

# The Green Sheet



June 2011 - Volume 2 - Special Edition

## Annual Employee Awards

### Table of Contents

- 1 Larry Ludwig
- 2 Carol Francavilla
- 3 Carie Everett
- 4 Cheryl Peterson
- 5 Brian Babusci
- 6 Joanne Riccardi
- 7 Group Achievement - SCI Rockview
- 8 Group Achievement - Interstate Probation & Parole
- 9 Margaret Thompson and Board Members
- 10 Dennis Lauer and Board Members
- 11 Krista Griffith
- 13 Chairman McVey

In May, the Board held its annual employee award ceremony to recognize the exemplary performance of employees in 2010. In her opening remarks, Chairman McVey stated how fortunate the Board is to have so many dedicated and skilled employees who bring a high level of performance and professionalism to the agency's work every day.

The Board's Employee Awards Program, which includes the Office of Victim Advocate and Sexual Offenders Assessment Board staff, is intended to recognize, award and motivate individuals for their personal and professional actions, conduct, contributions and service.

### John W. Perkis Award for Courageous and Significant Service Larry Ludwig, District Director 2, Pittsburgh District

This award recognizes an employee who demonstrated courageous and significant service to the Board despite extraordinary odds.

District Director Larry Ludwig faced four major operations during 2010. Following each operation, Larry returned to work weeks ahead of schedule. Although he endured tremendous pain and grueling rehabilitation, his loyalty and commitment to the Board compelled him to return to work to perform his job responsibilities.

His dedication and loyalty to the Board, as well as, serving others is evident by his outstanding work ethic and his ongoing community service activities.



(from l to r): Chairman McVey, Larry Ludwig, Regional Director Jay Williams and Deputy Executive Director Cindy Daub



Catherine C. McVey  
Chairman

[www.pbpp.state.pa.us](http://www.pbpp.state.pa.us)

~ continued on page 2 ~

# Employee Awards

## Employee of the Year: Officials and Administrators Category Carol Francavilla, Parole Manager 1, Case Analysis Division

This award is given to an individual who demonstrated personal integrity and loyalty to the Board with regard to policy and procedures.

Carol Francavilla began her career with the Board in 1999 and has served in various administrative and technical positions. After seven years as a Parole Staff Technician, Ms. Francavilla was promoted earlier this year to a Parole Manager in the Violator's Unit of the Office of Board Secretary.

She has a vast knowledge of Board policy and procedure, which is clearly demonstrated by the number of staff seeking her assistance with complicated cases on a daily basis. Her name resonates through the Case Analysis Division all day and she

always responds with a cheerful attitude and a willingness to help.

Ms. Francavilla's dedication to the Board is evident in her

outstanding performance and work ethic. She is an exemplary employee of the Board and most deserving of this award.



(from l to r): John Janis (supervisor), Chairman McVey, Carol Francavilla, Diane Kagarise (nominator), and Board Secretary Kimberly Barkley



## Larry Ludwig ~ continued from page 1 ~

Larry continues to support the Board's reentry efforts by promoting effective relationships between service providers and offenders and supporting community events such as the annual Get Back to Work Help Fair for offenders. In addition, he has organized an annual Scholarship Golf Tournament for the past 10 years in memory of two high school students, members of a basketball team coached by Larry, who were traveling to their final home game when they were killed in a car accident. 2010 marked the 10th anniversary of this tournament which raised approximately \$120,000 to date. Several local students have benefited from these scholarships which keep the memory of Larry's players alive.

Director Ludwig is an excellent balance of good solid parole work and effective responsible leadership. His perseverance and dedication to the Board and his community is in the true spirit of this award.

# Employee Awards

## Employee of the Year: Professionals II Category Carie Everett, Parole Supervisor, SCI Forest

This award is given to an individual who demonstrated personal integrity and loyalty to the Board with regard to policy and procedure.

Parole Supervisor Carie Everett is a true leader of the Board. She has served the Board since 2005 and possesses a wealth of knowledge and information that far exceeds her years with the Board. She is always "on call" and ready to assist her supervisors, coworkers and subordinates. During this award year, she not only maintained operations at SCI Forest, but assisted Parole Offices in multiple state correctional institutions and was instrumental in increasing their efficiency and productivity.

The dedication and loyalty of Supervisor Everett is evident not only by her outstanding

performance, but also in the active role she assumes as a role model and mentor. She is especially talented in molding new Parole Agents and new and "acting" supervisors into well-

rounded, quality employees. She is a dedicated professional and an exemplary employee. Her performance is a true testament to her devotion and dedication to the mission of the Board.



