



MACPOST

MINNESOTA ASSOCIATION OF COUNTY PROBATION OFFICERS

Winter 2013



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Happy holidays everyone!

It is already December and soon 2014 will be upon us!

MACPO has been busy preparing for the upcoming legislative session and the Executive Board recently passed the 2014 Legislative Initiatives that include: Increasing the length of

continuances allowed to the Juvenile Courts, Increased funding of the statewide Probation Caseload Reduction Program and State reimbursement of 50% of probation officer salaries in the County Probation Officer and DOC Contract (non CCA) Counties. The areas included in our legislative platform and position affects all of us and the work we do for many years to come. I strongly encourage everyone to seek out their elected representatives to discuss these issues as we have a greater voice and more of an impact when we do! In addition, please spend that "extra" time to educate key individuals within your counties of the work you do and how proposed bills would affect your work and delivery of services. We cannot complain of what we would like to see happen in Corrections if we do not take the extra effort to strive for the change we would like to see...

The Support Staff Conference was held in St. Cloud recently and already the Training and Education Committee members are off and running with excellent training ideas for the spring conference. Don't forget to mark the spring conference in your planners for May! That too, will be here before we know it!

I would like to offer special thanks to the Executive Board, the Director's group and Lisa, our Lobbyist for their dedication to the membership and to all committee members for their participation and time to make our organization even stronger when they already have very busy schedules.

As we celebrate the holiday season, we need to increase our awareness and be mindful that some of the individuals we work with may be struggling or dealing with loss and/or instability. It's important that we increase our acts of kindness to the individuals we work with, including our co-workers. We never know how we might brighten someone else's day...

I'm wishing you and your families the happiest of holiday seasons. Thank you for the work that you all do to ensure the highest level of correctional services in Minnesota!

Warm regards,

Deanna Ruffing

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.

Legislative Committee

The Legislative Committee has been working hard on getting ready for the 2014 Legislative Session that starts February 25th, 2014. MACPO's Legislative Platform and Initiatives for 2014 are completed and ready for us to move forward. Both are very important as they are the guidelines for the committee, members, and lobbyists. The MACPO Initiatives are the top issues we are going to work on with the legislature to see if we can make changes. They are on the web site – look them over. The first initiative is to increase the length of continuances allowed to the Juvenile Courts from two 90-day continuances to two 180- day continuances. The legislative committee has written up the “Advantages of extending time allowed to evaluate and monitor juveniles under a continuance without finding”,

or commonly referred to as a “Stay of Adjudication” talking points sheet (also on the website). This is a great tool to help anyone talk to legislators about the advantages of passing this bill. The bill has authors in the House and Senate, our outstanding lobbyist, Lisa Frenette, has already met with legislators and committee members to discuss this bill and has had some very positive response.

New News: MACPO was contacted by Teamsters Local 320 about a pension bill. Essentially, the Teamsters are proposing Hennepin 911 Operators, Corrections Staff, and all Probation Officers be placed in a high risk category. They would be asking the employers to contribute a higher percentage into the PERA fund and allow employees to retire at an earlier age. There was a hearing with the Pension Committee. Teamsters are asking for MACPO's support in this effort. MACPO does support early retirement but we drafted a bill in 2008 that was referred to as “Option 60”. This would allow probation officers to retire at age 60 BUT the probation officer would be responsible for putting a high percentage of their wage into PERA; the employer would contribute the same as they do currently. This option is less likely to be opposed by employers. There has not been a decision made about supporting, asking to redraft, or just sitting back to see what happens. The topic has and will be discussed further with the committee and the Executive Board. If you would like further information please contact any committee member.

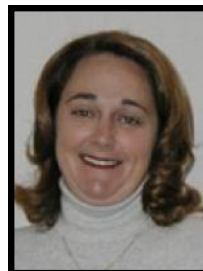
CAPITAL DAY ...stay tuned for more information.

Please take time to contact your local legislators and spend some time promoting what we do and benefits of your great work.

Margaret Munson



***Bruce Hagstrom
Chisago County
Court Services***



***Margaret Munson
Wright County
Court Services***

Communications Committee



Christopher Maas
Sherburne County
Probation



Tammy Thompson
Meeker County
Court Services

The new <http://www.macpo.net/> website has finally arrived!!! Let me know if you have any corrections or would like something added to the website. Christopher.Maas@co.sherburne.mn.us or 763-765-4564.

