

**CIVIL SERVICE COMMISSION
CITY AND COUNTY OF DENVER**

2018 ANNUAL REPORT





Civil Service Commission
Police and Fire Classified Service
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Summer 2019

Dear Friends and Colleagues:

The Denver Civil Service Commission continues to address the critical employment needs of the Denver Fire and Police Departments.

Over the course of 2018 the Commission administered promotional examinations for the rank of Fire Assistant Chief, Fire Engineer, Fire Captain and Police Lieutenant. The development of these promotional exams requires department subject matter experts. These individuals have given their time and expertise to further ensure a fair and competitive promotional process. The Civil Service Commission maintains the highest standards and performance measures within every promotional process.

The opportunity for those seeking employment opportunities within the Denver Fire and Police Departments in 2018 was met with many challenges given the low unemployment rates. With each challenge the Denver Fire and Police Recruitment Departments, in collaboration with the Civil Service Commission, has addressed academy needs. The accelerated hiring demands continue as we address the opening of new fire stations and the increased work assignments placed on police that comes with the population growth of Denver.

The Commission continues to participate and support Fire and Police mentoring and recruitment programs. Such activities have aided in our mission to attract and certify the best qualified candidates for employment and promotions “that represent the diversity of the community we serve.”

The accomplishments of this agency are reflective of all those we work with and the dedicated agency staff serving this great city.

We sincerely thank our Commissioners, Executive Director of Safety Troy Riggs and the Department of Safety, Fire Chief Eric Tade, and Police Chief Paul Pazen, along with the classified members of the Fire and Police Departments, Fire Local 858, the Police Protective Association, and the various department employee groups for their contributions and continued support.

Together, as envisioned by Mayor Michael Hancock, the Civil Service Commission is helping to make Denver a world class city where everybody matters.

Sincerely,

Earl E. Peterson, Executive Director



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MISSION

The Commission will adhere to the City Charter, the City's Code of Ethics, and we will endeavor to certify the best qualified candidates for employment and promotions that represent the diversity of the community we serve. This will enable the Commission to not only meet but exceed our responsibilities to the Mayor, City Council, Denver Police and Fire Departments, respective unions, employee organizations and the Citizens of Denver.

The Denver Civil Service Commission through its appointed Commissioners, Executive Director and respected staff do hereby affirm our Mission Statement.

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 Executive Director 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 equitable 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 individuals otherwise qualified to perform the essential functions of the position with or without reasonable accommodation.

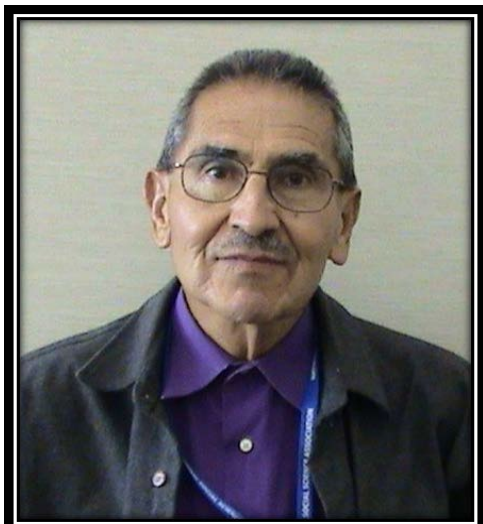
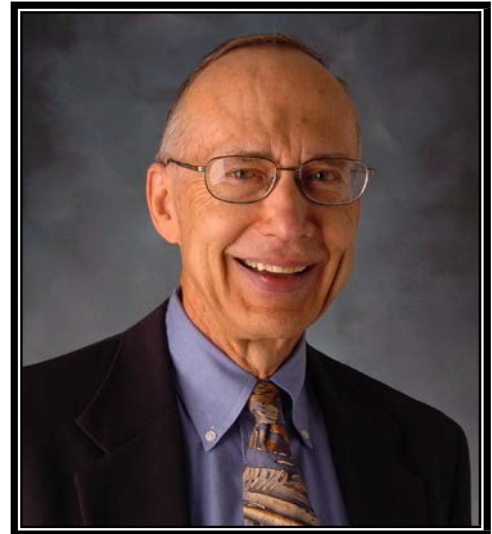
CIVIL SERVICE COMMISSIONERS

Neal G. Berlin, President

Neal G. Berlin has served continuously since being appointed by the City Council in January 2007 to March 2019. For many years he served citizens as a city manager in communities, including Ann Arbor, Michigan; Arvada, Colorado; Iowa City, Iowa, and Hanover, New Hampshire. Major responsibilities included oversight of police and fire operations. His primary professional interests are organizational change, personnel administration, responsiveness to citizens, prudent financial management, and consensus building.

Commissioner Berlin received a Master of Public Administration degree from the University of Michigan, and his Bachelor of Arts degree in Political Science from Illinois Wesleyan University.

He has undertaken additional academic work at the John F. Kennedy School of Government, Harvard University, American University, the University of Colorado and the University of Denver. Commissioner Berlin served as a member of the Board of Directors of the Developmental Disabilities Resource Center for many years, seeking to improve the lives of persons challenged with developmental disabilities.

