

CIVIL SERVICE COMMISSION MEETING AGENDA

1:00 PM

AUGUST 8, 2023

ASPEN ROOM AND TEAMS
(EMAIL CIVILSERVICE@AURORAGOV.ORG
FOR LINK)

1) 1:00 PM CALL TO ORDER OF REGULAR MEETING

A. Adoption of Agenda

B. Approval of Minutes for July 11, 2023

2) AGENDA ITEMS FOR VOTE-None

A. Entry-Level Preference Points Placement

Cain

3) AGENDA ITEMS FOR DISCUSSION or POSSIBLE VOTE

A. Promotional Process Report

IntegrAssure

B. NTN Entry-Level Test Overview

Dr. Carl Swander, Ergometrics

C. Promotional Testing Overview

Cain

4) REPORTS

A. COMMISSIONER REPORTS

- Upcoming Promotional Exams
 - 2 Commissioners needed for Police Sgt. AC August 22-23
 - 2 Commissioners needed for Police Lt. AC August 24-25
 - 1 Commissioner needed for Police Agt. Written 9AM September 6

B. LEGAL COUNSEL REPORTS

5) COMMENTS

A. FIRE DEPARTMENT

- Chief or Designee
- Union Designee

B. POLICE DEPARTMENT

- Chief or Designee
- Association Designee
 - APA
 - FOP

C. CITY MANAGER DEPARTMENT

D. PUBLIC COMMENT – Limited to 3 minutes, no discussion *Please note: The Commission cannot consider or respond to any comments that relate in any manner to disciplinary appeals currently pending before the Commission.

6) ADJOURNMENT

AURORA CIVIL SERVICE COMMISSION RULES AND REGULATIONS

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(for future meeting, current rules remain in effect)

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SECTION III – PROMOTION WITHIN CIVIL SERVICE

RANKS (for future meeting, current rules remain in effect)

SECTION IV – DISCIPLINARY APPEALS PROCEDURE

(for future meeting, current rules remain in effect)

RULES & REGULATIONS

OF THE

CIVIL SERVICE COMMISSION

AURORA, COLORADO

The rules and regulations contained in this manual are intended to effectuate the purposes of the City of Aurora's Civil Service System. These rules are not intended to create any contractual rights for applicants or employees. These rules are subject to change at any time by formal action of the Civil Service Commission. All applicants for original appointment and all employees for promotion shall be subject to the same rules and regulations as all other applicants or employees for the same eligibility list. For a list of recently amended rules, [CLICK HERE](#).

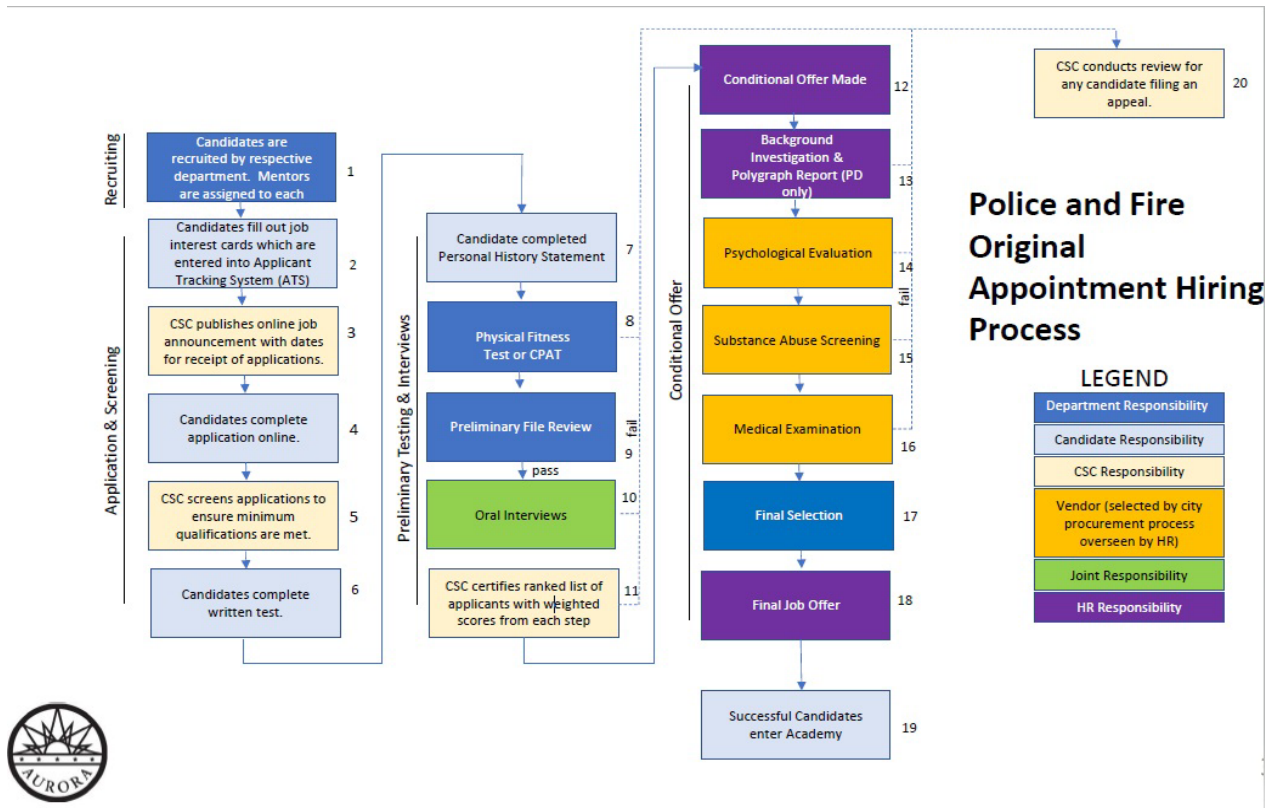
SECTION I. GENERAL INTENT AND STRUCTURE OF THE CIVIL SERVICE COMMISSION.

Editor Note: This section of the draft Rules and Regulations is held for further discussion intended after the discussion and Commission approval of proposed revisions to Sections 2, 3 and 4. The current Section 1 remains in effect until such time as modified by the Civil Service Commission in a future public meeting.

SECTION II. ORIGINAL APPOINTMENTS: ENTRY-LEVEL, LATERAL, REINSTATEMENT, WORK FORCE REDUCTION.

Section Summary: Applicants for original appointment including Entry-Level, Lateral, and Reinstatement appointments to Civil Service positions of the Aurora Fire Rescue or Aurora Police Department shall be subject to qualification and examination procedures stated in the following paragraphs. All applicants who possess the minimum qualifications established by the Commission shall be allowed to participate in the initial examination process. This process seeks to provide the Aurora Fire Rescue, Aurora Police Department, and all Aurora citizens with the most qualified applicants irrespective of the applicant's race, creed, color, gender, age, national origin, sexual orientation, religion, or political opinions or affiliations.

The full process effective for the Academies beginning after July 1, 2023 is detailed in the flowchart below. The Civil Service Commission Rules and Regulations lay out the responsibilities of the Civil Service Commission. Please note the Legend lays out the responsibilities of other city departments throughout the hiring processes which has been discussed with all stakeholders.



Application and Screening Section

1. **JOB ANNOUNCEMENT.** Box #3 from flowchart:
 - a. The Civil Service Commission publishes the online job announcement with dates for receipt of applications based on the job descriptions, including application and testing deadlines, provided by the respective departments, and reviewed by Human Resources.
 - b. The Civil Service Commission shall initiate a process to create a Certified Eligibility List for one or more Academies as described below.