Happy Holidays! Nothing too new with this edition of the MACPOST... But look forward to 2014 because the Executive Board has been giving me some new ideas to maybe implement in future issues... So, hopefully there will be something new added... Anyone with any ideas or articles they would like to forward or submit, please contact me at tammy.thompson@co.meeker.mn.us or to Erikka Weires, who puts this all together electronically, at erikka.weires@co.meeker.mn.us.

We still are interested in some of the crazy things we hear on this job, so if you have a funny that you can submit (that does not identify a client, etc), please forward it on... We can always use a chuckle when sometimes our caseload seems overwhelming....

Otherwise, take some time to enjoy friends and family this season.....

Membership Committee



Rachel Miller
Isanti County
Probation

The Membership Committee has had a pretty quiet Fall Season. We've been out visiting colleges, doing classroom presentations, and representing MACPO at career fairs. We made sure that MACPO was represented at the MCA Fall Institute in Rochester, and we hope some of you got to visit us there and enjoyed your training. MCA has always supported MACPO, and we like to do the same.

We are trying to expand our student outreach this year, hoping to recruit more students to attend the Spring Conference. We've decided to start a MACPO Facebook page as well as a MACPO Twitter account! We're nervous—we just don't know what these kids are into these days! With the help of some knowledgeable and savvy interns, we hope to have both accounts up and running within the next couple of months. We'll make sure to invite you to "like" our page! And do..... whatever you're supposed to do with Twitter!

As always, we welcome new committee members anytime. We're happy to have Mary DeCock from Brown County as a new committee member. New and refurbished ideas are always welcome. Our membership base has really expanded over the last few years. We attribute this to our easy to use website, our great training opportunities, and the hard work of ALL committee members. As we head into the holiday season, and reflect on what we're thankful for, the Membership Committee continues to be thankful for your ongoing support of MACPO and hope to offer you more and more to be thankful for as a member! Contact rachel.miller@co.isanti.mn.us to join or for ideas/suggestions for the Membership Committee! Happy Holidays!

Training & Education Committee

The 12th annual Support Staff Conference was held at the Holiday Inn in St. Cloud on November 6th. The speaker was Janie Jasin, from Creativity “No Limits”, Inc. Ms. Jasin spoke on a number of topics such as leadership and the importance of connecting with others, mentoring , how to convey your ideas effectively, and ways to help alleviate stress on the job and in your personal life. There were 64 people registered for the conference. We only had a few representatives from other agencies. We will continue to try and expand this conference and reach out to other criminal justices agencies in the future. The immediate feedback we received from attendees was very positive. We would like to thank once again Les Schultz for being the Master of Ceremonies at the conference. He did a great job, as always. The conference would not be the same without Les! We would also like to thank all of you who continue to support this conference and MACPO.



Jason Vande Kamp

Isanti County Probation



Debbie Lawrence

Isanti County Probation

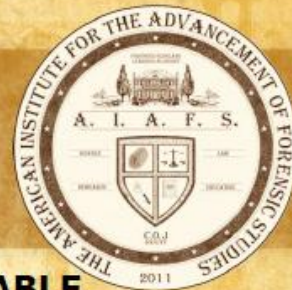
Our committee is busy planning the 57th annual conference. The conference will be held at Breezy Point on May 21st – 22nd. We are looking into a variety of different training topics for this year. If you have any suggestions for speakers , please feel free to contact anyone on the Training and Education Committee and let them know.

Check the MACPO website and watch for e-mails for additional information on this and the conference.



Happy Holidays

The American Institute for the Advancement of Forensic Studies



SCHOOL SHOOTERS: ARMED AND VULNERABLE WHAT WE THINK WE KNOW ABOUT THEM

Presenter: Hal Pickett, Psy.D., LP, ABPP

Seminar Date: January 15, 2014 8:30am-12:30pm 3.5 hours of continuing education credits

Presenter Biography

Dr. Pickett is the Director of Client Services of Headway Emotional Health Services, a non-profit community emotional health program in the Twin Cities. Dr. Pickett has been practicing Psychology since 1995 and was a practicing Physical Therapist prior to that. He completed his Pre-Doctoral Internship at the University of Minnesota in the Department of Pediatrics and then worked for ten years in the Division of Child and Adolescent Psychiatry training, teaching and doing outpatient child, adolescent and family work. Dr. Pickett became a Diplomat with the American Psychological Association in Child and Adolescent Psychology in 2012. Dr. Pickett also holds Graduate Certificates in Homeland Security/Emergency Preparedness, Animal Assisted Therapy and soon to complete the Graduate Certificate Program in Forensic Mental Health at Concordia University. Dr. Pickett has extensive experience working with Juveniles that intersect the mental health and corrections arena both in Forensic Assessment and treatment. Dr. Pickett's interest is in the interface of severe mental illness and criminal behavior.

