



MACPOST

Newsletter of the Minnesota Association of County Probation Officers

SUMMER 2020

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FROM THE PRESIDENT

JAMES SCHNEIDER, CASS COUNTY PROBATION

Greetings from Cass County! One could argue this is the best time of the year. As we navigate COVID-19, we have found many "Silver Linings." The sale of fishing licenses is at historic highs, families are traveling together for in-state vacations, and all our outdoor activities appear to be at an all-time high.

MACPO would like to send a huge thank you out to Carter Diers (Past President), Jill Ferretti (Secretary), Amy Chavez (Chair-Directors Committee), Jess Mott (Chair-Communication Committee) and Terry Fawcett (outgoing President). This past year certainly offered many challenges to our organization and we thank them for their leadership.

As we move forward and navigate our current situation, MACPO stays committed to offering EBP training to members for career development. We have a firm commitment to provide local, effective, and efficient probation services to the counties we represent. We recognize the strengths of partnership with our friends from Community Corrections and the Department of Corrections.

As we move into an election season, please take the opportunity to visit with candidates about our profession. A vast majority of our funding comes from state, local, and federal dollars. Share with candidates the success stories, along with how we work with folks who have not begun the change process. We have a good story to share; let us start taking the time to communicate it.

Enjoy the summer months and take advantage of what our State has to offer. Stay healthy, everyone.



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FAREWELL MESSAGE

Terry Fawcett, Pine County Probation

Greetings! My time as MACPO President is ending. It has been a challenging year for all of us, first with COVID-19 and then the tragic incident with George Floyd, which led to the subsequent protests that took place.

These types of incidents make our jobs as corrections professionals more dangerous, and probation officers & staff continue to do more with less than adequate resources.

MACPO worked very hard this year with the Department of Corrections to obtain funding. To date, this has not been passed, and a hearing was canceled in Special Session. While police reform is important, it cannot be done without funding probation and parole in this state. As COVID-19 continues, and jails and prisons release offenders early, more and more will be asked of community supervision.

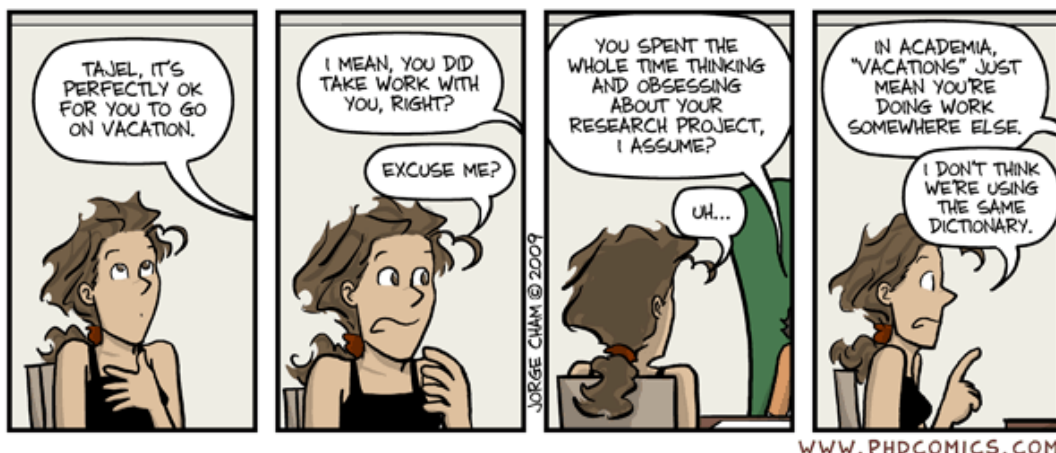
The CPO delivery system has not received 50% reimbursement since 1996! Even if funding would take place this year, it would not be anywhere near to getting counties to this 50%. This is wrong. This falls directly on local counties and tax levies to pick up.

I say this, as we all need to do our part to be a voice for change in our communities, and at the state level. If you aren't involved in a MACPO committee, I hope you become active. If you have any ideas, please send them to the MACPO Executive Board. Speaking of the E-Board, thank you very much for all your hard work this year. I truly could not have done anything without you. A special thanks to our lobbyist Nancy Haas. MACPO is lucky to have her. She has done a heck of a job with MACPO's visibility around the state, especially with the DOC and legislators.

MACPO will be in great hands with President-Elect Jim Schneider this coming year. I challenge all of us to do more than we are doing now. Our clients and our communities depend on it.

Respectfully,

Terry Fawcett
MACPO President



MCA's PRESIDENT MESSAGE

Mary Oberstar, 2020 MCA President

****Unfortunately, MACPO was unable to obtain a message from MCA's President before the release of this newsletter. Please watch for the next update from Mary Oberstar in the next MACPOST Newsletter.****

Please note MCA has cancelled their conference for October.

LEGISLATIVE COMMITTEE

Margaret Munson, Wright County Court Services

UPDATE FROM MACPO LOBBYIST NANCY HAAS, FROM MESSERLI – KRAMER:

On June 10, Governor Walz called legislators back to a special session starting Friday, June 12. Because the Governor issued another Peacetime Emergency Declaration he was required to call the legislature into session so that they would have the opportunity to vote to end his emergency powers. A resolution to end the peacetime emergency powers passed in the Senate but was defeated in the House, leaving the Governor's emergency powers intact.

On the first day of the special session Senate Majority Leader Gazelka announced that the Senate planned to adjourn June 19 after they concluded their floor session. Speaker of the House Hortman said the House would say in session as long as it took to accomplish their business. The primary goals of the session were to find agreement on CARES Act funding, police and public safety reform, a bonding bill, and a tax bill. If one body adjourns the other body must do so also. As promised, the Senate adjourned on July 19 ending the special session with none of their major priorities accomplished.

CARES Act Funding-Did Not Pass

House and Senate leadership came to an agreement on how to distribute the \$841 million in federal CARES Act funds to local governments. This money would have been sent out to 85 Minnesota counties who would receive \$121 per capita, except for Hennepin and Ramsey County who already received their money directly from the federal government. Cities greater than 200 people would receive \$75 per capita, and townships greater than 200 people would receive \$25 per capita, townships of over 5,000 would receive the city per capita amount. Townships with a population under 200 can apply through their county for this funding – and counties will receive extra funds to pay for those township funds. 10% of the funds would be set aside for economic support or emergency economic assistance.

The Senate passed the bill early in the week, but the House later passed an amendment that added the Governor's supplemental budget to the CARES Act funding bill. House Democrats said that the supplemental budget would save the General Fund \$7 million due to a transfer of funds from the

COVID Aid Fund. House Republicans did not agree with the savings assessment, arguing it added \$152 million to the state's budget deficit, and viewed the amendment as breaking a deal rather than adding to agreed upon language. In the end, the House passed the bill as amended and the Senate did not pass the amended bill. Absent legislative agreement on this funding, the Governor is able to start the process of dispersing funding through the 10 day Legislative Advisory Committee (LAC) process.

