

City & County of Denver Department of Safety



DENVER FIRE FIGHTERS.



2005 Annual Recruitment Report

Deputy Sheriff * Firefighter * Police Officer

www.denvergov.org/recruit

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Executive Summary

This report will provide an overview of the 2005 recruitment program for Denver Sheriff, Fire, and Police Department sworn personnel. The contents of this report summarize recruitment staff, community outreach, employment marketing and advertising, interest forms, application summary, Census 2000, and budget considerations.

Those assigned to the Public Safety Recruitment Office are charged with year round recruitment activity. The recruitment office is normally staffed with uniformed recruitment representatives from the fire, sheriff, and police departments. In addition, recruitment assistance is provided through the cadet program along with two civilian personnel from the Department of Safety.

On a recruitment budget of approximately \$190,000 for 2005, which includes two full-time employee's and operating expenses the recruitment section lived within its' means. The recruitment section continued to incorporate modern day best recruitment practices and procedures to source qualified applicants.

The Sheriff, Fire, and Police Departments collectively received over 10,000 Interest Forms for 2005 with over 3,000 referrals to various employee group contacts. The referral process allows for employee groups to formally connect with potential applicants through applicant initiated communication. The employee groups that participated in this program were the Black Police Officers Organization, Latino Police Officers Organization, Police Protective Association, Fraternal Order of Police (Lodge 27 and 41), Denver Women's Police Officers Advisory Committee, Gay and Lesbian Police Officers Advisory Committee, Firefighters Inc. For Racial Equality, CO Black Professional Firefighters, Denver Women Firefighters, Black Sheriff Protective Association, and the Latin American Law Enforcement Association.

The 2005 application period remained open for most of the year for Denver Police and Denver Deputy Sheriff application. In 2005 the Denver Firefighter application period was closed. In summary for 2005, over 4,700 applications were submitted for Denver Deputy Sheriff and Police Officer employment. Applicants identified themselves as 9.79% Black, 19.20% Hispanic, 48.54% White, 1.6% Asian, 1.05% American Indian, 19.79% undeclared ethnic, 57.54% Male, 27.40% Female, and 5.46% undeclared gender.

Since the year 2000, over 23,000 people have applied to compete for uniformed police, fire, or sheriff positions with the City & County of Denver. Interest in the departments is derived from several sources. The most cited sources of recruitment activity include employee referrals, Internet resources, military bases, news ads, and independent research on the Denver safety agencies.

As reported by Denver Internet Services, the www.denvergov.org/recruit web-site continues to be one of the most visited on the entire denvergov network. On average, for 2005, on a daily basis over 400 people visit the recruitment web-site. The use of this

technology significantly enhances recruitment efforts and allows for improved applicant communication and data retrieval.

The recruitment web-site allows for 24-hour a day 7-day a week access to the latest recruitment information for the Denver safety agencies. Potential job seekers can explore *About Denver, Diversity Initiatives, Presentation Requests, Upcoming Events*, and various links to assist with career preparation. Several e-forms have been added to the recruitment site to facilitate communications while keeping costs to a minimum.

The following pages of this report outline the 2005 recruitment activity undertaken by the Public Safety Recruitment Office and several other uniformed volunteers from within each of the safety agencies.

Recruitment Staff

Assistant Chief Robert L. Davis, Jr., Firefighter Recruiter assigned to the Public Safety Recruitment Office from October 2002 through February 2004 and currently serving to assist recruitment efforts November 2005 to present. Chief Davis previously was assigned to the Operations Division and is an active member of the CO Black Professional Firefighters Association. **Technician Lewis Kelley, Firefighter Recruiter** has been assigned to the Public Safety Recruitment Office from February through December of 2005. Technician Kelley was previously assigned to Station 9 and is active as a track coach at George Washington High School.

Sergeant Darryle Brown, Deputy Sheriff Recruiter has been assigned to the Public Safety Recruitment Office since May of 2004 to the present. Sgt. Brown joined the Denver Sheriff Department in 1994. Sgt. Brown is a published writer for several local and national law enforcement magazines and is an active member of the Emergency Services Public Information Officers of Colorado, Toastmasters International and the Colorado Association of Black Journalists.