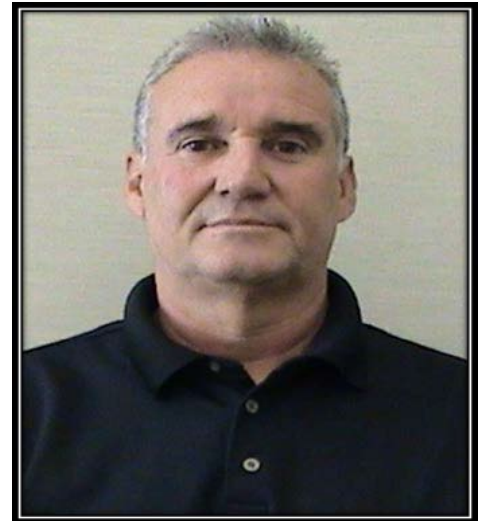


Joseph G. Sandoval, Esq., Commissioner

Beginning as a police officer for the City of Arvada in 1967, retired Professor Joseph G. Sandoval has worked in the area of public safety throughout his professional career. He worked as an attorney for approximately 20 years. Working in the area of police-community relations for over 45 years, he was involved in the process for establishing the Public Safety Review Commission and the Citizen Oversight Board, as well as the Office of Independent Monitor. He served as Chair of the Public Safety Review Commission and was the first Chair of the Citizen Oversight Board. He has made presentations on review of police and police-community relations at national conferences. He is a retired faculty member, after 42 years with the Criminal Justice and Criminology Department, at Metropolitan State University of Denver. He writes weekly faith-based commentaries; he also writes on family history with articles published in the Colorado Hispanic Genealogical Journal. Mayor Michael Hancock appointed Commissioner Sandoval in 2015.

Larry D. Trujillo, Commissioner

In August 2003, Mr. Trujillo was appointed by Mayor John Hickenlooper, to the position of Chief of the Denver Fire Department, responsible for one of the largest fire departments in the country. After 9/11, Mr. Trujillo assisted in raising over \$2 million for the New York Firefighters Emergency Relief Fund. He was also a very active member of the Firefighters Incorporated for Racial Equality (F.I.R.E). In August 2007, after 25 years of service, Mr. Trujillo retired from the Denver Fire Department. Appointed as Director of Homeland Security in 2010 by Governor Ritter, he remained in that position for one more year with Governor Hickenlooper.



In addition to currently serving as a Eucharistic Minister for Guardian Angel Church, Mr. Trujillo has made significant community contributions. He is a board member and or committee member for the following organizations: Denver's Latino Commission, LAEF (Latin American Education Foundation), American Heart Association, La Clinica Tepeyac and La Escuela Tlatelolco, and the Mark Langvardt Memorial Tournament for Mount St. Vincent Home. Mr. Trujillo attended the University of Northern Colorado and Metropolitan State University. He is bilingual, and holds numerous certifications. He is a Real Estate Broker for Modern Real Estate, the owner of LDT Consulting, LLC, and Managing Partner of CovertaCard, LLC. He was appointed Commissioner by Mayor Michael Hancock in 2015.



Sylvia (Niecy) Murray Commissioner

Sylvia Murray was jointly appointed to the Commission by City Council and Mayor Michael Hancock. She is a Denver native who began her professional career in social work, electing to serve in emergency response focusing on children in imminent crisis. She later transitioned to a career in employee development at a Fortune 500 company. She now brings nearly twenty years' worth of experience in Human Resources from both the public and private sector. Her broad range human resources expertise includes compliance, recruitment and retention, training and development, performance management, and employee engagement. As a business consultant, she is a sought out professional for new leader coaching as well as employee relations matters, conducting large scale workplace investigations.

Commissioner Murray believes that her ultimate strength is in her ability to build and maintain effective professional relationships that enable her to be a trusted thought-partner, working with clients to support their organizational goals.

Commissioner Murray holds a Master of Science degree in Organizational and Leadership Development with an emphasis in Human Resource Management and a Bachelor's degree in Social Work with a Children, Youth and Families concentration. In addition, she is certified in Mediation and Dispute Resolution.

Along with her professional and educational accomplishments, Commissioner Murray is also a proud member of Delta Sigma Theta Sorority, Incorporated, an organization committed to public service to local communities throughout the world. She is also a previous Vice President of Jack and Jill of America, Incorporated (Denver Chapter), whose membership is dedicated to nurturing future African American leaders by strengthening children through leadership development, volunteer service, philanthropic giving and civic duty.

Kelsey A. Green, Esq.

Commissioner

Kelsey Anne Green was appointed to the Commission by the City Council in March 2018. As a practicing attorney, Commissioner Green represents clients in strategic corporate transactions, fund formations, and corporate governance. Born and raised in Denver, she also enjoys involvement as a board or committee member of a variety of local organizations, such as Girls Inc. of Metro Denver, NARAL Pro-Choice Colorado, the Colorado Women’s Bar Association, Parkinson’s Association of the Rockies, and the Women’s Foundation of Colorado.

Commissioner Green earned her JD from Northwestern University Pritzker School of Law and her undergraduate degree from the College of William and Mary.



EXECUTIVE DIRECTOR



Earl E. Peterson

Earl E. Peterson has served as Executive Director since November 2000. Prior to this position he was in the private sector for over 19 years with Champion International Corporation, Nationwide Papers Division as Operations Manager, Administration Manager and Marketing Manager. Mr. Peterson is a graduate of the State University College of Arts and Science, Geneseo, NY, and holds a Bachelor of Science Degree in Management Science. Mr. Peterson is an active member of Eastern Hills Community Church. He currently serves on the architectural committee for the Prides Crossing HOA and was Vice President for seven years.

COMMISSION BUDGET

In 2018, the Commission was allocated a budget of \$1,765,019.00. The budget includes costs for a full-time staff of (9) employees, (19) on-call background investigators, and payment to contract 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 \$123,755.00.