Police and Public Safety Reform-Did Not Pass

On May 25, 2020 George Floyd was killed by a Minneapolis police officer and his death was captured on video and seen around the world. This spurred civil unrest in the Twin Cities as well as protests around the state and the country asking for police reform. In response to the death of George Floyd, the People of Color Indigenous Caucus (POCI) outlined out a list of police reform proposals that they wanted to see passed during special session.

The Senate passed five police reform bills that gave authority over implementation to the Peace Officer Standard and Training Board (POST) and included a ban on most chokeholds and neck restraints; a requirement for law enforcement to report use-of-force data to the state; a rewrite of use of force policies with the additional sanctity of life component; an establishment of a duty to intervene when officers see another officer using unjustified force; and provisions for officers health and safety through peer support and critical incident stress management programs.

On Thursday, the House took up a more comprehensive package of reforms that included nineteen bills and made sweeping changes to policing, including altering use-of-force laws, banning chokeholds, neck restraints and "warrior"-style training programs, providing mental health and autism training for officers, and allowing police departments to require that officers live within the city or county they serve. The bills also changed jurisdiction for prosecution of officer involved death cases from county attorneys to the Attorney General, provided citizen oversight councils over law enforcement, gave people convicted of felonies the right to vote when they are on parole or probation, and end cash bail for most people charged with misdemeanors. The House Republicans offered a series of amendments. An amendment successfully offered by Rep. Paul Novotny (R-Elk River) would require officers to take annual training on conflict de-escalation and the duty to intercede when another peace officer uses excessive or unreasonable force.

On the last night of session offers were exchanged between the Senate and the House. Given the different approaches taken by each body, agreement was not achieved by the end of the special session.

COVID-19 Human Services Program Waivers and Modifications Extensions-Passed

The Minnesota House and Senate passed measures to extend human services program waivers and modifications made in response to the COVID-19 pandemic. This bill passed on a bipartisan basis in both chambers. Without this bill extending several modifications and waivers until June 30, 2021 they would otherwise expire at the end of the Governor's peacetime emergency powers.

The year-long extension will allow the state to understand which actions taken by the Commissioner of Human Services during the peacetime emergency should be made permanent. Under this bill, the remaining modifications and waivers made in response to the COVID-19 peacetime emergency would be allowed to remain in effect for up to 60 days after the end of the peacetime emergency in order to transition the affected programs effectively. The Governor has not yet signed this bill into law.

Small Business Grants-Passed

The House and Senate passed a bill with bipartisan support that will provide \$62.5 million in grants to small businesses impacted by the COVID-19 pandemic. The bill will allow the Department of Employment and Economic Development to provide grants of \$10,000 to businesses with 50 or fewer employees. Half of the funding will go toward businesses in Greater Minnesota, and at least \$10 million will go toward minority-owned businesses. The grants will be awarded by a lottery system. The Governor signed the bill into law on June 15.

Omnibus Human Services Bill-Passed

The House and Senate passed this bill in a largely bipartisan manner. This bill unanimously passed the Senate at the end of the regular session but the House ran out of time to pass the final bill. This bill modifies background requirements for guardians, updates provisions regarding substance use disorder programs, and it requires a child entering the foster care system to receive a fetal alcohol spectrum disorder screening. This bill increases the state's reimbursement payment for childcare providers that serve low-income families using federal money. This change to the state's Child Care Assistance Program will bring the state into compliance with federal rules on reimbursement rates. This bill also changes the civil commitment chapter in state law by allowing all mental health professionals to initiate a 72 hour hold. This also requires a foster care provider to contact the foster child's biological family if it is in the best interest of the child as soon as possible but no later than 72 hours. The Governor signed the bill into law on June 16.

Other Legislation That Did Not Pass

- *Bonding bill.* Despite the major goal of the 2020 session and the first special session to agree on a capital improvement project bill, it did not happen. Rumors over the course of the week suggested a possible agreement on the overall size of the bill at \$1.35 billion, however no bills were advanced for votes and this remains on the top of the list for potential future special sessions.
- *Tax bill.* Getting another tax bill done was a goal of the 2020 session that was not accomplished. During special session the only tax bill to be passed by both chambers was a minor bill creating a solid waste management tax exemption. An omnibus tax bill could still be considered during a later special session.
- *Saint Paul/Minneapolis Civil Unrest Funds.* Recovery from the recent civil unrest in Minneapolis and Saint Paul that followed the death of George Floyd was a focus of many legislators. There were bills introduced in the House and Senate to address the losses of business owners affected by the unrest. The House passed the PROMISE Act which calls for \$300 million to help rebuild communities, provide tax relief, and establish the Metropolitan Area Redevelopment Corporation to oversee planning and grants for impacted areas. This bill also contained more controversial provisions including authorization to use eminent domain in recovery efforts and the imposition of a 0.125% sales tax in the seven-county metropolitan area. Helping to rebuild the communities affected by the civil unrest will be a focus of future special sessions.
- *Emergency Powers.* House and Senate Republicans have consistently argued for an end to the Governor's emergency powers. While no agreements were reached on this topic it was reported productive conversations had taken place between GOP legislators and the Governor.

Other Legislation That Passed

- Establishing fees for replacement license plates. Chapter 3.
- Protecting tax exemptions for recycling activities for solid waste management companies impacted by COVID-19. Chapter 4.
- Education Policy Bill. The Governor has not yet signed this bill into law. HF33.

End of Session

At 6:03 am on Saturday morning June 20 the Senate adjourned, and the House adjourned not long after. The Legislature adjourned with little to show for their week-long efforts and with tensions running high. All 201 legislators are up for reelection in November and the control of the House and Senate is at stake. Negotiations on the remaining issues will not be easy but the discussions will continue. The Governor could call another special session at any time. The current Peacetime Emergency Declaration expires on July 12th and he would need to call a special session if he wishes to again extend the peacetime emergency powers.

COMMUNICATIONS COMMITTEE

Jess Mott, Chisago County Program

I have had the honor of being the Communication Committee Chair for 4.5 years now. In that time, I have enjoyed being a part of MACPO and meeting so many amazing people. Thank you for so many good memories and friendships.

As I step down from the Communications Committee Chair, I am honored to announce Devin Petersen with Pine County Probation will be taking my place as Chair. He will do a great job leading this committee!

We would also like to welcome Joannie Gontarek from Otter Tail County to our committee.

