

City & County of Denver Department of Safety



2008 Annual Recruitment Report

Firefighter * Deputy Sheriff * Police Officer

www.denvergov.jobs

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Executive Summary



Alvin J. LaCabe, Jr.
Manager of Safety

Under the guidance and direction of the Manager of Safety Office and Alvin J. LaCabe, Jr., Manager of Safety, the recruitment section worked within the Denver metro area and surrounding communities to promote an inclusive recruitment program. The recruitment program seeks out the best available public safety job applicants for the Denver safety agencies. Uniformed recruiters from each agency worked on the front lines of recruitment in the community. Recruiter's efforts were supported by human resource, marketing, and other support service professionals. From these efforts, several thousand contacts were made throughout the year.

In summary, over 5,000 applications were submitted for Denver Police Officer, Firefighter and Deputy Sheriff for 2008. Overall, applicants identified themselves as approximate 12% Black, 22% Hispanic, 57% White, 3% Asian, 1% American Indian, 4% undeclared race, 78% Male, 20% Female, and 2% undeclared gender.

Since the year 2000, over 36,000 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, and independent research on the Denver safety agencies.

An aggressive community outreach and recruitment presence throughout the Denver metro area was performed by the recruitment staff and others. This recruitment outreach included in-part, cultural activities, on-campus recruitment, career days, grade school, middle school, high school, military base, and community meetings. The recruitment activity was supplemented year-round by ride-along opportunities, open house demonstrations, and jail tours. The variety of activities performed by the uniform recruiters help inform and educate public safety job seekers.

Electronic interest forms were received from over 8,000 potential job applicants through the recruitment website. From these interest forms over 1,800 were distributed to various employee groups for additional contact and follow-up. The on-line interest forms assisted recruiters in tracking progress of potential job applicants.

During 2008, over 500 people a day visited the www.denvergov.jobs recruitment website to seek out Denver Police Officer, Denver Firefighter, Denver Deputy Sheriff, Public Safety Cadet, and Explorer job information. New to the website this year were expanded career preparation resources and the addition of the Explorer Program on-line information.

Explorer Program

The Denver Police Explorers is a group of men and women ages 14-20 in the Denver area who want to learn about careers in law enforcement. Exploring is part of [Learning For Life](#) which is a subsidiary of the [Boy Scouts of America](#).

Explorer posts allow young men and women to "explore" a career field that they are interested in. This primarily allows the young people to make educated decisions about their futures before they invest years of education and training into a career field.

The Denver Police Explorer Scouts, POST 83 calls the [DPD Academy](#) home. This group of explorers meets at the academy every Wednesday evening. It is mentored by officers and deputies from the Denver Police and Sheriffs Departments.



[Training Opportunities](#)

[Ride-Alongs](#)

[Community Service](#)

[Explorer Application](#)

Contact Technician Joe Malouff, Explorer Program Director at (720) 913-6875.

Photo: Explorer Program Homepage on www.denvergov.jobs

With a streamlined recruitment budget of less than ½ of 1% of the Department of Safety overall budget, the recruitment section lived within its means and provided career opportunities throughout the community.

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.



Photo: Technician Lewis Kelley

Technician Lewis Kelley, Firefighter Recruiter has been assigned to the Public Safety Recruitment Office since February 2005 to the present time. Technician Kelley was previously assigned to Station 9 and is an accomplished writer. His first novel, *Auslander*, continues to be a local favorite.



Photo: (left to right) Detective Michael Lemmons, Don Ronyak, Detective Sheri Duran, Mayor Hickenlooper, Deputy Norma Mock

Deputy Sheriff Norma Mock joined the Public Safety Recruitment Office August of 2007 to the present. Deputy Mock joined the Denver Sheriff Department in 1991. Deputy Mock is an active member of the Latin American Law Enforcement Association.

Detective Sheri Duran, Police Recruiter was assigned police recruitment responsibilities January 2005 to the present. Detective Duran specializes in the recruitment of lateral police officers from other jurisdictions.

Detective Michael Lemmons, Police Recruiter was assigned police recruitment responsibilities May 2004 to September 2008. Detective Lemmons has been with the Denver Police Department since 1991.