Assistant Fire Chief	\$19,550.00
Fire Captain	\$34,000.00
Fire Engineer	\$27,890.00
Police Lieutenant	\$42,315.00

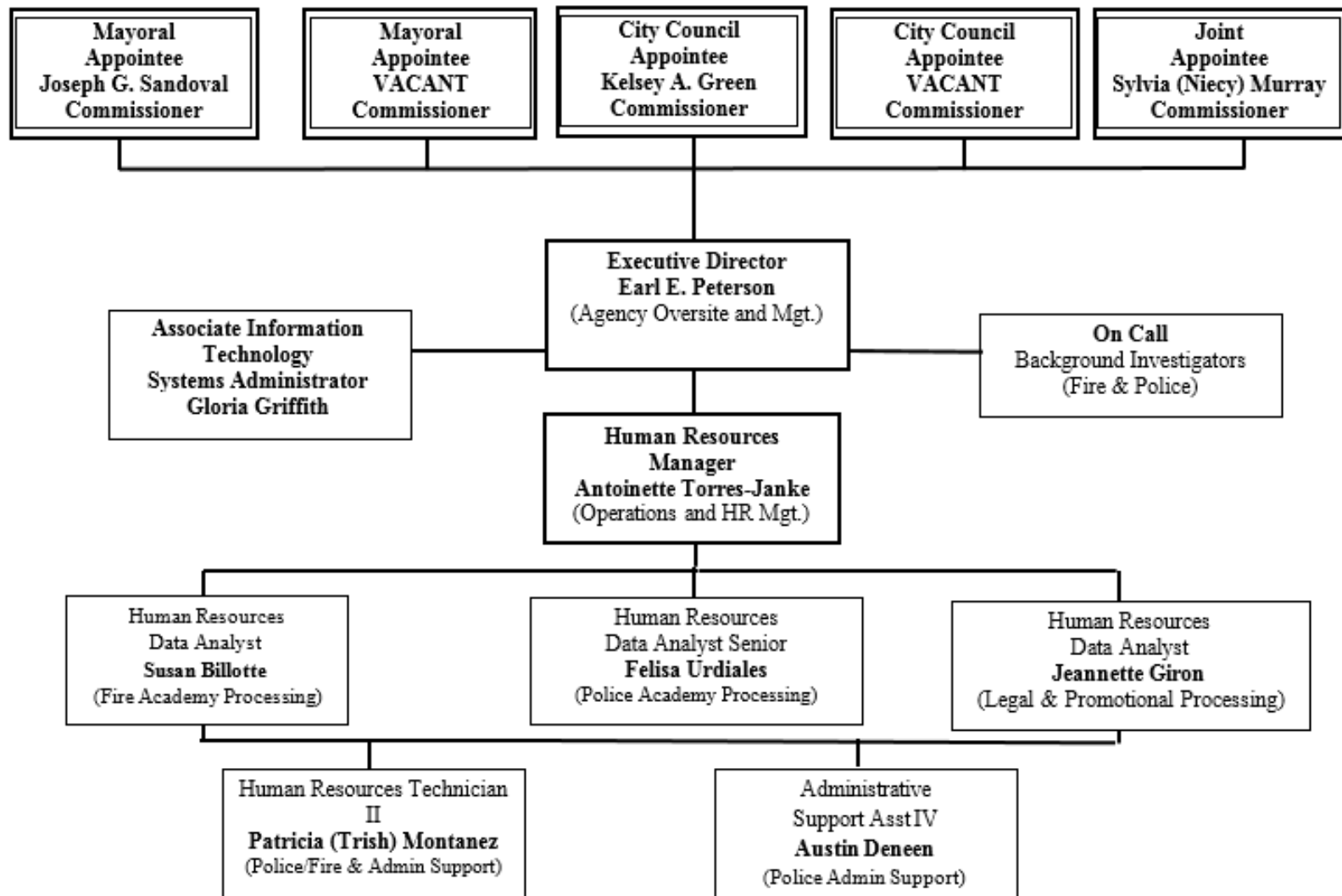
The processing of Fire and Police applicants, along with Denver Public Safety Cadets reflect the following line item expenditures for a total of \$574,602.

Background Investigation Unit Payroll and Social Security	\$282,211.00
Polygraph Exams	\$160,282.00
Suitability Assessments, and Psychological Exams	\$120,017.00
Pre-Employment Drug Screening	\$12,092.00

The Civil Service Commission returned \$178,297.00 of the planned operating budget for 2018 to the general fund. This saving represents 10% of the overall Commission budget for 2018.

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.

Civil Service Commission Organizational Chart



DISQUALIFICATION & DISCIPLINARY APPEALS

The Appeal Process

The entire 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 disqualification and is being dismissed for a failure or inability to meet the qualifications necessary to perform the essential functions of the position, may also 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 are selected as established by City Charter §9.3.7 and Commission Rule 14. The following two individuals were selected in 2015 to serve as a Hearing Officer for the 2016- 2019 contract period: Daniel C. Ferguson, Esq., and Carrie Klein, Esq.

2018 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.

ENTRY-LEVEL POLICE/FIRE TESTING 2018

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 application form and schedule a test date online through the Commission's web site at www.denvergov.org/civilservice. Upon an acceptable application being submitted, the Commission's testing center can accommodate up to 32 applicants per test session.

Police Officer Testing

The Commission tests for the position of Police Officer on an annual basis. Testing for Police Officer was conducted in August 2017 and April 2018 for applicants processing in 2018. (1904) applications were accepted. *See the demographic breakdown.*

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-entry applicants to complete the academy in 16 weeks (versus 25-28 weeks for entry-level applicants), if their previous training and experience warrants.