2. **SCREENING APPLICATIONS.** Box #5 from flowchart: Civil Service Commission screens applications to ensure minimum qualifications are met.
 - a. The Civil Service Commission shall determine the minimum qualifications for original appointment to include:
 - i. Entry-Level Police applicants shall be 21 years old by the projected end date of the Academy. Entry-level Fire applicants shall be 18 years old by the projected start date of the Academy. Proof of age shall be either a copy of a state, or municipality-issued original Birth Certificate, Passport of the United States of America, or evidence of Naturalization.
 - ii. Be a citizen of the United States of America or a person who is lawfully admitted for permanent residence in accordance with the Immigration and Nationality Act. Proof of citizenship shall be either a copy of a state or municipality-issued original Birth Certificate, Passport of the United States of America, or evidence of Naturalization.
 - iii. Have completed a minimum education of high school completion, or GED equivalency. Proof shall be a copy of the High School Diploma, copy of the GED Certificate, or successful completion letter from an accredited school's Principal or District Superintendent, or other documentation approved by the Commission. Candidates who have completed any credit hours from an accredited college/university must also include a copy of college transcripts from all post-secondary schools attended along with any of the accepted documentation above when requested. If home-schooled, documentation must meet the standards of the

state of matriculation. If the home-schooled candidate has been accepted in any accredited post-secondary institution, it shall be determined that they have met all the above education requirements.

- iv. Must have a valid driver's license and if not a Colorado driver's license, be able to obtain a Colorado driver's license by the start of the Academy.
 - v. Be able to perform minimum essential job functions of the recruit position.
- b. The Civil Service Commission shall determine automatic grounds for disqualification from the hiring process to include:
- i. Conviction of, or deferred judgment for, a crime which is a felony under state or federal law; or military conviction by a court-martial that is comparable to a felony conviction.
 - ii. Conviction of any crime or ordinance violation, which would bar the applicant from possessing a firearm or ammunition under Federal or Colorado law. (For Police Officer Applicants only.)
 - iii. Conviction of, deferred judgement for, or combination of any misdemeanor causing disqualification under POST standard 24-31-305. (For Police Officer Applicants only.)
 - iv. Illegal distribution of any controlled substances or drugs, including steroids, in the last (3) years. Frequency of behavior, quantity of drugs involved, and type are considered at time of background.
- c. The Commission shall notify any applicant whose application has been disqualified during the application screening process via the applicant tracking system (ATS) and shall identify the Commission Rule(s) for such disqualification.
- d. Applicants who have been disqualified due to factual errors in their applications may appeal their disqualification to the Civil Service Commission under the established appeal procedures in Section II Rule (9).

3. **ENTRANCE EXAMINATION.** Box #6 from flowchart: Candidates complete written test.
- a. The Civil Service Commission shall collaborate with the departments and Human Resources to choose the written examination, the testing vendor, and the minimum passing score and deadlines for the examination period.
 - b. The Civil Service Commission shall receive the testing results and notify Human Resources of all candidates with passing scores.
 - c. The Commission shall notify any candidate whose application has been disqualified during the entrance examination via the ATS.
 - d. Candidates who have been disqualified may appeal their disqualification to the Civil Service Commission under the established appeal procedures in Section II Rule (9).

Preliminary Testing and Interview Section

4. **PRELIMINARY FILE REVIEW.** Box #9 from flowchart:
 - a. Candidates who have been disqualified during the preliminary file reviews conducted by the respective department may appeal their disqualification to the Civil Service Commission under the established appeal procedures in Section II Rule (9).

5. **ORAL INTERVIEWS.** Box #10 from flowchart: Department led interview panels administered by Human Resources.
 - a. At the discretion of the Civil Service Commission, Commissioners may elect to; 1) score applicants as board members, 2) serve as a non-scoring monitor on each interview panel, or 3) decline participation.
 - b. The number and content of interview questions, number of interview panels and assessors for each panel shall be determined through collaboration with the Commission, the applicable Department, and Human Resources.
 - c. Oral Interviews shall have a minimum combined passing score of 70%.
 - d. Candidates who have been disqualified may appeal their disqualification to the Civil Service Commission under the established appeal procedures in Section II Rule (9).

6. **CERTIFIED ELIGIBILITY LIST.** Box #11 from flowchart: Civil Service Commission certifies ranked list of qualified entry-level applicants for original appointment.
 - a. Each entry-level applicant who successfully completes each step of the testing process to this point shall be given a position in rank order by final score on a certified eligibility list.
 - b. The applicant's position on the certified eligibility list shall be determined by averaging the passing entrance examination score with the passing oral interview score. Preference points shall then be added to this averaged score. The relative scoring weights of each component of the final score shall be determined by the Civil Service Commission in collaboration with the respective department and Human Resources. For

illustration purposes, the following formula represents the final combined score calculation: Passing Entrance Exam score X .5 (50%) + Passing Oral Interview score X .5 (50%) + any applicable preference points = Applicant's final combined score for ranking on the certification list.

- c. Preference points, as determined by the Civil Service Commission, shall be applied to the candidate's **passing** combined score in accordance with the following policies outlining these points:
 1. **Veteran's Preference points** shall be added in accordance with the provisions of Section 15, Article XII of the Colorado State Constitution prior to final ranking.
 2. **Language Proficiency Preference points** shall be added in accordance to the policy outlining these points and qualifications.
 3. **Aurora Police Explorer Preference points** shall be added in accordance to the policy outlining these points and qualifications.
 4. **Aurora Fire Explorer Preference points** shall be added in accordance to the policy outlining these points and qualifications.
Colorado POST Certifiable Preference points shall be added in accordance to the policy outlining these points and qualifications.
- d. In the event a tie final score occurs, rank order priority shall be based on the date and time the application was received with the earlier taking precedence.
- e. The certified eligibility list shall be reviewed and signed by the Civil Service Commission. The list shall be published to the respective department and Human Resources.
- f. Civil Service shall notify candidates of their ranking on the eligibility list.
- g. Candidates on the certified eligibility list may request a deferment from the Civil Service Commission to a future Academy. Candidates shall provide the request in writing along with appropriate backup documentation detailing the reasons for the request.
- h. When considering the request for deferment, the Commission may consider any candidate testing results, number of recruits needed by the department for the academy, the validity of the reasons for the request, and any other information deemed of value to the Commission.
- i. If approved, the deferred candidate may be re-certified on the next certified eligibility list (following the deferral period) in a position

corresponding to the ranking based on the candidate's final combined score.

Conditional Job Offer, Background Investigation, and Final Job Offer Section

At this point forward the respective departments shall utilize the rank ordered certified eligibility list prepared by the Civil Service Commission

7. **POST CONDITIONAL JOB OFFER TESTING.** Box #12 through #16 from flowchart:
 - a. Background investigation and post conditional job offer examinations are determined and conducted by Human Resources.
 - b. Candidates who have been disqualified may appeal their disqualification to the Civil Service Commission under the established appeal procedures in Section II Rule (9).

8. **FINAL SELECTION AND FINAL JOB OFFER.** Box #17 through #19 from flowchart:
 - a. The respective department, with assistance from Human Resources, shall determine and administer the final selection process.
 - b. Remaining candidates shall receive a final job offer in the order in which they are certified on the eligibility list. The respective Chief of the department shall have the final say on which candidates are selected to receive a final job offer.
 - c. Candidates not selected to receive a final job offer are not eligible to appeal to the Civil Service Commission.

9. **APPEAL PROCEDURE.** Box #20 from flowchart: Civil Service Commission conducts review for any candidate filing an appeal.
 - a. Any candidate disqualified from the entry-level application process may file an appeal with the Civil Service Commission.

