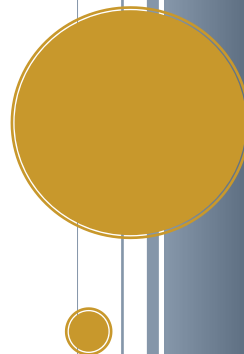




*Proposal to provide Civil Legal Services and
Prosecution Services to the City of Columbia Heights*

Our firm's long-term commitment and dedication to serving municipalities makes us
the leading choice to provide Civil Legal and Prosecution Services
for the City of Columbia Heights.

Kurt B. Glaser
333 Washington Avenue North
405 Union Plaza Building
Minneapolis, Minnesota 55401
612-213-2325 - KGlaser@BBG.law



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COMMITTED TO SERVING MUNICIPALITIES

Proposal to provide Civil Legal Services and Prosecution Services to the City of Columbia Heights

We are a local law firm dedicated to providing exceptional municipal legal and prosecution services. With a deep commitment to community-focused legal practices and restorative justice, we take pride in serving our long-standing city clients with a high level of skill, integrity, and responsiveness. All ten of our attorneys are actively engaged in prosecution, ensuring that our legal services are rooted in real-world experience and a deep understanding of municipal needs. Currently, we serve over twenty municipalities across four metro-area counties, bringing a wealth of knowledge and insight into every partnership.

Our approach to municipal legal services is tailored to reflect the unique needs and priorities of each city and law enforcement agency we work with. In providing civil legal services, our primary objectives are to protect the City's interests, support responsible development, manage risk, and help City leaders achieve their strategic goals. In our prosecution work, we emphasize public safety, accountability, victim support, and fair administration of justice. Through targeted public safety initiatives, crime-prevention strategies, diversion opportunities when appropriate, and strong partnerships with law enforcement, we strive to reduce repeat offenses, improve outcomes, and strengthen the communities we serve.

Collaboration is at the heart of our philosophy. Through ongoing dialogue with city leadership, staff, law enforcement, and community members, we ensure our legal and prosecution services align with Columbia Heights's values and long-term goals. Our firm has consistently led the way in providing forward-thinking municipal legal solutions, allowing us to offer an unparalleled level of service to the City of Columbia Heights.

OUR PROPOSAL TO THE CITY

We propose providing both Civil Legal Services and Prosecution Services to the City of Columbia Heights, offering a comprehensive and collaborative legal partnership.

CIVIL LEGAL SERVICES

Our approach to civil legal services is both proactive and strategic. We recognize that the role of a city attorney extends well beyond answering legal questions or responding to disputes. Effective municipal counsel helps City leaders achieve their goals by providing practical legal advice, managing risks, anticipating challenges, protecting public resources, and positioning the City for long-term success.

Our Philosophy for serving our communities identifies four key priorities: Organizational Excellence, Financial Sustainability, Strategic Investment, and Connected Community. We believe the City's legal counsel should actively support each of those objectives. Our attorneys work closely with elected

officials, administrators, department heads, and staff to ensure that legal services help move municipal priorities forward rather than simply react to issues as they arise.

Supporting Columbia Heights – Our Philosophies

Organizational Excellence

Municipal government functions best when elected officials and staff have timely access to sound legal advice. We assist cities with ordinance development, policy creation, personnel matters, labor and employment issues, Minnesota Government Data Practices Act compliance, Open Meeting Law questions, contract administration, and day-to-day operational issues. Our goal is to provide practical, responsive guidance that allows City officials and staff to perform their work confidently, efficiently, and in compliance with the law.

Financial Sustainability

One of the most important functions of a city attorney is helping municipalities avoid unnecessary costs and liabilities. We emphasize preventative legal counsel, early issue identification, and practical risk management strategies. By addressing legal concerns before they become disputes, cities can avoid costly litigation, project delays, compliance issues, and unexpected liabilities, helping protect taxpayer resources and support long-term financial stability. We employ a team approach to City business for flexibility and to assign lower-cost staff to matters where appropriate.

Strategic Investment

Our attorneys have extensive experience assisting municipalities with major public and private development projects, land use matters, redevelopment initiatives, real estate transactions, infrastructure projects, utility agreements, easements, public-private partnerships, economic development initiatives, and contract negotiations. We help cities balance growth opportunities with sound legal protections to ensure that public investments achieve their intended results and advance the community's long-term objectives.

Connected Community

Strong local government depends upon public confidence and productive engagement with residents, businesses, and community stakeholders. We recognize that municipal attorneys often play an important role in helping cities navigate challenging public issues, communicate effectively with residents, maintain transparency, and build trust in governmental decision-making. Our attorneys are committed to being accessible, responsive, and collaborative partners who help City leaders engage constructively with their community. We expect to have daily contact between the firm and the City with response times either instantaneous or within a business day. The firm uses Microsoft Teams for virtual meetings and messaging with City staff. We would enjoy having regular office hours at City Hall.

We tailor our communication approach to each city's needs and preferences. After collaborating with City stakeholders, we develop a communication plan that fits the City's expectations. Typically, Kurt Glaser will communicate directly with Aaron Chirpich or Chief Markham on the highest-level and strategic matters, while the BBG Team will coordinate with other stakeholders as needed.

Beyond traditional legal counsel, our attorneys have extensive experience assisting municipalities with:

- Land use planning and real estate development.
- Economic development and redevelopment projects.
- Contract drafting, review, and negotiation.
- Code enforcement and regulatory compliance.
- Employment and labor law matters.
- Open Meeting Law and Data Practices Act compliance.
- Intergovernmental agreements and cooperative arrangements.
- Complex infrastructure, utility, and public improvement projects.
- Coordinating with the League of Minnesota Cities Insurance Trust, bond counsel, labor counsel, and other special counsel as needed.
- Real estate acquisition, disposition, and easement matters.

Kurt Glaser will lead Columbia Heights's civil legal services. During nearly two decades of representing municipalities, Kurt and BBG's Team has helped cities successfully navigate significant development projects, complex public infrastructure initiatives, multimillion-dollar real estate transactions, utility agreements, ordinance revisions, employment matters, and sensitive public policy issues. His experience allows him to provide legal counsel that not only resolves legal issues but also advances the City's broader strategic objectives.

Our philosophy is simple: the city attorney should be a trusted advisor, problem solver, and strategic partner. We are committed to providing responsive legal services that help Columbia Heights protect its interests, achieve its goals, and continue providing exceptional service to its residents.

PROSECUTION SERVICES

As the City's prosecutor, we are committed to providing fair, effective, and accountable prosecution services that promote public safety, support victims, and uphold the rule of law. Our philosophy emphasizes accountability first, while recognizing that different cases sometimes require different tools to achieve the best long-term outcome for the community.

To ensure our prosecution services align with the City's needs, we maintain open and ongoing communication with City leadership, law enforcement, court personnel, and community partners. This collaborative approach allows us to develop prosecution strategies that reflect the City's priorities, support the Police Department's public safety mission, and address emerging community concerns as they arise.

We believe successful prosecution involves more than obtaining convictions. It requires protecting public safety, supporting victims, promoting accountability, reducing repeat offenses, and making responsible use of public resources. Our team is dedicated to upholding the law with professionalism, fairness, and integrity. We will tailor our services to Columbia Heights's needs by providing outstanding traditional prosecution services while partnering with City leadership and law enforcement to develop public safety initiatives that advance accountability, crime prevention, community engagement, and efficient use of taxpayer resources.

Community Safety and Accountability Initiatives

One of the strengths that distinguishes our firm is our ability to collaborate with cities and law enforcement agencies to develop prosecution programming that supports broader public safety objectives. We recognize that every community is different. As a result, we do not implement identical programs in every city. Instead, we work with elected officials, city staff, police leadership, and community partners to identify local concerns and develop practical solutions that align with the City's goals. It starts with knowing the mission:

Mission Statement of the Columbia Heights Police Department

The Columbia Heights Police Department is committed to active partnerships with the community in order to protect life and property, innovatively solve problems, and enhance the safety and quality of life in the communities we serve.

Columbia Heights has built a strong reputation for community-focused policing, crime prevention, youth engagement, and partnerships that strengthen public trust and community safety. Our prosecution philosophy aligns closely with these objectives.