In 2018, two (2) Police academies were placed in May and November, from testing conducted in 2017. A total of one hundred and two (102) new Police recruits were hired in 2018. *See the demographic breakdown.*

Firefighter Testing

The Commission typically tests for the position of Firefighter every two (2) years, and testing was administered in November 2017 and February 2018. (1333) applications were accepted. *See the demographic breakdown.*

One Fire academy was placed in February 2018 from Firefighters who tested in 2015/2016. The 2016 Fire Examination List expired in February 2018. Twenty (20) Firefighters were hired. *See the demographic breakdown.*
One Fire academy was placed in July 2018 from Firefighters who tested in November 2017 and February 2018. Thirty (30) Firefighters were hired. *See the demographic breakdown.*

SPECIALIZED FIRE TESTING

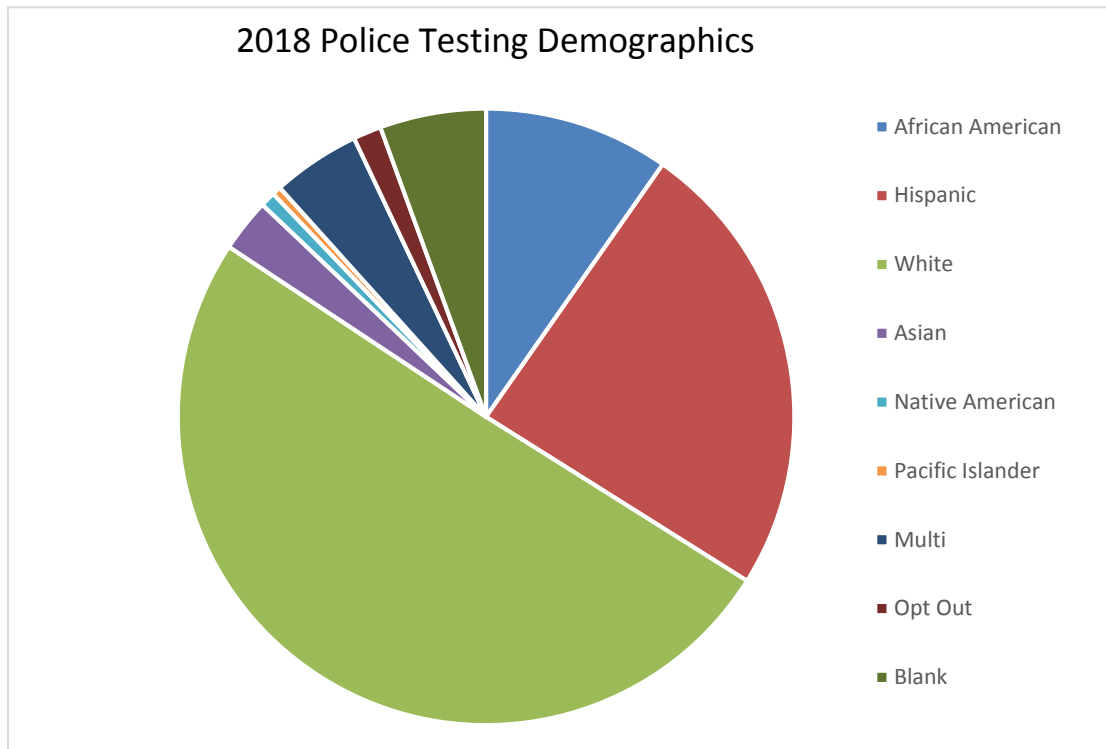
The Commission also tested for two specialized Fire entry-level positions in the Classified Service; Fire Mechanic and Fire Systems Technical Specialist (including General and Radio personnel). Fire Mechanics perform skilled work in the maintenance and repair of automotive equipment, fire apparatus, and fire suppression equipment. Fire Systems Technical Specialists (General) design, maintain, integrate, optimize, and otherwise provide subject matter expertise on the department's web applications. Fire Systems Technical Specialists (Radio) design, build, install, inspect, and repair all division radio systems and equipment. Equipment includes the following: radio fire-box transmitters and receivers, microwave, two-way mobile radios, towers up to 230 feet in height, antennas, and computer programs and networks. When a vacancy is anticipated in any of these specializations, the Commission will screen and test applicants as outlined in the respective Announcements of Examination and the respective Informational Booklets.

In 2018, no eligible registers were created for the Fire Mechanic and Fire Systems Technical Specialist positions.

2018 # APPLYING FOR POLICE OFFICER TESTING (By Race/Ethnicity and Gender)

Race/ Ethnicity	Male	% of Total	Female	% of Total	Opt Out	% of Total	Blank	% of Blank	Total	% of Total
African American	142	7.46%	43	2.26%	0	0.00%	0	0.00%	185	9.72%
Hispanic	334	17.54%	127	6.67%	0	0.00%	0	0.00%	461	24.21%
White	805	42.28%	154	8.09%	0	0.00%	0	0.00%	959	50.37%
Asian	49	2.57%	4	0.21%	0	0.00%	0	0.00%	53	2.78%
Native American	13	0.68%	2	0.11%	0	0.00%	0	0.00%	15	0.79%
Pacific Islander	9	0.47%	0	0.00%	0	0.00%	0	0.00%	9	0.47%
Multi	72	3.78%	16	0.84%	0	0.00%	0	0.00%	88	4.62%
Opt Out	19	1.00%	5	0.26%	4	0.21%	0	0.00%	28	1.47%
Blank	0	0.00%	0	0.00%	106	5.57%	0	0.00%	106	5.57%
Total	1443	75.79%	351	18.43%	110	5.78%	0	0.00%	1904	100.00%