Detective Michael Lemmons, Police Recruiter was assigned police recruitment responsibilities May 2004 to the present. Detective Lemmons has been with the Denver Police Department since 1991. Detective Lemmons is a member of the Black Police Officers Organization and served as President of that organization for three terms. **Detective Sheri Bronson, Police Recruiter** was assigned police recruitment responsibilities January 2005 to the present. Detective Bronson specializes in the recruitment of lateral police officers from other jurisdictions. Lieutenant Harold Chatman and Sergeant Matt Murray served as police recruitment supervisors during 2005. Additional support for police recruitment duties comes from the *Volunteers in Policing Program* headed by Murray.

Public Safety Cadets Sherikera Heflin and Monica Zavala were assigned to the recruitment office in 2005. In addition to leading the Cadet Recruitment Program within Denver Public Schools, the Cadets worked on special projects and assisted the recruitment staff with day to day recruitment activity. Both Cadets have expressed desires to join the Denver Police Department upon completion of the Cadet Program

Diana Velez, Administrative Support Assistant has been assigned to the Public Safety Recruitment Office since November 2004 to the present. Prior to joining the recruitment office Diana worked at Denver Human Services in the Family & Children's Division from April of 2000 ending July of 2004 due to lay-off.

Don Ronyak, Department of Safety Human Resources Supervisor has been assigned to the Public Safety Recruitment Office since October of 1999. Don is a member of the *Society for Human Resource Management* and is certified as a *Senior Professional in Human Resources*. Don is an active member of the City and County of Denver Diversity Advisory Committee and is responsible to the Manager of Safety for managing the Department of Safety recruitment program.

Community Outreach

Community outreach at cultural celebrations, on campus, job centers, military bases and other forums has improved public communication and awareness of career opportunities in law enforcement and the fire service with the City & County of Denver. The diversity of recruitment events is an essential element of the Denver Public Safety recruitment outreach. A listing of the public venues for 2005 in which Police, Fire, and/or Sheriff Recruiters participated in is listed below.

Date	Event	Location	Time
January 5	PADF/Court Tour	By appointment only (Sgt. Brown at 720-913-3397)	10:30 a.m. - 12:00 p.m.
January 10	Heritage Center Job Fair	9495 E Florida	10:00 a.m. - 2:00 p.m.
January 17	MLK Jr. Celebration	Civic Center Park	10:00 a.m. - 1:00 p.m.
January 18	Mayor's Office of Workforce Development	Bear Valley	10:00 a.m. - 1:00 p.m.
January 19	County Jail Tour	By appointment only (Sgt. Brown at 720-913-3397)	8:30 a.m. - 10:00 a.m.
January 21	Career Day	Thomas Jefferson H.S.	8:00 a.m. - 10:30 a.m.
January 24	Deputy Sheriff Careers	Regis College	10:00 a.m. - 2:00 p.m.
January 25	Safety Careers Presentation	Westwood College	6:00 p.m. - 8:00 p.m.
January 27	Career Day	CU Boulder	9:00 a.m. - 3:00 p.m.
January 28	Career Day	Johnson and Wales College	11:30 a.m. - 2:00 p.m.
February 2	Career Day	Parks College	11:00 a.m. - 1:00 p.m.
February 2	PADF/Court Tour	By appointment only (Sgt. Brown at 720-913-3397)	10:30 a.m. - 12:00 p.m.
February 7	Fire Station Open House	Station 9, 4400 Brighton Blvd.	8:00 a.m. - 10:00 a.m.
February 8	Career Day	Red Rocks Community College	2:00 p.m. - 6:00 p.m.
February 9	Department of Defense Career Transition	CO Springs	12:00 p.m. - 5:00 p.m.
February 9	Mayor's Office of Workforce Development	Stapleton Center	10:30 a.m. - 12:30 p.m.
February 15	City Diversity Career Fair	Red Lion Hotel, Quebec Street	12:00 p.m. - 5:00 p.m.
February 16	Career Day	Regis University	10:00 a.m. -