- b. Candidates shall provide the appeal in writing along with appropriate backup documentation detailing the reasons for the appeal.
- c. The appeal must be received by the Commission within seven (7) business days from the date of the notice of disqualification to the candidate.
- d. A copy of the appeal shall be provided to Human Resources. Human Resources shall provide a summary of the testing results of the candidate and any additional information for the Commission to consider within (10) ten business days from the date the appeal is received by the Commission.
- e. Commissioners having any personal conflict-of-interest concerns shall recuse themselves from the appeal process for that candidate.
- f. The appeal shall be reviewed by a majority of remaining Commissioners within five (5) business days of receipt of the summary of testing results and any additional information provided by Human Resources.
- g. The Commission may seek guidance on an appeal from the City Attorney's Office representative assigned to the Civil Service Commission.
- h. A majority of Commissioners shall decide one of the following options to resolve the appeal;
 - i. Additional or clarifying information is needed from either the applicant or Human Resources with deadlines for such information to be decided by the Commission based on the complexity of the information requested.
 - ii. To reinstate the candidate into the application process at the point of disqualification.
 - iii. To uphold the disqualification of the candidate from the testing process.
- i. A summary of the Commission's decision on the appeal shall be provided in writing to the candidate and Human Resources. The appeal decision of the Commission shall be final.

10. **REPORTING REQUIREMENTS.**

- a. The Civil Service Commission shall receive reports from Human Resources on disparate impact on protected classes, if any, from assessments of minimum qualifications and disqualifications at each testing step.
- b. Human Resources shall be deemed to be the custodian of all candidate testing records including all applications, personal history statements, interview materials, background investigations, external vendor reports, and medical records.

11. **LATERAL ENTRY.**

- a. In accordance with the City Charter, Article III, Section 3-16, paragraph (10), the Civil Service Commission establishes the following conditions and regulations which shall apply to Lateral-entry appointment. The Civil Service Commission strongly encourages each Department to adhere to this following stipulation from Ordinance Number 89-88, "WHEREAS, lateral entry will also assist the Police and Fire Departments in implementing their affirmative action programs."
- b. At the time of application, unless otherwise noted, applicants for lateral-entry appointment to Civil Service fire and police positions shall;
 - i. Lateral Police applicants shall be 21 years old by the projected end date of the Academy for which they are applying. Lateral Fire applicants shall be 18 years old by the projected start date of the Academy for which they are applying. Proof of age shall be either a copy of a state, or municipality-issued original Birth Certificate, Passport of the United States of America, or evidence of Naturalization.
 - ii. Be a citizen of the United States of America or a person who is lawfully admitted for permanent residence in accordance with the Immigration and Nationality Act. Proof of citizenship shall be either a copy of a state or municipality-issued original Birth Certificate, Passport of the United States of America, or evidence of Naturalization.
 - iii. Have completed a minimum education of high school completion, or GED equivalency. Proof shall be a copy of the High School Diploma, copy of the GED Certificate, or successful completion letter from an accredited school's Principal or District Superintendent, or other documentation approved by the Commission.

- iv. For Police Applicants only: Have three (3) years previous related experience in good standing within the four (4) year period immediately preceding the application. ~~Related experience shall consist of full-time paid employment as a Police Officer in a full service Police department.~~ (The previous sentence is suspended until 07/25/2025) For Fire Applicants only: Have three (3) years paid related experience in good standing within the four (4) year period at the time of application.
- v. Be able to perform the essential functions of the position.
- c. Per City Charter, the Civil Service Commission shall establish an unranked pool of qualified individuals who meet the minimum qualifications. To establish this unranked pool of qualified individuals, the Civil Service Commission shall accept applications for Lateral-entry employment.
- d. All applicants who meet the minimum qualifications established by the Civil Service Commission shall form the unranked pool of qualified individuals.
- e. Qualified individuals in the unranked pool shall then be subject to appropriate testing by the Chiefs of the respective Departments, with assistance from Human Resources, which may include, but not necessarily consist of a medical, background, polygraph and psychological examinations. The Chiefs of the respective Departments may, at their sole discretion, select qualified individuals from the remaining unranked pool of individuals.
- f. No person can remain on the lateral entry appointment list for more than two (2) years without reapplication.
- g. The Commission shall notify any applicant whose application has been disqualified for failing to meet the minimum qualifications via the ATS.
- h. The Chiefs of the respective Departments, with assistance from Human Resources, shall notify any applicant whose application has been disqualified as a result of testing and/or the review process.
- i. Human Resources shall be deemed to be the custodian of all lateral applicant testing records including all applications, personal history statements, interview materials, background investigations, external vendor reports, and medical records.

12. REINSTATEMENT.

- a. Any former Civil Service member of the Fire or Police departments who successfully completed the probationary period as defined in Section 3-16 of City Charter and was in good standing at the time of resignation, (satisfactory performance reports and no pending disciplinary actions), may apply in writing to the Commission for reinstatement to the department within thirty-six (36) months from the effective date of resignation or retirement. Any member of the Civil Service who resigns or retires from the Fire or Police departments must meet all minimum qualifications for original applicants, to include education, at the time the former member submits his/her request for reinstatement. No applicant shall be reinstated without the specific approval and testing of the Commission. An applicant may be reinstated only once in a lifetime. The decision of the Commission shall be final. (Note: At the Commission's discretion, any officer may have the time limit extended to allow for continuity of City government, or in the event of contingencies, disasters, emergency staffing requirements, or military service obligations.)

13. REINSTATEMENT PROCEDURES.

The Commission recognizes that there may be delays in the reinstatement process because of weather, availability of key personnel or examiners; however an effort should be made to complete the reinstatement procedures within a reasonable time frame. The procedures for reinstatement are as follows:

- a. The applicant's written request for reinstatement must be accompanied by letters of favorable recommendation from the Deputy City Manager and the Chief of the department and must be received by the Commission within the eighteen-month period stated above.
- b. The Commission may conduct a personal interview with the Chief of the appropriate department, and review with him the applicant's official personnel file.
- c. The Commission may conduct a personal interview with the applicant.
- d. The applicant may be required to undergo any or all of the following examinations prior to reinstatement: polygraph, substance abuse screening, fitness test, full or partial medical, a background investigation, and any other examination deemed appropriate by the Commission. The applicant must

meet the standards of entry-level applicants on all examinations, as required by the Commission.

- e. The applicant shall be notified in writing of the Commission's FINAL decision. A copy of the notification shall be forwarded to the Chief of the appropriate department. There shall be no further appeals to the Commission.
- f. If approval is granted by the Commission, reinstatement must become effective within 180 days of the Commission's approval for hire. No individual may be reinstated after this 180-day period. Such individual, when reinstated, shall retain the rank held at the time of resignation, except that in no case shall an individual be reinstated at any rank higher than Police Officer or Firefighter, Grade I, or Rescue Technician. The reinstated officer shall be eligible to test with the Civil Service Commission for the next higher rank in the first scheduled promotion testing following reinstatement, provided time and service requirements for testing are met. In the event an applicant declines reinstatement when it is offered, such applicant shall not be offered an opportunity for reinstatement again.
- g. Should there not be a vacancy at the time a reinstatement request is approved; the Chief of the appropriate department must notify the Commission in writing of the anticipated date of the first available Civil Service vacancy, which must be no later than 180 days following the Commission's approval for hire.