In addition to providing traditional prosecution services, our firm has experience developing and operating a variety of public safety initiatives. Many of these align with the Department's 2026-2029 Strategic Plan, including:

- Community Safety Diversion Programs for appropriate first-time and low-level offenders.
- Ticket Education Programs focused on reducing traffic violations and improving driver behavior.
- Driver's License Reinstatement initiatives designed to increase legal compliance and reduce recurring licensing offenses.

- Restorative accountability programs that provide meaningful consequences while repairing harm and supporting victims.
- Community service alternatives that promote accountability and provide tangible benefits to the community.
- Enhanced victim engagement and support practices.
- Specialized public safety initiatives addressing recurring concerns identified by law enforcement and City leadership.

These programs are not alternatives to public safety - they are tools that can be used selectively to improve public safety, increase accountability, support victims, and make efficient use of taxpayer resources. In many cases, traditional prosecution is the appropriate response. In other cases, education, compliance-focused intervention, restitution, community service, or structured accountability programs may be more effective at reducing future offenses and promoting long-term compliance.

If selected, we would meet with City leadership and the Columbia Heights Police Department to identify opportunities where prosecution services can assist the City in advancing its public safety goals, strengthening community trust, reducing repeat offenses, and maintaining the high quality of life enjoyed by Columbia Heights residents.

A Strong Partnership For The Future

We recognize that each city has its own distinct identity, challenges, and aspirations. For the City of Columbia Heights, we are committed to providing the highest level of legal service that aligns with the city's vision.

Our ultimate goal is to work in close partnership with Columbia Heights's leadership and community to develop service plans that are specifically designed to meet the city's evolving legal and prosecutorial needs. By fostering a relationship built on trust, transparency, and shared commitment, we aim to create a foundation for a long-term partnership—one that not only provides exceptional legal service but also contributes to the overall well-being of the city.

We are honored to be considered to serve the City of Columbia Heights and look forward to building our collaborative and enduring relationship that advances the city's goals and supports its residents.

CITY & GOVERNMENT CLIENTS

Our public sector clients include:

Municipal Clients:

City of Annandale	P
City of Andover	P/C/+15K
City of Anoka (Charter City)	P/C/+15K
City of Bethel	P/C
City of Buffalo	P/+15K
City of Centerville	P/C
City of East Bethel	P/C
City of Elk River	P/+15K
City of Golden Valley	P/+15K
City of Ham Lake	P/C/+15K
City of Howard Lake	P
City of Lexington	P/C
City of Oak Grove	P
City of Osseo	P
City of Rockford	P
Linwood Township	P
Minnesota DNR (Anoka Cty)	P
Anoka County	
Attorney's Office	P
-Special Assistant County Attorney	

Periodic Municipal Clients:

City of Big Lake	CE
City of Coon Rapids	A/+15K
City of Fridley	A/+15K
City of Ramsey	A/+15K
Sherburne County	
Attorney's Office	P
Special Assistant County Attorney	

Law Enforcement Agencies We Serve:

Anoka County Sheriff
Hennepin County Sheriff
Sherburne County Sheriff
Wright County Sheriff
Annandale Police Department
Anoka Police Department
Buffalo Police Department
Centennial Lakes Police Department
Coon Rapids Police Department
Elk River Police Department
Fridley Police Department
Golden Valley Police Department
Howard Lake Police Department
Osseo Police Department
Ramsey Police Department
Minnesota Department of Natural Resources
Minnesota State Patrol

Services Provided:

P = Prosecution Service
C = Civil Legal Services
A = Administrative Hearing Services
CE = Code Enforcement Services
+15K = Population of at least 15,000 residents

PERSONNEL ASSIGNMENTS FOR LEGAL SERVICES

Civil Legal Services:

Kurt Glaser will serve as lead City Attorney for Columbia Heights. Kurt will oversee Columbia Heights's civil legal services, including attending City meetings when requested and completing work assigned by the City Council, City Administrator, and authorized staff. Josh Meier will directly support Kurt in civil municipal matters. On specialized matters, other members our Team will be assigned as needed.

Prosecution Services:

Kurt Glaser will serve as Columbia Heights's Chief Prosecutor, Dominic J. Skawiniak will handle day-to-day prosecution duties. Kurt will lead prosecution and law enforcement matters, while Dominic will manage court appearances, charging decisions, law enforcement consultations, and case review and preparation.

Our entire municipal and prosecution Team is available seven days a week and anytime day or night. Because BBG works as a Team, the City of Columbia Heights will have access to the accumulated knowledge and assistance of the firm's attorneys, paralegals, and support staff to ensure that the City receives the highest level of service possible.

MEET THE TEAM WHO WILL SERVE THE CITY

Few firms can match the collective experience of our attorneys in municipal law and prosecution. Our clients benefit from the depth of knowledge earned through decades of service to cities and communities. The firm consists of seven full-time attorneys serving as prosecutors and municipal counsel, and three part-time prosecutors who are Of Counsel to the firm. In addition, we employ eight paralegals, two administrative assistants, and an IT professional.

Please meet the team who will serve Columbia Heights.

Our Attorneys

Kurt B. Glaser

Academic Training:

University of Toledo, Ohio, College of Law, Juris Doctor, 1992

Oxford University, England, Magdalen College, Institute on Comparative & International Law, 1990

Professional Chronology:

Admitted to Minnesota Bar, 1992

Admitted to the United States District Court for the District of Minnesota

Admitted to the United States Court of Appeals for the Eighth Circuit

Criminal Justice Act Panel for the United States District Court of Minnesota, 1998 to Present

Centennial Lakes Police Department, General Counsel, 1999 to Present

U.S. Court of Appeals for the Eighth Circuit, C.J.A. Panel, 2002 to Present

City of Lexington, City Attorney and Prosecuting Attorney, 1999 to Present

City of Centerville, City Attorney and Prosecuting Attorney, 2005 to Present

City of Nowthen, Prosecuting Attorney, 2014 to 2026

City of Anoka, Hearing Officer, 2016 to 2020

City of Osseo, Prosecuting Attorney, 2022 to Present

City of Rockford, Prosecuting Attorney, 2022 to Present

City of Ham Lake, Prosecuting Attorney, 2022 to Present

City of Golden Valley, Prosecuting Attorney, 2023 to Present

Professional Affiliations:

Minnesota State Bar Association

Anoka County Municipal Prosecutors Association

Anoka County Bar Association
Hennepin County Bar Association
Hennepin County Suburban Prosecutors Association
Federal Bar Association

Kurt serves as Prosecutor for the Cities of Golden Valley, Osseo, Rockford, and Ham Lake, and as City Attorney and Prosecutor for the Cities of Lexington and Centerville. In addition to his prosecution work, he serves as general counsel to organizations including the Centennial Lakes Police Department and the Centennial Fire District.

Kurt began his legal career as a prosecutor in Wayne County (Detroit), Michigan, where he handled gang-related gun and drug offenses. He later practiced litigation and employment law with Wells Fargo, U.S. Bank, and 3M. For the past twenty-seven years, however, his primary focus has been municipal law, where he has developed extensive experience in both civil municipal legal services and criminal prosecution.

Having worked on both sides of the courtroom, Kurt brings a well-rounded perspective as both a prosecutor and criminal defense attorney. In private practice, he has handled numerous high-profile federal cases and earned a reputation for skill in complex litigation. A particular highlight of his career is his long-standing service to the United States District Court, where he has been reappointed annually since 1998 to the Criminal Justice Act Panel to represent defendants in complex federal criminal matters.

Kurt is recognized as a leader in municipal prosecution for developing innovative programs tailored to the unique needs of the communities he serves. In Golden Valley, for example, he helped create a prosecution model that extends beyond traditional case processing by emphasizing restorative and diversion-based responses, early intervention, public safety, and cost-effective case management. His work includes leadership in the RESTORE Program, ticket education and driver's license reinstatement initiatives, restorative justice options, community service alternatives, and diversion pathways designed to hold offenders accountable while reducing unnecessary court involvement and repeat offenses. These programs reflect Kurt's practical approach to municipal prosecution: protecting public safety, supporting victims and law enforcement, using public resources wisely, and implementing alternatives when they better serve the community.