			2:00 p.m.
February 18	Big XII Black Student Government Career Fair	C.U. Boulder	9:00 a.m. - 4:00 p.m.
February 22	Arapahoe Community College Info Booth	S. Sante Fe Dr.	10:00 a.m. - 2:00 p.m.
February 23	Deputy Sheriff Career Fair	Hidden Lake High School	8:00 a.m. - 2:00 p.m.
February 24	Criminal Justice Career Day	U.N.C. Greeley	10:00 a.m. - 3:00 p.m.
February 28	Adams State Career Day	Alamosa, CO	9:00 a.m. - 4:00 p.m.
March 1	Western State College Career Day	Gunnison, CO	10:00 a.m. - 2:00 p.m.
March 2	CSU Pueblo Career Day	Pueblo, CO	11:00 a.m. - 3:00 p.m.
March 3	Governor's Youth Job Hunt	CO Convention Center	1:00 a.m. - 5:00 p.m.
March 7	CC of Aurora	Student Center	9:00 a.m. - 1:00 p.m.
March 8	Arapahoe CC	Student Center	10:00 a.m. - 2:00 p.m.
March 9	Mesa State Job Fair	Grand Junction, CO	9:00 a.m. - 2:00 p.m.
March 9	Metro State Criminal Justice Career Day	Auraria Campus	9:00 a.m. - 3:00 p.m.
March 14	Fire Station 26 Open House	7045 E 38th St.	8:00 a.m. - 10:00 a.m.
March 14	CC of Aurora Sheriff Recruitment	Career Center	5:00 p.m. - 6:00 p.m.
March 16	Urban League Job Fair	Holiday Inn I-70 and Chambers	10:00 a.m. - 4:00 p.m.
March 18	Lincoln High School Career Fair	Denver	9:00 a.m. - 10:45 a.m.
March 21	Mayor's Office of Economic Development - Workforce Center	Speer Blvd.	10:00 a.m. - 12:30 p.m.
March 22	Channel 9 Jobline	Call-in show	5:30 a.m. - 7:00 a.m.
March 23	City Jail Tour	By appointment only (Contact Sgt. Brown at 720-913-3397)	10:30 a.m. - 12:30 p.m.
March 23	University of Wyoming Criminal Justice Career Day	Laramie, WY	10:00 a.m. - 2:00 p.m.
March 26	Expanding the Visions Conference	Auraria Campus	11:30 a.m. - 3:00 p.m.
March 29	Arapahoe CC Info Deputy Sheriff Booth	Student Center	10:00 a.m. - 2:00 p.m.
March 30	County Jail Tour	By appointment only (Contact Sgt.	8:30 a.m. -

		Brown at 720-913-3397)	9:30 a.m.
April 1	University of Colorado Job Fair	CO Springs	10:00 a.m. - 2:00 p.m.
April 2	Denver Police Academy Open House	8895 Montview	8:00 a.m. - 10:00 a.m.
April 6	Civil Service Open House	1570 Grove Street	4:00 p.m. - 7:00 p.m.
April 8, 9, 10	Salute to Law Enforcement Week	Westminster Mall	10:00 a.m. - 4:00 p.m.
April 11	Mayor's Office of Workforce Development	Quigg Newton	10:00 a.m. - 12:30 p.m.
April 12	Jobline 9	Public Safety Call-in Show	4:00 p.m. - 6:30 p.m.
April 12	Metro State Career Day	Auraria Campus	10:00 a.m. - 4:00 p.m.
April 13	CO College Sheriff Recruitment	CO Springs	10:00 a.m. - 2:00 p.m.
April 15	Sheriff Project Child Safe	Aurora	11:00 a.m. - 5:00 p.m.
April 18	Career Day	Pueblo Community College	10:00 a.m. - 2:00 p.m.
April 20	Career Day	University of Denver	1:00 p.m. - 4:00 p.m.
April 23	Firefighter Lewis Kelley	Red Rocks (athletic wear suggested)	8:00 a.m. - 10:00 a.m.
April 28	Career Day	Community College of Aurora	11:00 a.m. - 2:00 p.m.
April 28	Career Day	Trinidad State Junior College	9:00 a.m. - 2:00 p.m.
April 29	Safe City Youth Summit	Adams Mark Hotel	7:30 a.m. - 1:30 p.m.
April 30	LaRaza Conference	Auraria Campus	10:00 a.m. - 1:00 p.m.
April 30	Career Day	Friendship Baptist Church	8:00 a.m. - noon
May 4	Sheriff Info Booth	Front Range C.C.	10:00 a.m. - 1:00 p.m.
May 7	Denver Fire Academy Open House	5440 Roslyn	8:00 a.m. - 11:00 a.m.
May 7,8	Cinco DeMayo Celebration	Civic Center Park	10:00 a.m. - 4:00 p.m.
May 10	Job Fair	Invesco Field	10:00 a.m. - 5:00 p.m.
May 14	Million Family March	City Park	10:00 a.m. - 2:00 p.m.
May 16	Mayor's Office of Workforce	Bear Valley	10:00 a.m. -