*(from l to r): Jay Williams (Regional Director); Chairman McVey; Carie Everett; Rochelle King (supervisor/nominator); Cindy Daub (Deputy Executive Director)*



# Employee Awards

## Employee of the Year: Administrative and Support Category Cheryl Peterson, Clerk Typist 3, SCI Chester

This award is given to an individual who demonstrated personal integrity and loyalty to the Board with regard to policy and procedure.

Cheryl Peterson has worked in various field and institutional offices during her 25 years of employment with the Board. During this award period, the dockets at SCI Chester increased by five times and Ms. Peterson assumed temporary higher class duties as an Institutional Parole Assistant during her co-worker's absence.

She also faced a major illness and personal issues. In addition to performing the temporary duties, Ms. Peterson continued to handle her Clerk Typist duties.

Although at times it was overwhelming, she was able to

*(from l to r): Tom Micek (nominator/supervisor); Ed Furlong (District Director); Chairman McVey; Cheryl Peterson; Garth Walls (Parole Manager); Cindy Daub (Deputy Executive Director); Tom Costa (Regional Director)*



surmount her personal issues, continue to perform her work and came through a more capable and knowledgeable employee.

Ms. Peterson is deserving of this recognition for exceeding standards and her commitment to excellence.



# Employee Awards

## Michael M. Haduck Field Agent of the Year Award Brian Babusci, Parole Agent 2, Mercer District

This award recognizes the outstanding performance of a Field Parole Agent employed by the Board.

Agent Babusci is a natural choice for the Field Agent of the Year award as he demonstrates the pride he has in his work by his dedication to his job and the Board's Mission. He has a wealth of knowledge and experience in dealing with difficult situations and goes above and beyond that which is expected. Despite a high caseload, all tasks are completed thoroughly, timely and with the highest quality. He is described as a "supervisor's dream."

Agent Babusci continually promotes good working relationships not only within the Mercer District, but in the community as well. The extensive community relationships that he has developed, specifically with

treatment providers and local law enforcement entities, enable him to utilize resources for the benefit of the offenders he supervises. He is well-respected and has

developed rapport and trust with offenders, as well as community members, as he strives for the successful reintegration of offenders into society.



*(from l to r): Jay Williams (Regional Director); Chairman McVey; Brian Babusci; Tom Eidenmuller (District Director); Cindy Daub (Deputy Executive Director); Dennis Hoerner (nominator/supervisor)*



# Employee Awards

## **Vicki D. Weisel Institutional Agent of the Year Award Joanne Riccardi, Parole Agent 2, Pittsburgh Institutional Unit**

This award recognizes the outstanding performance of an Institutional Parole Agent employed by the Board.

Agent Riccardi began her career with the Board as a Parole Agent at SCI Pittsburgh in 1999, and transferred to the Pittsburgh Institutional Unit in 2005.

Her extensive knowledge and skills are immeasurable and enable her to resolve problems before they become serious issues. She is respected by her coworkers, peers and Department of Corrections staff and is always available to lend a hand where needed. Her work ethic and professionalism serve her well and she serves as a role model and mentor to new agents, willingly assisting and training new agents to become quality employees of the Board.

She is recognized as the Institutional Agent of the Year and is deserving of this award due to her professionalism, dedication and loyalty to the Board and her job.

Agent Riccardi is recognized during this award period for her outstanding efforts in maintaining the caseloads of nine county jails and seven Community Corrections Centers during a period of staff shortages. She worked alone to complete her own workload as well as the workload of an additional vacant agent position and a vacant clerical position.

During her tenure with the Board, Agent Riccardi has contributed positively to the agency's mission. Her commitment to public safety is unsurpassed.



*(from l to r): Jay Williams (Regional Director); Chairman McVey; Joanne Riccardi; ; Rochelle King (Parole Manager); Cindy Daub (Deputy Executive Director); Craig Williams (nominator/supervisor)*



# Employee Awards

## Group Achievement – Public/Employee Safety Category

**Edward Burke, Parole Supervisor, SCI Rockview; Chad Ishler, Parole Agent 2, SCI Rockview; Amy Stanton, Parole Agent 2, SCI Rockview**

This award is given to a group of individuals who handled a situation in a manner that showed good judgment and concern for the well-being and safety of the group and others.

On the morning of October 25, 2010, a critical incident occurred in the Psychology Department of Rockview State Correctional Institution, adjacent to the Board's Institutional Parole Office. Two Department of Corrections' employees were severely injured in an attack by an inmate.

Agents Ishler and Stanton and Parole Supervisor Burke witnessed the traumatic event firsthand and provided direct and immediate response.

