

# IVI-IPO 2007 CHICAGO ALDERMANIC QUESTIONNAIRE

DATE January 2, 2007 WARD 18th

NAME Paul Stewart

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NUMBER OF PETITION SIGNATURES FILED 5016 NUMBER REQUIRED 276

***Please provide the following background information:***

Elective or appointive public and/or party offices previously held including dates. None

Other elective offices for which you have been a candidate. None

Principal business, educational, professional and civic activities of the past ten years.

- City Planner, Chicago Department of Planning & Development; 1993 – 1997
- Coordinator of Special Projects, Chicago Department of Streets & Sanitation; 1997 – 2001
- Development Manager, Chicago Housing Authority; 2001 – 2004
- Public Affairs Consultant; 2004 – 2006
- Member, National Forum of Black Public Administrators; 2001 – Present
- Member, Prince Hall Masonic Order; 1991 – Present
- Member, City Club of Chicago; 2005 – Present
- Member, Kappa Alpha Psi Fraternity, Inc.; 2003 – Present
- Board Member, Christmas In Englewood Committee; 1997 – 2006
- Board Member, Southside Neighborhood Gospel Festival Committee; 2000 – 2006

What subjects have you studied and what experience have you had which will be most helpful to you in the office you seek?

- Morehouse College – Bachelors of Arts – Urban Planning (1993)
- City Planner, Chicago Department of Planning & Development; 1993 – 1997
- Coordinator of Special Projects, Chicago Department of Streets & Sanitation; 1997 – 2001
- Development Manager, Chicago Housing Authority; 2001 – 2004

Activities for other candidates. Please be specific.

Campaign Manager – 17<sup>th</sup> Ward Alderman Latasha Thomas (2003)

Campaign Manager – 16<sup>th</sup> District State Senator Jacqueline Collins (2002)

Campaign Manager – 32<sup>nd</sup> District State Representative Milton Patterson (2004)

Please list all endorsements you have received so far.

Outgoing Alderman Thomas Murphy – 18<sup>th</sup> Ward

State Senator Jacqueline Collins – 16<sup>th</sup> District

State Representative Milton Patterson – 32<sup>nd</sup> District

Alderman Latasha Thomas – 17<sup>th</sup> Ward

Alderman Theodore Thomas – 15<sup>th</sup> Ward

Chicago Baptist Ministers Conference – Pastor Walter Turner, President

Additional endorsements to follow

As concisely as possible, state why you feel you should be endorsed over the other candidate(s). What goals for the office you seek are most important to you personally?

Based on my educational background in Urban Planning and my employment experience, specifically working for key city agencies such as the Department of Planning & Development and the Department of Streets & Sanitation, I believe that I possess a unique set of qualifications that make me the most qualified candidate in the 18<sup>th</sup> Ward aldermanic race. The areas that I have worked in professionally and the relationships that I have developed over the years position me well to be able to represent the interests of the residents which I seek to serve. Also, having grown up in the 18<sup>th</sup> Ward since the age of 2 years old, gives me a unique passion to see the community that I grew up in represented in a way that will allow the community to continue to flourish and receive all of the city services and development opportunities that we deserve. I am now the father of a 2 year old son, and I want him to have the same opportunity to grow up in a nurturing environment as I did as a child.

My primary goal is to provide more opportunities for our youth and young adults. Being 36 years old, with the level of experience and educational background that I possess, I understand the importance of giving young people options and opportunities to achieve success. I was blessed with a tremendous support network as I grew up, however, all young people are not so fortunate. So I see it as my primary goal to give opportunities to youth and young adults. By doing this I can assure that the community to flourish because the young people are our future. Developing better educational opportunities, including working with CPS to reduce overcrowding in our public schools; and attracting enhanced commercial and retail development opportunities in the community, which brings in new job opportunities are just two of the major initiatives that I intend to focus on. Both of these initiatives achieve the two-fold purpose of improving the community overall, but more specifically providing better opportunities for our youth and young adults to achieve success.

What is your campaign budget? How much have you raised to date?