	Development		12:30 p.m.
May 18	Lateral Police Officer Open House	Civil Service	2:00 p.m. - 3:00 p.m.
May 20	Emergency Services Job Fair	CO Springs City Auditorium	10:00 a.m. - 4:00 p.m.
May 21	Denver Police Academy Open House	8895 Montview	8:00 a.m. - 10:00 a.m.
May 21	City Park Festival	Denver City Park	11:00 a.m. - 5:00 p.m.
May 22	Women and Family Expo	Denver Merchandise Mart	Noon - 4:00 p.m.
May 23	AmeriSuites-Midtown, Police Recruitment	Albuquerque, NM	5:00 p.m. - 8:00 p.m.
May 24	Howard Johnson Inn, Police Recruitment	ElPaso, TX	5:00 p.m. - 8:00 p.m.
May 24	PADF/Court Services Tour	By appointment: Contact Sgt. Brown at (720) 913-3397	10:30 a.m. - 12:30 p.m.
May 24	Diversity Business Expo	Adams Mark	1:00 p.m. - 5:00 p.m.
May 26	Job Fair	Remington College	10:30 a.m. - 5:00 p.m.
May 26	Police Denver Rec. Center Recruitment	9200 W. Saratoga	4:00 p.m. - 6:00 p.m.
May 28	Fire Recruitment (Contact Lewis Kelley at (720) 913-3394)	Red Rocks Amphitheater	8:00 a.m. - 10:00 a.m.
May 31	Police Denver Rec. Center Recruitment	2525 S. Decatur	5:00 p.m. - 7:00 p.m.
June 4-5	Peoples Fair	Civic Center	Noon - 4:00 p.m.
June 8	Sheriff Court Services Tour	By appointment contact Sgt. Brown at 720-913-3397	10:30 a.m. - 12:30 p.m.
June 11	Safe Night	Hiawatha Davis Rec. Center	4:00 p.m. - 8:00 p.m.
June 11	Filipino Festival	Edgewater	11:00 a.m. - 4:00 p.m.
June 18	Central Park Festival	Montbello	3:00 p.m. - 8:00 p.m.
June 18	Police Recruitment Highland Street Fair	Denver	10:00 a.m. - 4:00 p.m.
June 19	Juneteenth Celebration	Five Points	11:00 a.m. - 5:00 p.m.
June 22	Civil Service Open House	1570 Grove Street	4:00 p.m. - 7:00 p.m.
June 23	Jail Tour	By appointment contact Sgt. Brown at 720-913-3397	8:30 a.m. - 10:00 a.m.
June 24	Hispanic Chamber of Commerce Bi-	Convention Center	10:00 a.m. -

	lingual Job Fair		5:00 p.m.
June 25	Low Rider Event	Mile High	11:00 a.m. - 4:00 p.m.
June 26	Pridefest	Civic Center	10:00 a.m. - 5:00 p.m.
June 28	Mayor's Office of Workforce Development	DIA	10:00 a.m. - 1:00 p.m.
July 9, 10	Denver Black Art Festival	23rd/Welton	10:00 a.m. - 4:00 p.m.
July 9	Denver Fire Academy Open House	5440 Roslyn	8:00 a.m. - 10:00 a.m.
July 12, 13	NAACP National Convention and Job Fair	Milwaukee, WI	10:00 a.m. - 4:00 p.m.
July 20	Job Fair	CO Convention Center	10:00 a.m. - 5:00 p.m.
July 23	COP Shop Opening	York Street	10:00 a.m. - 2:00 p.m.
July 27	Court/PADF Tour	By appointment: Contact Sgt. Brown (720) 913-3397	10:30 a.m. - 12:30 p.m.
July 30, 31	Dragon Boat Festival	Sloans Lake	10:00 a.m. - 5:00 p.m.
August 2	Diversity Career Expo	Red Lion, Quebec Street	Noon - 5:00 p.m.
August 3	Civil Service Open House	1570 Grove	4:00 p.m. - 7:00 p.m.
August 8	Mayor's Office of Workforce Development	DIA	10:00 a.m. - 2:00 p.m.
August 9	County Jail Tour	By appointment (contact Sgt. Brown (720) 913-3397)	10:30 a.m. - 12:30 p.m.
August 13	Police Recruitment	Hyatt Regency Dearborn, MI	8:00 a.m. - 7:00 p.m.
August 13	NAACP Community Event	TCF Bank at Quebec Square	11:00 a.m. - 2:00 p.m.
August 17	City Jail/Court Services Tour	By appointment (contact Sgt. Brown at (720) 913-3397)	8:00 a.m. - 10:00 a.m.
August 23	Mayor's Office of Workforce Development	DIA	10:00 a.m. - 2:00 p.m.
August 24	Sheriff Academy Open House	5440 Roslyn, Building 5	5:00 p.m. - 7:30 p.m.
August 27	Thomas Ministries Job Fair	28th and Madison	8:00 a.m. - Noon