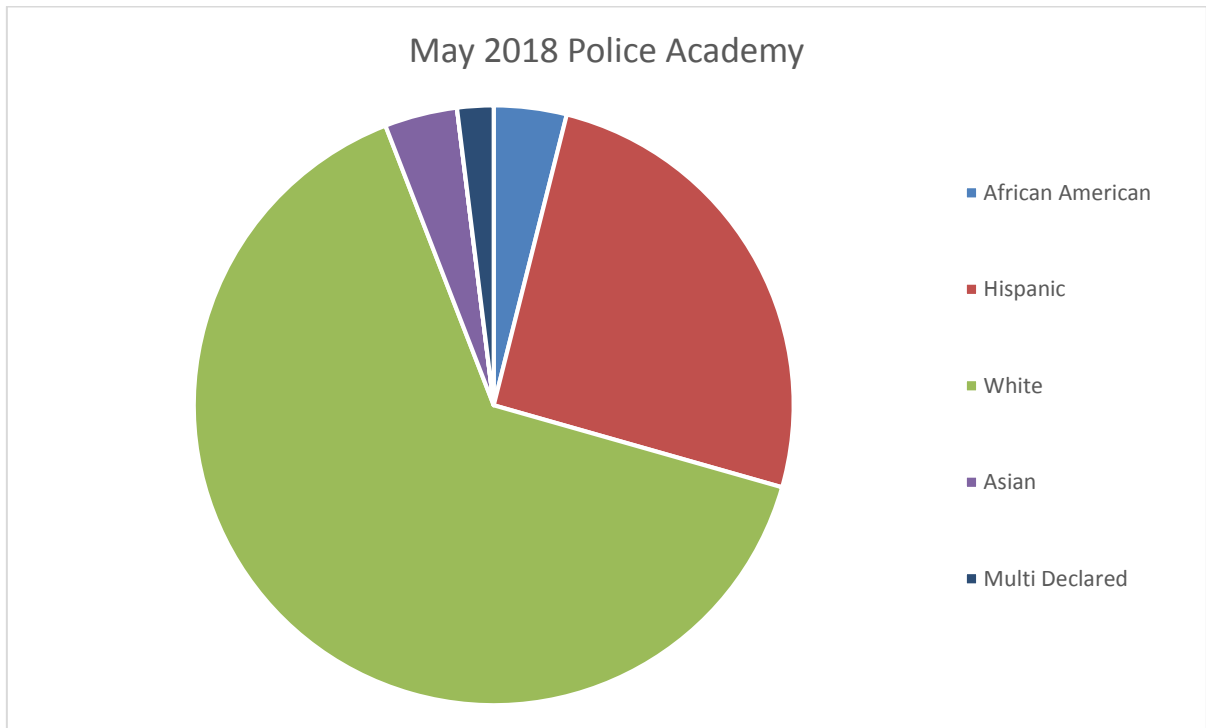
Percentages are rounded to two decimal places, and therefore totals may not add up to 100%



POLICE ACADEMY DEMOGRAPHICS
MAY 7, 2018 ENTRY-LEVEL
(By Race/Ethnicity and Gender)

Race/ Ethnicity	Male	% of Total	Female	% of Total	Undeclared	% of Total	Total	% of Total
African American	2	3.92%	0	0.00%	0	0.00%	2	3.92%
Hispanic	8	15.69%	5	9.80%	0	0.00%	13	25.49%
White	22	43.14%	11	21.57%	0	0.00%	33	64.71%
Asian	2	3.92%	0	0.00%	0	0.00%	2	3.92%
Native American	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Pacific Islander	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Multi Declared	0	0.00%	1	1.96%	0	0.00%	1	1.96%
Total	34	66.67%	17	33.33%	0	0.00%	51	100.00%

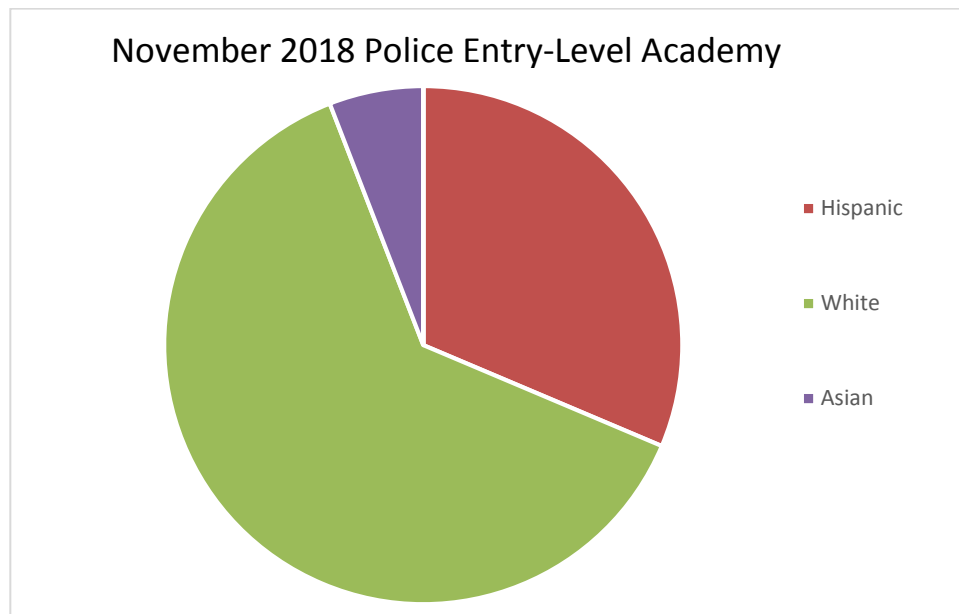
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POLICE ACADEMY DEMOGRAPHICS
NOVEMBER 5, 2018 ENTRY-LEVEL
(By Race/Ethnicity and Gender)

Race/ Ethnicity	Male	% of Total	Female	% of Total	Total	% of Total
African American	0	0.00%	0	0.00%	0	0.00%
Hispanic	15	29.41%	1	1.96%	16	31.37%
White	25	49.02%	7	13.73%	32	62.75%
Asian	3	5.88%	0	0.00%	3	5.88%
Native American	0	0.00%	0	0.00%	0	0.00%
Pacific Islander	0	0.00%	0	0.00%	0	0.00%
Multi Declared	0	0.00%	0	0.00%	0	0.00%
Total	43	84.31%	8	15.69%	51	100.00%

