

# IVI-IPO 2015 CHICAGO ALDERMANIC QUESTIONNAIRE - SECTION 1

DATE 12.18.14 WARD 20th

NAME Willie B. Cochran

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CAMPAIGN MANAGER \_\_\_\_\_

NUMBER OF PETITION SIGNATURES FILED 2500 NUMBER REQUIRED 473

*Please provide the following background information:*

A. Elective or appointive public and/or party offices previously held including dates. **20<sup>th</sup> Ward Alderman and Democratic Committeeman, first elected in 2007**

B. Other elective offices for which you have been a candidate. **DNA**

C. What is your primary occupation? **20<sup>th</sup> Ward Alderman.**

D. Briefly list your civic activities of the past ten years. **Local School Council, Board member of 3 not for profit organizations focused on community planning and development, Church Volunteer and Advisory Member for Neighborhood Safety Committee.**

E. What subjects have you studied and what experience have you had which will be most helpful to you in the office you seek? **M.A. degree in Business/Public Administration**

**In 1977, I became a Chicago Police Officer and retired from law enforcement in 2003 after 26 years of dedicated service as a patrolman, investigator, sergeant and federal marshal. I was an Administrative Assistant to two (2) Deputy Superintendents on the police department. The responsibilities there included budgeting and planning. After retiring from the police department, I went on to work as organizer for the Woodlawn's New Communities Program. During my tenure as a community organizer, I participated in extensive community planning activities designed to improve the quality of life and create solutions to problems that have plagued neighborhoods, such as crime, ineffective schools, and lack of affordable housing, jobs, health, and economic development. I directed and organized the same type of quality of life initiative in the Washington Park community where I led the development of its New Communities Program, the Washington Park Consortium. In addition to being an active resident of the community, I operated a family owned business in Woodlawn for 14 years.**

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F. What candidates have you supported in past elections? Please be specific in describing your role in each campaign. **My role as Democratic Committeeman has me involved with many candidates and all elections.**

G. Please list all endorsements you have received so far. **None yet**

H. 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?

**The most rewarding aspect of being Alderman has been working with people in the community. My community organizing and planning background. Eight years of positive change throughout all the communities I serve. The improvement in education, Safety, mental health services, economic growth, employment and housing restoration and development.**

**After years of neglect and in partnership with residents, businesses and institutions in our ward, we have accomplished much. From the \$300 million in improvements provided in streets and parkways and lights to the hundreds of new and rehabbed homes going up throughout the ward.**

**From the increasing the number of officers for public safety and decreasing crime and violence to improving educational options and restoring a closed mental health facility.**

**My experience includes the development of new programs for youth and new market rate and affordable housing. It includes standing up for legislation to reduce foreclosures and hold lenders responsible for the property that is on their books. We continue to advocate for expanding pediatric and adult trauma centers. My experience with the public budget process, and 8 years growing knowledge and experience as the Alderman.**

I. What is your campaign budget? **\$160,000** How much have you raised to date? **\$70**

J. How many people are on your campaign staff? **Three (3)** How many volunteers are on your list? **200**

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Most questions on this questionnaire can be answered by checking either YES or NO. Others are essay questions and all have the option of answering in greater detail. Just hit enter at the end of the question and begin typing your answer in the additional space.

