

Denver Civil Service Commission



**2022 ANNUAL
REPORT**

SUMMER 2023

Dear Friends and Colleagues:

The Denver Civil Service Commission remains steadfast in its charge of sourcing highly capable and qualified candidates for the Police and Fire Departments and seeking to ensure these individuals are representative of the diverse community in which they serve. We work to ensure that the intent and spirit of the City Charter and Commission Rules are met with the highest integrity and professional standards. Given the current state of our nation, we recognize the need to be even more diligent in our efforts.

The Commission owes a debt of gratitude to the Board of Commissioners whose role it is to ensure the adoption and enforcement of the rules related to Charter mandated duties, powers, and responsibilities. They additionally put in countless hours assisting with examining, screening and certifying applicants for original appointment to the Classified Service within the Denver Police and Fire Departments.

This agency's accomplishments are reflective of the dedication and diligence of our Commissioners, Civil Service staff, and everyone we serve.

We sincerely want to thank each of our Civil Service Commissioners, Executive Director of Public Safety Armando Saldate, Police Chief Ron Thomas, Fire Chief Desmond Fulton, the classified members of the Fire and Police Departments, Denver Firefighter's Local 858, the Police Protective Association, and the various department employee groups for their collaboration and contributions.

The Civil Service Commission, under the visioning of Mayor Michael Hancock, made bold steps in helping to create in Denver a world class city where the sentiment was that everyone mattered. As we bid farewell to Mayor Hancock, we look forward to the new Mayor's continued commitment to our endeavors.

Sincerely,

Niecy Murray

Niecy Murray | Executive Director
Civil Service Commission | City and County of Denver

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DEPARTMENT SUMMARY

The City Charter established the Denver Civil Service Commission in 1904. The Commission is one of the oldest merit systems in the nation and is modeled after the Pendleton Act of 1883, which created the U.S. Civil Service Commission now known as the U.S. Office of Personnel Management.

The Commission is governed by a board of Commissioners. City Charter § 9.3.2 states the Commission shall consist of five (5) members; two members are to be appointed by the Mayor, two members are to be appointed by City Council and one member shall be nominated by the Mayor and appointed by Council ordinance or resolution. Each Commissioner shall be appointed for a term of two (2) years, except when appointed to complete an unexpired term, and may be reappointed. In making appointments to the Commission, the Mayor and City Council shall consider the diversity of the citizens of the City and County of Denver.

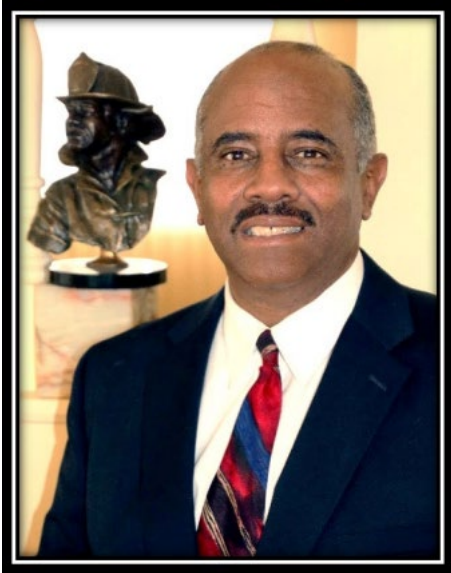
The duties, powers and responsibilities of the Commission include establishing, fostering and maintaining a merit personnel system for the Classified Service of the Denver Police and Fire Departments. Through this merit process, a listing of eligible applicants/candidates determined to be the best qualified, is provided to the Manager of Safety for selection and appointment to the Classified Service.

By Charter and Rule, the Commission has a duty to maintain a merit system that provides for equality, diversity and integrity in the examination process. The Commission evaluates components used in the examination process on a regular basis and determines how these components should be graded and weighted in order to identify the best-qualified applicants and candidates for placement on eligible registers. The Commission's ongoing review of test material, selection methods and policies and procedures ensure an effective, efficient and fair process for entry-level and promotional testing. The Commission is committed to testing and selection processes that are fair, content valid, reliable and job related. The Commission adheres to all applicable Federal, State and local laws and adheres to the Uniform Guidelines on Employee Selection Procedures as established by the Equal Employment Opportunity Commission (EEOC).

The Commission is also committed to Equal Employment Opportunity and non-discrimination. The Commission's consideration and examination of all applicants for employment with the

Commission and all applicants and candidates for appointment and promotion in the Classified Service, shall be made without regard to race, color, religion or creed, sex, sexual orientation, age, national origin or ancestry, political affiliation, or disability for individual's otherwise qualified to perform the essential functions of the position with or without reasonable accommodation.

CIVIL SERVICE COMMISSIONERS



Kevin Duncan, Commissioner

Commissioner Duncan is a proud Denver native who grew up in the historic Park Hill neighborhood. From a young age, he became enthralled by the bravery and compassion firefighters sworn to protect us give. This had a huge impact on his life and led him to become a Denver Firefighter. During his career, he specialized in emergency services including hazardous material mitigation, underwater rescue and high angle rope rescue. As a Black firefighter working in his community, he knew many youths looked up to him as a role model in our community. A suggestion arose from fellow firefighters that they should erect a life-sized bronze statue of a firefighter helping a child and place it at the new Station 10. After several months of working with city officials, the City of Denver gave Colorado Black Professional Firefighters (CBPFF) permission to erect the statue. After soliciting private donors, CBPFF raised the required funds. Its permanent home is at Station 10. The bronze statue is a firefighter consoling a child and is titled, “Bravery in Arms.” Commissioner Duncan’s proudest moment was when he was promoted to Captain and assigned to Station 10. “Bravery in Arms” is dedicated to the past and present Black firefighters across the US. In 2017, after 30 years in a fire house, and the last five at Denver International Airport, Commissioner Duncan retired from the Denver Fire Department. He continues to serve and make his community safe.



Rufina Hernandez, Commissioner

Commissioner Hernandez is a licensed attorney in the state of Colorado with a background in Civil Rights. She began her career as a trial attorney with the Legal Aid Society of Metropolitan Denver. She has also served as Director of the National Education Association’s Human and Civil Rights Department, the Associate Director of the External Partnerships and Advocacy Department and served as the Civil Rights Division Director for the State of Colorado. She is currently the Associate Director at the University of Denver and implements their Affirmative Action Plan, develops diversity training, recruitment, and retention programs. Commissioner Hernandez graduated from Georgetown University Law Center.



Amber Miller, Commissioner

Commissioner Miller was appointed to the Commission in August of 2021. She is a communications and public affairs professional who has built her career right here in Denver. Today, she is the Communications Director for Governor Jared Polis' reelection campaign. Before this, Amber built her career serving as a communications director for a national advocacy non-profit and at the City and County of Denver for nearly a decade. She also serves on the Imagination Library of Denver board and is committed to bettering and advancing our great Centennial State. Amber lives in Denver with her partner and two dogs. She is a self-admitted Colorado enthusiast who loves cooking, traveling and skiing.



Noah Stout, Commissioner

Commissioner Stout was appointed to the Commission in September 2021. He is an attorney based in Denver. He currently works as Senior Counsel for DSST Public Schools. He attended the University of Montana School of Law and has worked in criminal, education, and family law. He has previously worked as a policy analyst, teacher, and campaign advisor. In addition, he serves on the District Accountability Committee for Denver Public Schools. A graduate of Gonzaga University, Noah lives in Park Hill with his wife and daughter.



