

City & County of Denver Department of Safety



DENVER FIRE FIGHTERS.



2006 Annual Recruitment Report

Deputy Sheriff * Firefighter * Police Officer

www.denvergov.jobs

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Executive Summary

This report will provide an overview of the 2006 recruitment program for Denver Sheriff, Fire, and Police Department sworn personnel. The contents of this report summarize recruitment staff, community outreach, employment marketing and advertising, interest forms, application summary, Census 2000, and budget considerations.

Those assigned to the Public Safety Recruitment Office are charged with year round recruitment activity. The recruitment office is staffed with uniformed recruitment representatives from the fire, sheriff, and police departments. In addition, recruitment assistance is provided through the cadet program along with two civilian personnel from the Department of Safety.

On a recruitment budget of approximately \$190,000 for 2006, which includes two full-time employee's and operating expenses the recruitment section lived within its' means. The recruitment section continued to incorporate modern day best recruitment practices and procedures to source qualified applicants.

The Sheriff, Fire, and Police Departments collectively received over 7,500 Interest Forms for 2006 with over 2,100 referrals to various employee group contacts. The referral process allows for employee groups to formally connect with potential applicants through applicant initiated communication. The employee groups that participated in this program were the Black Police Officers Organization, Latino Police Officers Organization, Police Protective Association, Denver Women's Police Officers Advisory Committee, Gay and Lesbian Police Officers Advisory Committee, Firefighters Inc. For Racial Equality, CO Black Professional Firefighters, Denver Women Firefighters, Black Sheriff Protective Association, Fraternal Order of Police Lodge 27, and the Latin American Law Enforcement Association.

The 2006 application period remained open for most of the year for Denver Police and Denver Deputy Sheriff. The Denver Firefighter application period was open March and April of 2006. In summary, over 5,300 applications were submitted for Denver Police Officer, Deputy Sheriff and/or Firefighter employment. Overall, applicants identified themselves as 12.53% Black, 19.89% Hispanic, 53.05% White, 2.19% Asian, 1.04% American Indian, 11.22% undeclared race, 79.32% Male, 18.53% Female, and 2.13% undeclared gender.

Since the year 2000, over 28,000 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.

The www.denvergov.jobs web-site continues to be one of the most visited on the entire Denvergov network. New for 2006 was the domain purchase of a .jobs domain to easier assist job seekers with public safety employment information.

On average, for 2006, on a daily basis nearly 400 people visit the recruitment web-site. The use of this technology significantly enhances recruitment efforts and allows for improved applicant communication and data retrieval.

The recruitment web-site allows for 24-hour a day 7-day a week access to the latest recruitment information for the Denver safety agencies. Potential job seekers can explore *About Denver, Diversity Initiatives, Presentation Requests, Upcoming Events,* and various links to assist with career preparation. Several e-forms have been added to the recruitment site to facilitate communications while keeping costs to a minimum.

The following pages of this report outline the 2006 recruitment activity undertaken by the Public Safety Recruitment Office and several other volunteers from within each of the safety agencies.

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. **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 active as a track coach at George Washington High School.

Sergeant Darryle Brown, Deputy Sheriff Recruiter has been assigned to the Public Safety Recruitment Office since May of 2004 to the present. Sgt. Brown joined the Denver Sheriff Department in 1994. Sgt. Brown is a published writer for several local and national law enforcement magazines and is an active member of the Emergency Services Public Information Officers of Colorado, Toastmasters International and the Colorado Association of Black Journalists.

Detective Michael Lemmons, Police Recruiter was assigned police recruitment responsibilities May 2004 to the present. Detective Lemmons has been with the Denver Police Department since 1991. Detective Lemmons is a member of the Black Police Officers Organization and served as President of that organization for three terms. **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. Lieutenant Harold Chatman served as police recruitment supervisor during 2006. Additional support for police recruitment duties comes from the *Volunteers in Policing Program*.

Public Safety Cadets Amalio Payan and Monica Zavala were assigned to the recruitment office in 2006. In addition to leading the Cadet Recruitment Program within Denver Public Schools, the Cadet's worked on special projects and assisted the recruitment staff with day to day recruitment activity. Former Cadet Payan is now in the Denver Police Academy.