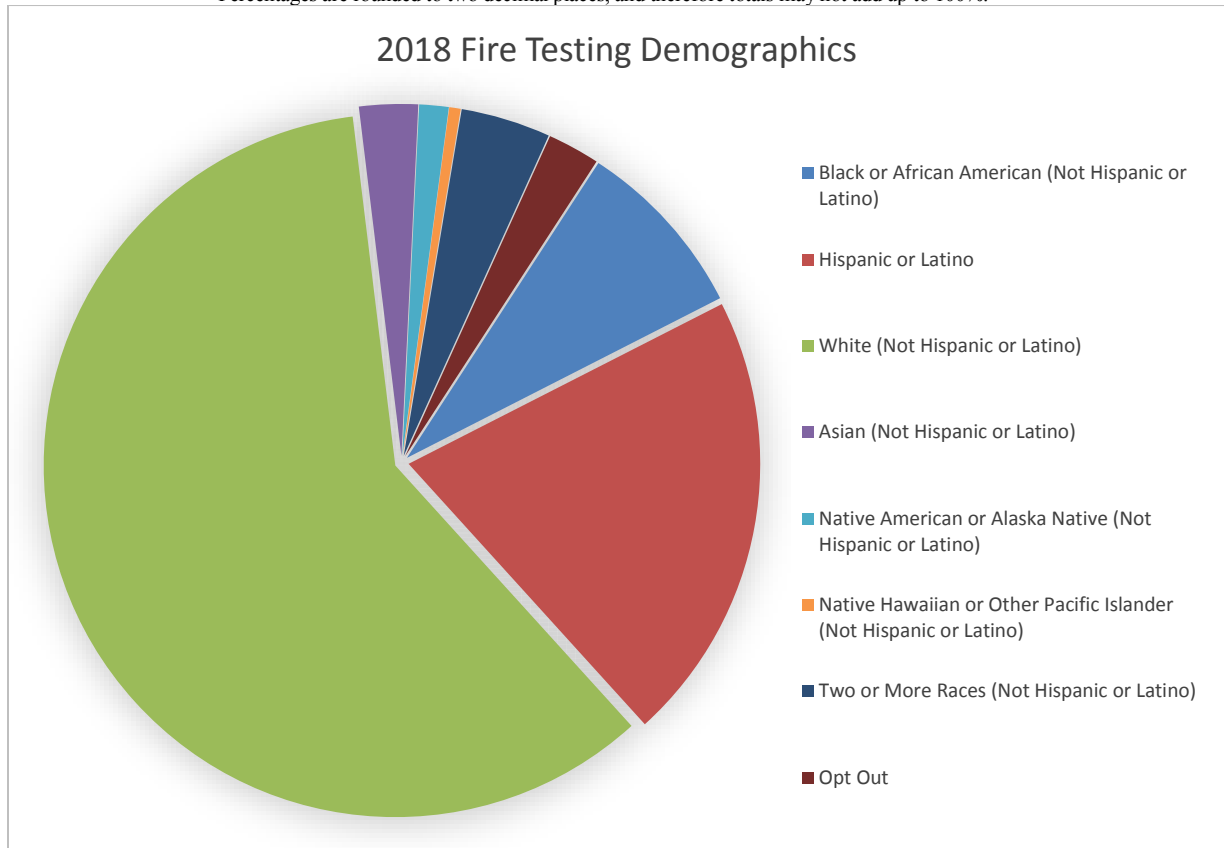
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APPLYING FOR FIREFIGHTER TESTING (By Race/Ethnicity and Gender)

Race/ Ethnicity	Male	% of Total	Female	% of Total	Opt Out	% of Tota	Blank	% of Blank	Total	% of Total
African American	93	6.98%	18	1.35%	0	0.00%	0	0.00%	111	8.33%
Hispanic	236	17.70%	41	3.08%	0	0.00%	0	0.00%	277	20.78%
White	687	51.54%	109	8.18%	1	0.08%	0	0.00%	797	59.79%
Asian	32	2.40%	4	0.30%	0	0.00%	0	0.00%	36	2.70%
Native American	17	1.28%	1	0.08%	0	0.00%	0	0.00%	18	1.35%
Pacific Islander	5	0.38%	2	0.15%	0	0.00%	0	0.00%	7	0.53%
Multi	49	3.68%	6	0.45%	0	0.00%	0	0.00%	55	4.13%
Opt Out	20	1.50%	2	0.15%	10	0.75%	0	0.00%	32	2.40%
Blank	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1139	85.45%	183	13.73%	11	0.83%	0	0.00%	1333	100.00%