### CITY COUNCIL REFORM AND ETHICS

	YES	NO	
1.	X		Do you favor maintaining the current number of City Council committees?
		ESSAY	Which committees, if any, would you combine or eliminate? <i>I am not in favor of combining any committees. But hypothetically speaking, Health and Safety could be combined.</i>
2.		ESSAY	What reforms are necessary in the City Council's committee rules and structure? <i>I believe the process by which items are held in committee indiscriminately should be reformed. I believe any Chairman who has an interest in items on the agenda should not be allowed to preside over the hearing.</i>
3.	X		Would you give the Inspector General's office independent subpoena power or other compulsory process that can be directed against city officials, agencies and employees without necessitation the approval of the Mayor or Corporation Counsel?
4.	X		Should the Inspector General be able to initiate his or her own investigations of Aldermen without a complaint from outside the office?
5.		x	Should the Inspector General be able to pursue anonymous complaints?
6.		X	Do you support patronage in hiring and promoting public employees?
7.		X	Will you employ or have you employed staff, in your office who hold other public sector jobs concurrently?
8.		X	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?
9.	X		Will you vote for an ordinance mandating that the City contest unemployment claims by former employees who were fired for cause?
10.	X		Will you vote for an ordinance forbidding the City to hire or contract the services of anyone previously fired for cause from the City or any other unit of government?
11.		X	Will you support an ordinance to reduce the number of wards?
12.			Have you joined or will you join:
		X	The Paul Douglas Caucus
		X	The Independent Progressive Caucus
			Both
13.		X	Do you support changing the state statute to return to filling aldermanic vacancies by special election, rather than Mayoral appointment?
14.	X		Will you vote for an ordinance requiring redistricting of the wards to be based on non-partisan criteria and not to benefit any specific individual or political party?
15.		X	Will you or have you accepted campaign donations from current or potential suppliers or employees?
16.		X	Will you or have you accepted campaign donations from people or businesses seeking zoning changes in your ward?
17.		X	Do you support public financing of municipal campaigns?
		ESSAY	Please explain your position. <i>There must be clear delineation in elected offices and public financing in order to ensure effectiveness and efficiency in City government.</i>
18.		ESSAY	Who are your top 5 contributors and how much has each contributed to your campaign?
19.			What changes would you support to the redistricting process?

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			Redistricting has already been completed and we will follow the protocols that are in place.
<b>REVENUE AND BUDGET</b>			
20.	X		Will you vote to hire independent analysts to conduct a forensic audit of past City spending?
			Will you vote for a budget ordinance which would require:
21.	X		public questioning of city department heads concerning their departments' specific budget requests?
22.	X		making budget copies available to the public 30 days in advance of hearings?
23.	X		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?
24.		<b>ESSAY</b>	<p>What additional revenue sources, if any, would you propose?</p> <p style="color: red;">The citizens of Chicago are facing hard economic times, and as a public servant, it is my job to help alleviate that burden whenever possible, not add to it. In recent years, the city's budget has been balanced on the backs of workers with an unprecedented number of furlough days, staff cutbacks and an unwillingness to replace the large number of city workers that are retiring while workloads are increasing. I strongly believe that there are other ways to generate new revenue, and that we must be more exhaustive in our efforts to develop those new revenue streams, including in burgeoning industries as alternative energies and advanced manufacturing. However, I do recognize that the demand for city services continues to grow. As Alderman, I will continue to ensure that city services are being provided in the most fiscally efficient manner possible.</p>
25.	X		Do you support casino gambling for Chicago?
26.	X		Will you vote to require a citywide referendum before any gambling is instituted in the City?
27.		X	Will you vote to roll back Mayoral and Aldermanic salaries to pre-2007 levels?
28.		X	Will you vote for an ordinance limiting future Mayoral and Aldermanic salary increases to the same percentage as the lowest raise for any class of city employees?
		X	Do you agree with the criticism that City government is top heavy with management?
29.		<b>ESSAY</b>	<p>Please explain your position.</p> <p style="color: red;">All citizens should have a voice in city policy. You need people in place to ensure that those voices are heard and the things that will benefit all residents of the city are being implemented.</p>
30.		<b>ESSAY</b>	<p>What measures will you vote for to reform the city pension plan and ensure its solvency?</p> <p style="color: red;">Growth is the key to the funding of the police and fire pension fund. At present, all the proposed solutions are aimed at reducing the pensions of those who put their faith and their money into a pension plan. The shortfall is not the fault of the public servants of the city whose pensions run from a modest \$34,000 a year to a still pretty modest \$78,000 a year for a retired teacher.</p> <p style="color: red;">Grow the economy, restore full positions to the police force so that there are more contributions into the pension fund, make certain that the investments of the pension funds are sound (the stock market has never been higher, those heights should help pension funding).</p> <p style="color: red;">If taxes are needed, don't use the regressive 'fees' that are currently in place – which the Tribune reported added up to \$481 per household per year over the past four years.</p>