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*. Don is an active member of the City and County of Denver Diversity Advisory Committee and is responsible to the Manager of Safety for managing the Department of Safety recruitment program.

Community Outreach

Community outreach at cultural celebrations, on campus, job centers, military bases and other forums has improved public communication and awareness of career opportunities in law enforcement and the fire service with the City & County of Denver. The diversity of recruitment events is an essential element of the Denver Public Safety recruitment outreach. A listing of the public venues for 2006 in which Police, Fire, and/or Sheriff Recruiters participated in is listed below.

Date	Event	Location	Time
January 6	Denver Workforce Development	DIA	12:00 p.m. - 2:30 p.m.
January 10	Sheriff Jail Tour by appointment: Contact Sgt. Brown at (720) 913-3397	County Jail	8:00 a.m. - 9:30 a.m.
January 10	Police Recruitment - ITT	500 E. 84th	6:00 p.m. - 10:00 p.m.
January 11	Community College of Aurora	Centrepont Campus	11:00 a.m. - 3:00 p.m.
January 16	MLK, Jr. Day Celebration	Civic Center Park	11:00 a.m. - 2:00 p.m.
January 18	Westwood College Career Fair	Denver North Campus	9:00 a.m. - 1:00 p.m.
January 18	Sheriff Jail Tour by appointment: Contact Sgt. Brown at (720) 913-3397	Court Services/PADF	10:30 a.m. - 12:30 p.m.
January 20	Hiawatha Davis Rec Center	Denver	11:00 a.m. - 12:00 p.m.
January 20	Montclair Rec Center	Denver	12:30 p.m. - 1:30 p.m.
January 20	Cook Park Rec Center	Denver	2:00 p.m. - 3:00 p.m.
January 23	MLK, Jr. Diversity Seminar	Renaissance Hotel - Quebec St.	10:00 a.m. - 2:00 p.m.
January 24	Sheriff Jail Tour by appointment: Contact Sgt. Brown at (720) 913-3397	County Jail	8:00 a.m. - 9:30 a.m.
January 25	Colorado College	CO Springs	11:00 a.m. - 2:30 p.m.
January 26	Police Recruitment	Hiawatha Davis Rec Center	5:00 p.m. - 7:00 p.m.
January 26	Westwood College Career Fair	Denver South Campus	10:00 a.m. - 12:00 p.m. and 4:00 p.m. - 6:00 p.m.
January 27	Denver Workforce Development	DIA	12:00 p.m. - 2:30 p.m.
January 31	Sheriff Information Booth	Remington College	5:00 p.m. - 6:00 p.m.
February 1	Career Fair	CO Convention Center	11:00 a.m. - 4:00 p.m.
February 2	Career Day	JFK HS	7:00 a.m. - 1:00 p.m.
February 3	Deputy Sheriff Info Booth	Front Range Community College	11:00 a.m. - 2:30 p.m.
February 6	Deputy Sheriff Info Booth	Arapahoe Community College	11:00 a.m. - 2:00 p.m.
February 7	Deputy Sheriff Info Booth	MOWD -DIA	11:00 a.m. - 12:30 p.m.
February 7	Career Fair	Heritage Center	1:00 p.m. - 5:00 p.m.

