

#4

Complex Interview Evaluation Form Template

Candidate Name: Thomas Clamp
Interviewed for Job Role: US Police Chief

Name of Interviewer: [Redacted]
Date / Time of Interview: [Redacted]

	Poor	Fair	Good	Great	Describe
Was the candidate prepared for the interview? (Researcher company dressed appropriately, arrived on time?)		✓			Describe
Does his/her experience appear to match what's needed? (Work experience, life experience, or volunteer work?)		✓			Describe
Does he/she have some or all of the required credentials? (If for example education, licenses, certifications?)	✓				Describe
How are the candidate's interpersonal skills? (Friendly, smiling, outgoing, kind, fun, interactive?)			✓		Describe
How good are his/her communication skills? (Written skills i.e. resume, application as well as verbal skills)			✓		Describe
How well does his/her technical skills match the job requirements? (Specific technical tools, approaches, examples?)	✓				Describe
How well did the candidate answer teamwork job-related questions? (Likes working with others, good rapport?)		✓			Describe
How well did the candidate answer customer service-related questions? (Customer focused, good listener, problem solver?)		✓			Describe
Job Specific Skill 1: Personality / Communication style (Did you feel the candidate will be able to blend with others on the team?)		✓			Describe
Job Specific Skill 2: Leadership (Did the candidate demonstrate empathy and leadership?)		✓			Describe
Job Specific Skill 3: Ability to listen / Relate (Do you think this individual will be a good listener?)	✓				Describe
Job Specific Skill 4: Evidence of ethics / credibility (Do you believe this person will be perceived as credible? Ethical?)		✓			Describe
Job Specific Skill 5: Ability to earn trust of team, peers, clients (Likely to be successful gaining trust in our environment?)			✓		Describe
Job Specific Skill 6: Sales / Presentation skills (Has the requisite skills for presenting ideas or doing sales?)		✓			Describe

Complex Interview Evaluation Form Template

Candidate Name: Thomas Olanif
 Interviewed for Job Role: US Police Chief

Name of Interviewer: _____
 Date / Time of Interview: _____

	Poor	Fair	Good	Great	Describe:
Q15 Job Specific Skill 7: Evidence of critical thinking (Able to explain how they solve a problem, build a process?)	☒				Describe:
Q16 Job Specific Skill 8: Ability to lead a team/build leaders (Able to describe past success, current approach to team building)		☒			Describe:
Q17 Job Specific Skill 9: Ability to avoid and/or address conflict (Can they describe how they avoid and/or have addressed conflict?)		☒			Describe:
Q18 Job Specific Skill 10: Examples of solid prioritization skills (Can the candidate describe how to prioritize his/her day, week, month?)		☒			Describe:
Q19 How open did the candidate appear to be to learning new things? (Willing to learn, attend training, accept feedback?)		☒			Describe:
Q20 How interested did the candidate seem in getting the job? (In the job, the pay, the hours, the work requirements?)			☒		Describe:
Tally how many answers were marked as Poor, Fair, Good, or Great. You should have 20 checkmarks total across all questions (or the total should correspond to the number of questions).	4	12	4	0	
What was YOUR overall impression of the candidate? (circle one)	Poor	Fair	Good	Great	Additional notes to support your recommendation:
Do YOU recommend we move forward with this candidate? (circle one)	No	Yes			

Complex Interview Evaluation Form Template

Candidate Name:	Kenneth Sibley
Interviewed for Job Role:	WS Police Chief

Name of Interviewer:	[Redacted]
Date / Time of Interview:	[Redacted]

		Poor	Fair	Good	Great	
Q1	Was the candidate prepared for the interview? (Researched company, dressed appropriately, arrived on time?)				✓	Describe:
Q2	Does his/her experience appear to match what's needed? (Work experience, life experience, or volunteer work?)			✓		Describe:
Q3	Does he/she have some or all of the required credentials? (For example: education, licenses, certifications?)			✓		Describe:
Q4	How are the candidate's interpersonal skills? (Friendly, smiling, outgoing, kind, fun, interactive?)			✓		Describe:
Q5	How good are his/her communication skills? (Written skills, i.e. resume, application, as well as verbal skills)				✓	Describe:
Q6	How well does his/her technical skills match the job requirements? (Specific technical tools, approaches, examples?)			✓		Describe:
Q7	How well did the candidate answer teamwork job-related questions? (Likes working with others, good rapport?)					Describe:
Q8	How well did the candidate answer customer service-related questions? (Customer focused, good listener, problem solver?)				✓	Describe:
Q9	Job Specific Skill 1: Personality / Communication style (Do you feel the candidate will be able to blend with others on the team?)				✓	Describe:
Q10	Job Specific Skill 2: Leadership (Did the candidate demonstrate empathy and leadership?)				✓	Describe:
Q11	Job Specific Skill 3: Ability to listen / Relate (Do you think this individual will be a good listener?)				✓	Describe:
Q12	Job Specific Skill 4: Evidence of ethics / credibility (Do you believe this person will be perceived as credible? Ethical?)			✓		Describe:
Q13	Job Specific Skill 5: Ability to earn trust of team, peers, clients (Likely to be successful earning trust in our environment?)				✓	Describe:
Q14	Job Specific Skill 6: Sales / Presentation skills (Has the requisite skills for presenting ideas or doing sales?)			✓		Describe:

Complex Interview Evaluation Form Template

Candidate Name:
Interviewed for Job Role:

Name of Interviewer:
Date / Time of Interview:

	Poor	Fair	Good	Great	Describe:
Q15 Job Specific Skill 7: Evidence of critical thinking (Able to explain how they solve a problem, build a process)?				✓	Describe:
Q16 Job Specific Skill 8: Ability to lead a team/build leaders (Able to describe past success, current approach to team building.)				✓	Describe:
Q17 Job Specific Skill 9: Ability to avoid and/or address conflict (Can they describe how they avoid, and or have addressed conflict?)			✓		Describe:
Q18 Job Specific Skill 10: Examples of solid prioritization skills (Can the candidate describe how to prioritize his/her day, week, month?)			✓		Describe:
Q19 How open did the candidate appear to be to learning new things? (Willing to learn, attend training, accept feedback?)				✓	Describe:
Q20 How interested did the candidate seem in getting the job? (In the job, the pay, the hours, the work requirements?)				✓	Describe:
Tally how many answers were marked as Poor, Fair, Good, or Great. You should have 20 checkmarks total across all questions (or the total should correspond to the number of questions).					
What was YOUR overall impression of the candidate? (circle one)	Poor	Fair	Good	Great	Additional notes to support your recommendation:
Do YOU recommend we move forward with this candidate? (circle one)	No	Yes			

8:57



Patty

Patty... I put in for a called PSM tomorrow at 6:30. I know you will just be coming home and might not feel like coming down so maybe you can call in??? I just found out Michael will not be here next week and I just want to discuss our options for Chief and refer to council asap. So we can move forward... Thank you

I'll try my best to come if I am home. If I'm not not home yet, I will call in IF I am not driving.

Thank you!! 😊



Thank you!!!

So you approve of all of
the questions?

Yes... looks great





WARE SHOALS PD – CHIEF OF POLICE SELECTION QUESTIONS

1. Describe your **MANAGEMENT & LEADERSHIP STYLE**. Explain the differences in your interaction with the following groups:
 - a. Officers under your command
 - b. Civilians in the Ware Shoals community
 - c. The Mayor & Town Council.
2. You will be building a new department, hiring & training at least 3-4 new patrol officers, as well as learning city ordinances. Based upon your knowledge of Ware Shoals and its demographics,
 - a. During the first 6 months of your employment, how do you plan to undertake the tasks of a new Chief/Administrator?
 - b. How will you improve morale & build loyalty among the officers, and still follow the Rule of Law?
 - c. What are your ideas for recruiting, training & retaining qualified officers in a small town environment?
3. **CONFLICT RESOLUTION.**
 - a. Describe the last time you handled a major conflict within your job? Include how you communicated, your attempt to resolve the issue, and whether YOU feel you were professional in your interactions.
 - b. If an officer is alleged to have committed a crime or violation, including misconduct, how will you approach this difficult situation? He/she is your officer, yet you are also accountable to the to the interests of Ware Shoals as well.
4. **BUDGETS & FINANCIAL MANAGEMENT.**
 - a. How would you manage the budge to ensure effective resource allocation for your department? Consider grants & partnerships or open pleas for financial assistance during a public Town Council meeting.



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 Interviewed for Job Role: US Police Chief

Name of Interviewer: [Redacted]
 Date / Time of Interview: [Redacted]

