

Denver Civil Service Commission



**2021 ANNUAL
REPORT**

SUMMER 2022

Dear Friends and Colleagues:

The Denver Civil Service Commission remains committed to 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 also owes a debt of gratitude to the Commissioners who bid us farewell between Summer 2021 and 2022. Commissioner Joseph G. Sandoval, Esq. who served with unwavering dedication since his appointment by Mayor Hancock in 2015. Commissioner James Fitzpatrick, who brought a valuable perspective as a retired 29-year member of the Denver Police Department; and Commissioner Kelsey Green who served as Commission President in her final year. The Commission is sincerely grateful to all for their years of leadership and selfless dedication toward our mission and purpose. The Commission welcomes Amber Miller, Noah Stout, Esq. and Aldwyn Gardner during this reporting period. Commissioner Miller brings extensive communications and public affairs knowledge, while Commissioner Stout has extensive legal and policy knowledge. Commissioner Gardner has actively participated in several citywide boards with a professional background in technology. 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 Paul Pazen, 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, makes bold steps in helping to create a Denver where all area world class city where everybody matters.

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.

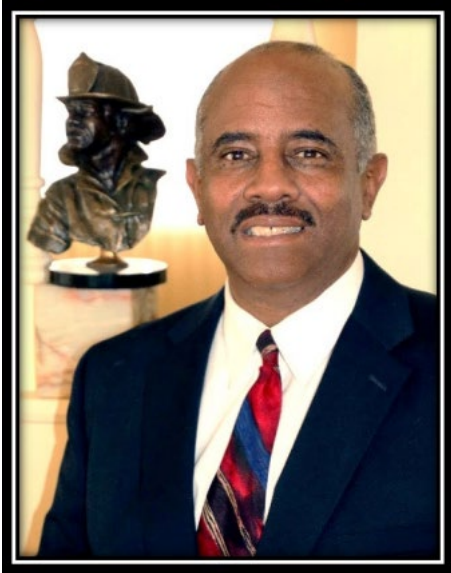
The duties, powers and responsibilities of the Commission include establishing, fostering and maintaining a merit personnel system for the Classified Service of the Denver Police and Fire Departments. Through this merit process, a listing of eligible applicants/candidates determined to be the best qualified, 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 ensures 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 is the most recent appointee to Civil Service Commission. Commissioner Gardner was appointed by City Council in May. 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 \$1,763,528.00 in 2021. The budget includes costs for a full-time staff of 10 employees, and 19 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 two (2) promotional examinations was a total of \$35,976.00.

Fire Lieutenant \$16,076

Police Sergeant \$19,900

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 \$699,622.

Background Investigation Unit Payroll and Social Security \$300,011

Polygraph Exams \$106,643

Suitability Assessments, and Psychological Exams \$142,190

Pre-Employment Drug Screening \$8,587

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 o serve as Commission Hearing Officers: Daniel C. Ferguson, Esq., and Carrie Clein, Esq.

2021 Disciplinary Appeals

2021 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.

2021 Disciplinary Appeals Received and Outcomes

Dismissed: -20CSC04 Taft, Jamie

Upheld - 20CSC05 Mauro, Nicholas

Dismissed - 20CSC06 Taft, Jamie

Settled - 20CSC07 Jaramillo, Lucia

Commissioner Appealed / Affirmed - 20CSC05A Mauro, Nicholas

Affirmed - 21CSC01 Phuvapaisalkij, Thanarat

Pending - 21CSC02 Streeter, Derek

ENTRY-LEVEL POLICE/FIRE TESTING 2021

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 online through the Commission's web site at www.denvergov.org/civilservice. 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 2021, three (3) Police Academies were placed beginning in June, October and December. A total of ninety-eight (98) Police recruits were hired in 2021. 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. 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 2020 and 2021 for Entry-Level firefighter as well as *Emergency Medical Technician (EMT). For 2021, one (1) requisition was created for Entry-Level Fire and one (1) for Emergency Medical Technician. The total number of applications received for the 2021 Entry-Level Fire Academy was one hundred eighty-six (186) and one hundred twenty-one (121) for Emergency Medical Technician.

