

DECISION POINT #1:

A: Do the process in-house

B: Hire an outside firm to assist with process

- ~~Use the same basic process as before, with possible revisions (see below)~~
 - ~~Go back to original pool~~
 - ~~Restart with new pool~~
 - ~~Keeping original pool and soliciting additional applications~~
- ~~Hire a third party recruitment firm to work with Board to recruit applicants~~
- ~~Something else~~

IF SAME PROCESS, THEN...

Process for Restarting Independent Police Monitor Hiring Process with Minor Revisions

What	Who	Decision Points/ Discussion/Notes	Timeline
Repost Job Advertisement	HR post to NEOGOV and send to agreed-upon list of job sites. PCOB members send to their networks and assigned community organizations.	Q: Existing pool of applicants to remain in pool for consideration without resubmitting application? Q: only the existing applicants? If yes, supplementary application questions remain the same on new application. If you would like to revise the application questions, for consistency all applicants should submit new applications.	
Score Supplementary Essay Questions	Executive Committee	Q: Will the Executive Committee score these questions?	
Review Oral Board Questions and Create Scoring Rubric		Q: Revise the Oral Board questions? If so, will revision be done by the full Board, Executive Subcommittee, a new subcommittee? Q: Score and rank candidates with rubric that will put every candidate in a rank based on this step? If so, create a scoring rubric for the Oral Board Questions using the benchmarks.	

Choose Oral Board Panel		Q: Same group of Board members? Ask Michael Gennaco to participate or send a designee to participate again?	
Oral Board Interviews	Oral Board	Q: Instruct Oral Board to bring forth top 4-6 candidates?	
Review Oral Board Interviews of Finalists	Board		
Finalist Community Organization Panel Interviews	Representatives from the NAACP, UNIDOS, and Foundation for Black Women's Wellness	Q: Use the same interview questions?	
Release Recordings to Community	PCOB members send to their networks and assigned community organizations.		
Review Finalist Full Board Questions		Q: Revise finalist interview questions? If so, will revision be done by the full Board, Executive Subcommittee, a new subcommittee?	
Finalist Full Board Interviews	Board		
Offer Extended			