

County Chief Adult Probation and Parole Officers Association of PA
General Business Meeting
Friday, December 3, 2021
Days Inn Penn State and Zoom

Chief POs in attendance in person or Zoom: Renawn Harris (Allegheny proxy), Regina Himes (Armstrong), Donald Neal (Beaver), Bob Williams (Berks), Amanda Moore (Blair), Christine Shenk (Bucks), Mark Ledford (Cambria), Rick Parsons (Carbon), Ryan Smeltzer (Centre), Chris Murphy (Chester), Jayne Smail (Clarion), Jason Fultz (Clinton), Donald Coleman (Columbia), Trevor Oates (Crawford), Darby Christlieb (Cumberland) Chad Libby (Dauphin), Danielle Hibberd (Delaware), Jen Quagliani (Elk), Jen Rager (Erie), James Caccimelio (Fayette), Doug Wilburne (Franklin), Dan Miller (Fulton), Len Hahn (Huntingdon), James Decker (Indiana proxy), Tracy Gordon (Jefferson), Michelle Beaver (Juniata), Gene Eiden (Lackawanna), Mark Wilson (Lancaster), Audrey Fortna (Lebanon), Pamela Sheffer (Lehigh proxy), Ann Marie Braskey (Luzerne), Nick Wolfkiel (Mifflin), Bernie Sikora (Monroe), Mike Gordon (Montgomery), Paul Singley (Northampton proxy), Tim Heitzman (Northumberland), Roger Miller (Perry), Anthony Aner (Philadelphia), Jeff Angradi (Pike), CJ Begansky (Schuylkill), Dave Roman (Somerset), Troy Freeman (Tioga), Scott Kerstetter (Union), Mike Walters (Warren), Eric Leydig (Westmoreland) and April Billet (York)

Others in attendance in person

Steven Fingado (Cameron), Gretchen Anderson (Dauphin), Craig Montgomery (Erie), Amber Snedeker (Huntingdon), Todd Bergman (Montgomery), Megan Morrison (Montgomery), Kathy Subbio (Montgomery), Michelle Orris (Perry), Christy Scott (Westmoreland), Don Overmoyer (York), Shanon Brady (York)

Helene Placey (CCAPPOAP), Nevin Warner (AOPC), Ryan Myers (PA Sentencing Commission), Margret Thompson (DOC/PPB-Interstate Services), Tom Dougherty, (DOC/PPB – Court Services)

Note: there were associate members and other guests participating via Zoom.

Meeting called to order: by President April Billet at 9:03 am

Secretary Len Hahn and Helene Placey took roll call of all county chiefs in attendance. It was determined a quorum had been established.

President's Welcome:

April Billet welcomed all those attending the meeting.

OFFICER'S REPORTS

President

April asked Helene to step out of the meeting so that a discussion could be held about increasing her salary. April informed the Chiefs that the association offered Helene a four year contract at our 12/4/2020 General Membership meeting which she accepted. It was agreed upon to give her a 3.5% pay increase for 2021. However, at that same meeting, a motion was

presented and passed that any future pay increases be voted on prior to the end of each year for the length of the contract. So as a result of that previous motion, April informed the Chiefs that a discussion is needed to determine if Helene's salary should be increased in 2022. After a brief discussion in which several Chiefs expressed the incredible job that Helene does, works beyond the 1600 hours she is contracted to work, pays for many of her expenses out of her own pocket and doesn't claim them, Mike Gordon made a motion to increase Helene's salary by 4.5%. Rick Parsons 2nd the motion. A vote was taken and the motion passed unanimously.

Vice President

Rick Parson informed the association that this was his last meeting as Vice President. He thanked everyone for their support, and hoped that he did a good job. He stated that Chief Frank Scherer will work well with April.