Since 1999, Kurt has served as a City Attorney, providing comprehensive civil legal services to municipalities throughout Minnesota. His municipal litigation experience includes significant land use, real estate development, special assessment, water rights, and contract disputes. He has also played a key role in the development of residential subdivisions, large multifamily developments, tax increment financing redevelopment projects, and major commercial developments involving thousands of rental and residential units and tens of thousands of square feet of commercial space.

Kurt has successfully argued precedential cases before the United States Court of Appeals, the Minnesota Court of Appeals, and the Minnesota Supreme Court. He has also drafted and implemented

municipal ordinances, several of which have been adopted as model ordinances by the League of Minnesota Cities. In addition, he has represented municipalities and law enforcement interests in legislative advocacy efforts before the Minnesota Legislature.

Scott C. Baumgartner

Academic Training:

William Mitchell College of Law, St. Paul, Minnesota, Juris Doctor, 1994
St. Cloud State University, St. Cloud, Minnesota, B.S. Criminal Justice, 1988

Professional Chronology:

Admitted to Minnesota Bar, 1995
General practice of law, 1995 to 2006
City of Anoka, Assistant City Attorney, 2006 to 2007
City of Andover, Assistant City Attorney and Prosecuting Attorney, 2006 to 2007
City of Lino Lakes, Assistant City Attorney and Prosecuting Attorney, 2006 to 2007
City of Lino Lakes, City Attorney, 2007 to 2009
City of Lino Lakes, Prosecuting Attorney, 2007 to 2008
City of Andover, City Attorney and Prosecuting Attorney, 2007 to Present
City of Anoka, City Attorney, 2007 to present
City of Elk River, Prosecuting Attorney, 2007 to Present
City of Oak Grove, Prosecuting Attorney, 2009 to Present
City of Ramsey, Assistant Prosecuting Attorney, 2014 to 2017
City of Ramsey, Administrative Hearing Officer, 2016 to Present
City of Bethel, Assistant Prosecuting Attorney, 2019 to 2026
City of Annandale, Prosecuting Attorney, 2020 to Present
City of Buffalo, Prosecuting Attorney, 2020 to Present
City of Coon Rapids, Administrative Hearing Officer, 2022 to Present
City of Howard Lake, Prosecuting Attorney, 2024 to Present
City of Bethel, City Attorney and Prosecuting Attorney 2026 to Present

Professional Affiliations:

American Bar Association
Minnesota State Bar Association
Anoka County Bar Association
Anoka County Municipal Prosecutor Association
Member of PATROL (Minnesota's Police Accredited Training Online program)

Anoka County Violence Against Women Task Force Steering Committee Member
Anoka County Domestic Abuse Case Expediting Subcommittee Member

Scott lives in Ramsey and is a graduate of Anoka High School where he met his wife of 35 years. They have three children, all of whom attended St. Stephen's Catholic School and graduated from Anoka High School. Prior to 2005, Scott was the President of the Anoka Youth Athletic Association. In 2006 and 2007, Scott created the Anoka Ramsey Athletic Association (ARAA) to provide local youth athletes with better experiences and opportunities in youth sports. Scott was involved in ARAA for over 17 years, coaching multiple sports and assuming the roles of Vice President and President for several of those years. Scott remains involved in youth sports in Anoka and is regularly consulted for advice by ARAA.

Professionally, Scott has been practicing law for over 30 years, officing out of the same downtown Anoka office building during that span, which he now owns with his Partner Mark Berglund. For the past 19 years, Scott's practice focused exclusively on representing cities and public sector entities, including both Charter and Statutory Cities. He has been involved in numerous court trials, jury trials, mediations, arbitrations, and arguments before the Minnesota Court of Appeals and the Minnesota Supreme Court. As a City Attorney, among normal duties typically associated with such a role, Scott has negotiated cell tower leases, multi-million-dollar real estate transactions, and numerous development agreements. In addition to the traditional services provided by a city attorney, Scott has played a key role in many unique City projects and accomplishments, including:

- Downtown Social District Establishment
- Anoka County Broadband Agreement
- County Jail Expansion Project Negotiations
- School Resource Officer (SRO) Issue
- TH 47 Railroad Crossing Project
- Organized Garbage Hauling Process
- Cell Tower Lease Negotiations
- Multiple Real Estate Transactions, Development Agreements & Leases
- HRA Related Real Estate Transactions & Contract Reviews
- Drafting and Revising Numerous City Ordinances
- Enforcement of Ordinance Violations
- Assistance with Data Requests

Additionally, since Minnesota's legalization of marijuana, Scott has become well versed in the new law and has assisted his and other cities in drafting appropriate Ordinances and even advising as to the establishment of a municipally run Cannabis Retail Business.

Scott's prosecution practice has encompassed all phases of the criminal process including charging decisions and complaint drafting, witness and officer interviews, handling contested motions, vehicle forfeiture proceedings, court trials, jury trials, and appeals. As a prosecutor, Scott has been selected to serve on various committees and pilot projects, including the Anoka County Violence Against Women Task Force Steering Committee and the Domestic Abuse Case Expediting Subcommittee. These programs identify high risk domestic abuse victims, provide better services to these victims, resolve these cases more quickly, and achieve better overall results. As a result of these efforts, all Anoka County law enforcement and prosecutors now participate in both programs. Scott further assisted in expanding portions of these successful programs throughout Sherburne County and continues to represent all municipal prosecutors in Anoka County on these committees.

In 2012, Scott helped develop a diversion program in Sherburne County for certain low-level offenses. This program aimed to reduce resources spent on these types of offenses, quickly compensate victims, and provide typical first-time offenders with an opportunity to preserve a clean criminal record. This program is now implemented throughout Sherburne County.

Mark E. Berglund

Academic Training:

St. John's University, Collegeville, Minnesota, B.S. Political Science, 2001

University of Minnesota Law School, Minneapolis, Minnesota, Juris Doctor, 2004

Professional Chronology:

Admitted to Minnesota Bar, 2004

Admitted to the Federal District Court for the District of Minnesota

General Practice, 2004 to Present

City of Blaine, Prosecuting Attorney, 2015 to 2019

City of Elk River, Assistant Prosecuting Attorney, 2018 to 2022

City of Anoka, Prosecuting Attorney, 2022 to Present

City of Ham Lake, City Attorney, 2022 to Present

Linwood Township, Prosecuting Attorney, 2023 to Present

Minnesota DNR Anoka County, Prosecuting Attorney, 2023 to Present

City of East Bethel, City Attorney and Prosecuting Attorney, 2026 to Present

21st District Ethics Committee, Investigator, 2012 to 2021

Professional Affiliations:

Minnesota State Bar Association

Anoka County Bar Association (* President 2018 to 2019)

Anoka County Municipal Prosecutor Association (Vice President)

Anoka Community Anti-Crime Commission Board Member

Minnesota Trial Lawyers Association

Mark resides in Ramsey with his wife Susie. They have three children, Max who currently attends the United States Air Force Academy and Lou and Sally, who both attend Anoka High School. Mark was born and raised in Anoka and is a second-generation attorney and prosecutor. He is committed to community as a business and building owner in downtown Anoka. Additionally, the firm's proximity to the Anoka County Courthouse has been instrumental in fostering a strong relationship with county official, court staff and law enforcement agencies.

Mark works in the areas of real estate law, corporate law, criminal law, and personal injury law. He has tried numerous criminal and civil cases before juries and the court. Mark has also authored and argued a wide variety of criminal and civil motions, including successfully arguing cases before the Minnesota Court of Appeals and the Minnesota Supreme Court. Through his private practice, Mark has represented hundreds of clients in both criminal and civil matters.

Additionally, Mark has experience in both prosecution and municipal law. He prosecuted for the City of Blaine from 2015 to 2019, the City of Elk River from 2018 to 2022, and currently prosecutes for the City of Anoka and East Bethel. Mark is also the City Attorney for the Cities of Ham Lake and East Bethel.

As City Attorney, Mark represents Ham Lake and East Bethel in civil matters and provides advice and counsel on city issues, including, but not limited to, contract negotiation and review, land use questions, and ordinance creation and amendment. He is in regular communication with the City Administrators, staff, and council, and he attends City Council meetings, workshops, and staff meetings.

