



MACPOST

Newsletter of the Minnesota Association of County Probation Officers

SUMMER 2019

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FROM THE PRESIDENT

TERRY FAWCETT, PINE COUNTY PROBATION

#1-TEAM -1 FIGHT!

This is the mantra of the high school football team that I coach. #1TEAM1FIGHT! The mantra motivates and inspires us to work together, to forget about who gets the credit, and if we can do that, good things will come.

We come together through various correctional organizations or committees throughout the state. Afterwards, discussions centered over funding streams and delivery systems continue. Agents continue to work together in harmony, yet us leaders sometimes become divisive. I've said this before: safety and training should never be political. Nor should our supervision of clients.

Our communities and our clients do not care if you are a CCA, CPO, DOC or a DOC Contract agent. They "only care that you care," which is another lesson I've learned along the way as a football coach.

Let's get back to the table and discuss our differences. No agenda, just professionals in a room coming together for the good of corrections. Start to trust one another. Learn that it is o.k. to choose your system of delivery and to do so without complaint from others.

Be professional. Be proactive. Be a TEAMMATE! Be willing to be a part of the solution, not part of the problem. As your MACPO President, I am willing to do whatever possible to build bridges with other agencies, organizations, and delivery systems.

If we all strive to be better, we'll do better. And if we do better, we'll truly become #1TEAM1FIGHT!



Like MACPO on Facebook



Follow MACPO on Twitter

***Special Note:** MACPO and MCA have partnered together to collaborate on training and a new dual membership was created because of this. You will start to see updates and/or messages from the MCA President in these newsletters, as well as on our website.*

MCA'S PRESIDENT MESSAGE

Connie B. Hartwig, 2019 MCA President

June is here already and I cannot believe 2019 is almost half over. My... how time flies. It feels like Christmas is just around the corner! Sorry about that. On June 13th, we held our annual MCA picnic at the beautiful warden's house at MCF-Stillwater. This picnic is provided by the Board of Directors to our wonderful committee members as a big thank you for all of the hard work they do all year round. It was so nice seeing and getting to know our volunteers. I drove home with such joy thinking about how much effort is put into making our association successful as we continue to grow. Words cannot express how grateful I am for the generosity people show for the greater good of our association.

Keeping in mind the importance of recognizing those amongst us who go above and beyond, I would like to remind the membership of the opportunity to formally recognize an individual or program who you feel is worthy of an award. MCA is honored to announce the addition of the Corrections Officer of the Year Award. This award is inspired by Minnesota Corrections Officers Joseph Gomm and Joseph Parise, who gave the ultimate sacrifice in the performance of their duties. This award will be given to a uniformed officer who demonstrates extraordinary character; who has gone above and beyond the scope and responsibilities of their position to ensure the safety and security of their colleagues. The recipient of this award will be nominated for their standard of professional achievement. All of our nominations are listed later in this edition of the Forum, with a link to the nomination form and are due by July 31, 2019. Please take time to recognize someone among you who is deserving of an award.

I am so honored to announce that at our Executive and Board meeting, we voted to sponsor and provide monetary benefits for the first anniversary events of our fallen officers, Joe Gomm and Joe Parise. I was so humbled to see the generosity of MCA and willingness to help pay tribute to these amazing men and staff who worked so closely with them. Details of both events will be provided by MCF-Stillwater and MCF-Oak Park Heights.

As several of you are aware, I have been promoting membership and the efforts of the Corrections Peace Officer Foundation (CPOF). This amazing foundation hosted their Annual Project 2000 Conference in Louisville, Kentucky last week and I was so humbled to attend. For the 30th Anniversary of the event, the families of Joe Gomm and Joe Parise were honored. Additionally, Sgt. Chuck Weyer and Lt. Chris Milliron, both attending with their wives, were honored. Sgt. Chuck Weyer and Lt. Chris Milliron were severely injured in the line of duty at their respective facilities of Oak Park Heights and Stillwater. The Department of Corrections was able to send staff from both facilities, in addition to four members of the Department's Honor Guard. All who attended, were amazed at the camaraderie and heartfelt support for each other. There were corrections people from all over the United States and Canada. Words cannot express what a remarkable experience this was. MCA was given an award for

becoming a life-time sponsor of the foundation. Kim Blakely, from CPOF will be present an award at the 2019 Fall Institute Awards Event, in addition to having a booth in our exhibit hall. Please take some time to visit their website at CPOF.org for more information. We are so excited the CPOF Project XXXI will be held in Bloomington from June 11 - June 14, 2020. As always, feel free to contact me and I can provide more information as well.

Finally, please take some time to check out our website to see upcoming trainings provided in the coming months. Enjoy the rest of your summer and look for registration materials to be coming soon for our Fall Institute at beautiful Grand View Lodge.

LEGISLATIVE COMMITTEE

Margaret Munson, Wright County Court Services

There was some discussion on whether or not to find a new lobbyist, which we have obtained a new lobbyist.

COMMUNICATIONS COMMITTEE

Jess Mott, Chisago County Program

Registration is open for the Peer Support Team Training with Kirsten Lewis on August 5th and 6th. Registration closes July 26th!

MACPO Scholarship Application is available online and we are accepting applicants. Criteria is found at our website at www.macpo.net/scholarship. Deadline to submit applications is November 15, 2019.

MACPO's 18th Support Staff Conference is coming up in October; registration to be open the beginning of August so stay tuned for more information!

The MACPOST page has been updated on our website. Visit www.macpo.net/macpost/ to view current and previous editions of our MACPOST newsletter.

For the next MACPOST Newsletter, we will be looking for your best pumpkin carving pictures. The next newsletter will be coming out before Halloween, so feel free to submit pictures from the previous year(s). If you have a pumpkin carving you are proud of, please submit your picture to michelle.pramann@co.wright.mn.us.

MEMBERSHIP COMMITTEE

Danni Bristol, Jackson County Court Services

MACPO would like to thank Amber Chase and Nicole Kalow for their dedication to this committee as chair and co-chair over the past few years. We would like to welcome Danni Bristol as the new committee chair.