The overall budget for our campaign is \$225,000. I have raised approximately \$85,000 to date.

How many people are on your campaign staff? How many volunteers are on your list?

There are 10 campaign staff persons. I have approximately 85 people on my volunteer list.

## PRIORITIES

1. a. What employment, other than alderman, if any, do you intend to hold? None
- b. How will you divide your time between your aldermanic duties and your other occupation? N/A
- c. Please specify the minimum hours per week you will spend performing your aldermanic duties. 40
2. a. Please describe your service office staffing plan, including the number of staff, full and part time, how you will pay for them and the number of hours per week that your service office will be open.

As is the office staff, I also believe that the aldermanic position should be a full-time position. Obviously, I intend to employ a very energetic and capable staff. Many times aldermanic staff positions are filled with persons that do not possess the capacity to serve in the roles that they are there to facilitate and because of that the community suffers. I intend to have a staffing plan that allows for a more highly qualified staff, including my Chief of Staff.

The current budget allocation for staff members means that I will have to employ less persons at a higher rate of pay, so that I can employ a staff that is experienced and qualified to serve the residents of the 18<sup>th</sup> Ward. Because I intend to be in the office full-time, I in essence will serve as the additional staff person necessary to facilitate the tasks associated with the aldermanic staff. My intent is to have 3 full time staff persons, one of which will serve as the Chief of Staff.

My community service office will be open 6 days a week. Monday – Friday; 9:00am – 5:00pm and Saturday; 10:00am – 1:00pm.

- b. What services need improvement in your ward? How will you achieve this?

We have a relatively clean ward as it relates to litter and graffiti, however, with my experience in the Department of Streets & Sanitation, I know that it can be better. I intend to work with our current Ward superintendent in order to determine if the areas of improvement needed are based on his lack of effort or whether the resources are not being properly allocated from the Department of Streets & Sanitation.

Secondly, the ward shares areas of both the 6<sup>th</sup> and 8<sup>th</sup> Police Districts. We, along with other wards throughout the city, have long complained of inadequate police protection due to staffing shortages within our police districts. I intend to be very vocal in the debate regarding realignment of the 25 Police Districts throughout the city. But specifically in the short term I intend to work with the command structure within the police department in order to supplement our current contingent of beat officers with specialized units that will come into the ward to address specific instances of crime patterns, whether it be robbery, narcotics, gang crimes, etc.

Finally, my number one priority is the overcrowding that exists at Bogan High School. The school which was designed for 1600 students, currently has over 2200 students attending the school – 600 students over the school's capacity! This is a deplorable condition that is the direct responsibility of Arne Duncan and the administration of CPS. I intend to demand that Arne and the Mayor immediately come out and address this situation, as well as demand that they keep the promise recently made to build a new high school within the 18<sup>th</sup> Ward.

3. What are your top priorities for the Ward?

My top priorities for the ward were discussed in the previous question, however, even more so than my specific concerns, my top priority is to immediately open up a level of communication within the ward that has never existed in the past. I intend to hold monthly accountability meetings in which the residents of the ward will have the opportunity to meet directly with me to express their concerns and ideas regarding the community. I intend to move these monthly meetings around to different areas of the ward from month to month so that residents throughout the ward can come out to a meeting close to their

home. One late night a week is not enough. Many residents do not want to travel all the way to the alderman's office to have their concern addressed by a staff person. The residents of the ward deserve the opportunity to see the alderman on a regular basis and address their concerns directly with the Alderman.

To many times our elected officials forget that their job is to serve the residents of the ward and represent the wishes and interests of the residents in which they serve. How can you represent others concerns and interests if you have not taken time out to hear what their concerns are? That was a major concern that I had with the previous 18<sup>th</sup> Ward aldermanic administration. This is something that I intend to change and will become a priority of mine for years to come.