In addition to his legal practice, Mark served as an investigator for the 21st District Ethics Committee for over eight years and as President of the Anoka County Bar Association from 2018 to 2019. He currently serves as Vice President of the Anoka County Municipal Prosecutor's Association and is a Board Member on the Anoka Community Anti-Crime Commission. Mark has been a member of the Minnesota State Bar Association and the Anoka County Bar Association since 2004.

Paul D. Baertschi

Academic Training:

Southern Illinois University School of Law, J.D. 1979.
Bradley University, B.A. Administration of Criminal Justice, 1975.
Trinity College, 1972 - 1973.

Professional Chronology:

City of Loretto, Prosecuting Attorney, 1986 to 2022
City of Medina, Prosecuting Attorney, 1986 to 2022
Lake Minnetonka Conservation District, Prosecuting Attorney, 1986 to 2022
City of Robbinsdale, Prosecuting Attorney, 1990 to 2018
City of Rockford, Prosecuting Attorney, 1995 to 2022
City of Maple Grove, Prosecuting Attorney, 1996 to 2022
City of Deephaven, Prosecuting Attorney, 1996 to 2022
City of Woodland, Prosecuting Attorney, 1996 to 2022
City of Orono, Prosecuting Attorney, 2016 to 2022
City of Osseo, Prosecuting Attorney, 2016 to 2022
City of Fridley, Prosecuting Attorney (Code enforcement), 2020 to 2022
City of Andover, Prosecuting Attorney, 2022 to Present
City of Bethel, Prosecuting Attorney, 2022 to Present
City of Elk River, Prosecuting Attorney, 2022 to Present
City of Oak Grove, Prosecuting Attorney, 2022 to Present

TALLEN & BAERTSCHI (1993 to 2022); BAERTSCHI & ASSOCIATES (1991 to 1993),
Minneapolis, MN; Criminal law practice including municipal prosecution and private criminal
defense.

HOLMES & GRAVEN, CHARTERED (1989 to 1991); LeFEVERE, LEFLER, KENNEDY,
O'BRIEN & DRAWZ (1987 to 1989), Minneapolis, Minnesota. Position with Holmes & Graven
practicing in the areas of prosecution, municipal law, litigation, and criminal defense.

Professional Publications:

"Minnesota Police Briefs" Creator and editor of a monthly legal newsletter on criminal law.
Subscribers include most major police departments, Minn. State Patrol, and private attorneys.

"Minnesota DWI Desk Book," Co-author of Field Sobriety Testing chapter, Minnesota CLE,
2003 and revised 2007.

“Law Enforcement Training Manual” for the Minnesota County Attorney’s Association. DWI Chapter, 1990.

Paul is a life-long prosecutor, having served as a municipal prosecutor for over 40 years.

He received his B.A. from Bradley University in 1976 and his law degree from Southern Illinois University in 1979. He relocated to Minnesota in 1984. Paul has done prosecution work with the Isanti County Attorney’s office and later with Holmes and Graven, and Tallen and Baertschi. Paul joined BBG in 2022, bringing several decades of experience in prosecution as well as private defense to the firm. Currently, he is the Prosecutor for the cities of Andover, Bethel, Elk River, and Oak Grove.

Paul is Past President of the Criminal Law Section Council of the Minnesota State Bar Association. He has been a lecturer at various seminars including the annual Criminal Justice Institute for attorneys and police officers. Paul authors a monthly case summary service, Minnesota Police Briefs, which has been in publication for over 30 years. Many attorneys, including city attorneys, public defenders and private attorneys rely on this service to keep up to date on developments in criminal law. Paul has worked with the Supreme Court Criminal Rules Committee to revise forms used in District Court and frequently provides consultation for other attorneys.

Paul is a strong believer in fairness and equal access to the courts. He is a founder and member of the Board of Directors of Twin Cities Christian Legal Aid, an organization which provides free legal services to the poor at various locations in the Twin Cities.

Dominic J. Skawiniak

Academic Training:

Juris Doctor, University of St. Thomas School of Law, Minneapolis, MN (2024)
Bachelor of Arts, Psychology and Sociology, *cum laude*, St. John's University, Collegeville, MN (2020)

Professional Chronology:

Admitted to the Bar in 2025

City of Columbia Heights Prosecuting Attorney, 2025 to Present

City of Columbia Heights, Prosecuting Attorney, 2025 to Present

City of Saint Francis, Prosecuting Attorney, 2025 to Present

Barna, Guzy & Steffen, Ltd., Coon Rapids, MN (2025–Present): Prosecuting attorney for three metro-area municipalities. Represent municipalities at all stages of prosecution.

Anoka County Attorney's Office, Anoka, MN (2023-2025): Appeared regularly in felony criminal hearings on behalf of the State as a certified student attorney.

Minnesota Army National Guard (2019-Present): Combat deployment to Afghanistan and Syria. Drafted and executed operations orders, training plans, risk assessments, and standard unit operating procedures.

Veterans Defense Project (2023-Present): Volunteer work to advance veterans treatment courts in Minnesota and other jurisdictions.

Dominic graduated from St. John's University in Collegeville, MN in 2020. In 2019, Dominic joined and is currently a member of the Minnesota Army National Guard. In the National Guard Dominic has held various roles. He was deployed twice, once to Afghanistan and once to Syria. His other relevant experience with the National Guard includes drafting and executing operations orders, training plans, risk assessments, and standard unit operating procedures.

Dominic graduated from the University of St. Thomas School of Law in 2024. He interned with the Anoka County Attorney's Office from 2023 to 2025. In that role he appeared regularly in felony criminal hearings on behalf of the State as a certified student attorney. Following graduation from law school, Dominic was hired by Barna, Guzy & Steffen, Ltd. in Coon Rapids. With BGS Dominic has been prosecuting for three metro-area municipalities, including the City of Columbia Heights, representing municipalities in all stages of prosecution. Dominic has established himself as a committed and fair prosecutor, making himself available to law enforcement for the municipalities he represents to address any questions or concerns at all times of the day.

Dominic has also volunteered his time to the Veterans Defense Project from 2023 to the present. His work for the Project includes advancing veterans' treatment courts in Minnesota and other jurisdictions. He has also drafted a memorandum that was presented at the 8th Circuit Annual Conference.

Joshua Meier

Academic Training:

Mitchell Hamline School of Law, Juris Doctor, 2024

Iowa State University, Bachelor of Arts in Criminal Justice with a minor in Child-Adult Family Services, May 2021 Dean's List Honors (Spring 2019 – Spring 2021)

Professional Chronology:

Admitted to Minnesota Bar, 2024

City of Golden Valley, Prosecuting Attorney, 2024 to Present

City of Osseo, Prosecuting Attorney, 2024 to Present

City of Rockford, Prosecuting Attorney, 2024 to Present

Hennepin County Attorney's Office, Certified Student Attorney, Youth Prosecution Division, 2022 to 2024.

Legal Assistance To Prisoners (LAMP), Certified Student Attorney, 2023 to 2024.

Iowa State University Police Department, Lead Supervisor and Community Service Officer, 2019 – 2020

Professional Affiliations:

Minnesota State Bar Association

Anoka County Municipal Prosecutors Association

Hennepin County Suburban Prosecutors Association

Josh is exceptionally well-suited for performing municipal legal work, thanks to his extensive educational background and diverse professional experiences.

After receiving his Juris Doctor from Mitchell Hamline School of Law, Josh has built a solid legal foundation which he uses to prosecute for the cities of Golden Valley, Osseo, and Rockford in Hennepin County, and Buffalo, Annandale, and Howard Lake in Wright County. He also holds a Bachelor of Arts in Criminal Justice with a minor in Child-Adult Family Services from Iowa State University, where he consistently earned Dean's List honors. This academic background equips him with a deep understanding of the legal system and the social dynamics relevant to municipal contexts. His professional experience highlights his interest and commitment to public service.

At the Hennepin County Attorney's Office, he was a leader in the Youth Prosecution Division. He has extensive court experience with serious traffic cases, expungement, and restitution matters. His experience in delivering opening statements, direct examinations, and conducting thorough legal research showcases his readiness to handle the complexities of municipal law. Additionally, his ability to draft and edit legal documents, negotiate offers, and support trial preparation highlights his preparedness to work collaboratively with municipal attorneys.

