



# The PAPPC Journal

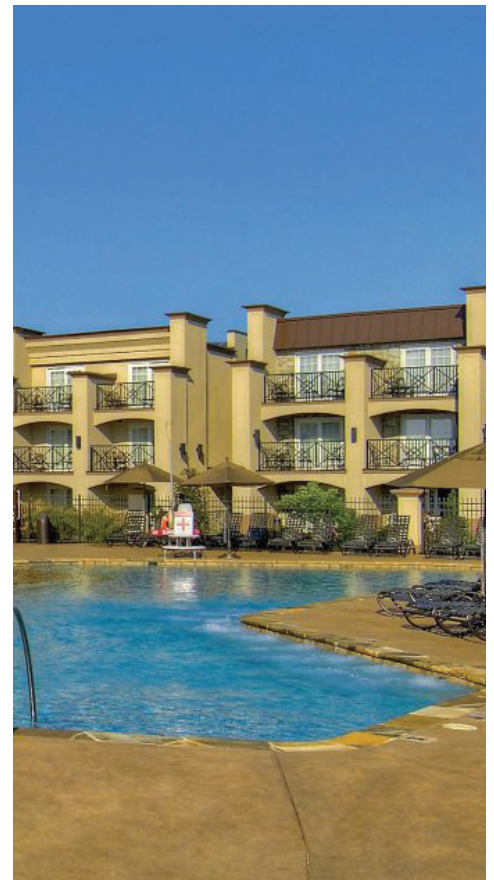
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## Save the date for the PAPPC 98<sup>th</sup> Annual Training Institute May 20-23, 2018 – Eden Resort, Lancaster, PA



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## A Message from the President

### EILEEN HAGER, 2017–2018

Welcome to the website of the Pennsylvania Association on Probation, Parole and Corrections (PAPPC). It is with great pleasure that I assume the 2017-2018 presidency of our association, now in its 97th year.

The mission of PAPPC is to support and promote best practice methods and professionalism in the field of juvenile and adult probation, parole, and corrections. Our membership includes persons who are employed by county, state and federal agencies as well as private companies that provide services to the criminal justice community. We also strive to connect with other professionals throughout the state, which is not only good for our association, but also for our individual growth and empowerment through networking. Our desire is to provide an opportunity for practitioners in our field to interact with one another and grow professionally while taking part in our various training events, meetings and annual conference.

PAPPC has been active since 1921, when twenty-seven people from twelve counties felt the need to hold a state conference on behalf of probation and parole officers to share and exchange ideas, advance methods and establish standards in the fields of juvenile and adult probation, parole and institutional care. We remain the only professional association in PA whose membership is open to all juvenile and adult criminal justice practitioners.

I encourage you to take a few minutes to browse our website ([www.pappc.org](http://www.pappc.org)) and see all that PAPPC has to offer! Our executive board and committee members work very hard to ensure our continued success. We are constantly trying to improve our association by growing membership, utilizing new ideas and improving opportunities to strengthen our association. If you are interested in joining, please visit our website and click the "Membership" button. Membership includes a subscription to our journal, free regional training opportunities, scholarship and award opportunities, executive council participation and a chance to win a gift card at our monthly giveaway.

Please check us out on Facebook where we post updates, trainings, awards winners and more.

Sincerely,



Eileen Hager  
President 2017-2018



## Contribute to *The PAPPC Journal!*

**THE PAPPC JOURNAL** is published by members of the Pennsylvania Association on Probation, Parole and Corrections. Articles, announcements and other newsworthy material of relevance to our membership may be submitted for consideration to:

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# The Pennsylvania Association on Probation, Parole and Corrections

## 2017 – 2018

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## PAPPC

### MISSION STATEMENT

THE MISSION OF THE PENNSYLVANIA ASSOCIATION ON PROBATION, PAROLE AND CORRECTIONS (PAPPC) SUPPORTS AND PROMOTES BEST PRACTICE METHODS AND PROFESSIONALISM IN THE FIELD OF JUVENILE AND ADULT PROBATION, PAROLE, CORRECTIONS, INSTITUTIONAL CARE AND COMMUNITY SUPERVISION.

## The National Opioid Crisis

By Michael Carrington

On October 26, 2017, President Donald Trump declared the current opioid epidemic a national public health emergency. He directed the acting Health Secretary, Eric Hargan, to declare a public health emergency under the Public Health Services Act. This would direct federal agencies to provide more grant money to combat the epidemic. President Trump's order will be effective in 90-day increments. He can renew the order every 90 days until he believes it is no longer necessary.