February 7	CO Uplift (students only)	Greenlee Elementary	1:00 p.m. - 2:45 p.m.
February 8	CO Uplift (students only)	Columbine Elementary	1:15 p.m. - 2:55 p.m.
February 8	Career Day	Regis University	9:30 a.m. - 1:30 p.m.
February 9	College Fair - Hidden Lakes HS	73rd and Lowell	8:00 a.m. - 2:00 p.m.
February 9	DPD Lateral Open House	Denver Civil Service	2:00 p.m. - 3:00 p.m.
February 10	CO Uplift (students only)	Remington Elementary	1:50 p.m. - 3:30 p.m.
February 13	Deputy Sheriff Info Booth	Eisenhower and Glenarm Rec Center	11:00 a.m. - 2:30 p.m.
February 14	Diversity Career Expo	Red Lion - Quebec St.	12:00 p.m. - 5:00 p.m.
February 15	Sheriff Jail Tour by appointment: Contact Sgt. Brown at (720) 913-3397	Courthouse/PADF	10:00 a.m. - 12:00 p.m.
February 15	CO Uplift (students only)	Castro Elementary	1:45 p.m. - 3:25 p.m.
February 16	Deputy Sheriff Info Booth	Community College of Aurora	11:00 a.m. - 2:30 p.m.
February 17	CO Uplift (students only)	Skinner Middle School	9:15 a.m. - 10:45 a.m.
February 17	Deputy Sheriff Info Booth	MOWD -DIA	12:00 p.m. - 2:30 p.m.
February 20	Deputy Sheriff Info Booth	Regis University	11:00 a.m. - 2:30 p.m.
February 21	CU-Denver Career Expo	Auraria Campus	10:00 a.m. - 3:00 p.m.
February 21	Criminal Justice Presentation	Southern University	TBA
February 22	Career Day	Southern University	9:00 a.m. - 3:00 p.m.
February 22	Career Day	North High School	8:00 a.m. - noon
February 23	Criminal Justice Career Day	UNC - Greeley	10:00 a.m. - 3:00 p.m.
February 23	Black World Conference	Metro State University-Tivoli	8:00 a.m. - 2:30 p.m.
February 23	Career Day	Fort Lewis College	2:00 p.m. - 6:00 p.m.
February 25	Native American Awareness Pow-wow	East High School	10:00 a.m. - 2:00 p.m.
February 27	Career Fair	Adams State College - Alamosa	9:00 a.m. - 4:00 p.m.
February 28	Career Fair	Western State College - Gunnison	10:00 a.m. - 2:00 p.m.
March 1	Career Day	CSU -Pueblo	11:00 a.m. - 3:00 p.m.

March 9	Career Day	CU -CO Springs	11:00 a.m. - 4:00 p.m.
March 14	VETS (Military) Job Fair	CO Springs	10:00 a.m. - 4:00 p.m.
March 15	Urban League of Metro Denver Career Day	Adams Mark Hotel - Downtown Denver	10:00 a.m. - 5:00 p.m.
March 16	CO Uplift (students only)	Valdez Elementary	1:45 p.m. - 3:25 p.m.
March 17	CO Uplift (students only)	Johnson and Wales College	9:00 a.m. - noon
March 22	Career Day	North High School	8:00 a.m. - 12:00 p.m.
March 22	Career Day	Parks College - Thornton	12:00 p.m. - 2:00 p.m.
March 22	Criminal Justice Career Day	University of WY	10:00 a.m. - 2:00 p.m.
March 24	Workforce Development Center	DIA	9:00 a.m. - noon
March 25	Expanding the Visions/Sistah Pride 2006 Conference	Auraria Campus	9:00 a.m. - 4:00 p.m.
March 28	Workforce Development Center	Bear Valey	noon - 3:00 p.m.
March 29	Bilingual Career Fair	St. Cajetan's	noon - 5:00 p.m.
March 30	Career Day	Mesa State College	9:00 a.m. - 4:00 p.m.
April 4	Career Day	Metro State	10:30 a.m. - 2:30 p.m.
April 5	CO Uplift (students only)	Horace Mann Middle School	12:35 p.m. - 2:20 p.m.
April 6	Military Career Fair	CO Springs, Elkhorn Center	10:00 a.m. - 2:00 p.m.
April 6	Career Day	Denver Career College	1:00 p.m. - 5:00 p.m.
April 7	CO Uplift (students only)	Brown Elementary	1:45 p.m. - 3:25 p.m.
April 8	SW Regional Law Enforcement Career Expo	South Mountain Community College - Phoenix, AZ	10:00 a.m. - 4:00 p.m.
April 10	Workforce Center	Quigg Newton	noon - 2:30 p.m.
April 11	Criminal Justice job Fair	Metro State	10:00 a.m. - 2:00 p.m.
April 12	Denver County Jail Tour	Contact Sgt. Brown at (720) 913-3397	8:00 a.m. - 10:00 a.m.
April 12	CO Uplift (students only)	Lake Middle School	9:00 a.m. - 10:45 a.m.
April 13	Jobline 9	Call-in Show	5:30 a.m. - 7:00 a.m. and 4:00 p.m. - 6:30 p.m.
April 14	Workforce Development Center	DIA	12:30 p.m. - 2:30 p.m.
April 14	CO Uplift (students only)	Harrington Elementary	1:00 p.m. - 2:45 p.m.
April 17	Sheriff Info Booth	Hiawatha Davis Rec Center	11:30 a.m.
April 18	CO Uplift (students only)	Bruce Randolph Middle School	9:00 a.m. - 10:45 a.m.
April 19	Career Day	University of Denver	2:00 p.m. - 5:00 p.m.
April 19	Career Day	CU-Boulder	12:00 p.m. - 5:00 p.m.
April 19	Open House	Denver Civil Service	4:00 p.m. - 6:00 p.m.
April 21- 23	Salute to Law Enforcement	Westminster Mall	12:00 p.m. - 4:00 p.m.
April 20	CO Uplift (students only)	Kepner Middle School	9:00 a.m. - 10:30 a.m.
April 20	Sheriff Info Booth	Front Range CC	11:30 a.m.