Josh's hands-on experience providing legal services to prisoners with Legal Assistance to Minnesota Prisoners (LAMP) has provided him with invaluable insights into the legal needs of incarcerated individuals. Here, he represented clients facing various legal challenges, honing his skills in drafting legal documents, conducting depositions against government agencies, and effectively communicating

with clients. This role developed his ability to navigate complex legal issues—an essential skill for municipal legal work, especially in matters involving community services and justice systems.

Prior to law school, Josh served as a Community Service Officer and Lead Supervisor with the Iowa State University Police Department. His work in law enforcement allowed him to interact closely with the community and city staff. This role provided him with practical knowledge of public safety and community relations, essential for understanding the interplay between law enforcement and community services in municipal legal work.

With his combination of legal knowledge, practical experience, and a strong commitment to serving the community, Josh is well-prepared to contribute effectively to any municipal legal team. His ability to navigate complex legal issues, advocate for clients, and engage with various stakeholders positions him as an excellent candidate for municipal legal work.

Abigail Hill

Academic Training:

University of St. Thomas School of Law, Minneapolis, Minnesota, Juris Doctor, 2026

University of Minnesota, Minneapolis, Minnesota, Bachelor of Arts, Psychology, minor in Spanish, 2022

Professional Chronology:

Sat for the bar examination, August 2026

Cities of Golden Valley, Osseo, Rockford, Lexington, Centerville, and Ham Lake,

Supervised Practitioner Attorney, January 2026 to Present

Dakota County Attorney's Office, Prosecution Law Clerk, 2024 to 2025

White and Associates, Law Clerk, 2025 to January 2026

Law Office of Iris Ramos LLC, Law Clerk and Paralegal, 2023 to 2024

Professional Affiliations and Activities:

Family Law Society

Women's Law Society

Bible Study Leader, University of St. Thomas School of Law

Minnesota State Bar Association

Anoka County Municipal Prosecutors Association

Hennepin County Suburban Prosecutors Association

Abigail Hill graduated from the University of St. Thomas School of Law in May 2026 and sat for the bar examination in August 2026. Since January 2026, she has been prosecuting as a supervised practitioner attorney for the Cities of Golden Valley, Osseo, Lexington, Centerville, and Ham Lake. In

that role, she appears on arraignment and pretrial calendars, conducts hearings and court trials, and works directly within the municipal prosecution process. Her current prosecution work builds on her prior experience with the Dakota County Attorney's Office, where she appeared on behalf of the State in more than 2,000 matters, including in-custody hearings, probation violations, misdemeanors, and first appearances.

Abigail's courtroom experience is complemented by a broad foundation in family law, immigration law, and general litigation support. As a law clerk with White and Associates in Elk River, she drafted legal documents, assisted with case management, filed pleadings, calendared hearings, scheduled client meetings, and communicated professionally with clients and court staff. Her prior work with The Law Office of Iris Ramos LLC further strengthened her legal research, writing, client communication, and case organization skills, including work on immigration applications, family law complaints, affidavits, discovery materials, memoranda, and briefs.

Abigail's academic accomplishments and community involvement reflect the same diligence and service-oriented approach she brings to legal work. She received her Bachelor of Arts from the University of Minnesota, majoring in Psychology and minoring in Spanish, and graduated with a strong academic record. At the University of St. Thomas School of Law, she is a Dean's Scholarship recipient and has been involved with the Family Law Society, Women's Law Society, and the St. Thomas Law Bible Study. She is fluent in Spanish and proficient in Portuguese, adding valuable language capacity and client-service skills to the firm's legal team.

Abigail enjoys giving back to her community by volunteering in her church's Kids and Youth Ministries. In her free time, she loves staying active, spending time outdoors, and enjoying life with her husband, their two cats, and their horse.

Hannah B. Spencer

Academic Training:

University of St. Thomas School of Law, Minneapolis, Juris Doctor, *cum laude*, 2021
Western Washington University, Bellingham, Washington, B.A. Philosophy 2012

Professional Chronology:

Admitted to Minnesota Bar, 2021
Admitted to the United States District Court for the District of Minnesota
City of Centerville, Prosecuting Attorney, 2021 to Present
City of Lexington, Prosecuting Attorney, 2021 to Present
City of Nowthen, Prosecuting Attorney, 2021 to 2026
City of Ham Lake, Prosecuting Attorney, 2022 to Present

City of Minneapolis, Office of the City Attorney, Prosecution Law Clerk/Certified Student Attorney, June 2020-August 2021

Campbell Knutson, Prosecution Intern/Certified Student Attorney, January-May 2020

Hennepin County Public Defender, Brooklyn Center, Intern/Certified Student Attorney, May-June 2019

Professional Affiliations:

Minnesota State Bar Association

Anoka County Bar Association

Anoka County Municipal Prosecutor Association

Hannah joined our firm immediately following her graduation from the University of St. Thomas with honors in May 2021. Hannah joined our firm with many experiences that shaped her values as an attorney and prepared her for a career in prosecution. Hannah is a strong proponent of progressive prosecution, favoring restorative and rehabilitative justice models of punishment.

During her time in law school, Hannah clerked for the Minneapolis City Attorney's Office, where she participated in all aspects of prosecution, including court trials, motions, and diversion programs. Hannah spent much of her time there working in Minneapolis' unique Restorative Court, which embraces a collaborative approach between prosecutors, public defenders, and social workers to utilize the court system to address the unmet social needs of habitual and at-risk offenders.

Personally, Hannah is proud to share that she is in long-term recovery from drug addiction. Her journey has given her first-hand experience and understanding of the effects of addiction on an individual and on society, as well as a better understanding of how the court system can be utilized to provide resources and motivation to address these issues.

Currently, Hannah is Of Counsel to the firm and supports prosecution and municipal civil legal services. She has a very hands-on approach to each individual and seeks to use case resolution as a means to address the underlying cause of the criminal behavior wherever possible. Hannah prosecutes with fairness and equity and feels strongly that prosecution cannot be "pay to play", where money can be used to avoid consequences. She favors dispositions which allow the offender to return a benefit to society, such as volunteer work.

Legal Paraprofessionals and Support Personnel

Our firm employs legal paraprofessionals and other support staff who are all well-versed in municipal and criminal law.

Sara Strehlo holds a degree in paralegal studies and has worked as a paralegal for over 25 years. Sara has extensive prosecution and municipal law experience. She supports civil legal services and complex litigation for Kurt. She has managed thousands of prosecution matters. Her work includes organizing case files, interviewing and working with witnesses and police officers, scheduling hearings, handling discovery and restitution requests, and providing general litigation support. She is very skilled in legal research and writing motions. She is uniquely experienced at providing support to crime victims and victims of domestic violence.

Holly Provo holds degrees in paralegal studies and criminal justice and has been working as a paralegal for over 29 years. Holly has extensive experience in criminal prosecution, including the drafting of numerous criminal complaints, interviewing victims/witnesses, file preparation for hearings and trials, responding to discovery demands, and interaction with the law enforcement agencies, probation services and court administration of the cities served by the firm. Holly is also well versed in the use of E-Charging for the electronic preparation and filing of criminal complaints and has received all security clearances required to participate in the E-Charging program through the BCA. Holly's knowledge and experience in utilizing electronic discovery, record and report requesting, and E-Charging has dramatically increased efficiencies within the firm.

Jackie Bernu has extensive knowledge in criminal law and has worked as a Paralegal since 2012. Prior to her position as a Paralegal, Jackie worked in court administration for six years where she obtained a strong base and understanding of criminal law, gaining considerable experience in the assignments division as well as the criminal division. She was the primary clerk for many jury and bench trials as well as a variety of other hearings. In 2012, Jackie transitioned to a local law firm working as their lead prosecution paralegal, where she handled complaints, witness and victim communication, restitution information, and most all other responsibilities for ten cities in two counties and three locations where she remained for seven years. In addition to her significant experience in criminal prosecution, she also has extensive knowledge in criminal defense, civil municipal law, and civil DWI-related forfeitures. Jackie takes pride in establishing and building relationships with all of our justice partners.