The opioid epidemic has been a national issue for many years. Specifically, heroin-related overdoses have been increasing nationally at an alarming rate as prescription pills have become harder to acquire and more expensive on the street. More recently, we have seen a spike in fentanyl and fentanyl-related substances. These substances may be anywhere from 30 to 1000 times more potent than heroin. In Pennsylvania alone, more than 4,600 people died from overdoses in 2016. According to the Philadelphia field division of the U.S. Drug Enforcement Administration, this was a 37% increase from 2015. Statistics show that 36 out of every 100,000 Pennsylvania residents died from drug overdoses. Fentanyl and fentanyl-related substances accounted for 52% of the overdose deaths, passing heroin (45%) for the first time in Pennsylvania's history. Philadelphia's Health Commissioner, Thomas Farley, reports that the city is averaging 100 overdose deaths per month so far in 2017. He was quoted as saying, "This is a health crisis that's worse than we've ever seen. This will kill more people than the AIDS epidemic. You'd have to go back to the influenza pandemic of 1918 if you even wanted to start making comparisons."

Unfortunately, the overdose issue in Pennsylvania goes beyond the addicts themselves. On August 9, 2017, 18 Pittsburgh Police Officers were sickened after being exposed to fentanyl during a raid. When the officers entered the residence, one of the



*In the picture above, each tube represents the same degree of drug potency. As you can see, only a few granules of carfentanil would be enough to cause death by overdose*

suspects knocked over a table containing a powdery substance. The substance, believed to be fentanyl, then went airborne. All of the officers involved in the raid were members of the SWAT team. They were taken to UPMC Mercy for further evaluation. Many of them were experiencing dizziness and numbness. Fortunately, all of the officers survived the incident and were able to return to duty.

The US Drug Enforcement Administration (DEA) issued new warnings this past June to all first responders, including police officers and paramedics, in an attempt to protect them from accidental overdose. In lieu of current events, the DEA stated that responders need to be properly trained and equipped to recognize the hazards associated with responding to a drug-related emergency. They need to ensure that they have proper protective equipment such as gloves, dust masks, safety glasses, paper suits and shoe covers. All first responders should also be equipped with naloxone and properly trained on how to administer it. There have been several cases reported nationally where first responders have overdosed at the crime scene, or experienced symptoms associated with drug ingestion. The DEA reports that it only takes 2 to 3 milligrams of fentanyl to cause respiratory depression, cardiac arrest or possible death.

The current national opioid epidemic can be traced back to the 1990s. At that time, pharmaceutical companies began producing new painkillers, such as OxyContin. The new line of painkillers were supposed to be safer and less likely to lead to addiction. Shortly thereafter, these painkillers began to be prescribed, often over-prescribed, for a wide array of ailments. As patients became addicted to the new painkillers, the street price of the prescription pills began to rapidly increase. Addicts then turned to heroin, which was much less expensive and easier to obtain. Over the years, heroin addicts developed a high tolerance to the drug, leading some distributors to begin "cutting" heroin with fentanyl in order to keep their clientele satisfied. It was cheaper for dealers and provided their clients, or addicts, with a more potent product. Despite the spike in overdoses and overdose-related deaths, addicts sought out the more potent product in order to increase their personal high.

From the national to the local level, there are many changes and enforcements that need to be enacted in order to slow down the opioid epidemic that we find ourselves in. It will take a multi-lateral approach and effective regulation in order to begin the process of national recovery. It appears that

*(continued on pg 5)*

# FENTANYL<sup>†</sup>

## SAFETY RECOMMENDATIONS FOR FIRST RESPONDERS

<sup>†</sup> For the purposes of this document, fentanyl, related substances, and synthetic opioids (herein after referred to as fentanyl<sup>†</sup>) includes fentanyl analogues (e.g., acetylfentanyl, acrylfentanyl, carfentanil, furanylfentanyl), novel synthetic opioids (e.g., U-47700), and other drugs that may be laced with these substances.

- ▶ **The abuse of drugs containing fentanyl<sup>†</sup> is killing Americans. Misinformation and inconsistent recommendations regarding fentanyl<sup>†</sup> have resulted in confusion in the first responder community.**
- ▶ You as a first responder (law enforcement, fire, rescue, and emergency medical services (EMS) personnel) are increasingly likely to encounter fentanyl<sup>†</sup> in your daily activities (e.g., responding to overdose calls, conducting traffic stops, arrests, and searches).
- ▶ This document provides scientific, evidence-based recommendations to protect yourself from exposure.

