



CHAMBERS OF  
**The Superior Court**  
THIRD FLOOR COUNTY COURTHOUSE  
STOCKTON, CALIFORNIA 95202

STEPHEN G. DEMETRAS  
JUDGE

TELEPHONE  
(209) 944-2101

August 8, 1995

To Whom it May Concern:

This letter will recommend to you the *Institute for Law & Policy Planning* for your consideration. Recently, they completed a comprehensive study and action plan for the criminal justice system in the County of San Joaquin. I was part of the selection committee responsible for recommending the hiring of *ILPP* and attended many meetings and sessions thereafter, including the final meeting where the action plan was approved.

*ILPP* completed the requested project within agreed upon time constraints and delivered a valuable, well-documented end product. Their effort was not without some pain and discomfort on the part of the many of the players in our local justice system but they worked unfailingly to meet the legitimate concerns of every participating group. As a result, they have produced a plan that accommodates and is tailored to our needs and our realities.

Their work is detailed, documented and fully professional. Dr. Kalmanoff and his staff have gone the extra mile to meet and resolve differences and discrepancies over the smallest of details to assure buy-in by system members. The action plan is organized and prioritized in such a fashion that assures it will become the blueprint and working document for necessary future change.

Please call if I may offer any further personal observations. I can certainly favorably recommend this organization for any task requiring a system-wide analysis similar to our own.

Sincerely,

Stephen G. Demetras  
Presiding Judge of the Superior Court