Aldwyn Gardner II, Commissioner

Commissioner Gardner was appointed by City Council in May of 2022. He is a seasoned information technology executive that has spent almost 30 years serving in individual contributor and executive level roles. He received both a bachelor's and a master's degree in business administration. Mr. Gardner specializes in executive level strategic technology management. His writings and insights on topics such as technology resource management and team building have been featured in technology publications and he is a sought-after keynote speaker for industry conferences. Al is a passionate leader in the field and has a reputation as a mentor and building highly effective and motivated teams based not only on performance but also integrity, teamwork, and professionalism. He believes in leading by example. He is active in several organizations that promote and expand access to technology. Mr.

Gardner serves as Board Chair for Colorado Technology Professionals; as Board Member of Colorado Technology Association' on the Advisory Board of the Denver Business Administration for the Community College of Denver, and former affiliate faculty in the College of Computer Science at Regis University.

Al Gardner's commitment and philosophy extends far beyond the boardroom. He has a long history of involvement with a host of local community organizations. He was appointed by the mayor of Denver to serve on the Denver African American Commission and the Citizens Oversight Board where he served as chair. He served on the Advisory Board for the Denver Police Department Chiefs Advisory Board, as well as the Denver Sheriff's Advisory Board. Mr. Gardner believes in investing in youth programs and was an active member on the Denver Public Schools African American Equity Task Force, and the DPS Career Connect program by providing internships to deserving students.

COMMISSION BUDGET

Civil Service Commission was allocated a budget of \$2,026,259.00 in 2022. The budget includes costs for a full-time staff of 10 employees, and 22 on-call Background Investigators. Additionally included are funds to cover payment to contract with independent hearing officers to conduct disciplinary appeal hearings. The budget also includes payment for entry-level and promotional test development and applicant processing.

The overall direct cost for the development and administration of the following four (4) promotional examinations was a total of \$120,225.00.

Fire Assistant Chief \$38,250

Fire Engineer \$25,700

Fire Captain \$26,525

Police Lieutenant \$29,750

The Civil Service Commission processed Fire and Police applicants, along with Denver Public Safety Cadets (at the request of the Denver Public Safety Department) for a total of \$709,314.

Background Investigation Unit Payroll and Social Security \$421,056

Polygraph Exams \$85,833

Suitability Assessments, and Psychological Exams \$188,265

Pre-Employment Drug Screening \$14,160

NOTE: The costs associated with the processing of both Fire and Police Department applicants, are subject to the size of the academy classes. Academy start dates may overlap from one calendar year to the next, impacting the actual costs for the year.

DISQUALIFICATIONS & DISCIPLINARY APPEALS

The Appeal Process

The Civil Service Commission Appeal Process is outlined in City Charter §9.4.15 and Commission Rule 12 -Disqualification and Disciplinary Appeals, Hearings and Procedures. Except for the disqualification of any probationary member of the Classified Service, a member who is subject to discipline and or disqualification for a failure or inability to meet the qualifications necessary to perform the essential functions of the position, may file an appeal for a hearing before a Hearing Officer. Any final decision and order of a Hearing Officer may be appealed by the member, the executive Director of Safety, or by both, for a limited review by the Civil Service Commissioners. In lieu of an appeal to the Commissioners, a final decision at the Hearing Officer level may be appealed directly to Denver District Court. A final decision at the Commissioner level also may be appealed to District Court.

Hearing Officers

Hearing Officers Hearing Officers are selected as established by City Charter §9.3.7 and Commission Rule 14. The following two individuals were selected in 2015 and continue to serve as Commission Hearing Officers: Daniel C. Ferguson, Esq., and Carrie Clein, Esq.

2022 Disciplinary Appeals

2022 Disciplinary Appeals Disciplinary and Disqualification Appeal decisions listed by Year of appeal filing or by the Classified Member's Last Name can be found on the Commission's website at www.denvergov.org/civilservice.

2022 Disciplinary Appeals Received and Outcomes

Upheld - 22CSC01 Cronin, Sean

Dismissed - 22CSC02 Smith, Troy

Upheld - 22CSC04 Sando, Matthew

In progress - 22CSC05A Simmons, Brendan

Pending - 22CSC06A Thomas, Jessica

Pending - 22CSC07A Hayes, Jonathan

ENTRY-LEVEL POLICE/FIRE TESTING 2022

The required qualifications for Original Appointment are set in Commission Rule 3, and Commission Rule 5 establishes the Examination and Screening phases. During the respective open application periods, applicants interested in testing for a Police Officer or Firefighter position first complete an online application and schedule a test date for the written portion of the process. Upon an acceptable application being submitted, applicants are then able to schedule their written test that can either be completed online at home or they have the option to request to test at the Commission's testing center. The testing center can accommodate up to 32 applicants per test session.

Police Officer Testing

In 2022, three (3) Police Academies were placed beginning in April, September and December. A grouping of lateral-eligible candidates were combined into existing academies. Police applicants who are currently employed as peace officers (with appropriate State certification), and who have a minimum of two years patrol experience, can be considered for lateral-entry placement. A benefit of the combined entry-level and lateral-entry academies allows lateral applicants to enter an open academy without awaiting a lateral only class. A total of one hundred twenty-four (124) Police recruits were hired in 2022.

See the separate demographic breakdowns on pages twelve through sixteen (12-16).

Firefighter Testing

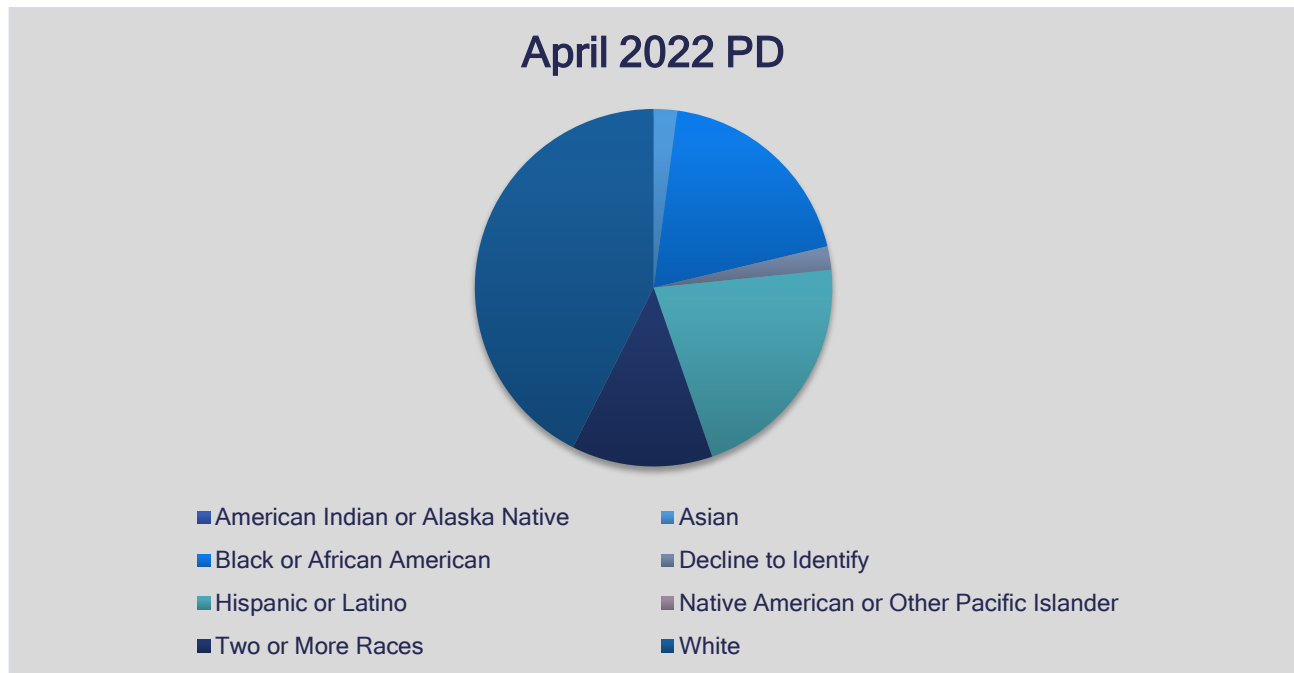
The Commission tests for the position of Entry-Level Firefighter on an as-needed basis as is determined by the Department of Safety. Testing was administered in 2021 and 2022 for Entry-Level Firefighter as well as Emergency Medical Technician (EMT). For 2022, two (2) requisitions were created for Entry-Level Fire and one (1) for Emergency Medical Technician. The total number of applications received for the 2022 Entry-Level Fire Academy was two thousand one hundred and eighty-five (2185) and eighty-two (82) for Emergency Medical Technician.