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



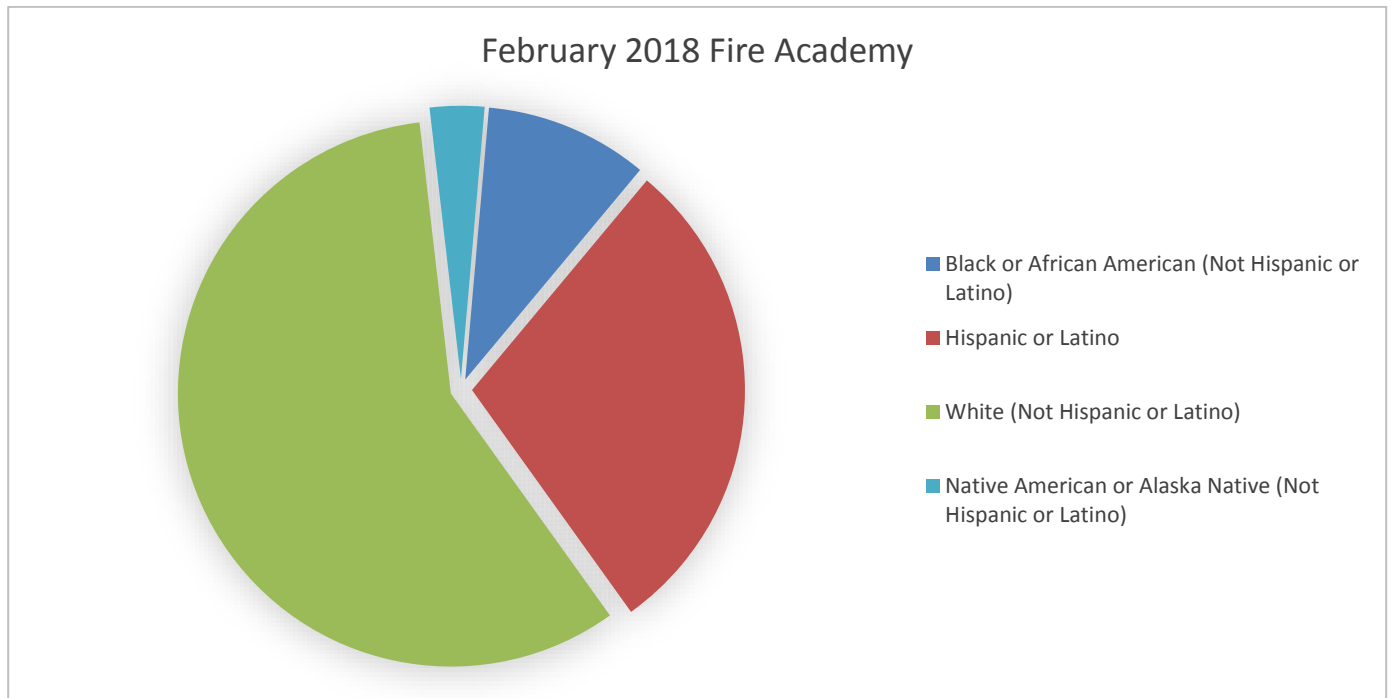
FIRE ACADEMY DEMOGRAPHICS

FEBRUARY 2018

(By Race/Ethnicity and Gender)

Race/ Ethnicity	Male	% of Total	Female	% of Total	Undeclared	% of Total	Total	% of Total
African American	2	6.45%	1	3.23%	0	0.00%	3	9.68%
Hispanic	6	19.35%	3	9.68%	0	0.00%	9	29.03%
White	15	48.39%	3	9.68%	0	0.00%	18	58.06%
Asian	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Native American	1	3.23%	0	0.00%	0	0.00%	1	3.23%
Pacific Islander	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Multi Declared	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Undeclared	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	24	77.42%	7	22.58%	0	0.00%	31	100.00%

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

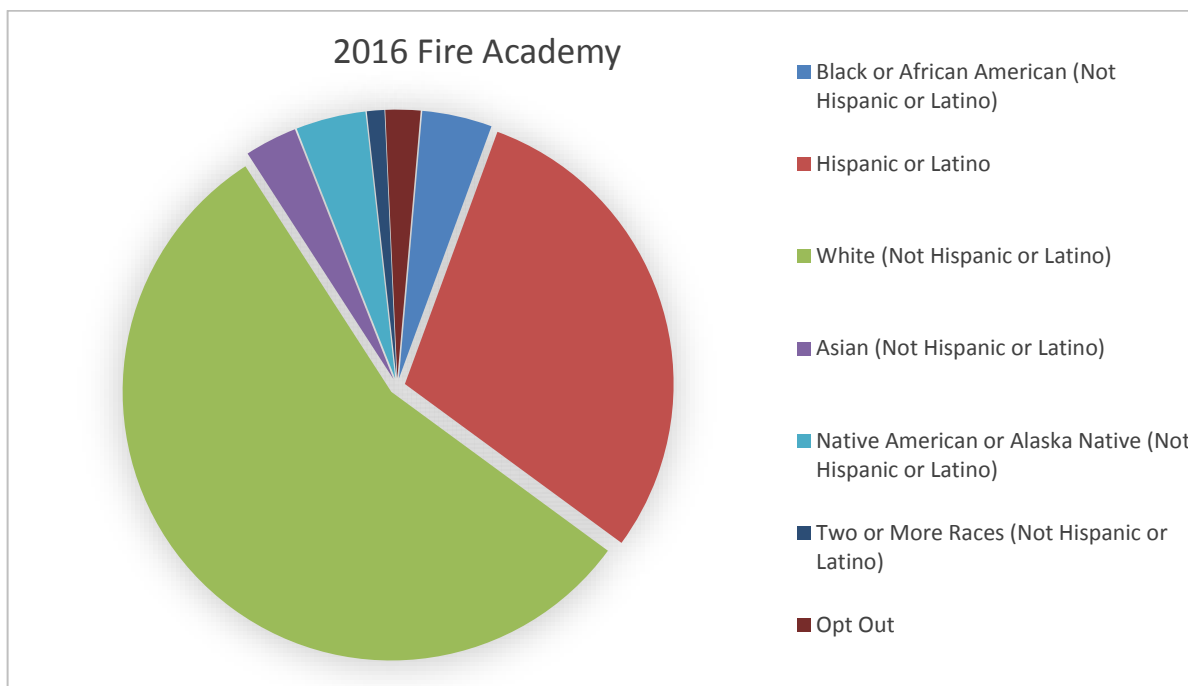


FIRE ACADEMY DEMOGRAPHICS

March 2016

(By Race/Ethnicity and Gender)

Race/ Ethnicity	Male	% of Total	Female	% of Total	Total	% of Total
African American	4	4.21%	0	0.00%	4	4.21%
Hispanic	35	16.99%	2	0.97%	37	17.96%
White	116	56.31%	6	2.91%	122	59.22%
Asian	2	0.97%	0	0.00%	2	0.97%
Native American	5	2.43%	0	0.00%	5	2.43%
Pacific Islander	5	1.46%	0	0.00%	1	1.46%
Multi Declared	13	6.31%	0	0.00%	13	6.31%
Opt Out	2	0.00%	0	0.00%	2	2.11%
Total	182	94.17%	8	3.88%	190	100.00%



