



Denver Sheriff Department Recruitment & Retention Presentation

Major Janelle Orozco – Employee Development

Our strategy focuses on three core objectives

- Expanding and diversifying the applicant pool
- Reducing candidate loss during the hiring pipeline
- Retaining trained, experienced staff through wellness, engagement, and leadership investment.

Recruitment: Expanding the Pipeline

National & Digital Recruitment

- Indeed Job Postings
- Targeted Facebook Recruitment Campaigns (2024 & 2025)
- Digital Marketing Partnership – Street Source Marketing



Community Recruitment Efforts

- 190 Recruitment and Community Engagement events
 - Lunar New Year
 - March Pow Wow
 - Cinco de Mayo
 - Juneteenth
 - Faith & Blue Weekend
 - Special Olympics

Hiring Results & Academy Growth

- 2022 53 hires (3 academies)
- 2023 76 hires (4 academies)
- 2024 138 hires (4 academies)
- 2025 81 hires (3 academies)
- 2026 (to date) 31 hires (4 academies scheduled)

2026 Academy Schedule

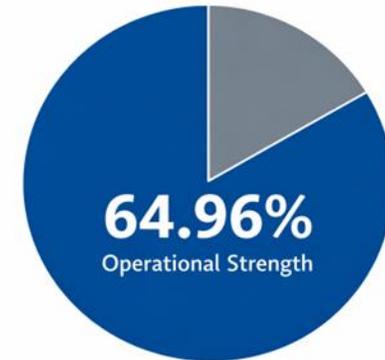
- January 26 – May 29
- May 11 – September 11
- August 24 – December 18
- December 7 – April 9, 2027

Current Workforce

Strength Report	Count of Employee	Authorized	Rank Strength
Sheriff	1	1	100.00%
Deputy Sheriff Division Chief	1	2	50.00%
Deputy Sheriff Major	6	6	100.00%
Deputy Sheriff Captain	16	24	66.67%
Deputy Sheriff Sergeant	71	92	77.17%
Deputy Sheriff	463	734	63.08%
Deputy Sheriff Recruit	34		
Grand Total	592	859	68.92%

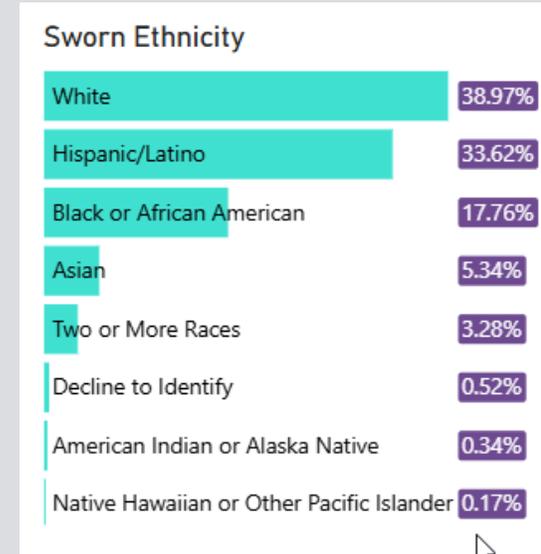
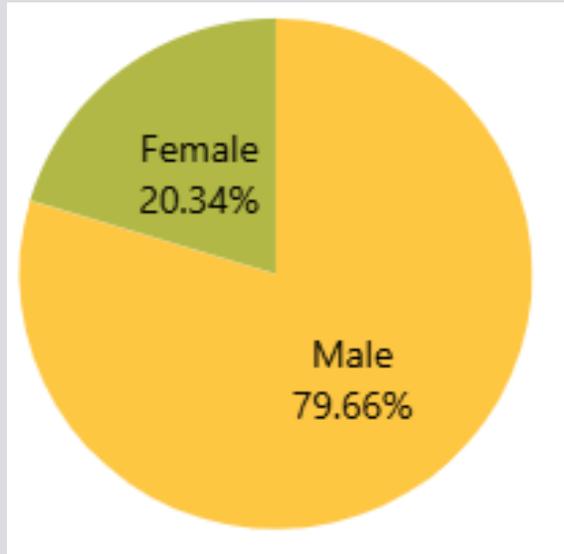
Operational Strength

As of February 6th



64.96% Staffed

Diversity & Workforce Representation



Reducing Candidate Loss: Hiring Incentives & Pre-Hire Support

- Hiring Bonus
- Pre-Hire Program
- Referral & Incentive Program

Training, Support & Career Development

Training Pipeline:

- Mentorship Program
- 18-Week Training Academy
- 5-Week Field Training Program

Wellness & Employee Support

Retention is directly tied to employee wellness.

- Employee Wellness Program
- Physical Therapy & Injury Prevention
- Employee Outreach Program
- Peer Support Program

Leadership Development & Retention

- In 2025, DSD invested in 80 + Employees
 - FBI-LEEDA
 - FBI – Rocky Mountain Command College
 - First-Line supervisor training
 - Women-focused leadership development

Retention Initiatives & Employee Engagement

- Revitalized Retention Committee
- Employee Appreciation & Morale Efforts
- Communication Improvements

How Council Members Can Support Recruitment

We respectfully ask for support in the following ways:

- **Amplify Recruitment Messaging**
Share DSD recruitment posts through social media and district newsletters.
- **Include DSD in District Communications**
Feature short recruitment blurbs or links in community updates and bulletins.
- **Promote Career Pathways**
Highlight law enforcement as a long-term career with growth, benefits, and stability.
- **Support Community Recruitment Events**
Invite DSD recruitment teams to district events, job fairs, and town halls.



Looking Ahead: Future Investments