



CADET PROGRAM
DENVER PUBLIC SAFETY

Public Safety Cadet Program
1331 Cherokee Street, Suite 312
Denver, CO 80204
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www.denvergov.org/cadetprogram

Date: Monday, January 27, 2020
To: Councilwoman Deborah Ortega, Chair of City Council
Special Issues: City Charter Committee
From: Cadet Program Manager Austin Hartman, Department of Public Safety
Re: Denver Public Safety Cadet Program Demographics and Information

Demographics (Fall 2019)

Age 17-18 years old: 9
Age 19-20 years old: 31
Age 21-22 years old: 10
Age 23-24 years old: 2
Age 25-26 years old: 2
Total: 54

Female: 41%
Male: 59%

Cadet Program / City of Denver Ethnicity

White: 46.30% / 54.51%
Hispanic/Latino: 31.48% / 29.97%
Black: 11.11% / 8.97%
Asian: 5.56% / 3.78%
Two or More: 3.70% / 2.38%
Native American: 1.85% / 0.39%

Denver Public High School Origin: 33%
Non-Denver Public High School Origin: 67%
*same % as Denver vs. non-Denver residency

Hiring Data w/ Denver Public Schools (2016 to present)

Year	Applied	Screened	Screened_%	Interviewed	Interviewed_%	Hired	Hired_%
2016	247	158	64%	49	20%	18	7%
2017	225	159	71%	60	27%	17	8%
2018	154	102	66%	40	26%	17	11%
2019	147	134	91%	TBD	TBD	TBD	TBD

Year	Applied_DPS	Applied_DPS%	Screened_DPS	Screened_DPS%	Interviewed_DPS	Interviewed_DPS%	Hired_DPS	Hired_DPS%
2016	83	34%	45	28%	16	33%	7	39%
2017	56	25%	33	21%	13	22%	6	35%
2018	38	25%	24	24%	10	25%	5	29%
2019	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD



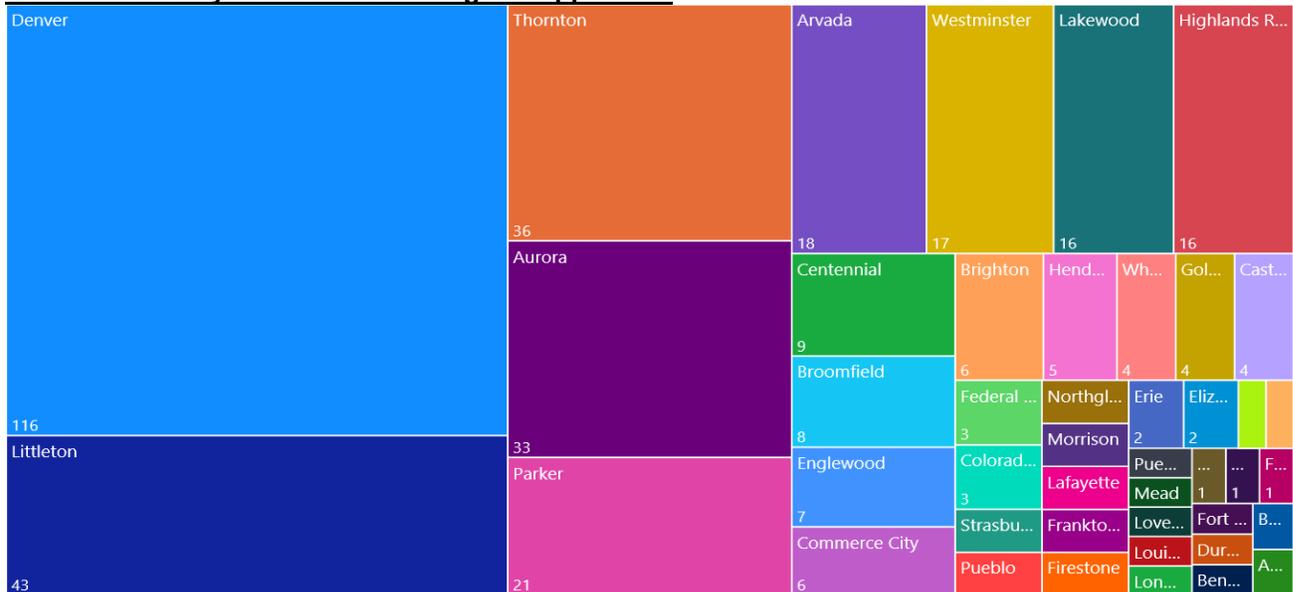
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Average Applied: 194
 Average Screened: 139 (72%)
 Average Interviewed: 50 (24%)
 Average Hired: 17 (9%)

Average DPS Applied: 59 (28%)
 Average DPS Screened: 34 (24%)
 Average DPS Interviewed: 13 (27%)
 Average DPS Hired: 6 (35%)

From the 27% of DPS applicants who receive an interview, a higher percentage (35%) are hired.

