

City of Madison Police Civilian Oversight Board (PCOB)
Independent Police Monitor Interview, Recruitment Process & Proposed Timeline

1. Supplemental Essay Question Review Panel | Deadline: August 20th
2. Virtual Interview #1: Oral Board Panel | Week of August 30th
3. Virtual Interview #2: PCOB Panel | Week of September 6th
4. Virtual Interview #3: Finalist Panel w/Community Representation | Week of September 6th
5. Final Decision: Week of September 13th

Supplemental Essay Question Review Panel | Deadline: August 20th

Candidates	Advanced from Human Resources
Process	1. Independent on-line review & scoring 2. Debrief meeting (Closed Session)
Information Sharing	Application and essay responses to be share with panelists only
Preparation	Panelists to attend training regarding on-line process
Materials	Interview Questions
Advancement Criteria	Score of 50% or more – advance to Virtual Interview #1: Oral Board
Panelists	Keetra, Shadaya, Isadora and Maia

Virtual Interview #1: Oral Board Panel | Week of August 30th

Candidates	Scoring 50% or more on Supplemental Essay Questions
Process	1. Closed, virtual interview 2. Debrief meeting (Closed Session)
Information Sharing	Panelists Only
Preparation	Panelists to attend training prior to 1 st Oral Interview
Materials	Interview Questions
Advancement Decision	Pass/Fail, determined by Oral Board
Panelists	1. PCOB Member 2. PCOB Member 3. Representative from Police Oversight Community (Recommended) 4. TBD 5. TBD

Virtual Interview #2: PCOB Panel | Week of September 6th

Candidates	Scoring 50% or more on Supplemental Essay Questions – or – Advanced by Oral Board (Pass)
Process	1. Closed, virtual interview 2. Debrief meeting (Closed Session)
Information Sharing	Panelists Only
Preparation	N/A
Materials	Interview Questions
Advancement Decision	None
Panel	PCOB

Virtual Interview #3: Finalist Panel w/Community Representation | Week of September 6th

Candidates	Advanced by Oral Board (Pass)
Process	1. Open, virtual interview 2. Debrief meeting (Closed Session)
Information Sharing	TBD
Materials	Interview Questions
Advancement Decision	None
Panelists	1. PCOB Member 2. PCOB Member 3. TBD 4. TBD 5. TBD

Final Decision: PCOB Executive Subcommittee | Week of September 13th

Process	Virtual Meeting (Closed Session)
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