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Office of Police Oversight Monitor (OPOM) Director Recruitment

Recruitment Timeline and Community Outreach

May 16, 2023

Dianna Giordano, Director of Human Resources

Valerie Washington, Assistant City Manager

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OPOM Background

- Established in February 2020 by City Code Art. 2, § 2-27
- Provides oversight & accountability of the City of Fort Worth Police Department
- Serves as a proactive leader in law enforcement accountability and the community it serves
- Tasks include finding ways to enhance community relationships and build trust through community engagement

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Recruitment Strategy

- January 2023 - Raftelis Firm selected to oversee the search & recruitment process
- January/February 2023 - Search & Recruitment Methodology developed
- March 2023 – Discovery meetings, candidate profile development, recruitment plan and brochure posted as open until filled
- April 2023 – Search firm initial review of applicants & candidate review meetings
- May 2023 – 114 applicants were received; Raftelis assisted the City Management team with reviewing applicants to select semifinalists

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Recruitment Next Steps & Timeline

- May 19th – Semi-finalists panel interviews
- May 31st – Finalists meet with Stakeholders/ Dinner/ and Public Engagement Forum
- June 1st – Finalists panel interviews

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Recruitment Next Steps & Timeline

Meet & Greet with OPOM Staff

- Date/Time: May 31, 2023; 2:30 p.m. to 3:30 p.m.
- Location: Future City Hall, 100 Energy Way, Fort Worth, Texas 76102

Meet & Greet with Mayor, City Council & City Management

- Date/Time: May 31, 2023; 4:00 p.m. to 5:00 p.m.
- Location: Future City Hall, 100 Energy Way, Fort Worth, Texas 76102

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Dinner Engagement with Finalists

Dinner Hosted by Greater Friendship Missionary Baptist Church and North Texas Community Foundation

- Date/Time: May 31, 2023; 5:30 p.m. to 6:30 p.m.
- Location: 2001 Bonnie Brae Ave, Fort Worth, Texas 76111

Participants will include Fort Worth Police Executive Leadership, Members of the City Manager's Office and the Coalition of Unity & Justice Members

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Coalition of Unity & Justice Members

Organization	Representative
Arborlawn United Methodist Church	Chris Mesa, Senior Pastor
Bread Fellowship of Fort Worth	Charles Foster Johnson, Pastor
Broadway Baptist Church	Ryon Price, Senior Pastor
Community Frontline	Dante Williams, President
Community Frontline	Quinton Phillips, Unit Organizer
Como First Missionary Baptist Church	Kenneth Jones, Senior Pastor
DEI Consultants, LLC	Estrus Tucker, President
Eastside Ministries	Denise Blakely, Executive Director
Enough is Enough	Nysse Nelson, Vice President
First Saint John Cathedral	Kenneth Spears, Bishop
Greater Friendship Missionary Baptist Church	Parish Lowery, Pastor
Greater St. Stephen First Church	Michael Bell, Senior Pastor
Juneteenth Museum	Opal Lee, Founder
M68 Project	Zac Thompson, Co-Founder
Mount Olive Missionary Baptist Church	William Timothy Glynn, Pastor
North Texas Community Foundation	Lindy Calzada, Community Impact Programs Coordinator
North Texas Community Foundation	Rose Bradshaw, President & CEO
Potter's House Fort Worth	Patrick Winfield, Pastor
Potter's House Fort Worth	Julio Hobaish, Executive Pastor
Rising Star Baptist Church	Ralph Emerson, Pastor
The Sable Group	Jarred Howard, President
United Fort Worth	Pamela Young, Community Organizer

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Open Public Forum

- Public is welcome to attend
- Date/Time: May 31, 2023; 7:00 p.m. to 9:00 p.m.
- Location: Como Community Center, 4660 Horne St, Fort Worth, Texas 76107
- Moderator will ask questions to finalists submitted by the public
- Forum will be broadcast live on cable, FWTV, Facebook, and YouTube
- Candidate short biographies and pictures will be provided at day of event
- Comment cards and QR code will be available for feedback
 - An electronic comment card option will be shared on the Office of the Police Oversight Monitor Department Website

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Community Outreach

- Office of the Police Oversight Monitor Department Website
 - Finalists short biographies
 - Submission button for questions and comments
- Communications and Public Engagement Department outreach
 - Neighborhood Associations,
 - Home Owner Associations, and
 - Community organizations
 - Updates on process and respond to media inquiries

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Community Outreach

- Promotion of Public Forum in various outlets
 - City News, Nextdoor, Facebook, Twitter, Community Engagement Weekly and Faith-based Bulletin
- Public Forum Question submission –
 - Open to the public through May 29th on City of Fort Worth's Office of the Police Oversight Monitor website
 - <https://www.fortworthtexas.gov/departments/opom>

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Next Steps & Timeline

- Confidentiality and Public Information
 - No information will be released publicly before the City and the final candidates mutually agree to the date and time of the release of any such information
- June 1 – Start of Finalists Panel Interviews
 - Fort Worth will empanel two interview groups
- City Manager is the hiring authority and will affirm the candidate selected

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Questions?