Friendly reminder we now have joint membership available with Minnesota Corrections Association (MCA). You can register for this membership at our website and the cost is \$50. Benefits include being able to attend MACPO and MCA trainings for free or at a reduced rate, as well as receive notification of upcoming trainings and other MACPO and MCA related topics.

TRAINING AND EDUCATION COMMITTEE

MICHELLE NISTLER, CASS COUNTY PROBATION

AMY HERTZOG, WRIGHT COUNTY COURT SERVICES

The Annual MACPO Spring Conference will be held at a new location next year!! Please see the information on the next page for more information.

MACPO is happy to announce we have Kirsten Lewis coming back in August to Minnesota to train a Peer Support Team Training! Those attending will have the opportunity to gain knowledge on peer support and become team members themselves.



CPO DIRECTOR'S COMMITTEE

Amy Chavez, Chisago County Probation Director

A new Judicial Council Policy went into effect on July 1st. All CPO Probation Officers, Supervisors, and Directors are now county employees with this new policy.

Director Amy Chavez will be training all directors on peer support on September 27, 2019.



We Heard You!

Thank you for all your feedback on this years and previous years surveys. Those surveys help us to better shape the MACPO conference to fit your needs.

A couple of years back we had asked about moving the conference location. Most of you wanted a new location and voted for a resort setting. We spent the last few months receiving proposals and tours from a variety of resorts (Grandview, Ruttgers, Superior Shores, Chase on the Lake, Craguns and Maddens). After much consideration, we just signed a contract with Maddens on Gull Lake (<https://www.maddens.com/>). We felt that this best fit the needs of our conference and would bring new and exciting feel to our conference.

Moving to a new conference location is exciting but will bring changes to our conference. We hope that you will all embrace the changes. One of the first changes we had to make for the year 2020 was our dates. Our MACPO conference will be May 27 – 29, 2020. Although these dates were not our first choice, we had to move the dates in order to book the new location. We are hopeful that this will still allow many to attend the conference. We have done everything we can to keep the costs close to what you have been paying in the past. We believe it is very reasonable for our new location.

We are working on booking speakers for the 2020 conference. If you (or someone you know) have an exciting topic that probation officers want to hear, please contact Michelle Nistler (michelle.nistler@co.cass.mn.us).

***Mark your Calendars MACPO Spring Conference
May 27 – 29, 2020!!***

2019 MACPO SPRING CONFERENCE

MACPO Communications Committee



Patty Wetterling

"Patty is the best.
She is a good
reminder of why I
got in this field."



Dan Ryan



Tim Walsh



Jeffrey Hohensee

"Very good
presentation.
Gave me hope
for some of my
difficult
clients."



Dr. Thomas Blee (left) and
John Turnipseed (right).

Keynote Speakers:

Patty Wetterling & John Kriesel

Patty Wetterling presented on “So What We Have Learned, Anyway” and “Don’t Give Up Your Dreams.” Patty shared her personal story of the investigation following her son’s abduction, as well as lessons learned from working with hundreds of searching families across the nation. She also shared thoughts on how to build a better, safer world for our children.

Retired Army National Guard Staff Sergeant John Kriesel may have lost his legs and three close buddies in Iraq, but he came home to share a powerful message of hope and living testimony to the value of a positive attitude to overcome any challenge.

Breakout Sessions:

“Reclaiming Mended Pieces”

Trauma surgeon from St. Paul (Dr. Thomas Blee) & former gang leader & drug dealer (John Turnipseed) discuss how their lives crossed paths and joined together to form LIFE TEAMS. They openly discussed their backgrounds and why the mixing of different life experiences makes their work successful.

A Deep Dive into Digital Forensics

Thomas Hellewell is a Computer Forensics Investigation with the Wright County Sheriff’s Office and showed how to find someone’s location, who they have been communicating with, and if they are hiding information. He also showed available tools, such as Cellebrite, GriffEye, FieldSearch, and more.

Life Transformation: What Works

Vice President of MN Adult & Teen Challenge, Tim Walsh, presented on the body of empirical research on positive psychology representing a paradigm shift in philosophy and focus on the fields of corrections, counseling & human services.

Evidence-Based Practice (EBP) Implementation Science

Nicole Knutson (Dakota County EBP Coordinator) and Carter Diers (Wright County Court Services) presented on the drivers of successfully implementing EBP into a probation department. They also held a café style discussion on local EBP implementation.

Sex Trafficking Investigations in Southern Minnesota

Jeffrey Hohensee covered the Brown, Nicollet, and Blue Earth Counties’ approach of sex trafficking investigations, which includes stings, grants, etc...

Civil Commitment

Dan Ryan, Assistant Carver County Attorney & Jennifer Tichey, Carver County Attorney Division Manager discussed the process of civil commitments and the role that probation staff often plays, as well as how important information sharing is between justice partners in this process.

What can EMPLOY do for you?

Julie Kraemer with DOC-MINNCOR Industries/EMPLOY Program gave information about EMPLOY, which is a voluntary employment readiness program that is utilized throughout the DOC facilities that have MINNCOR Industry operations and Career Technical Programs.

CONGRATULATIONS TO ALL OF THE 2019 MACPO SPRING CONFERENCE AWARD WINNERS!!!



Neal Huemoeller, Wright County Court Services, received the Superior Service Award.



Amy Hertzog, Wright County Court Services, received the Outstanding Performance Award.



Nicole Kalow, Amber Chase, and Landi Dulas each received the “In Appreciation of your Dedication and Exceptional Service” plaque for their roles on the MACPO Executive Board.

Rookie Agent of the Year Award Winner:
Jameson Nedved, Chisago County Probation (not pictured)

Excellence in Corrections Award Winner:
Grandmother Circles, Michelle Moran and Laura Vukelich (not pictured)

AGENT WELLNESS

Peer Support Group Member Neal Huemoeller

Below is a list of apps, along with their descriptions, one can download
For mental health, mindfulness, relaxation, etc...



