



BOARD OF HENNEPIN COUNTY COMMISSIONERS
A-2400 GOVERNMENT CENTER
MINNEAPOLIS, MINNESOTA 55487-0240

To Whom It May Concern:

As chair of the Hennepin County Board of Commissioners since 1997, an elected Commissioner since 1978, and President of the National Association of Counties (NACo) in 1997-98, I recommend the services of Dr. Alan Kalmanoff and the Institute for Law and Policy Planning team based on my professional and political experience.

Under two separate contracts in 1998 and 1999, Hennepin County engaged the Institute for Law and Policy Planning to conduct a countywide criminal justice system study and recommend changes and strategic planning for a more effective and efficient system.

Dr. Kalmanoff brought together a team of experienced consultants (both academic and practitioners) and conducted a thorough system study by examining the data of various agencies within the system and the system as a whole. We had accumulated lots of "data" over time, but no one had organized it and advised us what to do with it

We retained Dr. Kalmanoff to facilitate the implementation of the findings and to activate a higher level of ownership and strategic planning by the system's (heretofore, somewhat incompatible) key players. In both projects, the multitude of jurisdictions and stakeholders in a politically charged atmosphere with turf issues created a complex and difficult environment in which to implement change.

A major assignment for "Kal," as he is called, was to insure a strong and objective study of court case-management, a new level of judicial and Board cooperation, and acceptance and implementation of ambitious case management procedures by the courts. With his leadership, our 58 judges have taken responsibility for managing their own docket, and we are beginning to see major cost savings.

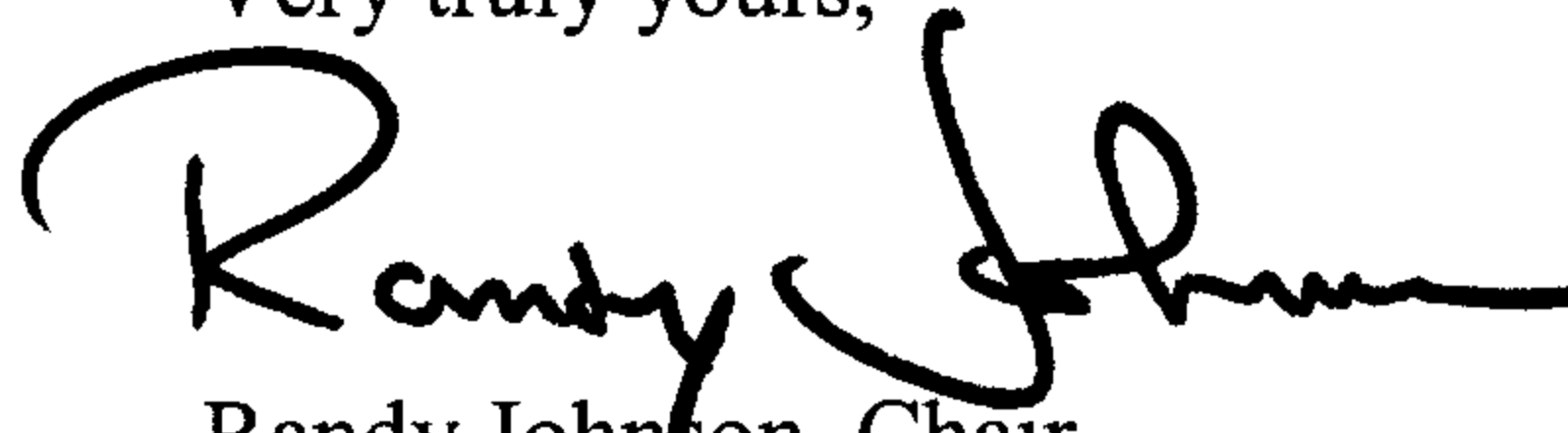
Despite the difficulty in working in such an environment, Dr. Kalmanoff succeeded in working with the various agencies to build consensus and for the participants to see a bigger picture in the system. He brought together leaders in the county criminal justice system and provided a forum for open exchange and feedback, and that led to a new level of planning. The project involved a number of controversial issues, and he dealt with them in a professional and forthright manner, with candor, strength, real energy and support.

Dr. Kalmanoff was clear and accurate in his assessment, direct and objective in his position, uninfluenced by political agendas, candid in his criticism, and both strong and insightful in his recommendations. Dr. Kalmanoff and his team remained true to our objective of producing quality results to improve our criminal justice system. It was a pleasure to work with him and his team, and I expect the resulting savings will dwarf his fees.

I would recommend Dr. Kalmanoff and the Institute for Law and Policy Planning for any county that needs a thorough evaluation of their criminal justice system, or any serious strategic planning. As experts in the field, their ability to work and interact with various individuals and agencies is an invaluable and unique resource.

My only reservation about working with Kal is that you have to be serious about reducing costs and improving the justice system when you contract with him about reviewing your situation and recommending changes. Kal will do the job very professionally and with great insight – but you have to be willing to listen to what he says.

Very truly yours,

A handwritten signature in black ink that reads "Randy Johnson". The signature is written in a cursive, flowing style with a large initial "R" and "J".

Randy Johnson, Chair
Hennepin County Board of Commissioners

REJ/ms