4. How will you solicit and follow citizens' and community groups' recommendations on City matters?

I intend to implement various advisory council's which will meet with me monthly to discuss relevant topics to each group. These councils are as follows:

*Development Advisory Council* – This group will meet monthly to discuss any new development projects proposed within the ward. The council will meet with perspective developers, as well as planners for new city development initiatives to determine whether the proposed plan integrates within the community in which is proposed. The council will be devised of the leadership of the existing community based organizations, as well as two additional organizations that I intend to create in underserved areas of the ward where there is no existing community based organization, in addition to a representative of minister's advisory council and the youth advisory council that I intend to create as well.

*Ministers's Advisory Council* – I will meet monthly with the pastors and clergy within the ward to address issues of concern to the faith community. I will also solicit support of the faith community in supporting and at times intervening on behalf of initiatives and issues of concern within the ward.

*Youth Advisory Council* – I will develop a panel of youth that I will meet with personally each month. This group of young people will serve as ambassadors of the ward, and will travel to city-wide events to represent the ward. The issues related to youth and young adults will be addressed in the monthly meetings, and I will utilize the thoughts and ideas of these young people in my deliberations on matters concerning youth.

#### PLANNING, ZONING AND DEVELOPMENT

5. a. How should business and commercial development be balanced with residential development in the ward?

It is important that we do balance commercial and retail development with residential development in the ward. The 18<sup>th</sup> Ward is a solid middle class community comprised of primarily single-family homes. There are very little opportunities for new residential development in the ward, however, there are a few residential development projects on the table that I would like to revisit and ensure the appropriate design and price points to ensure that the development is affordable for the residents in the ward.

Commercial and retail development is critical to the vitality and viability of a community, and thus is a crucial component in the overall development of the ward. However, the type of development that is proposed has to be balanced within the community and blend in with the surrounding development and residential areas of the community.

b. How should downtown development be balanced with community development throughout the city?

Downtown development is critical to the success of the City. The development of the downtown area allows additional tax dollars from tourism and sales tax revenues to be generated in order to fund projects and development in communities throughout the city. The task of the alderman is to be able to analyze the downtown development dollars and track the flow of those dollars back to the community.

Community development should always be more thoughtful and focus on a comprehensive plan for redevelopment of the particular community.

6. a. In what ways will you assist in the positive development of neighborhood business areas?

**I am currently working with community organizations in the Ashburn neighborhood of the 18<sup>th</sup> Ward to develop a direct marketing plan to attract new retail and commercial development to the business areas of the ward. I intend to fully develop the marketing strategy, including a interactive DVD highlighting the community, that will be sent to all major retailers and developers, soliciting proposals for development of specific targeted areas of the ward, identified by the community organizations, as the critical areas in need of development in the ward.**

b. How will you involve ward residents in planning?

**The monthly accountability sessions mentioned in question #3, as well as the establishment of the advisory council referred to in question #4 are the ways in which I intend to involve the ward residents in the planning process for the ward.**

c. What is your long-range plan for the development of the ward?

**The long-range plan, to be developed in conjunction with the aforementioned groups from questions #3 and #4 , along with the existing community organizations and representatives of the city's Department of Planning and Development, is something that I cannot speak to in a vacuum. This is because the long-range plan will not be a creation of my own vision, but rather the collective vision of the residents and organizations within the ward. Obviously, with my educational background and experience in the fields of Urban Planning and City Administration, I am equipped to facilitate the discussion and develop a framework in which the planning process will follow. However, the long-term development plan for the ward will be accomplished through a true community planning process, and thus I cannot tell you right now what that long-range plan will be.**

7. How do you intend to handle requests for zoning variances in your ward?

**Again, I intend to rely heavily on my formal training in the areas of Urban Planning and my experience in neighborhood planning and redevelopment throughout the city over the years, in order to closely review each zoning variance request. I will look at the particular area of the community where the variance is being requested to determine the existing uses in the area and look at the long-range planning process that the community, along with myself will undertake to determine if the variance fits in with the long-range plan that is envisioned by the community and the Development Advisory Council.**

8. a. What steps should be taken to achieve greater accountability and transparency in determining how TIF funds should be spent?

