

City of Madison Police Civilian Oversight Board (PCOB)
Independent Police Monitor Interview, Recruitment Process & Proposed Timeline | Draft #3

Job Posting Deadline: Sunday, August 1st | Extended: Monday, August 16th at 11:59 pm

1. Supplemental Essay Question Review Panel | Deadline: **September 2, 2021**
2. Evaluation: Oral Board Panel | **Approx. 1 – 2 weeks after Step #1**
3. Virtual Interview #1: PCOB Panel | **Approx. 1 – 2 weeks after Step #2**
4. Virtual Interview #2: Finalist Panel w/Community Representation | **Approx. 1 – 2 weeks after Step #3**
5. Final Decision: **Approx. 1 week after Step #4**

Supplemental Essay Question Review Panel | Deadline: September 2, 2021

Candidates	Advanced from Human Resources – 30 total, 14 met minimum
Process	1. Independent on-line review & scoring Next Step: Schedule Debrief meeting (Closed Session)
Information Sharing	Application and essay responses to be shared with panelists only
Preparation	Panelists to attend training regarding on-line process
Materials	Responses to supplemental essay questions
Advancement Criteria	Score of 50% or more – advance to Examination Process: Oral Board
Panelists: <small>Executive Subcommittee members excluding those involved in writing supplemental essay questions.</small>	1. Keetra – Yes 2. Shadayra - Yes 3. Isadora - Yes 4. Maia – Yes

Examination Process: Oral Board Panel

Candidates	Scoring 50% or more on Supplemental Essay Questions
Process	1. Closed, virtual interview 2. Debrief meeting (Closed Session)
Information Sharing	Oral Board Panelists Only
Preparation	Panelists to attend training prior to 1 st Oral Interview
Materials	Next Step: Write Interview Questions (Closed Session) – HR to provide 5 standard questions (w/benchmarks). <u>Five additional questions and benchmarks re: position (i.e., technical, supervision and investigation) to be developed by 5 individuals who are not on the Oral Board Panel and not involved in developing or scoring supplemental essay questions.</u>
Advancement Decision	Pass/Fail, determined by Oral Board (5) Authors of Questions: 1. Ankita 2. Rachel 3. Yesenia 4. Sheray 5. Keith 6. Camme (NACOLE) 7. Julie (HR) <i>Lists revised, due to actions taken during August 19th Exec. Subcommittee Mtg.</i> Oral Board Panel: 1. Anthony 2. Ananda Joshua 3. Jackie 4. Mike Gennaco (or designee)

Virtual Interview #1: PCOB Panel

Candidates	Advanced by Oral Board (Pass)
Process	1. Closed, virtual interview 2. Debrief meeting (Closed Session), Recording to be shared after process is complete but before hiring decision is made.
Information Sharing	PCOB Panelists Only
Preparation	Sequencing and assignment of interview questions
Materials	Next Step: Executive Subcommittee to Write Interview Questions
Advancement Decision	None
Panel	Full PCOB

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Virtual Interview #2: Finalist Panel w/Community Representation

Candidates	Advanced by Oral Board (Pass)
Process	1. Closed, virtual interview 2. Debrief meeting (Closed Session)
Information Sharing	TBD
Materials	PCOB Executive Subcommittee members to synthesize and select questions, offered by community orgs.
Advancement Decision	None
Question Authors	Include Leaders of community organizations or their representatives Request interview questions from organizations to be considered. Executive Subcommittee to synthesize and select final interview questions.
Panelists	1. Keetra 2. Shadayra Next Step: Invite representatives from community organizations.
Lottery Drawing during September 2 nd PCOB Meeting	Mental Health Rep - Anesis - Foundation for Black Women's Wellness
Lottery Drawing during September 2 nd PCOB Meeting	Overpoliced Youth - Freedom Inc. - UNIDOS - Voices De La Frontera - Indigenous Collective - Ho Chunk Nation
Lottery Drawing during September 2 nd PCOB Meeting	Criminal Justice – ex-offenders - Urban League: Tom Brown - NAACP - Voices De La Frontera

Final Hiring Decision: Full PCOB

Process	PCOB Virtual Meeting (Closed Session)
Information Sharing	All materials for finalists to be shared with all members of the PCOB, for review, #2 prior to final decision being made.
Panelists	Full PCOB