April 21	Safe City Youth Summit	Adams Mark Hotel	8:00 a.m. - 2:00 p.m.
April 21-23	Salute to Law Enforcement Week	Westminster Mall	TBA
April 24	Sheriff Info Booth	CC of Aurora	11:00 a.m.
April 25	Denver County Jail Tour	Contact Sgt. Brown at (720) 913-3397	8:00 a.m. - 10:00 a.m.
April 25	Career Day	Community College of Denver	10:00 a.m. - 2:00 p.m.
April 25	Police Careers Presentation	Florence Crittendon School	9:00 a.m. - 11:00 a.m.
April 26	Henry Middle School	Denver (students only)	7:30 a.m. - 10:00 a.m.
April 29	La Raza Youth Leadership Conference	Auraria Campus	9:00 a.m. - 1:00 p.m.
April 29	Police Academy Open House	Denver	9:00 a.m. - 1:00 p.m.
May 1	Workforce Center	Quigg Newton	noon - 2:30 p.m.
May 2	Diversity Career Day	Invesco Field	10:00 a.m. - 5:00 p.m.
May 6-7	Cinco de Mayo Celebration	Civic Center Park	10:00 a.m. - 4:00 p.m.
May 10	Smiley Elementary	Denver	9:00 a.m. - 10:30 a.m.
May 10	DSD Info Booth	Hiawatha Davis Rec Center	11:30 a.m. - 1:30 p.m.
May 11	Montbello High School	Denver	10:00 a.m. - 2:00 p.m.
May 12	Castro Elementary	Denver	1:00 p.m. - 3:00 p.m.
May 13	Youth Career Expo - DPD	Elitch Gardens	10:00 a.m. - 1:00 p.m.
May 15	DFD Career Presentation	MLK Middle School	1:30 p.m. - 2:30 p.m.
May 16	DSD Career Presentation	Fort Carson, CO Springs	10:00 a.m. - 2:00 p.m.
May 17	Hispanic Chamber of Commerce Job Expo	Pepsi Center	10:00 a.m. - 2:00 p.m.
May 17	Safety Day	MLK Middle School	9:00 a.m. - 12:00 p.m.
May 17	DFD Career Presentation II	MLK Middle School	1:30 p.m. - 2:30 p.m.
May 18	Denver County Jail Tour	Contact Sgt. Brown at (720) 913-3397	8:00 a.m. - 10:00 a.m.
May 24	Denver City Jail/PADF Tour	Contact Sgt. Brown at (720) 913-3397	10:30 a.m. - 12:30 p.m.
May 26	Workforce Development	DIA	12:00 p.m. - 2:30 p.m.
May 31	Criminal Justice Career Day	Parks College	11:00 a.m. - 1:00 p.m.
June 2	Workforce Development Career Fair	DIA	9:00 a.m. - 2:00 p.m.
June 5	Workforce Development	Quigg Newton	12:00 p.m. - 2:30 p.m.
June 6	Safety Careers TAP	Fort Carson, CO Springs	2:00 p.m. - 4:00 p.m.
June 7	City Jail Tour/PADF	Contact Sgt. Brown at (720) 913-3397	10:30 a.m. - 12:30 p.m.
June 9	Veterans Job Fair	Buckley AFB	12:30 p.m. - 4:00 p.m.
June 13	Denver Combined Chambers of Commerce Diversity Expo	Adams Mark Hotel	11:00 a.m. - 4:00 p.m.
June 13	Chic Chicana Presentation	District 1 DPD	6:00 p.m. - 7:00 p.m.