Training Description

The phenomenon of school shootings is not new. It has actually been documented since the 1700's. Recently, though, it has become a part of our everyday discussions and nightmares. Our schools are supposed to be safe havens for the teaching and training of our kids to develop into effective and successful adults. The reality is that school shootings are rare and most of our children's schools do not experience the horror of a school shooting. But when a school shooting occurs it affects everyone in the country. Every parent with a school age child is internally horrified at the event and mildly thankful that it is not at their child's school. Most of the time, these shootings involve multiple innocent victims who are murdered while unarmed and vulnerable. This training will explore most of the rampage school shootings that have taken place in the last twenty-five years in which a member of the student body shows up at school to kill classmates and teachers. Building profiles is a controversial technique in forensic mental health but in this seminar the profiling technique is used to build knowledge and guide treatment, not to take action against potential criminals. This information will be compared to those shootings that are done as a senseless attack on vulnerable victims by an outsider to the school. In addition, available information will be reviewed on school shootings that are thwarted. Available information will be explored from the perspective of how do we prevent school shootings by recognizing early warning signs and signals to help us provide these vulnerable children the resources they need before they become dangerous criminals.

Training Objectives

1. Ability to describe the role of social media in school shootings.
2. Ability to describe what the Theory of Leakage tells us about potential school shooters.
3. Ability to describe the complexity of facets to the creation of a school shooter.
4. Ability to describe how inside school shooters and outside school shooters may be different.
5. Ability to define what thwarted school shootings tell us about school shooting prevention

Location: Holiday Inn St. Paul I-94-East (3M Area) 2201 Burns Ave. St. Paul, MN 55119
Cost: \$55.00

Registration: (Use form on reverse side of this flyer)

Additional Info: Jerrod Brown 651-734-5517 / email: jerrodbaiafs@gmail.com

Continuing Education Approval - Application for continuing education credits will be made with the following boards:

The Minnesota Board of Social Work
The Minnesota Board of Behavioral Health
The Minnesota POST Board

The Minnesota Board of Psychology
The Minnesota Board of Marriage and Family Therapy
The Minnesota Board of Continuing Legal Education



Sponsored by:
Pathways Counseling Center, Inc.

New Beginnings

A Chemical Dependency Treatment Program

It's Never Too Late
For A New Beginning.

Cultural Diversity Workshop

February 21st 2014
9:30a.m. - 3:30p.m.
6 CEU's

Presented by:
Niloufer Merchant, Ed., L.P., N.C.C.



Workshop objectives

- Cultural competency principles related to working with individuals, groups, and organizations.
- Cultural/racial identity development models and their application to self as well as working with clients in individual and group settings.
- Patterns of intercultural communication and how to understand and negotiate cultural communication differences.
- Specific culturally relevant strategies in working with individuals and groups in treatment settings.

Location

109 North Shore Drive
Waverly, MN

Cost

\$25.00

Lunch is provided

To Register:

Go to the "Workshops" page on our website at www.newbeginningsatwaverly.com and use our online registration. If you have any questions please call Jenn Gerling at **763-658-5238**

Please contact us if you need to cancel your registration to allow room for others & notify us if there is a replacement from your agency. We will be requiring prepayment as of 1/1/14

109 North Shore Drive • Waverly, MN 55390
1-800-487-8758 • 763-658-5800 • Fax 763-658-4128
www.newbeginningsatwaverly.com



Street Survival Seminar (Duluth, MN)

The goal and purpose of the Calibre Press Street Survival Seminar is twofold: Keep officers alive and give them the tools to enjoy a successful career in law enforcement. In order to accomplish this mission we need to tackle the realities and complexities of policing today for officers on the street. We are committed to presenting **up-to-date information**, issues and videos while placing the responsibility for winning right where it belongs – with the individual officer.