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			<p style="color: red;">They place the burden on the working people of the city. Better to use property taxes or income taxes.</p>
31	ESSAY		<p>How would you modify (if at all) the benefit and contribution levels and eligibility requirements for public employee pensions?</p> <p style="color: red;">I believe in creating a 'level playing field' for all Chicago residents. I don't believe any benefits should be cut once a person retires unless they are collecting several government pension that place them in the top 1 percent</p>
32.	Choose One		Should discretionary funds for ward services and infrastructure improvements be allocated
			in equal amounts to each ward
	X		based on the size of each ward
			based on the needs of each ward
	YES	NO	
33.	X		Will you institute participatory budgeting to allow ward residents to vote on discretionary spending in your ward?
<b>PRIVATIZATION</b>			
34.	ESSAY		<p>Which city services or assets, if any, do you believe should be privatized and what is your criteria?</p> <p style="color: red;">While there are some instances where privatization makes sense, but where there is a reduction in city revenues in the long term and lower wage jobs for city residents, we need to examine other avenues to enhance revenues to build the economy.</p>
35.	X		Will you vote for an ordinance requiring an independent analysis of any lease or outsourcing arrangement?
36.	X		Will you vote for an ordinance requiring detailed analysis and evaluation of any lease or outsourcing arrangement at least 30 days prior to the City Council vote?
37.	ESSAY		<p>Before voting on privatization contracts, what will you do to ensure that they deliver the maximum return and best service for city residents in the long term?</p> <p style="color: red;">My priority is to protect the working and middle class people of my ward from deceptive practices. However I believe that creating a level playing field for all citizens goes beyond any boundaries. All proposals should be thoroughly vetted with all area legislators, residents, community members and civic organizations.</p>
38.	ESSAY		<p>What procedures will you implement to ensure that privatization arrangements are not being used to move patronage workers outside of the scope of the Rutan decision requirements or any other anti-patronage rules or protocols?</p> <p style="color: red;">The City's inspector general is tasked with investigating the performance of government officers, employees, functions and programs. I encourage and will continue to support their efforts to detect and prevent misconduct, inefficiency and waste within the programs and operations of city government.</p>
<b>PLANNING, ZONING, AND ECONOMIC DEVELOPMENT</b>			
39.	ESSAY		<p>How will you involve ward residents in planning?</p> <p style="color: red;">The 20<sup>th</sup> ward has a number of very active community, civic and grassroots organizations that has assisted in creating a broader strategy that has expanded the renewal efforts in the area. I consistently work with, meet and advise these groups of</p>

