

**HOGUE REPORT**

January 1, 2020 through December 31, 2020

PREPARED BY:

**DENVER CIVIL SERVICE COMMISSION**

101 West Colfax Avenue, Department 1208

Denver, Colorado 80202



## **HISTORY OF THE HOGUE CONSENT DECREE**

The Hogue Consent Decree stipulated in the United States District Court in 1975 established percentages and procedures by which the Denver Civil Service Commission was to certify minority and female police applicants to the Executive Director of Safety and was subsequently modified in 1988. (Hogue, et al. v. Bach, et al, Case No. C-3693, U. S. District Court for the District of Colorado).

The Modified Hogue Consent Decree requires that the Denver Civil Service Commission establish “minority hiring goals” for “the particular minorities of Hispanic, Black, Asian and Native American”. The goals are to be based on the “minority group’s percentage of the available work force within the City and County of Denver”. The term “available work force” is defined as “individuals who possess the minimum age and education qualifications for an applicant to the Denver Police Department”.

The Consent Decree also provides that work force information be determined from the decennial census; it stipulates that when new decennial census data is available, it will be used to set new goals. For this reporting period, January 1, 2020 through December 31, 2020, new goals were established utilizing census data obtained through The American Community Survey (ACS). The ACS now provides for a continuous stream of updated demographic, housing, social, educational attainment and economic data and replaces the decennial census long form-type information that was gathered only once every ten years.

The five-year estimates from the ACS provide for the largest sample size and the most reliable dataset. Therefore, the Commission utilized the ACS data tables for Denver County (from 2015 – 2019) to determine the following new Hogue goals:

<b>Race</b>	<b>% of Population</b>
Hispanic or Latino	29.9%
Black or African American	10.7%
Asian	4.9%
American Indian or Alaska Native	2.1%

*\*For the position of Police Officer, applicants must meet a qualification requirement of the minimum age of (21) and a minimum education requirement of high school graduate or higher educational attainment. The Commission utilized the census data set for “general population of Denver County.”*

The Hogue goals are applicable to our certification of civilian, cadet, certified peace officer (lateral-entry), and reserve Police Officer applicants. These goals are applicable to each individual academy.

A provision of the Modified Decree required the Commission to make annual reports to the Court and counsel in which its activities regarding recruitment, certifications, and validation studies are fully explained.

Since 1999, the Civil Service Commission has entered a Memorandum of Understanding with the Denver Department of Safety to fulfill the recruitment obligations under the Modified Hogue Consent Decree. Recruitment activities conducted for this reporting period (January 1, 2020 through December 31, 2020) by the Denver Department of Safety – Recruitment Office are summarized below:

### **PRINT/ELECTRONIC ADVERTISING AND HIRING ANNOUNCEMENTS**

University of Denver, CU Denver, Metro State University, Johnson and Wales University, Regis University, Community College of Arapahoe, Community College of Aurora, Community College of Denver, Wyoming University, Buckley AFB

### **SOCIAL MEDIA**

Facebook, Twitter, LinkedIn and ziprecruiter.com

### **JOB/CAREER FAIRS AND EVENTS**

#### **Career Days and Job Fairs**

Auxiliaries in Ministry Education Fair, Buckley AFB Career Fair, Community College of Aurora Career Fair, CU Fall Career Fair, DPD American Indian Career Presentation, DPS Career Fair, Filipino American Career Fair, Governors Summer Job Hunt, Kunsmiller Career Event, La Raza

Job Fair, Metro State Criminal Justice Career Fair, Ministries Job Fair, Montbello HS Career Fair, North HS Recruiting Presentations, R.T. Ministries Community Career Fair, Red Rock Community College Career Fair, Union Baptist Church Career Fair, University of Wyoming Career Fair, Westwood College Career Fair, Women’s Community Academy, International Student Welcome Day Tivoli Student Union

**Military Events**

Buckley AFB TAPS, Ft. Carson Transition Services Expo, Military Veterans Employment Expo

