



MACPOST

#MACPOST

Summer 2024

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From the President

JONATHAN SCHIRO, WASECA COUNTY COURT SERVICES



As Mark Twain once said, “In the Spring, I have counted 136 different kinds of weather inside of 24 hours.” Well, this year has lived up to this quote, from early snow and ice melting to the return of cold weather and finally spring showers. Welcome to Minnesota!!

We recently returned from our annual spring conference at the beautiful Breezy Point Resort. The conference was another great success as we kicked off the three-day event with Paw Dwyer as the Keynote Speaker who got us moving as he talked about “Chaotic Goodness: Embracing, Owning and celebrating the Unknown.” A huge thank you to all who attended the conference, we hope you enjoyed all the educational training, fabulous entertainment, and relaxing surroundings of the north woods at Breezy Point. Also, a huge thank you to all the vendors who helped make 2024 another successful year.

This past year, MACPO has been working collaboratively with our partners in Minnesota Corrections Association and Minnesota Association of Community Corrections Act Counties on several initiatives. One that will directly impact all probation agents, case aides, program staff and supervisors/directors is the Reasonable Retirement Option 60/35. This would allow a person to retire, without penalty, at the age of 60 or 35 years of serve. Watch for more information to come out on the Reasonable Retirement Option 60/35. We will need everyone’s help to bring this across the finish line during the 2025 Legislative session.

Finally, as President I had the opportunity to witness firsthand how dedicated all members of MACPO are to probation in Minnesota. Along with the hard work and dedication from the E-Board, all members of MACPO are dedicated to ensuring MACPO continues to be a leading organization in the field of corrections. Thank you for all you do to keep MACPO on the leading edge of corrections in Minnesota.

Legislative Committee

NICOLE GRAMS, STEELE WASECA DRUG COURT

The Legislative Committee has been focused on improving retirement options for probation officers statewide and is working collaboratively with the three delivery systems. Probation officers are a continuum of public safety and experience direct and secondary trauma from carrying out their work duties. In the PERA plan, if you do not meet Rule of 90 and retire prior to age 66, your retirement benefit is depreciated by about 6% per year. Therefore, if you retire at age 60, you risk losing 36% of your benefit. MACPO and MCA commissioned an actuarial study completed by GRS Consulting to explore the feasibility of retiring without penalty at age 60 or after 35 years of service and the respective cost. The study assessed two assumptions (1) Retirement assumption based on Rule 90 retirement rates; (2) Retirement assumption of 50% eligible members year one, 30% year two, and 10% thereafter. Current PERA members are paying 6.5% and proposed increases will be shared by the entire pool at the same rate. To self-fund, the increase for Assumption 1 is 3.81% and Assumption 2 is 4.8% (increase 10.31% or 11.3% respectively), which is a similar level of contribution for Fire Fighters and Law Enforcement to enjoy an enhanced benefit that recognizes the stressors of the work. This year Representative Dan Wolgamott and Senator Rob Kupec authored HF3575-SF3822 lobbied by MAPE on behalf of MSRS to allow members aged 62 or at least 30 years to retire without penalty. At a hearing set before the Legislative Commission on Pensions and Retirement testifiers shared their work duties and how probation is a continuum of public safety yet are not eligible for full retirement prior to age 66. The bill was tabled to gather more information on the cost. MAPE has been in contact with MACPO and MCA Lobbyists Nancy Haas and Courtney Jasper to refine the bill to meet our needs now that the actuarial study is complete. More to come as we attempt to recognize the work done by probation officers statewide by having a retirement plan that recognizes the stressors and risks associated with the work.

Communication Committee

DEVIN PETERSEN (CHAIR), PINE COUNTY PROBATION

This will be my final committee update as I am transitioning from the Communication Committee Chair to MACPO Secretary effective July 2024. I am confident my replacement will do well managing the day-to-day operations of this committee.

I have learned many things about community supervision in my four years chairing this committee. I encourage everyone to get involved with MACPO as it is an excellent opportunity for continued personal and professional growth.

The communication committee could benefit from a few additional volunteers. If you are interested, then please reach out to MACPO@MACPO.net.

Membership Committee

MARK HENDRICKSON, CHISAGO COUNTY PROBATION

There was not an update available at the time of the completion of this newsletter. Please watch for an update on the next newsletter.