See the separate demographic breakdowns on pages seventeen through twenty (17-20).

Ultimately, two (2) Entry-Level Fire academies were placed and one (1) Emergency Medical Technician class. The Fire Academy held in March placed thirty-six (36) and the August academy placed thirty-four (34). The Emergency Medical Technician class saw a placement of four (4) individuals. The Commission still believes that moving from a two-year testing cycle to a one-year testing cycle continues to provide greater opportunities for more individuals to participate in the application, testing and hiring process. The 2022 increase in applicants is confirmation of this.

2022 APRIL POLICE ACADEMY DEMOGRAPHICS

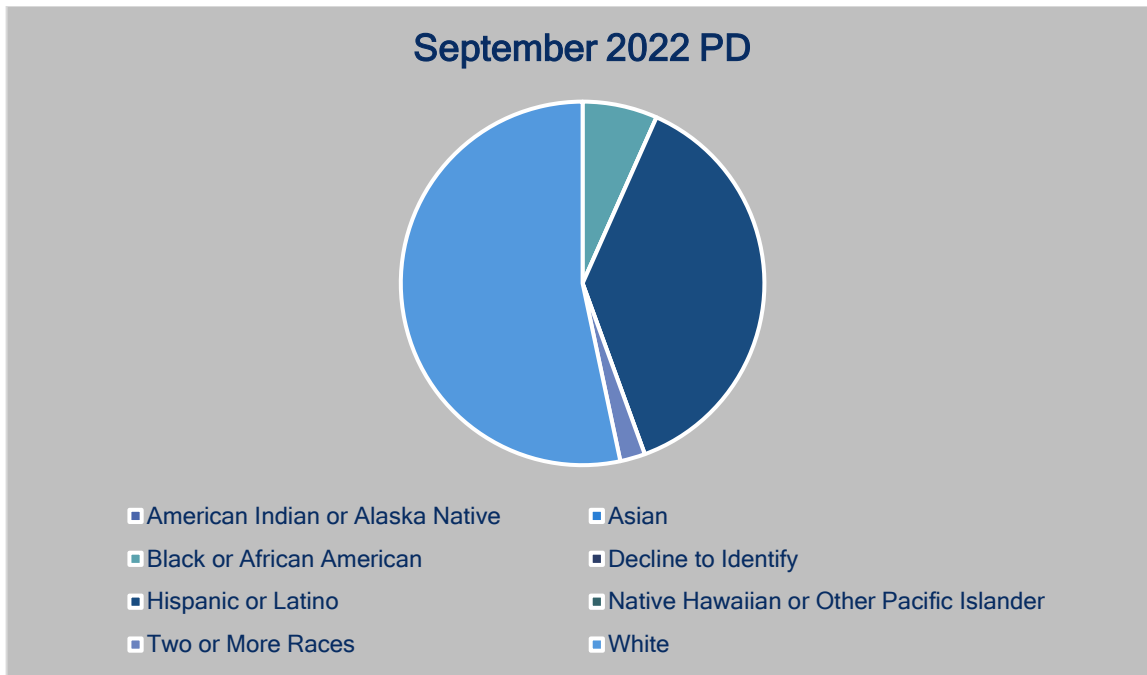
2022 Entry Level								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Asian	0	0.00%	1	2.13%	0	0.00%	1	2.13%
Black or African American	2	4.26%	7	14.89%	0	0.00%	9	19.15%
Decline to Identify	0	0.00%	1	2.13%	0	0.00%	1	2.13%
Hispanic or Latino	4	8.51%	6	12.77%	0	0.00%	10	21.28%
Native Hawaiian or Other Pacific Islander	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Two or More Races	0	0.00%	6	12.77%	0	0.00%	6	12.77%
White	2	4.26%	18	38.30%	0	0.00%	20	42.55%
Total	8	17.02%	39	82.98%	0	0.00%	47	100.00%



*Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.

2022 SEPTEMBER POLICE ACADEMY DEMOGRAPHICS

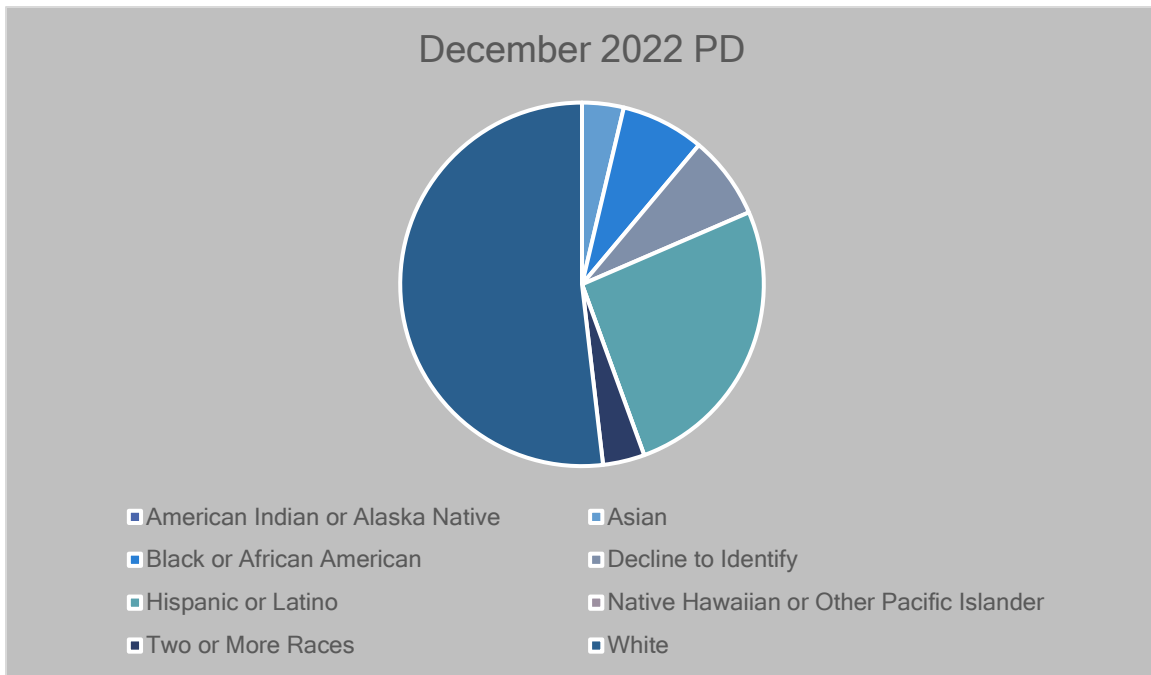
2022 Entry Level								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Asian	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Black or African American	0	0.00%	3	6.67%	0	0.00%	3	6.67%
Decline to Identify	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Hispanic or Latino	4	8.89%	13	28.89%	0	0.00%	17	37.78%
Native Hawaiian or Other Pacific Islander	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Two or More Races	0	0.00%	1	2.22%	0	0.00%	1	2.22%
White	2	4.44%	22	48.89%	0	0.00%	24	53.33%
Total	6	13.33%	39	86.67%	0	0.00%	45	100.00%



*Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.