Secretary

Len Hahn reported that a draft of the minutes from the September 29, 2021 General Membership meeting were disseminated by Helene via email. A motion was made by Rick Parsons to approve the minutes. Mike Gordon 2nd the motion. A vote was taken and the motion passed unanimously. Helene reminded the Chiefs that all of the general business meeting minuets are posted on the association's website for review.

Treasurer

Christine Shenk reviewed the 4th quarter Treasurer's report for 2021 showing an ending balance of \$180,264.36 after all expenses were paid. However, Helene's 4th quarter salary and expenses still needed to be paid.

Christine then presented to the association a proposed operating budget for 2022. She went over each line item for Anticipated Revenue and Expenses. Rick Parsons made a motion to except the 2022 proposed budget. Chad Libby 2nd the motion. The motion carried unanimously.

Executive Director:

- Helene Placey reported the following:
- Helene indicated that the two (2) consultants (The Carey Group and University of Cincinnati) hired by the Association to provide EBP trainings ends in March. Check the training calendar for the schedule of courses; 64 classes and over 1000 registrations to date
- Helene indicated that those signed up for the EBP trainings should never share the link with other staff; each staff needs to be registered individually since the association is billed for the trainings. If staff signed up for an EBP training can't make it do to an emergency, the trainer needs to be advised immediately; and if possible give 14 day notice of cancellations to: paebptraining@gmail.com
- Helene asked Chiefs to monitor staff that are attending the virtual EBP trainings
- MI Updates- The MI training has been ongoing; Scheduling is ongoing and counties can still request MI training at this time; However, there is a waiting list for in-person

training; Chiefs who have trainers w/in their department need to support them. The association is trying to get as many counties trained as possible.

- April added that her MI trainers had been disrespected by APOs attending the sessions. Chiefs need to discuss with their officers about being appropriate during the training sessions and the importance of EBP trainings for their departments. Mark Wilson echoed April's comments. Helene indicated that this also happened in several of the virtual EBP trainings and at BTA. Several of the Chiefs in attendance indicated that they want to be notified if this happens again as they will take disciplinary action.
- 2022 assessments & membership invoices will be emailed to the Chiefs by the end of December
- There will be a conference recap will be discussed under old business
- 2022 quarterly meetings and conference location will be discussed under new business

CAPPAC & SUBCOMMITTEE UPDATES

Funding Subcommittee – Chair Rick Parson reported the CAPPAC Funding Subcommittee is meeting monthly to create a formula to determine how GIA funds, IP funds and JRI-2 funds should be distributed to counties under Act 114.

The subcommittee undertook the following major information-gathering items to aid in its decision-making:

- Reviewed key events (Act 134 of 1986 [Salary cap of 80%], Act 35 of 1991 [Offender Supervision Fees], and the administrative cap of number of positions) to determine if it was meeting the spirit of its legislative intention, and
- Conducted a post-mortem analysis of the program to identify gaps, shortcomings, and limitations.

The subcommittee found:

- 80% funding level of county personnel salaries was never reached.
- In 2019, the state was only supporting the salaries of 14% of all eligible county personnel, the lowest funding level in the program's history.
- With the addition of supervision fees layered on top of GIA awards, eligible county personnel were still being funded far below the state's 80% funding level target

Funding subcommittee identified themes: (1) decline in funding; (2) Divergence from connected trends; (3) Disproportionality in funding allocations.

Further analysis showed that GIA funding was driven by two metrics:

- The amount of eligible county positions "scaled-in" to the funding formula in 1991 (when the administrative cap went into effect).
- The amount of corresponding salaries of those positions, or the "scaling-up" of salaries. Counties which scaled-in proportionally higher in 1991, and then scaled-up their salaries higher between 2010 and 2019, were found to receive larger percentage increases in their GIA funding.

Funding subcommittee found that changes in caseload had no bearing on funding; completely disconnected.

Funding subcommittee expects to undertake analysis at their December 10th meeting; new funding formula is going to be centered on caseloads, which will provide equity, balance and fairness compared to prior funding formula. Two prong approach for funding: (1) certain factors and then a multiplier and (2) workload multiplier based on number of med/high risk offenders supervising.