Calibre Press for the first time in its 30 year history is owned by a law enforcement officer. Lt. Jim Glennon leads a cadre of Instructors who are some of the most experienced, dynamic and respected in our profession. The Street Survival Seminar will continue presenting classic training points such as the 5%er Mindset and When/Then Thinking while addressing aspects of the profession that are often overlooked.

- The Fatal Four (the most common ways officer's lose their lives)
 - ☐ Felonious assaults
 - ☐ Deaths in and around vehicles
 - ☐ Physical Conditioning (heart attacks)
 - ☐ Emotional Health (Suicides)
- Understanding Stress and the Survival Instincts
- ☐ Evaluation/Processing Stage
- ☐ Fight & Flight
- ☐ Maladaptive behaviors: Hyper-fight / Freezing
 - Roadway Risks and Responsibilities
 - Advanced Criminal Patrol Tactics
 - Pre-Attack Indicators
 - Street Interviews and Reading Deception
 - The Proverbial Box: expecting the unexpected
 - The 24/7 reality of living life as a police officer
 - Confrontational Dynamics

Holiday Inn Downtown Duluth
200 West 1st St.
Duluth, MN 55802
218.722.1202

Cost: \$199

Contact Lifeline Training:
Veronica Velasco
630-941-0900
veronica@lifelinetraining.com

 Minnesota Counties Computer Cooperative	
Meeting Name	Corrections User's Conference/ Kelly Inn - Saint Cloud
Date	1/22/2014
Time	10:00 AM - 3:00 PM
Location	
Cost	You must rsvp no later than 3 days prior to the meeting: \$30 per attendee if pre-registered; \$40 on-site registration, no shows will be billed. This policy has been approved by the Corr. Exec Comm



The Minnesota Dept. of Public Safety Office of Justice Programs has officially released a report entitled *Back to the Future: Thirty Years of Minnesota Juvenile Justice Data-1980-2010*.

The report includes data trends for juvenile arrests; court petitions for delinquent and petty level offenses; detention and placement admissions; and juvenile probation volume. Beginning in the early 2000s, the volume of juvenile justice events began to decline. Presently, juvenile justice system volume has decreased to levels comparable to the early 1980s, before the juvenile crime wave began.

Minnesota has, in essence, come full circle to where we were almost 30 years ago.

To view the complete *Back to the Future: Volume 1* report, visit:

https://dps.mn.gov/divisions/ojp/forms-documents/Documents/BTTF_Part%201_FINAL.pdf

Fresh Grounds Cafe'

Fresh Grounds, located on West 7th Street in St. Paul, combines America's passion for the coffee house experience with a passion for transforming lives and building stronger communities.



Its amenities alone—great food and coffees, cozy surroundings, welcoming smiles, appreciative service, local art and live entertainment, free Wi-fi and a place to park—make it a bona fide go-to destination. But patrons there get all that and more: a chance to be part of something good.

Fresh Grounds started out as a job training site for at-risk youth. As a non-profit social venture, it's built on a self-supporting business model in which everybody wins. Employees gain the skills, personal growth, experience and confidence to become self-sufficient. Employers find a source of professionally trained and tested talent. And the community expands its base of productive, tax-paying citizens. Since its inception, Fresh Grounds has been brewing a slow but steady stream of success.

Development and funding for Fresh Grounds was a collaborative effort involving local non-profit agency RS EDEN and more than a dozen public, private and government organizations. RS EDEN, which owns and operates the facility, also provides affordable housing and other social services for Fresh Grounds employees in the same building, at 1362 West Seventh Street.

Since 100 percent of Fresh Grounds profit goes back into their training program, this destination offers a chance to get something good and do something good at the same time.

Please visit us online at www.freshgroundscoffee.com

Report Shows that Bath Salts Drugs Were Involved in Nearly 23,000 Emergency Department Visits

Sep 17, 2013

According to a new report, an estimated 22,904 emergency room visits were linked to “bath salts,” a synthetic drug, in 2011. The Substance Abuse and Mental Health Services Administration (SAMHSA) report is the first national study to track bath salts use to hospital visits since the drugs emerged a few years ago.