Photo: Detective John White

Detective John White, Police Recruiter was assigned to police recruitment October 2008 to present. Detective White served as Public Information Officer for the department prior to joining the recruitment section.

Public Safety Cadet Venessa Sanchez was assigned to the recruitment office for 2008. In addition to leading the Cadet Recruitment Program within Denver Public Schools, Venessa worked on special projects and assisted the recruitment staff with day to day recruitment activity.



Photo: Diana Velez and city employee

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 through July of 2004.

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*.

Recruitment through Community Outreach

The recruitment staff actively engaged the Denver metro area in 2008 by actively speaking with thousands of potential job applicants and discussing the lifestyle of a public safety servant. The uniformed recruiters also informed the public of job qualifications, the hiring process, and academy expectations. A summary of the recruitment outreach in which recruiters participated is listed below:

<u>Month</u>	<u>Day</u>	<u>Time</u>	<u>Community Outreach Activity</u>
January	2	10 am - 1 pm	Webb Bldg. Atrium Safety Careers Info Booth
January	7	10 am - 2 pm	Arapahoe County Work Force Center
January	8	9 am - 4 pm	Everest College Career Day
January	15	8 am - 10 am	East High School Career Day
January	17	10 am - 2 pm	Regis University Career Day
January	18	8 am - 10 am	Denver County Jail Tours and Orientation
January	18	1 pm - 3 pm	Deputy Sheriff Graduation
January	19	8 am - 10 am	Denver County Jail Tours and Orientation
January	21	10 am - 2 pm	MLK, Jr. Celebration Civic Center Park
January	22	9 am - 2 pm	Red Rocks Community College
January	23	8 am - noon	MLK Diversity Seminar
January	24	11 am - 1 pm	Florence Crittendon School Presentations
January	29	1 pm - 5 pm	Diversity Job Fair - Doubletree Hotel
January	30	noon - 1 pm	Criminal Justice Presentation - DSD
January	31	3 pm - 4 pm	Criminal Justice Presentation - DSD
February	4	10 am - 2 pm	Arapahoe Work Force Center
February	5	10 am - noon	Castro Elementary Goodwill Program
February	7	10 am - 2 pm	CO State University Career Day
February	7	1 pm - 3 pm	Buckley Air Force Base Military Transition Assistance
February	13	10 am - 2 pm	Arapahoe Community College Career Day
February	13	10 am - noon	Montbello High School Goodwill Program
February	13	8 am - 10 am	Columbine High School - CO Uplift Program
February	14	8 am - 10 am	Lincoln High School Career Day
February	15	10 am - 2pm	Green Valley Recreation Center - DIA Career Day
February	15	8 am - 10 am	Denver County Jail Tours and Orientation
February	19	10 am - 4 pm	University of Denver Career Day
February	20	8 am - 10 am	Greeley Elementary - CO Uplift Program
February	21	1 pm - 5 pm	Multicultural Career Day - Sheraton Hotel
February	22	8 am - 10 am	Denver County Jail Tours and Orientation
February	23	8 am - 10 am	Denver County Jail Tours and Orientation
February	26	8 am - 10 am	Regis High School - DFD Careers
February	26	8 am - 10 am	Ashley Elementary - DSD Presentations
February	27	8 am - 10 am	West High School - Goodwill Program
February	28	10 am - 2 pm	University of Northern CO Criminal Justice day
February	29	9 am - 3 pm	Governors Job Hunt - Adams County
March	4	9 am - 3 pm	Western State College Career Day
March	5	10 am - 3 pm	CO State University Pueblo Career Day
March	6	8 am - noon	Webb Bldg. Atrium - Safety Info