AURA - This mindfulness app provides the user with daily micro-meditations that last only three minutes apiece. Aura helps users relieve stress and anxiety with a technologically advanced, simple, and effective meditation platform. It was created by some of the best and most sought-after meditation teachers and therapists and personalized by AI.

Aura allows users the option to keep a gratitude journal, track moods throughout the day, and listen to the sounds of nature. It even makes meditation into a game, as it allows you to level up as you learn and participate in daily challenges. This may be the right app for you if you have limited time throughout the day to practice your meditation.



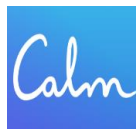
BREETHE - This is a free app that follows users throughout the day, from the time they wake up to the time they go to sleep. It provides them with supportive tools and guidance to help them stay on track with their meditation practices throughout the day. It offers five-minute meditations, along with tips for overcoming pressure, feeling love, and living with intention and inner peace. It is fully customizable, making it a user-friendly app to help support your practice.



BUDDHIFY - This app costs \$4.99 and has options for how you are feeling.



HEADSPACE - This app has hundreds of themed sessions on everything, from stress and sleep to focus and anxiety. It also features bite-sized guided meditations for busy schedules. SOS exercises in case of sudden meltdowns.



CALM – Meditate - Learn the life-changing skill of meditation. Sleep – Get more restful sleep and wake up feeling refreshed. Body – Video lessons on mindful movement and gentle stretching. Music – Exclusive music to help you focus, relax, and sleep.



HNEST MEDITATION – Meditation with a little spicy language.

10 WAYS TO SUPPORT SOMEONE WITH MENTAL HEALTH CHALLENGES

By Zawn Villines, GoodTherapy Correspondent – July 12, 2014

Millions of people with mental health issues lead happy, productive, and extremely normal lives. Many people with mental health conditions never tell their loved ones, and their behavior may be no different from people without mental health conditions. Indeed, more than 25% of Americans receive a mental health diagnosis at least once. But this doesn't mean that living with a mental health challenge is easy, and friends and family can be frustrated when their attempts at helping fail. If someone you love struggles with mental health challenges, there are many ways you can help.

1. Learn about Mental Health

Mental health conditions can be confusing, particularly to bystanders. Learn as much as you can about your loved one's condition. The National Alliance on Mental Illness is an excellent resource for friends and family. You may also be able to find a local support group in which you can learn about better ways to help your loved one cope.

2. Avoid Stigmatizing Mental Health

Mental health conditions are no different from other health conditions. Your loved one didn't choose to struggle with mental health issues, and he or she can't will the condition away. Don't make someone you love feel ashamed of a mental health challenge. Instead, encourage him or her to talk openly about the issue as you listen without judgment.

3. Listen and Learn

People are not disorders or symptoms. They're unique individuals, and your loved one might not experience all of the symptoms your research tells you he or she will. Don't just rely on books or Internet articles for information. Listen to your loved one's lived experiences, and ask about how you can help.

4. Assist Your Loved One in Seeking Help

Mental health conditions don't typically go away on their own, and your loved one deserves excellent help. GoodTherapy.org can help you find a therapist who specializes in your loved one's specific issue. If the person you love is anxious about seeking help, offer to make the first call for them or even to go with them to the first therapy session.



5. Offer Meaningful Support

It's nice to say you care and want to help, but it's even better to offer specific, tangible assistance. If your friend is overwhelmed at work, consider picking up the kids from school. If your sibling has trouble focusing on daily tasks, offer to help by mowing the lawn or weeding the garden. When you reduce the stress of everyday life, you make it easier for your loved one to concentrate on recovery.

5. Take Symptoms Seriously

Mental health issues can color the way you see the world, and no amount of arguing is going to change your loved one's perceptions. More importantly, though, mental health symptoms are real symptoms. If your friend feels suicidal, angry, or anxious, don't tell him or her that life's not that bad. Listen carefully to your loved one's emotions and take them seriously. Never try to make a loved one feel guilty about his or her feelings.

7. Give Your Loved One Control

Unless your loved one is in imminent danger, trying to force him or her into treatment removes your loved one's sense of agency and strength. Encourage your loved one to seek treatment, but don't attempt to force or manipulate him or her into it. Treatment won't work until a person is truly ready to receive it.

8. Offer Unconditional Love

People with mental health conditions frequently worry that they are unlovable, and stereotypes about mental illness can compound this fear. Offer your loved one unconditional love, and reassure him or her that you are and will continue to be available.



9. Build Upon Strengths

No matter how much your loved one is struggling, he or she has something to offer the world. Help your friend or family member celebrate small victories. For example, if your spouse experiences depression and has trouble getting out of bed, praise him or her for pushing through a challenging day. You might say, "I know it's so hard to go to work when you feel so sad, and I just wanted to let you know that

I am so proud of you for pushing through." Make sure your praise is genuine and not patronizing.

10. Keep Your Loved One Safe

Your loved one's life and safety matters more than anything else. If you are worried that a loved one is in imminent danger, contact a suicide hotline or a mental health professional. People who threaten suicide or violence aren't just seeking attention. They're people in imminent distress who need and deserve immediate help.

411 ON DISORDERS:

REACTIVE ATTACHMENT DISORDER

Source: Child Mind Institute, <https://childmind.org/guide/reactive-attachment-disorder/>

What is Reactive Attachment Disorder?

Reactive Attachment Disorder, also known as RAD, is a rare condition that occurs when infants and young children who are subject to extreme neglect or abuse fail to establish that expected bond to his/her primary caregiver. A child is usually diagnosed from 9 months old to age 5 and rarely seeks or responds to comfort when distressed. The child may also show limited positive affect and have unexplained episodes of irritability, sadness or fearfulness in contact with caregivers.

What Should One Look For?

Some symptoms in infants and toddlers include a withdrawn appearance, failure to smile, and failure to react when parent(s)/caregiver(s) attempts to interact with them. The child may seem unaffected by the movement of others and not interested in watching others as they move about a room. A child with RAD may attempt to nurture and sooth themselves, rather than seeking nurturing from a parent or caregiver. Also, when a child with RAD is distressed, they may calm down more quickly without the attention of an adult.