### WHAT YOU NEED TO KNOW

- ▶ Fentanyl<sup>†</sup> can be present in a variety of forms (e.g., powder, tablets, capsules, solutions, and rocks).
- ▶ Inhalation of airborne powder is MOST LIKELY to lead to harmful effects, but is less likely to occur than skin contact.
- ▶ Incidental skin contact may occur during daily activities but is not expected to lead to harmful effects if the contaminated skin is promptly washed off with water.
- ▶ Personal Protective Equipment (PPE) is effective in protecting you from exposure.
- ▶ Slow breathing or no breathing, drowsiness or unresponsiveness, and constricted or pinpoint pupils are the specific signs consistent with fentanyl<sup>†</sup> intoxication.
- ▶ Naloxone is an effective medication that rapidly reverses the effects of fentanyl<sup>†</sup>.

### Actions to take . . .

#### To protect yourself from exposure

- ▶ Wear **gloves** when the presence of fentanyl<sup>†</sup> is suspected.
- ▶ **AVOID actions that may cause powder to become airborne.**
- ▶ Use a properly-fitted, NIOSH-approved **respirator ("mask")**, wear **eye protection**, and minimize skin contact when responding to a situation where small amounts of suspected fentanyl<sup>†</sup> are visible and may become airborne.
- ▶ Follow your department guidelines if the scene involves large amounts of suspected fentanyl<sup>†</sup> (e.g., distribution/storage facility, pill milling operation, clandestine lab, gross contamination, spill or release).

#### When exposure occurs

- ▶ Prevent further contamination and notify other first responders and dispatch.
- ▶ Do not touch your eyes, mouth, nose or any skin after touching any potentially contaminated surface.
- ▶ Wash skin thoroughly with cool water, and soap if available. **Do NOT use hand sanitizers as they may enhance absorption.**
- ▶ Wash your hands thoroughly after the incident and before eating, drinking, smoking, or using the restroom.
- ▶ If you suspect your clothing, shoes, and PPE may be contaminated, follow your department guidelines for decontamination.

#### If you or other first responders exhibit

- **Slow Breathing or No Breathing**
- **Drowsiness or Unresponsiveness**
- **Constricted or Pinpoint Pupils**
- ▶ Move away from the source of exposure and call EMS.
- ▶ Administer naloxone according to your department protocols. Multiple doses may be required.
- ▶ If naloxone is not available, rescue breathing can be a lifesaving measure until EMS arrives. Use standard basic life support safety precautions (e.g., pocket mask, gloves) to address the exposure risk.
- ▶ If needed, initiate CPR until EMS arrives.



Collaborative Support From:

- American College of Emergency Physicians
- American College of Medical Toxicologists
- American Industrial Hygiene Association
- Association of State and Territorial Health Officials
- Association of State Criminal Investigative Agencies
- Fraternal Order of Police

- International Association of Chiefs of Police
- International Association of Fire Chiefs
- International Association of Fire Fighters
- Major Cities Chiefs Association
- Major County Sheriffs of America
- National Alliance of State Drug Enforcement Agencies

- National Association of Counties
- National Association of County and City Health Officials
- National Association of Emergency Medical Technicians
- National Association of EMS Physicians
- National Association of State EMS Officials



- National Governor's Association
- National HEPA Directors Association
- National Narcotic Officers' Association Coalition
- National Sheriffs' Association
- National Volunteer Fire Council
- Police Executive Research Forum
- Police Foundation

<https://www.whitehouse.gov/ondcp/key-issues/fentanyl>

National Opioid Crisis...continued from page 4

the epidemic is starting to get the attention necessary to implement appropriate changes and preventative measures. However, when it comes to this issue, time is of the essence. every hour, people are dying as a result of drug-related overdoses in Pennsylvania. There are no simple solutions to the problem, and it may take years before we begin to see positive changes based upon current efforts. However, we must stay steadfast in the fight and refuse to become complacent during this crisis, or similar crises, in the future.

Sources:

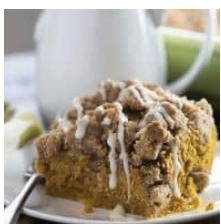
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## PUMPKIN COFFEE CAKE WITH STREUSEL

Are you looking for that perfect fall desert? One that your family and friends will rave about for years? Well, look no further... this recipe is sure to be a winner!!