14. **WORK FORCE REDUCTION (LAYOFF).**

Work force reductions may apply to Civil Service members of the Fire and Police departments whose job position is removed or eliminated through any budgetary consideration upon review and approval of City Council and implementation by the City Manager. The respective department Chief shall notify the Commission of any work force reduction of Civil Service members. Any work force reduction of Civil Service members in either department must be in accordance with the City Manager's Work Force Reduction (Layoff) Plan and Layoff Rules outlined in the City of Aurora Personnel Policies and Procedures Manual, with the following exceptions:

- a. When the Civil Service work force in either department is reduced through budgetary consideration which has been reviewed and approved by City Council and implemented by the City Manager, the Civil Service member last certified for employment to such department shall be the first laid off. For purposes of this rule, Civil Service members on the same certified list shall be laid off in reverse order of their original certification for employment, except members not

eligible for veteran's preference under Article XII, Section 15 of the Colorado Constitution shall be separated before those so entitled.

- b. When the Civil Service work force in such department is increased, Civil Service members laid off shall be reinstated in the order of their original certification for employment in accordance with paragraph 79, Reinstatement Procedures for Work Force Reductions, provided the member has notified the Civil Service Commission in writing of his/her desire to be reinstated.

15. APPEAL PROCEDURES FOR WORK FORCE REDUCTION.

Civil Service members of the Fire and Police departments who wish to have a hearing before the Civil Service Commission to appeal their work force reduction (layoff) must submit a written request to the Commission no later than seven (7) business days following the effective date of the work force reduction. The request for hearing before the Commission must include a summary of the reasons for the appeal based on the following considerations. Hearings on such appeals shall be scheduled in accordance with the practices of the Commission. The Commission shall base its decision on the following considerations:

- a. Is there evidence that the City Manager's expressed reasons for affecting the lay-off are not the actual reasons?
- b. Were there procedural defects in executing the layoff, or in granting retention rights, which were detrimental to the employee?
- c. Was the layoff affected in an arbitrary and unreasonable fashion?

16. REINSTATEMENT PROCEDURES FOR WORK FORCE REDUCTION.

A former Civil Service member who is terminated because of a work force reduction may be reinstated by the Commission provided the member meets all minimum medical and fitness qualifications of the position to which the member is seeking reinstatement.

- a. Upon receiving written notification from the Chief of the appropriate department, accompanied by approval from the City Manager, that the department's Civil Service work force shall be increased, the Commission shall send such notification by registered mail to the Civil Service member's last known official residence address on file with the City of Aurora Human Resources Department. Former Civil Service members who were terminated

under a work force reduction shall be responsible for ensuring their current residence addresses are on file.

- b. The former Civil Service member must express a desire to be reinstated to the Commission in writing within ten (10) business days from the date of receipt of the Commission's notice that the department's Civil Service work force shall be increased. Former Civil Service members who do not respond during the specified time period shall be ineligible for reinstatement, and no further consideration shall be given, unless otherwise directed by the Commission. If the member was serving during the original appointment probation period when laid off, the member shall complete the remaining portion of such probation period.
- c. The applicant may be required to undergo any or all of the following examinations: polygraph, substance abuse screening, fitness, full or partial medical, background investigation, and any other examination deemed appropriate by the Commission, prior to reinstatement.
- d. The Commission may also conduct a personal interview with the applicant.
- e. The applicant shall be notified in writing of the Commission's FINAL decision. A copy of the notification shall be forwarded to the Chief of the appropriate department. There shall be no further appeals to the Commission.
- f. Upon Commission approval, reinstatement shall be effective on the date established in the department's notification letter pertaining to an increase in the Civil Service work force, or a subsequent date agreed to by the department, the Commission, and the member.

17. SERVICE IN THE ARMED FORCES.

- a. A Civil Service member of either department who enters upon active duty or in active duty for training in the Armed Forces of the United States in response to an order or call to active duty shall be entitled to reemployment rights and may be reinstated to the department in accordance with appropriate federal statutory guidelines. If the probation period following an original appointment was interrupted by service in the Armed Forces, the Civil Service member, upon reinstatement, shall complete the remaining

portion of such probation period before permanent appointment. The Civil Service member must request reinstatement in accordance with appropriate federal statutory guidelines. The request must include a copy of the member's military discharge, DD Form 214, and a copy of the official notification letter ordering the member to active duty.

LANGUAGE PROFICIENCY PREFERENCE POINTS

Language Proficiency Preference Points may be added to an applicant's passing total test score based on second language proficiency or sign language proficiency. To be eligible to receive such preference points, an applicant must first successfully pass the Entry-Level Police Officer FrontLine or Entry-Level Firefighter FireTEAM video exam. The applicant must then pass the supplemental test that measures an applicant's level of second language reading, writing, and oral proficiency or sign language proficiency. The Commission has determined that all second languages, including sign language, will be eligible for a maximum of five (5) preference points.

An applicant who passes the Entry-Level video exam and who is rated "advance" in the supplemental testing will receive five (5) Language Proficiency preference points to be added to their passing combined score. A maximum of five (5) points would be awarded, even if language proficiency is demonstrated in more than one target language. If an applicant is rated as "intermediate" in the supplemental testing, they would receive two (2) Language Proficiency preference points to be added to their passing total test score.

The assessment of an applicant's level of foreign language expertise is based on his/her ability to read, write, and communicate orally (speech and comprehension) in a particular target language. Individuals should be able to handle, with ease and confidence, a large number of reading, written, and oral communication tasks. Individuals should be able to follow complex directions and offer or ask for the same in the target language. Individuals should be able to offer complex directions, both in writing and verbally, in emergency situations and request medical information for first responders.

An applicant who wants to be awarded Language Proficiency points (to be determined by supplemental testing) should identify second language or sign language skill level based on the following skill level descriptions:

LANGUAGE PROFICIENCY PREFERENCE POINTS

- Beginner (0 pts) Rated zero (0) – four (4) on the Alta Language Testing Services Scale. Would not qualify for points. An applicant would not be considered proficient. The skills in reading, writing and speaking the target language demonstrate;
- A halting or irregular speech flow
 - Written grammatical inconsistencies or roughness
 - Inability to grasp full detail from a written passage
 - Tendency to search or grope for language
 - Minimal ability in public safety situations
- Intermediate (2 pts) Rated five (5) – seven (7) on the Alta Language Testing Services Scale. Would qualify for two (2) additional points if an applicant's skill in reading, writing and speaking any language demonstrates an intermediate skill level. For this level, an applicant would demonstrate;
- Oral communication is handled with ease and confidence
 - Written and oral vocabulary is fairly extensive
 - Accuracy, clarity and precision conveyed with intended message
 - Proficient ability in public safety situations
- Advanced (5 pts) Rated eight (8) – twelve (12) on the Alta Language Testing Services Scale. Would qualify for five (5) additional points if an applicant's skill in reading, writing and speaking any language demonstrates an advanced skill level. For this level, an applicant would demonstrate;
- Use of precise vocabulary and intonation to express meaning
 - Great fluency and ease of speech
 - Written and oral vocabulary is complete
 - Full grasp of public safety specific language

Assessment of the Promotional Process of the Civil Service Commission

June 22, 2023

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INTRODUCTION

This report has been prepared by IntegrAssure pursuant to its designation by the Civil Service Commission as its expert, engaged to provide technical assistance under the provision of the Consent Decree which calls for the Monitor to provide such assistance to the City to help it in achieving the goals of the Decree. As such, the findings and recommendations in this report are not binding on the City or the Civil Service Commission, but rather should be considered expert advice in assisting the Civil Service Commission fulfill its obligations under the Consent Decree.¹ This report covers only the role of the Civil Service Commission in the promotional process for both APD and AFR. Other aspects of the promotional process for each agency will be the subject of separate reports.