What are the Risk Factors?

Those children at risk for RAD are those who have experienced abusive, neglectful or otherwise problematic care. Keep in mind, a majority of children who have been abused, neglected or been placed among multiple different caregivers do not develop Reactive Attachment Disorder.

How it is diagnosed?

The child must have a pattern of inhibited or withdrawn behavior towards parents or caregivers, characterized by rarely or minimally turning to them for comfort when distressed or responding to comfort when offered. Also, he/she must have experienced neglect or abuse in which the his/her early caregivers failed to meet their physical or emotional needs or repeated changes in caregivers that severely limited the opportunities for the child to form selective attachments. The child must also not meet the criteria for autism spectrum disorder.

Is there treatment?

Treatment usually involves both the child and his/her current caregivers, which may include psychotherapy for the child, family therapy, parenting training, and special education services.

Is there a risk child may develop other disorders?

Yes, a child who has experienced neglect from a parent or caregiver may also experience developmental delays and delays in physical growth. There is also the risk of eating disorders, anger management problems, depression, anxiety, difficulties in school, and drug/alcohol abuse in older children.

FORMER INMATES ARE GETTING JOBS AS EMPLOYERS IGNORE STIGMA IN BRIGHT ECONOMY

By Jasmine Garsd with NPR – May 23, 2019

In 1998, Ichard Oden committed a crime that got him sent away for two decades. He was 19.

He got out of prison in February. Today, he's a 40-year-old with very little job experience.

As it turns out, Oden is coming back into society at a time when the economy is booming and attitudes toward people with criminal records are changing.

Unemployment in the Detroit metro area has fallen dramatically, to 4.4% from more than 17% just 10 years ago. Nationwide, it's dropped to a 50-year low of 3.6%. Many employers say they can't find enough workers. And for Oden and 20 million or so Americans with a felony record, that might mean a much better shot at getting a job and reintegrating into society.

In an increasingly polarized America, the reintegration of felons is a rare issue – that has brought together people from very different political backgrounds.

The Obama administration launched the Fair Chance Business Pledge to eliminate barriers for people with a criminal record. Part of that initiative was “banning the box,” the part of a job applications that asks if prospective employees have a criminal record. Companies including Google, Starbucks and Coca-Cola signed the pledge. And so far, 35 states have adopted a version of the ban.

With the First Step Act, the Trump administration also has committed to improving the lives of people with criminal records, including offering better education programs to prepare them for release. Jared Kushner and Ivanka Trump have made it one of their marquee causes.

Charles and David Koch, the billionaire libertarian political donors who have made contributions to Republicans have championed it. Mark Holden, senior vice president of Stand Together, an anti-poverty group funded by Koch, says now is the perfect time to change things.

"There's such a need for skilled labor in particular. That stigma's wearing off. ... When employers see ... there's people coming out of prison who have those skills, they're going to be willing to take a chance," Holden says. Companies can also get a significant tax break for hiring people who have been convicted of a felony.

But had Oden been released 10 years ago, this could have been a different story. People in Michigan still speak about the Great Recession with a shudder, like remembering a plague. Unemployment in the state peaked at just under 15%.

Back then, getting a job felt nearly impossible for most people, let alone those with a felony record. Many people who have served time will tell you the sentence isn't *really* over when you walk out of prison. The stigma is something you carry for the rest of your life. It's harder to rent an apartment. Companies shy away from hiring you. Robby Grant from Lansing, Mich., calls it "the other F-word": felony.

Grant knows all about this. He was a salesman for years but started stealing to feed a drug addiction. He was caught, and it ended up on his criminal record. No one wanted to hire him. "You kind of get to a place where you feel like maybe you don't deserve ... you aren't going to get a second chance. You are never going to get a chance to redeem yourself," Grant says.

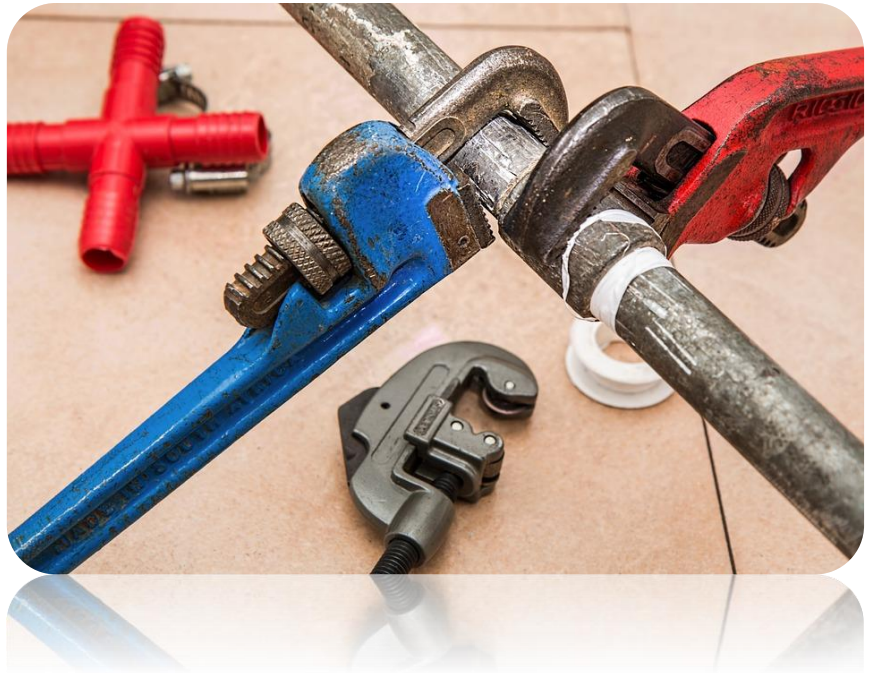
He fell into a deep depression, and his addiction spiraled out of control. He was caught breaking into a house and was sent to prison in 2016. He ended up at the Richard A. Handlon Correctional Facility in Michigan.