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

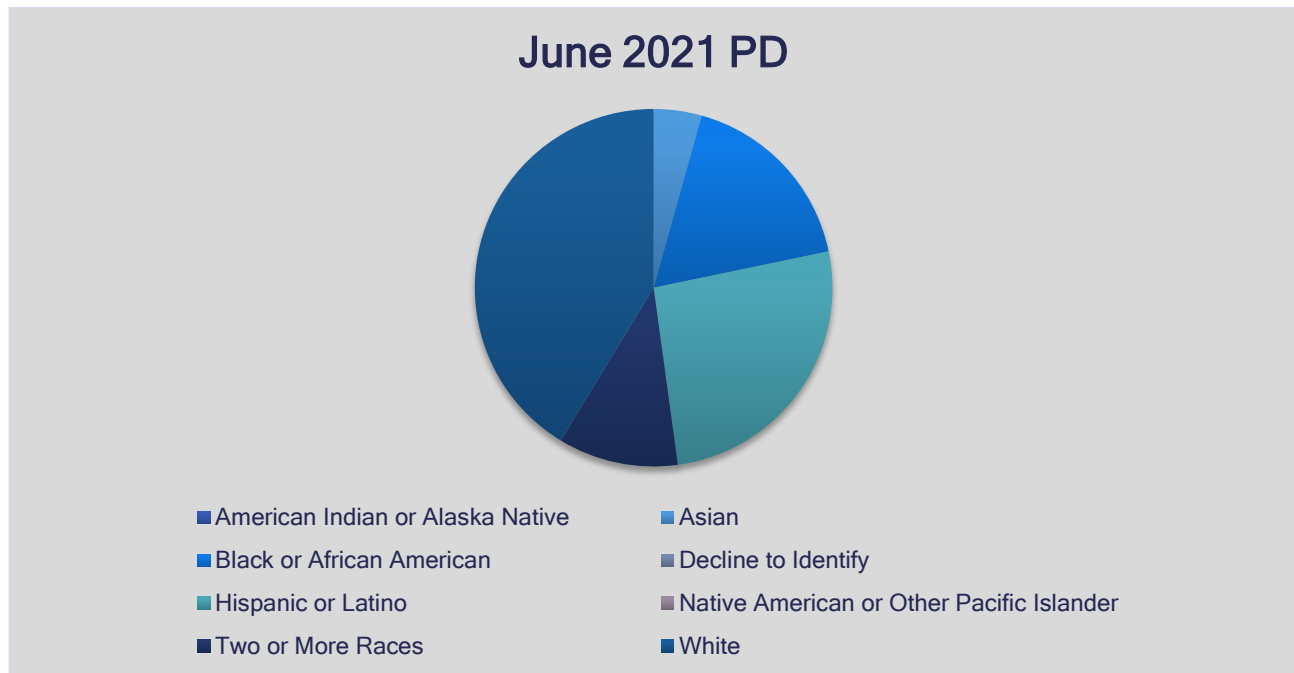
ENTRY-LEVEL POLICE/FIRE TESTING 2021

Ultimately, one Entry-Level Fire academy of thirty-five (35) was placed and one Emergency Medical Technician class in which four (4) individuals were placed. Of note, the Commission moved from a two-year testing cycle to a one-year testing cycle in 2019 and continues to believe that this decision provides greater opportunities for more individuals to participate in the application, testing and hiring process.

*The rank of EMT was created by amendment to the City Charter in 2019 with the first EMT's being hired in 2020. The rank was deemed necessary in order to provide additional and faster medical services at the scene of an emergency.

