



## COUNTY OF SAN JOAQUIN

Courthouse, Room 707  
222 East Weber Avenue  
Stockton, California 95202-2778  
(209) 468-3211

August 7, 1995

Dear Prospective Employers of ILPP:

### ILPP Reference Letter

San Joaquin County issued a Request For Proposals for a criminal justice evaluation, assessment, and action plan. After a screening process the Institute for Law and Policy Planning was hired. The proposal was evaluated as the best and also the least expensive proposal.

ILPP completed the project in an acceptable time frame and on budget.

ILPP was particularly impressive in the following areas:

- Group facilitation skills were good.
- Willingness to address concerns and data problems were strong.
- Public presentation skills were strong.
- Writing skills were excellent.
- Production of reports in readily understandable formats was excellent.
- Breath of knowledge was strong.

Dr. Kalmanoff was particularly impressive in the manner in which he handled several difficult situations and public presentations. It is also noteworthy that while the project involved a fair amount of controversy, including provocative statements to focus attention and spur action, in the end the project made a number of valid points and provided a recommended action plan. Although difficult to measure, one of the most significant results of ILPP's work with San Joaquin County was a transitional change from *departmental thinking* to *system thinking* and improved communication and knowledge of those involved.

Overall, San Joaquin County is well satisfied with the action plan and the momentum surrounding it for system improvement.

Very truly yours,

David L. Baker  
County Administrator

DLB:mk

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