Please note MACPO is now taking applications for the scholarship so please visit our website, see if you are eligible or anyone else you know who may be eligible: <https://macpo.net/Scholarship1/>.



MEMBERSHIP COMMITTEE

Danni Bristol, Jackson County Court Services

We are in the midst the Scholarship process and opened the Scholarship for applicants. The Scholarship will remain open until November; all criteria for applicants can be found on the MACPO Website! The scholarship committee includes three members who review the applicants and make a recommendation to the membership committee. The point of contact for this is Emily Ostlund and she can be reached at emily.ostlund@co.goodhue.mn.us.

We have postponed purchasing any new clothing to sell. We are looking forward to being able to be with our membership in person! When things begin to go back to normal and we can begin to have in person trainings we will bring the new clothing and old clothing to sell. As a reminder, you can always purchase items we have off of the MACPO website.

I hope that you all have a fun and safe Summer and I look forward to seeing you all *hopefully* at the MACPO 2021 Conference!

TRAINING AND EDUCATION COMMITTEE

MICHELLE NISTLER, CASS COUNTY PROBATION

In the last few months we have gone from stay at home to stay safe. Restaurants/bars are now finally able to open and events are starting to be planned at a smaller scale keeping social distancing as a priority. With that said, we are still uncertain if we will be able to have our 1 ½ day conference in September as we previously hoped to. Along with our October 8th Support Staff conference. We will have final decision within the next month at which time we will make an announcement. In the meantime, please remember to check out our vendors website which are listed on the vendor page of our MACPO website and congratulate our award winners via email (provided in this MACPOST).

We are always looking for new members so please reach out if you want to join our committee. Have a fun and safe summer.

CPO DIRECTOR'S COMMITTEE

Amy Chavez, Chisago County Probation Director

Hello everyone and I hope everyone is staying well during these crazy times. The directors group has been meeting weekly since April and now every two weeks to stay connected and share ideas on how we are handling COVID 19. The directors have voiced concerns for their staff's safety and health during these uncertain times. The director's group has shared many different ideas and continue to support staff and navigate what is best for their offices. As we start July, Terry Fawcett will become the director's chair. I would like to thank all my fellow directors for allowing me to represent all of you over the years. Take care and stay safe!

CONGRATULATIONS TO OUR AWARD WINNERS!

These awards are normally presented each year at our annual spring conference. However, due to unforeseen circumstances, MACPO canceled this conference for 2020. We felt it was still important to honor those deserving of these awards. Although we were unable to present these awards in person, we would still like to recognize these individuals and give them their recognition they so deserve.



ROOKIE AGENT OF THE YEAR

AWARD WINNER:

MCKENZI LORRIG

Although in her first year as a Probation Officer with Otter Tail County Probation, Mckenzi has demonstrated a holistic understanding of the correctional system beyond her years. She shows determination in working with her clients to provide resources and assistance to make sure they are successful with their conditions. She shows leadership potential and works well with her coworkers as well as other departments.

Mckenzi's professionalism, positive attitude, and moral compass ensure that she will have a positive future in the field of probation.

SUPERIOR SERVICE AWARD WINNER: JILL FERRETTI

Jill currently works for Brown County Probation as an Adult and Juvenile Probation Agent. Jill began her career in 2006 as a temporary agent in Scott and Carver County, and in 2007 she was hired full time in Brown County. While serving in Brown County she has held several different supervision duties.

She has maintained an Intensive Supervision Program, group caseload, an adult and juvenile caseload, and most recently she is implementing a new juvenile diversion program in Brown County.

Jill has been the secretary and member of the Executive Board for MACPO since 2014. She has also been on MACPO's Training and Education Committee since 2008. Jill puts a lot of effort and dedication into MACPO and has provided over 850 hours of work in her time with MACPO as secretary.



OUTSTANDING PERFORMANCE

AWARD WINNER:

TRAVIS FISHER

Travis currently works as a probation officer with Cass County Probation. He began his career in 2012 as an intern with Cass County and went on to work with Pine County Probation until 2015, in which he was offered a position back with Cass County Probation. Travis assisted in creating and implementing a pretrial supervision program in Cass County Probation.

Travis is currently the President of Minnesota Association of Pretrial Services Association (MAPSA). He shows a true passion in pretrial supervision and implementing a solid pretrial program. Travis also works hard to utilize evidence-based practices with his clients and builds a strong rapport with them, while assisting them in being successful. Travis also has a positive relationship with his coworkers and other departments.

AL REKER DISTINGUISHED SERVICE AWARD WINNER:

TERRY FAWCETT

Terry has an extensive background in probation as well as participation in committees and training. Terry started his career in 1993 when he worked with juveniles at Woodland Hills. In 1994 he transitioned to Arrowhead Regional Corrections and worked in multiple capacities there until 2015. In 2015 he began his role as the Director of Pine County Probation and is still in that position.

Over the years Terry has participated in many committees, to include MACPO's Legislative Committee, as co-chair (2016-2018) and he is currently the president of MACPO. He works well with all agencies across the state and thrives to build strong professional relationships with them all.

Terry also puts a lot of focus in training, more specifically safety training. He has trained agencies all over the state, throughout all delivery systems.



If you would like to send the award winners a note or congratulate them on their achievements, please do so:

Terry Fawcett - terry.fawcett@co.pine.mn.us

Travis Fisher - travis.fisher@co.cass.mn.us

Mckenzi Lorrig - mlorrig@co.ottertail.mn.us

Jill Ferretti - jill.ferretti@co.brown.mn.us

AGENT WELLNESS: YOUR MENTAL HEALTH AND WELL-BEING DURING COVID-19

Source: <http://workplacementalhealth.org/Employer-Resources/Working-Remotely-During-COVID-19>

The coronavirus (COVID-19) is presenting new and unique challenges. We are navigating uncharted waters with this virus, making it important to find new ways to work and interact while also taking care of our mental health and well-being.

Many are teleworking full-time for the first time, isolated from co-workers, friends and family. Our daily living routines are disrupted causing added anxiety, stress and strain—physically, mentally, and financially. It is completely natural for this disruption and uncertainty to lead to anxiety and stress.

Now more than ever, we all must take care of our mental health and well-being. As we protect ourselves against potential exposure to the coronavirus, keep in mind that social distancing does not mean social isolation.

How to maintain your health and wellness

1. Keep a regular schedule
2. Stay connected
Stay connected to family, friends, and support systems using technology like FaceTime, Skype, Zoom, and other video-based options.
3. Keep your immune system strong
4. Prioritize personal hygiene and limit contact with others
5. Exercise and stay active
This is good for your physical and mental health. Get up and move around your home or try a free livestream or app-based workout.