June 16	Military Transition	Fort Carson, CO Springs	9:00 p.m. - 2:00 p.m.
June 17	Juneteenth	Denver Five Points	10:00 a.m. - 4:00 p.m.
June 20	Denver County Jail Tour	Contact Sgt. Brown at (720) 913-3397	8:00 a.m. - 10:00 a.m.
June 22	Remington College	Lakewood	10:00 a.m. - 1:00 p.m.
June 22	DSD Info Booth Montclair Rec Center	Denver	1:30 p.m. - 3:00 p.m.
June 23	Workforce Development DSD Info Booth	DIA	12:30 p.m. - 3:00 p.m.
June 24-25	Pridefest	Civic Center Park	2:00 p.m. - 6:00 p.m. Saturday & 10:00 a.m. - 4:00 p.m. Sunday
June 27	Hiawatha Davis Rec Center - DSD Info Booth	Denver	11:00 a.m. - 1:30 p.m.
July 1	Denver Fire Academy Open House	Rocky Mountain Fire Academy	8:00 a.m. - 10:00 a.m.
July 7	Military Transition	Ft. Carson, CO Springs	11:30 a.m. - 2:30 p.m.
July 15-16	Black Arts Festival	City Park	10:00 a.m. - 4:00 p.m.
July 16-17	National Association of Blacks in Criminal Justice	Adams Mark, Denver	2:00 p.m. - 6:00 p.m. Sunday and 11:00 a.m. - 7:00 p.m. Monday
July 17	Workforce Development	Quigg Newton	7:30 a.m. - 10:00 a.m.
July 26	Denver County Jail Tour	Contact Sgt. Brown at (720) 913-3397	8:00 a.m. - 10:00 a.m.
July 29-30	CO Dragon Boat Festival	Sloans Lake	10:00 a.m. - 4:00 p.m.
August 1	Diversity Career Day	Red Lion - Quebec St.	noon - 5:00 p.m.
August 2	ITT Career Day	Thornton Campus	3:00 p.m. - 6:00 p.m.
August 3	DSD Info Booth	Hiawatha Davis	11:00 a.m. - 2:00 p.m.
August 8	Military Recruitment	Ft. Carson	2:00 p.m. - 5:00 p.m.
August 11	Workforce Center	Quigg Newton	noon - 2:00 p.m.
August 14	DPD Info Booth	Webb Building Atrium	11:00 a.m. - 2:00 p.m.
August 18	DPD Rec Center Recruitment	Harvey Park	noon - 2:30 p.m.
August 21	Workforce Development	Quigg Newton	7:30 a.m. - 9:30 a.m.
August 23	Jail Tour	Contact Sgt. Brown at (720) 913-3397	8:00 a.m. - 10:00 a.m.
August 28	DPD Family Orientation (contact Detective Duran at 720-913-3395 for details)	Police Academy	6:00 p.m.
August 29	DPD Women in Policing Orientation (contact Detective Duran at 720-913-3395 for details)	Police Academy	6:00 p.m.
September 5	DSD Info Booth	Front Range CC	noon - 2:30 p.m.
September 6	DSD Info Booth	CO College	noon - 2:30 p.m.

