



**City and County of Denver
Civil Service Commission**

Amber Miller, Commissioner
Noah Stout, Commissioner
Aldwyn Gardner II, Commissioner
Steven Foster, Commissioner
Gregory Moore, Commissioner

201 W. Colfax Ave Dept. 1208
Denver, CO 80202

June 24, 2024

Dear Denver City Council Members,

On June 13, 2024, the Civil Service Commission Board of Commissioners unanimously voted in support of the Denver City Council proposal to amend Charter Section § 9.4.1, which currently mandates U.S. citizenship for applicants to the Classified Service (Police & Fire). This requirement unnecessarily restricts the candidate pool, excluding qualified non-citizen residents who are eligible to work in the U.S.

Nationwide, law enforcement agencies face recruitment challenges due to changing social attitudes, demographic shifts, and rising retirements. These shortages have led to heightened officer burnout, longer response times, and impacts on daily patrols. Denver's move to consider non-citizen recruits aligns with many other jurisdictions addressing these issues.

In Colorado, the passage of HB 23-1143 in 2023, allowing DACA recipients to be POST certified, marks a significant step towards inclusivity. We must also consider the Denver Sheriff's Department removal its citizenship requirement following a 2018 U.S. Department of Justice decision deeming it employment discrimination.

We support amending the charter to remove the citizenship requirement, making applicant qualification based on work eligibility, good moral character, ability to perform essential job functions, and compliance with other qualifications set by Commission rule. This amendment will enhance diversity, access a broader talent pool, and promote inclusive community engagement within law enforcement agencies.

We urge the City Council to support placing this matter on the 2024 Denver ballot and for Denver residents to support fostering a more inclusive and effective law enforcement community through this measure.

Respectfully,

Civil Service Commission