3-Year Residency Data on Cadet Program Applicants



Annual Program Cost

Total budget: \$1,709,601

Personnel Services: \$1,137,651

Services/Supplies: \$571,950

Cost Savings to DOS:

In 2019, Cadets contributed 66,000 operational hours to the Department of Public Safety.

Though cadets primarily receive hands-on, job-related training in their assignments in the DOS, they also perform many routine functions that would otherwise require higher paid civilian positions or sworn personnel to complete. If compared to a civilian job description of Administrative Support Assistant IV (4 out of 7 in series, performs office support work under general supervision), cadets are 43% less costly than hiring equivalent civilian positions to perform similar work. Examples of this type of work include vehicle servicing, mail delivery, and event support.



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Community/Department Events Supported by the Cadet Program:

January: 8
February: 17
March: 36
April: 21
May: 14
June: 13
July: 30
August: 18
September: 23
October: 19
November: 13
December: 8

Total Events Supported in 2019: 220 events
Average: 18 events per month

Examples include department promotion and graduation ceremonies, quarterly department in-service training, traffic control during parades and marathons, back to school events, youth fairs including the La Raza Youth Leadership Conference and Denver Safe City Youth Summit, and many others.

DPS Specific Events in 2019:

DPS Department of Safety Staff Presentation (4/29/19)

- Briefed all staff during annual in-service
- Cadet Program flyer distributed through School Resource Officers (SROs) and Campus Safety teams at all DPS schools

DPS Career Connect Event (3/11/19 and 10/8/19) – Educated 50+ students with in-person demos

Community Orientation Event (10/16/19) – Cadet Recruitment Committee handed out flyers to DPS schools prior to event; emailed DPS administrators and counselors inviting students

8th Grade Career Fair (11/5/19) - Interacted with 29 DPS high schools and 3,000+ 8th grade students, distributing over 500 flyers and salary sheets

DPS Public Safety Academy (ongoing) – Public safety internship at the high school level. Met with DSST: Cole and DSST: College View. Looking to pilot in Fall 2020.

Average Number of Cadets in Program (2011 to present)

2011: 30
2012: 33
2013: 45
2014: 48
2015: 41
2016: 38
2017: 44
2018: 43
2019: 45
Average: 41 cadets per year



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Placement into Denver Safety Academies

During the 2000's, an average of 15 cadets entered Denver safety academies per year.

Since 2011, the Cadet Program has placed 99 cadets into Denver safety academies at an average rate of 11 cadets per year. The average graduation rate from Denver safety academies is 11 cadets per year.

DSD: 6
DPD: 33
DFD: 59
D911: 1

Expected 2020: 8 cadets

DPD: 2
DFD: 6

The average departure is 14 cadets per year including the 11 that graduate into Denver safety academies. Cadets who have not joined Denver safety academies have pursued public service careers in other law enforcement agencies including the Denver DA's Office, F.B.I., Lakewood and Commerce City PD; others have left for the military or law school; one former cadet is a paramedic with Denver Health and one currently works with NASA.

Cadets have risen through every rank in the safety departments and include Division Chief Ron Thomas (DPD), Division Chief Charles Drennan (DFD), and Assistant Chief Carly Helwick (DFD). Since its inception, it is estimated that over 400 cadets have been employed in the Denver safety departments through participation in the Denver Public Safety Cadet Program.

The value of the Cadet Program is not just in hard cost savings to the Department for the services cadets provide, or how many cadets enter a career in public safety; the true value cadets have provided to the Department of Safety, the City and County of Denver, and our local communities for over 50 years is immeasurable.

Cadets wearing their uniforms in public are advocates for the Department and City's values and are leaders in their communities and academic institutions. Many cadets are 1st generation college students who inspire other young adults in their home schools or communities to follow in their footsteps and pursue higher education.

We often receive feedback from professors and advisors that cadets set the example in their college classrooms with their professionalism and academic successes. In 2019, the Program achieved over 1,000 academic credit hours and a 3.51 average GPA.

Additionally, in 2019 four states reached out to find more information on how to replicate the Denver Cadet Program, demonstrating the Program's reputation and successes on a national scale.