2021 JUNE POLICE ACADEMY DEMOGRAPHICS

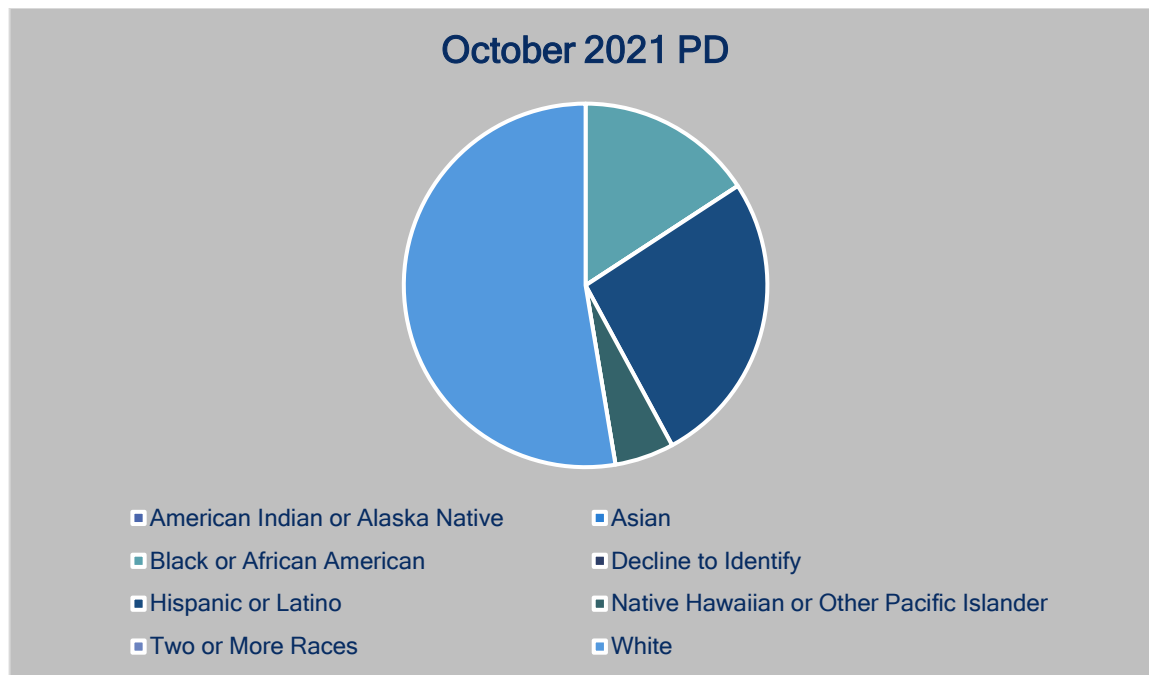
2021 Entry Level								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Asian	0	0.00%	2	4.35%	0	0.00%	2	4.35%
Black or African American	1	2.17%	7	15.22%	0	0.00%	8	17.39%
Decline to Identify	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Hispanic or Latino	7	15.22%	5	10.87%	0	0.00%	12	26.09%
Native Hawaiian or Other Pacific Islander	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Two or More Races	1	2.17%	4	8.70%	0	0.00%	5	10.87%
White	7	15.22%	12	26.09%	0	0.00%	19	41.30%
Total	16	34.78%	30	65.22%	0	0.00%	46	100.00%



