

Adams County Criminal Justice Advisory Board

Friday, August 25, 2023

On Friday, August 25, 2023, the regularly scheduled CJAB meeting was held at noon in the Adams County Human Services Building Conference Rooms

In attendance:

Judge Campbell

Jim Martin

Judge Wagner

Brian Sinnet

Don Fennimore

Warren P. Bladen

Katy Hileman

Casey Darling-Horan

Samantha Hoffman

Scott Harper

Neil Burkholder

Welcome

Judge Campbell called the meeting to order.

PCCD Announcements & report

Neil reported that he had received a little information regarding State announcements. These mainly consisted of currently open grants. In addition, they continue to look to fill the position of the South Central CJAB - position. This is the position that would represent our County CJAB.

Commissioner's Report

Commissioner Martin reported that there continues to be good things occurring at the jail. Recently Barbie Taylor has arranged for soon-to-be released inmates to receive employment training. CareerLink also continues to assist Kelly Carothers and her hiring events.

Old Business

There was no old business to report.

Committee Reports:

Behavioral Health Committee Report – Warden Hileman reported on the Julota program that the Committee was reviewing. This is the system that captures the information from Medical, Mental Health, Criminal Justice, Courts and Police. Previously, several members of the committee received an overview presentation.

Unfortunately, the presentation that was seen was from a salesperson for the company. The program itself is very expensive and would require full system-wide engagement to be worth the price. There are a few counties in Pennsylvania who are involved with the program. The goal is for a meeting to be scheduled with these counties to see how the program works for them and then to determine if this is something that would be worthwhile for Adams County. Questions were raised as to whether the cost of this program could fall under any of the grants from PCCD. It was stated that even before any grants are considered, a lot of work and meetings would need to occur to try to determine what this would look like here in our County because currently it appears that this would be a several years project to fully implement. There are a few other systems that are similar. This was just the one that was brought to the attention of the committee.

Housing Committee Report – Kristi Fields was unable to attend. No report.

Technology Committee Report – Chip Guise was unable to attend. No report.

Employment Committee Report – Kelly Carothers was unable to attend, however she did provide some updates. The committee has not met since our last meeting. There will be a hiring event on Wednesday, September 27th. For the remainder of the year, Hiring Events for the HSB have not yet been scheduled. It was reported that the Gettysburg Times is interested in writing an article regarding the Hiring Events. However,

several issues will need to be resolved prior to Kelly speaking with them. CareerLink will continue to appear at the rest of the Criminal Contempt days at the Courthouse for this year. Kelly submitted a question to the board as to whether we should continue to have CareerLink involved with the Criminal Contempt dates in the future. The Board is very interested in having CareerLink involved with this in the future. It was stated that although attendance following the hearings has not always been very high, it is hopeful that along with notification to the Court that CareerLink is present, other notifications, attendance will continue to grow.

New Business

Casey Darling-Horan informed the Board that as part of the Co-Responder program here in Adams County, it is important to receive input from all the stakeholders. Therefore, an Oversight Committee is being requested. It has been suggested that the CJAB Behavioral Health Committee could be the proper location for this Oversight Committee to occur. This could be a part of the agenda for when the Behavioral Health Committee meets. Although there is not a quorum at today's meeting, it was requested that Neil send out an email vote to the Board for this.

Other Business:

Don Fennimore led a group discussion regarding Staff Recruitment, Retention and Leadership Development. Don stated that he continues to have concerns regarding future leadership here in Adams County. He thought that this may be a topic that we would want to discuss prior to our CJAB strategic planning meeting because it may be something that we would like to include as part of our plan. Don stated that our Criminal Justice System is led by leaders. However, he has concerns as to where our future Leadership is and who those leaders may be. Don handed out a portion of the 2011 Davison Group Court Administration Business Process Review. This document had outlined the importance of succession planning. Don does not feel that we, as a system, are taking the necessary steps to prepare for this leadership change. Don stated that he strongly recommends that we make this part of our strategic plan and develop a sub-committee for this topic. Don stated that he would be glad to chair such a committee. Don stated that he believes he has Leadership skills and would like to pass those skills on to others. He would hope that this proposed committee would be comprised of Millennials and Gen Z staff because that is who we need to reach. When asked as to what this Committee would do, Don stated that at this time it is unclear, and more discussion would need to occur to determine the goals of the committee. Some ideas may include providing trainings for leadership, ways to identify future leaders and provide opportunities for current staff to grow into leadership positions. Although Don could see some currently leaders on the committee, he prefers that most of the membership would be comprised of Millennials and Gen Z staff.

Neil stated that at the June CJAB meeting, it was proposed that this August CJAB meeting would start the Strategic Plan – Planning meetings, continue to the October meeting and then hopefully a document could be provided to the Board to vote at the December meeting. This is due to the Plan needing to be completed by December 31, 2023. This topic of leadership was brought up at the June meeting and this discussion today has been the start of our Strategic Planning. Judge Campbell suggested that an additional ½ day be scheduled for additional Strategic Planning time. It was suggested that an early November date should be considered for this. This will be in addition to discussion continuing at the October meeting.

Future Meetings:

Our next meeting is scheduled for Monday, October 30, 2023, at noon.