional effort and/or exemplary career contribute to the effectiveness, efficiency and overall reputation of the PBPP. At the same time, the Employee Awards Program also provides a forum to communicate a positive example of exceptional deeds and service from which all employees can learn and follow.

2012 Employee Awards (continued from page 5)

Lisa Cope

Chairman's Achievement Award

This award recognizes an employee who, through his or her performance and accomplishments, both on and off the job, has done the most to advance the mission of the Board during the past award year.

Parole Agent Lisa Cope began her Commonwealth employment with the Department of Public Welfare in 1997 as an Income Maintenance Caseworker and transferred to the Board of Probation and Parole in 2002 as a Parole Agent. She has worked as a center agent, a field agent, and an ASCRA. Highlights of her career with the Board include:

- Implementation of ACT 35/budgeting groups for offenders with a supervision fee balance over \$100. Offenders were taught what a budget is, how to complete a budget, and how to properly write a check or money order. This group brought in approximately \$10,000 over the first year and continues to bring in the supervision fees on a regular basis.
- Agent Cope was enrolled into a comprehensive re-entry initiative that helps communities meet the employment needs of offenders. The Offender Workforce Development Specialist Training (OWDS) promoted collaborations between criminal justice agencies and community-based organizations to develop a plan for delivering OWDS services in their jurisdiction.

Agent Cope successfully completed 112 hours of classroom and 68 hours of practicum training and received a Global Certificate. Her team organized an offender-friendly job fair on August 15, 2012, with over 20 employers and



L to R: Allentown Deputy District Director Rich Dreisbach, Allentown District Director Christy Ulrich, Chairman Michael Potteiger, William Cope, Parole Agent Lisa Cope and Central Region Director Kelly Evans.

colleges represented, and more than 200 offenders on adult probation and state parole attended. At least 10 offenders received an offer of employment.

- Agent Cope also completed 40 hours of National Curriculum Training Institute (NCTI) training and became certified to facilitate cognitive behavioral groups, such as Life Skills, Parenting, Drug & Alcohol, and Employment Groups. She currently runs these groups at Berks County Careerlink and the Reading Sub Office.
- Along with her ASCRA duties, Agent Cope is a part of the court-based Re-Entry Program team in Berks County, which meets monthly at the Berks County Court House to assess the offender's progress. She provides cognitive behavioral group sessions and monitors job leads for offenders.
- Agent Cope attends Yokefellow Prison Ministry – Lehigh Valley Council volunteer training sessions twice each year, and she provides a presentation about parole, special conditions and expectations upon release from prison.
- She attends quarterly Citizens Advisory Committee meetings and facilitates parole family classes at the Reading Sub-Office and parole classes at SCI-Frackville. Agent Cope also initiated a community service program with the Berks County Adult Probation and the Board, for which she will be the point person. Further, she is developing an ex-offender mentoring support group in Reading.

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2012 Employee Awards (continued from page 6)

Larry Ludwig

Excellence in Leadership Award

This award signifies an employee's excellence in agency and mission leadership. District Director Larry Ludwig began his employment with the Pennsylvania Board of Probation and Parole in 1973 as a Parole Investigator in Philadelphia. He worked his way through the ranks serving as a Parole Agent, Parole Warrant Officer, Parole Supervisor of a general supervision unit, Parole Supervisor of an intensive drug unit, Deputy District Director and District Director.

Director Ludwig leads with authority and respect and inspires trust and confidence from his employees. His dedication to duty and drive to excel in the performance of his daily activities are qualities that make him a role model for others. He is approachable by staff and takes a personal interest in helping other staff members reach their highest potential.

Director Ludwig possesses outstanding communication skills which make him extremely successful when dealing with the public and criminal justice professionals.

During his career, Director Ludwig has participated in many multi-jurisdictional law enforcement initiatives, both in the administrative/planning phases and the hands-on operational phases. His activities on such



L to R: Board Member Jeffrey Imboden, Michael Green and Judith Viglione, Chairman Michael Potteiger, Pittsburgh District Director Larry Ludwig, Board Members Jim Fox and John Tuttle, Western Region Director Jay Williams and Board Members Craig McKay and Lloyd White.

initiatives have led to many arrests, drug seizures, weapons seizures, and the confiscation of more than \$300,000 over the years. He is highly organized and knowledgeable on law enforcement operations, and he is an effective team builder. Other criminal justice members look to Director Ludwig for leadership and management guidance.

Over several years, Director Ludwig has actively participated in community fundraisers that benefit citizens within the Greater Pittsburgh area. For the past thirteen years, he has organized an annual Scholarship Golf Tournament in memory of two high school students killed in a car accident while travelling to their final basketball home game. This scholarship initiative has raised

more the \$125,000 to date and has benefited many local students, while at the same time keeping the memory of the players alive.

Director Ludwig was the 2010 recipient of the Pennsylvania Board of Probation and Parole John W. Perkis Award which recognizes an employee who demonstrates courageous and significant service to the Parole Board despite extraordinary odds.

During 2010, Director Ludwig underwent four separate surgeries, each time returning to work after a very brief respite period, in order to carry on his duties as District Director. His stamina, dedication and strong leadership qualities are an inspiration to his staff, and reflect a commitment to the mission of the Parole Board to protect the safety of the public.

Lisa Cope

Chairman's Achievement Award

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- Recently, Agent Cope partnered with Parole Manager Luis Rosa to conduct a Colors Training at the Clerical Staff Support Conference, which was very well-received by the training attendees.

These are just a few examples of Agent Cope's commitment to excellence and dedication to the Board which make her deserving of the Chairman's Achievement Award.

Employee Awards Committee Members

JoLynn Watkins, Chairperson
Director, Employee and Management Relations Division

Lisa Whary, Director, Division of Workforce Management

Paul Walters, Parole Manager, Case Analysis Division

Emily Leidhecker, Information Specialist, Communications Office

Jesse Bayle, Parole Agent 2, Erie District Office

Jeff Peters, Parole Agent 2, Allentown District Office

Mark Bodle, Parole Agent 2, SCI Houtzdale

Jennifer Lee, Clerk Typist 3, Harrisburg District Office

Bill Hanna, Institutional Parole Assistant, SCI-Camp Hill

**Congratulations to each of the
2012 PBPP Award Winners!**