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

2021 OCTOBER POLICE ACADEMY DEMOGRAPHICS

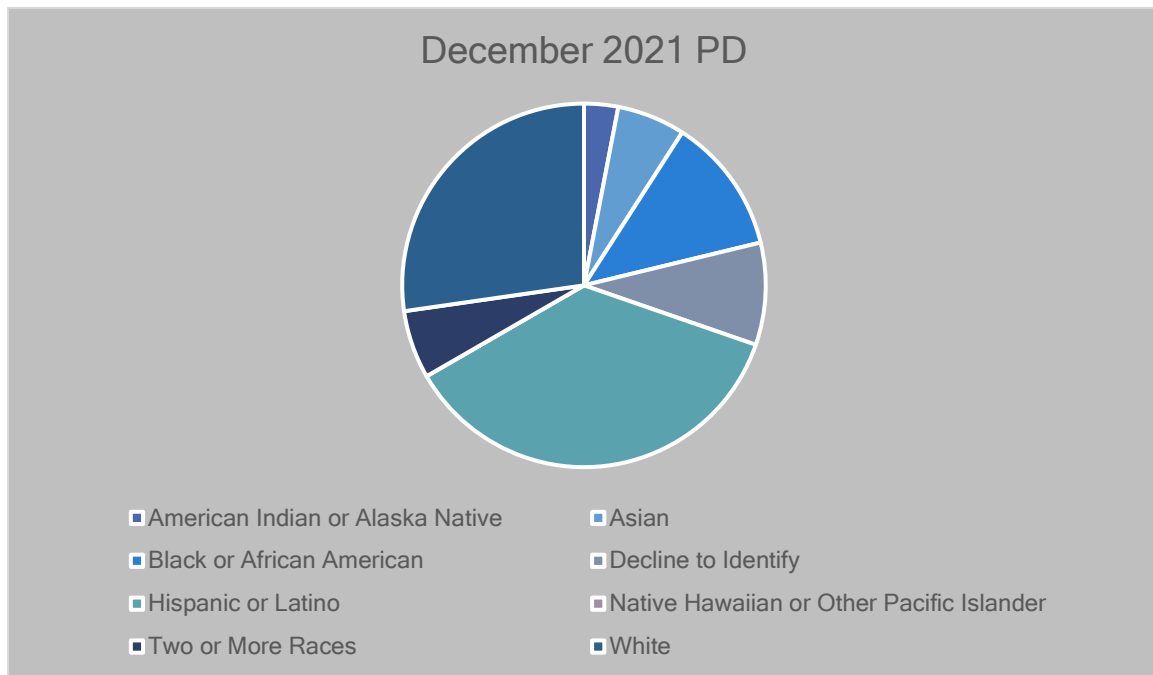
2021 Entry Level								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Asian	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Black or African American	0	0.00%	3	15.79%	0	0.00%	3	15.79%
Decline to Identify	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Hispanic or Latino	2	10.53%	3	15.79%	0	0.00%	5	26.32%
Native Hawaiian or Other Pacific Islander	0	0.00%	1	5.26%	0	0.00%	1	5.26%
Two or More Races	0	0.00%	0	0.00%	0	0.00%	0	0.00%
White	3	15.79%	7	36.84%	0	0.00%	10	52.63%
Total	5	26.32%	14	73.68%	0	0.00%	19	100.00%