While sellers and manufacturers often claim the drugs are legal and harmless, bath salts can cause heart problems, high blood pressure, seizures, addiction, suicidal thoughts, psychosis, and death. The report indicated that 67% of emergency room visits involving bath salts also involved the use of other drugs, with 15% of these involving marijuana or synthetic marijuana. In 2011, there were nearly 2.5 million emergency room visits involving drug abuse or misuse. The SAMHSA report is based on findings from a 2011 Drug Abuse Warning Network report, which monitors drug-related hospital visits and deaths to track the impact of drug use in America.

DID YOU KNOW?

Teens wrongly believe that spice is a "natural" product and therefore, harmless. The chemicals found in Spice are also not easily detected in drug tests.

How heroin is invading America's schools

Sep 17, 2013

Heroin use has expanded to teens as it has become easier to purchase and consume in a snort-able capsule format.

Heroin capsules, called buttons, can be acquired for as little as ten dollars. With the low cost and easy access, heroin use has spread to youth sports teams, high schools and colleges throughout the country. According to St. Louis's National Council on Alcoholism and Drug Abuse (NCADA) most heroin users start with prescription pain medication, and transition to the cheaper heroin alternative. Also according to the NCADA, the average age range of deaths from heroin overdoses has plunged from the 40 to 45 year old age group to the 18 to 25 year old age group.

Teens have reported dramatic behavior changes while working to feed their heroin addictions ranging from theft to exchanging sex for drugs. Additionally, teens have expressed that heroin is a tough addiction to break from, sometimes requiring several trips to rehab centers and ongoing addiction support.

DEA Insists Cold Drug Can Be Used in Meth-Making

Sep 10, 2013

A new cold and allergy decongestant being sold nationwide is being marketed as difficult to use to make methamphetamine. The Drug Enforcement Administration (DEA) said Tuesday that it will not allow it be sold over the counter.

The new medicine, Zephrex-D, contains a new form of pseudoephedrine, but government chemists were still able to make meth from it. Therefore, DEA restricted its sale. Zephrex-D has been sold in Missouri since December and has been rolled out to more than 15,000 pharmacies in all 50 states in the last month. Westport Pharmaceuticals says meth cannot be made with Zephrex-D through the “one-pot” or “shake-and-bake” methods, the most popular ways to make homemade meth. Missouri narcotic officials report that they have not found the product in any meth labs. Westport officials say the pseudoephedrine becomes gooey when heated, rather than crystallizing. Crystallization is key to creating meth. Westport concedes that Zephrex-D could be used to make small quantities of meth in old-style meth labs. Meth made in an old-style lab would cost \$250 to \$500 for a single dose, or up to 20 times the street value. The U.S. Combat Meth Act requires pseudoephedrine products to be sold behind the counter, and DEA says sales must remain that way.



Myths vs. Facts About Your Immune System

By Renee Bacher
WebMD Feature

Reviewed by [Brunilda Nazario, MD](#)

Your immune system is your friend. It protects your body from infection. Give it your full support and, as with any friend, there will be perks.

Here's how it works: Your immune system creates, stores, and distributes the white [blood](#) cells that fight bacteria and viruses that enter your body, especially during cold and flu season.

For such a simple-sounding process, there's a lot of bad information out there. Here are some myths and facts about the immune system and how it works.

Eating fruits and veggies keeps your immune system strong.

Fact. Mom and dad were right when they told you to eat your [fruits and vegetables](#). Studies show that people who eat a lot of them get sick less. The nutrients in them can help your immune system fight viruses and bacteria.

Not getting enough sleep has no effect on your immune system.

Myth. There's a strong link between [sleep](#) and a healthy immune system. But not just any sleep will do. Restorative sleep, which means enough sleep to get the body back into fighting shape, is key.

Sleep needs vary by person, but most adults need 7-8 hours a night. [Teens](#) need 9-10 hours, school-aged kids need at least 10 hours, pre-schoolers need 11-12 hours, and newborns need 16-18 hours.

Over the past few decades, though, the average time asleep has dropped to less than 7 hours a night for adults. If you sleep less than your body needs, you'll build up a sleep debt. And you can't make that up with naps or by sleeping in on weekends. Bottom line: Get to bed at a time when you know you can sleep at least 7 hours.

A positive attitude can be healthy.

Fact. A good outlook may be good for your health. One study of law students showed that their immune systems kept pace with their thoughts about how tough school would be. When they felt better about school, they had a better immune system. When they were worried, their immune system slowed. The upshot: Looking on the bright side might better equip your body to fight illnesses.