**More emphasis should be place on the community process in determining community support for TIF districts. The public hearings held in the district before its passage should be better publicized. The hearings also should be televised and played on the municipal channel, and played in advance to the actual vote by the city council.**

**As well, my proposed Development Advisory Council, will review all requests for TIF funding by new development projects within the ward. Transparency is the key in determining which projects should receive what level of TIF assistance. Downtown administrators should not be the only recommendations considered in how TIF dollars should be allocated.**

b. How will you involve residents in planning and approval of future TIF districts?

**Answered in the previous question.**

c. Do you support terminating a TIF when the objectives of the TIF plan have been accomplished before the 23 year period is over?

Yes.

d. Do you support extending the South Loop TIF? Why or why not?

I haven't looked at the issue closely enough to have an opinion at this time.

9. How do you propose to replace property tax revenue for CPS and other taxing bodies that is lost to TIF development?

We have to explore all options for additional tax revenue. I am researching the leasing of public resources such as the Skyway, downtown parking garages and other proposals to determine whether those revenue sources would be a viable option. We also need to look specifically at the re-alignment of the way public school funding is achieved in the State of Illinois to ensure adequate funding levels for public education as well as public transportation.

10. a. Did you support or would you have supported the Big Box/Living Wage Ordinance?

I haven't had the benefit of sitting down with proponents or opponents of the legislation to get down to the details of the ordinance. As I've indicated in previous responses, on the surface of the legislation, I fundamentally agree that any retailers, big-box or others, seeking city subsidy should be required to pay a living-wage to their employees.

b. Why or why not?

I believe that we have to hone our collective skills of compromise and negotiation to achieve a goal that is mutually beneficial to all parties. I think that we do need the retail jobs that these retailers provide, especially in underserved communities. That being said we cannot allow them to walk away from the table without a concerted full-scale push to negotiate the matters in a way that they don't feel pushed into a corner, but also allows us to advocate on behalf of the working families in this city.

c. What changes, if any, would you support if the Ordinance were introduced again?

I obviously was not as intimately involved in the negotiations, if any, that took place between the retailers, the city and the unions, however, I do vow to be actively involved in this matter and others in the future as member of the City Council, and ensure that working families have the opportunity to get jobs that allow them to support their households.

d. Would you support any kind of municipal living wage ordinance?

It depends on the provisions outlined within the ordinance. I do however support efforts to increase the basic wages and benefit levels for working families in the city.

## HOUSING

11. Please comment on the housing problems in your ward.

As I previously stated we have a solidly middle-class, primarily single-family home community, so I wouldn't necessarily categorize any housing issues that we have as problematic. However, we have had our share of relocations from public housing, and just as in other areas of the city, we have to proactively determine how to effectively integrate those families into the community.

In addition, we do have an increasingly aging population and we need to actively pursue additional funding for a new senior housing development within the ward.

12. How will you increase low-income rental housing and home ownership opportunities that would be affordable to those at 15%-30% of AMI?

I will support an ordinance in the City Council to ensure that new housing development within the city, utilizing city subsidy, be required to have a percentage of affordable units in order to allow greater housing opportunities and options for low and moderate income families.

13. a. Do you support one-for-one replacement of each unit of demolished subsidized housing, even though Federal law no longer requires it?

**Yes.**

b. What should be done to provide housing for those families displaced from public housing and not eligible for relocation under the CHA transformation plan?

**I assumed that all CHA families removed from CHA housing under the terms of the Plan for Transformation, were afforded replacement housing options, either at other CHA developments or through the housing choice voucher program (Section 8). If this is not the case, I would demand to know the CHA's plan for these families and then respond with specific suggestions at that time.**

c. How should the transformation plan be amended to adequately provide for the needs of low income people with disabilities?

**I know that the CHA plan calls for low income persons with disabilities be provided with specific housing options similar to the senior housing that is provided for low income seniors. There does need to be fully accessible housing options specifically for persons with disabilities, as opposed to housing those with disabilities in the same facilities as seniors. In addition, those with substance abuse issues, which are also classified as a disability, should have separate CHA funded facilities to house them and provide substance abuse counseling services to them, separate from the senior facilities and facilities devoted to those with physical disabilities.**

d. What should be done to ensure that there is an adequate supply of affordable family sized units available to families in the Section 8 program?

