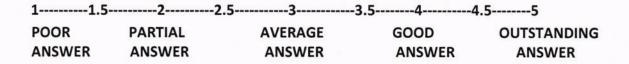# MAUI POLICE COMMISSION ORAL INTERVIEW SCORING PACKAGE

PART I – Rating Criteria

RATING SCALE = 5 Points possible per question.

Based on the following criteria:

- The candidate appeared as scheduled, dressed appropriately for a professional interview.
- As expected of a Law Enforcement Chief Executive they were articulate, enthusiastic, maintained eye contact, and provided concise responses that did not ramble.
- Responses reflect that they had researched MPD, Maui County Government, the people and culture of Maui, and the Police Commission.
- Responses were appropriate to question asked, and shows the candidate has knowledge of the issue.
- Response indicates the candidate has experience dealing with the question or issue asked and provides solutions, explanations or actions they took in dealing with issue.

1---------1.5----------2----------2.5-----------3------------3.5--------4----------4.5--------5				
POOR ANSWER	PARTIAL ANSWER	AVERAGE ANSWER	GOOD ANSWER	OUTSTANDING ANSWER

POOR ANSWER

Did not address the question asked. Candidate could not provide satisfactory knowledge or understanding of issue or question asked. Answer shows no experience dealing with the issue or provides no solutions to deal with the issue. Answer rambled – overall communication skills weak. The answer focused on the candidate not on leadership and teamwork. There was a sense of "me" not "we" to the answer.

PARTIAL ANSWER

Candidate provides some understanding or knowledge of the issue or question. They did not indicate any prior experience dealing with similar issues and did not provide sufficient solutions for dealing with the issue. Candidate's answer only addressed part of the question asked. Answer occasionally rambled or was not concise, candidate did not consistently present in a confident or enthusiastic manner. The candidate occasionally mentioned leadership and teamwork but was primarily about him / herself as the answer / solution. Answer lacked a sense of humility.

AVERAGE ANSWER

Candidate's response showed they had some knowledge and experience dealing with this issue or question and they provided some solutions. Their answer however was AVERAGE and could apply to any police department or any type of issue. The answer lacked a leadership component that equated to the ability to address and solve the problem. Communication skills adequate. Answer included teamwork, and some indication of a "we" approach to dealing with the issue.

GOOD ANSWER

Candidate's response showed a deeper understanding of the issue or question. Their response showed an understanding of how to deal with the issue based on experience and the answer provided some solutions. The candidate's answer reflected how they might address the issue as Chief of MPD. The candidate provided many, but not all, of the possible methods / solutions for dealing with the issue. Answer addressed most of question asked and was presented with above average skill, occasionally enthusiastic. Answer showed a sense of humility and the need to develop teamwork, and a "we" approach among MPD employees to accomplish.

EXCELLENT ANSWER

The candidate's answer showed a strong grasp of the issue or question posed. Their answer showed an understanding of correct police policy / procedure, and the legal ramifications of not addressing the problem. They indicated experience dealing with such issues and provided strong leadership solutions. Answer completely addressed the question or issue and was presented in the manner expected of a Chief of Police. Answer emphasized leadership, humility and involving all MPD employees.

PART II - ORAL INTERVIEW QUESTIONS and SCORE SHEET

CANDIDATE_____

Question #1 is written and tailored specifically for this candidate utilizing information from their resume. All Candidates will receive a similar customized question.

Utilizing the 1-5 Scoring Sheet, rate the Candidate using the below criteria

- Candidate provides a concise articulate answer to the question
- Candidate explains their motivation for wanting to become Chief of MPD
- Candidate presents a positive image of themselves
- Candidate relates how their experience will have a positive impact on MPD
- Candidate demonstrates the traits desired by the Police Commission as the new Chief of MPD

PART III - SUBJECTIVE RATING

I have reviewed all candidates resumes and considered their:
* *Depth of Law Enforcement Experience
* *Years of Management Experience
* *Leadership/Command Positions Held
* *Community Involvement
* *Education

I have rated all candidates based on their responses to the Commission's Written Test for:
* *Grammar, Spelling and Punctuation
* *Answer addresses the question or issue
* *Answer shows knowledge of the question or issue
* *Answer shows applicant has experience dealing with the question or issue
* *Answer clearly provides solutions or explanations to address the question or issue

Candidates	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	TOTAL
Ferreira											
Hudson											
Jakubczak											
Pelletier											
Ramos											

I have rated all candidates based on their Oral Interview Questions for:
* *Communication Skills
* *Ability to address questions and their knowledge of the issues
* *Experience with these issues and ability to present solutions
* *Leadership Skills, Team Approach, Humility, Confidence

Candidates	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	SUBTOTAL
Ferreira											
Hudson											
Jakubczak											
Pelletier											
Ramos											

Candidates	Q11	Q12	Q13	Q14	Q15	SUBTOTAL		TOTAL
Ferreira								
Hudson								
Jakubczak								
Pelletier								
Ramos								

I have compared all candidates Skills, Knowledge and Abilities against the Job Description for the Maui County Chief of Police and those Critical Factors listed on the Chief of Police Annual Performance Appraisal:

*Leadership Skills
*Knowledge of Policy and Procedure
*Planning and Organizing Skills
*Personnel / Resource Management Skills
*Communication Skills

Considering all the above, the following is my selection per candidate:

Candidates	Position 1	Position 2	Position 3	Position 4	Position 5
Ferreira					
Hudson					
Jakubczak					
Pelletier					
Ramos					