

John Laganelli
South Carolina Department of Motor Vehicles
10311 Wilson Boulevard
Blythewood, SC 29016
February 20, 2016

Luzerne County Manager Search Committee
122 Main Street
Luzerne, PA 18709

Dear Luzerne County Manager Search Committee:

As a Cabinet-level Director in a State Agency I well know the demands and requirements associated with a civil service position. I can unequivocally recommend Jim Tighe for the position of Luzerne County Manager. I have seen firsthand Jim's capabilities and can assure you he meets and exceeds the requisite Skills, Knowledge and Attributes required of such a sensitive position.

Jim has an innate ability to orchestrate numerous, incongruent entities under extremely harsh conditions and do so in a calm and professional manner, achieving outstanding results in the process. While assigned in Kuwait we experienced a devastating natural disaster, after which Jim was at the forefront of responding to. His calm under pressure and innovative approach to problem solving resulted in a rapid recovery and limited impact to essential services for more than 10,000 residents. He has demonstrated the ability to not only analyze requirements, but through detailed planning and data-informed analysis achieve highly efficient and effective solutions. Jim is also exceptionally gifted at creating consensus across widely disparate organizations and has exceptional personnel management and leadership skills. Arguably there is no more difficult negotiation situation than trying to gain consensus between foreign governmental agencies, their military, US contractors and US governmental interests, but Jim was able to organize their various and changing interests, personalities, and end-states and achieve workable solutions on numerous key negotiations and initiatives. He is thoughtful, well spoken, and equally comfortable engaging with subordinates or board-level executives.

As Luzerne County Manager he will bring a well-rounded leadership package to this demanding environment. Jim is an outstanding leader, coordinator, team builder, and problem solver with the highest ethical standards. I hope you will give him your most serious consideration; he is an excellent fit. If you have any questions please feel free to contact me. My personal cell is (717) 386-8219.

Sincerely,



John Laganelli
Acting Director
SC DMV