**See answer to question #12**

e. What should be done to provide affordable housing for low-income individuals and families who are not served by any existing programs?

**Every family should fall into a specific category that will allow them eligible for assistance to one of the existing programs. If that is not the case, I am willing to work with fellow legislators at all levels of government to address this issue.**

14. Do you support halfway houses and shelters for the homeless in your ward?

**We currently have two shelters within the ward. I do support the shelters, as long as they are run in a professional manner and provide any assistance required by the clients and residents in the shelters.**

15. a. Do you think Chicago's Tenants' Rights Ordinance is being adequately implemented?

b. What changes, if any, should be made?

16. a. Do you support an inclusionary zoning ordinance which would require developers to set aside 15% of residential new construction or renovation for the creation of affordable housing?

**I support the ordinance, but I need to revisit the percentage requirement and the provision within the ordinance that triggers the percentage of units that would be set aside.**

## EDUCATION

17. a. How will you work to ease overcrowding and improve the quality of public schools and after school recreational activities?

**We have a tremendous overcrowding issue currently at Bogan High School, where the current enrollment is 600 students over the building capacity. CPS has to respond to our demands to redraw the attendance boundaries for Bogan High School to reflect the neighborhood boundaries within the ward. After school recreational activities need to be fully funded. The reason that these programs need to be fully funded is in order for our youth to have constructive programs to participate in and direct their energy into positive activities.**

b. How will you work to improve maintenance and rehab of aging schools?

**Again, one of my first priorities will be to meet with the principals and administrators of the public schools within the ward. The meeting held will be in order to determine the maintenance needs of the schools within the ward. Once I have the list of needs from the principals, I intend to have my initial meeting with the CPS Chief Operating Officer in order to present the needs and develop a specific timeline for implementing the specific issues in each school.**

18. Do you support a city-wide lottery for enrollment in magnet schools?

**Yes, I do support a city-wide lottery. However, I also believe that neighborhood students should have a certain number of spots set aside for students within the neighborhood where the school is located.**

19. a. What is your assessment of Renaissance 2010 and its implementation in your ward as well as the City as a whole? Please include in your assessment, the role of charter schools as well as the power to reconstitute schools.

**Renaissance 2010 is a good concept for improving under-performing schools. However, Renaissance 2010 alone is not going to solve all of the issues related to under-performing schools. Specifically in the 18<sup>th</sup> Ward, the Renaissance 2010 program has been responsible for the creation of two new charter schools. Those two schools have been very well received and we are still in the period of assessing the effectiveness of those charter schools that have been opened.**

b. At what level of government should decisions be made regarding allocation of Chapter One funds?

**All municipalities should have Chapter One funds allocated to their local school districts and the allocation to specific funds should be determined at the district level.**

c. How would you change the selection and approval process for the mayor's appointments to the Board of Education?

**The process should be open, with a nomination process that can be submitted from any source. Those nominees should then be reviewed to determine a short list that then can be selected from by the Mayor.**

20. What should the City do to improve the quality of all local schools?

**The city needs to have a more detailed and comprehensive approach to lobbying the State Legislature for funding for our public schools. The only way to make physical improvements to the schools is through increased funding allocations to the district from the State. In regards to curriculum and programming, CPS needs to re-assess the requirements of administrators and teachers in the schools to determine that the appropriate certifications and endorsements are held by teachers in specific subjects. Many times we have found that our students are not being adequately prepared due to teachers not having specific training in certain areas that they are being asked to instruct our students on. If a child does not have adequate physical facilities as well as well-trained instructors in specific subject matter, then that child has absolutely no chance of succeeding.**

21. What are your plans to improve the local schools in your ward?

**My plan to improve the schools in the Ward is the same as my answer to question #17B. I intend to make an initial assessment in order to determine need, and then formulate a time frame for improvements, addressing the specific areas of need.**

#### ENVIRONMENT

22. As Blue Bag recycling is phased out and replaced with point separation, what steps should be taken to  
a. ensure participation of small businesses and non-profits in the recycling program?