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		potential activity in the area and request their feedback on a variety of issues. Our quarterly newsletter capsulate the information and shared with the entire ward.
40.	ESSAY	<p>What is your long-range plan for development of the ward?</p> <p>In August 2011, the 20<sup>th</sup> Ward was awarded HUD’s first \$30.5 million Choice Neighborhoods Initiative (CNI) grant in response to a powerful proposal put forth by a partnership that included neighborhood leaders and organizations. The CNI award has expanded and accelerated my Woodlawn plans to go beyond housing and attracted other private, philanthropic and public funders. The plan includes upgrading and integrating every aspect of the community from housing to parks, education to public safety, from job creation to improved streetscapes and landscapes. In addition, we were able to secure \$7.5 million in grants to homeowners, \$1.7 million directly to existing small businesses and tax incentives to manufacturing businesses.</p> <p>Searching for and securing a variety of revenue enhancing options, along with TIF, supplies communities with the needed jobs and income. If used correctly, these funding bases can benefit all Chicago workers and communities.</p>
41.	ESSAY	<p>What criteria do you or will you use in determining whether or not to grant a zoning change or variance?</p> <p>The ‘voices of the residents’ in the ward as well as my insight into Regional Planning goals bear on how we move forward with development in the 20<sup>th</sup> Ward. Engaging our residents along with civic and grassroots organizations to have a ‘voice’ in the direction of the ward.</p>
42.	ESSAY	<p>How will you involve residents in planning, approval, and oversight of TIF districts?</p> <p>Advisory and review.</p>
43.	X	Will you vote to terminate a TIF if the objectives of the TIF plan have been accomplished before the 23 year period is ended? No community I serve would be attaining that possibility in the time period and expected resources associated with the TIF projections.
44.	X	Will you vote to return unspent and uncommitted TIF funds on an annual basis to the various taxing bodies?
45.	ESSAY	<p>How do you propose to replace property tax revenue for CPS and other taxing bodies that is lost to TIF development?</p> <p>TIF is an important economic development tool to encourage development and investment where it would not otherwise occur. However, I believe that the TIF program is in need of serious reform. Part of the process for the improvement of the TIFs is to require more citizen engagement in the early stages of concept development and overall planning.</p> <p>I believe that the City can make adjustments to the TIF system that could provide both immediate and long-term relief for cash-starved taxing bodies in Chicago, including such measures as allowing older TIF districts to be dissolved, if necessary, before the end of their 23 year life span, or indexing the frozen tax baseline to inflation, so the taxing bodies dependent on this revenue can keep pace throughout the life of the TIF as their costs increase. As to the reduction of TIF districts, I believe that such a decision should made after careful evaluation as to whether the funds are truly being appropriated to “blighted” or “conservation” areas, staying true to the original purpose of TIF. Finally and most importantly, any spending of City dollars, TIF or otherwise, must be a part of a transparent budget process. TIF budgeting and, in particular, the subsidies given to</p>

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			various entities within TIF districts, has occurred behind closed doors for too long. As our elected representatives, the City Council must be given a larger role in the process with strong public participation.
46.		X	Will you support a moratorium on creation of any new TIF districts until new funding sources are identified to replace the revenue diverted to the TIF?
47.		X	Will you vote for an ordinance requiring that large corporate entities receiving \$250,000 or more in public subsidies, and their tenants, must pay their workers a living wage (currently \$11/hour)?
48.	X		Will you vote to invest substantially more in job-training and the creation of transitional job programs in disadvantaged communities, including the formerly incarcerated, homeless, youth, and non-English speakers?
<b>HOUSING</b>			
49.	X		Will you vote to amend the Vacant Properties Ordinance to require mortgage servicers to register their properties?
50.	X		Do you support enacting an ordinance to preserve Single-Room Occupancy housing?
51.	X		Will you vote for an inclusionary zoning ordinance requiring developers to set aside 30% of residential new construction or renovation for the creation of affordable housing?
52.	ESSAY		What measures will you support to guarantee that some of the foreclosed properties saved through the Neighborhood Stabilization Program are made affordable to families at 40% and 60% of AMI? <b>I have already required developers to devote units at 40 and 60 percent as well as market rate.</b>
53.	ESSAY		What procedures and safeguards would you put in place on conversion/demolition of SRO's and other low income housing to ensure that affordable housing will continue to be available for low income tenants who would otherwise be displaced? <b>For too many Chicagoans, renting a unit in a SRO building is the difference between a safe place to rest and sleeping on the street. I recently co-sponsored legislation that establishes a legal framework for preserving SRO while generating revenue to support building owners that seek to continue offering affordable housing. The ordinance also established a goal to preserve at least 700 SRO units over the next five years, using a mix of financial incentives for which SRO owners can apply.</b>
54.	ESSAY		What measures will you support to ensure that there is an adequate supply of affordable family sized units available to families in the Section 8 program? <b>We have stabilized many housing corridors in the 20<sup>th</sup> ward, turning abandon buildings or vacant lots into sustainable housing options for all residents. We continue to encourage income diversity but ensure that all new and rehab housing developments have an affordable component to its strategy. Using tax credits, federal funding and forcing CHA to utilize the vouchers and resources that agency holds would be an immediate boost.</b>
55.	ESSAY		What measures will you support to provide affordable housing for low-income individuals and families who are not served by any existing programs? <b>See response to number 54</b>
	<b>YES</b>	<b>NO</b>	Do you support any of the following to be built in your ward?
56.	X		low income rental housing that is affordable to those at 15% to 30% of AMI?
57.	X		supportive housing for people overcoming addiction and other problems which contribute to homelessness?
58.	X		shelters for the homeless?
59.	X		Do you favor a moratorium on the conversion or demolition of SRO's pending the development of protections and remedies to protect the displaced tenants from becoming homeless?
60.		X	Do you support allowing the demolition of existing public housing units without new or