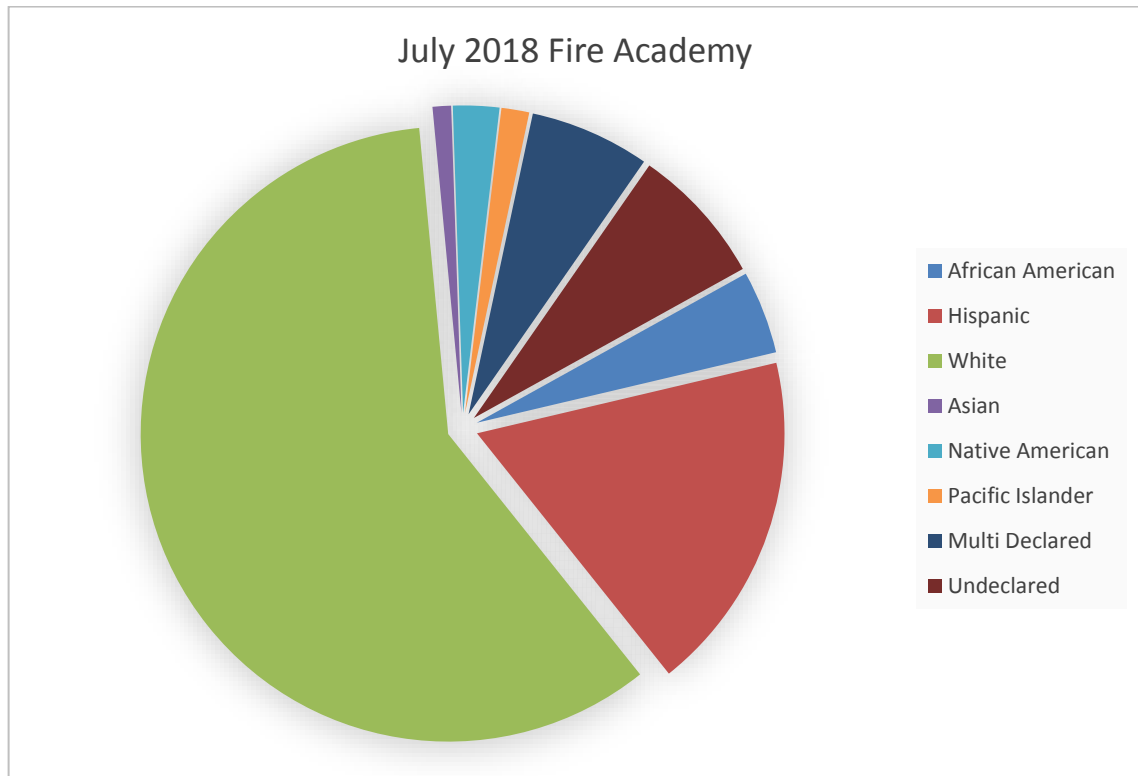
FIRE ACADEMY DEMOGRAPHICS

July 2018

(By Race/Ethnicity and Gender)

Race/ Ethnicit	Male	% of Total	Female	% of Total	Undecl ared	% of Total	Blank	% of Total	Total	% of Total
African	9	4.37%	0	0.00%	0	0.00%	0	0.00%	9	4.37%
Hispanic	35	16.99%	2	0.97%	0	0.00%	0	0.00%	37	17.96%
White	116	56.31%	6	2.91%	0	0.00%	0	0.00%	122	59.22%
Asian	2	0.97%	0	0.00%	0	0.00%	0	0.00%	2	0.97%
Native America	5	2.43%	0	0.00%	0	0.00%	0	0.00%	5	2.43%
Pacific Islande	3	1.46%	0	0.00%	0	0.00%	0	0.00%	3	1.46%
Multi Declared	13	6.31%	0	0.00%	0	0.00%	0	0.00%	13	6.31%
Undeclared	11	5.34%	0	0.00%	0	0.00%	0	0.00%	11	7.28%
Total	194	94.17%	8	3.88%	0	0.00%	0	0.00%	202	100.00%

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



FIRE AND POLICE PROMOTIONAL EXAMINATIONS

Fire Captain and Engineer candidates who attained a passing score on the written (multiple-choice) test advanced to the assessment center. Fire Engineer candidates who passed the written (multiple-choice) test advanced to the Practical Test, and Fire Assistant Chief candidates only participated in an assessment center. Eligible registers for each position were created using total examination scores (i.e., assessment center or practical test scores combined with seniority points and, when applicable, multiple-choice scores).

FIRE ASSISTANT CHIEF	
Number of Candidates Who Registered	21
Number of Candidates Passed Written Exam	Not Applicable
Number of Candidates Who Attended the Assessment Center	14
Promotions in 2018	4

FIRE CAPTAIN	
Number of Candidates Who Registered	64
Number of Candidates Passed Written Exam	22
Number of Candidates Who Attended the Assessment Center	20
Promotions in 2018	7

FIRE ENGINEER	
Number of Candidates Who Registered	58
Number of Candidates Passed Written Exam	28
Number of Candidates Who Attended the Assessment Center	27
Promotions in 2018	16

POLICE LIEUTENANT	
Number of Candidates Who Registered	67
Number of Candidates Passed Written Exam	26
Number of Candidates Who Attended the Assessment Center	26
Promotions in 2018	7

The Commission greatly appreciates the cooperation and assistance from fire and police administrations, department subject matter experts, external vendors, and employee groups in the development of the promotional examinations.

*Includes only those promotional ranks within the Classified Service. Promotional tests are administered every two years except in the case of Assistant Superintendent of Fire Alarm, and Assistant Master Mechanic, which are administered on an as-needed basis. Promotions can be made off of an eligible register that was created in the previous year.

Commissioners
 CIVIL SERVICE COMMISSION
 114 Years of Service: April 7, 1904 – December 2018

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