The Consent Decree (sometimes “the Decree”) mandates that the Civil Service Commission (sometimes “CSC” or “the Commission”) work with the Consent Decree Monitor and the expert to make changes, if any, to the promotional process.² This Report constitutes a major part of the efforts of the City and the Commission to meet its obligation under VII C 2 to work with the Consent Decree Monitor and the expert to make changes to the promotional process, if any. While the Commission is mandated by the Decree to take actions necessary to effect changes to its rules relative to hiring and transparency by May 15, 2023,³ because these recommendations are not mandated by the Decree, but rather permissive, this deadline will not be applied to the promotional process. Instead, the Monitor will work with the CSC and the City to decide which of the recommendations the City and Commission accept and will work with them to change the relevant rules as soon as practicable.

¹ The relevant portion of the *Section IX 8 2* of the Consent Decree reads as follows: In undertaking its responsibility to ensure Aurora’s compliance with this decree, the Consent Decree Monitor will serve as a resource and a coach as needed to help Aurora succeed in the commitments the City is making in this decree. The parties expect the Consent Decree Monitor to communicate informally with all parts of the organization in a way that supports the chain of command. Pursuant to this provision and in fulfillment of its obligation under Section VII C 4 to engage an expert to assist the Commission in meeting the requirements of the Decree, the Commission engaged IntegrAssure and its team member, Cassi Chandler, to provide advice relative to its obligations.

² *Section VII C 2* of the Consent Decree reads as follows: The Commission will work with the Consent Decree Monitor and the outside expert (see paragraph 4, below) to make changes, if any, to the promotional process.

³ See Consent Decree Section XII, Recruitment, Hiring and Promotion, Civil Service Commission Rules and Regulations Modification Deadline (455 days from the effective date of contract with the Monitor).

EXECUTIVE SUMMARY

IntegrAssure has reviewed the relevant provisions of the Consent Decree and the City Charter.⁴ We have also spoken extensively with stakeholders including those representing APD and AFR, the collective bargaining organizations for each Department, the Commission through its Administrator and staff, the City including both the Office of the City Manager and the Office of the City Attorney, as well as the Monitor's Citizen Advisory Committee. We have also spoken with the Attorney General's Office relative to our findings and recommendations.

After those conversations and after independently considering the question of what, if anything, should be changed regarding the promotional process, it is our recommendation to the Commission and the City that certain changes be made to best ensure fairness and equal opportunity to all potential candidates for promotions.

BACKGROUND

The Charter provides that the Civil Service Commission has the primary responsibility of setting the qualifications for individuals seeking promotion within the Civil Service, selecting the types of examinations to be administered and their content, determining the minimum passing scores,

⁴ The relevant portion of the Aurora City Charter reads as follows:

(3) *Duties, powers.* The Civil Service Commission shall be responsible for examination and certification of all applicants to positions in the Civil Service. They shall determine qualifications for and, examine for promotion within the Civil Service. Promotions in the Civil Service shall be from within the respective Departments and those eligible for taking a promotional examination must be members of the Civil Service of the rank or grade immediately below the rank or grade for which they are being examined, except that (1) Police Officers 1st Grade, with the proper length of service in grade, shall be eligible to take the examination for Sergeant; (2) Firefighters 1st Grade, with the proper length of service in grade, shall be eligible to take the examination for Technician, Engineer or Lieutenant; (3) members of the Departments, with the proper length of service, shall be eligible to take the examination for a rank of equal status but different title. No member may take an examination for a position he officially holds. If it is determined by the Civil Service Commission that there are no qualified members within the Civil Service to take such promotional examinations the Civil Service Commission may undertake either open recruitment or designate additional ranks or grades which may be eligible for that particular examination only. All examinations for promotion shall be competitive among such members of each Department as are qualified and desire to submit themselves to examination. The Commission shall submit to the appointing authority the list with the names of all members who have satisfactorily passed the entire examination, in the order in which their grades placed them, and the appointing authority, after having received a list duly certified, shall make promotions therefrom in the order in which they appear. The method of examining, the rules governing the same, and the method of certifying may be the same, as near as possible, as provided for applicants for original appointments.

the scoring weights for each examination, and for the general administration of the promotional process.

Under the Aurora City Charter, the CSC is tasked with setting service requirements and examination procedures that outline qualifications and service requirements for applicants without any reference to political or religious opinions or affiliations, or race, creed, color, or gender. The Charter also states that candidates can only be promoted in rank order from the eligibility list for the Civil Service rank as certified by the Civil Service Commission.

Under the Charter, the Civil Service of the Fire Department consists of the following ranks and grades:

Captain	Firefighter 2 nd Grade
Lieutenant	Firefighter 3 rd Grade
Engineer	Firefighter 4 th Grade
Firefighter 1 st Grade	

Under the Charter, the Civil Service of the Police Department consists of the following ranks and grades:

Captain	Police Officer 1 st Grade
Lieutenant	Police Officer 2 nd Grade
Sergeant	Police Officer 3 rd Grade
Police Agent	Police Officer 4 th Grade

THE PROMOTIONAL PROCESS

Under the Aurora City Charter, the CSC is required to administer testing for promotional appointments for each Civil Service departmental rank at least once per year⁵ to establish a certified eligibility list of passing candidates from which appointees can be selected in rank order to fill vacant positions.

In designing the type and content of the promotional examinations, the CSC has the authority to select as many types of examinations as it deems necessary. It currently elects to primarily use three methods of evaluation: a written examination, assessment center⁶ exercises, and a records evaluation. A practical evaluation is substituted for the assessment center for individuals applying for the “Engineer-Driver” promotional rank for AFR, and a written examination is not administered for the Police Captain testing process.

The promotional eligibility requirements are defined by CSC Rules and Regulations, Section VII, Paragraph 42. The candidates must meet the specified service, certification, education, and training requirements as of the first day of testing in the promotional series⁷. These requirements have not been updated in a significant period of time but were previously set in collaboration with APD, AFR, and CSC.

According to staff at the Commission, both Departments appoint two to four subject matter experts (SME), comprised of knowledgeable individuals from within the Departments’ ranks, to assist the consultants selected by the CSC in developing the exams. The SMEs assist the CSC in formulating a reading list for the candidates. Once the reading list has been finalized, the CSC

⁵ Section 3-16 (7) of the Aurora City Charter read as follows:

A certified list for original appointment shall be prepared by using applicants taken from a pool of eligible candidates for which testing shall take place whenever the commission, in consultation with city management, determines that it is appropriate to conduct the testing in order to meet staffing requirements. The certified list for original appointment to positions in the civil service shall expire upon the effective date of a newly established list of eligible candidates. A certified list for promotional appointments shall contain the names of applicants who passed required testing, which testing shall take place no less than once per year; such list shall expire after one year, except that in the event a vacancy should exist in one of the Departments and the certified list for that position is scheduled to expire and a new list is not available, the Civil Service Commission may extend such list, one time only, for a period not to exceed ninety (90) days.

⁶ Generally, an assessment center refers not to a specific building but rather to a process where candidates are examined to determine their suitability for specific types of employment, and typically include exercises or tests designed to understand a candidate’s personality and aptitudes.

⁷ The relevant portions of the Civil Service Commission’s Rules and Regulations are attached as Appendix A.

posts the position, along with the official reading list. Candidates have approximately ninety days to study for the written examination. Following the CSC's posting of the position, the SMEs work jointly with the CSC staff and the testing consultant⁸ in developing a one-hundred question multiple-choice written examination based on the reading list. This process takes approximately a month and a half.⁹

Following the development of the written examination, the departmenta SMEs create the assessment center exercises in collaboration with the testing consultant and administrative support from the CSC staff. There are four components to these exercises: a mandatory written exercise and three exercises that the SMEs have the authority to determine. The decision to have four exercises was approved by the Commission on the advice of the consultant as the appropriate number of exercises to conduct in the assessment center. These consultants work with the CSC staff and SMEs to develop the content of these exercises, with the SMEs vetting the final content and validating for the consultant that the content is appropriate and accurate for Aurora. The consultant reviews and approves the final version of the exercises.