Chief Ryan Smeltzer inquired if Chiefs would inflate number of medium and high-risk offenders being supervised in order to get more funding/aid?

April provided Senate testimony on the impact of grant in aid for adult probation departments

Please see attached summary (addendum)

Standards Subcommittee – Todd Bergman reported (on behalf of vice-chair Scott Kerstetter) that EBP standards were submitted to CAPPAC for review and approval. PCCD meets on 12/8/21 and will decide to approve the EBP standards or not. PCCD already approved 81 standards. Standard 82 (scheduling appointments w/PO) was approved by the CAPPAC Standards Subcommittee and CAPPAC. Pending approval by PCCD.

Training Subcommittee –Chair Dan Heydt reported that a workgroup was established to develop curriculum for a one week defensive tactics course. This workgroup included reps from each class size county. The workgroup reviewed different models and curriculums. A defensive tactics curriculum for new officers will be submitted to CAPPAC for approval at their 12/9/21 meeting. Dan thanked Helene Placey and Chris Pawlowski for all of their help in devising the defensive tactics curriculum. The training subcommittee is looking at potential regional trainings. Their future task is to develop Job Task Analysis.

Firearms Subcommittee –Chair Chad Libby stated that the firearms subcommittee is concerned that the ammo shortage could affect continuing Ed courses. Chad recommended to the Chiefs to start purchasing whatever ammo they can afford at this time. Chad reported that the process of getting waivers transferred to PCCD went flawlessly.

COMMITTEE REPORTS

Chiefs EBP Committee

Report from April Billet, Chair

- Racial bias in assessment video & paper disseminated
- PCCJI-virtual Stakeholder forums to be held on 1/11/22 (9am to 1 pm) and 1/25/22 (12 pm to 4 pm)- registration opens next week
- Developing series of briefs to be handed out to stakeholders (EBP overview; court personnel; case management; programming; research & data; partnership)
- Chief Doug Wilburne asked if the PCCJI Virtual Stakeholder forums could be recorded so those that can't attend on those dates could watch it later

Work Group #1- Risk Assessments; Report from Chad Libby

- Chad appreciated the input from the newest members of the work group
- Chad indicated that a Specialized Risk Assessment survey went out to all of the Chiefs; he got responses from 41 Chiefs so Chad will be contacting the Chiefs that didn't respond
- Of the counties that responded 15% indicated that their departments were using specialized risk assessments (most were using either Trauma/Mental Health or DUI risk assessments)

Work Group #2- Implementation; Report from Darby Christlieb

- The workgroup has been divided up into 5 teams (bench cards, forums, training, technical assistance, and case planning) in order to help with (1) creating white papers and bench cards with the Carey Group; (2) facilitate breakout sessions during the stake holder forums; (3) evaluations from the virtual trainings ; (4) provide technical assistance to counties that need help; and (5) implementing case planning
- The Carey Group is willing to meet with counties to help implement EBP
- Chad Libby asked for a list of mentors to be created so that counties in need of help in implementing EBP would know who to ask help from
- Case Planning Forum to be set up
- The Case Planning survey sent out to all of the Chiefs closed today

Work Group #3- Data & Dashboard; Report from Rick Parson

- Recently restructured and obtained new members; JNET and DOC participates in the meetings as well as a lot of other state agencies
- Meeting once a month; there is a subgroup that meets in between the monthly meetings
- Working on developing other dashboards
- Discussions are being held on how to capture the data needed for the dashboards and what do we want to know as Chiefs
- Automated dashboard is the goal

Work Group #4- Victims; Report from Ashley Lynn (Allegheny)

- Met with PA Office of Victim Advocate
- Developing Strategic Plan
- 3 action items: (1) Creating process for crime victims notification; (2) creating victim wraparound services; and (3) creating PA state victim policies for supervision of offenders (sex offenders and domestic violence)
- Chairman Frank Scherer is looking for Chiefs to share their victim policies