2022 DECEMBER POLICE ACADEMY DEMOGRAPHICS

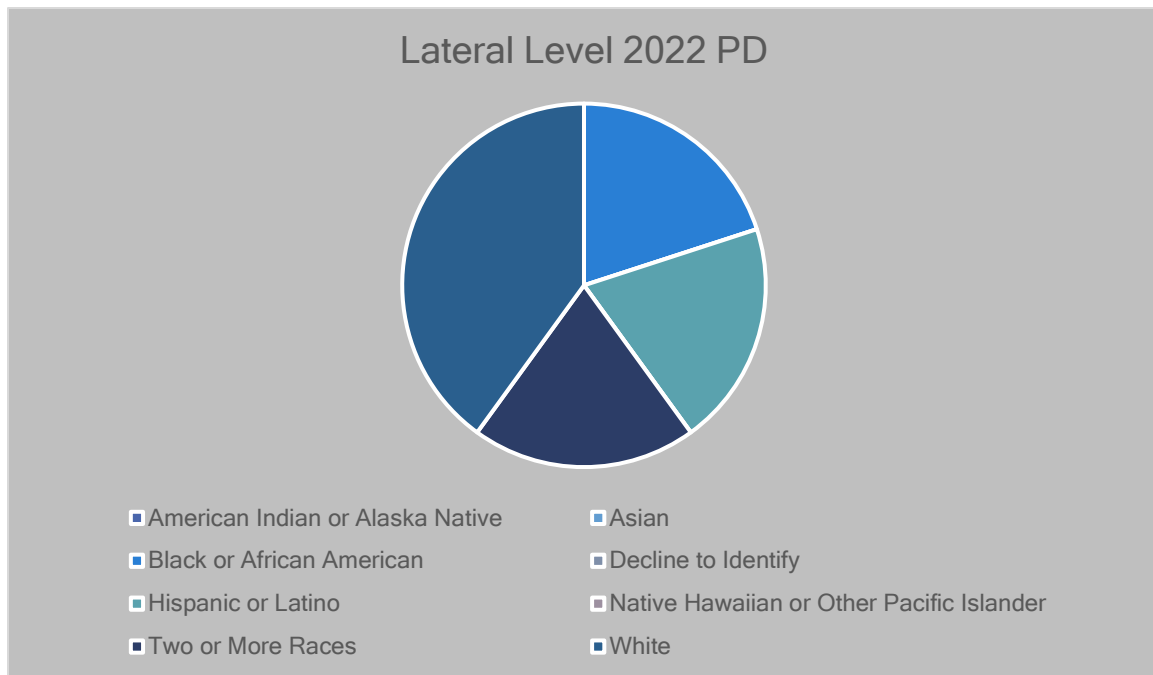
2022 Entry Level								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Asian	0	0.00%	1	3.70%	0	0.00%	1	3.70%
Black or African American	1	3.70%	1	3.70%	0	0.00%	2	7.41%
Decline to Identify	0	0.00%	2	7.41%	0	0.00%	2	7.41%
Hispanic or Latino	0	0.00%	7	25.93%	0	0.00%	7	25.93%
Native Hawaiian or Other Pacific Islander	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Two or More Races	0	0.00%	1	3.70%	0	0.00%	1	3.70%
White	1	3.70%	13	48.15%	0	0.00%	14	51.85%
Total	2	30.30%	25	92.59%	0	0.00%	27	100.00%



*Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.

2022 LATERAL POLICE DEMOGRAPHICS

2022 Lateral Level (**Merged)								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Asian	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Black or African American	0	0.00%	1	20.00%	0	0.00%	1	20.00%
Decline to Identify	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Hispanic or Latino	0	0.00%	1	20.00%	0	0.00%	1	20.00%
Native Hawaiian or Other Pacific Islander	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Two or More Races	0	0.00%	1	20.00%	0	0.00%	1	20.00%
White	0	0.00%	2	40.00%	0	0.00%	2	40.00%
Total	0	0.00%	5	100.00%	0	0.00%	5	100.00%



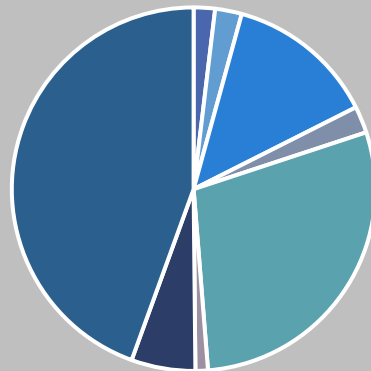
*Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.

**Lateral level recruits were placed within Entry-Level academies

22-1 POLICE APPLICANTS

2022 Entry Level Applicants								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	6	0.95%	6	0.95%	0	0.00%	12	1.90%
Asian	5	0.79%	10	1.58%	0	0.00%	15	2.37%
Black or African American	19	3.01%	64	10.13%	1	0.16%	84	13.29%
Decline to Identify	3	0.47%	7	1.11%	5	0.79%	15	2.37%
Hispanic or Latino	55	8.70%	127	20.09%	0	0.00%	182	28.80%
Native Hawaiian or Other Pacific Islander	2	0.32%	5	0.79%	0	0.00%	7	1.11%
Two or More Races	9	1.42%	27	4.27%	0	0.00%	36	5.70%
White	49	7.75%	231	36.55%	1	0.16%	281	44.46%
Total	148	23.42%	477	75.47%	7	1.11%	632	100.00%

22-1 Applicants Police

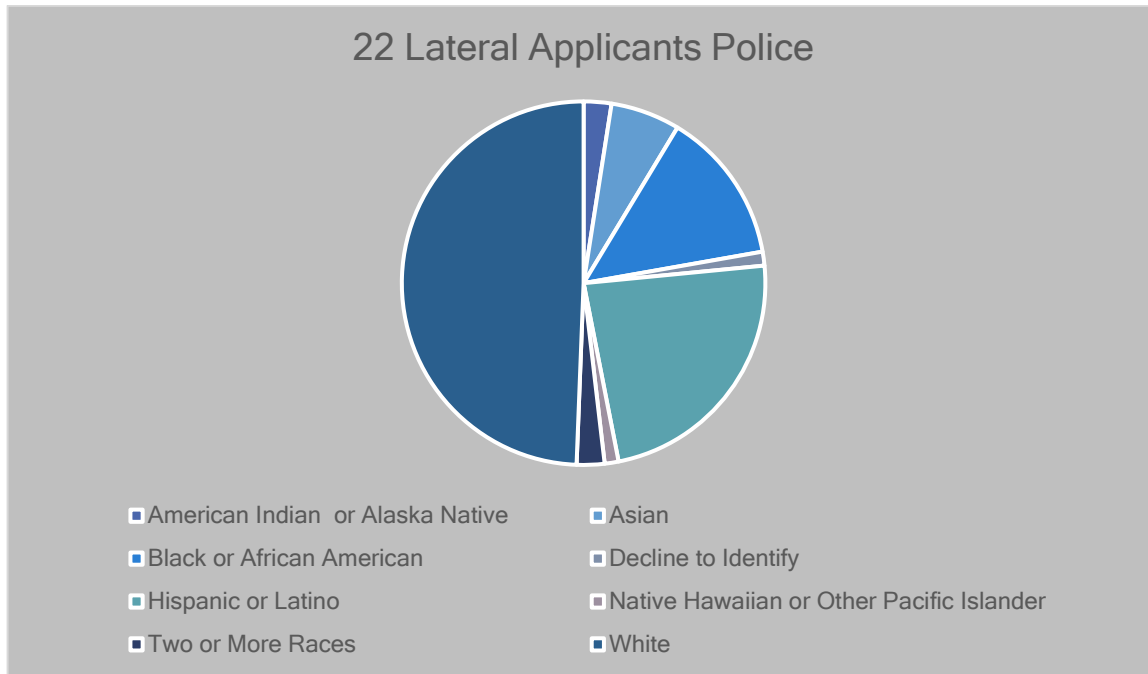


- American Indian or Alaska Native
- Asian
- Black or African American
- Decline to Identify
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- Two or More Races
- White

*Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.

