

BACKGROUND APPLICANT INVESTIGATION SUMMARY

APPLICANT: ALLEN TOMAS JAMES

INTRODUCTION

Mr. James is a 28 year old white male who is currently unemployed. Mr. James was born and raised in Houston, Harris County, Texas. He is single and lives with [REDACTED]

MARITAL/FAMILY STATUS

Mr. James is single. He currently resides with his [REDACTED] at [REDACTED]. Mr. James advised that [REDACTED] is deceased.

MILITARY HISTORY

None

EDUCATION

Mr. James graduated June 2000 from Mirabeau B. Lamar High School in Houston, Harris County and attended the University of Houston Downtown where he graduated December 15, 2008 with a Bachelor of Science degree in Criminal Justice. Mr. James graduated from the Houston Community College Basic Peace Officer Academy in February 2010. He holds a Basic Peace Officers License with the Texas Commission on Law Enforcement Officers Standards and Education.

CRIMINAL HISTORY

None

DRIVERS LICENSE RECORD

Ms. James holds a valid Texas Drivers License and he has no entries on his Texas driving record. Mr. James has no outstanding warrants or pending charges.

CREDIT HISTORY

Mr. James [REDACTED] on his credit accounts.

WORK HISTORY

Mr. James has had only one job, 5 years ago as a part time employee with Hollywood Video. I was unable to check his past work record as Hollywood Video is out of business.

INTERVIEW BOARD RESULTS

On July 20, 2010, Mr. James went before an agency interview board chaired by Chief J.C. Mosier. Other members of the board were Captain D. McAdams, Sgt. Kevin Williams and Deputy David Lawrenz. The results of the interview revealed that all members felt that Mr. James was very immature for his age, due to his manner and response to questions presented him. The board felt that Mr. James was unable to properly respond to questions by reasoning them through first.

The average interview score given to Mr. James was 66 out of 100. The 66 score was rated as "Poor" on the agency's Review Board Rating Sheet.

HARRIS COUNTY CONSTABLE PRECINCT
JACK F. ABERCIA, CONSTABLE
REVIEW BOARD REPORT

APPLICANT'S NAME: ALLEN TOMAS JAMES DATE: JULY 20, 2010
POSITION: Deputy BOARD MEMBER: Duane McAdams

EVALUATION CATEGORIES:

GENERAL QUALIFICATIONS: Consider the applicant's past experience, education, knowledge of Texas Laws, handwriting, and training as it relates to successful performance of the position sought.

Holds B.S. degree from U of H Dannon Scored 80 on
TOLBE exam

GENERAL APPEARANCE: Consider the applicant's physical appearance, neatness of self, poise, posture, and other characteristics, which suggests good bearing in position sought.

neatly dressed, well groomed,

ANALYTICAL: Consider the applicant's ability to think through a question and organize replies; to develop ideas, to reach logical conclusions and give support to stand taken.

applicant seems to try giving test book answers to questions
Lack of real life situations wherein answers.

JUDGEMENT: Is reasoning careful, sound, logical and seasoned? Note indications of superficial thinking or of uncertainty, flightiness and haziness. Are convictions solidly founded and supported?

Is immature; has no direction in life - no ambition
in establishment of life self in life.

ABILITY TO WORK WITH OTHERS: Consider attitude toward police work. Note ability to establish friendly relations with board members. Note presence of likable qualities; easy manners, interest, and politeness.

applicant demonstrates he has no idea of what he wants in life
23 years old and no job in 5 years. During questioning firearms
showed to be his biggest interest; made application with
numerous police agencies with no success. (over)

OVERALL EVALUATION:

0 55 60 65 70 75 80 85 90 95 100
| | | | | | | | | | |
NOT QUALIFIED POOR FAIR GOOD VERY GOOD EXCELLENT

(Use Back For Additional Comments)

Captain Duane McAdams

HARRIS COUNTY CONSTABLE PRECINCT 14E
JACK F. ABERCIA, CONSTABLE
REVIEW BOARD REPORT

APPLICANT'S NAME: ALLEN TOMAS JAMES DATE: JULY 20, 2010
POSITION: Deputy BOARD MEMBER: Kevin Williams

EVALUATION CATEGORIES:

GENERAL QUALIFICATIONS: Consider the applicant's past experience, education, knowledge of Texas Laws, handwriting, and training as it relates to successful performance of the position sought.

Lamar High School, U of H Downtown graduate,
Houston Community College Academy

GENERAL APPEARANCE: Consider the applicant's physical appearance, neatness of self, poise, posture, and other characteristics, which suggests good bearing in position sought.

Dark suit, white dress shirt, dress shoes.

ANALYTICAL: Consider the applicant's ability to think through a question and organize replies; to develop ideas, to reach logical conclusions and give support to stand taken.

Scenario #1 - Mayors' daughter drinking & driving.
Go to jail, no exceptions. Wrong answer.

JUDGEMENT: Is reasoning careful, sound, logical and seasoned? Note indications of superficial thinking or of uncertainty, flightiness and haziness. Are convictions solidly founded and supported?

Very immature, no ambition, no direction in
life. 28 years old, lives at home with [REDACTED]
[REDACTED]. Not had a job in 5 years.

ABILITY TO WORK WITH OTHERS: Consider attitude toward police work. Note ability to establish friendly relations with board members. Note presence of likable qualities; easy manners, interest, and politeness.