**The city has to provide an incentive-based participation program for the businesses and non-profits in order to ensure participation in the recycling program. The program would have to give some level of financial or tax incentive in order to encourage participation. However, there needs to be an assessment of the "risk to reward," in other words a determination of whether the cost of the incentive outweighs the financial benefit of the business participating in the program.**

b. identify adequate markets for recycled materials?

23. What should the City do to encourage and implement alternative forms of energy?

#### PARKS

24. a. Do you support increased privatization of facilities and services?

**Some seasonal activities run by the park district would probably receive a financial benefit through privatization. However, those decisions have to be made on an individual basis, contingent on programmatic needs and staffing levels.**

b. Have the court decrees mandating equal park services in both programs and capital improvements been adequately achieved in your ward?

**No, even within the ward there are inequities in the programmatic and capital improvements at different parks within the ward.**

c. How have cuts in the park district budget affected parks in your ward?

**I am still reviewing the budgets of the past 5 years and the capital program for the parks within the ward.**

25. Do you believe Chicago's park system is adequately funded?

**No.**

26. Do you support sitting the main/opening Olympic venue in Washington Park?

**I am still seeking specific information concerning the proposed plan for development of an Olympic venue at Washington Park. Several factors need to be addressed, including whether the proposed structure is temporary versus permanent; what is the re-use of the facility after the Olympics have gone; what is the direct financial impact to the community; and how the residents of the community will benefit by the revenues and jobs generated by the proposed venue.**

#### TRANSPORTATION

27. a. What will you do to expand CTA services to more neighborhoods?

b. Is CTA service sufficient in your ward?

**Yes.**

c. Should the City increase its subsidy to the CTA?

**The State subsidy is what needs to be increased.**

28. In what situations would you support permit parking?

**Specific hours of the day, if public transportation or other venues are in close proximity and a traffic study warrants that the neighborhood is adversely impacted based on insufficient street parking to accommodate the residents of the neighborhood.**

#### CRIMINAL JUSTICE

29. a. Is response time adequate in 911 service?

**No, the police are under-staffed and under-supervised resulting in increased response times to 911 emergency calls for service.**

b. Are there inequities in 911 service in your ward? If so, what can be done to redress them?

**There are no inequities within the ward concerning response times. The response times are deplorable throughout the ward due to the contributing factors indicated above.**

30. a. Do you support community policing?

**Yes.**

b. What improvements would you suggest for this program?

**More accountability by the officers and supervisors when they come to the meetings and have issues presented to them. There is an attitude that the residents are just complaining, and the officers as well as supervisors in attendance, hastily move through the meetings without adequately addressing the concerns of the residents.**

31. Should the City stop paying legal fees and attempt to recover past legal costs of city employees implicated in the Police Board findings of misconduct related to the Burge case?

**Yes, if the findings lead to criminal prosecutions of the individuals alleged to be implicated in the events detailed in the report.**

32. Please share your views regarding the functioning of the Office of Professional Standards and whether it should operate more independently of the Police Department.

**The OPS needs to act in a more independent fashion from the Police Department.**

#### REVENUE AND BUDGET

33. Do you favor a budget ordinance which would require:

a. public questioning of city department heads concerning their departments' specific budget requests?

**Yes, the city council budget hearings should be open to the public, with the public being allowed to offer comments on cards that would be presented at the hearings, similar to the meetings held in the community prior to passage of the budget.**

b. budget copies available to the public 30 days in advance of hearings?

**Yes, on-line and in libraries.**

c. restoring city-wide community group budget hearings several months prior to the publication of the budget, as were held under the Washington and Sawyer administrations?

**Yes.**

34. a. Do you support casino gambling for Chicago?

**I am morally opposed to gambling, however, I believe that as a municipality we are forced to consider many options when determining how to fund critical services including education, so I would have to seriously consider supporting casino gambling in Chicago if it were presented.**

b. Would you support a citywide referendum before any gambling is instituted in the City?