Grant's story is pretty common. Activists say difficulty finding employment is one reason why felons often fall back into crime: If you've been to prison, there is a 40% chance you are heading there again within the next three years. It's especially troubling considering that, as of 2010, 33% of black men in America had a felony conviction.

"We're creating a permanent underclass of workers who don't have the same opportunities as others," says Rebecca Vallas, vice president for the Poverty to Prosperity Program at the left-leaning Center for American Progress. The center is currently promoting the Clean Slate campaign to automatically erase people's records after a certain amount of years. States such as Utah and Pennsylvania already have adopted versions of it.

The tight labor market isn't just making employers more open to hiring people with criminal records: Many companies are visiting prisons to recruit inmates who will be released soon.

"I've been here 21 years. I never thought I would have seen this," says Heidi Washington, director of the Michigan Department of Corrections. The state boasts a robust program called Vocational Village, which trains about 400 prisoners at a time, in trades including welding, machine operating and trucking.



Grant studies carpentry at Handlon's Vocational Village. If all goes well, he will be released in the coming months and will get a job doing carpentry. He says he's eager to be with his son. When he talks about it, he tears up behind his safety goggles.

Washington says there's a really good chance he will land a job, given that in just the past few months "about 95% of everybody who left Vocational Village had a job before they left."

While this is great news, the local carpenters union has raised concern over people coming out of prison and getting paid less than the \$16 an hour beginners wage at nonunion jobs. "People are still being exploited," says Juan Ortiz, a representative of the Michigan Regional Council of Carpenters and Millwrights.

On a chilly, gray spring morning in Detroit, Ortiz is at a job fair for carpenters. It's packed with eager employers and prospective employees.

Chris Dickerson is a senior manager at Manic Construction, which provides wood framing for construction. "The projects just keep coming in," he says. "We just have to pass stuff up because we don't have the manpower."

Oden says he has loved carpentry since he was a kid. He remembers building treehouses and basketball hoops with scrap wood he found around his neighborhood without anyone teaching him how to. He smiles and shrugs when he says that in Detroit, that's just what you do: You build stuff.

As a teenager, Oden became part of the wave of crime that took over the city. His crime was a brutal one. He and several other men kidnapped and murdered someone—Oden was convicted and sentenced to up to 45 years but was released early on parole.

As the end of his sentence approached, Oden was given a vocational test. He laughs when he says it found he had a high aptitude for being a policeman. Less surprisingly, it also found he was fit to be a carpenter. He enrolled in the Vocational Village.

Despite the training, Oden was apprehensive when he left prison in February.

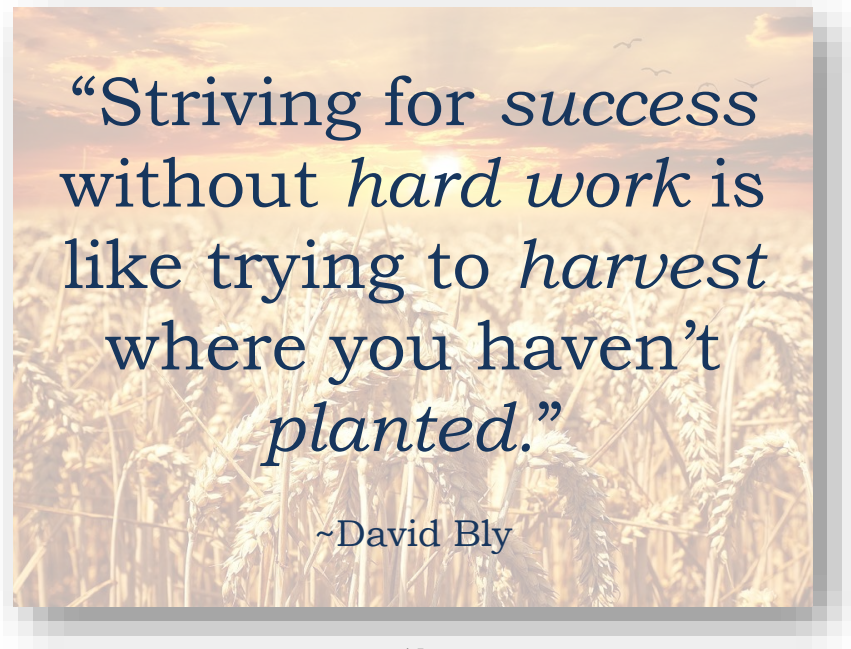
"I never pictured myself being in prison all the time," Oden says. "I always pictured myself being out of prison. So, prison wasn't in me. But being free was."

The day after he got out, he contacted the union. About a week later, the group sent him to a construction site.

He says when he got on the site, a manager asked him, "What can you do?"

"Whatever you want me to do," Oden responded.

He got hired that same day.

A quote by David Bly is displayed over a background image of a golden wheat field at sunset. The text is in a dark blue, serif font. The quote reads: "Striving for success without *hard work* is like trying to *harvest* where you haven't *planted.*"

“Striving for success
without *hard work* is
like trying to *harvest*
where you haven’t
planted.”

~David Bly

OHIO IS TRYING TO BAN SYNTHETIC URINE

from The Ohio Senate, Senator Theresa Gavarone – June 12, 2019

Chairman Eklund, Vice-Chair Manning, Ranking Member Thomas and members of the Senate Judiciary Committee, thank you for your attention as I testify in favor of Senate Bill 156, legislation that prohibits defrauding a drug or urine screening test, and bans the sale and use of fake urine for that purpose. Fake urine could be synthetic, the urine of another person, or the person's own urine if it was collected before the screening.

We have certainly made progress in the fight against the opioid epidemic, but there is still more work to be done. Unfortunately, fake urine thwarts our efforts because it enables drug users to continue using, while also putting public safety at risk. After speaking with judges in my district, I learned that the use of fake urine is quite prevalent.

Synthetic urine is a product that resembles clean human urine. It is manufactured to contain an appropriate balance of water and minerals so that it mimics real urine. It also ensures the pH level is optimal, and of course, does not contain any drugs or substances that would result in a failed test.