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			rehabilitated replacement housing on a one-for-one basis?
61.	<b>Choose One</b>		Which standard should the City use to define affordable housing?
			AMI of the Standard Metropolitan Statistical Area
			AMI of Cook County
	<b>X</b>		AMI of Chicago
			AMI of the Community Area
<b>EDUCATION</b>			
62.	<b>Choose One</b>		Which of the following options for choosing the School Board do you support?
			Popular Election
			Mayoral appointment from nominations made by community representatives
			Maintaining the current system of Mayoral appointment
	<b>X</b>		A mix of elected and appointed members
	<b>YES</b>	<b>NO</b>	
63.	<b>X</b>		Will you support a city-wide lottery for enrollment in magnet schools?
64.	<b>X</b>		Will you support LSCs in maintaining full powers, and support them through adequate funding levels that provide training and support for LSCs to do their jobs?
65.	<b>X</b>		Will you support a moratorium on school closings until a detailed analysis of the impacts of shuffling children is completed, and a real plan to address the quality of education and safety for every child is in place?
66.	<b>X</b>		Will you support development and implementation of a more comprehensive and accurate approach to evaluate student and teacher performance than reliance on the SAT and ACT tests?
67.		<b>X</b>	Would you favor repealing (or modifying) the 70% requirement for voting to authorize teacher strikes?
68.			<p>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.</p> <p style="color: red;">I am a champion for education and have been closely watching a variety of education reform matters. I am certainly opposed to fraud or deals that defraud the taxpayers and the children of the City.</p> <p style="color: red;">I believe that charter schools can be an important mechanism for testing alternative learning strategies. However, it is imperative that there be a balance with the opening of new schools and the preservation of existing schools. Although the mission of Renaissance 2010 was to create more high quality educational options across Chicago, the opening of charter schools does not relieve the city of its ongoing responsibility to support and enhance already existing schools.</p> <p style="color: red;">I believe that there ought to be a more comprehensive method by which we carefully evaluate the performance of the teachers and administrators in a troubled school district before making such a drastic decision close or “turn around” a school, which I think works strongly to the detriment of neighborhood schools. Whether through performance incentives or mandates, we must be more deliberate in identifying those teachers who are not performing rather than summarily firing everyone.</p>
69.			<p>What should the City do to improve the quality of all local schools?</p> <p style="color: red;">The alderman of the city council do not have a vote on the board of education’s</p>