Yield: 12 pieces Prep Time: 20 minutes Cook Time: 50 minutes Total Time: 1 hour 10 minutes

### INGREDIENTS:

#### For the streusel:

- 1 cup brown sugar
- 1/2 cup granulated sugar
- 1/2 teaspoon salt
- 1 1/2 tablespoons cinnamon
- 1 cup butter, melted
- 2 1/2 cups flour

#### For the cake:

- 3 cups all purpose flour
- 1 1/2 teaspoons baking soda

- 1 1/2 teaspoons baking powder
- 1 tablespoon cinnamon
- 1/2 teaspoon salt
- 1 cup brown cup sugar
- 1/2 cup granulated sugar
- 1 cup (2 sticks) butter, room temperature
- 2 eggs
- 2 (15 ounce) cans pumpkin puree

#### For the glaze:

- 1/2 cup powdered sugar
- 1 tablespoon milk

### DIRECTIONS:

1. Preheat oven to 350 degrees. Spray a 9x13 baking dish with non-stick spray.
2. To prepare the streusel, stir together the sugars, cinnamon, salt, and melted butter in a medium mixing bowl until well combined.
3. Stir in the flour. Set aside while you prepare the cake batter.
4. Add the flour, baking soda, baking powder, cinnamon, and salt to a large mixing bowl and whisk to combine.
5. Add the sugars and butter to a medium mixing bowl and beat with a mixer until light and fluffy.

### RECIPE

6. Beat in the eggs and pumpkin until just combined.
7. Add the pumpkin mixture to the flour mixture and stir until just combined.
8. Spread cake batter into prepared pan.
9. Take the streusel topping in your hands and press together to form large crumbs. Top the cake with the streusel. It will seem like too much, but use it all for the best streusel experience.
10. Bake for 50 minutes or until a tester inserted in the middle comes out mostly clean.
11. Cool completely.
12. Whisk together the powdered sugar and milk to make the glaze. Drizzle over the top before serving.



## In Remembrance Of... Parole Agent Michael G. Boslett 7/25/1972 – 2/21/2017

By Michael Carrington

played with dolls. He loved his nieces and nephews and he was a really good uncle. I miss you every day Mike. Rest in peace.”

Kathy Breon: “I am very proud of the man that Mike became. He was very adventurous and thoughtful. He remembered that I collected thimbles and he would buy me one each time he was traveling abroad. He helped his friends and parolees become better people and make better lives for themselves. He is missed and loved and will never be forgotten.”

Michael’s family was moved by the amount of friends, coworkers, and parolees who attended his funeral. They were touched by their stories and they realized how many lives Michael had touched, both personally and professionally. They expressed their thanks to all of his coworkers and friends for all of their support.

Michael’s longtime friend and co-worker, Parole Agent Kevin Swartz, remembers Michael’s “wittiness and sarcasm”. Agent Swartz said, “Mike could always bring humor to any situation, good or bad. He was always willing to go above and beyond and he would help anyone who needed assistance.” Within a few hours of arriving at the York Sub Office as a new field agent, Mike and Kevin went out on an arrest. They had to use OC spray on an aggressive Rottweiler in the course of their duties. Needless to say, it was a quick break-in period for Mike. He proved to be a great member of the team at the York Sub Office for 13+ years, and he will be truly missed by those who knew him. On 2/21/2018, one year following his death, a group of Mike’s friends will get together at the O’Rorke’s Family Eatery in Gettysburg and celebrate his life. It was one of Mike’s favorite places to hang out and a fitting location for those closest to him to share in his memory.

On 9/19/2017, employees from the York

Sub Office gathered with Michael’s family in order to celebrate his life and honor his service to the Commonwealth. Harrisburg District Director, Lisa Moser, presented a plaque to Michael’s mother, Mrs. Betty Barger. A second plaque was hung in the York Sub Office in Michael’s memory. It has the following inscription:

“Boz” was a dedicated Agent whose indelible spirit was highlighted by his quick wit and keen sense of humor. Mike had a passion for history often expressed through his worldly travels and he was an exuberant supporter of the black and gold of Steeler Nation. Mike was a friend to all and is dearly missed by those who had the honor to know him.”



*Harrisburg District Director Lisa Moser presents a plaque to Agent Boslett’s mother, Betty Barger*

On 2/21/2017, the PA Board of Probation and Parole lost Parole Agent Michael Boslett in a vehicular accident that occurred in Gettysburg, PA. A prior Army veteran and avid outdoorsman, Agent Boslett began serving the PBPP on 3/17/2003. He worked out of the York Sub Office and supervised a caseload in Adams County.