September 7	DSD Info Booth	Arapahoe CC	4:00 p.m. - 5:00 p.m.
September 8	DSD Info Booth	DIA Workforce Development	noon - 2:30 p.m.
September 11	DSD Info Booth	Webb Building Atrium	noon - 2:30 p.m.
September 12	Jail Tour	County Jail (Contact Mrs. Velez (720) 913-3329 for appt.)	8:00 a.m. - 10:00 a.m.
September 12	Military Recruitment- TAPS	Ft. Carson	2:30 p.m. - 5:30 p.m.
September 13	Career Expo	CO State University	10:00 a.m. - 3:00 p.m.
September 14	DSD Info Booth	Regis University	noon - 2:30 p.m.
September 15	DPD Info Booth	Webb Building Atrium	10:00 a.m. - 2:00 p.m.
September 15	DSD Info Booth	Workforce Development DIA	noon - 2:30 p.m.
September 18	DSD Info Booth	Hiawatha Davis Rec Center	11:00 a.m. - 2:30 p.m.
September 19	Safety Careers Info Booth - Naturalization Ceremony	Civic Center	10:00 a.m. - noon
September 19	Safety Careers Info Booth	Webb Building Atrium	12:30 p.m. - 2:30 p.m.
September 20	DPD Community Outreach	Mi Casa	10:00 a.m. - 2:00 p.m.
September 20	Cadet Presentation	Florence Crittenton School	10:00 a.m. and noon
September 21	Safety Careers Info Booth	Front Range CC	11:30 a.m. - 2:30 p.m.
September 23	DPD Community Outreach	1570 Grove Street	10:00 a.m. - 2:00 p.m.
September 23	College Fair	Manual High School	1:00 p.m. - 3:00 p.m.
September 25	Career Expo	Remington College	8:30 a.m.
September 26	Career Day	CU Denver	10:00 a.m. - 4:00 p.m.
September 26	Military Recruitment- TAPS	Ft. Carson	10:00 a.m. - 2:30 p.m.
September 27	Sheriff Jail Tour by appointment: Contact Mrs. Velez at (720) 913-3329	City Jail	10:30 a.m. - 12:30 p.m.
September 27	Workforce Development	Quigg Newton	noon - 2:00 p.m.
September	Career Expo	Remington College	6:00 p.m.

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September 29	Safety Info Booth	Webb Building Atrium	10:00 a.m. - 2:00 p.m.
September 30	DPD Info Booth	La Alma Rec Center	9:00 a.m. - 1:00 p.m.
October 3	CO Workforce Career Day	Adams Mark	11:00 a.m. - 4:00 p.m.
October 4	Career Day	Ft. Lewis College	10:00 a.m. - 2:00 p.m.
October 4	Diversity Day	Webb Building Atrium	11:00 a.m. - 2:00 p.m.
October 4	Cadet Presentations	East High School	8:00 a.m. - 2:00 p.m.
October 5	Career Day	UC CO Springs	2:00 p.m. - 5:00 p.m.
October 6	Cadet Presentations	GW High School	8:30 a.m. - 2:00 p.m.
October 6	Cadet Presentations	CEC Denver	10:30 a.m. - 2:00 p.m.
October 6	Career Expo	Workforce Center-DIA	9:00 a.m. - 2:00 p.m.
October 11	DPD Career Info	Mi Casa Resource Center	10:00 a.m. - 2:00 p.m.
October 12	DPD Career Presentations	Westwood College	5:00 p.m. - 7:00 p.m.
October 12	DPD Career Presentation	Doull Elementary	9:30 a.m. - 10:30 a.m.
October 13	Cadet Presentations	Kennedy High School	9:00 a.m. - 2:00 p.m.
October 16	DPD Career Presentations	Westwood College	10:00 a.m. - 2:00 p.m.
October 16	Cadet Presentations	West High School	9:00 a.m. - 11:00 a.m.
October 18	Career Fair	Everest College	11:00 a.m. - 1:00 p.m.
October 18	DPD Career Presentation	Sabin Elementary	9:30 a.m. - 10:30 a.m.
October 19	Career Expo	Johnson and Wales College	8:00 a.m. - 3:00 p.m.
October 20	DPD Career Presentation	Grant Ranch Elemenatry	9:30 a.m. - 10:30 a.m.
October 22	Safety Career Booth	Girl Scouts - Wash Park	8:00 a.m. - noon
October 24	Career Day	Trinidad St.	10:00 a.m. - 2:00 p.m.
October 25	Cadet Career Fair	Hamilton	7:30 a.m. - 10:30 a.m.
October 26	Career Fair	CO Tech University	4:00 p.m. - 7:00 p.m.
October 27	Army Community Service Job Fair	Ft. Carson	11:00 a.m. - 2:30 p.m.
October 31	Jail Tour	Contact Mrs. Velez at (720) 913-3329	8:00 a.m. - 9:30 a.m.
November 1	Mi Casa Resource Center	Denver	8:30 a.m. - 12:30 p.m.
November 2	Vets Job Fair	PPA Bldg.	1:00 p.m. - 4:00 p.m.
November 3	Workforce Center	DIA	12:00 p.m. - 2:00 p.m.
November 6	DSD Criminal Justice Presentations	Wayne Sica	12:00 p.m. - 3:00 p.m.
November 7	Cadet Presentations	East High School	9:00 a.m. - 11:00 a.m.
November 7	Info Booth	Johnson and Wales	11:00 a.m. - 2:00 p.m.