**Open Houses**

DPD Police Academy

**School Events**

Arapahoe Community College, Argus University CJ Career Fair, Auraria Fall Fest, Recruitment Meeting w/ Regis University, Recruitment Meeting, Johnson and Wales, Revival, Lincoln High School, Safety Career Panel at MLK Early College

**Miscellaneous**

Movie Theatres, CELL Crime and Prevention Presentation, Dragon Boat Festival, St. Charles Rec Ctr., Mayor’s Cabinet in the Community, Meeting with Lateral Recruit Officers, Mock Interviews Lincoln High School, Montbello First Responder Safety Day, NAWLEE, Office of Strategic Partnership Job Focus, Peterson AFB TAPS, Society of Hispanic Resources Profess., KS 107.5 Diverse radio ads, USA Today Black History Month, BPO Tutorial sessions

**PUBLIC SAFETY WEBSITES**

[www.denvergov.org/civilservice](http://www.denvergov.org/civilservice), [www.denvergov.org/recruit](http://www.denvergov.org/recruit), [www.denvergov.org/jobs](http://www.denvergov.org/jobs), American Police Beat, [www.policeone.com](http://www.policeone.com), [www.theiacp.org](http://www.theiacp.org)

**POLICE EXAMINATION DIVERSITY REVIEW COMMITTEE (PEDRC)**

The Civil Service Commission has established the Police Examination Diversity Review Committee (PEDRC), which is made up of members of the Civil Service Commission Board and

staff, Department of Safety – Recruitment, Police Administration, Police union, employee minority representatives and other interested parties to address testing, selection, recruitment, and diversity issues. The Committee typically meets on a quarterly basis.

The recruitment efforts identified above constitute a “good faith recruiting effort,” as defined in paragraph 15 of the Modified Consent Decree. In cooperation with the Denver Department of Safety, the Commission is committed to achieving greater diversity within the Department of Safety.

### **VALIDATION STUDIES**

The Commission conducts validation studies for tests utilized in the examination process. Objective written tests are developed and validated under contract with consulting firms who have Ph.D. level staff and who are considered experts in the testing field. Validation studies include a comprehensive job analysis and input from incumbent Denver Police Officers in order to determine the job-related criteria that are believed to be essential and or important to the position of Police Officer. The Commission’s selection procedures are governed in part by the Uniform Guidelines on Employee Selection Procedures.

### **ETHNIC/RACE AND GENDER COMPOSITION OF POLICE ACADEMY CLASSES**

A City Charter provision adopted in November 1993 allows for appointment of certified peace officers through a lateral transfer examination process. Based on the Police Officer examination administered between January 1, 2020 and December 31, 2020, certification to the Executive Director of Safety resulted in two academy classes:

<b>20-1 March Lateral Level Academy</b>								
<b>Identify As</b>	<b>Female</b>	<b>% of Total</b>	<b>Male</b>	<b>% of Total</b>	<b>Decline to Identify</b>	<b>% of Total</b>	<b>Total</b>	<b>% of Total</b>
<b>American Indian or Alaska Native</b>	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Asian</b>	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Black or African American	0	0.00%	1	5.88%	0	0.00%	1	5.88%
Decline to Identify	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Hawaiian or Other Pacific Islander	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Hispanic/Latino	1	5.88%	5	29.41%	0	0.00%	6	35.29%
Two or More Races	0	0.00%	0	0.00%	0	0.00%	0	0.00%
White	1	5.88%	9	52.94%	0	0.00%	10	58.82%
<b>Total</b>	<b>2</b>	<b>11.76%</b>	<b>15</b>	<b>88.24%</b>	<b>0</b>	<b>0.00%</b>	<b>17</b>	<b>100.00%</b>
<i>Percentages are rounded to hundredths decimal place, therefore totals may not equal 100%.</i>								