Currently, synthetic urine is easily accessible. A quick Google search shows the sheer amount of brands and locations where you can purchase the product. In a recent article about this bill featured in the Toledo Blade, a quick survey of three local shops found between four and nine types of synthetic urine. If you need to pass a drug test, there is no shortage of stores you can visit to acquire synthetic urine.

To be clear, there are no penalties, regardless of substance, for drug use included in this bill. It only affects people who decide to defraud a screening. However, I do believe there is an opportunity to both increase public safety and incentivize drug abusers to seek treatment by banning synthetic urine.

The first reality we must deal with is the fact that people who use drugs and work in trucking, construction, manufacturing, or any other field that requires the use of heavy machinery, are more likely to hurt someone else or themselves. Each of those industries requires attention to detail, critical thinking and strong communication—skills that are severely impaired by drug use. Unfortunately, a study from the Substance Abuse and Mental Health Services Administration (SAMHSA) shows that workers in those industries suffer from some of the highest rates of alcohol and substance abuse among all professions.

Because of the skills required and danger present in those jobs, the pay is good, and workers are in demand. However, because the rates of substance abuse are so high, it stands to reason that workers would do anything within their power, even if it means putting the safety of the public or their coworkers at risk, to stay in their position. Fake urine gives them the option to continue their drug use and threaten public safety.

The other problem fake urine poses is the promotion of continued drug use over treatment. My goal since joining the legislature has been to get as many people suffering from addiction as possible into treatment programs. Right now, it is much easier to walk into a store, purchase synthetic urine, follow the directions, and then cheat your test than complete substance abuse treatment.

In addition to providing an easier alternative to seeking treatment, fake urine creates an all-reward, no risk proposition in Ohio. That is because there is not a penalty for defrauding a drug test.

In my experience as an attorney, I can tell you that without an incentive, most people will not attempt to go through the rehabilitation process. I believe most people would agree that keeping a job and not being charged with a high misdemeanor for defrauding a drug test provides that incentive.

It is important to note that this legislation has no impact on someone who is on parole or undergoes a court-ordered drug test. Those people, if caught defrauding a screening, can already be charged with tampering with evidence, a felony of the 3rd degree.

This is a serious issue. It is so serious that 18 other states have already passed similar legislation, including neighbors Indiana, Michigan, and West Virginia. These states recognized the negative impact that fake urine has on communities and workplaces. My hope is that Ohio will soon join the growing list of states prioritizing this forward-looking policy.

ALARMING TRENDS: VAPING AND ORAL HEALTH: IT'S WORSE THAN YOU THINK

Perio-Implant Advisory – Scott Froum, DDS and Alisa Neymark DDS – January 10, 2019

Drs. Scott Froum and Alisa Neymark examine the effects of e-cigarette ingredients and their notable deterioration on oral health, as well as offer insight into how explosions while vaping and burn injuries from e-cigarettes can lead to disfigurement of oral soft tissue.

The use of electronic cigarettes (e-cigarettes) represents a significant and increasing proportion of tobacco consumption, posing a tremendous threat to oral health. This article will look at the following aspects of e-cigarettes:

- Overview of e-cigarette usage
- Statistics on the current prevalence of e-cigarettes
- Three chemicals contained in e-cigarettes and their effects on oral health

When compared to traditional tobacco use, an argument that e-cigarette use may be as dangerous to oral health—if not more dangerous—can be made.

Overview

Using e-cigarettes, referred to as vaping, works by heating a liquid to generate an aerosol that the user inhales. The liquid in the e-cigarette, called e-liquid, is usually made up of propylene glycol, glycerin,

flavorings, water, and nicotine, although some users will substitute THC for nicotine. In practice, e-cigarette users tend to reach lower blood nicotine concentrations than tobacco smokers, although it is difficult to make a direct comparison because nicotine concentrations in e-cigarettes vary widely.

Reasons individuals vape include the following:

- Smoking cessation
- The thought that vaping is less harmful than cigarettes
- Circumvention of smoke-free areas
- Recreational enjoyment

Prevalence

Researchers and antitobacco advocates are especially concerned that irresponsible marketing has made e-cigarettes appeal to the segment of the young population that had no history of tobacco usage and never intended to start smoking. Because of the known dangerous effects of traditional tobacco methods, use among middle and high school students has been steadily decreasing since 2014. However, since the introduction of the e-cigarette, that number is now increasing, and it is estimated that one in five high school students may now be using tobacco products. E-cigarette use from 2017 to 2018 increased 78% among high school students and 48% among middle school students.

Propylene glycol

The first danger of e-cigarettes is associated with the carrier product known as propylene glycol (PG). PG is primarily used in the production of polymers and in food processing. It can be found in various edible items, such as liquid sweeteners, ice cream, and whipped dairy products. It can also act as a carrier for various inhalant pharmaceutical products, including nicotine. PG is a viscous, colorless liquid that possesses a faintly sweet taste and is one of the major ingredients of the e-liquid used in e-cigarettes. When used orally, the breakdown products of PG include acetic acid, lactic acid, and propionaldehyde, which are all toxic to enamel and soft tissue. In addition, PG is a hygroscopic product, which means water molecules in saliva and oral tissue will bond to the PG molecules, leading to tissue desiccation. The result of this is xerostomia, or "dry mouth," which has been shown to lead to an increase in cavities, gum disease, and other oral health issues.

Vegetable glycerin and flavorings

The second danger of e-cigarettes is due to other major component of e-liquid: glycerin and flavorings. Vegetable glycerin (VG) is a colorless, odorless, viscous, and sweet-tasting liquid. It has a myriad of applications, including medical, pharmaceutical, and personal care. In the food industry, it serves as a humectant, solvent, and sweetener. It is 60% as sweet as sucrose and is not metabolized by cariogenic bacteria and is therefore thought not to cause cavities. However, studies have shown that the combination of VG with flavorings produces a fourfold increase in microbial adhesion to enamel and a twofold increase in biofilm formation. In addition, a 27% decrease in enamel hardness was demonstrated when flavorings were added to e-liquid as compared to unflavored controls. The viscosity of the e-liquid also allowed *Streptococcus mutans* to adhere to pits and fissures. In other words, e-liquid allows more cavity-causing bacteria to stick to a softer tooth and can lead to rampant decay.