Covering your mouth when you cough can keep germs at bay.

Fact. [Coughing](#), sneezing, or even talking near someone who has the flu can make you sick when droplets of the virus get into the air. And you can inhale these droplets even if you are 2-3 feet away. If you're the person who's sick, stay home. If you must be around others, cover your mouth and nose when you cough or sneeze into your [shoulder](#) or the inside of your elbow. If you're healthy and suspect others around you are sick, stand at least 4 feet away. Also, since germs can live on hard surfaces like doorknobs for hours, wash hands frequently, and keep them away from your face.

Supplements can help you feel better faster.

Myth. Taking a daily multivitamin is probably a good idea to stay healthy if you eat poorly. But taking megadoses of a single vitamin or supplement has not been proven to help the immune system.

Kids need supplements to build a healthy immune system.

Myth. Vitamins and minerals matter for kids too, but they should get them from eating nutritious foods. If your child is a picky eater, a vegetarian, or a vegan, your doctor may recommend a supplement. Remember: Though you can buy children's vitamins over-the-counter, they are still [drugs](#). Taken excessively, they can be toxic.

Sucking your baby's pacifier can make him less likely to develop allergies.

Fact. Do you cringe when you see a parent pick up a baby's pacifier and suck it before returning it to the baby's mouth? Don't. A recent study found that parents who suck their infant's pacifier may lower the baby's risk of having [allergies](#). The thought is that germs transferred to the infant from the parent's [saliva](#) will kick-start the baby's immune system.

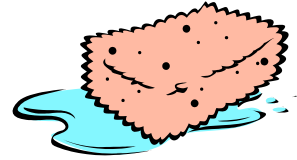
Exercise has no effect on the immune system.

Myth. While there's no direct link between moderate [exercise](#) and keeping the average person's immune system humming, there are lots of benefits to working out. Among other things, it lowers [blood pressure](#), keeps [body weight](#) under control, and can protect you from certain diseases. So get moving.

How to Keep Your Office Germ-Free

This year, avoid getting the bug at the office by steering clear of the most contaminated areas — and taking simple steps to keep things clean.

By JuJu Kim



It happens every year: You hear breakroom chatter about how Suzy in marketing went home with a stomach bug. Then, before you know it, half your department has come down with something. So you start pushing elevator buttons with your elbow, opening restroom doors with your shirtsleeve, and using hand sanitizer by the gallons. You're in the clear, right?

Not necessarily. The close confines of your workplace may promote collaboration, but they also encourage the dispersal of germs. According to Dr. Charles Gerba, professor of environmental microbiology at the University of Arizona, respiratory bugs and viruses can scatter throughout a workplace in as few as four hours. And germs lurk in the most unexpected places.

The Dirtiest Place in the Office

The restroom may seem like the office's top spot for bacteria and viruses, but it's probably one of the cleaner areas, says Gerba, because the cleaning staff regularly wipe down toilet seats and sinks with disinfectant. Believe it or not, the worst area is the shared kitchen. Harmful microorganisms thrive on refrigerator, microwave, and faucet handles as well as water fountain and vending machine buttons.

What You Should Absolutely Avoid

Ground zero for germs? The communal kitchen sponge. Because bacteria thrive in warm, moist environments, stay away from the office's dishwasher as well, suggests [Carolyn Forté](#), director of Good Housekeeping Research Institute's home appliances and cleaning products department.

Chances are, it's going to be difficult to stay out of your office kitchen. After lunch, skip the sponge — rinse and wipe out your lunch container with a paper towel, and then clean it thoroughly at home. If you must use the shared sponge, definitely wash any container again in your dishwasher at home, says Dr. Bettina Knoll, assistant professor of infectious diseases at Brown University.

To help keep harmful microbes from collecting on a shared sponge, squeeze as much water as possible out of it when you're finished using it and, if it's available, apply bleach. Otherwise, toss the sponge and use a new one frequently.

Also, ask someone from your building's facilities management group to provide disinfecting wipes and hand sanitizer in common areas. Their presence promotes the cleaning of shared items, which cuts down on contamination, says Gerba.

Keep Your Desk Clean

Common areas aren't the only hot spots for germs. Desks, phones, and keyboards are major culprits, too. Do you have lunch at your desk? According to a 2011 study that appeared in the *American Journal of Infection Control*, keyboards used by workers who commonly ate at their desks showed higher levels of bacterial contamination.