Inter-County Affairs Committee

Report from Pam Sheffer, Chair

- Revised inter-county transfer policy
- Draft was reviewed by Executive Committee and additional feedback was given

- There were questions from the Chiefs if risk assessments needed to be done prior to transferring supervision; also some Chiefs inquired if social histories needed to be included in the transferring of supervision
- Pam sent the proposed revisions to all the Chiefs for review
- Tentative adoption of the revised inter-county policy was to take place at this general membership meeting
- Pam proposed the Chiefs association endorse inter-county transfer guidelines instead of a policy; that way counties wouldn't be adopting a policy but instead just have guidelines to consider when transferring supervision
- Chief Rick Parson made the motion to accept the Inter-county guidelines as proposed; Chief Mark Wilson 2nd the motion
- The motion was carried; no Chiefs opposed

Communications Committee

Report from Doug Wilburne, Chair

- Disseminated results of salary survey on the Chiefs website
- Finalized new logo for Chiefs Association; asked for approval of the newly developed Chiefs Association logo
- Chief Chad Libby made the motion to approve the new Chiefs association logo; Chief Mark Wilson 2nd the motion; Vote was taken and the motion to approve the new Chiefs association logo was carried unanimously

Policy & Legislative Committee

Report from Todd Bergman, Chair on policy; Helene Placey gave report on Legislative

- Todd gave the same report on policy that was given for the CAPPACC Standards Subcommittee
- Helene gave the report on pending legislation (SB 913, HB 773 & HB 2106)
- SB 913 (probation reform)- introduced on 10/18/21; moved out of Senate judiciary committee; chiefs association submitted comments & concerns; Supported early termination, but not "probation review conferences"; data shows little impact on reducing probation terms
- HB 773 (DUI)- voted out of the House and now in the Senate; impacts repeat DUI offenders (3rd, 4th or subsequent); amendment removed clause requiring consecutive sentences; removes lawfully used medical marijuana from definition of "controlled substance"
- HB 2106 (DUS/DUI)- introduced on 11/23/21; fix to Com. V. Eid; would allow flat sentences of 60 days for first violation and 90 days for a second violation
- The association supported the EBP Standards created by the Policy & Legislative Committee so Todd will present them to the CAPPAC Standards Subcommittee.
- Chiefs Association provided testimony on Probation Reform at the Senate Judiciary Committee meeting held on September 20
- Likely new Senate Bill will be introduced very soon on Probation Reform

Training & Education Committee

Report from Dan Heydt, Chair

- Dan gave the same report on Training that was given for the CAPPACC Training Subcommittee

Racial Diversity Committee

Report from Renawn Harris, Chair

- No updates for this quarter

Nominations Committee

Report from Darby Christlieb, Chair

- Officer terms for President, Vice President, Treasurer and Secretary expire on 12/31/21; new term begins on 1/1/22
- At large member vacancy (3-year term); new term begins on 1/1/22
- Darby indicated that the nominees were April Billet for President, Frank Scherer for Vice-President, Len Hahn for Secretary, Christine Shenk for Treasurer and Rick Parsons for At Large Member.
- Darby asked for an election of officers and at large member to take place (action item); he indicated that the bylaws don't indicate on how voting should be done. So due to some Chiefs attending the meeting virtually, he recommended a Yay or Nay vote
- Chief Mark Wilson proposed the motion of accepting the nominations for all candidates as proposed by Darby; Chief Chad Libby 2nd the motion; A vote was taken and all Chiefs in attendance gave a Yay vote; there were no Nay votes
- Motion carried

STATE AGENCY UPDATES

AOPC

No update

DOC-Reentry

No update

JNET

Report from Amelia Marsh (via Zoom)

- Recidivism dashboard- Continue to work on investigating data errors and it's impacts on the dashboard; work effort continues internally to enable the automatic updates of AOPC via court case event messaging (should be completed and incorporated into the dashboard by 4/22); Strongly encourage counties that have not implemented the JNET ER2P service with their record management system vendors please discuss/review