August 27	Cultural Awareness Diversity Block Party	3401 Holly Street	10:00 a.m. - noon
August 30	Mayor's Office of Workforce Development	Bear Valley	10:00 a.m. - 2:00 p.m.
September 6	County Jail Tour	By appointment contact Sgt. Brown (720) 913-3397	8:00 a.m. - 10:00 a.m.
September 7	Transition Assistance Program: Sheriff	AF Academy, CO Springs	11:30 a.m. - 2:00 p.m.
September 10	Public Safety Fair	Grant Ranch	10:00 a.m. - 1:00 p.m.
September 10	Dia de la Mujeur Latina	Quigg Newton	8:00 a.m. - 2:00 p.m.
September 13	Career Fair	Heritage Center	10:00 a.m. - 2:00 p.m.
September 14	Career Day	Parks College	11:00 a.m. - 1:00 p.m.
September 17	DPD Academy Open House	8895 Montview	8:00 a.m. - 10:00 a.m.
September 19	Multi Cultural Diversity Career Fair	CU Boulder	5:00 p.m. - 8:30 p.m.
September 20	County Jail Tour	By appointment contact Sgt. Brown (720) 913-3397	8:00 a.m. - 10:00 a.m.
September 20	Career Forum	Denver Merchandise Mart	11:00 a.m. - 5:00 p.m.
September 21-23	Rocky Mountain Women Law Enforcement Conference	Denver Sheraton 4 Points	TBA on site
September 27	CU Denver Job Fair	Auraria Campus	10:00 a.m. - 3:00 p.m.
September 29	Mayor's Office of Workforce Development	Bear Valley	11:00 a.m. - 3:00 p.m.
September 30	Mayor's Office of Workforce Development	DIA	10:00 a.m. - 2:00 p.m.
October 5	Deputy Sheriff Job Fair	University of WY	10:00 a.m. - 2:00 p.m.
October 5	Career Day	Fort Lewis College	10:00 a.m. - 2:30 p.m.
October 5	Criminal Justice Job Fair	Remington College, CO Springs	10:00 a.m. - 4:00 p.m.
October 6	Job Fair	CO College, CO Springs	11:00 a.m. - 2:00 p.m.
October 7	Info Booth	Regis University	10:00 a.m. - 2:00 p.m.
October 8	Fire Station 9 Open House	4400 Brighton Blvd.	8:00 a.m. - 10:00 a.m.
October 12	Public Safety Careers Info Booth	CO Convention Center	10:00 a.m. - 2:00 p.m.

October 20	Job Fair	UC, CO Springs	11:00 a.m. - 4:00 p.m.
October 20	Career Day	Johnson and Wales College	9:00 a.m. - 3:00 p.m.
October 23	Girl Scouts Fitness Fair	Washington Park	8:00 a.m. - 11:00 a.m.
October 25	Job Fair	Metro State College	10:00 a.m. - 2:30 p.m.
October 26	Job Fair	CO Technical University, CO Springs	4:00 p.m. - 7:00 p.m.
October 26	Emergency Services Job Fair	Red Rocks Community College	11:00 a.m. - 1:30 p.m.
October 27	Police Recruitment	Bear Valley Workforce Center	12:00 p.m. - 3:00 p.m.
November 3	Emergency Services job Fair	Aims Community College	10:00 a.m. - 1:00 p.m.
November 3	TAP - Sheriff Transition	Buckley AFB	1:00 p.m. - 3:00 p.m.
November 5	Denver Fire Academy Open House	5440 Roslyn	8:00 a.m. - 11:00 a.m.
November 7	Denver Sheriff Jail Tour	By appointment: Contact Sgt. Brown (720) 913-3397	8:00 a.m.
November 9	Denver Sheriff Jail Tour	By appointment: Contact Sgt. Brown (720) 913-3397	8:00 a.m.
November 15	Mayor's Office of Workforce Development	DIA	10:00 a.m. - 2:00 p.m.
November 17	Law Enforcement Career Day	Arapahoe Community College	10:00 a.m. - 2:00 p.m.
November 18	Aurora Workforce Development	Alameda	9:00 a.m. - 3:00 p.m.
November 21	Sheriff Recruitment -Recreation Center	Montclair	11:00 a.m. - 1:30 p.m.
November 29	Career and Resource Day	Blair Caldwell Library	10:00 a.m. - 3:00 p.m.
December 6	Denver Rocky Mountain Public Safety Diversity Career Day	Webb Building, 201 West Colfax	10:00 a.m. - 2:00 p.m.
December 19-21	Mayor's Office of Workforce Development	DIA	10:00 a.m. - 2:00 p.m.