Kaitlyn Owen is highly qualified for paralegal work in municipalities, drawing on her experience managing case files, discovery requests, and drafting essential legal documents such as Statements of Probable Cause, Warrants, and Subpoenas. In her current role, she regularly handles E-Filing, interacts with law enforcement, and ensures that victims are informed of their statutory rights, all of which require keen attention to detail and compliance with legal protocols. Her previous role included drafting legal documents such as Wills, Power of Attorney documents, and conducting legal research using various legal platforms. Kaitlyn's academic background, which includes a Bachelor's degree in Legal

Studies and a Minor in Social Justice, alongside her ABA Approved Paralegal Certificate, equips her with a deep understanding of legal processes. Additionally, her Notary Public license and specialized training in privacy and security protocols make her an asset to any municipal legal team, ensuring the highest levels of confidentiality and professionalism in all legal matters.

Bella Smetana's background and skills make her well-suited for municipal legal work. Her Bachelor's degree in Criminal Justice, combined with a solid academic performance, demonstrates a deep understanding of criminal law and procedure, both vital in municipal legal settings. Her professional experience, particularly her role in customer care and patient management at Park Nicollet, highlights her ability to handle sensitive information, de-escalate conflicts, and manage multiple tasks in high-pressure situations - skills essential in working with municipal clients and navigating public-sector challenges. Additionally, her strong communication, critical thinking, and problem-solving abilities are key assets for any legal team focused on local government and community issues.

Corinne Hunt is excellently suited to serve the city due to her diverse skill set and strong educational background in criminal justice and psychology, with a forensic emphasis. Her experience as a Resident Assistant has honed her communication, advocacy, and organizational abilities, essential for liaising with clients, law enforcement, and city officials. Through her work at Union Gospel Mission, she gained valuable insight into administrative tasks and processes, which enhance her understanding of legal cases involving community services. Corinne's problem-solving skills, attention to detail, and commitment to social justice make her well-suited for handling the complexities of municipal legal work.

Tamiya Walton joined BBG in 2026 after building a strong public-sector administrative background with the Minnesota Judicial Branch, where she worked as a Judicial Court Operations Associate in both the Protective Orders Team and Criminal Division. In those roles, she managed case files and documentation, responded to public and stakeholder inquiries, maintained court records, entered and verified data across court systems, prepared official documents, coordinated time-sensitive case materials, and supported judicial officers with calendars and case preparation. Since joining BBG, Tamiya's primary work has focused on leading and supporting prosecution programming, including the coordination, documentation, and administration necessary to implement efficient, accountable, and community-focused prosecution services for the cities served by the firm.

Our firm also employs other attorneys, paralegals, and legal assistants who can support our work for Columbia Heights if ever needed.

SUPPORT CAPABILITIES

The use of cutting-edge technology affords our firm the ability to communicate with clients, courts, and defense attorneys conveniently and quickly. All of our cases are managed and stored digitally, allowing our attorneys and support staff 24-hour access to our files and greatly increasing our ability to respond to clients' legal needs quickly and efficiently. In conjunction with the firm's all-digital, paperless system, we utilize the records management systems of our partner law enforcement agencies. This allows those agencies to save staff time and resources, resulting in overall cost savings. Criminal discovery is provided to defense counsel through electronic transmission.

Technologically, our office is equipped with Microsoft 365 cloud-based software and storage. We maintain computer security that meets or exceeds the standards established by the Minnesota Bureau of Criminal Apprehension and the Criminal Justice Information Services Division of the Federal Bureau of Investigation for handling confidential law enforcement and other private data. We provide complete computer capabilities for all attorneys and support staff, including laptops, cell phones, and individual email addresses; remote access to server files from any computer, allowing retrieval and editing of documents; and high-speed internet. Our firm is also a leader in the use of artificial intelligence services to provide cost-saving measures for our clients. We have access to all necessary prosecution services, including:

E-Charging

This web-based service gives our law firm the ability to charge suspects with crimes. All BBG staff has remote access capabilities to E-Charging to provide coverage for our police agencies 24/7/365.

E-Filing and E-Service

This is a web-based system used to electronically file and serve documents in the Minnesota District Courts.

Minnesota Government Access

This web-based service gives our law firm statewide access to court records and confidential records of the Minnesota Judicial Branch.

Minnesota Driver and Vehicle Services - Licensing and Registration System (MNLARS)

This web-based service gives our law firm statewide access to confidential driver license histories and motor vehicle records.

Minnesota Department of Corrections Portal

This web-based service gives our law firm statewide access to confidential records showing people held in custody and/or subject to supervision by the Department of Corrections, local law enforcement or probation offices.

Copilot & SharePoint – Artificial Intelligence, Information Storage & Legal Research

Copilot is artificial intelligence which securely researches our internal files and cases stored in Sharepoint, the internet, and private legal and information databases. These tools are approved by the Criminal Justice Information Services Division of the F.B.I. for secure use with confidential law enforcement data.

vLex / FastCase – Legal Research

This is a service used for legal research with access to case law for all state and federal courts, along with statutes services and other legal information.

OFFICE LOCATIONS

We have two office locations: downtown Anoka across the street from the Anoka County Courthouse and in Minneapolis near the Hennepin County Government Center. BBG will provide the City with prosecution services from our Anoka office and civil legal services from the Minneapolis office. Our doors are always be open to the City Council, City Staff and our law enforcement partners in the event any of them would like to stop by.

POTENTIAL CONFLICTS OF INTEREST

To the best of our knowledge, none of the attorneys has any personal or professional relationship that would impair the firm's ability to provide independent legal services to the City.

Because the firm's practice focuses primarily on representing municipal clients, it would be unlikely that any private client would create a conflict of interest impacting our ability to provide services to the City of Columbia Heights. The firm does represent some neighboring cities but does not foresee the representation of our current public clients as creating any possible conflict of interest in our representation of the City of Columbia Heights. Rather, representation of neighboring cities typically allows us to reduce costs to our clients who may have a similar issue to be addressed. This scenario allows us to share knowledge and forms used in one of our cities for our other cities, thus reducing the need to recreate the wheel. If selected, we will not accept any client or project that would pose a potential conflict of interest with our representation of the City of Columbia Heights.

Since our firm is all digital, cross-referencing for any potential conflicts is accomplished by simply scanning and searching our files.

To resolve a potential conflict of interest, we follow the Minnesota Rules of Professional Responsibility which governs lawyer conduct. Some conflicts can be resolved by reassignment of the attorney with another qualified attorney within our firm. For a firm conflict, or where there can be a perceived conflict, we will assign a matter to another qualified law firm. Conflict resolution of this nature would only occur after discussing the planned resolution with the City.

RESPECT & EQUAL OPPORTUNITY

In our firm, we treat everyone with common decency and respect. We support the principles of diversity, equity, and inclusion. We do not discriminate on the basis of race, sex, religion, color, creed, national origin, age, sexual orientation, gender, marital status, status related to public assistance, disability, or any other basis protected by law.

STATEMENTS OF ANY MALPRACTICE CLAIMS AND/OR ETHICS COMPLAINTS

None of the attorneys have ever been sued by a city or other client for malpractice nor been the subject of any disciplinary action by the Minnesota Board of Professional Responsibility.

PROFESSIONAL LIABILITY INSURANCE COVERAGE

Our firm has professional liability insurance coverage through Minnesota Lawyers Mutual, with coverages of \$3,000,000 per occurrence and \$5,000,000 aggregate.

PROPOSAL CERTIFICATION

Kurt Glaser has authority to legally bind the firm in a contract with the City. This proposal will remain valid for 120 days.

FEE PROPOSAL

We propose providing both civil legal services and prosecution services. Our fees would be billed monthly, and we would provide billing details and reports consistent with the City's required billing information, including the date of service, attorney or staff member providing the service, time spent on each task, a service description, and itemized costs and expenses.

Civil Legal Compensation

Attorney – Senior Attorney	\$220.00 per hour
Attorney – Associate Attorney	\$180.00 per hour
Paralegal	\$90.00 per hour
Reimbursable Developer Related Services (“Pass-through rate”)	\$325.00 per hour
Internal expenses (Printing, fax, scanning, etc.)	No Charge
Expenses charged to us by third parties (i.e., Process service, expert services, transcripts, etc.)	Billed At Cost

Prosecution Services Compensation

Attorney – Senior Attorney	\$149.35 per hour
Attorney – Associate Attorney	\$128.75 per hour
Paralegal	\$72.10 per hour
Internal expenses (Printing, fax, scanning, etc.)	No Charge
Expenses charged to us by third parties (i.e., Process service, expert services, transcripts, etc.)	Billed At Cost
Access to law enforcement, court, and prosecution databases and software (i.e., BCA, MGA, etc.)	Billed At Cost & Shared With Other Cities

- Legal services are billed in one-tenth-hour increments.
- We would agree that annual fee increases should be equal to the COLA increases received by non-union City staff to help offset inflation.

