

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 creates an annual report and sends it to the Mayor and City Council.

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 2nd and 4th 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. There are also regular opportunities for Board members to participate in committee meetings and community events that occur at varying times, including evenings or weekends.

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 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)
- Is involved in their community
- 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:

In order to be considered for an appointment to the Board, please complete the appropriate online application form linked below. Please note that the Mayor's Office and City Council have separate application forms and appointment processes, and that they only accept applications when there is a vacancy.

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

If you have questions about the Board and its work, or if you are interested in serving on the Board and would like to be directly notified of future vacancies, please email COB@denvergov.org.

If you have questions about the appointment process, please email the relevant contact listed on the application pages from the Mayor's Office or City Council.