March	10	10 am - 2 pm	Arapahoe County Work Force Center
March	11	10 am - 2 pm	Hiawatha Davis Recreation Center
March	12	10 am - 2 pm	Blair Caldwell Library Safety Info Both
March	13	6 pm - 9 pm	DPD Academy Open House
March	17	9 am - noon	Quigg Newton Recreation Center
March	18	11 am - 2 pm	Red Rocks Community College
March	20	9 am - noon	North High School Presentations
March	21	8 am - 11 am	George Washington High School Presentations
March	22	8 am - 10 am	Denver County Jail Tours and Orientation
March	24	10 am - 2 pm	University of WY - Criminal Justice Career Day
March	25	10 am - 2 pm	Bear Valley Library Info Booth
March	28	8 am - 10 am	Denver County Jail Tours and Orientation
April	1	8 am - 10 am	Skinner Middle School - CO Uplift Program
April	2	10 am - 2 pm	Arapahoe County Work Force Center
April	3	9 am - 11 am	Kepner Middle School - CO Uplift Program
April	3	9 am - 3 pm	Pueblo Community College Career Day
April	4	8 am - 1 pm	MLK, Jr. Conference - Red Lion Hotel
April	7	8 am - 3 pm	John Kennedy High School Career Day
April	8	9 am - 1 pm	Denver Public Schools - CEC
April	9	10 am - 2 pm	Community College of Aurora
April	9	9 am - 2 pm	Arapahoe Community College Criminal Justice Career Day
April	10	8 am - 11 am	Hill Middle School Presentations
April	10	1 pm - 3 pm	South High School - Goodwill Program
April	10	6 pm - 7 pm	Westwood College DPD Presentations
April	11	8 am - 2 pm	Safe City Program - Tivoli Auraria Campus
April	14	6 pm - 7 pm	Westwood College DPD Presentations
April	16	8 am - 2 pm	John Kennedy High School Career Day
April	17	noon - 2 pm	Lake Middle School - CO Uplift Program
April	21	8 am - 11 am	Horace Man School - CO Uplift Program
April	23	9 am - 2 pm	Trinidad State Junior College Career Day
April	23	7 pm - 9 pm	Explorer Program Open House - DPD Academy
April	24	9 am - 2 pm	DPD Child to Work Day
April	24	9 am - 11 am	Greenlee Elementary School Presentations
April	25	8 am - 10 am	Denver County Jail Tours and Orientation
April	26	8 am - 1 pm	LaRaza Youth Conference
April	26	10 am - 6 pm	CO Women's Expo - CO Convention Center
April	27	10 am - 6 pm	CO Women's Expo - CO Convention Center
May	3	10 am - 4 pm	Cinco DeMayo Celebration - Civic Center
May	4	10 am - 4 pm	Cinco DeMayo Celebration - Civic Center
May	5	10 am - 2 pm	Red Rocks Community College
May	12	5 am - 7 am	Jobline 9 - Public Safety Careers
May	15	10 am - 2pm	Webb Bldg. Atrium - Safety Career Info
May	17	8 am - 10 am	Denver County Jail Tours and Orientation
May	21	11 am - 3 pm	Montbello Library Safety Career Info
May	22	8 am - 10 am	Denver County Jail Tours and Orientation
May	23	10 am - 2 pm	Denver Public Library Safety Info
May	27	2 pm - 6 pm	Montbello Library Safety Career Info
May	28	10 am - 2 pm	Stapleton Work Force Center