November 8	Jail Tour	Contact Mrs. Velez at (720) 913-3329	10:30 a.m. - 12:30 p.m.
November 8	Emergency Services Job Fair	Red Rocks	11:30 a.m. - 1:00 p.m.
November 9	Safety Info Booth	Webb Building	10:00 a.m. - 2:00 p.m.
November 14	Youth Career Expo	Denver Merchandise Mart	9:00 a.m. - 2:00 p.m.
November 14	DSD TAP Briefing	Ft. Carson	2:30 p.m. - 4:00 p.m.
November 15	DPD Info Booth	Quigg Newton Rec Center	noon - 2:00 p.m.
November 15	DSD Info Booth	Community College of Aurora	11:00 a.m. - 2:00 p.m.
December 5	Regional Public Safety Diversity Career Day	Webb Building	10:00 a.m. - 2:00 p.m.

Employment Marketing & Advertising

A sample of the media/resources utilized during 2006 for public safety employment advertising, career information and job postings are listed below:

American Police Beat News: Experienced law enforcement audience.
African American Voice: CO Springs African American audience.
America's Job Bank: Workforce center audience.
Asian Pacific American Times: Predominant Asian readership.
Aurora Sentinel: Area news publication.
Black Entertainment Television: Predominant African American viewer ship.
Body of Christ News: Predominant African American readership.
Career Service Authority Weekly Job Bulletin: Predominant city workforce audience.
Channel 8: Denver community focus audience.
Channel 9 Jobline: Denver metro area focus.
Denver Weekly News: Predominant African American focus.
Denvergov.org/recruit: Inclusive information web-site resource.
El Semanario: Predominant Hispanic readership.
Galavision: Predominant Hispanic viewership.
Viva CO: Predominant Hispanic Denver area publication.
Lifetime Television for Women: Female audience.
Mayor's Office of Workforce Development: Career change, unemployed, lay off focus.
Urban Spectrum: Predominant African American audience.

Periodic mass mailings to Denver registered neighborhood organizations, African American community, Asian community, Hispanic community, women organizations and associations, and other diversity related resources occurred throughout 2006 to announce job application periods, to promote fire open houses and to communicate other recruitment related information.

Marketing materials produced by *Bernard Hodes Group, AdMasters Advertising, Comcast Cable, Renaissance Media, Vista Print* and other professional Human Resource vendors was utilized during 2006. The materials included informational cd-roms, employment commercials and other collateral material.

Interest Form Summary

The e-recruit interest form was established to better identify potential applicants for employment with the Denver safety agencies. The form is accessible through the recruitment website. The form allows for a more structured involvement in the recruitment process for departmental employee groups to participate. In total over 7,500 electronic interest forms were received by the recruitment office with over 2,100 being referred out to participating employee group members to assist in answering applicant questions and providing additional resources as requested.

The interest form assists recruitment efforts by identifying the most and least active sources of how potential applicants are referred to us. The top four referral sources for 2006 have been identified as employee referrals, Internet resources, independent research, and military bases. The interest form also informs potential candidates of the diverse employee groups which exist within each agency and opens the communication process.

A summary of the interest forms received and referrals made to various employee groups is presented below:

Police Officer Entry Level Electronic Interest Forms January 2006 through December 2006

10. I have read and reviewed all qualifications and hiring standards for the position of entry-level police officer and meet all requirements at this time?

Yes: 3204 (93%) **No:** 240 (7%)

11. I will contact the police recruitment office at (720) 913-6660 to answer my questions regarding career opportunities as a police officer.