Parole Agent Ishler was the first to respond and was able to distract and subdue the inmate. He was assisted by Supervisor Burke and two Corrections Officers. Agent Stanton gave direct assistance to one of the DOC employees who sustained a traumatic head injury. Both DOC



*(from l to r): Deon Roth (Regional Director); Chairman McVey; Chad Ishler; Edward Burke; Cindy Daub (Deputy Executive Director); Darlene Zelazny (nominator/supervisor). Not pictured: Amy Stanton.*

employees were transported to an emergency room and further hospitalized for treatment. Without immediate response and direct intervention, the inmate's brutal attack would have resulted in greater injury and likely death.

Parole Agents Ishler and Stanton and Supervisor Burke not only faced their own vulnerability, but put the life and safety of other Commonwealth employees before their own. Their efforts reflect great credit upon themselves, the Board and the Commonwealth.

## Employee Achievements Announced

The following employees were nominated for 2010 Board recognition and received the following accommodations.

### Commendable Achievement

Sharon Hollowell, Allentown DO, Clerk Typist 2

Terry Smith, Altoona DO, District Director

Richard Podguski, Bureau of Offender Reentry Coordination,

Director of Bureau Offender Reentry Coordination

Paul Walters, Case Analysis Division, Parole Manager 1

Billy Kinder-Schreiber, Case Management Division, Clerk 2

From the Central General Unit: Roger, Leidy II, Parole Agent 2 and Dana Weller, Parole Supervisor

Patricia Lightner, Erie DO, District Director

From the Mercer DO: Tammy Crespo, Secretarial Supervisor 2 and Thomas Eidenmuller, District Director

Edward Lauth, Northwest Division, Deputy District Director

Carol Lazur, Office of Board Secretary, Administrative Officer 4

~ continued on page 9 ~

# Employee Awards

## Group Achievement – Special Project/Assignment Category

### Interstate Probation Services Division

**Parole Manager 1's: Matthew Reed and Dawn Blaska**

**Parole Staff Technician 2's: Judith Cupernall, Michael Rivera, Sandy Halicki, Amanda Naylor, Shelley Watson, Donna Lash, and Douglas Sior**

### Interstate Parole Services Division

**Parole Manager 1's: Audrey Reiber and Raquel Coughlin**

**Parole Staff Technician 2's: Victor Boers, Holly Cardarelli, and Charles Eckert**

This award is given to a group of individuals who participated in a program or project that was particularly significant to the Board.

The staff of the Interstate Probation and Interstate Parole Divisions are recognized for their hard work and dedication demonstrated during this award period as they provided training to the Board's field staff and the Pennsylvania County Probation Departments on the use of the Interstate Compact Offender Tracking System (ICOTS), an application developed by the Interstate Commission for use by all 53 signatories to the Interstate Compact.

Many of the Interstate staff members took time away from their normal job duties and traveled on their own personal time to different parts of the state to provide hands-on training to the new ICOTS users. They spent an inordinate number of hours over the last year on the phone as the "ICOTS Help Desk" assisting directors, supervisors, agents, probation officers and clerical staff explaining issues or walking them through different step-by-step processes.

They are deserving of this award for their team work and efforts in ensuring field staff understand the intricacies of the ICOTS system.



*(from l to r in the front row): Judith Cupernall; Sandy Halicki; Holly Cardarelli; Donna Lash; Colleen Fickel (Bureau Director); Amanda Naylor; Cindy Daub (Deputy Executive Director). (from l to r in the back row): Chairman McVey; Douglas Sior; Dawn Blaska; Audrey Reiber; Board Member Martinez; Matthew Reed; Margaret Thompson (nominator/supervisor); Shelley Watson; Kay Longenberger (nominator/supervisor).*

# Employee Awards

## Excellence in Leadership Award

### Margaret Thompson, Parole Manager 2, Interstate Probation Services Division

This award signifies an employee's excellence in agency and mission leadership.

Margaret Thompson has shown a tireless dedication toward presenting a quality work product and consistently conducts herself with a high degree of professionalism.

Margaret is fluent in Spanish and in addition to her demanding work assignments, she has volunteered a great deal of time translating countless documents for the Board.

She has served on a variety of committees throughout her tenure with the Board and has always answered the call with great enthusiasm and without hesitation. She is able to handle delicate situations involving other state's interstate departments and bring resolution to matters that may have normally gone into a protracted dispute process.



*Photo: Chairman McVey; Board Member Fox; Board Member Green; Board Member Imboden; Board Member Viglione; Board Member Martinez; Margaret Thompson, Board Member Tuttle; Colleen Fickel (nominator/supervisor); Board Member White; Cindy Daub (Deputy Executive Director); Board Member Mangino*

Due to her expansive job knowledge, Ms. Thompson has gained the trust and respect of many colleagues both in

Pennsylvania and in other states. She demonstrates exceptional performance and leadership and is a valuable asset to the Board.