**Yes.**

35. What level of city support do you favor for the arts and cultural events?

**The arts and cultural events are an invaluable educational opportunity for our youth as well as adults and should receive increased funding opportunities whenever it is possible.**

36. Do you support

a. rescinding the recent Mayoral and Aldermanic salary increases?

**No. However, I do believe that the aldermanic position should be a full-time position.**

b. limiting Mayoral and Aldermanic salary increases to the same percentage as the lowest raise for any class of city employees?

**No. I do not believe that the aldermanic or mayoral pay raises should be directly tied to another job classification of city employee.**

37. Do you support increasing the number of staff positions for aldermanic service offices?

**No, if the aldermen worked full time there would be another full-time staff person.**

#### CITY COUNCIL

38. a. What reforms are necessary in the City Council's committee structure?

**None that I am aware of.**

b. Do you favor keeping the current number of committees?

**Yes.**

39. a. Do you support a rule requiring the numbering of proposed City ordinances?

**No.**

b. Do you support a rule requiring all city council proceedings to be transcribed verbatim and published by the City Clerk?

**I believe that all City Council meetings should be televised and played on the municipal television station.**

c. Do you support mandating the Clerk's office to provide copies of pending ordinances to the public upon request?

**Yes.**

d. Do you support a rule requiring roll call votes?

**Yes.**

#### CIVIL RIGHTS

40. a. Do you support affirmative action based on race, gender and sexual orientation in establishing criteria for hiring and promoting public employees?

**Yes.**

b. Do you support affirmative action as a criteria in letting city contracts?

**Yes.**

c. Please comment on current women and minority participation in city hiring and contracts. Be sure your comments include firefighter and police officer recruitment and promotion.

**I believe that the numbers relating to minority and female participation on city hiring and contracts are still dismally low. The issue has been discussed for years, but we have still not seen an adequate response by the administration to fully address the issue. This holds equally true in regards to the Police and Firefighter recruitment and promotion. The issue relating to equity based on the make-up of the city population has to remain in the forefront and more REAL solutions have to be implored if it is ever to come to a reality.**

41. Do you favor restructuring the wage scale of city employees to institute gender-equal pay for jobs of comparable worth?

**I don't understand the question, or how that would be implemented.**

42. Do you support requiring all City vendors to provide spousal benefits for same-sex partners of their employees?

**No.**

#### ETHICS & CAMPAIGNING

43. Do you support patronage in hiring and promoting public employees?

**All Shackman exempt positions have been deemed permissible for patronage to be a consideration in the filling of those positions.**

44. Do you support the Accountability in Privatization Ordinance?

45. In what circumstances should the City contract for outside professional services? Please comment on any existing abuses.

**In some instances the benefits of privatization of public services in limited areas is justified based on the cost savings or efficiencies that are achieved through the privatization of the service. Obviously this does not refer to essential public services such as police and fire protection, refuse collection and other critical public services. However, it has been my experience that most inefficiency in the public sector comes at the mid-management level due to lack of trained managers and supervisors who cost the municipality money due to their lack of knowledge in the areas that they are responsible for overseeing. So in instances where the privatization would lead to better management of service delivery by trained and qualified supervisors I would be in support of the measure, as long as the workers who previously held the public sector position had the opportunity to be hired by the private contractor providing the service, at the same wage and benefit level.**

46. Would you support contracting for outside services with companies located outside Chicago? Why or why not?

**Yes, if the service being contracted out cannot be found within the city at a competitive price.**

47. a. Will you employ or have you employed staff in your office who hold other public sector jobs concurrently?

**No.**

b. Will you employ or have you employed staff in your office who have either outside employment or contracts with entities which do business with the City?

**No.**

48. Will you or have you accepted campaign donations from current or potential suppliers or employees?

**Yes.**

49. Do you support extending all of the provisions of the City Ethics Ordinance to City Council members?

**Yes.**

50. Do you support expanding the jurisdiction of the City Inspector General to include City Council members?

**Yes.**

51. Do you support public financing of municipal campaigns? Please explain your position.

**No.**

52. Who are your top 5 contributors and how much has each contributed to your campaign?

53. Are you supporting any mayoral candidate?