Training and Education Committee

MICHELLE NISTLER, CASS COUNTY PROBATION

JILL FERRETTI, BROWN COUNTY PROBATION

Thank you everyone for a wonderful conference. Please contact us if you have feedback from the conference. If you have any suggestions for speakers, please reach out to a committee member. Watch your emails to save the date for our Spring Conference 2025. Check out the MACPO Fun at Breezy Point:



Safety Committee

AMY HERTZOG, WRIGHT COUNTY COURT SERVICES (CHAIR)

RACHEL DECK, CASS COUNTY PROBATION (VICE CHAIR)

There was not an update available at the time of the completion of this newsletter. Please watch for an update on the next newsletter.

CPO Director's Committee

MICHAEL SCHOMMER, OTTER TAIL COUNTY PROBATION

Directors continue navigating the plethora of legislative changes and initiatives enacted by the state legislature, including additional reporting requirements for financial and programmatic outcomes.

Directors are welcoming of the new DOC Field Services Director, Carter Diers. CPO Directors collaborate with the DOC Field Services Director and CCA Directors to enhance services for our clients across this great State of Minnesota.

Directors are engaged in the new Community Supervision Advisory Committee (CSAC), whether directly or through established committees which now report to the CSAC. The CSAC is charged with developing and making recommendations to the Commissioner of Corrections on standards for probation, supervised release, and community supervision.

Honoring Fallen Heroes

By Crime Watch – May 6, 2024

<https://alphanews.org/suburban-firefighter-killed-in-minneapolis-shooting/>



An off-duty firefighter for the cities of Eagan and Eden Prairie was killed in a Minneapolis shooting May 6, 2024 (Joseph C. Johns).

By Crime Watch – May 31, 2024

<https://alphanews.org/suburban-firefighter-killed-in-minneapolis-shooting/>



“A Minneapolis police officer is dead, and another was injured when they were fired upon while responding to a report of a shooting in the Whittier neighborhood on Thursday evening” (Jamal Mitchell).

By 24News – June 2, 2024

<https://www.nbc24.com/news/nation-world/parole-officer-found-dead-inside-md-home-sex-offender-arrested-police-emanuel-edward-sewell-davis-martinez-montgomery-county-chevy-chase-blunt-force-trauma-homicide-cause-of-death-injuries>.



” Police said that, at the time, 33-year-old Davis Martinez was conducting a resident check of 54-year-old Emanuel Edward Sewell, who is a registered sex offender and had been released from prison in 2021. But Martinez never returned to work.

When MCPD arrived, officers found Martinez's state-issued vehicle parked outside the apartment building. Inside the residence, Martinez's body was found, police said. Sewell was not at the apartment. He left the home and took Martinez's police badge with him, police said”.

“TALL COP SAYS STOP”



TALL COP Jermaine Galloway provides the tools, resources, and training to combat substance use.

- Valuable awareness tools available at <https://www.tallcopsaysstop.com/resources-links>.

Social Media and Electronics Safety for our Children



Officer Gomez has been at the forefront of educating parents and kids about the many dangers of social media on electronic devices. Officer Gomez has been a school resource officer for seven years and works in the schools with the age groups that are most affected by digital devices. Officer Gomez uses his collective information to come up with best practice tips for parents and their kids to stay safe in a new world of digital citizenship.

Video Tip:

Officer Gomez says to open google maps – type “Milk Island” – click photos on the left-hand preview bar. This is how kids can watch videos all night long without being blocked by any monitoring software.

Follow him on:

https://www.youtube.com/results?search_query=Officer+Gomez

<https://www.facebook.com/deputygomez/>.

By Jeremy Sutton, Ph.D., PositivePsychology.com – October 4, 2016.

<https://www.ctvnews.ca/lifestyle/6-year-old-s-acts-of-kindness-make-waves-in-st-john-s-n-l-1.6690644>.

life worth living.

After all, Seligman described us humans a Positive psychology is the scientific study of human flourishing. It focuses on individuals' and communities' positive aspects and strengths as a path to wellbeing.

As one of the theory's central proponents, Martin Seligman has helped psychology move away from a sole focus on pathology and illness by supporting clients as they identify and build upon their strengths and set goals to direct meaningful behavior (Seligman, 2011).