Cost Estimating and Budget Management

For major projects and litigation, BBG begins with an initial assessment of the scope, complexity, objectives, staffing needs, and anticipated expenses. Based on that assessment, we prepare a budget estimate identifying major phases of work, expected attorney and paralegal involvement, anticipated third-party costs, and key assumptions affecting the estimate.

The proposed budget is discussed with the client before significant work begins whenever practicable. Throughout the matter, the responsible attorney monitors actual costs against the estimate and regularly evaluates whether the budget remains accurate.

If circumstances arise that are likely to result in a material increase in costs, we promptly notify the client, explain the reasons for the variance, provide a revised estimate, and discuss available options. Except in emergencies or where immediate action is required to protect the client's interests, we consult with the client before undertaking significant unbudgeted work.

BBG also manages costs through efficient staffing, assigning work to the lowest appropriate billing level consistent with providing high-quality legal services. This approach promotes transparency, predictability, and the avoidance of billing surprises.

PROFESSIONAL REFERENCES

Please contact our Civil Legal Services references:

Bill Petracek
City of Lexington, City Administrator
9180 Lexington Avenue
Lexington, MN 55014
(763) 231-9444
Statutory City with a population of 3,285

Denise Webster
City of Ham Lake, City Administrator
15544 Central Avenue NE
Ham Lake, MN 5530
(763) 235-1680
Statutory City with a population of 16,464

Please contact our Prosecution Services references:

James Mork
Centennial Lakes Police Department, Chief of Police (retired)
54 North Road
Circle Pines, MN 55014
(763) 235-2560
Joint Powers police department serving three cities with a population of 12,500

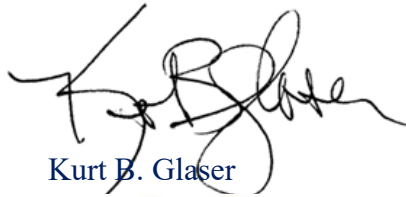
Andy Youngquist
Anoka Police Department, Chief of Police
275 Harrison Street
Anoka, MN 55303
(763) 576-2818
Charter City with a population of 17,921

Maria Cisneros
City of Golden Valley, City Attorney – Civil Legal Services
7800 Golden Valley Road
Golden Valley, MN 55427
(763) 593-8096
Statutory City with a population of 22,552

We appreciate the opportunity to submit this proposal for your consideration and welcome any questions and an opportunity to meet with the City Council and staff to explore the possibility of providing legal services to the City of Columbia Heights. Please contact me so we may discuss the details of our proposal. Thank you for your consideration.

Respectfully submitted,

BERGLUND, BAUMGARTNER & GLASER, LLC

A handwritten signature in black ink, appearing to read "K. B. Glaser", written over a light blue horizontal line.

Kurt B. Glaser

A handwritten signature in blue ink, appearing to read "M. E. Berglund", written over a light blue horizontal line.

Mark E. Berglund

A handwritten signature in blue ink, appearing to read "S. C. Baumgartner", written over a light blue horizontal line.

Scott C. Baumgartner

ADDENDUM

Please find attached, examples of work we have produced for other communities.

- 2026 Golden Valley Prosecutor - Annual Update
- 2023 Golden Valley Prosecutor - Presentation re: Progressive Prosecution
- Sample Billing Statement



EXECUTIVE SUMMARY

Legal

763-512-2345 / 763-512-2344 (fax)

Golden Valley City Council Work Session

July 14, 2026

Agenda Item

1. Annual Report from City Prosecutor

Prepared By

Maria Cisneros, City Attorney

Kurt Glaser, City Prosecutor

Summary

This report provides the City Council with an update on the work of the Golden Valley Prosecutor's Office and highlights several areas where prosecution services have continued to evolve beyond traditional case processing. Over the past year, the office has focused on timely and fair case resolution, restorative and diversion-based responses, early intervention, public safety, and regional leadership on issues affecting Golden Valley residents. The following sections summarize key developments in the City's prosecution work, including Extreme Risk Protection Orders, the RESTORE Program, regional advocacy related to Operation Metro Surge, SBIRT participation, grant-seeking efforts, and the elimination of the City's prior case backlog.

Extreme Risk Protection Orders: Reducing Risk and Promoting Mental Health Intervention

Minnesota's Extreme Risk Protection Order law is a new public-safety tool that allows prosecutors, law enforcement, family or household members, and guardians to petition the court to temporarily restrict firearm access when a person presents a significant risk of harm to others or self. While the statute is focused on firearm safety, Golden Valley's early and frequent experience with ERPO petitions has helped shape a broader and more practical local model: using the court process not only to reduce immediate risk, but also to create an opportunity for crisis assessment, mental-health intervention, stabilization, and connection to services.

Golden Valley has worked collaboratively with law enforcement and the judiciary, including dialogues with the Chief Judge, to encourage a thoughtful use of this new process that balances public safety, due process, and compassion. Through this work, the City and the Prosecutor's Office have helped demonstrate that ERPOs can be more than emergency firearm-removal proceedings; they can also serve as a meaningful point of intervention before a crisis becomes a tragedy.

RESTORE Program: Expanding Accountability, Support, and Community Repair

The City's RESTORE Program continues to grow in 2026 through its partnership with Community Mediation and Restorative Services. The program provides an alternative response for appropriate cases by focusing on accountability, repair, personal growth, and connection to community resources. This year, RESTORE expanded both in the number of participants served and in the types of support

available, including employment assistance, job applications, training opportunities, substance-use assessments, chemical-health counseling, and other stabilizing services. A significant mid-year development is the Hennepin County Public Defender's Office approving referrals of its clients into the program, which is expected to increase participation during the second half of 2026. The City also piloted the inclusion of a DWI case to evaluate how restorative practices can be applied effectively in additional case types.

The value of the program is best reflected in the work being done directly with participants. Alex Endeshaw, CMRS RESTORE Program Manager, described the impact of the partnership this way: "Through our partnership with the City of Golden Valley Prosecutor's Office, CMRS has supported adult diversion participants in completing meaningful, restorative agreements. While honoring confidentiality, we can share that participants have engaged in reflective apology writing, researched community resources, pursued job applications and trainings, and strengthened family commitments. Some have sought advocacy rather than escalating conflict, attended AA to support long term healing, and even offered testimony within the harmed person's faith community. These cases demonstrate the depth of participant engagement and the restorative outcomes emerging from this collaboration." One RESTORE graduate, identified here as J.S., described the program as "life changing" after meeting with the person impacted by his conduct. J.S. expressed profound "gratitude" for the opportunity to participate in that encounter, share directly, and learn through his participating in the restorative process.

Alex Endeshaw's summary and J.S.'s experience illustrate why RESTORE has become an important part of Golden Valley's public-safety approach. The program holds participants accountable while also addressing the underlying barriers that can contribute to repeat justice-system involvement. As usage increases through the remainder of 2026, the City's partnership with CMRS is positioned to continue expanding a model that promotes accountability, repair, stability, and long-term community restoration.

The Prosecutor's Office also welcomes Tamiya Walton as the manager of the RESTORE Program. Ms. Walton joins BBG from Hennepin County District Court, and a central focus of her position will be to promote, coordinate, and grow the RESTORE Program as participation increases.

Golden Valley's Leadership in Regional Response to Operation Metro Surge

In response to Operation Metro Surge, the City of Golden Valley took a leadership role among suburban municipalities by helping organize an amicus brief in support of the lawsuit brought by the Minnesota Attorney General and the Cities of Minneapolis and Saint Paul. The lawsuit challenged federal immigration-enforcement activity that local governments reported was disrupting schools, businesses, access to public services, court access, and public safety. Golden Valley joined with Bloomington, Brooklyn Center, Edina, Falcon Heights, Lauderdale, Minnetonka, Mounds View, Richfield, and Saint Louis Park to support the request for judicial relief and to explain the local impact of the federal operation on metro-area communities.