Following the CSC's posting of the testing notice, qualified individuals who are interested in seeking promotional appointments register to take the written examination. The CSC screens applicants to ensure that they meet the promotional eligibility requirements, as defined by the CSC's Rules and Regulations and the Charter. Any individual meeting the eligibility requirements are allowed to take the written examination.

Although the specific eligibility requirements differ for each promotional rank, there are several general requirements that apply to all promotional ranks. The Charter requires that an individual hold the rank or grade immediately below the rank or grade for which they are being examined in order to be eligible for the position. However, the Charter allows that if there are no individuals within the Civil Service who meet the minimum qualifications, the CSC may either invite individuals from additional ranks to test or may lower the service requirements for the examination. One limitation on the ability of an otherwise qualified Civil Service member to test

⁸ The City's current consultant is Ergometrics & Applied Personnel Research, Inc. based in Seattle, Washington. CSC runs an annual bid process for the upcoming bid year, usually in October or November of the preceding year. CSC staff puts out a request for proposal and Ergometrics has provided the best combination of price and service for a number of years for CSC.

⁹ This process was described by the administrative support staff at CSC.

for promotion is a bar on such members who have faced discipline equal to or greater than 80-hour suspension within a two-year period preceding the first day of testing¹⁰.

Following a ninety-day study period, which is the period between when the promotional rank posting is published along with the reading list and the written examination date, all eligible applicants complete the written examination, administered in the presence of either a Civil Service Commissioner, Chief Examiner, or a designee. At this stage, all candidates are provided with an identification number, which acts as the only identifying information included on their examinations and serves as a method of tracking their progress throughout the promotional process. Candidates must achieve at least a grade of 70% on the examination to pass. Candidates learn their scores and passing status the following day. Any individual who fails the examination has one week from the time they receive their result to schedule a one-hour appointment with the CSC to review their tests and challenge the validity of any questions. If a question is challenged, the CSC refers the question to the departmental SMEs who assess the accuracy of the question. If the SMEs determine that there was an error within the question, every candidate that got the question wrong is awarded the additional points and their scores are adjusted. If these changes result in any previously-disqualified candidates meeting the 70% passing threshold, they are informed and allowed to continue to the next stage of the promotional process.

Three to four weeks after the administration of the written examination, candidates participate in the assessment center. The assessment center has been a component of the promotional process for at least twenty-three years. It has been perceived as the best method to assess an applicant's strengths and weaknesses by both departments. The assessment center panel consists of three to five members, consisting of one Aurora citizen selected by the Commission, and two to four firefighters or police officers selected from another jurisdiction¹¹. While the Rules and Regulations refer to one panel, CSC has empaneled two panels for the assessment centers in practice for the past few years.¹² The first panel, consisting of three police officers or firefighters from another jurisdiction, assesses the two technical tactical assessment exercises.

¹⁰ See CSC Rules and Regulations, Section VII, Paragraph 42.

¹¹ See CSC Rules and Regulations, Section VII, Paragraph 46.

¹² This change occurred in February of 2015. An agenda item was presented to CSC Commissioners during the February 10, 2015 meeting to empanel two panels going forward. This proposal was due to concerns raised by the consultants about how the citizen assessors were grading technical assessments without requisite knowledge. This change was approved by CSC but there were not any subsequent discussions on changing any relevant rules or regulations to reflect this change.

The second panel, consisting of one Aurora citizen and two firefighters or police officers from another jurisdiction, assesses two public-facing exercises. The officers/firefighters from outside departments who serve on the assessment center must hold a rank at or above the position level being tested. The assessment center consists of four exercises, each of which comprises 25% of the candidate's overall score.

Following each exercise, the raters on the panel each make an independent rating of the observed candidate's performance. The ratings are averaged to determine the candidate's final score for each exercise. With the exception of candidates for the "engineer-driver" rank, it is not necessary for candidates to achieve a passing score on each individual exercise. If a candidate achieves an average 70% score across the four exercises, they pass the examination. Candidates for the "engineer-driver" rank must achieve a 70% passing score on each individual exercise to continue to be eligible. Candidates typically receive their results within three days. Candidates are provided written feedback on their performance in the assessment center. These summaries are compiled by the consultant and are provided to candidates approximately three weeks after the completion of the assessment center.

Occurring simultaneously with the assessment center testing are the records evaluations. The candidates prepare their own records evaluation book which must contain the required job performance, disciplinary and assignment histories as well as their seniority, assignments, education, and training certifications. APD candidates for promotion are graded on a 100-point scale, including a total of 10 potential points for education, 9 points for seniority, 30 points for training, 30 points for work history, and 21 points for discipline, with points deducted for documented disciplinary histories.

AFR candidates for promotion are graded up to 36 points out of 100 points for seniority in its Records Evaluation assessment. The total point value is assessed by multiplying .15 points for each month of service up to 240 months (the equivalent of 20 years of service). The scoring rubric is not governed by CSC's Rules and Regulations but are rather developed and overseen by the respective departments. Both the departments allow for bonus points for specific qualifications, such as holding the rank of an agent before testing for sergeant or completion of trainings. The qualifications for bonus points vary from rank to rank in each department.

Department personnel verify the accuracy of the records evaluation book submitted by the candidate. Once the records books are verified, the candidates submit them to CSC. The candidates' records books are anonymized and each candidate is identified by a designated number known only by CSC administrative support staff. To further increase objectivity and eliminate potential bias, experienced personnel from outside agencies (usually this panel is the same panel as the assessment center) are responsible for scoring the records evaluations books

to determine the candidates' final records evaluation scores. Those scores are then provided to the CSC by the outside assessors.

The Civil Service Commission compiles the candidates' scores from the written examination, assessment center, and records evaluation and creates a final score for each candidate. The CSC then certifies a final eligibility list containing the names of all candidates who successfully passed the required examinations. The candidates are ranked in the order in which their scores place them. If any candidates have identical scores, position on the list is determined by seniority. Each eligibility list expires one year from the date of certification. However, if there is a vacant position at the time of expiration, and a new list is not yet available, the list may be extended one time, for a period of ninety days. This list is published on CSC's website.¹³

The CSC submits the final eligibility list to the appointing authority within each department who is then required to make appointments based on the order in which the names appear. An individual on the eligibility list may decline a promotion a single time without losing their position on the list. Upon a second declination that individual's name will be moved to the bottom of the list.

All individuals receiving promotional appointments must complete a one-year probationary period. At the end of the period, they are either permanently appointed to the new rank or demoted to their last held position. The proposed order of demotion must be made by the Chief of the respective department to the CSC fifteen days prior to the end of the probationary period with notification to the member of the proposed demotion at least ten days prior to the probationary period expiring. The CSC approves or disapproves proposed orders of demotion based on the explanation provided by the Chief at the time of the proposed demotion. The content of information provided by the Chief has historically varied based on the chief. Thus, the level of review and input from CSC varies from chief to chief. Additionally, there is not an opportunity for an officer to provide rebuttal information. Lastly, there is no guidance for CSC to utilize in approving or disapproving the Chief's decision. There are no CSC Rules and Regulations which govern the process.