This article discusses positive psychology theory as a framework and model for understanding the factors contributing to positive mental health and wellbeing while introducing closely related theories.

Before you continue, we thought you might like to [download our three Positive Psychology Exercises for free](#). These science-based exercises will explore fundamental aspects of positive psychology including strengths, values, and self-compassion, and will give you the tools to enhance the wellbeing of your clients, students, or employees.

Martin Seligman's Positive Psychology Theory

In 1999, psychologist Martin Seligman became president of the US's largest and most prestigious body of psychologists—the American Psychological Association (APA) (Seligman, 2011).

Having spent much of his early career researching the concept of learned helplessness, Seligman was to introduce positive psychology, a new branch of psychology focusing on the study of positive emotions, character strengths, and building a flourishing life.

Until then, psychology had focused on the problems people faced, what was wrong in their lives, and how it contributed to their depression, anxiety, and lack of mental wellbeing (Seligman, 2011).

While he wasn't dismissing the rest of psychology—sometimes referred to as the 'disease model'—he wanted to better understand what makes a s innately “bad weather animals,” focusing on what could go wrong in a “world that is full of danger, loss, and injustice,” yet with the potential to learn to focus on creating the good life (Seligman, 2019, p. 209).

Seligman's initial theory proposed that individuals have three basic psychological needs:

- To feel positive emotion,
- Engage in activities that give life meaning and purpose, and
- Have positive relationships with others.

Two other needs were subsequently added, including

- Finding meaning and fulfillment in what we do and seeking and
- Savoring achievements and accomplishments.

Taken together, their pursuit leads to the development of personal wellbeing and the opportunity to flourish.

Seligman also suggests that individuals have the capacity to develop and strengthen their character strengths, such as grit, resilience, and gratitude, which can further help to enhance their wellbeing and increase happiness (Seligman, 2011).

PERMA – A Positive Psychology Model

The PERMA model is Seligman’s framework for understanding and measuring wellbeing.

It is evidence-based and a valuable and powerful tool for further research and application within therapy and our personal and working lives (Seligman, 2011).

The PERMA model proposes we can break down wellbeing into five key elements: Positive emotions, Engagement, Relationships, Meaning, and Accomplishment.

Each is vital because it can be pursued for its own sake and built upon. When combined, they provide an essential path to flourishing. The individual pursuing these elements becomes more able to deal with life’s challenges. It becomes possible to create more meaningful lives with a powerful positive impact on increasing wellbeing while at the same time reducing psychological distress.

Taking each one in turn (Seligman, 2011, 2019):

- *Positive emotions* refer to the experience of positive feelings and emotions, such as satisfaction, awe, joy, and contentment
- *Engagement* relates to our experience of flow and being consumed in an activity and environment
- *Relationships* refer to the quality and quantity of social connections inside and outside our immediate group
- *Meaning* brings importance to having a sense of purpose or meaning in life.
- *Accomplishment* is based on the experience of achievement and progression toward goals.
- The PERMA model provides a helpful framework for understanding and measuring psychological wellness. Psychotherapists can use it to help individuals identify areas of their lives where they may lack in wellbeing and work on strategies to increase wellbeing in those areas.

- While Seligman’s model did not include ‘health,’ it is now recognized as contributing to overall wellbeing, can be pursued for its own sake, and is measurable. Health can refer to objective wellness, such as being free of disease and illness, adopting healthy lifestyles, and perceived vitality and sufficient energy and mobility to perform daily activities (Allen et al., 2022; Beacham et al., 2020).
- As a result, the extended PERMAH model has proven popular and effective, particularly in educational and workplace settings, where it can be predictive of wellness and performance (Allen et al., 2022; Beacham et al., 2020).

4 Other Positive Psychology Theories

The following theories each contribute to the research and application of positive psychology while emphasizing specific elements of the PERMA model:

1. Hope theory

“Hope is defined as the perceived ability to produce pathways to achieve desired goals and to motivate oneself to use those pathways” (Lopez et al., 2021, p. 323).

Hope theory, developed by C.R. Snyder, focuses on the role of ‘hope’ in achieving such goals and overcoming challenges along the way and comprises two components (Lopez et al., 2021):

- *Pathways*
The individual’s belief in the potential of achieving their goals using various strategies and resources.
- *Agency*
A belief in their ability to act and make things happen.