Golden Valley's participation reflected the City's commitment to public safety, community trust, and the equal dignity of all residents. By coordinating with other cities, Golden Valley helped ensure that suburban communities affected by Operation Metro Surge had a collective voice in the litigation and that the court understood the practical consequences for residents, families, schools, local businesses, and municipal services. This effort also demonstrated Golden Valley's support for people impacted by the operation and reinforced the City's role as a regional partner in responding to actions that

undermine residents' sense of safety and access to local government.

SBIRT: Early Screening and Intervention for First-Time DWI Offenses

The City is participating in Hennepin County's SBIRT program, which helps first-time misdemeanor DWI defendants receive early screening, education, and support before the case reaches sentencing. By offering screening shortly after the first court appearance, the program helps identify which participants are low risk and which may benefit from chemical-health intervention, brief counseling, or treatment referral. This benefits Golden Valley by creating a faster, more practical path to address alcohol or drug use, while avoiding unnecessary probation conditions or system involvement for individuals unlikely to reoffend. For participants who need help, SBIRT provides timely motivation and connection to services when the incident is still fresh, making the court process more constructive and better focused on reducing future impaired-driving behavior.

Grant Funding for Restorative Services

In response to City feedback encouraging the pursuit of outside funding, the Prosecutor's Office applied for a restorative-practices grant to support and expand restorative services in Golden Valley and other contract-prosecution communities. The application proposed a scalable pilot model led by Golden Valley, with partner cities, designed to address a gap in restorative programming for suburban cities that rely on contract prosecutors and are often structurally limited in accessing state restorative-practices funding. Although the application was not selected, feedback confirmed that the City's proposal was strong. The Prosecutor's Office will use that feedback to refine the application, strengthen the funding strategy, and continue seeking future grant opportunities to support restorative conferences, victim services, repair plans, dismissal and expungement pathways, participant support, and long-term program evaluation.

Resolution of Case Backlog and Real-Time Case Management

When BBG assumed prosecution services for the City, the office inherited a substantial backlog of hundreds of pending or dormant cases. Those cases required review, triage, and resolution to determine which matters could proceed, which required additional action, and which should be closed in the interests of justice, efficiency, or evidentiary sufficiency. This work was completed while also maintaining ongoing prosecution services for newly referred cases.

As of May 1, 2026, the Prosecutor's Office has resolved or closed all inherited backlog cases. The City's prosecution caseload is now being handled in real time, allowing new cases to be reviewed, charged, diverted, resolved, or scheduled without the delays caused by legacy files. This transition represents a significant operational improvement and places the City in a stronger position to provide timely, fair, and accountable prosecution services.

Supporting Documents

- [2025 Suburban Statistical Overview](#)



BERGLUND,
BAUMGARTNER,
& GLASER, LLC



Prosecution Proposal

EXECUTIVE SUMMARY

August 10, 2023

What we heard from you...



YOUR CHALLENGES

- Social justice concerns
- Economic inequity
- Changes to law enforcement culture

YOUR PRIORITIES

- Community Engagement
- Restorative Justice
- Domestic Violence Prevention
- Mental Health Outreach

How we are aligned...



BBKG CREATES AND CHAMPIONS PUBLIC SAFETY INITIATIVES THAT:

- Seek results that best suit offenders and the community, instead of focusing on the number of convictions or the length of sentences
- Address the underlying causes of crime and the needs of chronic offenders
- Emphasize the use of treatment alternatives, behavioral programming, and restorative justice
- Divert minor offenders outside traditional prosecution

Improved Interventions

These programs, which align with Golden Valley's aims, are examples of what BBKG is now delivering to our client cities.

BEHAVIORAL HEALTH REFERRALS

- Match people with available substance use and mental health services.
- Pretrial referrals for chemical evaluations and mental health supports.
- Funding for individuals is available based on income need.

INTENSIVE DOMESTIC ASSAULT PRE-TRIAL PROGRAMMING

- Match early intervention immediately after a domestic violence arrest.
- Focuses on reducing violence and family reunification, not on punishing offenders.
- A federal grant is available to fund the program.

FAST TRACK DOMESTIC ASSAULT CASE-HANDLING

- Expedited handling of domestic violence cases through the court system.
- Reducing time spent in court enhances victim engagement and aids in the emotional closure of trauma.
- Best suited for aggressors who must be held accountable.

Proposals for Community Engagement

Based on what you told us, these are proven programs that BBKG can deliver to the community.

RESTORATIVE COURT

- A holistic approach to justice treating the underlying socioeconomic causes of criminal behavior so that individuals can return to good health and law-abiding behavior.
- Participants work with social workers to obtain mental health and addiction services, as well as health care, job and housing aid, and community support.
- Model used with success by the City of Minneapolis since 2018.

Progressive Prosecution

PROSECUTION WORK

No More 'Pay to Play' Prosecution

- More Use of Community Service

Post-charge Case Diversion using:

- Chemical Dependency Evaluations
- Anger Management
- Victim Impact Panels
- Crime Victim Restitution

Traffic Safety

- Drivers License Reinstatement
- Driving With Care Program

Collaboration

- High School Class outreach

CO-CREATED PROGRAMMING

Domestic Assault

- Lethality Assessment Screening for Victims
- Intensive Domestic Abuse Pretrial Program for Offenders

Pre-charge Case Diversion

Decision Points Program (thefts)

Law Day Events

- Driver License Reinstatement Clinic
- Statewide Jurisdiction by Supreme Court

Veterans Court

POTENTIAL PROGRAMS

Pathways to New Beginnings

Restorative Justice Community Action

Restorative Court

Dialogues

- Offender - Victim
- Offender - Police

Proposals for Community Engagement (cont.)

RESTORATIVE JUSTICE COMMUNITY ACTION

- RJCA's Community Conferencing program allows first-time low-level offenders to make amends by participating in forums with people impacted by crime where they discuss the incident and determine restitution.
- Used as an alternative to traditional prosecution, the prosecutor refers offenders into RJCA. Successful participation in RJCA results in case dismissal or reduced consequences.

PATHWAYS TO NEW BEGINNING

- An alternative sentencing option for defendants convicted of weapons offenses.
- The program is designed to reduce recidivism through a community-based program that addresses the risk factors and needs of these defendants.

Your Team



Kurt Glaser
Lead Prosecutor



Ronnie Santana
Assistant Prosecutor



Scott Baumgartner
Prosecutor



Mark Bergland
Prosecutor



Hannah Spencer
Assistant Prosecutor



Sara Strehlo
Lead Paralegal



Thank you.

**We look forward to partnering with you
to serve you and your community.**



Berglund, Baumgartner & Glaser, LLC

333 Washington Ave N, Ste 405
Minneapolis, MN 55401
www.BBG.law

**INVOICE****BILL TO**

City of Golden Valley
7800 Golden Valley Road
Golden Valley, MN 55427

INVOICE

8458

DATE

03/22/2026

TERMS

Due on receipt

DUE DATE

04/01/2026

INVOICE DESCRIPTION

January Prosecution Services

DATE	ACTIVITY	DESCRIPTION	AMOUNT
01/01/2026	Golden Valley Pro - Associate	Looking at emails for pretrial calendar. - Josh Meier, 1 hr @ \$125.00/hr	125.00
01/02/2026	Golden Valley Pro - Paralegal	File management, Discovery - Isabella R. Smetana, 3 hrs @ \$70.00/hr	210.00
01/02/2026	Golden Valley Pro - Paralegal	Attended Court - Kaitlyn G. Owen, 4 hrs 12 mins @ \$70.00/hr	294.00
01/02/2026	Golden Valley Pro - Associate	GV pretrial calendar held. - Josh Meier, 3 hrs 30 mins @ \$125.00/hr	437.50
01/04/2026	Golden Valley Pro - Senior Atty	Process weekend arrest. Hearing prep. - Kurt Glaser, 42 mins @ \$145.00/hr	101.50
01/05/2026	Golden Valley Pro - Paralegal	File management, PT Prep, Complaints - Isabella R. Smetana, 5 hrs 30 mins @ \$70.00/hr	385.00