Applied at approx. 20+ agencies. Denied for
various reasons from failing polygraph to failing
oral boards.

OVERALL EVALUATION:

0 55 60 65 70 75 80 85 90 95 100
NOT QUALIFIED POOR FAIR GOOD VERY GOOD EXCELLENT

(Use Back For Additional Comments)

HARRIS COUNTY CONSTABLE PRECINCT
JACK F. ABERCIA, CONSTABLE
REVIEW BOARD REPORT

APPLICANT'S NAME: Allen Thomas James DATE: July 20, 2010
POSITION: Deputy BOARD MEMBER: J.C. Mosier

EVALUATION CATEGORIES:

15 GENERAL QUALIFICATIONS: Consider the applicant's past experience, education, knowledge of Texas Laws, handwriting, and training as it relates to successful performance of the position sought.

28 yrs of AGE
Born Houston - Lamar High - U of H - grad.
H.C.C. grad for TOLBOSE license -
Worked Hollywood Video till 2005 has not
had a job in 5 yrs. [REDACTED] help him [REDACTED]

17 GENERAL APPEARANCE: Consider the applicant's physical appearance, neatness of self, poise, posture, and other characteristics, which suggests good bearing in position sought.

VERY NEAT, CLEAN, SUIT & TIE, RELAXED
NOT NERVOUS, TALKATIVE

13 ANALYTICAL: Consider the applicant's ability to think through a question and organize replies; to develop ideas, to reach logical conclusions and give support to stand taken.

SCENARIO #1 - DWI CELEBRITY - NOT GOOD
~~SCENARIO #2 -~~

16 says he is very proficient with guns - HAS A CARRY PERMIT

JUDGEMENT: Is reasoning careful, sound, logical and seasoned? Note indications of superficial thinking or of uncertainty, flightiness and haziness. Are convictions solidly founded and supported?

Best thing about LAW ENFORCEMENT - helping
Worst " " " " - dealing w/ Negative People
Best character trait for officer - Integrity

13 ABILITY TO WORK WITH OTHERS: Consider attitude toward police work. Note ability to establish friendly relations with board members. Note presence of likable qualities; easy manners, interest, and politeness.

Has been rejected by 8 agencies - doesn't know
why.. says he is to "happy go lucky" and doesn't
interview well... A LITTLE "SPACEY" PERSONALITY
Has 7 other applications pending from '09 & '10

OVERALL EVALUATION:

0 55 60 65 70 75 80 85 90 95 100
NOT QUALIFIED POOR FAIR GOOD VERY GOOD EXCELLENT

VERY IMMATURE!
(Use Back For Additional Comments)

SAYS he JUST DOESN'T KNOW
WHAT TO DO WITH HIS LIFE

J. Mosier

HARRIS COUNTY CONSTABLE PRECINCT
JACK F. ABERCIA, CONSTABLE
REVIEW BOARD REPORT

APPLICANT'S NAME: ALLEN TOMAS JAMES DATE: JULY 20, 2010
POSITION: DEPUTY BOARD MEMBER: DEPUTY DAVID LAURENZ

EVALUATION CATEGORIES:

GENERAL QUALIFICATIONS: Consider the applicant's past experience, education, knowledge of Texas Laws, handwriting, and training as it relates to successful performance of the position sought.

13
COLLEGE DEGREE - BACHELOR OF SCIENCE - CRIMINAL JUSTICE
FROM UOFH DOWNTOWN. TCLEOSE FROM HCC

GENERAL APPEARANCE: Consider the applicant's physical appearance, neatness of self, poise, posture, and other characteristics, which suggests good bearing in position sought.

13
SUIT & TIE, POOR POSTURE, SLUMPED IN CHAIR, HAD
NO FOCUS ON HIS FUTURE. HAS NO GOALS
SET FOR HIMSELF. SPOKE VERY QUICKLY

ANALYTICAL: Consider the applicant's ability to think through a question and organize replies; to develop ideas, to reach logical conclusions and give support to stand taken.

12
QUICK TO RESPOND TO QUESTIONS WITHOUT THINKING
THEM THROUGH. BECAME DEFENSIVE DURING
SESSION. POOR RESPONSE TO A QUESTION ON
ARRESTING MAYOR'S DAUGHTER

JUDGEMENT: Is reasoning careful, sound, logical and seasoned? Note indications of superficial thinking or of uncertainty, flightiness and haziness. Are convictions solidly founded and supported?

12
SUBJECT IS A GUN FANATIC, ALMOST TO THE POINT
OF OBSESSION WHEN ASKED ABOUT WEAPONS.

ABILITY TO WORK WITH OTHERS: Consider attitude toward police work. Note ability to establish friendly relations with board members. Note presence of likable qualities; easy manners, interest, and politeness.

12
DID NOT TRY TO ESTABLISH A REPUTE WITH THE
BOARD. HE IS VERY IMMATURE IN HIS ACTIONS AND
THINKING. HE WOULD BE A LIABILITY NOT AN ASSET
TO THE DEPARTMENT

OVERALL EVALUATION:

62
0 55 60 65 70 75 80 85 90 95 100
NOT QUALIFIED POOR FAIR GOOD VERY GOOD EXCELLENT

(Use Back For Additional Comments)

Deputy David Laurenz