Individuals high in hope are more likely to set challenging goals, persevere in the face of obstacles, and find alternative paths to achieve their goals (Tomasulo, 2020).

Psychotherapists can use hope theory to help individuals identify and build on their strengths, set achievable goals, and develop coping strategies for overcoming challenges (Lopez et al., 2021).

2. Resilience theory

Different people react to the same challenges and upsetting life events in various ways—some bounce back or find an alternative path while others struggle to adapt—leading to short-term chronic health issues (Neenan, 2018).

“It is estimated that up to 90 percent of us will experience at least one serious traumatic event during our lives,” so it is vital we understand the factors involved in resilience to support clients better or teach them more healthy coping mechanisms (Southwick & Charney, 2018, p. 1).

Resilience theory suggests that it is less about the events surrounding stressful times and trauma and more about how our subjective experience means we experience them (Lopez et al., 2021).

Resilient individuals typically have specific characteristics, such as being able to regulate emotions, able to solve problems effectively, and maintain positive relationships. Such individuals also often have a strong sense of purpose and meaning, which helps them find hope and motivation in difficult times.

Resilience theory has important implications for psychotherapy, as it suggests that helping individuals develop resilience can be crucial in achieving positive outcomes.

Psychotherapists can use it to help clients identify and build on their own strengths, develop coping strategies for managing adversity, and find meaning and purpose in their lives.

Overall, resilience theory emphasizes the importance of personal resources and positive relationships in facilitating positive change and achieving wellbeing (Neenan, 2018).

3. Flow theory

Flow is a mindset people can enter when fully immersed in and enjoying an activity or task. When doing so, they are likely to be highly motivated, productive, creative, and perform at their very best. Flow helps people achieve what they thought was impossible (Csikszentmihalyi, 2009).

As a result, flow theory closely aligns with positive psychology. After all, the second letter of the PERMA model refers to ‘engagement’—that sense of time standing still and a loss of self-consciousness (Seligman, 2011).

According to Mihaly Csikszentmihalyi, flow, or ‘being in the zone’ involves being fully engaged in an activity combined with a state of optimal experience where the individual experiences a sense of enjoyment and purpose (Csikszentmihalyi, 2009).

While we can identify when flow is experienced, we can also create an environment where it is more likely to happen.

Flow occurs when an individual’s skills and abilities match the activity’s challenge. When optimal, the individual can fully engage in a task or environment and experience a sense of enjoyment and accomplishment—along with other positive emotions and improved wellbeing (Csikszentmihalyi, 2009).

As such, flow theory has significant implications for therapy because it emphasizes the importance of finding purpose and meaning through engagement in enjoyable and fulfilling activities.

Helping individuals identify and engage in activities that promote flow can be crucial in achieving positive outcomes. Therapists can help individuals find challenging and rewarding activities, and develop strategies for achieving a state of flow (Riva, Freire, & Bassi, 2016).

4. Strength theory

Positive psychology focuses on strengths rather than weaknesses and encourages individuals to set and work towards meaningful goals.

While we can't choose our 'signature strengths,' we can decide when to use them and how to develop them. They are vital because they make us feel 'like the real us.' We feel more engaged, excited, and authentic, and they leave us feeling like the very best version of ourselves.

And these strengths are important to our mental health: identifying and creating opportunities to use strengths has proven effective at lowering depression for up to three and six months (Seligman, 2011).

After all, strengths are not temporary or transient. They endure and are central to who we are and how we think of ourselves. Awareness of our top three to five strengths allows us to be our best selves at home, in education, and in the workplace (Niemic, 2018).

Therapists can help clients recognize their strengths and understand how and when to use them, promoting improved health, wellbeing, performance, and productivity.

Strengths-based therapy supports clients as they become more aware of their strengths and explore and apply them—encouraging them to become the 'heroes' of their own lives (Jones-Smith, 2014).

"Find your strengths and act on them with focused attention, and the world will beat a path to you," writes psychologist and President of the Strengths-Based Institute, Elsie Jones-Smith (Jones-Smith, 2014, p. 3).