6. Get fresh air
7. Stay informed
8. Limit media consumption
Avoid continuous exposure to news, media, and social media that could trigger or elevate anxiety, stress, or panic. It's good to stay informed, but limit media consumption.
9. Set boundaries on work schedule
10. Distract and redirect
11. Get creative to stay connected

How to manage mental health condition

1. Continue treatment and medication
2. Respond to symptoms of COVID-19
3. Recognize warning signs and triggers

Continue to monitor new or worsening symptoms you may be experiencing with either your mental health or overall health and well-being. Do your best to keep your stress level low and engage in activities that help you manage your stress levels during this disruptive time.

4. Engage your support network

What managers and HR professionals can do to support employees

1. Show empathy and be available
2. Stay connected with communication and meeting tools
3. Recognize the impact of isolation and loneliness
4. Encourage online training
5. Check in with your Employee Assistance Program and Health Plan



*When life gets blurry,
adjust your focus.*

On the next page, you will find 25 different exercises you can do at home, some your kids may enjoy too!



American
Heart
Association.

25 WAYS TO GET MOVING AT HOME



1

Run in place for
30 seconds



2

Dance party
for 1 minute

3

Stand up and sit
down 10 times



4

Read standing up

5

Hot lava!
Keep a balloon in the air
without touching the ground
(make it harder by only
using heads or elbows)

6

Jumping jacks
for 30 seconds

7

Do the
hokey pokey

8

See how many
squats you can do
in 15 seconds

9

Stand up, touch
your toes

10

Wall sits
while reading



11

One-minute
yoga

12

Stretch your
hands high over
your head



13

Arm circles forward for
30 seconds, arm circles
backward for 30 seconds

16

Stand on one leg, put
your hands up, put your
hands out to the side

17

5 lunges on the right leg,
5 lunges on the left leg

14

10 frog jumps



15

Standing mountain
climbers for
30 seconds

20

Practice spelling by
doing a jumping
jack for each letter

21

30-second plank



ABC

18

Practice spelling,
do a squat for
every vowel

19

Run in place for 30
seconds, check your
heart rate

24

Ball toss spelling practice.
Toss the ball and say a letter
then toss the ball to someone
else to say the next letter

25

High knees
for 30 seconds

22

Practice math problems, do a
jumping jack every time the
answer is an even number

23

20 leg lifts

heart.org/KidsActivities

TWO PROBATION OFFICERS SHOT AT DURING HOME VISIT IN BESSEMER

By WBRC Staff – June 18, 2020

BESSEMER, Ala. (WBRC) - According to the Alabama Bureau of Pardons and Paroles, two law enforcement officers were shot at Thursday while trying to conduct a supervisory visit with an offender. The following is a statement from ABPP:

Officer in Charge Sidney Yarbrough and Officer Steven Motley, both assigned to the Bureau's Bessemer Field Office, were not injured in the incident. Other parole and probation officers in the area converged on the scene along with officers from the Jefferson County Sheriff's Department. Probationer Terry Easter was arrested on a probation violation after the incident. Other charges are pending completion of an investigation by the Alabama Law Enforcement Agency.

"Officers of the Alabama Bureau of Pardons and Paroles put their lives on the line every day working to help keep communities all across the state safe," Bureau Director Charlie Graddick said. "Our officers are courageous and dedicated to public safety, and our state is a better place because of their work. We are so grateful that Officers Yarbrough and Motley were not hurt, and we are grateful for the assistance of the Jefferson County Sheriff's Department, the Alabama Law Enforcement Agency, and our other parole and probation officers on the scene."

Parole and probation officers make home visits to their clients as part of the process of supervising offenders' transition back into the community after criminal convictions. Officers Yarbrough and Motley approached a building next to the Bessemer home Thursday morning on a regular home visit when they were fired upon from inside the building. The officers took cover and called for backup to help bring the situation under control.

TIME BOMBS:

PREPARING FOR SURPRISE ATTACKS

By Tim Fasnacht, Corrections One – 6/30/20 – Source: <https://www.correctionsone.com/corrections-training/articles/time-bombs-preparing-for-surprise-attacks-TDrjAgZWZFJot1hE/>

We never truly know when an attack is going to occur. When we interact with offenders, we know the difference between someone who is going along with the program and the ticking time bomb in an orange jumpsuit. We cannot, however, predict when the bomb will go off.

Offenders hold their cards pretty close to the chest and, whether they realize it or not, they often think tactically. Offenders will make decisions based on strategy, equipment and other resources, just as we do.

They wait until the numbers are in their favor. They select their targets based on size and strength mismatches. With this in mind, it is imperative officers can either pick up on pre-attack indicators and see the attack coming, or have a prepared response for when a surprise attack does occur. I want to focus on the idea of the prepared response.

This should be an important part of your defense system. These responses should generally be gross motor movements that are protective or shielding. Most importantly, these responses should be *second nature!*

The individual officer must rely on themselves to drill this prepared response into their system. The key is repetition and for me, the best way to build repetitions is to incorporate these movements into everyday tasks.



I suggest three techniques and ways to add them to your way of life to ensure correctional officers have the edge over the offender.

1. TRIANGLE FOOTWORK

For those who are not familiar, triangle footwork drills are typically used in martial arts or boxing. The idea is that by employing foot replacement techniques (often in a triangle pattern), it will keep the individual from tripping over their own feet, increase agility and increase speed. This is useful when creating or closing distance, or dodging an attack.

This can be done hundreds of times a day. I have found that I can use the technique whenever I open up a cell door. The movement does not have to be overt and you don't have to look like a failed dance student.

If your facility has tiled flooring, picture a triangle in the squares along the path of the door. Simply and quickly shuffle your steps along that triangle. It may take a little practice, but it will become second nature.

2. FOREARM "X" BLOCK

An "X" block is a technique that can be used when defending against striking attacks or edged weapon attacks. By extending your forearms in an upward crossed motion (creating an X), your forearms take the brunt of the attack and spare your more vital areas such as your face and throat. Additionally, by tucking your head down and covering, the officer can also be protected from strikes to the back of the head.

I build this technique into my workouts. When I run on the treadmill or even on the road I will count off every 15 to 30 seconds and block an imaginary attack.

3. OPEN HAND ARM EXTENSION

One thing that has been proven time and time again to help officers survive confrontations is creating distance. The technique I use most often is an arm extension or shove if needed.

When escorting or encountering passive-aggressive or agitated offenders, the officer should keep their hands up above their waist to protect against potential attacks. I take it one further and typically have my non-dominate arm extended to create a barrier. I will then “talk with my hands” to make it look socially acceptable. My hand is open, as I may have to quickly transition to another technique like an open hand strike or a counter joint.