You can keep your desk area relatively germ-free by regularly using disinfecting wipes on your phone, the top of your desk, and your computer keyboard. Clean your keyboard every few days, particularly if you eat near it. To do this, turn the keyboard upside down over the garbage can while shaking and tapping it on the back to remove any crumbs that collect in between the keys during the day, says Forté.

Take Preventative Steps

If you're not there, you can't spread your germs. So if you're sick, stay home. And take a preventative approach: Get a flu shot. But sometimes, despite your best efforts, you've contaminated others before you even know you're sick. Be a smart sneezer by covering your nose and mouth with the crook of your elbow, vampire-style. Cover your mouth with tissues when you cough — and throw them directly in the trash. Don't put them on your desk to contaminate the next person who comes by your cube.

And it goes without saying, but regularly washing your hands with soap and water goes a long way in stopping the spread of germs. (Proper hand washing involves scrubbing your hands together for at least 20 seconds with soap.)

Keep hand sanitizer in your purse or at your desk for those instances when you can't get to the sink — like when you're running late for a meeting. An alcohol-based sanitizer is the best bet, says Gerba.

Easy Party Snack Mix

- 1/2 tablespoon butter
- 1 cup salted almonds
- 1 (9.9-oz.) can wasabi peas
- 2 cups garlic rye chips
- 1 (8.5-oz.) package sesame sticks

- **Yield:** Makes about 10 cups (serving size: 1/2 cup)
- **Prep time:** 10 Minutes
- **Bake:** 7 Minutes

1. Preheat oven to 350°. Melt butter in a 9-inch cake pan in a 350° oven. Add nuts, tossing to coat. Bake 7 minutes or until lightly toasted; remove from oven.

2. Toss together nuts, wasabi peas, garlic rye chips, and sesame sticks in a large bowl. Store in an airtight container up to 1 week.

Note: For testing purposes only, we used Hapi Snacks Wasabi Peas, Gardetto's Special Request Roasted Garlic Rye Chips, and Pepperidge Farm Baked Naturals Toasted Sesame Snack Sticks.

Chinese Coca-Cola® Wings

Makes: 12 servings

Ingredients

- 12 chicken wings (about 2 1/2 pounds total)
- 1 cup Coca-Cola®
- 1/4 cup reduced-sodium soy sauce
- 2 tablespoons dry sherry or dry white wine
- 3 thin slices peeled fresh ginger
- 2 cloves garlic, thinly sliced
- 1/4 teaspoon crushed red pepper
- 2 tablespoons vegetable oil
- 1 tablespoon sesame seeds, toasted



Directions

1. Cut off and discard tips of chicken wings. Cut wings at joints to form 24 pieces. Place chicken wing pieces in a resealable plastic bag set in a shallow dish.
2. For marinade, in a small bowl combine cola, soy sauce, sherry, ginger, garlic, and crushed red pepper. Pour marinade over chicken wings. Seal bag; turn to coat chicken. Marinate in the refrigerator for 1 hour, turning bag occasionally. Drain chicken wings, reserving marinade. Pat wings dry with paper towels.
3. In a 12-inch skillet heat oil over medium-high heat. Add chicken wings; cook about 10 minutes or until brown on both sides, turning occasionally to brown evenly. Drain off fat. Pour the reserved marinade over chicken wings.
4. Bring to simmering. Cook, covered, for 5 minutes. Cook, uncovered, about 10 minutes more until chicken is no longer pink and marinade is slightly thickened, turning wings once. Transfer to a serving platter. Garnish with sesame seeds.

STONE SOUP

BY JAN ELIOT



PRESIDENT



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PAST PRESIDENT



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(320) 679-6450
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PRESIDENT ELECT



Bruce Hagstrom
Chisago County Court Services
313 N Main Street
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(651) 213-8350
bvhagst@co.chisago.mn.us

TREASURER



Carter Diers
Wright County Court Services
10 2nd Street NW Room 402
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SECRETARY



Jocelyn Worden
Chisago County Court Services
313 Main Street North, Suite 124
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MACPO 2013-2014 ELECTED OFFICERS

Contact MACPO secretary, Jocelyn Worden at jnworde@co.chisago.mn.us 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 the 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.