In addition to his mother and step-father, he is survived by two sisters, two nieces and three nephews.

His mother, Betty Barger, and sisters, Linda Williams & Kathy Breon, recounted the following memories and thoughts:

Betty Barger: “Michael is my son. I love and miss him every minute of every day. I stop at his grave and talk to him a few times every week. He loved his job and was always happy to help others. He loved to travel and was able to go to Ireland with friends and coworkers. Thank you to his friends and coworkers for their support. I love you and miss you Mike.

Linda Williams: “Mike was a great brother. I have a lot of good memories with him. One of my favorite memories was when Mike would play house with me and my sister, Kathy. We would rake up fresh cut grass into piles and use them as walls. Mike would play with doll babies and tell us girls to NEVER let anyone know that he

# Leader A or Leader B: Which do you prefer? Which have you experienced? Which of them are you?

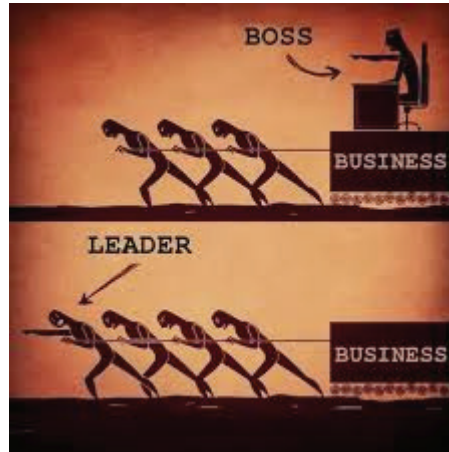
By Michael Carrington

A quick Google search will tell you that *leadership* can be defined as, “the action of leading a group of people or an organization”. It sounds simple enough and, on the surface, it would appear that anyone can be a *leader* based upon their assignment within an organizational structure. To some, *leadership* is essentially a gift that can be acquired through a promotion, financial success or political affiliation. We will refer to this type of leader as “Leader A” for the purposes of this article. To others, leadership is acquired through action, humility and consistency. We will refer to this type of leader as “Leader B” for the purposes of this article. The word *leadership* is a simple noun that carries tremendous weight in the best of times and the worst of times. When it is clearly present and thriving, groups or individuals may receive awards or positive publicity. When it is absent or corrupt, groups or individuals may face severe consequences or lose all credibility.

## Leadership...This is what it means to me.

First and foremost, a *leader* must be **personally accountable**. This may also be referred to as modest, humble, or selfless. We have all heard the phrases “lead by example” and “less talk, more action”. *Leaders lead from the front* and they never expect their followers (employees, peers, family, friends, etc.) to complete a task that they would not do, or have done, themselves. For the purposes of this article, I will refer to *leadership* within the workplace. Specifically, this article will focus on the relationship between supervisor and employee(s).

For **Leader A**, it is easy to call an office meeting and relay direction that has come down the chain of command. It is easy to



assign individuals or groups with tasks that need to be completed, regardless of how it impacts their daily routine/schedule. It is easy to set deadlines and wait for the assignments to make their way back to your desk. It is easy to pass those completed assignments up the chain of command when they are done accurately/timely and receive praise for a job well done. It is easy to point the finger to a subordinate or make an excuse when the assignment is not completed accurately or is untimely and someone needs to be held accountable.

For **Leader B**, it is easy to assume a role within the office/team that is equivalent to his/her employees. It is easy to use the word “we” in place of you. It is easy to assist in the completion of duties assigned to the lowest ranking member of the office in order to ensure that office productivity continues without interruption. It is easy to pass on praise to your employees for a job well done and take the brunt of the criticism for them when direction has not been followed or a goal has not been achieved.

A *leader* must have **integrity**. This may also be referred to as honesty, loyalty, or fairness. Personal integrity and conviction are necessary for a *leader* to

obtain true employee “buy-in”. It can be summarized by the old question, “What do you do when no one else is watching?” Integrity cannot be learned through a training or obtained through promotion. Integrity is internal and formed through life experiences. It is intertwined with individual morality and personal ethics. It is a product of your past mixed with your feelings in the present based upon real life experience.

For **Leader A**, it is easy to do what is expected of you when you are in the presence of your employees or management. It is easy to join a group discussion and agree with the majority even when you internally have mixed emotions about a given topic. It is easy to be faced with a contentious or confrontational situation and make the conscious choice to jump on the side that is likely to succeed or prevail. It is easy to push today’s issues or problems off until tomorrow which often results in an issue or problem for somebody else to deal with.