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

2021 DECEMBER POLICE ACADEMY DEMOGRAPHICS

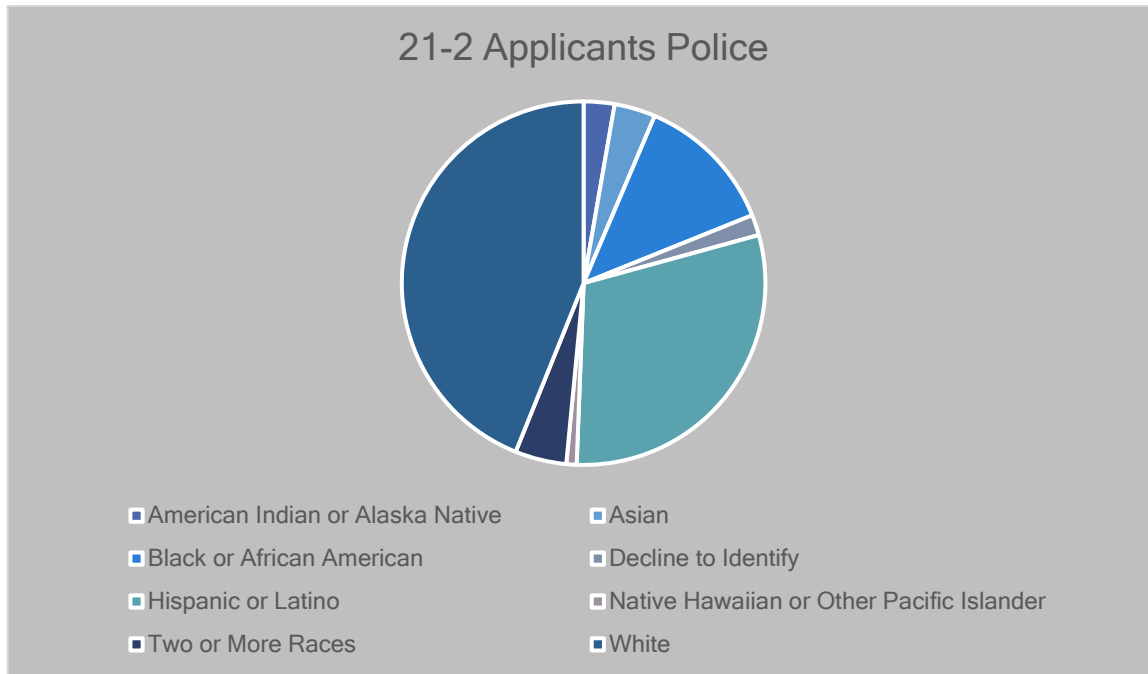
2021 Entry Level								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	1	0.00%	0	0.00%	0	0.00%	1	3.03%
Asian	0	0.00%	2	6.06%	0	0.00%	2	6.06%
Black or African American	0	0.00%	4	12.12%	0	0.00%	4	12.12%
Decline to Identify	2	6.06%	0	0.00%	1	3.03%	3	9.09%
Hispanic or Latino	3	9.09%	9	27.27%	0	0.00%	12	36.36%
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	6.06%	0	0.00%	2	6.06%
White	4	12.12%	5	15.15%	0	0.00%	9	27.27%
Total	10	30.30%	22	66.67%	1	3.03%	33	100.00%



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

21-2 POLICE APPLICANTS

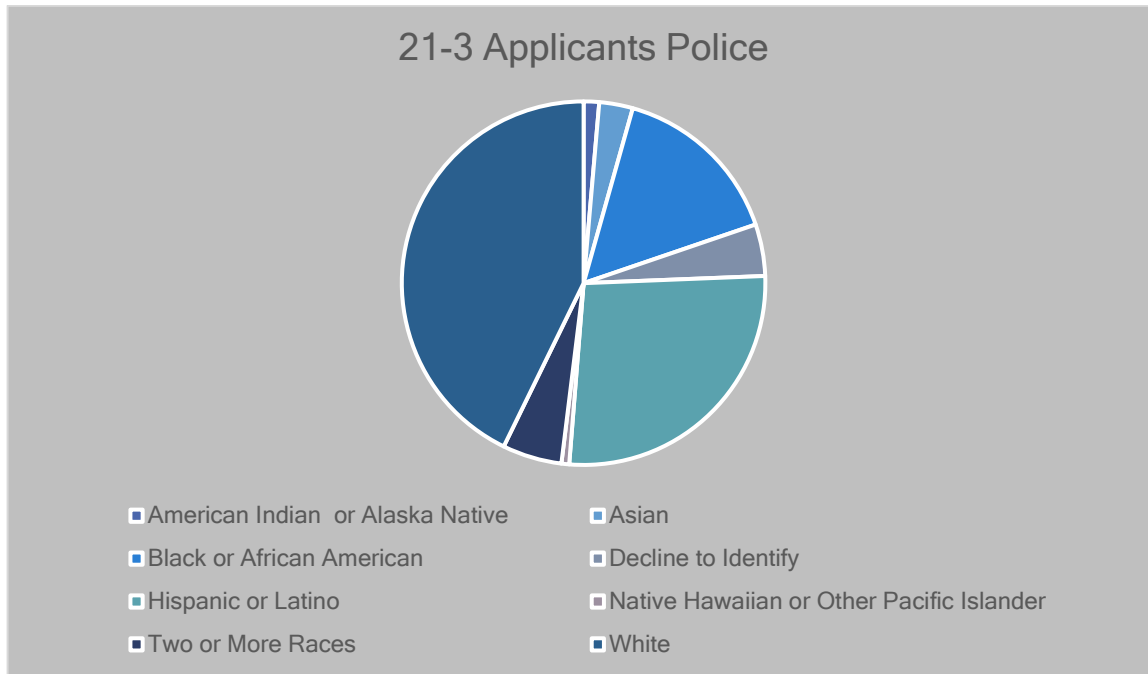
2021 Entry Level Applicants								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	4	1.22%	5	1.52%	0	0.00%	9	2.74%
Asian	0	0.00%	12	3.66%	0	0.00%	12	3.66%
Black or African American	8	2.44%	33	10.06%	0	0.00%	41	12.50%
Decline to Identify	0	0.00%	2	0.61%	4	1.22%	6	1.83%
Hispanic or Latino	39	11.89%	59	17.99%	0	0.00%	98	29.88%
Native Hawaiian or Other Pacific Islander	0	0.00%	3	0.91%	0	0.00%	3	0.91%
Two or More Races	3	0.91%	12	3.66%	0	0.00%	15	4.57%
White	40	12.20%	104	31.71%	0	0.00%	144	43.90%
Total	94	28.66%	230	70.12%	4	1.22%	328	100.00%