Yes: 3235 (94%) **No:** 304 (6%)

12. I would like a member of the following employee group(s) to contact me to answer my questions regarding the position of police officer.

207 - Black Police Officers Organization
271 - Latino Police Officers Organization
273 - Women Police Officers Advisory Committee
35 - Gay and Lesbian Police Officers Advisory Committee
187 - Denver Police Protective Association (Bargaining Agent)
2034 - None

Firefighter Electronic Interest Forms January 2006 through December 2006

10. I have read and reviewed all qualifications and hiring standards for the position of firefighter and meet all requirements at this time?

Yes: 2723 (91%) **No:** 257 (9%)

11. I will contact the recruitment office at (720) 913-3394 with my questions regarding career opportunities as a firefighter.

Yes: 2802 (94%) **No:** 178 (6%)

12. I would like a member of one of the following employee groups to contact me to answer my questions regarding the position of firefighter.

- 510 - FIRE (Firefighters Inc. For Racial Equality)
 - 146 - Colorado Black Professional Firefighters Association
 - 117 - Denver Women Firefighters
 - 2207 - None
-

Deputy Sheriff Electronic Interest Forms January 2006 through December 2006

10. I have read and reviewed all qualifications and hiring standards for the position of Deputy Sheriff and meet all requirements at this time?

Yes: 1015 (92%) **No:** 84 (8%)

11. I want Sgt. Darryle Brown, Sheriff Recruiter to contact me to answer my questions regarding career opportunities as a Deputy Sheriff.

Yes: 933 (85%) **No:** 166 (15%)

12. I would like a member of one of the following employee groups to contact me to answer my questions regarding employment as a Deputy Sheriff.

- 122 - Latin America Law Enforcement Association
 - 148 - Black Sheriff Protective Association
 - 106 - Fraternal Order of Police Lodge # 27
 - 751 - None
-

Application Summary

The following is a summary of applicants for Denver Police Officer, Firefighter and Deputy Sheriff with corresponding race and gender totals and percentages. In total 5,383 people initiated an application for sworn public safety jobs with Denver during 2006.

2006 Application Statistics

	<u>Police Officer *</u>		<u>Firefighter *</u>		<u>Deputy Sheriff **</u>		<u>Total</u>	
Black	213	9.63%	182	14.41%	280	14.65%	675	12.53%
Hispanic	508	22.98%	230	18.21%	333	17.43%	1071	19.89%
White	1406	63.61%	738	58.43%	712	37.27%	2856	53.05%
Asian	60	2.71%	19	1.5%	39	2.04%	118	2.19%
American Indian	23	1.04%	9	.71%	24	1.25%	56	1.04%
Undeclared Race	0		82	6.49%	522	27.32%	604	11.22%
Male	1848	83.61%	1145	90.65%	1277	66.85%	4270	79.32%
Female	362	16.38%	77	6.09%	559	29.26%	998	18.53%
Undeclared Gender	0		41	3.24%	74	3.87%	115	2.13%
Total	2210		1263		1910		5383	

* application statistics provided by Denver Civil Service (+ / - 3)

** application statistics provided by Career Service Authority
(Applicant Flow Report Jan.1-Dec.18, 2006)

Census 2000

From the U.S. Census 2000, the data below represents area demographics. These percentages are important because of the correlation to applicant flow and a goal for public safety to represent the community. The statistics below do not take into account workforce availability which would include ability to meet qualifications, hiring standards and availability for work.

	<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, staffing for 2006 was made possible by a budget of approximately \$190,000. The budget includes two-full time civilian personnel and operating expenses such as advertising, printing, materials, supplies, training, travel, postage, and other recruitment related costs.

The *City & County of Denver Department of Safety 2006 Annual Recruitment Report* is intended to provide public information regarding the recruitment activity of the Denver Sheriff, Fire, and Police Department.

This is the seventh annual report provided by the Manager of Safety Office to assist in communicating and maintaining an open competitive inclusive recruitment process for the City & County of Denver uniformed services. The Denver Public Safety Cadet Program operates a closely aligned recruitment program and traditionally publishes an annual report of their activity.

For additional information contact:

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