



Minnesota Association of County Probation Officers

Dear Members of the Probation Workload Study Leadership Team,

On behalf of the Minnesota Association of County Probation Officers (MACPO), I would like to extend our appreciation for the work being conducted by the Probation Workload Design Committee. MACPO continues to be dedicated advocates for equitable and effective justice, and as such we respectfully request for the workload study to adopt a comprehensive approach to data collection by including, to name a few, non-targeted misdemeanors, pretrial supervision and diversion programming.

We believe this inclusive approach is critical for the following reasons:

1. Inclusion of Non-Targeted Misdemeanors

Probation officers routinely supervise misdemeanor cases that fall outside the targeted misdemeanor list, yet these cases still demand meaningful engagement, risk assessment, and behavioral interventions. One particularly impactful subset includes **disorderly conduct convictions that originate as domestic abuse cases but are later reduced**. These cases often retain the same underlying dynamics and risks as domestic violence offenses, requiring probation officers to apply similar levels of supervision, safety planning, and victim coordination. Excluding these from the workload model risks underrepresenting the true intensity and complexity of supervision required. It should be noted these types of cases also require a presentence investigation (PSI) per MN Statute 609.2244 Subd. 1(2), which entails the probation officer scheduling the PSI, interviewing the justice involved individual, contacting the victim, making collateral contacts when needed, writing the report, ensuring responsive domestic related recommendations and/or statutorily required conditions including domestic abuse counseling programming or domestic abuse education programming are within the report, and attending sentencing.

2. Pretrial Supervision

Pretrial supervision plays a vital role in ensuring court appearance and public safety while minimizing unnecessary detention. Officers managing pretrial supervision must conduct assessments, monitor compliance, and coordinate with courts and service providers. These responsibilities are distinct from traditional probation and deserve recognition in the workload analysis. In addition to providing supervision/monitoring, probation officers also conduct presentence investigations required by statute.

3. Diversion Programming

Diversion programs are a cornerstone of restorative justice practices. They aim to reduce recidivism, address underlying behavioral health needs, and promote accountability through community-based interventions, all with the goal of keeping the justice involved individual out of the criminal justice system. Probation officers facilitating diversion engage in case management, motivational interviewing, and coordination with treatment providers. These activities are time-consuming. Including diversion in the study acknowledges its rehabilitative value and ensures that workload models reflect the complexity of these efforts.

5. Data-Driven Decision Making

A comprehensive workload study informs policy, staffing, and funding decisions. Without accounting for the full spectrum of probation responsibilities, including those that are growing in volume and importance, the study may yield incomplete or misleading recommendations.

We urge the committee to adopt a holistic and inclusive approach that reflects the full scope of probation supervision. Doing so will enhance the validity of the study and support a more balanced, effective, and equitable justice system.

Thank you for your consideration. We welcome continued engagement in this process and stand ready to support the development of a robust workload model.

Kevin Glass

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