Spring Conference Wrap UP

Breezy Point Resort did a wonderful job caring for MACPO Members present for the spring conference. Recognition for outstanding commitment to MACPO:



Devin Petersen, Outgoing Communication Committee Chair and Michelle Sellner, Outgoing Secretary



Michelle Pramann, Outgoing Communication Committee Vice Chair



Jon Schiro, Superior Service & Outgoing President

“If you google Jon Schiro MACPO pops up over and over again. He could be described as a staunch member of MACPO, someone that served on just about every committee of MACPO and does it proudly. He is currently finishing his 2nd term as MACPO President, if that doesn’t show complete dedication to the organization, what does?? Jon might be crazy for running twice but there is no one better our opinion. Jon led the charge and was instrumental in the Legislative changes the past couple years. The amount of hours and time spent on that alone is award worth. THANK YOU, Jon, for being an amazing leader and voice for MACPO. Jon is more than deserving of the MACPO Superior Service Award.



Carmen Larson, Rewind Inc., Excellence in Corrections

Rewind, Inc., led by Carmen Larson, has been a staple for chemical dependency treatment in Otter Tail County. They developed a stepped vision to further their support of those recovering from addiction through transitional housing. They acted on their vision in 2024 by opening a men's supportive transitional housing unit in Perham.



Chelsea Rabey, Outstanding Performance

Chelsea is often seen at the local high schools visiting with students and staff and offices 1 day/week at the Grand Rapids High School. She has a passion for collaboration, and an uncanny ability to communicate with teams of folks all in an effort to make things better for the students and families she works with. Chelsea is quick to send emails or gather teams of providers to keep services moving forward for the betterment of the clients. She is a true collaborator. Chelsea always seems to balance hope and concern when working with juveniles, even on the toughest of days.



Ed Anderson, EBP Trainer/Practitioner

Ed routinely goes above and beyond to understand how using evidence-based practices will enhance outcomes for his clients. He is an engaged participant in office trainings related to evidence-based practices. He is willing to be vulnerable with his peers by not only volunteering when needed, but by also sharing ways he has “failed forward” when implementing a new tool. Ed also not only embraces our office's evidence-based practices and initiatives but promotes them amongst his colleagues. His willingness to share his knowledge with his peers has been a huge asset in our department's advancement of the practices. Ed strives to improve his skillset as an Agent of change and welcomes feedback from our Coaching and Development Unit.



Rachel Deck, Rookie Agent of the Year

Rachel has embraced the non-traditional role of supervising participants in a treatment court setting which requires frequent random testing and case status hearings every two weeks. This caseload is high risk/high need, where chemical testing is required at least twice weekly. Rachel monitors the participants compliance in completing court ordered conditions and treatment requirements in addition to them gaining or continuing active employment and/or attending school, being actively engaged in prosocial activities, and completing volunteerism work within their communities. Rachel identifies and directs participants to resources to help them be successful in their day to day lives while maintaining sobriety.



Jessica Erickson, Spotlight

Jess is a true team player. She aims to keep a positive attitude while at work and in everything she does. Doing so helps her build relationships with co-workers and ensures that the lines of communication remain open. She listens to understand and tries hard to make sure she is hearing the right information. She is very cooperative and helpful to everyone she meets. These qualities are especially important to a new employee. She has encouraged me and been by my side every step of the way as I transitioned to my new role.



Jason Anderson, Al Rekker

Former President of MACPO during a busy year with leg. changes including probation funding.

Served on several MACPO committees.

Strong voice representing MACPO at the leg.

Former director of Itasca County Probation

Continues to train many departments throughout Minnesota on EBP as an independent contractor.

Celebrate Minnesota!



Summer is here which is a great time to recognize towns and cities throughout Minnesota. Here are a few Minnesota favorites:

1. June 12-16, 2024: Winona Steamboat Days – Winona, MN (<https://www.winonasteamboatdays.com/>)
2. July 11-14, 2024: Heritage Days – Two Harbors, MN (https://www.twoharborsmn.gov/city_departments/departments_a_-_l/heritage_days.php).
3. July 12-13, 2024: Lakefront Music Fest – Prior Lake, MN (<https://www.lakefrontmusicfest.com/>)
4. July 26-28, 2024: Kolacky Days – Montgomery, MN (<https://www.montgomerymn.org/>)
5. August 3-4, 2024: Potato Days – Barnesville, MN (<https://potatodays.com/>)

Remember to wear sunscreen and stay safe! Enjoy your summer.