- County Intermediate Punishment Project (CIPP)- Will utilize JNET ER2P service to automatically provide data from probation RMS vendors to CIPP & PAJCIS; Requires the addition of new data fields to ER2P and work on record management system (RMS) vendors side; New data elements will be passed via ER2P messages to CIPP but not stored in the JNET ER data base; CIPP will be able to share the info with PAJCIS via the service
- When utilizing the Traffic Stop Ap the CH user must put in reason and purpose code
- JNET admins please make sure to update active JNET users and remove anyone no longer employed
- JNET training available via JNET portal online trainings and in person trainings when appropriate; interested in training please contact Todd Sackett
- Planning to hold the JNET Conference in person in State College in 6/22

PCCD

Report from Jackie Weaknecht, Deputy Director

- Jackie gave an update on staffing; 2 program analysis positions to be filled; and Kathy Clark was promoted to manager position
- All 65 counties applied for the Continuing County Adult Probation & Parole grant; PCCD will be reviewing the applications; soon as the grants are changed to awarded alerts will be sent out indicating that the 1st quarter project and financial reports are delinquent; be advised that the reports will not be delinquent and just get them submitted as soon as possible
- JRI 2 funds were transferred into savings; funding plan to be developed on how these funds will be dispersed; PCCD can't guarantee there will be annual JRI 2 funds
- JAG grant to be released in early January 2022
- A BTA will start next week; Dan Heydt already discussed defensive tactics, but Jackie wanted to mention that PCCD is looking for a way to come up with sustaining funding for defensive tactics
- The 82 standards (2nd edition) that have been approved by PCCD has been posted on their website
- Chiefs have expressed concerns about the future "monitoring process", but Jackie wanted the Chiefs to know that PCCD is not out to penalize department for not complying with the standards but instead looking to help departments meet the standards
- Jackie informed the Chiefs that Joe Maclaughlin wanted the Chiefs to know that the list for Firearm's BTA, continuing ED and CI courses for 2022 will be released soon. He encouraged Chiefs to sign up their officers for the trainings as soon as the list is distributed.
- PCCD is planning on having the CJAB Conference in person April 12-13, 2022

PA Commission on Sentencing

Report from Ryan Meyers

- Ryan indicated that he wanted to mention three (3) things
- 1st topic had to do with reporting and certification process; sentencing guidelines for 2021 will be due on 1/31/22 and the last warning to get them submitted will be in March
- 2nd topic was that he wanted the Chiefs to check out the Commission's website since it's been updated recently
- The PA Commission on Sentencing's Education & Outreach is available for trainings, videos and monthly updates; remotely or in person for trainings, Seminars and SGS overview
- Ryan also reported that since Linda Bell retired the Sentencing Commission will be making changes to the SGS help desk

PPB - Court Services

Report from Tom Daugherty

- Tom reported that Chiefs no longer need to submit to him the PBPP 91 (Personnel transactions forms anymore

PPB- Interstate Services

Report from Margret Thompson

- Margret wanted the Chiefs to know that Todd Stephens (Legislative Representative) and Suzanne Estrella (Victim Advocate) were recently appointed to the state council
- Margret wanted to remind the Chiefs that the PBPP recently rescinded transferring Special Supervision cases through the Interstate Compact and now the counties are responsible for doing this; her office sent each Chief a list of Special Supervision cases that they would be responsible for tracking
- So any consecutive probation cases to state sentences are now the responsibility of county probation departments to transfer through the Interstate Compact once the state sentence expires; the interstate transfer process can start 4 months prior to the max date
- Margret wanted to remind the Chiefs of the new rule changes on the definition of a resident and time frame for issuing warrants
- A resident is now defined as having resided in the receiving state 1 continuous year either prior to the commission of the offense or sentencing
- Warrants must be issued within 15 business days of receipt of the violation report
- The new rules will be effective 4/1/2022
- Warrant tracking module will be installed in the ICOTS system; warrants must be fully extraditable
- National is pushing data cleanup of the ICOTS system; PA Interstate Compact will be contacting counties to fix things
- Interstate Compact Training at BTAs will now be just a general overview of resources available
- Schedule of trainings for next year to be developed