		Poor	Fair	Good	Great	
Q1	Was the candidate prepared for the interview? (Researched company, dressed appropriately, arrived on time?)			✓		Describe: <u>Casually dressed. On time.</u>
Q2	Does his/her experience appear to match what's needed? (Work experience, life experience, or volunteer work?)			✓		Describe: <u>Highway Patrol Police. It. No promotions.</u>
Q3	Does he/she have some or all of the required credentials? (For example: education, licenses, certifications?)	✓				Describe: <u>HS only. Currently certified.</u>
Q4	How are the candidate's interpersonal skills? (Friendly, smiling, outgoing, kind, fun, interactive?)					Describe: <u>Personable.</u>
Q5	How good are his/her communication skills? (Written skills, i.e. resume, application, as well as verbal skills)		✓			Describe: <u>Lacks verbal mgmt skills.</u>
Q6	How well does his/her technical skills match the job requirements? (Specific technical tools, approaches, examples?)					Describe: <u>Said he didn't have any computer skills. He says he programs examples.</u>
Q7	How well did the candidate answer teamwork job-related questions? (Likes working with others, good rapport?)	✓				Describe: <u>Not current w/ solutions</u>
Q8	How well did the candidate answer customer service-related questions? (Customer focused, good listener, problem solver?)		✓			Describe: <u>Amicable but not specific on issues. Said he did not like empathy for people but not skilled in leadership.</u>
Q9	Job Specific Skill 1: Personality / Communication style (Do you feel the candidate will be able to blend with others on the team?)		✓			Describe: <u>Asked to repeat questions not focused</u>
Q10	Job Specific Skill 2: Leadership (Did the candidate demonstrate empathy and leadership?)					Describe: <u>W/A w/o more observation.</u>
Q11	Job Specific Skill 3: Ability to listen / Relate (Do you think this individual will be a good listener?)		✓			Describe: <u>Stated he would not necessarily answer as town authority</u>
Q12	Job Specific Skill 4: Evidence of ethics / credibility (Do you believe this person will be perceived as credible? Ethical?)					Describe: <u>Did not know Use of Force policy</u>
Q13	Job Specific Skill 5: Ability to earn trust of team, peers, clients (Likely to be successful earning trust in our environment?)	✓				
Q14	Job Specific Skill 6: Sales / Presentation skills (Has the requisite skills for presenting ideas or doing sales?)	✓				

* 2 citizens reported he had questionable ethics. #1 is a huge part of the good ole boys network. "He wants a job to sit & talk."

Complex Interview Evaluation Form Template

Candidate Name: Thomas Clamp
 Interviewed for Job Role: WS Police Chief

Name of Interviewer: [Redacted]
 Date / Time of Interview: [Redacted]

	Poor	Fair	Good	Great	
Q15 Job Specific Skill 7: Evidence of critical thinking (Able to explain how they solve a problem, build a process?)	☒				Describe: No police-related or mgmt answers. "Talk to
Q16 Job Specific Skill 8: Ability to lead a team/build leaders (Able to describe past success, current approach to team building)		☒			Describe: No team blog, approach 27 yrs HP - should be better
Q17 Job Specific Skill 9: Ability to avoid and/or address conflict (Can they describe how they avoid, and or have addressed conflict?)		☒			Describe: Said he would talk to people
Q18 Job Specific Skill 10: Examples of solid prioritization skills (Can the candidate describe how to prioritize his/her day, week, month?)	☒				Describe: Said he would go to Stop & Mint, buy Pepsi & talk
Q19 How open did the candidate appear to be to learning new things? (Willing to learn, attend training, accept feedback?)	☒				Describe: Wanted 1-2 years then retire. No motivation
Q20 How interested did the candidate seem in getting the job? (In the job, the pay, the hours, the work requirements?)			☒		Describe: Liked salary. I thought he would monitor salary.
Tally how many answers were marked as Poor, Fair, Good, or Great. You should have 20 checkmarks total across all questions (or the total should correspond to the number of questions).	8	27	4	1	Additional notes to support your recommendation: Was muddled, poorly directed for an interview, appeared conf. he would get the job. No interview going well. No examples of how he would develop and build a department.
What was YOUR overall impression of the candidate? (circle one)	Poor	Fair	Good	Great	
Do YOU recommend we move forward with this candidate? (circle one)	No	Yes			

Thomas Clamp

- ① Mgmt - honesty. Comes first. Talk to people. Treat everyone same. Accurate reports. Mayor & Town Council. - Boss - Town Council. Same as Louis.
- ② a. has resources. Can recruit. Shut down website. Disciplinary actions. Needs prof.
b. That's easy. Career of making relationships. Experience.
c. Comm. policing. Get involved. Go to events. Retain - pay. Had you carry yourself. No blue jeans.
- ③ Conflict - care & be interested in them. Honesty. Hug Patrol.
b. not focused. Suspended. Call in SLED. Has knowledge. Termination.
- ④ Don't like cars, Uniforms,
- * ⑤ ✓ Grew up here. Good with Comm Rel. Visible at games - show kids you love them. Dr. Crockett. Safety coordinator. - Certified
- X ⑥ U of Force - yes NO. De-escalation Know people. Pursuit - yes with restrictions.
- ⑦ It's right time. Care about WA. Writing reports SLED.