June	4	1 pm - 6 pm	Sheridan Middle School Job Fair
June	7	3 pm - 6 pm	Safe Night - Hiawatha Davis Recreation Center
June	9	10 am - 2 pm	Arapahoe Community College
June	11	11 am - 6 pm	CO Tech University Career Day
June	14	10 am - 6 pm	Juneteenth Celebration - Five Points
June	14	8 am - 10 am	Denver County Jail Tours and Orientation
June	16	10 am - 2 pm	Red Rocks Community College
June	18	5 pm - 7 pm	Society of Hispanic HR Professionals - Red Lion
June	18	10 am - 2 pm	Webb Bldg. Atrium - Safety Info
June	19	10 am - 2 pm	16th Street Mall - Safety Info
June	20	8 am - 10 am	Denver County Jail Tours and Orientation
June	28	8 am - 3 pm	Manuel High School - Neighborhood Conference
June	28	6 pm - 8 pm	Explorer Conference
June	28	9 am - 11 am	Women in the Fire Service - Red Rocks
July	8	6 pm - 8 pm	Westwood College - South Campus DPD Presentations
July	10	2 pm - 4 pm	Fort Carson Military Transition Assistance Program
July	11	10 am - 1 pm	Blair Caldwell Library Safety Info
July	11	6 pm - 8 pm	Latino Rhythm's Concert - Cadet Info
July	12	noon - 4 pm	Denver Black Arts Festival
July	12	11 am - 4 pm	Swansea Recreation Center Safety Info
July	14	10 am - 2 pm	Red Rocks Community College
July	15	10 am - 2 pm	Quigg Newton Recreation Center
July	16	8 am - 11 am	Adams County Work Force Center
July	17	noon - 2 pm	Rude Recreation Center Safety Info
July	21	10 am - 4 pm	National Law Enforcement Conference
July	22	10 am - 4 pm	National Law Enforcement Conference
July	23	10 am - 4 pm	National Law Enforcement Conference
July	24	6 pm - 8 pm	DPD Academy Women's Open House
July	29	5 pm - 8 pm	Westwood College - South Campus DPD Presentations
July	31	10 am - 2 pm	Westwood College - North Campus DPD Presentations
August	1	10 am - 2 pm	DMV - 44th & Lowell: Safety Info
August	4	10 am - 2 pm	DMV - 46th & Peoria: Safety Info
August	5	6 pm - 8 pm	Safe Night Out - DSD
August	7	1 pm - 4 pm	Buckley AFB - Military Transition Assistance
August	14	10 am - 2 pm	Westwood College: North Campus
August	19	5 pm - 8 pm	Westwood College: North Campus
August	20	6 pm - 9 pm	Teiko Loretta Heights Career Day
August	30	10 am - 2 pm	HELP: DFD Job Fair NE Denver
September	3	10 am - 4 pm	Urban League Diversity Job Fair
September	4	10 am - 2 pm	Red Rocks Community College: Safety Info
September	6	9 am - 1 pm	Child Safety: Smith Road
September	10	6 pm - 8 pm	DSD: Sheriff Presentation Everest College
September	12	10 am - 2 pm	Green Valley Job Fair
September	13	10 am - 2 pm	North High School Alumni
September	16	2 pm - 5 pm	Ft. Carson: Military Transition Assistance
September	16	10 am - 3 pm	CSU: Career Day

September	17	10 am - 2 pm	Regis University
September	18	1 pm - 5 pm	Criminal Justice Presentations: DSD - Cherry Creek
September	19	8 am - 10 am	Denver County Jail Tours and Orientation
September	20	8 am - 10 am	Denver County Jail Tours and Orientation
September	23	8 am - 10 am	Denver County Jail Tours and Orientation
September	24	7 pm - 9 pm	Explorer Program Open House - DPD Academy
September	24	10 am - 2 pm	UCD Career Day - Auraria Campus
September	25	11 am - 5 pm	Governors Job Fair - CO Convention Center
September	25	10 am - 2 pm	Rocky Mountain Women Law Enforcement Conference
September	26	10 am - 2 pm	Rocky Mountain Women Law Enforcement Conference
September	29	5 pm - 8 pm	CU - Multicultural Career Day
October	4	10 am - 3 pm	Bear Valley Cop Shop - Open House
October	6	11 am - 1 pm	Florence Crittendon - Safety Presentations
October	7	8 am - 11 am	Adams City Work Force Center
October	7	8 am - 10 am	DPS: CEC Safety Presentations
October	9	8 am - 10 am	South High School - Safety Presentations
October	9	10 am - noon	Red Rocks Community College
October	14	10 am - 2 pm	DMV - 46th & Peoria: Safety Info
October	15	11 am - 1 pm	Front Range Community College
October	17	10 am - noon	Blair Caldwell Library: Safety Info
October	20	11 am - 2 pm	Arapahoe County Work Force Center
October	21	6 pm - 8 pm	DPD: On-line Presentation Westwood College
October	22	11 am - 2 pm	Stapleton Work Force Center
October	23	11 am - 2 pm	DMV - 44th & Lowell: Safety Info
October	24	8 am - 10 am	Denver County Jail Tours and Orientation
October	25	8 am - 10 am	Denver County Jail Tours and Orientation
October	28	10 am - 2 pm	Metro State Career Day
October	30	9 am - 2 pm	Buckley AFB Career Day
October	30	9 am - 5 pm	National Latino Police Conference - Denver
October	31	9 am - 5 pm	National Latino Police Conference - Denver
November	3	6 pm - 8 pm	South High School: Cadet Open House
November	4	11 am - 4 pm	Hire Vets Career Day - PPA Bldg.
November	5	10 am - 2 pm	Arapahoe Community College Career Day
November	6	6 pm - 8 pm	George Washington High School: Cadet Open House
November	7	1 pm - 3 pm	Everest College: Safety Presentations
November	11	6 pm - 8 pm	North High School: Cadet Open House
November	12	6 pm - 8 pm	Community Meeting: Blair Caldwell Library
November	13	6 pm - 8 pm	West High School: Cadet Open House
November	13	10 am - 2 pm	Career Fair of the Rockies
November	13	11 am - 3 pm	Red Rocks Emergency Services Career Day
November	14	1 pm - 3 pm	Lincoln High School: Safety Presentations
November	17	6 pm - 8 pm	Thomas Jefferson High School: Cadet Open House
November	18	6 pm - 8 pm	DPS CEC: Cadet Open House
November	19	6 pm - 8 pm	JFK High School: Cadet Open House
November	20	9 am - 11 am	VA Hospital Job Club: Safety Presentations
December	5	7 am - 3 pm	Montbello High School: ROTC Career Day
December	9	10 am - 2 pm	Rocky Mountain Public Safety Career Day - Webb Bldg.