Employment Marketing & Advertising

A sample of the media/resources utilized during 2005 for public safety employment advertising, career information and job postings are listed below:

American Police Beat News: Experienced law enforcement audience.
African American Voice: CO Springs African American audience.
America's Job Bank: Workforce center audience.
Asian Pacific American Times: Predominant Asian readership.
Aurora Sentinel: Area news publication.
Black Entertainment Television: Predominant African American viewer ship.
Body of Christ News: Predominant African American readership.
Career Service Authority Weekly Job Bulletin: Predominant city workforce audience.
Channel 8: Denver community focus audience.
Channel 9 Jobline: Denver metro area focus.
Denver Weekly News: Predominant African American focus.
Denvergov.org/recruit: Inclusive information web-site resource.
El Semanario: Predominant Hispanic readership.
Galavision: Predominant Hispanic viewership.
La Voz: Predominant Hispanic Denver area publication.
Lifetime Television for Women: Female audience.
Mayor's Office of Workforce Development: Career change, unemployed, lay off focus.
Urban Spectrum: Predominant African American audience.
Monster.com: Job seeker nationwide audience.
Monstertrak.com: Diverse college audiences nationwide.

Periodic mass mailings to Denver registered neighborhood organizations, African American community, Asian community, Hispanic community, women organizations and associations, and other diversity related resources occurred throughout 2005 to announce job application periods, to promote fire open houses and to communicate other recruitment related information.

Marketing materials produced by *Bernard Hodes Group*, *AdMasters Advertising*, *Comcast Cable*, *Renaissance Media*, and other professional Human Resource vendors was utilized during 2005. The materials included informational cd-roms, employment commercials and other collateral material.

Interest Form Summary

The e-recruit interest form was established to better identify potential applicants for employment with the Denver safety agencies. The form is accessible through the recruitment website. The form allows for a more structured involvement in the recruitment process for departmental employee groups to participate. In total over 10,000 electronic interest forms were received by the recruitment office with over 3,000 being referred out to participating employee group members to assist in answering applicant questions and providing additional resources as requested.

The interest form assists recruitment efforts by identifying the most and least active sources of how potential applicants are referred to us. The top five referral sources for 2005 have been identified as employee referrals, Internet resources, independent research, news ads, and military bases. The interest form also confirms with potential applicants to read and review all qualifications and hiring standards before applying. The interest form also makes potential candidates aware of the diverse employee groups which exist within each agency and opens the communication process.

A summary of the interest forms received and referrals made to various employee groups is presented below.

Police Officer Entry Level Electronic Interest Forms January 2005 through December 2005

10. I have read and reviewed all qualifications and hiring standards for the position of entry-level police officer and meet all requirements at this time?

Yes: 4384 (94%) **No:** 279 (6%)

11. I will contact the police recruitment office at (720) 913-6660 to answer my questions regarding career opportunities as a police officer.

Yes: 4359 (93%) **No:** 304 (7%)

12. I would like a member of the following employee group(s) to contact me to answer my questions regarding the position of police officer.

253 - Black Police Officers Organization
341 - Latino Police Officers Organization
327 - Women Police Officers Advisory Committee
61 - Gay and Lesbian Police Officers Advisory Committee
164 - Denver Police Protective Association (Bargaining Agent)
481 - Fraternal Order of Police
2822 - None

Firefighter Electronic Interest Forms January 2005 through December 2005

10. I have read and reviewed all qualifications and hiring standards for the position of firefighter and meet all requirements at this time?