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		<p>decisions. However, schools are the backbone of healthy communities. We should be working to make these schools better. The school closure plan disproportionately affected at-risk children in underserved communities. In the 20<sup>th</sup> Ward alone, the closings displaced 3,330 students. In order to better use the city's already available resources and keep local public schools open, I cosponsored a resolution calling for a moratorium on opening new charter schools.</p> <p>As community leaders, we should be encouraging better school attendance, not instituting educational barriers. That starts with a realistic approach to evaluating the city's educational assets, not simply trying to save money on the backs of working families.</p>
70.	ESSAY	<p>What are your plans to improve the local schools in your ward?</p> <p>Improving local schools and education of our children has been a priority for my administration. I have established an Education Task Force in the 20<sup>th</sup> Ward, brought in reading programs to advance the comprehension of kindergarten and first grade students. I have worked on the expansion of Early Childhood Development, which includes complete family services and support, and has also expanded GED programs in the communities.</p> <p>I fought against the proposed closings of 13 schools in the 20<sup>th</sup> Ward. Before and when CTU went on strike, I wrote letters of support, held community meetings to come up with strategies to keep our schools open, walked the picket lines with the educators in my district and encourage residents to have their voice heard by contacting Chicago Public Schools directly.</p>
71.	ESSAY	<p>How would you modify (if at all) the benefit and contribution levels and eligibility requirements for public school teacher pension?</p> <p>As mentioned in a previous answer, growth is the key to the funding of the public school teacher's pension fund. At present, all the proposed solutions are aimed at reducing the pensions of those who put their faith and their money into a pension plan. Grow the economy, restore full positions to the teachers so that there are more contributions into the pension fund, make certain that the investments of the pension funds are sound.</p>
<b>ENVIRONMENT</b>		
72.	X	Will you vote for the Clean Power Ordinance?
73.		X Will you vote to privatize Chicago's water delivery system?
74.	X	Will you vote to ban Styrofoam food containers in Chicago public schools?
75.	X	Will you vote to ban Styrofoam food containers in Chicago restaurants and food delivery services?
76.	X	Will you vote to adopt the water quality standards recommended by the Pollution Control Board?
77.	ESSAY	<p>What should the City do to encourage and implement alternative forms of energy?</p> <p>Chicago has an impressive record of environmental leadership. To continue to build on that legacy, we have to keep pushing for alternative fuels and other sustainable forms of energy.</p>
78.	ESSAY	<p>What other environmental initiatives, if any, do you propose?</p> <p>I encourage all new or rehabilitated buildings in the 20<sup>th</sup> ward to have green components. In addition, I'm a co-sponsor of the proposal that would put an automotive</p>

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			fuel with 15% ethanol, E15, into Chicago's gas stations.
<b>PARKS</b>			
79.	X		Do you support election of the Chicago Park District Board?
		X	Do you support increased privatization of park facilities and services?
80.	ESSAY		Why or why not? While there are some instances where privatization makes sense, but where there is a reduction in city revenues in the long term and lower wage jobs for city residents, we need to examine other avenues to enhance revenues to build the economy.
81.	X		Do you support prioritization of land acquisition and capital improvements first to those neighborhoods which are underserved by existing facilities?
<b>TRANSPORTATION</b>			
82.		X	Will you vote to increase the City subsidy to the CTA?
83.	Rank 1-5 or say no to any		Please indicate which CTA expansion plans, if any, you support and rank them in order of priority (1 highest)
	1		Red Line south to 130th Street
	2		Orange Line to Ford City Mall
	4		Downtown Circulator
	3		Downtown-O'Hare Express
			Other – please specify
	YES	NO	
84.	X		Do you support renegotiation of Chicago's parking meter privatization deal?
85.		X	Do you support privatization of Midway Airport?
86.	X		Do you support the O'Hare expansion plan?
<b>CRIMINAL JUSTICE</b>			
		X	Is 911 response time adequate?
87.	ESSAY		If not, how can it be improved? Increased use of technology and hiring civilian and sworn members. As a former police officer, I've seen first-hand the trauma crime and violence can bring to a community. However, I also believe that we must balance this by introducing and expanding programs that help our most vulnerable youth and prevent them from moving toward crime
	X		Are there inequities in 911 service in your ward?
88.	ESSAY		If so, what can be done to redress them? Implementing Crime Prevention Strategies I think the safety of our citizens is of the utmost importance and having a fully staffed police and firefighter force should be at the top of the list. In the case of the Chicago Police Department, I do support realigning beats to increase safety in higher crime neighborhoods.
89.	x		Do you support re-allocating police services from low-crime to high-crime neighborhoods?
90.	ESSAY		What changes, if any, would you suggest for the CAPS program? Actually increase the number of personal who are assigned to the program. Develop strategies that have strategic outcomes at the end of the program.
91.	X		Will you vote for more funding for alternative crime prevention programs such as Cease Fire?

