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DENVER
THE MILE HIGH CITY

HOGUE

REPORT

2023

Prepared by:
Civil Service Commission

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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 Back, 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 establishes a “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”. For the position of Police Officer, applicants must meet a qualification requirement of the minimum age of twenty-one (21) and a minimum education requirement of high school graduate or a completion of General Educational Development (GED).

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, 2023 through December 31, 2023, new goals were established utilizing census data obtained through The American Community Survey (ACS). The ACS now provides 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 data set. Therefore, the Commission utilized the most recent available ACS data tables for Denver County (2022 five-year estimate) to determine the following new Hogue goals.

Race	% of Population
Hispanic or Latino	29.2%
Black or African American	8.9%
Asian	3.6%
American Indian and Alaska Native	0.8%

The Commission utilized the census data set for “general population of Denver County.”

The Hogue goals are applicable to the Commission’s 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 requires the Commission to make annual reports to the Court and counsel in which its activities regarding recruitment, certifications, and validation studies are fully explained.

RECRUITMENT

Since 1999, the Civil Service Commission has entered a Memorandum of Understanding (MOU) with the Denver Department of Safety to fulfill the recruitment obligations under the Modified Hogue Consent Decree. Recruitment activities conducted for this reporting period of January 1, 2023 – December 31, 2023 and preceding year (2022) by the Denver Department of Safety – Recruitment Office are summarized below:

Direct Advertising and Hiring Announcement

- Civil Service Commission Website
- City and County of Denver Job Portal

Job/Career Fairs and Events Attended by Sworn Officers and Department of Safety Staff

- Harvey Park Recreation Center Career Fair
- Colorado Law Enforcement Career Fair
- Best Hire Job Fair
- University of Colorado Boulder Career Fair
- Hiring Fair at the City of Aurora
- CSU In-person Career Fair
- Denver University All-Majors Career Fair
- Adams County Regional Job Fair
- Elevating Diversity Job Fair
- Community and Veterans Job Fair
- Colorado Springs Workforce Center Job Fair
- Red Rocks Community College Career Fair
- Hiring Event at the City of Aurora
- Denver City Job Fair
- CU Boulder Roam Anywhere Career Fair

Military Events

- Buckley AFB TAPS
- Ft. Carson Transition Services Expo
- Military Veterans Employment Expo
- Recruit Military Job Fair, Buckley Space Force Career Summit
- Hiring Our Heroes (Fort Carson)
- Connect with a Vet Job Fair
- Colorado Springs Military and Veterans Job Fair

School Events

- Arapahoe Community College
- Regis University
- Colorado Mesa University Job Fair
- Denver Public Schools 8th Grade Career Fair
- EMS/Fire Job Fair at Aims Community College
- CSU Just in Time Career Fair

Miscellaneous

- National Western Stock Show
- Dragon Boat Festival
- St. Charles Rec Ctr.
- Hope Community Gardens
- Denver Polar Plunge and 5k
- Mock Interviews Lincoln High School Peterson AFB TAPS
- Cherry Blossom Festival
- Cinco de Mayo Festival
- Distracted Driver Photo Op
- Taste of Colorado at Viva Streets
- Five Points Jazz Festival
- DOS/DPR Nigh under the Lights
- Safe Summer Expo at the Boys and Girls Club
- Colorado Black Arts Festival
- Taste of the South
- Denver First Responders Day
- Westwood Chile Festival
- Denver Fire/Mile High Scout Force
- Sun Valley Harvest Festival
- Mid-Autumn Festival
- Mile High Trick or Treat
- Denver Powwow
- Safe Summer Expo
- Five Points Jazz Festival
- Juneteenth Festival
- Colorado Black Arts Festival
- Special Olympic Plane Pull
- Denver Heroes Festival

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 quarterly. Due to the Covid-19 Public Health Emergency (PHE), the Committee has met at least once per calendar year. For this reporting period of January 1, 2023 through December 31, 2023, the meeting was held on March 16, 2023.

The recruitment efforts identified in this report constitute a “good faith recruiting effort,” as denied 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 Police Department.

VALIDATION STUDIES

The Commission conducts validation studies for tests utilized in the examination process. Objective written tests are developed and validated under the contract with consulting firm(s) 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 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 the appointment of certified peace officers through a lateral transfer examination process. Based on the Police Officer examination administered between January 1, 2023, through December 31, 2023, certification to the Executive Director of Safety resulted in three academy classes.

Academy 23-1

Identify As	Female	% Total	Male	% Total	Decline to Identify	% Total	Total	% Total
American Indian or Alaskan Native	1	1.79%	0	0.00%	0	0.00%	1	1.79%
Asian	0	0.00%	2	3.57%	0	0.00%	2	3.57%
Black or African American	0	0.00%	3	5.36%	0	0.00%	3	5.36%
Decline to Identify	0	0.00%	0	0.00%	1	1.79%	1	1.79%
Hispanic or Latino	7	12.50%	15	26.79%	0	0.00%	22	39.29%
Native Hawaiian or Other Pacific Islander	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Two or More Races	2	3.57%	5	8.93%	0	0.00%	7	12.50%
White	6	10.71%	14	25.00%	0	0.00%	20	35.71%
Total	16	28.57%	39	69.64%	1	1.79%	56	100.00%

Academy 23-2

Identify As	Female	% Total	Male	% Total	Decline to Identify	% Total	Total	% Total
American Indian or Alaskan Native	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Asian	2	7.14%	2	7.14%	0	0.00%	4	14.29%
Black or African American	0	0.00%	2	7.14%	0	0.00%	2	7.14%
Decline to Identify	0	0.00%	1	3.57%	0	0.00%	1	3.57%
Hispanic or Latino	2	7.14%	7	25.00%	0	0.00%	9	32.14%

