

## Applying to Join the Citizen Oversight Board

### **Purpose:**

The [Citizen Oversight Board](#) (COB) is an essential part of Denver's independent system of civilian oversight of law enforcement. It is responsible for 1) ensuring that the [Office of the Independent Monitor](#) (OIM) effectively monitors the discipline process for the City's uniformed law enforcement personnel; 2) selecting and managing the head of that office; and 3) issuing recommendations on a wide variety of public safety issues. As part of its work, the COB also furnishes an annual report to the Mayor and City Council and regularly engages with the community.

### **Membership:**

The COB is composed of nine Board members who are appointed to four-year terms and can only be removed for cause. Four members are appointed by the Mayor, four are appointed by City Council, and one is jointly appointed by both the Mayor and City Council. In the event that a Board member resigns or is removed prior to the conclusion of their term, an appointment will be made for the remainder of the existing term. Members may seek re-appointment and are not term-limited.

### **Meetings:**

The Citizen Oversight Board typically meets twice monthly (in 2025, the 2<sup>nd</sup> and 4<sup>th</sup> Fridays of each month) from 10 a.m. to 12 p.m. (noon). The majority of meetings can be attended virtually but members are expected to attend occasional in-person meetings downtown and in community venues across the city.

### **Compensation:**

In recognition of the time and energy required to effectively serve on this Board, Members receive a stipend of \$100 per meeting attended. Members are also eligible for reimbursement of expenses related to the Board's work.

### **Required Qualifications:**

- Candidates **must** be a resident of the City and County of Denver.
- Candidates **cannot** be an employee or elected officer of the City and County of Denver.
- Candidates and members of their immediate family **cannot** have ever been employed by the Denver police, sheriff, or fire departments.
- Candidates **cannot** have immediate family members or romantic partners who currently work as a member of Denver's public safety/law enforcement community, including the Denver District Attorney's office.

### **Desired Qualifications:**

- Cares deeply about improving public safety systems in Denver
- Possesses the capacity to thoughtfully and reasonably consider views from various stakeholders
- Is willing and able to commit to attending regular COB meetings and executing additional responsibilities outside of meeting hours (a minimum of 6 hours/month)
- Represents the diverse communities of Denver (to include: geography, race/ethnicity, culture, professional background, life experience)
- Has recent community involvement, ideally related to public safety and the justice system
- Understands how Denver's local government works

COB Mission Statement: To foster change towards cooperative, just, and accountable relationships between Denver's community and law enforcement.

**Application Process:**

You may submit an application to be considered for appointment to the COB at any time, even if there is not currently a vacancy. Your application will be reviewed when the next vacancy occurs. To apply, please complete one or both of the online application forms linked below, including a CV/resume **AND** a cover letter describing your interest in this Board and any relevant experience:

[Mayor's Office](#) | [City Council](#)

Please note: The Mayor's Office and City Council have separate application forms and appointment processes. To be considered for vacancies filled by either entity, please submit applications to both.

If you have questions about the appointment process, please email the relevant contact listed on the application page. If you have questions about the Board and its work, please email [COB@denvergov.org](mailto:COB@denvergov.org).