December	13	2 pm - 4 pm	Leggo Robotics Event: DPD Auraria Campus
December	15	noon - 4 pm	Arapahoe County Work Force Center
December	16	8 am - 10 am	Denver County Jail Tours and Orientation
December	17	10 am - 2 pm	Pikes Peak Work Force Center
December	19	8 am - 10 am	Denver County Jail Tours and Orientation



Denver Fire Department Honors
Dr. Martin Luther King, Jr.

Civic Center Park - January 21,
2008



Denver Firefighter Career Opportunities

Apply on-line Friday February 1st at www.denvergov.jobs or in-person at
201 W. Colfax, Webb Bldg., 7th Floor, Denver, CO 80202 at 8:00 a.m.

General Qualifications: High school diploma or GED, minimum 18 years of age,
U.S. Citizen, valid drivers license, no felony convictions, other hiring standards
regarding illegal drug use and criminal activities will apply.

Initial testing will occur in March and April 2008. Starting salary \$41,605. Contact
the Recruitment Office for additional information at (720) 913-3390. EOE.

www.denvergov.jobs

Photo: MLK, Jr. Celebration Flyer, Distributed at Civic Center Park 01-21-08

Employment Marketing & Advertising

A variety of media sources have been used in coordination with our recruitment outreach strategy to generate an inclusive opportunity for those wishing to work for the City & County of Denver Safety agencies. A few of our advertising partners listed below include:

Academy Spirit	Comedy Central	Indian Country Today
African American Voice	Denver Black Pages. Com	La Voz Nueva
	Denver Weekly	
Asian Avenue Magazine	News	monstertrak.com
Aurora Sentinel	DPD Daily Bulletin	Mountaineer
Black Entertainment Television		
Body of Christ News	El Hispano	MTV
Buckley Guardian	Channel 8 Denver	Oxygen
Chinese American Post	El Semanario	Schrifer Sentinel
CNN	ESPN	SciFi Channel
denvergov.jobs	Galavision	Space Observer
	hbcuconnect.com	Urban Spectrum
		Women in the Fire Service
denvergov.org/jobs	Hispania News	

On-line, niche publications, specialty television channels, and other resources were used to supplement our outreach efforts and to direct applicants to public safety career opportunity resources.

I am interested in a career as a Denver Police Officer.
Please contact me.

Name _____
 Address _____
 City _____ State _____ Zip _____
 Email _____
 Phone _____

Complete this form and mail to:
 Denver Department of Safety
 201 W Colfax, Dept. 803
 Denver, CO 80202

www.denvergov.jobs for qualification info.