<b>20-2 November Entry Level Academy</b>								
<b>Identify As</b>	<b>Female</b>	<b>% of Total</b>	<b>Male</b>	<b>% of Total</b>	<b>Decline to Identify</b>	<b>% of Total</b>	<b>Total</b>	<b>% of Total</b>
American Indian or Alaska Native	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Asian	1	4.17%	0	0.00%	0	0.00%	1	4.17%
Black or African American	1	4.17%	2	8.33%	0	0.00%	3	12.50%
Decline to Identify	1	4.17%	1	4.17%	0	0.00%	2	8.33%
Hispanic/Latino	3	12.50%	6	25.00%	0	0.00%	9	37.50%
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%	0	0.00%	0	0.00%	0	0.00%
White	4	16.67%	5	20.83%	0	0.00%	9	37.50%
<b>Total</b>	<b>10</b>	<b>41.67%</b>	<b>14</b>	<b>58.33%</b>	<b>0</b>	<b>0.00%</b>	<b>24</b>	<b>100.00%</b>
<i>Percentages are rounded to hundredths decimal place, therefore totals may not equal 100%.</i>								

## **COMPOSITIONAL PROFILE OF THE DENVER POLICE DEPARTMENT**

**January 1, 2020 through December 31, 2020**

As of December 31, 2020, the Denver Police Department employed 1,570 members in the Classified Service as shown in Table I. This represents a net decrease in personnel of 37

individuals from the previous reporting year (2019). The minority population of the department is 563, or 35.85% of the total workforce. The total number of White officers in the department is 1,007 or 64.14%.

The demographic breakdown of the 563 minority officers is as follows: 21.97% Hispanic; 9.04% Black or African American, 2.68% Asian, 0.88% American Indian or Alaska Native. There is also 0.89% of officers who declared more than one race and 0.38% who chose not to declare a race. In relation to the figures for the last reporting year (2019), the minority population composition reflects that the Hispanic American population increased by 0.57%, the Black or African American population increased by 0.27%, the Asian American population decreased by 0.06% and the American Indian or Alaska Native population decreased by 0.11%. The percentage of the total department population comprised by each minority group is as follows: Black or African Americans make up 9.04% of the total department population; Hispanic Americans make up 21.97%; Asian Americans make up 2.68%, and American Indian or Alaska Natives make up 0.89%.

The composition of the department by gender is also shown in Table I. Combining both White and minority officers, 84.97% of the Police personnel are male, and 14.97% are female. In relation to these figures from the last reporting period (2019), the composition of females increased from 14.50% in 2019 to 14.97% in 2020. The number of minority female officers is 112, and the number of White female officers is 123.

The foregoing report is respectfully submitted by the Civil Service Commission pursuant to Hogue, et al. v. Bach, et al, Case No. C-3693, United States District Court for the District of Colorado.

Approved by: Sylvia Niecy Murry  
Executive Director  
Denver Civil Service Commission

TABLE I

**COMPOSITION OF THE  
DENVER POLICE DEPARTMENT  
BY  
ETHNICITY/RACE AND GENDER**

Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	5	0.32%	9	0.57%	0	0.00%	14	0.89%
Asian	6	0.38%	36	2.29%	0	0.00%	42	2.68%
Black or African American	25	1.59%	117	7.45%	0	0.00%	142	9.04%
Decline to Identify	2	0.13%	3	0.19%	1	0.06%	6	0.38%
Hispanic or Latino	67	4.27%	278	17.71%	0	0.00%	345	21.97%
Two or More Races	7	0.45%	7	0.45%	0	0.00%	14	0.89%
White	123	7.83%	884	56.31%	0	0.00%	1007	64.14%
<b>Total</b>	235	14.97%	1334	84.97%	1	0.06%	1570	100.00%
<i>Percentages are rounded to hundredths decimal place, therefore totals may not equal 100%.</i>								

This table is based on the Department of Safety Human Resources database, December 31<sup>st</sup>, 2020.