2022 LATERAL POLICE APPLICANTS

2022 Lateral Level Applicants								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	1	1.23%	1	1.23%	0	0.00%	2	2.47%
Asian	1	1.23%	4	4.94%	0	0.00%	5	6.17%
Black or African American	2	2.47%	9	11.11%	0	0.00%	11	13.58%
Decline to Identify	0	0.00%	1	1.23%	0	0.00%	1	1.23%
Hispanic or Latino	0	0.00%	19	23.46%	0	0.00%	19	23.46%
Native Hawaiian or Other Pacific Islander	0	0.00%	1	1.23%	0	0.00%	1	1.23%
Two or More Races	0	0.00%	2	2.47%	0	0.00%	2	2.47%
White	8	9.88%	32	39.51%	0	0.00%	40	49.38%
Total	12	14.81%	69	85.19%	0	0.00%	81	100.00%

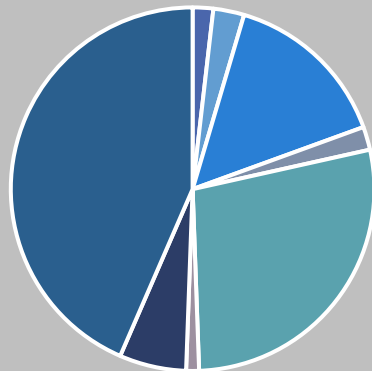


*Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.

22-3 POLICE APPLICANTS

2022 Entry Level Applicants								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	4	0.92%	4	0.92%	0	0.00%	8	1.83%
Asian	2	0.46%	10	2.29%	0	0.00%	12	2.75%
Black or African American	16	3.66%	48	10.98%	1	0.23%	65	14.87%
Decline to Identify	2	0.46%	4	0.92%	3	0.69%	9	2.06%
Hispanic or Latino	32	7.32%	90	20.59%	0	0.00%	122	27.92%
Native Hawaiian or Other Pacific Islander	0	0.00%	5	1.14%	0	0.00%	5	1.14%
Two or More Races	6	1.37%	20	4.58%	0	0.00%	26	5.95%
White	32	7.32%	158	36.16%	0	0.00%	190	43.48%
Total	94	21.51%	339	77.57%	4	0.92%	437	100.00%

22-3 Entry Level Applicants Police



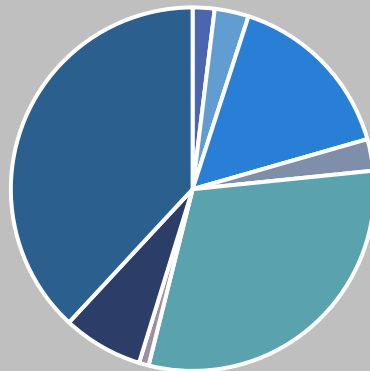
- American Indian or Alaska Native
- Asian
- Black or African American
- Decline to Identify
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- Two or More Races
- White

*Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.

22-4 POLICE APPLICANTS

2022 Entry Level Applicants								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	3	0.65%	6	1.30%	0	0.00%	9	1.95%
Asian	5	1.08%	9	1.95%	0	0.00%	14	3.03%
Black or African American	20	4.33%	52	11.26%	0	0.00%	72	15.58%
Decline to Identify	0	0.00%	11	2.38%	2	0.43%	13	2.81%
Hispanic or Latino	35	7.58%	106	22.94%	0	0.00%	141	30.52%
Native Hawaiian or Other Pacific Islander	0	0.00%	4	0.87%	0	0.00%	4	0.87%
Two or More Races	7	1.52%	26	5.63%	0	0.00%	33	7.14%
White	37	8.01%	139	30.09%	0	0.00%	176	38.10%
Total	107	23.16%	353	76.41%	2	0.43%	462	100.00%

22-4 Entry Level Applicants Police

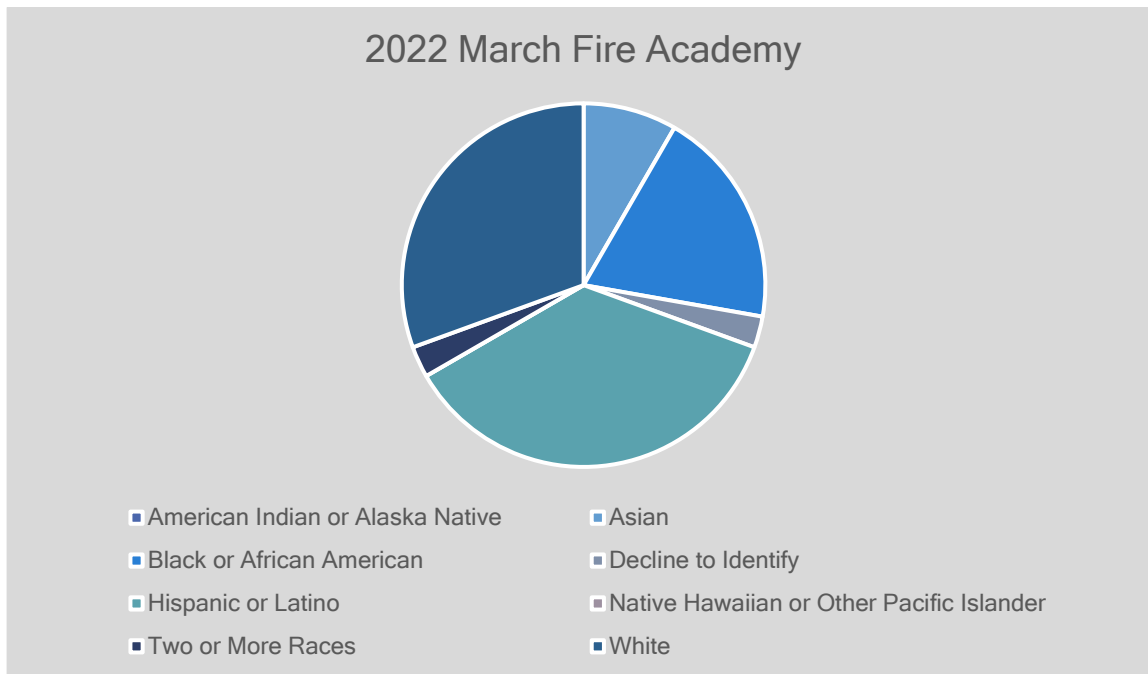


- American Indian or Alaska Native
- Asian
- Black or African American
- Decline to Identify
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- Two or More Races
- White

*Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.