Hiring for Fall 2009. Starting salary \$46,620.
 EOE




Photo: News publication referral form, DPD 2008



Photo: Display banners for community outreach and recruitment events 2008

Application Summary

The following is a summary of applicants for Denver Police Officer, Denver Firefighter and Denver Deputy Sheriff. In total 5,094 people initiated an application for sworn public safety jobs with Denver Department of Safety during 2008.

Police Officer Applicants 2008 *

	Male		Female		Total	
African American	104	6.38%	32	1.96%	136	8.35%
Hispanic	267	16.39%	79	4.85%	346	21.24%
White	941	57.77%	134	8.23%	1075	65.99%
Asian	49	3.01%	8	0.49%	57	3.50%
Native American	12	0.74%	3	0.18%	15	0.92%
Total	1373	84.28%	256	15.72%	1629	100.00%

Firefighter Applicants 2008 *

	Male		Female		Undeclared		Total	
African American	87	8.17%	15	1.41%	3	0.28%	105	9.86%
Hispanic	189	17.75%	19	1.78%	2	0.19%	210	19.72%
White	593	55.68%	51	4.79%	5	0.47%	649	60.94%
Asian	20	1.88%	3	0.28%	0	0.00%	23	2.16%
Native American	7	0.66%	3	0.28%	0	0.00%	10	0.94%
Undeclared	52	4.88%	1	0.09%	15	1.41%	68	6.38%
Total	948	89.01%	92	8.64%	25	2.35%	1065	100.00%

Deputy Sheriff Applicants 2008 **

	Male		Female		Undeclared		Total	
African American	258	10.75%	145	6.04%	0	0.00%	403	16.79%
Hispanic	364	15.16%	216	9%	0	0.00%	580	24.16%
White	916	38.16%	273	11.37%	0	0.00%	1189	49.54%
Asian	56	2.3%	10	.41%	0	0.00%	66	2.75%
Native American	24	1%	11	.45%	0	0.00%	35	1.45%
Undeclared	77	3.2%	20	.83%	30	1.25%	127	5.29%
Total	1695	70.6%	675	28.1%	30	1.25%	2400	100%

Total Applicants 2008 ***

	Male		Female		Undeclared		Total	
African American	449	8.81%	192	3.7%	3	.001%	644	12.64%
Hispanic	820	16.09%	314	6.16%	2	.001%	1136	22.3%
White	2450	48%	458	8.9%	5	.002%	2913	57.18%
Asian	125	2.45%	21	.41%	0	0.00%	146	2.86%
Native American	43	.84%	17	.33%	0	0.00%	60	1.17%
Undeclared	129	2.5%	21	.41%	45	.88%	195	3.8%
Total	4016	78%	1023	20%	55	1%	5094	100%

* Civil Service Statistics: Police and Fire

* * Career Service Authority Statistics: Deputy Sheriff (as of 12/23/2008)

*** Application statistics are collected differently between the Denver Career Service Authority (CSA) and the Denver Civil Service Commission (CSC). The CSA and the CSC are the two main hiring authorities within the City & County of Denver. The CSA has implemented a *Neogov* automated hiring system to track applicants into new hires. The CSC operates an independent applicant tracking system. Due to rounding, decimals percentages may not equal 100%. In addition, due to consent decree requirements, there are no undeclared race/gender applicants for the police officer job classification.

Census 2000

As reported by the U.S. Census 2000, the data below represents area demographics. The statistics below do not take into account workforce availability, U.S. Citizenship, or other job requirements of a sworn officer or firefighter. The Department of Safety recruitment efforts attempt to reflect the diversity of the community.

	<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, and staffing for 2008 were made possible in-part by a budget of approximately \$225,000. The dollar amount includes included two full-time civilian personnel, operating costs such as advertising, printing, materials, supplies, training, travel, postage, and other recruitment related expenses. Additional personnel expenditures were allocated to police, fire, and sheriff budgets.



The *City & County of Denver Department of Safety 2008 Annual Recruitment Report* is intended to provide public information regarding the recruitment activity of the Denver Sheriff, Fire, and Police Department.

For additional information contact:

**City & County of Denver
Manager of Safety Office
Don Ronyak, Recruitment Supervisor
1331 Cherokee, Room 302
Denver, CO 80202**

Phone: (720) 913-3392

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www.denvergov.jobs