

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

Job Posting Deadline: ~~Sunday, August 1st~~ | Deadline 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, 15 met minimum
Process	1. Independent on-line review & scoring
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>	<ol style="list-style-type: none">1. Keetra – Yes2. Shadayra - Yes3. Isadora - Yes4. Maia – Yes

Examination Process: Oral Board Panel – **October 6, 8, & 18**

Candidates	Scoring 50% or more on Supplemental Essay Questions
Process	1. Closed, virtual interview
Information Sharing	Oral Board Panelists Only 11 Candidates
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:	Oral Board Panel:
1. Ankita	1. Anthony
2. Rachel	2. Ananda
3. Yesenia	3. Joshua
4. Sheray	4. Jackie
5. Keith	5. Mike Gennaco (or designee)
6. Camme (NACOLE)	
7. Julie (HR)	

Virtual Interview #1: PCOB Panel | **November 4, 2021 – Thursday 5:00 pm**

Candidates	Advanced by Oral Board (Pass) Top 2-3 Finalists
Process	1. Closed, virtual interview - 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 & Benchmarks October 13th 10:00 – 12:00 pm AGENDA <ol style="list-style-type: none">1. Executive subcommittee to write & finalize interview questions and benchmarks during October 13 exec subcommittee meeting

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

2. Karen to collect recycled questions from Keith to share with Exec. Subcommittee
 3. Full PCOB to interview finalists during November 4th PCOB meeting
- **PCOB Panel Interviews**
 - **Outreach to Community Organizations**
 - **Community Interview Panel & Questions**

Advancement Decision Panel None
Full PCOB

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 Question Authors None
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 to participate:
Karen to draft talking points to ensure consistent communications with representatives from community organizations.

Goals of talking points:

1. Background – update on progress to date
2. Clarification introduction to their PCOB liaison(s)
3. Request for support: (a) help with question (submission of drafts – clarify that final questions will be determined by PCOB Exec. Subcommittee) and (b) availability for community panel discussion

Lottery Drawing during September 2nd PCOB Meeting

Mental Health Rep

- Anesis
- **Foundation for Black Women's Wellness - pick**

Overpoliced Youth

- Freedom Inc.
- **UNIDOS - pick**
- Voices De La Frontera
- Indigenous Collective
- Ho Chunk Nation

Lottery Drawing during September 2nd PCOB Meeting

Criminal Justice – ex-offenders

- Urban League: Tom Brown
- **NAACP - picked**
- Voices De La Frontera

Lottery Drawing during September 2nd PCOB Meeting

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, #2prior to final decision being made.
Panelists Full PCOB