



AGENDA

PINE COUNTY BOARD SPECIAL MEETING

District 1	Commissioner Hallan
District 2	Commissioner Mohr
District 3	Commissioner Lovgren
District 4	Commissioner Waldhalm
District 5	Commissioner Ludwig

**SPECIAL MEETING and
COMMITTEE OF THE WHOLE
Strategic Planning
Tuesday, January 12, 2021 – 9:00 a.m.
North Pine Government Center
1602 Hwy 23 North; Sandstone, Minnesota**

The Governor of the State of Minnesota has issued Executive Order 20-01 Declaring a Peacetime Emergency and Coordinating Minnesota's Strategy to Protect Minnesotans from COVID-19. On March 24, 2020 the Pine County Board of Commissioners declared a local emergency for Pine County.

Based on these conditions, the chair of the Pine County Board of Commissioners has determined that the requirements of Minnesota Statute 13D.021, Subd. (1) have been met.

It is anticipated that a quorum of the county board will attend this meeting in person.

The public is invited to join the meeting in person or remotely: by phone call 1-650-215-5226, (access code): 175 233 1679, (password): UfMF2msWe22. Click the link on the county website (www.co.pine.mn.us) for more information and to watch a live stream broadcast of the meeting.

If present in the meeting room, appropriate public health guidelines will be followed including social distancing and masking.

1. Call to Order
2. Pledge of Allegiance
3. Review/Approve Agenda
4. Review Progress on 2020 Commissioner Goals
5. Department Presentations / SWOT Analysis
Each department will present Strengths, Weaknesses, Opportunities, Threats, review past accomplishments and current priorities. We are anticipating 15-30 minutes for each presentation which should allow time for commissioner questions/discussion on items of interest.

A. Administration	David Minke
B. Human Resources	Jackie Koivisto
C. Information Technology	Ryan Findell
D. Probation	Terry Fawcett
E. Health and Human Services	Becky Foss
F. County Attorney	Reese Frederickson
G. County Sheriff	Jeff Nelson
H. Auditor/Treasurer	Kelly Schroeder
I. Highway / Public Works	Mark LeBrun

Break for lunch at discretion of the Chair

6. County Board Discussion / Brainstorm
7. Identify and Rank Strategic Issues/Develop Goal Statements
8. Adjourn

The following items were identified as priorities/goals for 2020

- Assessing
 - Gather information and analyze data
 - Public outreach
 - Establish direction by December 2020
- Wetland Bank
 - Continue to explore options with Army Corp of Engineers
 - Identify/consider alternate sites if necessary
- Outdoor Recreation
 - Identify recreation opportunities on existing land
 - Complete the Oberstar segment of the Munger Trail
 - County park
 - Land sale proceeds up to 20% for parks and trails [MS 282.08 (4) (ii)]
- Space Planning and Facilities
 - Develop a long-term plan for office space in Pine City/courthouse for county board review
- Sales tax for Transportation
 - Develop long-term road plan with sales tax for transportation to present to Transportation Committee
- Legislative Issues
 - Funding for out-of-home placements under ICWA
 - State bond funding for Oberstar segment of Munger Trail
 - SWCD levy
 - County share of casino sales tax
 - Probation funding
 - County Program Aid (CPA)
- Merit System/HR management
 - Consider option to leave the merit system and provide in-house Human Resources (HR) services



PINE COUNTY STRATEGIC PLANNING

January 2021

PROBATION

Prepared by: **Terry Fawcett, Probation Director**

DEPARTMENT MISSION

Pine County Probation's mission, under the direction of the Tenth Judicial District and Pine County, is to develop, provide, and promote effective probation services that contribute to a safer community.

