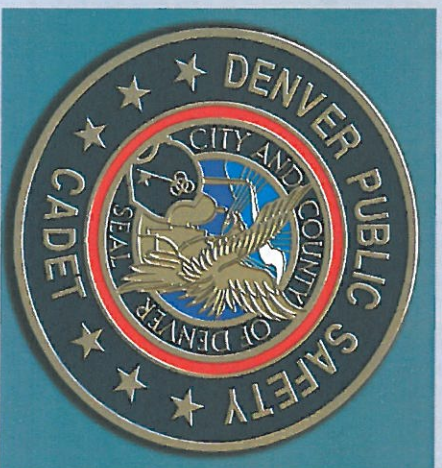


Denver Public Safety Cadet Program



JULY 2013



DENVER
THE MILE HIGH CITY

Mission of Public Safety Cadet Program



“The Mission of the Public Safety Cadet Program is to serve the community by developing educated, well-trained and diverse candidates for public safety employment”



Cadet Program Goals for 2013: Diversity

	1990 to 2012 (559 Cadets)	City of Denver (2010 Census)	2013 Cadet Class (20 Cadets)
Black	8%	10%	10%
Hispanic	28%	34%	50%
White	59%	51%	35%
Asian	2%	4%	5%
Native American	1%	1%	0%
Male	72%	51%	75%
Female	28%	49%	25%



Cadet Program Goals for 2013



- Maintain current internal policy goal of 50% of Cadets from Denver
 - ✓ 65% of 2013 Cadets are from Denver
- Limit cadet class to no more than 20% to 25% from families of Denver Sworn Safety
 - ✓ No preference given to family members
 - ✓ 20% of 2013 Cadets have a parent in Sworn Safety
- Give Preference to Cadet applicants demonstrating documented financial need
 - ✓ 90% of Cadet applicants had demonstrated financial need

Cadets and Safety Academies

Should not exceed cap on a regular basis because:

- Average of 20 to 25 Cadets eligible for Police and Fire academies annually
- Police Dept. hires an average of 60 people/year
- Fire Dept. hires an average of 48 people/year
- If all Cadets were hired, 18% to 23% of academy slots would be filled by Cadets



2012-2013 Safety Academies and Cadets



As of July 2013:

- Denver Police Department: 30 recruits
 - ✓ 6 Cadets hired (20%)
 - Hispanic: 2
 - White: 4 (1 Female)
- Denver Fire Department: 44 recruits
 - ✓ 8 Cadets hired (19%)
 - Hispanic: 4 (1 Female)
 - Black: 2
 - White: 2