This is something I use when I encounter inmates, strangers on the street, and even my in-laws. Especially my in-laws. Not that they pose any danger, but its good to keep the habit just in case.

This skill can also help you identify the other person’s intentions. If I am at an ATM and someone contacts me, I’ll put my hands up when I talk with them. If that person invades that barrier that I’ve created, I know that is not a normal response. I can then use that (along with other factors) to articulate a potential use of force, should it be necessary.

We never really know when that bomb will go off but keeping these basic responses at the front of your mind will allow you to concentrate on more complicated force techniques, your surroundings and the attacker’s movements. If nothing else, it keeps the mind thinking tactically.

ATLANTA POLICE SHOOTING IS ABOUT PROBATION, NOT JUST POLICE

Opinion By Van Jones, CNN – June 18, 2020

(CNN)"I just feel like some of the system could, you know, look at us as individuals. We do have lives, you know, just a mistake we made, and you know, not just do us as if we are animals."

Those are the words of Rayshard Brooks during a heartbreaking interview filmed in February of this year -- just a few months before he was tragically shot by police. Brooks talks about the agony of being trapped in a prison reentry and probation system that won't let him get back on his feet.

His killing at the hands of Atlanta police certainly highlights the need for police reform. But it demonstrates something else that is equally urgent, though rarely discussed: America's desperate need to overhaul our probation system.

There is a sad irony in America's justice system: our police have too much power and too little oversight. And people returning home from prison have too little opportunity and too MUCH oversight. In that Wendy's parking lot, those twin failures were on a collision course -- and Brooks paid the ultimate price.

For a person on probation, as Brooks was, any contact with a police officer -- for any reason -- means an almost certain return to the horrors of a jail cell. It is safe to assume that Brooks did not want to go back

to jail over sleeping in his car or failing a sobriety test, lose everything he had and be forced to start his life over again.

In other words, we do not know why the Atlanta police officer chose to shoot a man who was running away from him. But we can guess why that man chose to run, in the first place. Brooks didn't want to lose his liberty. Instead, he wound up losing his life.

FIVE WORDS THAT INDICATE YOU MIGHT BE SUFFERING FROM BURNOUT

By Mark Murphy, Forbes – June 21, 2020

The language we use reveals a lot about our mental state. And whether we say those words out loud or just in our heads, you can diagnose when you're suffering from burnout just by taking careful note of the words you choose.

Here are five words (and some synonyms) that are red flags for feelings of burnout.

Exhausted (Fried, Burned Out)

One of the most obvious words that people suffering from burnout use is exhausted. Exhausted, and synonyms like fried or burnt or burned out, convey a much deeper and more emotional fatigue than simply being tired.

Anyone who's had a bad night's sleep trudges through the next day tired. But exhausted conveys a deeper sense that our psychological resources like optimism and resilience have been drained. And if you're feeling like your resilience is running on empty lately, you're not alone. According to the 5,000 people that have taken the free Resiliency Test in the past few weeks, fewer than a quarter of people have high resilience at present.



Unproductive (Not Accomplishing Anything)

More than 20,000 people have taken the online test "How Do Your Time Management Skills Stack Up?" And the data shows that around two-thirds of people say, "I often leave work wondering 'did I actually accomplish anything today?'"

Feeling unproductive (and saying to ourselves, "I'm not getting anything done lately") is a classic sign of burnout. When our emotional reserves are high, and we're achieving big goals left-and-right, we're highly unlikely to grumble

about our lack of productivity. But when we're burned out, it's quite easy to have days where we feel as though we're running through quicksand; no matter how many hours we've logged, a feeling of accomplishment eludes us.

Can't (Unable)

Do you believe that you control your own success and destiny? Or do you feel like events outside your control could prevent you from being successful?

The underlying belief here is your locus of control. People with an internal locus of control believe that they control their own success or failure; those with an external locus of control attribute success or failure to factors outside of their control.

Words like "can't" or "unable" can often indicate an external locus of control. When I say, "I can't get anything done at work because my colleagues don't pull their weight," we're relinquishing control of our career to our colleagues. But for someone with an internal locus of control, while it may be true that our coworkers are subpar, there are still actions that I can take to improve my situation.

In the study *Employee Engagement Is Less Dependent On Managers Than You Think*, we discovered that only 17% of people have a high internal locus on control. This matters because people with a high internal locus of control are 136% happier with their careers.

Impossible (Never, No Way)

When we feel burned out, it's common for our language to evidence more negativity and emotionality. For example, when we're not suffering burnout, we might say, "this project is going to be challenging." But when we're fried or exhausted, we might say "this project is impossible," or "I'll never finish in time."

Words like "impossible" and "never" are called absolutes. They represent a form of black-and-white thinking, and it's a well-known cognitive distortion. Most situations in life are subtle shades of grey, not black-and-white. The project may be challenging, but is it truly impossible?

The more someone engages in absolutist (black-and-white) thinking, the less likely they are to see hidden opportunities or possibilities. That can lead directly to feelings of despair and hopelessness, which only furthers feelings of burnout.

Meh (Blah, Malaise, Hopeless)

I know that "meh" isn't really proper English, but it's a commonly used, and incredibly descriptive, word. And frankly, very few people are walking around talking about their current sense of malaise.

