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To Whom It May Concern:

As Executive Director of the Business Council, Inc. of San Joaquin County, I would like to share a few thoughts regarding the performance of I.L.P.P. and their county-wide Criminal Justice System Evaluation. First, let me say that the assignment was a very difficult one. The multitude of players involved and the turf issues addressed made this effort very complex.

My first introduction to I.L.P.P. and Alan Kalmanoff was as an appointed member of the San Joaquin County Criminal Justice System Task Force. This task force was the sounding board for the system assessment and also the final document which contained approximately 90 cost-cutting recommendations. Believe me when I say that these task force meetings were very difficult to manage. Alan Kalmanoff handled them superbly.

As I look back on the process that Dr. Kalmanoff used, I can now see that all along he was trying to encourage the various department heads to begin implementing necessary changes long before the final report was approved. We are currently well into the implementation stage and are seeing great progress.

Would I recommend I.L.P.P. and Alan Kalmanoff? Absolutely. In watching Alan defuse some very sensitive situations, I developed a great deal of respect for his knowledge and ability to build consensus. He was also fair in all of his interpersonal dealings. I believe the highest recommendation comes from the way the criminal justice community is embracing the majority of his ideas.

Cordially:

Ronald S. Addington
Executive Director