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21-3 POLICE APPLICANTS

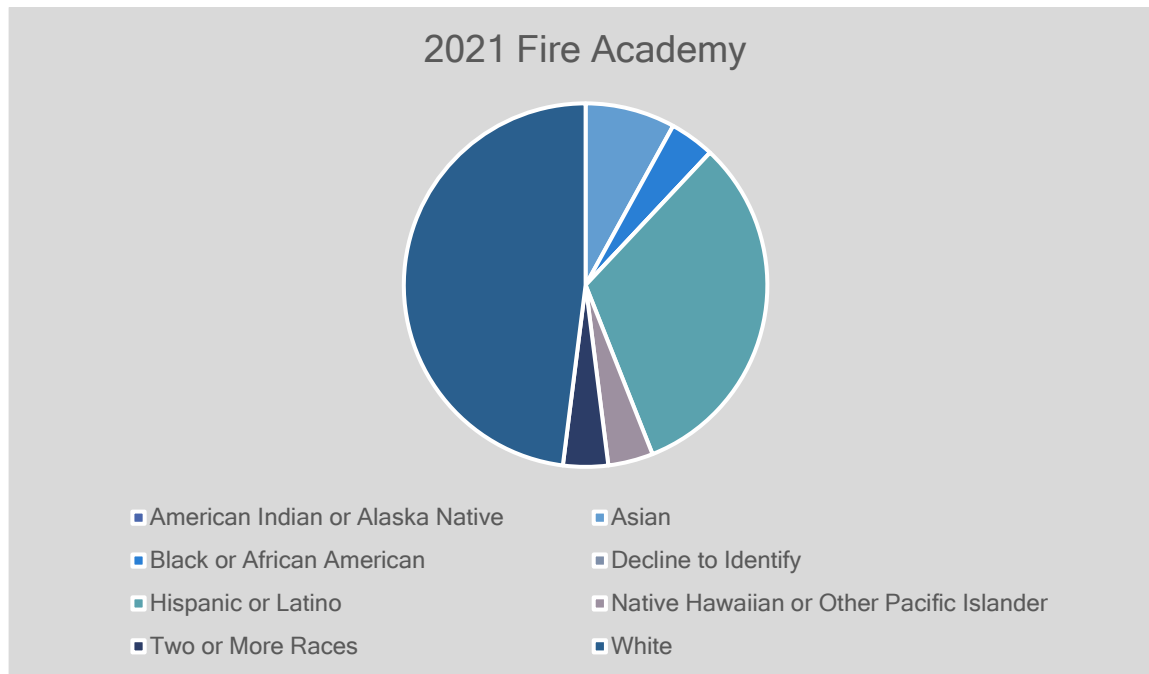
2021 Entry Level Applicants (October)								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	1	0.23%	5	1.15%	0	0.00%	6	1.38%
Asian	2	0.46%	11	2.53%	0	0.00%	13	2.99%
Black or African American	11	2.53%	54	12.41%	2	0.46%	67	15.40%
Decline to Identify	2	0.46%	13	2.99%	5	1.15%	20	4.60%
Hispanic or Latino	36	8.28%	79	18.16%	2	0.46%	117	26.90%
Native Hawaiian or Other Pacific Islander	0	0.00%	3	0.69%	0	0.00%	3	0.69%
Two or More Races	7	1.61%	16	3.68%	0	0.00%	23	5.29%
White	40	9.20%	144	33.10%	2	0.46%	186	42.76%
Total	99	22.76%	325	74.71%	11	2.53%	435	100.00%