2022 MARCH ENTRY LEVEL FIRE ACADEMY

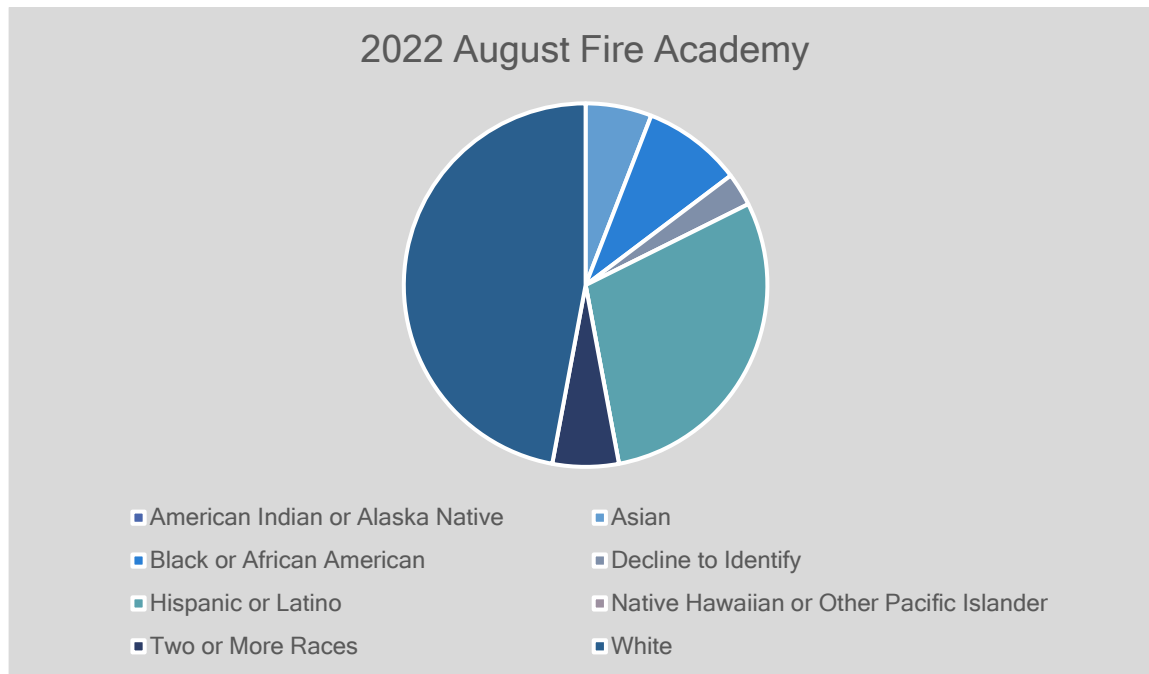
2022 Entry Level								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Asian	1	2.78%	2	5.56%	0	0.00%	3	8.33%
Black or African American	0	0.00%	7	19.44%	0	0.00%	7	19.44%
Decline to Identify	1	2.78%	0	0.00%	0	0.00%	1	2.78%
Hispanic or Latino	3	8.33%	10	27.78%	0	0.00%	13	36.11%
Native Hawaiian or Other Pacific Islander	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Two or More Races	0	0.00%	1	2.78%	0	0.00%	1	2.78%
White	4	11.11%	7	19.44%	0	0.00%	11	30.56%
Total	9	25.00%	27	75.00%	0	0.00%	36	100.00%



*Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.

2022 AUGUST ENTRY LEVEL FIRE ACADEMY

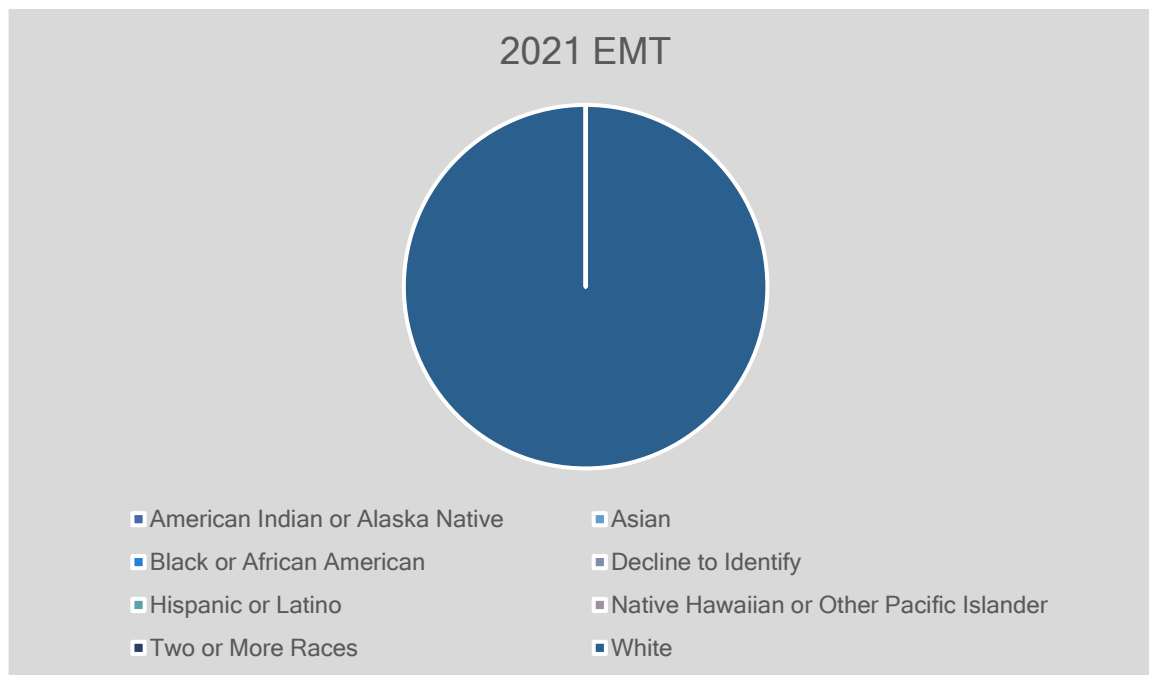
2022 Entry Level								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Asian	0	0.00%	2	5.88%	0	0.00%	2	5.88%
Black or African American	0	0.00%	3	8.82%	0	0.00%	3	8.82%
Decline to Identify	0	0.00%	1	2.94%	0	0.00%	1	2.94%
Hispanic or Latino	1	2.94%	9	26.47%	0	0.00%	10	29.41%
Native Hawaiian or Other Pacific Islander	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Two or More Races	0	0.00%	2	5.88%	0	0.00%	2	5.88%
White	7	20.59%	9	26.47%	0	0.00%	16	47.05%
Total	8	23.53%	26	76.47%	0	0.00%	34	100.00%



*Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.