¹³ The lists can be found here: <https://www.auroragov.org/cms/One.aspx?portalId=16242704&pageId=16400640>

PROMOTIONAL ISSUES AND COMPLAINTS

As part of this report, promotional data from 2018 through 2022 was examined.¹⁴ It tracked the number of applications received, the number of applicants who took the written examination, the number of applicants who passed the written examination, and the number of applicants who passed the assessment center. This data set included gender and race information for each phase of the promotional process. Across all ranks and years, there was a significantly smaller number of minority applicants who applied for promotion than applicants who identified themselves as “White or Caucasian.” Not surprisingly given the racial makeup of each department, the cumulative number of minority applicants were less than half of White or Caucasian applicants across all ranks and years. Yet, despite the raw numbers, Black or African-American and Hispanic males applied for promotional ranks at a slightly higher percentage than their white counterparts. Unfortunately, for Black or African-American and Hispanic females, there were a number of years when none of the few eligible members applied for promotion.

Notably, for instance, there has never been a Black or African-American female APD police officer promoted to the rank of a sergeant. We have discussed this issue with multiple APD officers of various ranks. While these discussions were helpful in understanding how this is perceived and impacts the morale of Black or African American officers, the discussions did not lead to the identification of a root cause. Some discussions indicated there has been a lack of outreach to Black or African American officers from APD leadership to solicit interested candidates. Some officers perceived that additional support and testing preparation is provided to certain officers without making such support available more widely. However, we also heard from Black or African-American executives who shared that their own past efforts to recruit Black or African-American female officers for promotion, which yielded no interested candidates.

Specifically, examining applications for the police sergeant rank from 2018 to 2022, there were no female Black or African American applicants in 2018, 2019, 2021, and 2022. There was one application in 2020 and 2022. In 2020, that applicant did not take the written exam and in 2022, that applicant did not pass the written exam. Likewise, there was no female Black or African American applicant who applied for the rank of an agent from 2018 through 2022.

¹⁴ While the data has been collected by CSC over the years, this data had not been analyzed and the aggregate data was prepared by CSC Administrative Support Staff pursuant to IntegrAssure’s request in January 2023. The underlying individual information was also provided by CSC and IntegrAssure prepared the analysis based on the underlying information provided by CSC. The analysis for APD is attached as Appendix B. The analysis for AFR is attached as Appendix C.

In attempting to understand these numbers in the context of the pool of potential applicants, we examined APD data on sworn members' rank representation by ethnicity and gender from 2018 through the first quarter of 2023 and AFR's data from 2018 through April of 2023.¹⁵

From 2018 through 2020, there were only five female Black or African American Officers. In 2021 and 2022, there were three female Black or African American officers. In 2018 and 2019, there was one female Black or African American agent but there were none from 2020 through 2022.

Similarly, while there have been eight female Hispanic officers and one female Hispanic agent from 2018 through 2022 there was no application for the rank of sergeant from a female Hispanic officer from 2018 through 2022. Currently, there is one female Hispanic sergeant.

From 2018 to 2022 the number of male Black or African-American in the rank of police officer fluctuated from 11 to 13 and in the rank of Agent from one to three. From 2018 through 2020, 7-8.33% of the potential applicant pool applied for promotion. No applicant has applied since 2021.

With regard to male Hispanic members of the Department, the numbers in APD grew significantly over the time period we examined ranging from 47 to 65 in police officer rank and from one to three in the Agent rank. During this period, 16% of the potentially available Hispanic male applicant pool applied for promotion in 2018, 8% in 2019, 6% in 2020, 8% in 2021, and 5.7% in 2022.

With regard to white females, the number in the Department ranged from 39 Police Officers and 13 Agents in 2018 to 38 Police Officers and 12 Agents in 2022. In 2018 and 2019, 1.9% of the potentially available applicant pool of white female officers and agents applied for the sergeant rank, while 3% of that pool did in 2020 and 2021. In 2022, 4% of that potentially available applicant pool applied for the sergeant rank.

As a comparison point, eligible white male officers applied for at a rate of 9% in 2022; 5% in 2021; 5% in 2020; 6.7% in 2019; and 5.8% in 2018.

¹⁵ APD data is attached as Appendix D and AFR data is attached as Appendix E.

As of March 31, 2023, there were 14 sworn members in the positions of captain, commanders¹⁶, division chief¹⁷, and Chief of Police¹⁸ with only two male Black sworn members in those positions and no females in those positions. The current interim Chief of Police is a male Hispanic sworn member, and the newly appointed interim Deputy Chief is a white female.¹⁹

AFR has similar statistics. From 2018 through 2022, only one or two (with no applicant in 2019) black or African-American male applicants applied for the rank of Engineer and there were 0 black or African-American female applicants during that same time period. There was only one black or African-American female in the rank of firefighter in 2018, 2 in 2019 through 2021 and 2023, and 3 in 2022. There were 4 black or African-American males in the rank of firefighter in 2018, 5 in 2019, 6 in 2020 and 2021, and 8 in 2022 and 2023. However, only one male applicant was successful in promoting during the entire time period.

The trend was similar for Black or African-American females for the rank of lieutenant. There were no applicants in 2019 and one in 2020 and 2022, respectively. There were no applications from Black or African-American females for the rank of captain during this time period. For Black or African-American males, there were 4 applicants for the rank of captain in 2018 and one in 2019. One applicant was successful in 2019 and another applicant was successful in 2019. However, there has been 0 applicant for the rank of captain since 2020.

During that same time period, the number of male Hispanic applicants for the rank of engineer fluctuated from one to three while there were no female Hispanic applicant. Only one male Hispanic applicant was successful during that period.

There were two to five male Hispanic applicants for the rank of lieutenant over the same time period, but no female Hispanic applicants from 2018 through 2022. There were total of four male Hispanic applicants who were successful during the time period.

For the rank of Captain, there were one to three male Hispanic over the same period of time but no female Hispanic applicants. Five Hispanic male applicants were successful during that time period. Most notably, there were no Hispanic females in the rank of firefighter from 2018 through 2021 and there was one in 2022 and 2023.

¹⁶ The title of a commander is not a Civil Service rank.

¹⁷ The title of a division chief is not a Civil Service rank.

¹⁸ The title of the Chief of Police is not a Civil Service rank.

¹⁹ Heather Morris was sworn in as the interim Deputy Chief on April 4, 2023.

Lastly, there were no female applicants for the rank of engineer in 2018 through 2020 with three applicants in 2021 and four applicants in 2022. For the rank of lieutenant, the number of female applicants fluctuated from four to seven during that same time period. There were no female applicants for the rank of captain for the entire time period. Currently, there are only 33 females in AFR. There are 3 deputy fire chiefs²⁰ and 11 fire battalion chiefs²¹ and they are all males. Out of the three deputy fire chiefs, one is a black male and the rest are white males. Out of the 11 fire battalion chiefs, one is black, 8 are white, one is Hispanic, and one is of two or more races. The current fire chief²² is a white male.

The newly approved recruitment plans for APD and AFR are focused on improving diversity in both departments and, if successful will assist in improving minority representation in the departments which will in turn lead to a greater number of minorities being promoted.

Overall, breakdown of race and gender in the ranks of APD and AFR are as follows:

²⁰ The title of deputy fire chief is not a Civil Service rank.

²¹ The title of fire battalion chief is not a Civil Service rank.

²² The title of fire chief is not a Civil Service rank.