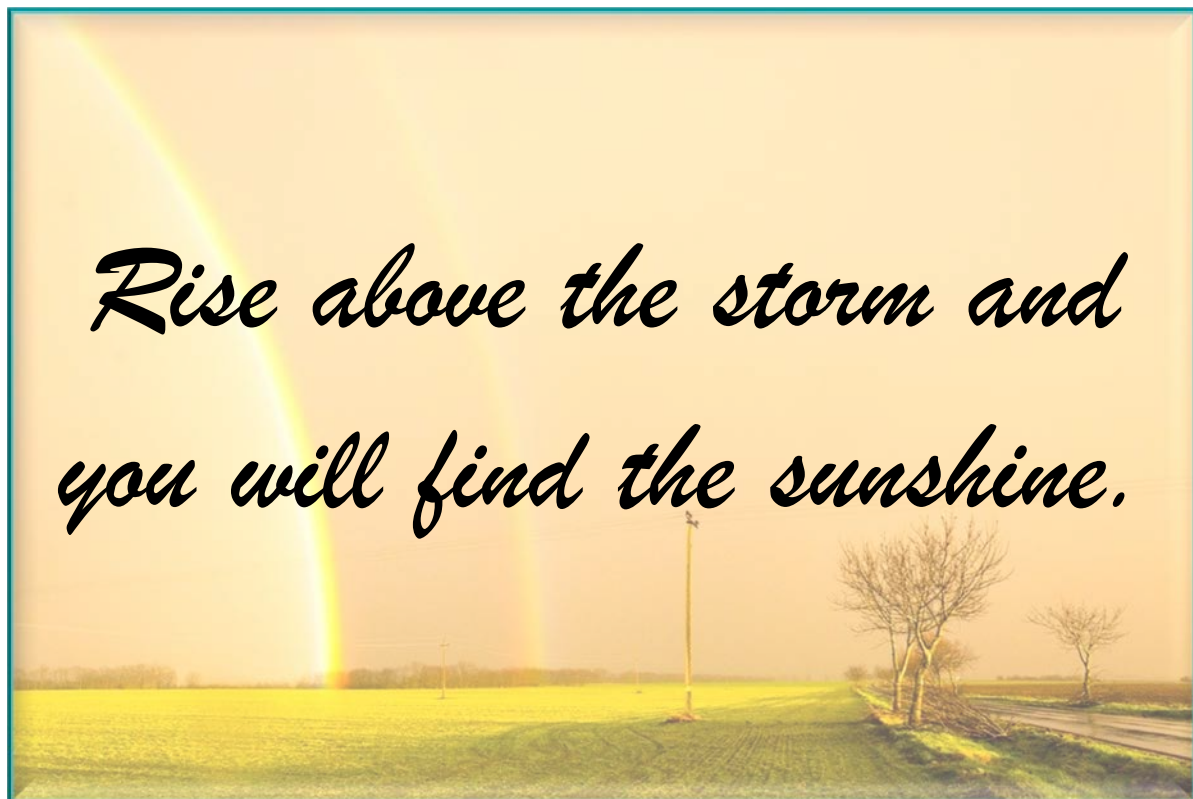


Regardless of the exact word we use, we're really talking about a loss of optimism. And that loss of optimism is pretty widespread right now. In the study *Employee Engagement Is Less Dependent On Managers Than You Think*, we discovered that only 13% of people have a high level of optimism, while nearly 33% of people have low or moderately low optimism.

The problem for businesses is that optimistic employees are 103% more inspired to give their best effort at work. And if employees aren't giving their best effort, most companies are going to struggle.

And optimism isn't just for businesses; it actually affects our health. Among the numerous studies on optimism that prove its benefits, one evaluated middle-aged patients scheduled to undergo coronary artery bypass surgery. Six months after surgery, researchers found that optimists were only half as likely as pessimists to require re-hospitalization.

If you start to pay close attention to the words coming out of your mouth (or floating through your mind), you're going to catch the warning signs of nascent or full-blown burnout. While it would be great if our spouses, colleagues and bosses would notice these signs for us, the reality is that they may also be suffering burnout. So it's up to us to catch, and then correct, our burnout.



25 EXCELLENT PIECES OF ADVICE THAT MOST PEOPLE IGNORE

Source: <https://www.inc.com/lolly-daskal/25-excellent-pieces-of-advice-that-most-people-ignore.html>

1. Take time to know yourself.
2. A narrow focus brings big results.
The number one reason people give up so fast is because they tend to look at how far they still have to go instead of how far they have come. It's a series of small wins that can give us the most significant success.
3. Show up fully.
4. Don't make assumptions.
5. Be patient and persistent.
Life is not so much what you accomplish as what you overcome.
6. In order to get, you have to give.
If you support, guide, and lead others, if you make contributions to their lives, you will reap the best rewards.
7. Luck comes from hard work.
8. Be your best at all times.
9. Don't try to impress everyone.
The unhappiest people are those who care the most about what other people think.
10. Don't be afraid of being afraid.
11. Listen to learn.
12. Life's good, but it's not fair.
13. No task is beneath you.
14. You can't always get what you want.
15. Don't make decisions when you are angry or ecstatic.
16. Don't worry what other people think.
Personality begins where comparison leaves off. Be unique. Be memorable. Be confident. Be proud.
17. Use adversity as an opportunity.
Every loss leads to an opportunity and every adversity leads to new possibilities.
18. Do what is right, not what is easy.
19. Dreams remain dreams until you take action.
20. Treat others the way you want to be treated.
21. When you quit, you fail.
22. Trust your instincts.
23. Learn something new every day.
24. Make what is valuable important.
25. Believe in yourself.



BLADEN COUNTY GRADUATE ASKS DEPUTY TO BE 'HONORARY DAD' FOR GRADUATION

By WWAY News – June 19, 2020

BLADENBORO, NC (WTVD) — A deputy put down his badge and picked up an “honorary dad” title for a young woman’s high school graduation in Bladen County.

On Friday, Corporal Matthew Long, a long time student resource officer at West Bladen High School, joined Amyia Williams for her big day.

“It meant a lot and my mom, she was very emotional about that. She was like, ‘that is the sweetest thing ever,’” Williams said.

Williams tells ABC11 she was compelled to ask Long to join her graduation when she saw others doing the same for father-like figures in their life.

Several weeks before the graduation, when Long stopped by a Bladenboro Hardee’s for lunch, Williams was working that afternoon and asked Long the question.

4 1 1 ON DISORDERS:

ANTISOCIAL PERSONALITY DISORDER

Source: <https://www.webmd.com/mental-health/antisocial-personality-disorder-overview#1>

People with antisocial personality disorder (ASPD) can be witty, charming, and fun to be around -- but they also lie and exploit others. ASPD makes people uncaring. Someone with the disorder may act rashly, destructively, and unsafely without feeling guilty when their actions hurt other people.

Modern diagnostic systems consider ASPD to include two related but not identical conditions: A "psychopath" is someone whose hurtful actions toward others tend to reflect calculation, manipulation and cunning; they also tend not to feel emotion and mimic (rather than experience) empathy for others. It is a severe form of ASPD. They can be deceptively charismatic and charming. By contrast, "sociopaths" are somewhat more able to form attachments to others but still disregard social rules; they tend to be more impulsive, haphazard, and easily agitated than people with psychopathy. ASPD affects 2% to 4% of the population and is more common in men.

Symptoms

People with ASPD may often do the following:

- Lie, con, and exploit others
- Act rashly
- Be irritable and aggressive
- Fight or assault other people
- Break the law
- Not care about the safety of others or themselves
- Not show signs of remorse after hurting someone else
- Fail to meet money, work, or social duties
- Abuse drugs or alcohol

Who's at Risk?

Antisocial personality disorder affects more men than women. Experts don't know for sure what causes it, but genetics and other biological factors are thought to play a role (especially in psychopathy), as can growing up in a traumatic or abusive environment (especially in sociopathy). Brain defects and injuries during developmental years may also be linked to ASPD, research shows.

Possibly because people with ASPD often break the law, a lot of prisoners have ASPD. As many as 47% of male inmates and 21% of female inmates have the disorder, research shows. Children and adolescents with conduct disorder are more likely to develop ASPD. Conduct disorder is similar to ASPD but is diagnosed in young people who repeatedly violate social norms and the rights of others.



