

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

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

**Supplemental Essay Question Review Panel | Deadline: August 20<sup>th</sup>**

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, Shadayra, Isadora and Maia

**Virtual Interview #1: Oral Board Panel | Week of August 30<sup>th</sup>**

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 <sup>st</sup> Oral Interview
Materials	Interview Questions
Advancement Decision	Pass/Fail, determined by Oral Board
Panelists	<ol style="list-style-type: none"> <li>1. PCOB Member</li> <li>2. PCOB Member</li> <li>3. Representative from Police Oversight Community (Recommended)</li> <li>4. TBD</li> <li>5. TBD</li> </ol>

**Virtual Interview #2: PCOB Panel | Week of September 6<sup>th</sup>**

Candidates	<b>Scoring 50% or more on Supplemental Essay Questions – or – Advanced by Oral Board (Pass)</b>
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 6<sup>th</sup>**

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	<ol style="list-style-type: none"> <li>1. PCOB Member</li> <li>2. PCOB Member</li> <li>3. TBD</li> <li>4. TBD</li> <li>5. TBD</li> </ol>

**Final Decision: PCOB Executive Subcommittee | Week of September 13<sup>th</sup>**

Process	Virtual Meeting (Closed Session)
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