For **Leader B**, it may not always be easy to do what is expected of you at all times, regardless of your audience, but you do it anyway. It may not always be easy to voice your opinion when it doesn’t coincide with the majority, but you do it anyway. It may not be easy to immediately deal with a problem or issue when it is presented to you, but YOU DO IT ANYWAY. You *do it anyway* because that is what a true *leader* does in spite of the consequence, in spite of the response, and in spite of the effect that it has on personal reputation.

Finally, a *leader* must be **consistent**. This may also be referred to as approachable, reliable, or dependable. Consistency is an essential part of *leadership* and a failure to maintain it will lead to dissension, disruption, and lack of trust. When

(continued on pg 8)

your employees know what to expect from you and they can count on a fair, consistent approach respective to your style of supervision, they will not hesitate to approach you in a time of need.

For **Leader A**, it is easy to negatively affect the entire office atmosphere because you are having a bad day. It is easy to change your position or approach on a given issue based upon your audience and your perception of how your stance will be received. It is easy to handle a situation with someone you are personally close with differently than someone who personally challenges you. It is easy to forget that you were once in a similar situation as your employee(s) and faced the same challenges that they are currently facing.

For **Leader B**, it may not be easy to set your personal issues/problems aside in order to maintain a consistent, positive approach within your office, but you find a way to do it anyway. It may not be easy to handle issues/concerns with your best employee the same way that you would with your most challenging employee, but you do it anyway. It may not be easy to keep an "open-door" policy with your staff and make yourself readily available to them when requested, but you do it anyway...and you DO IT because it is the right thing to do.

Like most people, I have certainly experienced a wide variety of leadership styles throughout my lifetime. From parents and teachers to military leaders and commonwealth managers, I have observed and experienced Leader A, Leader B, and several variations of Leader AB. Undoubtedly, we all desire to have a supervisor or manager with Leader B qualities. Furthermore, all supervisors would like to be perceived as Leader B. I certainly know that I strive to be Leader B in my day-to-day life, as well as within the workplace. However, I recognize that I often fall short of my personal leadership standards. I am happy that I still experience guilt, embarrassment and remorse when I realize that I have been complacent as a leader in some

capacity. Although the feelings, in and of themselves, are certainly no fun, they allow me to reflect on my actions, recognize the mistakes that I have made and ultimately use those mistakes to become a better *leader* in the future.

As *leaders*, it is ok to make mistakes... We are all going to make them! The difference between Leader A and B is how we recover from those mistakes. Do we find someone or something to blame and make the same mistake again in the future or do we become personally accountable and strive to do better when faced with a similar situation? Being a great *leader* does not come easy for everyone...then again, nothing great should ever come easy to anyone. From time to time, we should all step back and ask ourselves the following questions:

1. What type *leadership* style do I want in my supervisor?
2. What type of *leadership* style do I want to portray?
3. What type of *leader* would my employees say that I am?
4. What type of *leader* would my supervisor say that I am?

When you are able to honestly answer these questions, you will be able to identify your strengths and weaknesses as a *leader*. If you are unable to personally answer any of these questions, then ASK your employees, ask your supervisor, ask your peers. Be humble and be willing to listen, not just hear, the responses that you receive from others. We should all strive to work on our ability to lead on a daily basis regardless of our position within the workplace. In doing so, we ultimately become better supervisors, peers, employees, friends, parents, etc. Challenge yourself daily and hold yourself to high expectations. Don't be afraid to fail, as failure often leads to success in the future.

## Autism and Law Enforcement

By Amanda Eisenman

Imagine this: A report comes in about a man in his late 20s exhibiting bizarre behavior in the middle of the park. You respond to the scene and immediately see a man sitting on a park bench, naked from the waist down. You address the man with verbal commands, but he does not even acknowledge your presence. When you shine a flashlight in his direction, he shrieks, covers his eyes, and begins rocking back and forth. At this point, your initial assumption may be that the man is on drugs – PCP or some other powerful street drug. But, what if you are wrong?

You ask the man his name, but he doesn't answer. You lean closer and ask a little louder, "What kind of drugs did you take?" You and another responding officer attempt to escort him to the vehicle. Immediately, he backhands and attempts to bite you. You are able to handcuff the man, but his wrists have now become so raw and are bleeding as he strains against the cuffs. He begins to kick you, and you eventually have to restrain his legs to avoid further injury to himself or others. You have actually done an adequate job of getting this man under control; however, other encounters have not gone so well.