OLD BUSINESS

- 2021 Conference Recap (Feedback & Evaluations)
- Income vs. Expenses (\$36,010 - \$35,085)
- Session/Speaker Evaluations (were rated)
- Other conference activities (were rated)
- 2022 Conference planning; Executive Committee met to discuss all feedback from attendees; consensus was that for the 2022 Conference the following is needed (1) adequate lodging & meeting rooms, (2) registration fees will be increased (tentatively \$100 per person), (3) will need to eliminate some expenses

NEW BUSINESS

- Retirements: Paul Ruffner, Jefferson County (December 31); Bob Williams, Berks County (January 4); Mike Gordon, Montgomery County (January 14)
- Recognized the new chief appointments of Tracy Gordon, Jefferson (November 7); Eric Leydig, Westmoreland County (eff. November); Dan Heydt, Berks County (January 4)
- Executive Committee choose the Penn Stater Hotel & Conference Center to host the 2022 Chiefs Conference (September 12th-13th)
- 2022 Quarterly meeting dates have been established; 3/18/22 at the Ramada, 6/17/22 at the Wyndham, Boalsburg, 9/14/22 at the Penn State Conference Center & Hotel, and 12/2/22 at the Hyatt
- There will be surveys after each general membership meeting/location to gather member feedback

Meeting adjourned at 11:04 am.

Respectfully submitted,
Leonard R. Hahn
Secretary

Addendum

December 3, 2021 CCAPPOAP quarterly membership meeting

CAPPAC Funding Subcommittee Report, Rick Parsons, Chair

Key Takeaways: October 1st and November 5th Funding Formula Subcommittee Meetings

- The subcommittee undertook the following major information-gathering items to aid in its decision-making: a.) reviewed key legislative events connected to former Grant-in-Aid (GIA) to determine if it was meeting the spirit of its legislative intention, and b.) conducted a post-mortem analysis of the program to identify gaps, shortcomings, and limitations.
- Two legislative events the subcommittee analyzed in granular detail were Act 134 of 1986 and Act 35 of 1991.
- Act 134 of 1986 clarified that the state's funding level of eligible county personnel salaries should be targeted at 80%, and Act 35 of 1991 introduced "supervision fees" as a means to augment the GIA appropriation (and it corresponded to the Budget Office's placement of an administrative cap on the number of positions funded by GIA in each county).
- Through empirical analysis, the subcommittee found that GIA's targeted 80% funding level of county personnel salaries was never reached. Not once, in the 30+ years between 1986 and 2019. The closest the program came was in 1987 (78%), however the funding level dropped precipitously thereafter, by nearly 64 percentage points to 14% in 2019 – meaning, in 2019, the state was only supporting the salaries of 14% of all eligible county personnel, the lowest funding level in the program's history.
- The subcommittee then analyzed the impact of supervision fees in 1991 to determine if the fees, in conjunction with GIA funding, helped meet the legislature's 80% funding level target of eligible county personnel salaries. It did not. The high-water mark came in 1993 at 78%, and dropped by 33 percentage points to 45% in 2019. The subcommittee concluded that even with the addition of supervision fees layered on top of GIA awards, eligible county personnel was being funded far below the state's 80% funding level target, and thus GIA fell short of its legislative intent.
- The post-mortem analysis undertaken by the subcommittee identified three thematic trends that were noticeable upon empirically analyzing historical data: funding for the GIA program over time had 1.) declined significantly, 2.) diverged from the trending of connected metrics, and 3.) was allocated in disproportionate fashion (due to administratively capping the number of funded positions).
- The subcommittee identified the first theme, Funding Decline, through GIA never achieving its intended 80% funding level of eligible county personnel salaries (as mentioned above), and also because adjusted for inflation, the GIA state appropriation declined by nearly half since 1989. In fact, in 2019 dollars, the state funded GIA at nearly the same level as it did in 1985 (approx. \$16 million dollars). So, in 34 years, when factoring in inflation and its eroding purchasing power nature, the GIA appropriation barely changed.