DEPARTMENT VALUES

Respect the value of every individual, Integrity, Professionalism, Leadership through Partnership, Staff are our most valuable resource

DEPARTMENT GOALS

Offender Accountability, Offender Rehabilitation, Community/Victim Restoration, Operational Efficiency, Team Player, Leadership

STRENGTHS:

- Clear Vision – See Mission, Values & Goals above
- **Collaboration**
 - Effective delivery of probation through the Court, County and DOC partnership
 - The P.A.T.H.S. (Prisoners As Teachers Helping Society) restorative justice program began in partnership with FCI-Sandstone.
 - Project RISE team presented at several conferences, including the national American Probation & Parole conference.
 - Effective inter-county collaboration with criminal justice and human service partners (Development & implementation of Capstone through the Center for Juvenile Justice Reform at Georgetown University for School-Justice Partnership, i.e. Project R.I.S.E.)
 - Interagency Agreements and efficiencies within county partners
 - Cooperative training with DOC, PICK and statewide probation departments
 - Creation, Collaboration, and Implementation with HHS & MLBO for a Cultural Community Coach. The position moved to the Pine County Children's Cabinet, beginning in January 2021.
 - Development of Truancy Court within Pine County (conducted in the schools when in session)
 - Facilitation of Driving with Care Level II Education program for 2nd time DWI offenders in Pine County.
 - Facilitation of a Domestic Violence Impact Panel.
 - Facilitation of the L.E.A.D. DWI Clinic.
 - Implementation of Decision Points Cognitive Skills program for both Adult & Juvenile Offenders.
 - Implemented the juvenile Evening Reporting Center after securing a \$333,000 Byrne Justice Assistance grant.
 - Probation Director received the Innovation in Education Award by SCRED, along with the HHS Director and County Attorney.
 - Field Visits conducted with both Senator Rarick and Representative Nelson to inform them on the job of a Pine County Probation Agent.
- **Communication with County Board and stakeholders**
 - Citizen input to probation programming via Probation Advisory Committee

- Regular presentations to the County Board
- Annual Comprehensive Plan
- Outcome measurement of probation programs
- Member of the P.I.C.K. Liaison group.
- **Commitment to EBP (Evidence-Based Practice) – providing assessment and supervision based upon proven research results. Facilitation of Cognitive Skills education program.**
 - Participation in Communities of Practice
 - Implementation of A.U.D.I.T. (Alcohol Use Disorders Identification Test) for DWI offenders.
 - Implementation of statewide pre-trial release risk tool (MNPAT).
 - Full implementation of C-5 Victim-Offender Conferencing Program.
 - Graduated Response Grid implemented in the Juvenile Department
 - Juvenile Risk Assessment Instrument implemented to guide detention decisions from court.
 - Director elected as a Regional Representative on the national American Probation & Parole Association’s Board of Directors.
- **Positive Staff Attributes**
 - High level of commitment to probation field demonstrated by non-traditional hours, non-required advanced degrees, as well as, involvement in local and professional organizations
 - Invested and progressive with technology; *Career Agent serves as office T.A.C.*
 - Very few public complaints to supervisor despite working with difficult people and situations
 - Staff maintain a strong professional alliance with correctional partners.
 - Director appointed to the AMC Futures Advanced Leadership Academy & Task Force.
- **Embrace Technology**
 - Excellent case management software (CSTS) enhances productivity and integration with other probation departments and courts; *Supervisor* on statewide CSTS Enhancement Committee.
 - Great success in implementing paperless office via E-filing & MGA.
 - Access to and utilization of multiple integrated criminal justice data systems
 - Use of electronic monitoring, GPS and drug testing to enhance public safety and increase accountability (especially with pre-trial clients)
 - Career Agent serves on the statewide CSTS Training Group.
 - Probation Agents authorized to carry the X26 Taser if trained.
 - Increased use of electronic monitoring as a detention alternative (22 to 34 youth). These 34-youth spent 1088 days on E.M., which cost \$13,600, but saved the County \$231,200 in OHP costs.
- **Fiscal Responsibility**
 - Offender generated fees defray county levy cost
 - Operationally efficient with limited funds
 - Juvenile Cognitive Skills delivered at no cost to the client.
 - DVIP delivered at no cost to the client.
 - Project R.I.S.E. capstone implementation will also work to decrease OHP costs through Crossover Youth Development Model (CYDM) implementation between PCP, HHS, the courts and the schools.
 - Generation of revenue via EBP Program Enhancement, i.e. L.E.A.D. Program and Driving with Care.

WEAKNESSES:

- Large geographic county adds challenges: access to services, windshield time, offender transportation
- Statutory CPO Funding deficit requires doing more with less
 - Teaching Cognitive skills in-house
 - Agents taking on clerical duties

- High workloads increase office-based crisis management and reduce field supervision
- Difficult pre-trial release supervision due to high workload demands and numbers support one more FTE.