Thomas Clamp

- Community Policing - GET OUT + TALK TO PEOPLE
- ①
 - A. REPORTS ARE ACCURATE + ON TIME
 - B. KNOWS RESIDENTS ALREADY
 - C. COUNCIL MAKES "SUGGESTIONS", CHIEF MAKES ULTIMATE DECISIONS.

- NEW DEPT.
- ②
 - A. THAT'S MY STRONG-SUIT (RECRUITING)
 - B. CAREER OF BUILDING RELATIONSHIPS
 - C. COMMUNITY POLICING - FEEL LOVED, FEEL WELCOMED.

- ③ CONFLICT RESOLUTION
 - A. SHOW THE KIDS THAT YOU LOVE THEM
 - B. DISCUSS UP TO INCLUDE COMMUNITY

- ④
 - A. Apply FOR WORKS Budget

CARS, UNIFORMS, VEST ← ISSUES HE DOESN'T LIKE

Complex Interview Evaluation Form Template

Candidate Name: Benneth Abley
 Interviewed for Job Role: Co. Police Chief

Name of Interviewer: [Redacted]
 Date / Time of Interview: [Redacted]

	Poor	Fair	Good	Great	
Q1 Was the candidate prepared for the interview? (Researched company, dressed appropriately, arrived on time?)				✓	Describe: <u>Very prof. dressed. On time</u>
Q2 Does his/her experience appear to match what's needed? (Work experience, life experience, or volunteer work?)			✓		Describe: <u>23 years - police</u>
Q3 Does he/she have some or all of the required credentials? (For example: education, licenses, certifications?)			✓		Describe: <u>D.D. No degree, Mgmt 500 Certified, Academy classes, hours</u>
Q4 How are the candidate's interpersonal skills? (Friendly, smiling, outgoing, kind, fun, interactive?)			✓		Describe: <u>Professional, Bounded</u>
Q5 How good are his/her communication skills? (Written skills, i.e. resume, application, as well as verbal skills)			✓		Describe: <u>Verbal - speaks specific, good focus on task</u>
Q6 How well does his/her technical skills match the job requirements? (Specific technical tools, approaches, examples?)			✓		Describe: <u>competent & up to date - comp.</u>
Q7 How well did the candidate answer teamwork job-related questions? (Likes working with others, good rapport?)			✓		Describe: <u>When others well w/ others report when B is disrupted, looks at report for might solve</u>
Q8 How well did the candidate answer customer service-related questions? (Customer focused, good listener, problem solver?)			✓		Describe: <u>Excellent - stepped up during</u>
Q9 Job Specific Skill 1: Personality / Communication style (Do you feel the candidate will be able to blend with others on the team?)			✓		Describe: <u>Will get better in sup role</u>
Q10 Job Specific Skill 2: Leadership (Did the candidate demonstrate empathy and leadership?)			✓		Describe: <u>Wink - empathy, leads from top</u>
Q11 Job Specific Skill 3: Ability to listen / Relate (Do you think this individual will be a good listener?)			✓		Describe: <u>Excellent listener</u>
Q12 Job Specific Skill 4: Evidence of ethics / credibility (Do you believe this person will be perceived as credible? Ethical?)			✓		Describe: <u>Outstanding - did not</u>
Q13 Job Specific Skill 5: Ability to earn trust of team, peers, clients (Likely to be successful earning trust in our environment?)			✓		Describe: <u>great potential</u>
Q14 Job Specific Skill 6: Sales / Presentation skills (Has the requisite skills for presenting ideas or doing sales?)			✓		Describe: <u>Ased himself in interview</u>

Complex Interview Evaluation Form Template

Candidate Name: Kenneth Sibley
 Interviewed for Job Role: WS Police Chief

Name of Interviewer: [Redacted]
 Date / Time of Interview: [Redacted]