Nicotine

Another danger associated with e-cigarettes has to do with nicotine. Although the percentage of nicotine is much lower (0.3%–1.8%) than traditional tobacco products, one electronic cartridge (200–400 puffs) can equal the smoking of two to three packs of regular cigarettes. The dangerous effects of nicotine on gum tissue are well known. The literature suggests that nicotine affects gingival blood flow as it is a

vasoconstrictor. It also affects cytokine production, neutrophil function, and other immune cell function. In addition, nicotine decreases connective tissue turnover. All of this results a much higher chance of developing gum disease and tooth loss.

Lithium batteries

Recently, a 24-year-old man from Texas was killed when his vape pen exploded, and part of the device wound up severing his jugular vein. Although these types of sensationalized deaths are rare with e-cigarettes and vaping pens (only two reported to date), the explosions of these pens are not. The problem lies within the vape pen and the lithium batteries overheating and exploding. These explosions are usually attributed to improper charging of the device or have been linked to a type of device called a mechanical mod that has no internal safety and can overheat and explode.

One report found that 195 of these adverse events occurred between the years of 2009 and 2016. However, Dennis Thombs, dean of the School of Public Health at UNT Health Science Center, published a study that concluded the number of vape explosions in the US were most likely underestimated. Thombs estimated that there were 2,035 e-cigarette explosions and burn injuries in the US between 2015 and 2017—more than 40 times the initial estimate by the US government. These injuries are serious and often lead to disfigurement of oral soft tissue.

Bottom line

The bottom line is vaping can be just as dangerous, if not more dangerous, when compared with smoking. The problem is that vaping is thought to be a safer alternative to traditional tobacco products, and companies are adding flavoring products to attract younger generations. According to a 2013–2014 survey, 81% of current youth e-cigarette users cited the availability of appealing flavors as the primary reason for use.

For example, one patient of a general dental practice had a caries-free history for 35 years. He ceased smoking traditional cigarettes and decided to vape as he thought this was a healthier alternative. Within a year, cervical enamel demineralization and interproximal lesions were present on the mandibular anterior sextant, consistent with the primary point of contact of the e-liquid aerosol.

In another example, a young patient had been using e-cigarettes for five years. He started vaping as a method to quit smoking traditional tobacco products thinking vaping was a healthy alternative. Because of its ease of use, he smoked a cartridge of one of the more popular vaping products a day. Admittedly, he also drank energy drinks (high sugar content), stating that his mouth was often dry after vaping. This combination led to rampant decay with smooth-surface lesions and future tooth loss.

Many advocates of vaping claim that e-cigarette use and vaping poses 5% the health risks of traditional tobacco smoking and claim its use to be helpful in getting people to quit. This particular use does have merit and has helped many individuals quit smoking. Unfortunately, these studies have only analyzed e-cigarette use in former smokers using vaping as a way to stop smoking. The studies have not looked at the health effects of nonsmokers who start vaping because of the perceived innocuous health effects and because it "tastes yummy." In addition, these studies have not looked at vaping in middle school and high school individuals, the group where e-cigarette use is increasing the most in percentage of use. Because of this, a tidal wave of oral health problems is heading our way.

UPCOMING EVENTS AND TRAINING

FREE 2-DAY TRAININGS!!

Improving Criminal Justice Response Training

August 22nd – 23rd in Mankato,
August 28th – 29th in Brainerd, or
October 9th – 10th in St. Paul

This training will provide an overview of DOC VARJ policy, procedures, program and services available to victims of offenders who are incarcerated.

Speakers:

-VARJ Staff

-Scott Miller, Domestic Abuse Interventions Program

-Jeremy NeVilles-Sorel, Mending the Sacred Hoop

-Staff from MN Indian Women's Sexual Assault Coalition,
Sacred Hoop Coalition & MN Coalition for Battered Women

If you have any questions about this training, please contact Ellen McDaniel
at ellen.mcdaniel@state.mn.us or (651) 361-7556.

To register, please email the registration form (located below)
to Summer Freer at summer.freer@state.mn.us.

Improving Criminal Justice Response Training Registration Form

I would like to register for the ICJR Training on (please check one):

- ☐ August 22nd-23rd, AmericInn Hotel & Conference Center- Mankato, MN
- ☐ August 28th-29th, Arrowwood Lodge at Brainerd Lakes- Brainerd, MN
- ☐ October 9th-10th, MN DOC Central Office (Afton Training Room)- St. Paul, MN

Registrant Information

Registrant Name (Last, First): _____

Registrant Employee ID (if applicable): _____

Registrant Agency: _____

Registrant Job Classification or Title: _____

Registrant Email: _____

Registrant Phone: _____

EXPERIENCE IN CORRECTIONS

There were several retirees within the last couple of months and some coming soon!! MACPO would like to extend “Congratulations” to all those who recently retired or will be retiring soon. Thank you all for everything you did for the field of corrections!

If you know of anyone retiring between now and the next MACPOST issue, please contact us at communication@macpo.net. We would love to be able to reach out to that individual to give them the opportunity to share their experience in corrections.



COMING SOON!

Do you or your agency have a work-related question or information you would like to share with others? ***We want to hear from you!!*** Please submit your question, information, or comment to macpo@macpo.net. Watch for a response in an upcoming MACPOST.