Addendum

December 3, 2021 CCAPPOAP quarterly membership meeting
CAPPAC Funding Subcommittee Report, Rick Parsons, Chair

- The second theme, Divergence from Connected Trends, found that GIA funding had not kept pace with corresponding trends. In particular, between 2010 and 2019, the average county's actively supervised caseload increased by 14%, and the proportion of the average county's felony offenders on caseload increased by 9 percentage points. In the same timeframe, GIA funding decreased by an inflation-adjusted 20%. Meaning, the average county experienced rising caseloads and increasing offender seriousness during this 10-year timeframe, however, state funding to support county probation and parole efforts decreased. The subcommittee concluded this was a policy equation that did not make good sense due to such trend divergence.
- The final theme, Disproportionality in Funding Allocations, found that the average county received nearly 6% less GIA funding between 2010 and 2019, however some county classes were impacted disproportionately from others. For example, Class 3 and Class 6 counties which comprise over half (35/65 or 54%) of all GIA-awarded counties, experienced respective average funding decreases of 8.8% and 5.1%. However, the average Class 3 county's caseload increased by 27% and the average Class 6 county's caseload increased by 22% during the same timeframe. Meanwhile, the state's largest county class (Class 1, Philadelphia) had a 25% decline in actively supervised caseload, yet received a 1.3% increase in GIA funding (the only county class to receive an average increase in funding).
- To understand why such funding disproportionality and caseload-disconnect occurred, the subcommittee explored this phenomenon deeper. It was found that changes in GIA funding under the previous funding formula were driven by two metrics: a.) the amount of eligible county positions "scaled-in" to the funding formula in 1991 (when the administrative cap went into effect), and b.) the amount of corresponding salaries of those positions, or the "scaling-up" of salaries. Counties which scaled-in proportionally higher in 1991, and then scaled-up their salaries higher between 2010 and 2019, were found to receive larger percentage increases in their GIA funding.
- Philadelphia and Allegheny Counties are good examples. Philadelphia had its funded positions capped at 228 (of 1,014 statewide), which accounts for 22.5% of all statewide funded positions. However, Philadelphia had 87% of all of its eligible positions funded, and the salaries for those 228 positions increased by 29% between 2010 and 2019. Thus, GIA funding increased by 1.3%, regardless of caseload decreasing by 25%. Juxtapose that with Allegheny County: capped at 85 funded positions (8.4% of all statewide positions), but GIA only funded 57% of all of Allegheny County's eligible positions (30 percentage points below that of Philadelphia). Those 85 positions had salary increases at less than half (14.8%) of the rate of Philadelphia's, leading to a 10% decrease in GIA funding between 2010 and 2019, while their caseload increased by 14% during the same timeframe. So, counties that scaled-in and scaled-up (e.g. Philadelphia) received increased funding, while counties that did neither (e.g. Allegheny) received decreased funding.

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CAPPAC Funding Subcommittee Report, Rick Parsons, Chair

- And the change in caseload had no absolutely bearing on funding, as it was found that a county's change in caseload was not correlated to changes in GIA funding. However, a county's increase in salaries was nearly perfectly correlated to changes in GIA funding – meaning caseload was empirically disconnected from GIA funding under the previous funding formula.
- Moving forward, in December, the subcommittee expects to undertake a comparative analysis between what a new funding formula (centered upon caseload) would provide (e.g. equity, balance, fairness, etc. among counties) and how it differs from the prior funding formula.