	Poor	Fair	Good	Great	
Q15 Job Specific Skill 7: Evidence of critical thinking (Able to explain how they solve a problem, build a process?)			✓		Describe: Uses facts & policy to solve problems.
Q16 Job Specific Skill 8: Ability to lead a team/build leaders (Able to describe past success, current approach to team building.)			✓		Describe: great roles, model past & present
Q17 Job Specific Skill 9: Ability to avoid and/or address conflict (Can they describe how they avoid, and or have addressed conflict?)				✓	Describe: Deals w/ conflict very well (unethical colleagues, night shift)
Q18 Job Specific Skill 10: Examples of solid prioritization skills (Can the candidate describe how to prioritize his/her day, week, month?)				✓	Describe: Works any shift + OT, organized
Q19 How open did the candidate appear to be to learning new things? (Willing to learn, attend training, accept feedback?)				✓	Describe: Follows orders, SOPs, has to go
Q20 How interested did the candidate seem in getting the job? (In the job, the pay, the hours, the work requirements?)				✓	Describe: Very suited, willing to move to WS. Will be here 20+ yrs
Tally how many answers were marked as Poor, Fair, Good, or Great. You should have 20 checkmarks total across all questions (or the total should correspond to the number of questions).	0	0	7	13	Additional notes to support your recommendation: * Choice for #1 candidate for new Chief of Police. Will be asked to public trust will be an issue to upgrade this dept.
What was YOUR overall impression of the candidate? (circle one)	Poor	Fair	Good	Great	
Do YOU recommend we move forward with this candidate? (circle one)	No	Yes			

INTERNAL CANDIDATE ISSUE

Kenneth Sibley
where does he live?
MAUNDING

1/2 of time as Super.

1. A. SERVANT LEADERSHIP

B. SHOW UP + BE THERE FOR THE CITIZEN

C. ELECTED TO OVERSEE P.D.

→ must follow

- 2 QUESTIONS
- ① Supv. where?
 - ② what if they're wrong?
 - ③ CIVILIAN REVIEW BOARD?

2. NEW DEPT.

A. 1 PROBLEM @ A TIME, ENSURE they (officers) FEEL SUPPORTED.

B. HOLD YOURSELF TO A STANDARD

C. SELLING THE IDEA OF "WE DOING SOMETHING DIFFERENT HERE"

BE CREATIVE, USE ALL THE RESOURCES AROUND US.

3. CONFLICT RESOLUTION

A. WANT TO MINIM. STAFF TO AVOID BURN

B. DISC THEM

④

4. BUDGET

A. BE CREATIVE, USE ALL THE RESOURCES AROUND US.

- PURSUE GRANTS

- HAS DONE A FEDERAL GRANT.

Kenneth S. Bley

Nervous.

Lead from front. Stickler for policy.
Take care of people. Don't sit & watch,
take calls. Comm - public servants. Good pt of
view. Put car in driveway. Show up.
Transparency. Model behavior. Team
Follows orders. Chain of Command. Conduct
unbecomings. Higher standard of conduct.
Wants to be accredited

- ② Tackle 1 problem at a time. Build accountability
& service, whatever it takes to get the job done.
b. Hold himself to std.
* Good insight. Comm. involvement. Homecoming.
Good answer for moving from place to place.
Willing to arrest bro & s-in-law. Ethical
- ④ Writes grants * Needs detective. Narcotics prob.
- ⑤ Be visible. Speaking at churches. Check on
properties. FTO - Mentor. Pedometer. Reward
in public. Punish in private. Ribbons
- ⑥ Homeless proposal - Very invested. Knows how homeless.
* BOUNDARIES. Temper Justice w/mercy. Selling PD
Use of Force - required. Knows steps.
veh. Pursuit - yes. Not worth injury - Great policy.
state std.
- ⑦ Great opp to grow w/WS. Loves Ware & Hoals
"Phx rising from ashes."
Stress - work out. Deal. ADHD. In shooting.
Strength - plain spoken. Not inflexible. * No
Compromise.

Marty Crain

① Z style - set example, team, have a solution,
w/ off - not for me. Citizens - same as me,
get out in public. Chain of Command - ✓
Chief to get sects RSO under Sheriff, 1997 - now
9 yrs as SRO.

② #1 - Learning city ordinances
off already certified. Inj records - Challenge
Moral. Inj - report writing, counseling resources
* Teach at academy officers - 44, or 50 Take home
cars?

③ SRO - daily conflict. Social Media policy followed
to letter. Confidential. Appvd by Sheriff.
✓ Ofcr who vehemently Disciplinary action
Enforce the Law. Confidentiality

④ Budget Vest \$1,000. Spend wisely.
Grants. No exp. w/ grants. Fed Hwy Safety grants,
lighting, cones. Mental Health officers programs.
Know details of program. Crisis House.

⑤ Be visible, "coffee w/ cop or Chief". Not good - coffee
shop.
Neighborhood Watch, Silver Seniors, Reserve officers
Put cop in every school. Be at games. Program Officer
SRO - no need for P.O.

⑥ Social Media - stay on top of it.
marked cars, uniform WSPD, traditional
A+ of Use of Force A+ Veh Pursuit. Sometimes no
need.

A+ Education - MS, BS Mgmt:

⑦ Hometown, Gospel Music, travel - set my own schedule
Strength - compassion
Weakness - bleeding heart

Contributions & Diplomas