



*Office of County Administrator*  
*County of La Crosse, Wisconsin*  
County Administrative Center  
400 4th Street North • Room 3300 • La Crosse, Wisconsin 54601-3200  
(608) 785-9700 • Fax (608) 789-4821  
www.co.la-crosse.wi.us

December 2010

To whom it may concern:

Please consider my most positive reference on behalf of Al Blencoe, Public Safety Communications Manager for the La Crosse County Emergency Services Department.

I have personally worked directly with Al since the fall of 2003 in addressing complex records management and technology issues around public safety communications and criminal justice information. His sincere ability to listen and get things done for multiple public safety entities has been vital to the effective operation of our Public Safety system.

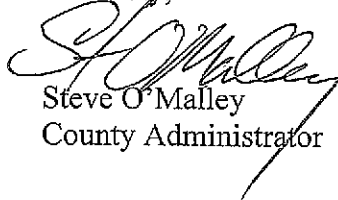
As a direct result of his leadership and skill, La Crosse County was able to resolve years of highly contentious conflict with our largest law enforcement agency the City of La Crosse Police Department on the effective use of the Visions records management system by demonstrating the advantages of a partner relationship with vendors and neighbors rather than being adversarial. Additionally, Al was instrumental in other technology projects by obtaining grants, project guidance and developing strong relationships with State and local agencies and organizations.

Al demonstrates a strong interest in personal growth, learning and diversity. He was the first manager to volunteer in the formation of our La Crosse County Diversity work group that represents a cross-section of employees, County Board members, Department Heads and managers, striving to enhance our organizational approach to issues of diversity. The mission of the work group is "To create, promote and sustain an inclusive environment where every member of the community is treated with respect and dignity." The members have appreciated his insight and perspective.

Among the hard personnel decisions I've had to make for the 2011 budget includes holding the line on wages & benefits, in addition to streamlining our management structure by phasing out three full time supervisory positions. One of the positions that will be phased out by the end of 2011 is the Public Safety Communications Manager. This decision was very difficult and is the result of economic circumstances. Unfortunately, I expect additional management positions will be phased out in the following budget as well.

I believe that Al's experience and abilities are likely to be transferable to meeting challenges in your organization as he has served La Crosse County. Feel free to contact me personally. I would be pleased to answer any questions.

Sincerely,

  
Steve O'Malley  
County Administrator