## Commendable Achievements

*~ continued from page 7 ~*

Melissa Ecija, Personnel Division, HR Analyst 3 (Employee Benefits)

Parole Agent 2s from the Philadelphia DO: Reginald Haines, Adrienne Jones, Cedric Smith and Christian Stephens

Neal Emory, Reading Gen Unit 3, Parole Agent 2

Jeffrey Peters, Reading Gen Unit 4, Parole Agent 2

Parole Agent 2s from the Reading General Unit 1: Dominic Compano and Byron Rice

Rosie Fisher, Reading General Unit 3, Clerk Typist 2

William Moser, Research and Development Division, Statistical Analyst 2

David de Manincor, SCI Camp Hill, Parole Agent 2

Eleanor Townes Hunter, SCI Chester, Institutional Parole Assistant

From SCI Fayette: Parole Agent 2s Renee Coll and Jason Rosner; William Johnson, Parole Supervisor; Pamela Kormanik, Institutional Parole Assistant

From SCI Forest: Parole Agent 2s Nicole Baker, Michael Carrington, Sandra Lutz and Amy Powers; Linda Morris, Institutional Parole Assistant

From SCI Laurel Highlands: Barbara Baker, Institutional Parole Assistant; and Parole Agent 2s Mario Dirienzo, Clinton Fleegle and Connie Mikolic

From SCI Mahanoy: Angela Price, Institutional Parole Assistant and Mary Scandle, Parole Agent 2

*~ continued on page 12 ~*

# Employee Awards

## Chairman's Achievement Award

### Dennis Lauer, Parole Manager 2, Transition Services and Staff Liaison Division

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.

Dennis Lauer has been instrumental in the development and continued support of the Board's Parole Violator Community Corrections Center program. From inception, Mr. Lauer has taken the leading role in developing procedures, training, tracking mechanisms and all associated business processes for the Board as well as the Department of Corrections.

His personal attention to every aspect of the program, from offender selection and placement, to his personal inspection of the physical security for each facility has ensured the Board's supervision and programmatic requirements are met. His



*Photo: Chairman McVey; Dennis Lauer; Cindy Daub (Deputy Executive Director); Rich Podguski (nominator/supervisor).*

leadership and commitment has produced over 900 offender placements to date and represents significant cost avoidance for Commonwealth citizens.

Mr. Lauer's commitment to excellence is evident in his continued dedication to reducing recidivism.

## Reentry Program Participation Appreciation

Chairman McVey recognized three Board Members for their participation and leadership with the Board's Reentry Courts: Board Member Lloyd White with the York Reentry Court, Board Member Judith Viglione with the Lackawanna Reentry Court and Board Member Michael Green with the Berks Reentry Court.



*Photo: Board Member Imboden; Board Member White; Chairman McVey; Board Member Viglione; Board Member Martinez; Board Member Green; Board Member Tuttle; Board Member Fox; Board Member Mangino.*

# Employee Awards

## **Krista Griffith** **Adult Probation/Parole** **Professional of the Year**

On Tuesday, May 24, 2011, Central Office Parole Manager Krista Griffith was awarded the Adult Probation/Parole Professional of the Year award.

Taken from the award recipient booklet: "Krista possesses those unique organizational, initiative and supervisory attributes that has set her apart from her contemporaries. As a Parole Manager, she was solely responsible for reviewing and completely revamping the agency's pardon Board procedures. As a result of her tireless efforts, parole supervision staff are no longer required to conduct pardon board investigations of 'summary' offenses, resulting in a significant workload reduction for the staff.

Krista's analytical abilities allowed her to work with select institutional parole staff in preparing the agency institutional clerical manual. The clerical manual is a step-by-step procedural reference specifying vital functions performed on a daily basis by the institutional staff.

Krista incorporates her extensive management skills in the daily oversight of the PA Board of Probation and Parole Reentry Bureau Parole Staff Technicians. This oversight includes the parole staff technicians' daily processing of paroled offender delinquency reports ensuring that pertinent data is documented in the National Crime Information Center (NCIC) database.

Krista is a Command Sergeant Major of the Pennsylvania Army Reserve National Guard (PAARNG) 166<sup>th</sup> Regional Training Institute, which is the senior most enlisted position. She is also involved with the Lions club and is currently the 2<sup>nd</sup> Vice District Governor of District 14-T, which covers the counties of Dauphin, Franklin, Juniata and Perry and consists of 1,750 Lions, Lionesses and Leos. As 2<sup>nd</sup> Vice District Governor, Krista is solely responsible for the leadership and direction of an organization that provides



*Krista Griffith is congratulated by the Board's Deputy Executive Director Cynthia L. Daub.*

immense benefits to the local communities.