Thank You to Our Platinum Sponsors



Phoenix Rise - [CLICK HERE](#)

(952) 562-7835

Offers six diversion programs throughout Minnesota while using Moral Recognition Therapy (MRT), which is a cognitive-behavioral approach and an approved evidence-based program. The issues treated include domestic violence, anger management, trauma, parenting, shoplifting, and other issues.

Diversion Solutions - [CLICK HERE](#)

(651) 385-4341

Diversion Solutions aims to restore the victim and educate the offender. Accountability and restitution are key components. Services include Driver's License Reinstatement Program, Traffic Education Program, Felony Pre-Charge Diversion, and Supervise Monitor & Educate Program (SME).

Northwestern Minnesota Juvenile Center- [CLICK HERE](#)

(218) 751-3196

Licensed through the Minnesota Department of Corrections, Northwestern Minnesota Juvenile Center incorporates three distinct units (non-secure detention unit, residential treatment unit, and secure detention) within the building, as well as community-based satellite (foster) homes. The Center offers 35 day evaluations, community service and restitution work programs, 30/60/90 day programs, and detention services.

Life Safer - [CLICK HERE](#)

(800) 634-3077

Providing the first and only fully online enrollment process for ignition interlock. Known to have the smallest and easy-to-use device.

Midwest Monitoring & Surveillance - [CLICK HERE](#)

(952) 435-9310

Serving criminal justice and human service partners by specializing in electronic monitoring, supervision, and alcohol & drug testing. Fully understand the needs of agents and agencies in correctional environments because it is owned and managed by experienced law enforcement and correctional professionals.

RS Eden - [CLICK HERE](#)

(612) 287-1600

Providing permanent and supportive housing and helping clients connect with comprehensive care to find stable housing, get/stay sober, and reconnect with the community. Also, offering inpatient and outpatient treatment for substance use disorders.

Village Ranch - [CLICK HERE](#)

(320) 286-2922

Residential care with Minnesota locations in Annandale (female residents between the ages of 12-18), Cokato (male residents struggling with a range of mental health and behavior issues), Hutchinson (male residents between the ages of 15 & 19), and Rochester (group home for male residents between the ages of 15 & 19).

West Central Regional Juvenile Center - [CLICK HERE](#)

(218) 299-5150

Providing residential services for juveniles with behavioral, protection, dependency, and delinquency issues. Programming includes secure detention, secure residential, non-secure detention/social service emergency placement, 30 day evaluations, sexual therapy, and community living independent programming and skills.

Interlock

(866) 694-6099

A Draeger Ignition Interlock Device Service Provider. The ignition interlock device (car breathalyzer) is the most used technology. Servicing the states of Minnesota, Wisconsin, Michigan, Indiana, Tennessee, and Florida.

Nationwide Interlock - [CLICK HERE](#)

(866) 694-6099

Providing the first and only fully online enrollment process for ignition interlock. Known to have the smallest and easy-to-use device.

PKT - [CLICK HERE](#)

(651) 383-1211

Remote probation monitoring for cost-effective supervision. Their Kiosk system can autonomously administer blood alcohol content tests.

Intoxalock - [CLICK HERE](#)

(844) 899-6211

Serves multiple locations throughout Minnesota for ignition interlock devices. They make it affordable, easy to use, and convenient to customers while also offering 24/7 customer support.

Siemens Healthineers - [CLICK HERE](#)

(800) 888-7436

Offering a range of products and services, from medical imaging, laboratory diagnostics, point-of-care testing, and more. They enable healthcare professionals to deliver high-quality care.

MACPO would like to give a huge thank you to all our sponsors.

Please watch our website and future newsletters for new advertising for our sponsors. Logos and links to all our vendors can be found on our website, www.macpo.net.

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Jonathan.Schiro@wasecacounty.gov

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Kevin.Glass@itasca.co.mn.us

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mschommer@ottertailcounty.gov

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Tammi.Solarz@co.wright.mn.us

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Michelle Sellner, Pine County Probation
Michelle.Sellner@co.pine.m.us

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Nicole.Grams@wasecacounty.gov

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Terry Fawcett, Pine County Probation
terry.fawcett@co.pine.mn.us

Member at Large

Eric Johnson, Carver County Court Services
ejohnson@co.carver.mn.us