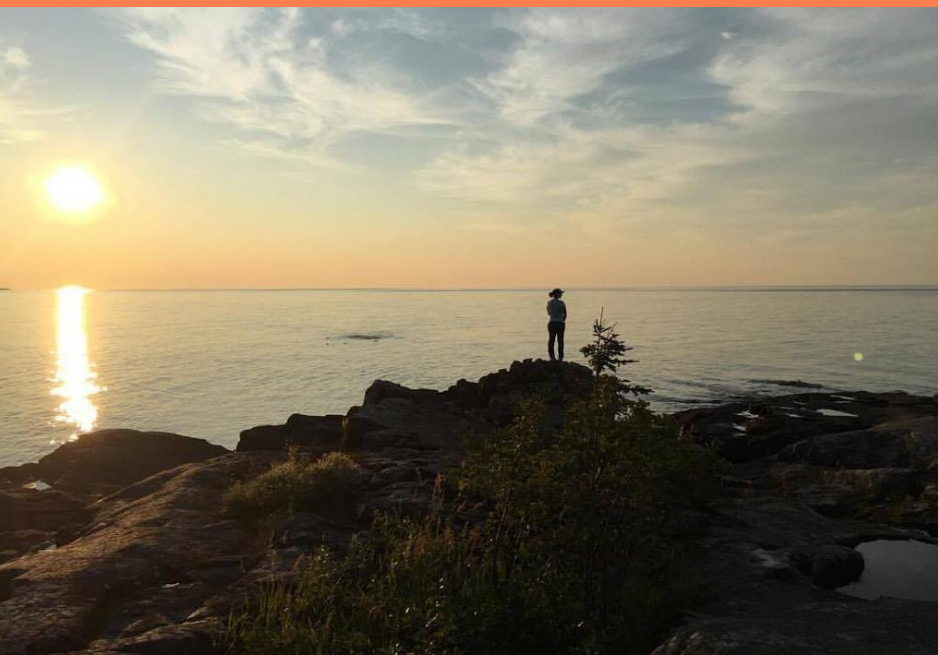




It's Summer Time!



Thank you to those who submitted pictures! They were all great and hard to choose from.
Check out MACPO's website to see all the pictures submitted.



HOLIDAY SHARING – SUMMER FUN

Fun Summer Activities

- Host a BBQ.
- Make s'mores.
- Have a water gun or water balloon battle.
- Play water balloon baseball.
- Go hiking.
- Watch a movie at a drive-in theater.
- Go to the zoo.
- Go to a county or local fair.
- Go for a bike ride.
- Go to the beach.
- Go fishing.
- Take a vacation to somewhere you have never been to.
- Take a four-wheeler ride.

S'mores Nachos

(Recipe from Pretzel Crisps – Snack Factory)

Ingredients:

- Cinnamon
- Giant Marshmallows
- Marshmallow Cream
- Chocolate Pieces
- Graham Crackers Crumbs/Crust

Lay out a circle of Cinnamon Sugar Pretzel Crisps® on a pizza stone or baking sheet. If placing on a baking sheet, make certain it is nonstick or lined with parchment paper.

Slice giant marshmallows in half, then place them on top of Cinnamon Sugar Pretzel Crisps®. Drizzle with marshmallow cream. Break down the graham cracker crust and sprinkle it on top. Finish with a sprinkle of chocolate chips or pieces.

Bake it in the oven on low broil, until the marshmallows just begin to brown. Serve immediately.



CLIENT SAID WHAT?!

SEND QUOTES/PHRASES A CLIENT HAS SAID TO MACPO@MACPO.NET TO HAVE THEM FEATURED IN THE NEWSLETTER.

Client of mine appeared in court for a probation violation as the client was drinking at work on the job and was subsequently fired. In Court, the Judge asked, "Why were you drinking at work?" Client responded, "I have ignition interlock in my vehicle, so I can't drink and drive on my way to work."

PROBATION PARTNERS

Below are a few of our vendors who sponsor MACPO.



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BREAK TIME FUN

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Sun

Hike

Boat

Hot

Beachball

Sand Castle

Sunglasses

Picnic

Lake

Summer

Campfire

Mosquitoes

Barbeque

Carnivals

Vacation

Ice Cream

Swimming

Lawn Chair

Fishing

Storms

MISSION

Minnesota Association of County Probation Officers is dedicated to promoting quality correctional practices through professional growth, leadership, education, communication, and support.

VISION

Providing a voice for the probation profession and leading the promotion of sound correctional policy toward the principles of evidence based practices, restorative justice, community involvement, public protection, victim restoration, offender accountability, and competency development.

MACPO 2019-2020 ELECTED OFFICERS

Contact MACPO Secretary, Jill Ferretti - Brown County Probation, for the location and time of MACPO Board meetings.

Executive Board Goals:

- Review the vision statement on an annual basis at the Steering Committee meeting.
- Use MACPO's APPA Affiliate Membership to send our President (or assigned representative) to the national conference to maintain/promote our presence on a national level, to be reviewed annually.
- Continue to solicit input from MACPO membership regarding nominations for awards: Al Reker, Excellence in Corrections, Outstanding Performance, and Memorial Scholarship, as well as officer-elect positions.

Election of all officers shall be held at the annual meeting. Officers shall be elected by a simple majority at such meeting when a quorum of the voting members in good standing is present at the time of balloting.

Absentee ballots will be accepted or counted in any election and will be distributed by the Secretary at least 21 days in advance of election. Ballots to be returned three (3) days before annual meeting to the Nominating Committee Chair.

The Nominations/Awards Committee shall meet at least 60 days in advance of the annual meeting. The Nominations/Awards Committee shall contact candidates and potential candidates from among the voting membership of the association and shall prepare a list of such candidates and the offices for which they are candidates.

Executive Board

President

Terry Fawcett, Pine County Probation
president@macpo.net

President - Elect

Jim Schneider, Cass County Probation
presidentelect@macpo.net

President – Past

Carter Diers, Wright County Court Services
pastpresident@macpo.net

Treasurer

Alex Hirman, Wright County Court Services
treasurer@macpo.net

Secretary

Jill Ferretti, Brown County Probation
secretary@macpo.net

Legislative Committee Chair

Margaret Munson, Wright County Court Services
legislative@macpo.net

Communications Committee Chair

Jess Mott, Chisago County Court Services
communication@macpo.net

Membership Committee Chair

Danni Bristol, Jackson County Court Services

Training & Education Committee Chair

Michelle Nistler, Cass County Probation

Training & Education Committee Vice-Chair

Amy Hertzog, Wright County Court Services
trainingandeducation@macpo.net