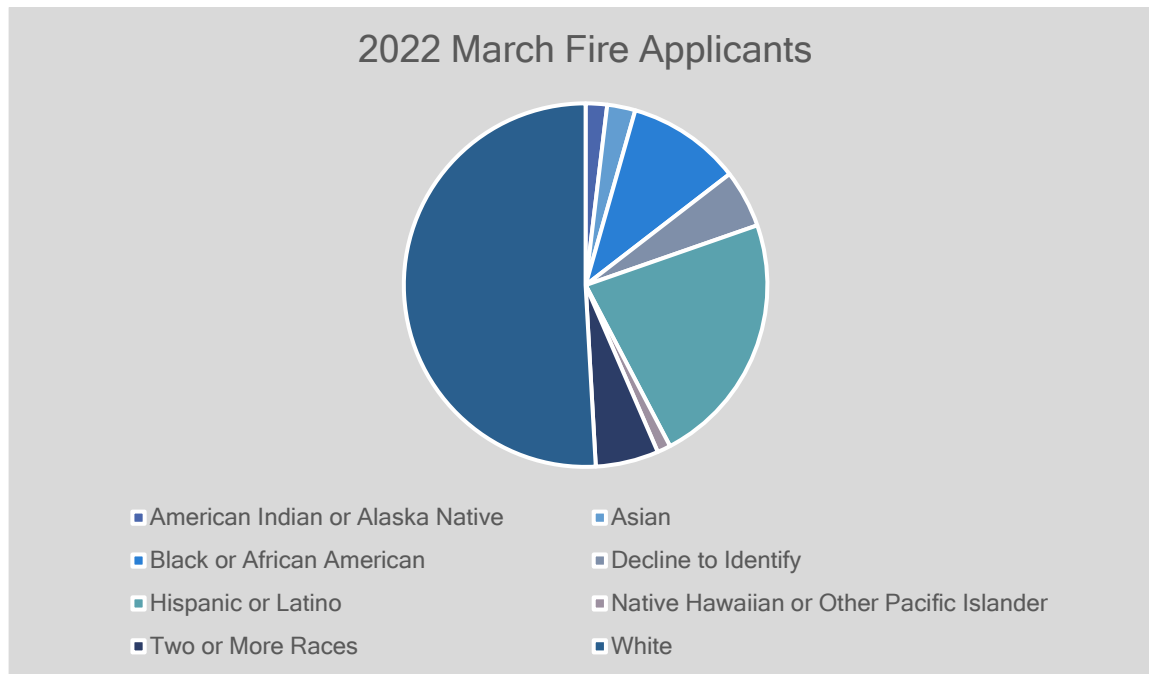
2022 EMERGENCY MEDICAL TECHNICIAN CLASS

2021 EMT								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Asian	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Black or African American	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Decline to Identify	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Hispanic or Latino	1	25.00%	0	0.00%	0	0.00%	1	25.00%
Native Hawaiian or Other Pacific Islander	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Two or More Races	0	0.00%	1	25.00%	0	0.00%	1	25.00%
White	1	25.00%	1	25.00%	0	0.00%	2	50.00%
Total	2	50.00%	2	50.00%	0	0.00%	4	100.00%



2022 MARCH ENTRY LEVEL FIRE APPLICANTS

2022 Entry Level								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	5	0.60%	11	1.31%	0	0.00%	16	1.91%
Asian	2	0.24%	19	2.26%	0	0.00%	21	2.50%
Black or African American	4	0.48%	81	9.65%	0	0.00%	85	10.13%
Decline to Identify	9	1.07%	24	2.86%	10	1.19%	43	5.13%
Hispanic or Latino	18	2.15%	172	20.50%	0	0.00%	190	22.65%
Native Hawaiian or Other Pacific Islander	1	0.12%	9	1.07%	0	0.00%	10	1.19%
Two or More Races	10	1.19%	37	4.41%	0	0.00%	47	5.60%
White	63	7.51%	363	43.27%	1	0.12%	427	50.89%
Total	112	13.35%	716	85.34%	11	1.31%	839	100.00%

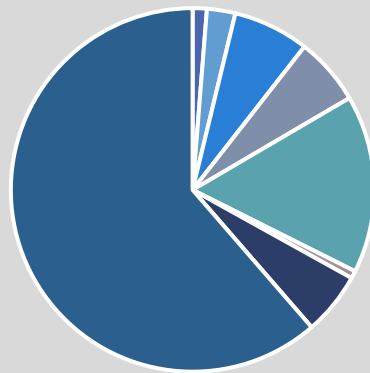


*Percentages are rounded to two decimal places, and therefore totals may not add up to 100%.

2022 AUGUST ENTRY LEVEL FIRE APPLICANTS

2022 Entry Level								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	4	0.30%	13	0.97%	0	0.00%	17	1.26%
Asian	5	0.37%	29	2.15%	0	0.00%	34	2.53%
Black or African American	7	0.52%	84	6.24%	0	0.00%	91	6.76%
Decline to Identify	3	0.22%	43	3.19%	35	2.60%	81	6.02%
Hispanic or Latino	19	1.41%	194	14.41%	0	0.00%	213	15.82%
Native Hawaiian or Other Pacific Islander	2	0.15%	7	0.52%	0	0.00%	9	0.67%
Two or More Races	12	0.89%	63	4.68%	0	0.00%	75	5.57%
White	79	5.87%	745	55.35%	2	0.15%	826	61.37%
Total	131	9.73%	1178	87.52%	37	2.75%	1346	100.00%

2021 Applicants Fire

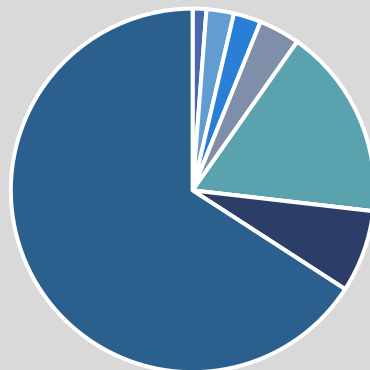


- American Indian or Alaska Native
- Asian
- Black or African American
- Decline to Identify
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- Two or More Races
- White

2022 EMERGENCY MEDICAL TECHNICIAN APPLICANTS

2022 EMT								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	0	0.00%	1	1.22%	0	0.00%	1	1.22%
Asian	2	2.44%	0	0.00%	0	0.00%	2	2.44%
Black or African American	1	1.22%	1	1.22%	0	0.00%	2	2.44%
Decline to Identify	0	0.00%	3	3.66%	0	0.00%	3	3.66%
Hispanic or Latino	3	3.66%	11	13.41%	0	0.00%	14	17.07%
Native Hawaiian or Other Pacific Islander	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Two or More Races	3	3.66%	3	3.66%	0	0.00%	6	7.32%
White	13	15.85%	41	50.00%	0	0.00%	54	65.85%
Total	22	26.83%	60	73.17%	0	0.00%	82	100.00%

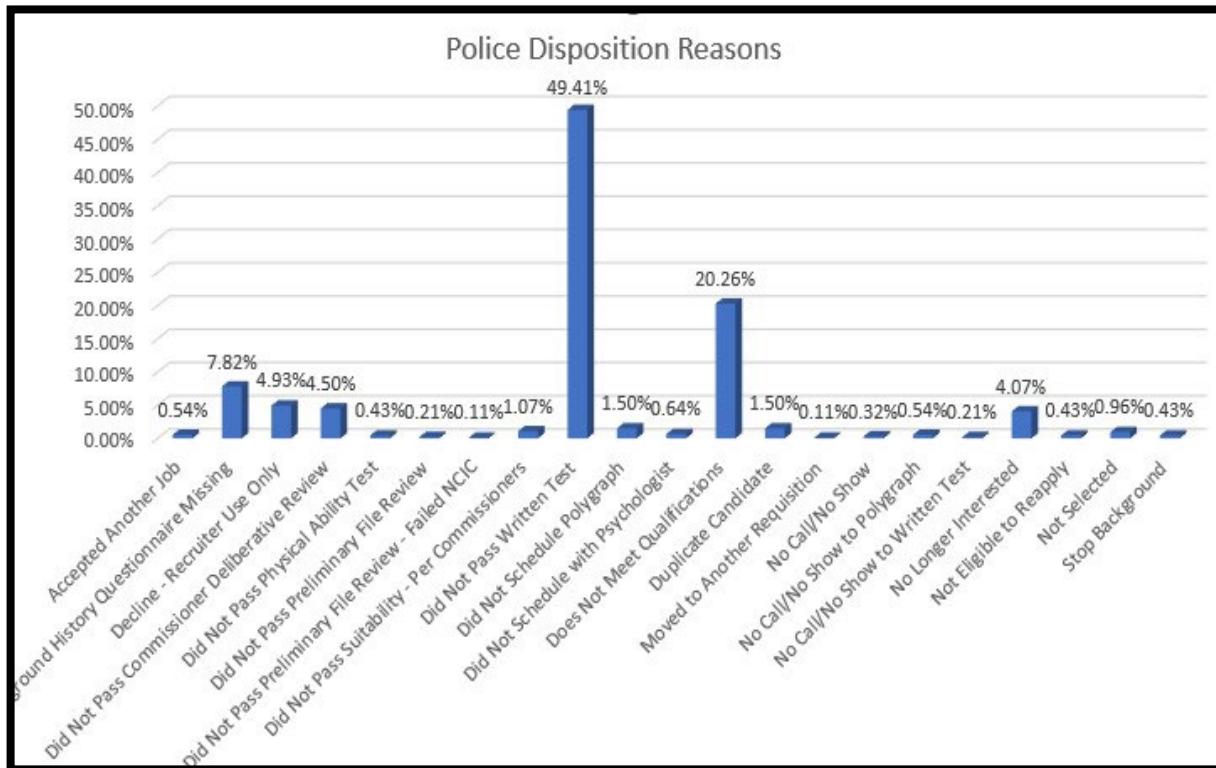
2022 Applicants EMT



- American Indian or Alaska Native
- Asian
- Black or African American
- Decline to Identify
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- Two or More Races
- White

