From: Gregory Gelembiuk
To: Police Civilian Oversight Board
Subject: Independent Monitor recruitment
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Dear Police Civilian Oversight Board members,

I am writing to share a few thoughts on the hiring of an Independent Monitor (IM), in case the information might be helpful. I served on the MPD Policy & Procedure Review Ad Hoc Committee and have corresponded with civilian police oversight professionals in a few different cities.

As someone noted to me (in the context of a search for an IM), finding a good IM is like a unicorn. There are relatively few people doing this work who are available. So a successful search may require considerable effort, thought, and a bit of luck.

I'm sure you are probably already seeking input and advice from Brian Corr and others at NACOLE on how best to do the search, but if not, I would suggest tapping that excellent resource. And of course, it would make sense to advertise through the NACOLE network.

Boulder, CO utilized a recruiter to seek the best talent nationally, when they hired their first IM last year. Specifically, Boulder used Heather Gantz of Novak Consulting (hgantz@thenovakconsultinggroup.com), a Colorado firm. Gantz worked with HR managers at City of Boulder. Using such an executive recruiter might potentially be helpful.

Boulder spent three months recruiting. Then, out of the applicant pool, eight individuals were chosen, then that was narrowed to two. Finalists were interviewed by multiple panels, then finally in a virtual town hall, to which community members could submit questions.

Boulder ended up hiring Joe Lipari (here's the virtual town hall Q & A with him). I think Joe was a great choice. Here is a link to his resume and the cover letter he provided Boulder, just to give you a sense of what a really good candidate might look like. I'll also note that Joe is thinking of, at some point, setting up a consulting firm to help cities seeking to set up civilian oversight mechanisms. He may have some useful advice on recruiting a good IM. Walter Katz is another police oversight professional I spoke and corresponded with, who also might be able to provide helpful advice on recruiting.

Regards,

Dr. Gregory Gelembiuk