Krista was selected and participates in the Commonwealth Mentor Program. She has completed the intense National Institute of Corrections Offender workforce Development Specialist (OWDS) Training. As a result of this training, Krista was certified as a Global Career Development Facilitator. This certification enables Krista to train a diverse group of commonwealth professionals in the OWDS curriculum. The trained professionals collaborate their efforts and use their knowledge and skills to improve employment and job retention outcomes for offenders within their jurisdiction.



*From left to right: Dennis Lauer, Parole Manager 2, Transition Services and Staff Liaison Division, Parole Staff Technician Michelle Hair, Krista Griffith and Deputy Executive Director Cynthia L. Daub.*

# Employee Awards

## Commendable Achievements

*~ continued from page 9 ~*

Marianne Snider, SCI Mercer,  
Parole Supervisor

Ella Barkley, SCI Muncy, Parole  
Agent 2

Sheena Taylor, SCI Pittsburgh,  
Parole Agent 2

Paul Straka, SCI Somerset, Parole  
Supervisor

Nicole Wilson, Scranton District  
Office, Clerk Typist 2

Timothy Douglass, Southeast  
Division, Deputy District Director

Central Office, Special Services &  
Community Outreach Division:  
Parole Manager 1s Melissa  
Repsher and Elaine Dougan; Gary  
Holland, Parole Manager 2

Jason Grow, Trans Services and  
Staff Liaison Division, Parole  
Manager 1

Giselle Ramirez, West Division,  
Clerk Typist 2

Parole Manager 2s from the  
Western Institutional Division:  
Samuel Amendola and Rochelle  
King

## Meritorious Achievement

Parole Agent 2s from the  
Allentown General Unit: Eric  
Pennypacker, Aileen Sabol and  
Scott Mugavero

Christopher Denton, Allentown  
General Unit 2, Parole Supervisor

Parole Agent 2s from the Chester  
General Unit 1: Ryan Foster,  
Larry Snyder and Michael Wertz

Parole Agent 2s from the Chester  
General Unit 2: Michael Charles,

Michael Harris, Javone Hudson,  
Thomas James, Scott Peterson,  
Stanley Wilder; and Parole  
Supervisor Christopher Swatski

Carlos Riera, Community  
Corrections Center Unit 1, Parole  
Agent 2

David Bucheit, Erie East General  
Unit, Parole Agent 2

Shawn Hartman, Erie Rural  
General Unit, Parole Agent 2

Parole Agent 2s from the Erie  
West General Unit: Michael Davis  
and Greg Worner

Thomas Bender, Mon Valley  
North Unit, Parole Agent 2

Kathy Kozlowski, Reading General  
Unit 1, Parole Supervisor

David Smith, Reading General  
Unit 2, Parole Agent 2

Clinton Fleegle, SCI Laurel  
Highlands, Parole Agent 2

Parole Agent 2s from the  
Scranton General Unit 4: Joseph  
Harte and Jeremy Kashatus

Jason Grow, Trans Services and  
Staff Liaison Division, Parole  
Manager 1

# Employee Awards

## ESGR award received

In recognition of the Pennsylvania Board of Probation and Parole's support of the military service, Jack Yanni, South Central Area Representative of the Pennsylvania Committee for Employer Support of the Guard and Reserve presented appreciation and recognition plaques to Chairman Catherine McVey and Director of the Bureau of Reentry Richard Podguski.

Chairman McVey and Mr. Podguski were nominated by Central Office Parole Staff Technician Cameron Dietterick. Cameron is a Staff Sergeant with the 193d Special Operation's Wing, 193d Communications Squadron based out of Middletown, PA. Both Chairman McVey and Mr. Podguski were nominated for their continuing support of Cameron's ongoing National Guard status.



*Pictured from left to right are Mr. Yanni, Rich Podguski, Chairman McVey and Cameron Dietterick.*



## Chairman receives Probation recognition

In recognition of her years as Chairman of the Board of Probation and Parole, Chairman McVey was presented with an award during the monthly meeting of the Probation Advisory Committee in May.

Pictured from left to right are Dauphin County Adult Probation and Parole Director and President, County Chief Adult Probation and Parole Officers' Association of Pennsylvania (CCAPPOAP) Michael Pottегier, Chairman McVey and CCAPPOAP Executive Director W. Conway Bushey.