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

2021 ENTRY LEVEL FIRE ACADEMY

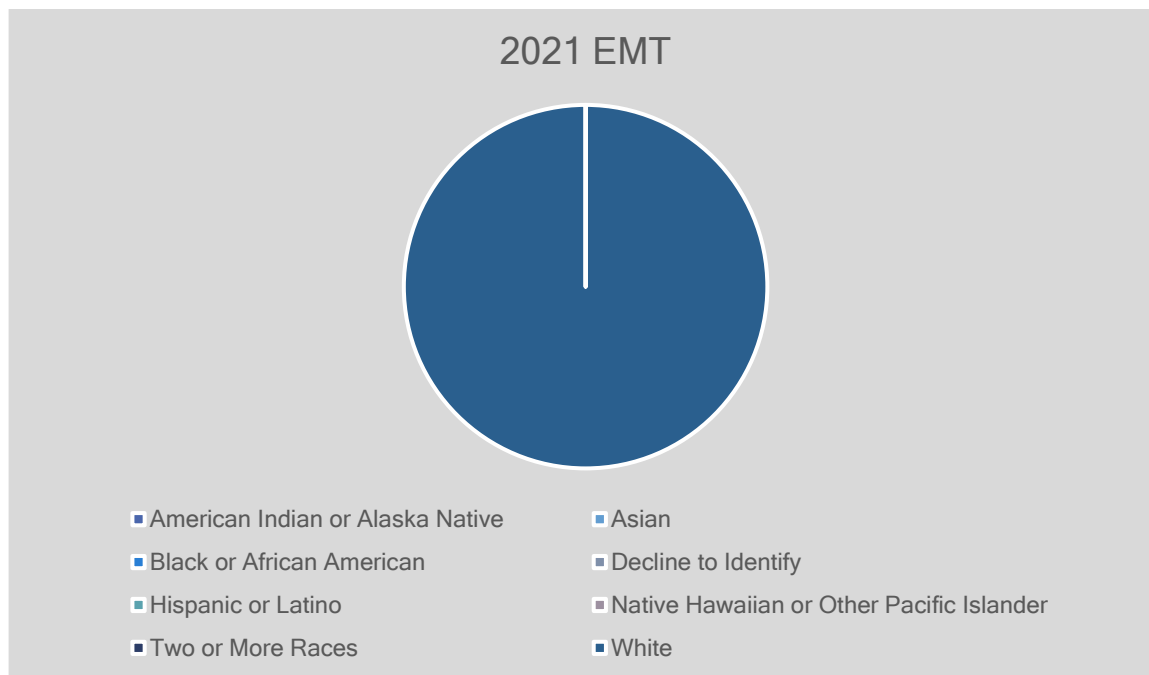
2021 Entry Level								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Asian	0	0.00%	2	8.00%	0	0.00%	2	8.00%
Black or African American	0	0.00%	1	4.00%	0	0.00%	1	4.00%
Decline to Identify	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Hispanic or Latino	0	0.00%	8	32.00%	0	0.00%	8	32.00%
Native Hawaiian or Other Pacific Islander	0	0.00%	1	4.00%	0	0.00%	1	4.00%
Two or More Races	0	0.00%	1	4.00%	0	0.00%	1	4.00%
White	3	12.00%	9	36.00%	0	0.00%	12	48.00%
Total	3	12.00%	22	88.00%	0	0.00%	25	100.00%



