



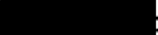
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Frederick C. Stavins, City Attorney  
Laura J. Hall, Assistant City Attorney  
Jennifer Gover Bannon, Assistant City Attorney  
Kathryn Cataldo, Assistant City Attorney  
Thomas Yu, Assistant City Attorney

May 9, 2019



RE: FOIA request #19-112  
Jim Clark Documents

Dear :

In response to your original FOIA request dated April 29, 2019 and your email dated May 7, 2019, attached is the questionnaire referred to in Tod Myers' email to the University of Illinois on January 30, 2019. This questionnaire was inadvertently left out of the original response emailed to you on May 6, 2019.

You have a right to request review of this response by the Illinois Public Counselor:

Public Access Bureau  
Office of the Attorney General  
500 S. 2<sup>nd</sup> Street  
Springfield, Illinois, 62706  
(217) 558-0486  
[publicaccess@atg.state.il.us](mailto:publicaccess@atg.state.il.us)

If you choose to file a Request for Review with the PAC, you must do so within 60 calendar days of the date of this denial letter. 5 ILCS 140/9.5(a)

You may also file suit for injunctive or declaratory relief in the Circuit Court of Champaign County, Illinois. 5 ILCS 140/11

Sincerely,

*Jennifer Gover Bannon*

Jennifer Gover Bannon  
Assistant City Attorney

JGB/sjg  
Enclosure

J:\LEG\WORD\FOIA\Requests Specific\2019\#19-112 - Hansen, Chris (Jim Clark Documents)\Letter - Hansen, Christopher 5-9-19  
(Supplemental Response).docx



**DIVISION OF PUBLIC SAFETY**

University of Illinois Police Department  
1110 W. Springfield Ave., MC-240  
Urbana, IL 61801-3024

**QUESTIONNAIRE TO PAST EMPLOYERS**

*Public Safety Employee*

NAME OF EMPLOYER:       Champaign Police Department

NAME OF SUPERVISOR:   Deputy Chief Tod Myes  
(confirm contact information on application)

NAME OF APPLICANT:     James Clark

**Issue signed release form.**

1. Confirm Dates of Employment – (comments) June 19, 1995- September 2, 2016
2. Confirm Listed Duties/Tasks – (comments) Patrol Officer, Patrol Sergeant, Training Sergeant, Crime Scene Leader, Patrol Lieutenant, Professional Standards Lieutenant.
3. Why did the candidate leave your employ? Retired
4. How would you rate the applicant in the following categories?

Integrity	<input checked="" type="checkbox"/> Excellent	<input type="checkbox"/> Above Average	<input type="checkbox"/> Average	<input type="checkbox"/> Below Average
	Comments:			
Dependability	<input checked="" type="checkbox"/> Excellent	<input type="checkbox"/> Above Average	<input type="checkbox"/> Average	<input type="checkbox"/> Below Average
	Comments:			
Judgement	<input checked="" type="checkbox"/> Excellent	<input type="checkbox"/> Above Average	<input type="checkbox"/> Average	<input type="checkbox"/> Below Average
	Comments:			
Maturity	<input checked="" type="checkbox"/> Excellent	<input type="checkbox"/> Above Average	<input type="checkbox"/> Average	<input type="checkbox"/> Below Average
	Comments:			
Stability	<input checked="" type="checkbox"/> Excellent	<input type="checkbox"/> Above Average	<input type="checkbox"/> Average	<input type="checkbox"/> Below Average
	Comments:			
Character	<input checked="" type="checkbox"/> Excellent	<input type="checkbox"/> Above Average	<input type="checkbox"/> Average	<input type="checkbox"/> Below Average
	Comments:			
Loyalty	<input checked="" type="checkbox"/> Excellent	<input type="checkbox"/> Above Average	<input type="checkbox"/> Average	<input type="checkbox"/> Below Average
	Comments:			
Personal Appearance	<input checked="" type="checkbox"/> Excellent	<input type="checkbox"/> Above Average	<input type="checkbox"/> Average	<input type="checkbox"/> Below Average
	Comments:			

5. How would you characterize the applicant's work ethic?

Comments: Strong work ethic. Jim always had a desire to work hard for the organization. He possessed a positive attitude, was honest in his work product while being flexible to adapt to changes.

6. Was/Is the applicant reliable in terms of attendance and punctuality?

Comments: Jim was never late for work. Most times he was in before it was required to prepare for his work day. If Jim was given a project with deadlines, I am not aware of a time the deadline was not met.

7. Did the applicant have any problems following/adhering to company or agency policies?

Comments: None

8. Was/Is the applicant honest? Were there any times that the applicant's honesty was questioned?

Comments: His honesty was never questioned.

9. How would you rate the applicant's decision making skills (examples if available)?

Comments: As a shift commander, Jim would routinely make decisions in high stress situations. As the training sergeant and working with special events, the decisions Jim made were consistent with organizational goals. He considered the potential impact before acting.

10. Can you recall any confrontational, crisis and/or stressful situations that the applicant had to deal with? How did they handle these situations?

Comments: I'm sure Jim was involved in them however I can't point to one specific example. His decision making and communication skills are above average so I'm sure whatever situations he was involved in, his actions were based on factual information known.

11. Has the applicant ever demonstrated any prejudicial or bias behaviors?

Comments: No

12. Does the applicant get along with others?

Comments: Yes

13. Can the applicant work on his/her own?

Comments: Yes. Jim requires little to no supervision.

14. How would you rate the applicant's verbal communication skills?

Comments: Above average.

15. How would you rate the applicant's written communication skills?

Comments: Jim is a skilled wirtter who can convey his thoughts clearly in written format.

16. Have there been any signs of substance abuse or other personal problems that effected work performance?

Comments: None

17. What would you consider to be the applicant's strengths?

Comments: Communication Skills, Decision making in complex situations.

18. What things would you consider the applicant needs to improve upon?

Comments: His only improvement will be the need to understand a new process at a different organization. Once he understand that work flow, he will have no issues.

19. Do you feel the applicant would make a competent Police Officer at the University of Illinois?

Comments: Yes

20. Is the applicant the type of person you would like to see as a law enforcement officer in your community? Or answering a call for service at your home?

Comments: Yes

21. If your friend or family member was in trouble with the authorities is the applicant the type of individual you would like to have handle the case?

Comments: Yes

22. Would you rehire or recommend the applicant for hiring?

Comments: Yes

23. Do you wish to add any additional comments/observations?

Comments: No

24. If you know of other persons, who may be able to furnish information about the applicant, please give their names and addresses:

Name:

Address:

E-mail:

Telephone Numbers:

Name:

Address:

E-mail:

Telephone Numbers:

Completed by: Tod Myers

Date: January 30, 2019