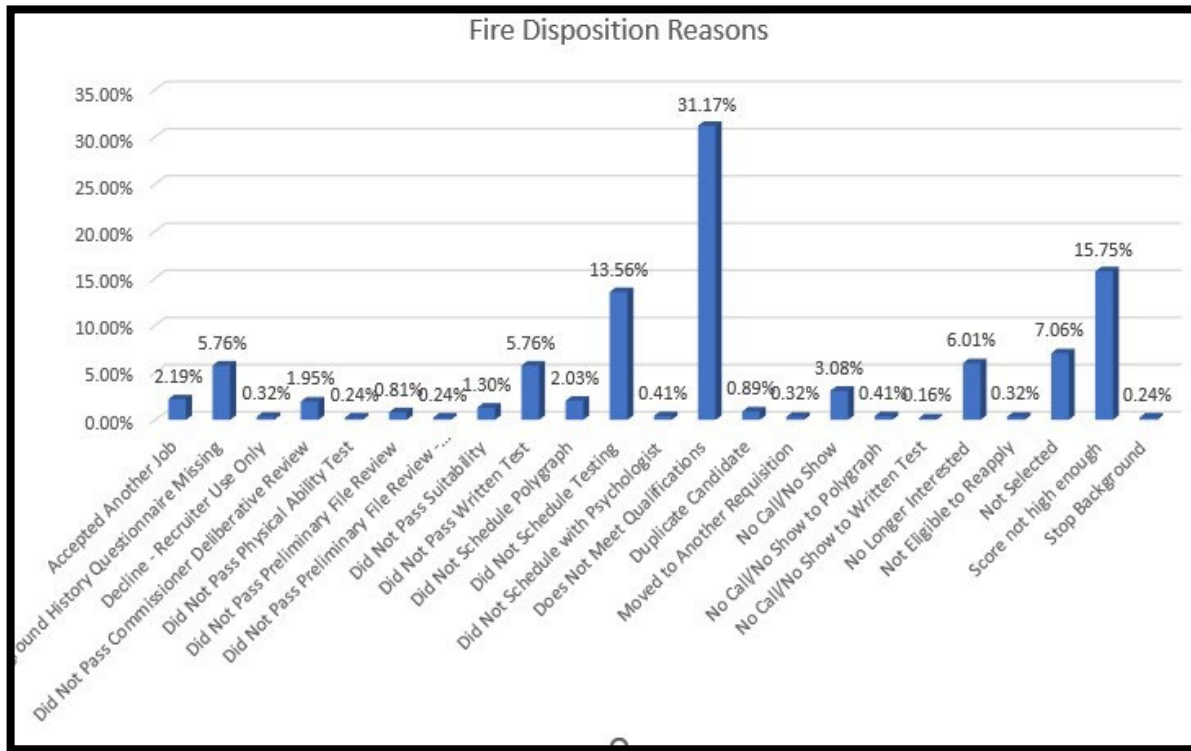
2022 DISPOSITION REASONS / POLICE

The disposition data tracks why an applicant was removed from consideration or withdrew from the selection process.



2022 DISPOSITION REASONS / FIRE

The disposition data tracks why an applicant was removed from consideration or withdrew from the selection process.



CIVIL SERVICE COMMISSIONERS

117 Years of Service: April 7, 1904 - December 31, 2022

Daniel B. Carey	April, 1904	November, 1912	Arthur S. Lucero	June, 1984	1988, June
J. Frank Adams	April, 1904	1912, April	Leslie S. Franklin	April, 1986	1990, November
Frederick J. Chamberlin	April, 1904	1915, August	Debra A. Wagner	April, 1986	1992, January
John S. Flower	April, 1912	1917, June	Jane Woodhouse	August, 1986	1995, January
Rev. David H. Fouse	November, 1912	1913, June	Edward Sullivan	January, 1987	2000, January
Albion K. Vickery	June, 1913	1919, June	Hon. Roger Cisneros	July, 1988	1991, January
W. A. Carpenter	August, 1915	1921, June	Rudy Livingston	January, 1991	1996, November
Henry A. Hicks	June, 1917	1923, June	Michael J. Belo	January, 1991	1995, January
Henry E. May	June, 1919	1925, January	Denise S. Maes	January, 1993	1995, January
James W. Kelly	June, 1921	1939, June	Edward F. Burke	January, 1995	1997, January
W. W. Grant, Jr.	June, 1923	1935, June	Ellen W. Reath	January, 1995	2003, January
Albert E. Bogdon	January, 1925	1927, June	Paula E. Sandoval	January, 1995	2000, December
Edgar McComb	June, 1927	1935, October	Kristopher M. Colley	November, 1996	2000, June
Dr. Harvey W. Snyder	June, 1935	1940, May	Christopher H. Olson	January, 1997	2006, December
Theodore A. Chisholm	October, 1935	1939, October	Rev. J. Langston Boyd, Jr.	September, 2000	2002, January
Horace N. Hawkins, Jr	June, 1939	1945, June	Kelly Jean Brough	January, 2000	2003, July
William E. Hutton	October, 1939	1946, June	Adrienne Benavidez	March, 2001	2002, February
John J. Cory	May, 1940	1945, December	Samuel Williams	January, 2002	2007, December
Benjamin E. Sweet	June, 1945	1963, August	Cecilia E. Mascarenas	February, 2002	2014, December
Bertha V. Perry	December, 1945	1959, September	Elizabeth I. Kiovsky	February, 2003	2004, December
Donald B. Robertson	June, 1946	1955, October	Anna Flores	October, 2003	2017, December
William E. Doyle	October, 1955	1959, January	Steven Young	July, 2005	2010, May
Arthur S. Bowman	January, 1959	1972, October	Neal Berlin	January, 2007	2019, February
Ted Bach	September, 1959	1982, November	Moises Vicente Vela, Jr	January, 2008	2009, January
Larry J. Perry	August, 1963	1971, August	Hilary Potter	February, 2009	2015, June
Rev. Cecil W. Howard	August, 1971	1972, January	Mathew Spengler	January, 2011	2013, June
Houston Gibson	January, 1972	1975, August	Federico Alvarez	June, 2013	2017, February
Jesse Manzanares	October, 1972	1979, August	Joseph Sandoval	January, 2015	2021, February
William R. Greenwood	August, 1975	1976, April	Larry Trujillo	June, 2015	2019, April
Oswald C. Abernethy	April, 1976	1981, September	Kelsey Green	March, 2018	2022, May
William A. Cassell	August, 1979	1984, August	Sylvia "Niecy" Murray	March, 2018	2021, February
Alberta Maus Jesser	September, 1981	1986, April	James Fitzpatrick	July, 2019	2021, September
William J. Chisholm	November, 1982	1986, April	Kevin Duncan	July, 2019	present
Geraldine N. Brady	January, 1983	1986, April	Rufina Hernandez	February, 2021	present
Carol J. Genera	February, 1983	1984, March	Amber Miller	August, 2021	present
Leo F. Cone	May, 1984	1987, January	Noah Stout	September, 2021	present
			Aldwyn Gardner	May, 2022	present