It is important that Law Enforcement Officers are aware of what to look for when dealing with individuals displaying these types of actions. Most people see autism as an adolescent who is acting out in an unusual manner but forget that these adolescents grow up to become adults with autism. Did you know that half of all people with autism are nonverbal, rarely make eye contact, and appear oblivious to pain? They may strike out if touched or bite as a means of self-defense. They also have an impaired sense of danger and fear a person in uniform. What if the officer, who came upon this individual, had known that some people with autism have no sense of



modesty or nudity? Or that a light touch may seem painful but a firm hold could calm them?

Since people with autism lack the ability to communicate, they often exhibit acting-out behavior. They cannot say "I am afraid!" or "Don't touch me!", so they often run from officers or instinctively strike out. Anyone who is in crisis, whether they have autism or not, needs less sight and sound and more room and time. Unfortunately, this is often the opposite of what they are given. Although Law Enforcement Officers do not deserve to be hit, bit, etc., showing up with a plan could keep everyone safer. Once it has been decided that the person exhibiting the strange behavior may be autistic, slow it down and allow the person to process. In fact, a person with autism may take up to eleven seconds to process verbal communication.

What could have been done differently in the above situation? When interacting with a person with autism, it is best to use simple and concrete sentences and give plenty of time for the person to process and respond. Officers should be alert to signs of heightened frustration and try to eliminate the source if possible. It is best to avoid quick movements and loud noises. Also, do not touch the person unless it is absolutely necessary. Lastly, if a caregiver is available, ask them how to best respond to the individual.

People with autism are seven times more likely to have an encounter with law enforcement. Reasons for this include a lack of community resources, an increase in citizens complaining about unusual and strange behavior, and a rise in the population of people with autism. Learning the signs of autism is an important first step toward preventing unfortunate situations similar to the scenario above.

Sources:

[www.correctionsone.com](http://www.correctionsone.com)

[www.autismspeaks.org](http://www.autismspeaks.org)

## 2017 Annual Training Institute and Conference: Power Up! – Wellness for your Body, Mind and Soul in Today's Correctional Environment

By Amanda Eisenman



*Dr. Joel Nunez demonstrates an internal motivation technique with his audience*

The 97th Annual Training Institute and Conference was held May 21-24, 2017 at the Kalahari Resorts and Conventions in the Pocono Mountains. This year's conference was hosted by both MASCA and PAPPC. The workshops offered throughout the 3-day conference included topics such as Career Survival, Substance Abuse Prevention, Individuals with Autism Spectrum Disorder, Opioid Use Disorder, Yoga and Mindfulness, and Managing PTSD. Saying the information contained in these presentations was fascinating and enlightening is an understatement!

Three exceptional key-note speakers captivated the attendees with their words of experience:

Dr. Joel Nunez is a Clinical Psychologist who discussed the importance of self-care in an age where people can sometimes become overwhelmed with their work duties. He expressed how crucial our own health and vitality are to managing a successful career. He provided data regarding burn-out in the workplace as well as various strategies to balance work

demands along with our own health and well-being.

Greg Morton, the Training Manager for Desert Waters Correctional Outreach, spoke about Corrections Fatigue and how it influences our personalities, health, functioning, core beliefs, and values. He went on to discuss how, while Corrections Fatigue is unavoidable, there are approaches to dealing with the fatigue in a positive manner; simply anticipating retirement is not a fulfilling way to have a career.

Michael Pittaro is a full-time Assistant Professor with American Military University and an adjunct Professor with East Stroudsburg University. He addressed ways to effectively manage and cope with stress, and expressed how stress can often lead some to resort to negative coping strategies that can actually exacerbate the stressful situations. Finally, Michael touched on the high rate of suicide within corrections and introduced coping skills vital to maintaining a healthy state of mind.

*(continued on pg 10)*



*Lacosta Mussoline receives the Adult Corrections Professional of the Year Award from PAPPCC President Eileen Hager*

### And the award goes to...

Jeff Nonnemacher received the Juvenile Justice Professional of the Year Award. Jeff has worked for Lehigh County Juvenile Probation for the last 20 years, 10 years as Supervisor. He spends a lot of his spare time raising money for families dealing with cancer, Special Olympics, and Dreams Come True. He is a member of the Lehigh County Juvenile Probation Department's Graduated Response Committee, Evidence Based Practice Steering Committee, Motivational Interviewing Workgroup, Community Outreach Group and Youth Collaborative. Jeff also represents Lehigh County JPO at Regional Intelligence and Investigation Center meetings as well as at the local high school. He is a dedicated and positive role model who always produces quality work.