Diagnosis and Treatment

To be diagnosed with ASPD, a person would have to have shown symptoms of conduct disorder before age 15. A diagnosis can't be made until age 18, though. Often, adults with ASPD will have shown signs of conduct disorder in childhood or early adolescence. Symptoms are usually at their worst during a person's late teenage years and in their 20s, but may improve on their own over time.

The disorder is hard to treat. People with ASPD rarely seek help on their own, because they often think they don't need it.

When treatment is sought, behavioral therapy or psychotherapy in individual or group settings may help. Doctors sometimes use certain psychiatric medications like mood stabilizers or some atypical antipsychotics (off label) to treat symptoms like impulsive aggression. The FDA has not approved any medications specifically for antisocial personality disorder.

If someone close to you has ASPD, consider attending a support group, or seek help from a psychiatrist, social worker, or psychologist. You won't be able to change your loved one's behavior, but you can learn coping skills to help you set boundaries and protect yourself from harm.

ALARMING TRENDS: US DOMESTIC VIOLENCE

DURING COVID-19 PANDEMIC

Source: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7195322/>

The COVID-19 pandemic caused by the acute respiratory syndrome coronavirus 2 (SARS-CoV-2) has caused significant destruction worldwide. In the United States (US) as of April 18, 2020 there were 690,714 reported cases and 35,443 deaths. In order to curb the spread of SARS-CoV-2 quarantines, social isolation, travel restrictions and stay-at-home orders have been adopted. While many states in the US implement stay-at-home orders differently, in most cases individuals are expected to stay indoors except for essential activities (e.g., obtaining food, medication, medical treatment) or for work in essential businesses (e.g., health care, essential infrastructure operations).

Although these measures can be effective to control the spread of disease, they have a profound impact on society leading to social, financial and psychological repercussions. Isolation may expose or worsen vulnerabilities due to a lack of established social support systems. The temporary shutdown of non-essential businesses has led to unemployed and economic strain. Quarantine conditions are associated with alcohol abuse, depression, and post-traumatic stress symptoms. Stay-at-home orders may cause a catastrophic milieu for individuals whose lives are plagued by domestic violence (DV).

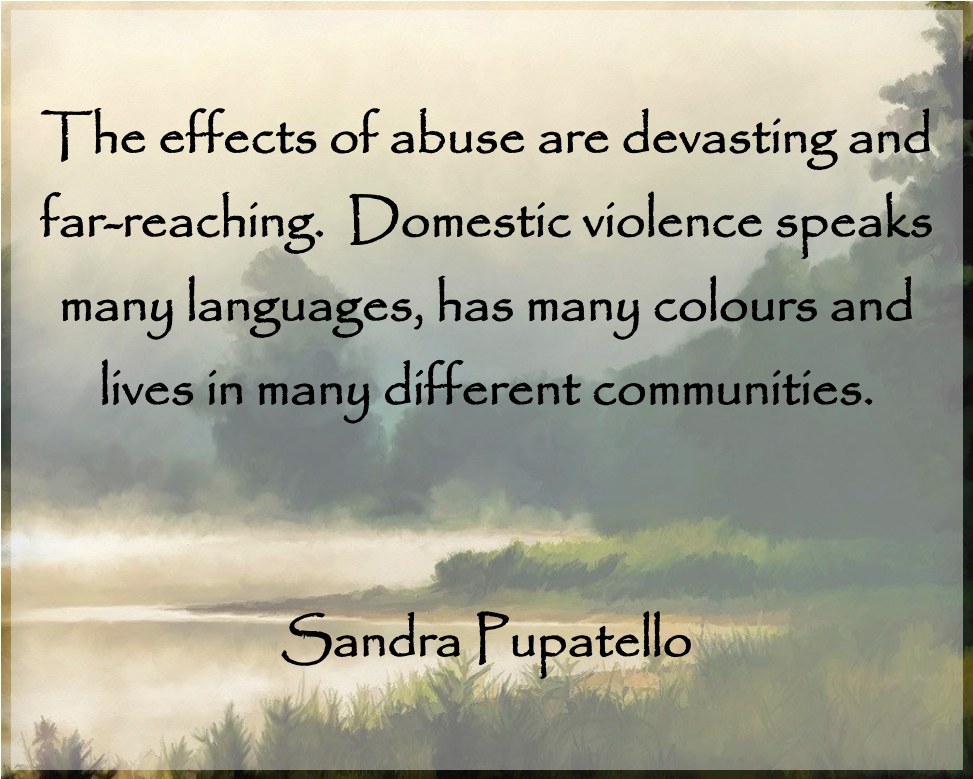
DV usually occurs in a domestic space when one individual holds power over another. DV is a broad term and typically includes intimate partner violence (IPV) (e.g., usually occurs between current or former intimate partners and includes stalking, psychological, sexual and physical violence) elder abuse (e.g., involves negligent or intentional acts which cause harm) and child abuse (e.g., includes neglect, physical harm, sexual violence, and emotional harm). However, for the purpose of report we will primarily refer to DV as it pertains to IPV. Forms of DV such as IPV are unfortunately quite common. According to the CDC, approximately 1 in 4 women and 1 in 10 men report experiencing some form of IPV each year.

In the wake of the COVID-19 pandemic trends regarding DV are already starting to emerge on a global scale. Reports from local police near the epicenter of the COVID-19 outbreak in China's Hubei province, indicate that DV tripled during February 2020 compared to February 2019. Also, according to the United Nations entity UN Women, DV reports in France have increased 30% since they initiated a March 17 lockdown. DV calls in Argentina have increased 25% since their March 20 lockdown. The organization also reports a 30% increase in helpline calls in Cyprus and 33% increase in Singapore. However, in the US, the effect of the COVID-19 pandemic on DV is just beginning to be realized via anecdotal reports since there is limited data available to assess how DV has changed following implementation of stay-at-home orders.

Data from US police departments provide some early insight into the effect COVID-19 has had on DV in some regions. For instance, in Portland, Oregon public schools closed March 16, 2020 and on March 23 came stay-at-home orders. Following these events, the Portland Police Bureau recorded a 22% increase in arrests related to DV compared to prior weeks. In San Antonio, Texas schools closed March 20, 2020 and stay-at-home orders came March 24. The San Antonio Police Department subsequently noted they received an 18% increase in calls pertaining to family violence in March 2020 compared to March 2019. In Jefferson County Alabama, the Sheriff's Office reported a 27% increase in DV calls during March 2020 compared to March 2019. In New York City schools closed March 16, 2020 and stay-at-home orders started on March 22, 2020. During the month of March, the New York City Police Department responded to a 10% increase in DV reports compared to March 2019.