Yes: 3681 (93%) **No:** 290 (7%)

11. I will contact the recruitment office at (720) 913-3394 with my questions regarding career opportunities as a firefighter.

Yes: 3788 (95%) **No:** 182 (5%)

12. I would like a member of one of the following employee groups to contact me to answer my questions regarding the position of firefighter.

- 630 - FIRE (Firefighters Inc. For Racial Equality)
- 171 - Colorado Black Professional Firefighters Association
- 168 - Denver Women Firefighters
- 3002 - None

13. I will prepare for the Firefighter exam by doing the following:

- 892 - Self Study of Math, Spatial Location, Reading Comprehension, and Mechanical Aptitude skills
- 283 - Accuplacer assessment provided by CSA
- 921 - Firefighter exam study guides
- 882 - Review the links provided on the Firefighter Career Preparation on the www.denvergov.org/recruit website
- 3006 - All of the above and more

Deputy Sheriff Electronic Interest Forms January 2005 through December 2005

10. I have read and reviewed all qualifications and hiring standards for the position of Deputy Sheriff and meet all requirements at this time?

Yes: 1362 (94%) **No:** 86 (6%)

11. I want Sgt. Darryle Brown, Sheriff Recruiter to contact me to answer my questions regarding career opportunities as a Deputy Sheriff.

Yes: 1236 (85%) **No:** 212 (15%)

12. I would like a member of one of the following employee groups to contact me to answer my questions regarding employment as a Deputy Sheriff.

- 139 - Latin America Law Enforcement Association
 - 154 - Black Sheriff Protective Association
 - 175 - Fraternal Order of Police Lodge # 27
 - 1017 - None
-

Application Summary

The following is a summary of applicants for police officer and deputy sheriff with corresponding race and gender totals and percentages. In total 4,738 people initiated an application for sworn police officer or deputy sheriff jobs during 2005.

2005 Application Statistics

	<u>Police Officer *</u>		<u>Firefighter</u>	<u>Deputy Sheriff **</u>		<u>Total</u>	
Black	265	8.78%	Application period closed for 2005	199	11.55%	464	9.79%
Hispanic	606	20.09%		304	17.65%	910	19.20%
White	2039	67.60%		261	15.15%	2300	48.54%
Asian	66	2.18%		10	.58%	76	1.6%
American Indian	40	1.32%		10	.58%	50	1.05%
Undeclared Race	0			938	54.47%	938	19.79%
Male	2497	82.79%		991	57.54%	3488	73.61%
Female	519	17.20%		472	27.40%	991	20.91%
Undeclared Gender	0			259	15.04%	259	5.46%
Total	3016			1722		4738	

* application statistics provided by Denver Civil Service

** application statistics provided by Career Service Authority
(Applicant Flow Report Jan.1-Dec.14, 2005)

Census 2000

From the U.S. Census 2000, the data below represents area demographics. These percentages are important because of the correlation to applicant flow and a goal for public safety to represent the community. The statistics below do not take into account workforce availability which would include ability to meet qualifications, hiring standards and availability for work.

	<u>City & County of Denver</u>	<u>Denver Metro Area</u>	<u>State of CO</u>
Black	11.1%	5.5%	3.8%
Hispanic	31.7%	18.8%	17.1%
White	65.3%	79.4%	82.8%
Asian	2.8%	3%	2.2%
Indian	1.3%	.9%	1%

Budget

Recruitment activity, resources, staffing for 2005 was made possible by a budget of approximately \$190,000. The budget includes two-full time civilian personnel and operating expenses such as advertising, printing, materials, supplies, training, travel, postage, and other recruitment related costs.

The *City & County of Denver Department of Safety 2005 Annual Recruitment Report* is intended to provide public information regarding the recruitment activity of the Denver Sheriff, Fire, and Police Department.

This is the sixth annual report provided by the Manager of Safety Office to assist in communicating and maintaining an open competitive inclusive recruitment process for the City & County of Denver uniformed services. The Denver Public Safety Cadet Program operates a closely aligned recruitment program and traditionally publishes an annual report of their activity.

To address recruitment and selection issues of the safety agencies, Alvin J. LaCabe, Jr., Manager of Safety convened a series of summit meetings with a Public Safety Recruitment and Selection Task Force beginning in May 2004 through December 2005. The end result of these summit meetings are summarized in the *Denver Public Safety Recruitment and Selection: Process Improvement Report*.

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