Lacosta M. Mussoline received the Adult Corrections Professional of the Year Award. Lacosta has worked as a CAPTOR Business Process Expert, staff assistant to EDS Moore Smeal, and, most recently, as the Regional Reentry Administrator for the DOC Office of the Executive Deputy Administrator. In her latest role, she utilizes all of her strengths and skills as she collaborates with institutional, parole, community corrections staff and community stake-holders. Her goal

is simple - to ensure effective re-entry planning and reintegration services for all returning citizens. She is known to others as an outgoing, positive force who willingly shares her talents, knowledge, and skills with others.

Tony Dunkelberger received the Juvenile Corrections Professional of the Year Award. Tony has been the Court Liaison Program Specialist Supervisor for the Bureau of Juvenile Justice Services for 7 years. His responsibilities include administering, planning, organizing, and directing an array of transitional and treatment services for the BJJS facilities located in the Northeastern Region of Pennsylvania. He also coordinates and develops the region's processes for placement, intake, diversion, and release planning. He is viewed by many as a positive role model who exhibits professionalism, commitment, and dedication at all times.

Ann Marie Braskey received the Adult Probation/Parole Professional of the Year Award. Following an internship with the Luzerne County Court Administration, Ann accepted a position in the clerical department of Luzerne County Adult Probation and Parole. Eventually, she was appointed a position as an Adult Probation/Parole Officer. She was then promoted to supervisor within the department. In addition to her work

as a supervisor, Ann Marie also began documenting the procedures and policies of the department. Being able to anticipate changes within the department, she wrote the Intermediate Punishment Program Policy for Luzerne County. Her ability to interact, motivate, and supervise staff at all levels is exceptional.

### THANK YOU...

A special thank you to all of the sponsors and vendors who took part in this joint conference! Without your support, these conferences would not be possible. We look forward to your continued support in the years to come.

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*In July 2010, PAPPCC lost a dear friend and devoted colleague. Mr. Robert "Bob" Kelsey was a respected probation administrator not only within the Bucks County Adult Probation Department but throughout the Commonwealth of Pennsylvania.*

*Bob voluntarily gave countless hours in various roles within the PAPPCC for two decades and served as President in 2008–2009.*

*Bob guided PAPPCC with his gentle wisdom and experience to drive the Association to the highest standards of professionalism.*

*On a personal level, he valued his family most and enjoyed spending time with them. Bob initiated many of the current activities PAPPCC supports, and the mark he left continues to be appreciated by members and leaders of PAPPCC.*

## The Robert E. Kelsey Annual Scholarship Award

### ELIGIBILITY:

- Applicant must be a current PAPPCC member or immediate family member of a current PAPPCC member (i.e. spouse, child, step-child, adopted child, or self).
- Applicant must be currently enrolled or accepted into a two (2) year or four (4) year accredited program of higher education with a concentration of studies in the Humanities and Social Sciences. The maximum scholarship amount is \$1500 annually with a maximum of two scholarships per year being given by PAPPCC.
- Applicant must be in good academic standing. Incoming freshman must demonstrate academic success by holding at least a 2.75 GPA or equivalent at the time of application. Students presently enrolled in a college or university must demonstrate academic success by holding a current overall college GPA of 2.75 or better at the time of application. Please note changes to the eligibility criteria could change without notice. Check our web site for updates.

### APPLICATION PROCEDURE/APPLICATION CHECKLIST:

- Applicant must submit three letters of recommendation at the time of application.
- Applicant must submit a personal statement explaining why they chose their field of study and how that field applies to their future aspirations. Statements are not to exceed 500 words and must be typed and double-spaced.
- Applicants must submit a copy of their most current transcripts. In addition, applicant must submit the following information. Incomplete applications will not be considered.
  - full name
  - social security number
  - address
  - phone number
  - email address
  - high school or college grade point average
  - name of college or university applicant plans to attend or is currently attending, and major
  - PAPPCC member name and relationship

The application must be signed and dated by the applicant. Signature indicates applicant understands and agrees to abide by the terms of scholarship program and confirms that information provided is accurate. One scholarship per PAPPCC MEMBER or PAPPCC FAMILY MEMBER every two (2) years. Award winners are not permitted to reapply consecutively. Should an Executive Board member or family member apply for the scholarship, the Executive Board member will be excluded from the voting process for selection.



**The Pennsylvania Association  
on Probation, Parole and Corrections**

P.O. Box 5553, Harrisburg, PA 17110

[www.pappc.org](http://www.pappc.org)

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