OPPORTUNITIES:

- Implementation of Project R.I.S.E. capstone proposal in partnership with Georgetown's Center for Juvenile Justice Reform to work smarter with children by aiming to keep more kids in school and less in the criminal justice system with more school-based discipline. Truancy court held at all four county high schools. Recipient of the national Capstone of the Year!
- Additional funding for pre-trial/intensive staff will enable better supervision of clients, as well as enable the department to do bail study's on more than the statutorily mandated ones.
- MACPO Legislative Initiatives – MN Association of County Probation Officers lobby every year for full CPO funding and collaborate with other corrections organizations for funding initiatives. 2021 will introduce the revised CPO New Position Formula by the DOC. Probation Supervisor continues to serve on the Legislative Committee.
- PCP innovative and recognized nationally for conducting cognitive skills groups virtually. This has helped with transportation issues.
- PCP recognized as leaders in corrections. Senior Agent was elected MACPO Secretary, while the Director served as the MACPO President. The Director also received the prestigious Al Reker Award for Distinguished Service to the field of Corrections.
- Probation Director elected to serve as a Regional Representative on the national American Probation & Parole Association Board of Directors.
- Probation Director supervises the truancy caseload, in addition to Diversion and C-5 duties.
- C-5 restorative justice program continues to be statistically significant. 7.5% recidivism rate after one-year post-completion. 45% were person offenses, and 40% minority offenders.
- Developed community assets to drive-down OHP costs (Justice Reinvestment) (ERC). Placements are the lowest since 2013.
- COVID-19 (what we learned; virtual opportunities/juveniles not being referred for truancy; students not in school, so offenses not occurring at a rate we typically would see.)

THREATS:

- **Funding deficits (State continuing to fund CPO at less than 50% per statute)**
 - Diversion and Pre-trial Release numbers not included in the DOC New Position Formula for funding.
 - When other programs or departments face cuts it often means dealing with changing resources and/or taking on additional responsibilities
 - 458 Bail Evaluations completed in 2020. This is equivalent to 693 hours or 33% of an agent's time. This was a 14% increase over last year. This number does not include one field visit.
- Reduced resources in greater Minnesota
- More Community Alternatives are needed for children of Pine County
- COVID-19 pandemic
- 278 GM 5th Degree Controlled Substance Cases supervised by PCP since law changed 8/1/2016.

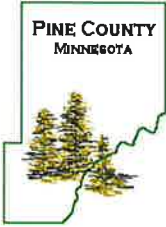
2020 Client Numbers (12/31/20)

<u>Caseload</u>	<u># Clients 2019</u>	<u># Clients 2020</u>
Unsupervised	62 (42 are Warrant/Past Exp)	24 (class participants)
Case Aide	277	Administrative Adult only 191
Low Adult	258	253 (50 are Warrant/Past Exp)
Medium Adult	115	89
Adult High	91	96
Pre-Trial	136	199 (15 have not posted bail)
Juvenile	99	67
Total	1038	919
Warrant Past Exp and Xfer's	(147)	(136)
	<u>891</u>	<u>783</u>

Notes:

Case Aide has all Administrative Adult cases only

Adult Low Caseload now has Warrant/Past Expiration cases to monitor



PINE COUNTY PUBLIC WORKS

HIGHWAY DEPARTMENT

405 Airport Road NE
Pine City, MN 55063

Telephone 320-216-4200
Fax: 320-629-6736
1-800-450-7463 Ext. 4200

Mark A. LeBrun, P.E.
County Engineer

01/12/2020 County Board Strategic Planning

Mission:

“To provide quality services to the citizens of Pine County in a cost-effective, courteous, and efficient manner”

Strengths

Staff – Cohesive/Flexible/Dedicated

Weaknesses

Change – Retirements/Responsibilities/Regulations

Opportunities

Building Maintenance

1. Courthouse
2. Sandstone Campus

Highway

1. 10 Ton Routes/Bridge Replacements
2. 30 Year Transportation Planning

Survey

1. Remonumentation Program

Threats

Funding

1. Sales Tax Renewal
2. State Funding
3. County Levy