Reports of shootings in Philadelphia have increased since the state enacted its stay-at-home orders on April 01, 2020. According to data published by the City of Philadelphia, the number of shooting victims has increased approximately 7% during the period of April 01, 2020 to April 15, 2020 compared to the same time last year.

This cursory analysis illustrates that stay-at-home orders may create a worst-case scenario for individuals suffering from DV and demonstrates a need for further research. With the apparent rise in DV reports, there is a need for more current and standardized modalities of reporting actionable DV data. First responders, physicians and other healthcare personal need to be made aware of the potential for increased DV during the COVID-19 pandemic so they can respond appropriately. Steps could also be taken on an administrative level to make IPV screening tools more readily available in clinical settings and media outlets should be utilized to raise awareness. Social media should also be leveraged while stay-at-home orders are in place to reach a wider audience and provide support. Overall, it is vital that health care providers do not lose sight of the increased potential for violence while fighting this global pandemic since they may be the first point of contact for survivors.



The effects of abuse are devastating and far-reaching. Domestic violence speaks many languages, has many colours and lives in many different communities.

Sandra Pupatello

UPCOMING EVENTS AND TRAINING

Confronting Implicit Bias: Best Practices for Police, Mental Health, and Criminal Justice Professionals

Date: Friday, July 24, 2020

Implicit biases are attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious but significant matter. Because these biases cause us to think and act in an irrational manner, their influence can prevent us from providing clients with the highest quality of rehabilitative care. In this training, you will:

- Learn the most common implicit biases encountered by their profession and situations in which they are likely to occur,
- Learn validated methods of identifying implicit biases in themselves, and
- Learn evidence-based debiasing strategies you can use in day-to-day practice to improve your decision-making and quality of care.

To register for this workshop, visit
<https://www.gifrinc.com/implicit-bias-live-webinars/>.



Free Training Websites

During this unprecedented time, in-person trainings are not recommended, or they have been canceled. There are a lot of good resources and free training websites, but, to get you started, here are a few to check out:

- Justice Clearinghouse: <https://justiceclearinghouse.com/>
- The National Criminal Justice Training Center: <https://ncjtc.fvtc.edu/training>

LinkedIn Learning

With access to over 16,000 courses in seven languages, these courses are taught by real-world practitioners. LinkedIn Learning offers relevant, up-to-date content. To see what courses they have available, visit their website: <https://learning.linkedin.com/product-overview>.



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

SUMMER ACTIVITIES TO DO IN 2020

1. Relaxing stay-cation.
2. Go for bike ride.
3. Go to a local or state park.
4. Give back.
 - a. Pick up ditches.
 - b. Make a donation.
 - c. Leave positive notes.
5. Game night.
6. Play hopscotch.
7. Outdoor movie night.
8. Camp in your own yard.
9. Have a campfire.
10. Build a birdhouse
11. Water balloon pinata.
12. Play corn hole.
13. Have a picnic.
14. Play kickball.
15. Go fishing.



COOL TREAT: STRAWBERRY PRETZEL SALAD

Ingredients for Crust:

- 2 cups crushed pretzels
- $\frac{3}{4}$ cup melted butter
- 3 tablespoons sugar

Ingredients for Filling:

- 8 oz softened cream cheese
- $\frac{3}{4}$ cup sugar
- 8 oz defrosted Cool Whip

Ingredients for Strawberry Topping

- 6 oz Strawberry Jell-O
- 2 cups boiling water
- 4 cups sliced strawberries

1. Preheat oven to 375 Degrees.
2. Combine crust ingredients in bowl and press into bottom of 9x13 pan. Bake for 10 minutes and cool completely.
3. In medium bowl, mix cream cheese and sugar with hand mixer on medium speed until fluffy. Gently fold in Cool Whip and spread mixture evenly over cooled crust and refrigerate for at least 1 hour.
4. In large mixing bowl, combine Jell-O and boiling water until Jell-O is dissolved. Allow mixture to sit at room temperature until completely cooled.
5. Place sliced strawberries over cream cheese mixture. Pour cooled Jell-O overtop.
6. Refrigerate until firmly set, at least 4-6 hours.

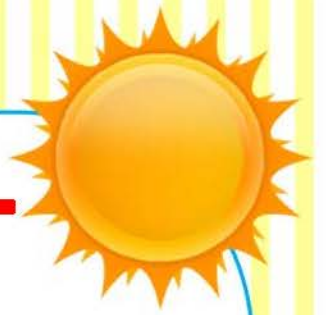
PROBATION PARTNERS

Below are a few of our vendors who sponsor MACPO.

MACPO would like to thank all our vendors for their support!!

To see all our wonderful sponsors, please visit our website: <https://macpo.net/Vendors-and-Sponsors/>.

Break Time Fun – Word Scramble



beqarube

miingwsm

iydtmhui

pgamcin

haecb

otba

elka

qtemoosisu

cei rmaec

neursscen

ctaaonvi

ssglanusse

lopo

plfi psfol

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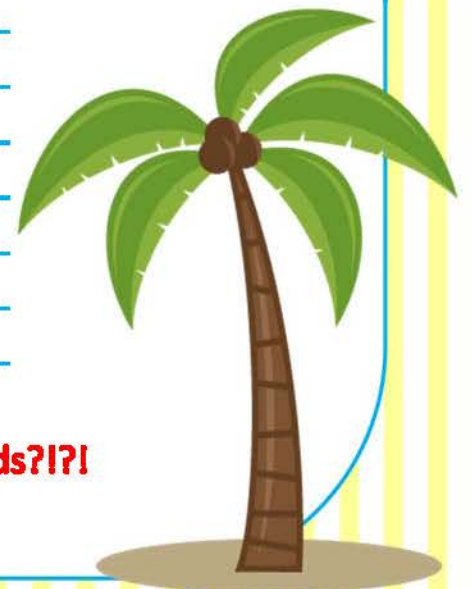
wmtisiu

hbace wotle

hfsi

tho

rmsume



How fast can you unscramble all these words?!?!

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 2020-2021 ELECTED OFFICERS

Contact MACPO Secretary, Michelle Sellner - Pine 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

James Schneider, Cass County Probation
president@macpo.net

President - Elect

Jason Anderson, Itasca County Probation
presidentelect@macpo.net

President – Past

Terry Fawcett, Pine County Probation
pastpresident@macpo.net

Treasurer

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

Secretary

Michelle Sellner, Pine County Probation
secretary@macpo.net

Legislative Committee Chair

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

Communications Committee Chair

Devin Petersen, Pine County Probation
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

Jill Ferretti, Brown County Probation
trainingandeducation@macpo.net