Recommendations for a Community-Driven Sheriff Selection Process

The Citizen Oversight Board (COB) proposes the following ideas for a community-driven process for the selection of the next Denver Sheriff. These recommendations and resources are intended as a basis for discussion. A truly robust process would include input from the participants on the process itself.

**STAGE I: CONVENING A SELECTION COMMITTEE**

A Selection Committee composed of stakeholders could be convened, including City Council, the Office of the Independent Monitor, the Fraternal Order of Police, the Teamsters Local 17, the Denver Sheriff’s Union, the Citizen Oversight Board, and the Sheriff Advisory Board. In addition, community and advocacy organizations could be included. Such organizations might include, but are not limited to, the Greater Metro Denver Ministerial Alliance, Together Colorado, Denver Justice Project, the National Association for the Advancement of Colored People, and the American Civil Liberties Union.

The Selection Committee would detail its timeline and processes and make that information publicly available. The tasks of the Selection Committee might include drafting a job description and qualifications, selecting candidates, conducting interviews, and forwarding a suite of candidate recommendations to the Mayor.

**STAGE II: INFORMATION GATHERING**

A series of public talkbacks could occur, where participants would express their preferences for the qualifications and qualities they’d like to see in the new Sheriff provoking conversation and public engagement. Feedback could be used to inform the job description, as well as to create a questionnaire for initial interviews. The Selection Committee would work with the City Attorney to understand any legal requirements.

**STAGE III: COMMUNITY FEEDBACK**

After the application window closes, the Selection Committee could begin the interview and evaluation process. Any number of candidates could be invited to ‘Round 1’ interviews, completed via written questionnaire. ‘Round 2’ interviews could be conducted via video, which would be made available to the public for feedback. After ‘Round 2’, the Selection Committee would forward candidates to the Mayor for his consideration.
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RESOURCES

The following links illustrate the processes used in other jurisdictions. Please note: these processes are often for the selection of a police chief, not a sheriff, as many communities elect their sheriffs.

https://www.wspmn.gov/AgendaCenter/ViewFile/Item/8380?fileID=14776


https://stories.opengov.com/cityofvallejo/published/VS-jr-RQv