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92.	ESSAY	<p>What measures will you support to stop the schools to prison pipeline?</p> <p>As previously mentioned, we must balance this by introducing and expanding programs that help our most vulnerable youth and prevent them from moving toward crime.</p> <p>During my tenure I have successfully implemented; Early Childhood Development is an area I have been working to expand. Workforce development programs have been a priority.</p> <ul style="list-style-type: none"> <li>• E.A.V.I: (Expanded Anti-Violence Initiative) launched in Englewood as a pilot program that resulted in a 28% drop in public violence</li> <li>• Added 26 law enforcement cameras across the ward and invested in a pilot program to visually patrol and dispatch</li> <li>• Organized West Woodlawn Task Force for strategic action on safety issues</li> <li>• Supported new legislation that makes three-year penalties mandatory for gang members caught carrying guns</li> <li>• Worked with D.A.R.E. and Ceasefire to promote safety programs in and out of school, along with safety committees in Woodlawn, Englewood and Back of the Yards</li> </ul>
93.	X	Do you support gun control?
94.	ESSAY	<p>What measures, if any, should the City Council adopt in response to recent court decisions striking down Chicago's handgun ban? <b>The Council has already Set sensible guidelines that conform to the rulings of the court.</b></p>
95.		<p>Will you vote to order the City to 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? <b>My vote on this matter will be based on the findings of the review process and other factors bearing on this matter.</b></p>
96.	ESSAY	<p>Please share your views regarding the functioning of the Independent Police Review Authority and whether it should operate more independently of the Police Department. <b>I do not understand this question because the Independent Police Review Authority currently operates independently of the Police Department.</b></p>
<b>CIVIL RIGHTS</b>		
97.	X	Do you support affirmative action based on race, gender and sexual orientation in establishing criteria for hiring and promoting public employees?
98.	X	Do you support affirmative action as a criteria in letting city contracts?
99.	ESSAY	<p>Please comment on current participation of individuals with disabilities in city hiring and contracts. <b>Our society is going to be seeing greater numbers of the disabled. We have an aging population and wars are raging around the world. In addition to those who are born with disabilities. Addressing the matter of hiring and contracts is proper planning.</b></p>
100.	ESSAY	<p>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. <b>I think the city gets a failing grade on participation levels. The fire and police departments continue to fail to deliver the appropriate representation of minorities.</b></p>

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		History tells us the only way we have been any kind of balance is through federal court supervision and order.
101.	X	Do you favor restructuring the wage scale of city employees to institute gender-equal pay for jobs of comparable worth?
102.	X	Will you vote to require all City vendors and contractors to provide spousal benefits for same-sex partners of their employees?
103.	X	Will you vote for the Municipal ID ordinance?
	ESSAY	Why or why not? <b>I think the current systems of identification are satisfactory</b>
<b>ALDERMANIC PRIORITIES</b>		
104.	ESSAY	What employment, if any, other than alderman, do you intend to hold? <b>None</b>
105.	ESSAY	How will you divide your time between your aldermanic duties and your other occupation? <b>N/A</b>
106.	ESSAY	Please specify the minimum hours per week you will spend performing your aldermanic duties. <b>30 hours I make myself available to 20<sup>th</sup> ward residents no matter the time or day.</b>
107.	ESSAY	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. <b>My service office is open 5 days a week, 40 hours</b>
108.	ESSAY	What services need improvement in your ward? How will you achieve this? <b>Park District services and investments need improving. Streets and Sanitation services. Working with the various agencies and government bodies to target those areas of need. I will continue to ensure that city services are being provided in the most fiscally efficient manner possible to continue to provide the optimal delivery of services.</b>
109.	ESSAY	What are your top priorities for the Ward? <b>My priorities have always been increasing employment, education, safety and housing opportunities in my ward and the area.</b>  <b>As Alderman, I will continue to ensure that city services are being provided in the most fiscally efficient manner possible. Advocate for budget adjustments and advance the use of technology whenever possible to improve and innovate</b>
110.	ESSAY	How will you work with community groups and residents on City matters? <b>All citizens should have a voice in city policy. I will continue to ensure that the residents of the 20<sup>th</sup> Ward voices are heard.</b>