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

2021 EMERGENCY MEDICAL TECHNICIAN CLASS

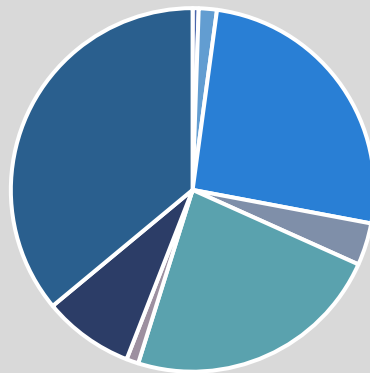
2021 EMT								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Asian	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Black or African American	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Decline to Identify	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Hispanic or Latino	0	0.00%	0	0.00%	0	0.00%	0	0.00%
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%	0	0.00%	0	0.00%	0	0.00%
White	1	25.00%	3	75.00%	0	0.00%	4	100.00%
Total	1	25.00%	3	75.00%	0	0.00%	4	100.00%



2021 ENTRY LEVEL FIRE APPLICANTS

2021 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%	1	0.54%	0	0.00%	1	0.54%
Asian	1	0.54%	2	1.08%	0	0.00%	3	1.61%
Black or African American	3	1.61%	45	24.19%	0	0.00%	48	25.81%
Decline to Identify	1	0.54%	3	1.61%	3	1.61%	7	3.76%
Hispanic or Latino	7	3.76%	36	19.35%	0	0.00%	43	23.12%
Native Hawaiian or Other Pacific Islander	0	0.00%	2	1.08%	0	0.00%	2	1.08%
Two or More Races	5	2.69%	10	5.38%	0	0.00%	15	8.06%
White	17	9.14%	50	26.88%	0	0.00%	67	36.02%
Total	34	18.28%	149	80.11%	3	1.61%	186	100.00%

2021 Applicants Fire

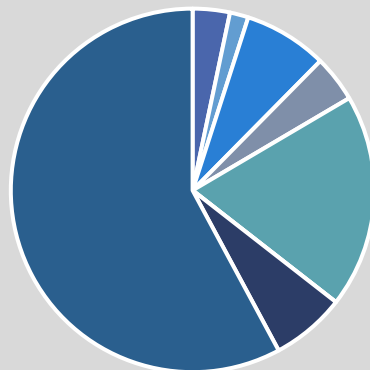


- American Indian or Alaska Native
- Black or African American
- Hispanic or Latino
- Two or More Races
- Asian
- Decline to Identify
- Native Hawaiian or Other Pacific Islander
- White

21-1 EMERGENCY MEDICAL TECHNICIAN APPLICANTS

2021 EMT								
Identify As	Female	% of Total	Male	% of Total	Decline to Identify	% of Total	Total	% of Total
American Indian or Alaska Native	1	0.83%	3	2.48%	0	0.00%	4	3.31%
Asian	0	0.00%	2	1.65%	0	0.00%	2	1.65%
Black or African American	0	0.00%	9	7.44%	0	0.00%	9	7.44%
Decline to Identify	0	0.00%	3	2.48%	2	1.65%	5	4.13%
Hispanic or Latino	6	4.96%	17	14.05%	0	0.00%	23	19.01%
Native Hawaiian or Other Pacific Islander	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Two or More Races	3	2.48%	4	3.31%	1	0.83%	8	6.61%
White	16	13.22%	54	44.63%	0	0.00%	70	57.85%
Total	26	21.49%	92	76.03%	3	2.48%	121	100.00%

21-1 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

CIVIL SERVICE COMMISSIONERS

114 Years of Service: April 7, 1904 - December 31, 2021

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. Kiofsky	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