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	3	10.71%	9	32.14%	0	0.00%	12	42.86%
Total	7	25.00%	21	75.00%	0	0.00%	28	100.00%

Academy 23-3

Identify As	Female	% Total	Male	% Total	Decline to Identify	% Total	Total	% Total
American Indian or Alaskan Native	1	2.44%	3	7.32%	0	0.00%	4	9.76%
Asian	0	0.00%	4	9.76%	0	0.00%	4	9.76%
Black or African American	1	2.44%	2	4.88%	0	0.00%	3	7.32%
Decline to Identify	0	0.00%	1	2.44%	0	0.00%	1	2.44%
Hispanic or Latino	3	7.32%	8	19.51%	0	0.00%	11	26.83%
Native Hawaiian or Other Pacific Islander	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Two or More Races	1	2.44%	3	7.32%	0	0.00%	4	9.76%
White	2	4.88%	12	29.27%	0	0.00%	14	34.15%
Total	8	19.51%	33	80.49%	0	0.00%	41	100.00%

COMPOSITION PROFILE OF THE DENVER POLICE DEPARTMENT

In relation to the 5-year estimate figures cited for the last reporting year (2020), the minority population composition reflects that the Hispanic or Latino population decreased by 0.7%, the Black or African American population composition decreased by 1.8%, the Asian population decreased by 1.3%, and the American Indian or Alaska Native population decreased by 1.3%.

As of December 31, 2023, the Denver Police Department employed 1,533 in the Classified Service. This represents a net decrease in personnel of 37 individuals from the previous reporting year (2020) and net increase in personnel of 8 individuals from the preceding year (2022). The minority population of the department is 553 or 36.07% of the total work force. The total number of White officers in the department is 943 or 61.51%. There are also 31 or 2.02% of officers who declared more than one race and 6 or 0.39% who chose not to declare a race.

The demographic breakdown for the 553 minority officers is as follows:

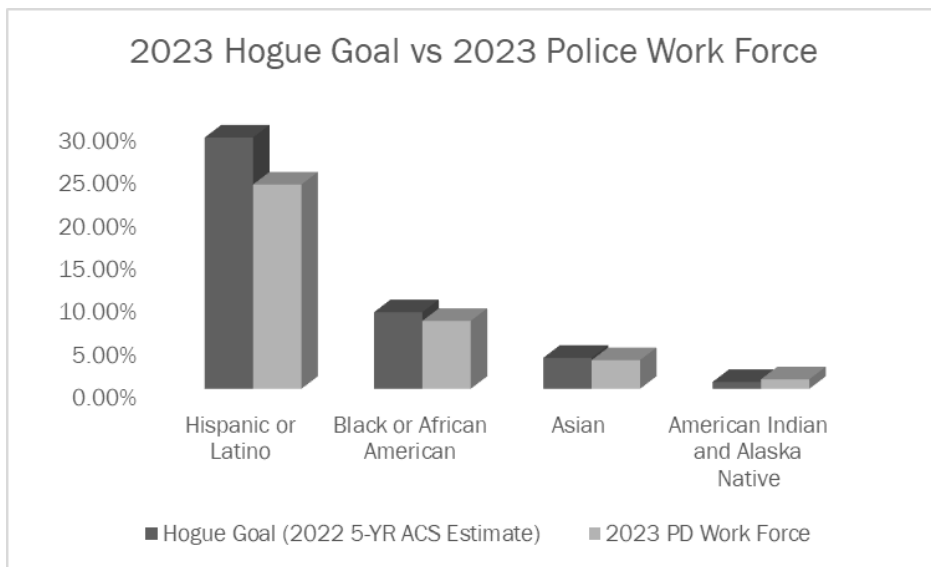
Race	Count	% of Population
Hispanic or Latino	364	23.74%
Black or African American	121	7.89%
Asian	51	3.33%
American Indian and Alaska Native	17	1.11%

In comparison to the previous reporting year (2020), the composition of the police department as of December 31, 2023 represents an increase in Hispanic or Latino officers by 1.77%, a decrease in Black or African American officers by 1.15%, an increase in Asian officers by 0.65%, and an increase in American Indian and Alaska Native officers by 0.22%.

The composition of the police department by gender as of December 31, 2023 is 251 or 16.37% female officers and 1,281 or 83.56% male officers. There is 1 or 0.07% officer who decline to identify.

In comparison to the previous reporting year (2020), the composition of the police department as of December 31, 2023 represents a net increase in female officers by 16 or 6.81% and a net decrease in male officers by 53 or 3.97%.

Comparing the new Hogue goals utilized for this reporting period of January 1, 2023 through December 31, 2023 and the police department’s available workforce, the goal was exceeded for the American Indian and Alaska Native police officers. The goals for the Hispanic or Latino, Black or African American, and Asian officers were not met.



Race	Hogue Goal (2022 5-YR ACS Estimate)	2023 PD Work Force
Hispanic or Latino	29.20%	23.74%
Black or African American	8.90%	7.89%
Asian	3.60%	3.33%
American Indian and Alaska Native	0.80%	1.11%

Note: Percentages are rounded to hundredths decimal place. Therefore totals may not equal 100%. Police Department work force data obtained from the Department of Safety Human Resources database.

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

Approved by: Gracie Perez
 Executive Director
 Denver Civil Service Commission