APD (as of March 31, 2023)

	Chief of Police		Deputy Chief		Division Chiefs		Commanders		Captains		Lieutenants		Sergeants		Agents		Officers (1)		Totals	
WM		-		-	3	75.0%	4	66.7%	4	100.0%	25	75.8%	77	83.7%	79	73.8%	281	63.6%	473	68.7%
BM		-		-		-	2	33.3%		-	3	9.1%	3	3.3%	4	3.7%	18	4.1%	30	4.4%
HM	1	100.0%		-		-		-		-	3	9.1%	4	4.3%	4	3.7%	55	12.4%	67	9.7%
AM		-		-		-		-		-		-		-	1	0.9%	16	3.6%	17	2.5%
H/PM		-		-		-		-		-		-	1	1.1%		-		-	1	0.1%
AIM		-		-		-		-		-		-	1	1.1%		-	4	0.9%	5	0.7%
2+M		-		-		-		-		-		-	1	1.1%	3	2.8%	15	3.4%	19	2.8%
WF		-		-	1	25.0%		-	-	-	1	3.0%	4	4.3%	12	11.2%	31	7.0%	49	7.1%
BF		-		-		-		-		-		-		-		-	5	1.1%	5	0.7%
HF		-		-		-		-		-	1	3.0%	1	1.1%	2	1.9%	9	2.0%	13	1.9%
AF		-		-		-		-		-		-		-	1	0.9%		-	1	0.1%
H/PF		-		-		-		-		-		-		-		-		-		-
AIF		-		-		-		-		-		-		-		-	1	0.2%	1	0.1%
2+F		-		-		-		-		-		-		-	1	0.9%	6	1.4%	7	1.0%
U		-		-		-		-		-		-		-		-	1	0.2%	1	0.1%
TOTALS	1	100.0%	-	0.0%	4	100.0%	6	100.0%	4	100.0%	33	100.0%	92	100.0%	107	100.0%	442	100.0%	689	100.0%

AFR (as of April 27, 2023)

Job Title	Female	Male	African American FEMALE	African American MALE	American Indian or Alaskan Native FEMALE	American Indian or Alaskan Native MALE	Asian FEMALE	Asian MALE	Caucasian FEMALE	Caucasian MALE	Hispanic or Latino FEMALE	Hispanic or Latino MALE	Native Hawaiian or Pacific Islander FEMALE	Native Hawaiian or Pacific Islander MALE	Two or more races FEMALE	Two or more races MALE	Choose not to Identify (United States of America)	Grand Total
Cadet Firefighter IV-8 Hours		1								1								1
Deputy Fire Chief		3		1						2								3
Engineer	3	30		2		1		1	3	24		1				1		33
Engineer 8hr		2								2								2
Engineer 8hr P		1								1								1
Engineer P	2	24							2	17		3		2		2		26
Fire Battalion Chief		11		1						8		1				1		11
Fire Battalion Chief 8HR		4								4								4
Fire Captain		6								5		1						6
Fire Captain -8 Hour Position		3								2						1		3
Fire Captain P		18						1		13		2				2		18
Fire Captain-8 Hour Position P		6								5		1						6
Fire Chief		1										1						0
Fire Commander 8HR	1	2							1	2								3
Fire Inspector	2								1						1			2
Fire Lieutenant		9		1						6		1						9
Fire Lieutenant -8 Hour P	2	11							2	9		2						13
Fire Lieutenant P	3	27	1						2	24						3		30
Firefighter I 24 Hr	7	89	1	4				3	6	59		13		1		9		96
Firefighter I 24 Hr P	9	116	1	2				2	7	91	1	13		1		6	1	125
Firefighter I 8 Hour	1	2							1	2								3
Firefighter I 8 Hour P		6		1						4						1		6
Firefighter II 24 Hour		9		1				1		7								9
Firefighter II 8 Hour		1								1								1
Firefighter III 24 Hour	1	13							1	10		2				1		14
Firefighter IV 24 Hour	1	13						1	1	10		2						14
Firefighter IV-8 Hours	1	8							1	8								9
	33	416	3	10	0	0	0	9	25	290	1	41	0	4	1	26	1	449

FINDINGS AND RECOMMENDATIONS

FINDING 1 –THERE IS SIGNIFICANT UNDERREPRESENTATION OF MINORITIES AND WOMEN IN THE PROMOTIONAL RANKS OF CIVIL SERVICE

DISCUSSION

While, the current interim Chief of Police is the first Hispanic officer to hold that position in the history of APD, there remains significant underrepresentation of minorities in the promotional ranks of APD.

For APD, in the 15 sworn command positions of captain, commanders, division chief, deputy chief and Chief of Police, there is one female and two male Black members in those positions. There are no female Black members, no female Hispanic members, and no male or female Asian members in those positions. Moreover for AFR, there are 3 deputy fire chiefs and 11 fire battalion chiefs and they are all males. Out of the three deputy fire chiefs, one is black male and the rest are white males. Out of the 11 fire battalion chiefs, one is black, 8 are white, one is Hispanic or Latino, and one is two or more races. The current fire chief is a white male.

RECOMMENDATION

CSC should closely examine the data after each promotional cycle to analyze why eligible female and minority candidates are not applying for promotion. The results from each promotional cycle should be analyzed to identify if there are any potentially disparate impacts in any of the testing areas. SMEs from each agency and the consultants should be part of these discussions after each promotional cycle to address any concerns or issues identified in that analysis. This analysis should be conducted by CSC staff and discussed with each agency and the City. While the City's Human Resources have not been traditionally part of the promotional process, the City should explore how their expertise can be utilized in conducting this analysis. The City and CSC should determine if there are strategies that can be adopted to address the low application rates, and implement any such strategies as soon as possible. APD and AFR should also consider conducting focus groups in an attempt to determine what would make eligible women and minority candidates more likely to apply for and go through the promotion process.

FINDING 2 – SELECTION FOR LIMITED-OPPORTUNITY ASSIGNMENTS AND TRAINING CAN SERVE TO PERPETUATE ISSUES OF UNDER-REPRESENTATION

DISCUSSION

The various assignments and training of candidates for promotion factor into success in any number of ways. From experiential benefits in various aspects of testing to bonus points, candidates who are given more opportunities have a greater chance of success in promotion. Thus, the system must ensure that such opportunities are afforded equally without regard to age, sex, race or any other prohibited characteristic of the candidate.

For example, APD candidates applying for the rank of captain are awarded 15 points toward a possible total of 30 points for training if they have completed any of the following training programs:

- Senior Management in Policing
- Leadership in Policing Organizations
- Southern Police Institute
- Northwestern Long Course
- FBI National Academy

While these are clearly great programs and certainly beneficial to the development of executives, participation in these programs relies on being selected for the particular program by APD executive leadership. We are also informed that it is perceived by some members of APD that selection for specialty assignments, including DART, Gangs, SWAT and FAST are not done in a way that ensures equal opportunity.

RECOMMENDATION

APD must ensure that all limited-opportunity assignments and training are fully equal opportunity with transparent selection methodologies being employed. Guidelines for selection generally do not currently exist, leading to the possibility that selection may be based on who one knows rather than what they know and how good they might be in the particular role. Without such guidelines and a concerted effort to ensure that training opportunities are made available equitably, the current selection system, including the awarding of bonus points, may unfairly hinder the prospects for promotion to captain for some officers.

FINDING 3- THE DISCIPLINARY HISTORY REVIEW FOR AFR AND APD PROMOTIONAL CANDIDATES MAY, IN SOME CASES, BE TOO RESTRICTIVE

DISCUSSION

AFR candidates for promotion are graded on a 100-point scale, including a total of 34 potential points for education, 36 points for seniority, and 30 points for performance evaluations and discipline, with points deducted for documented disciplinary histories. However, the maximum look-back period for a candidate's disciplinary history is 3 years for administrative sanctions, 2 years for written reprimands, and 1 year for verbal reprimands, even for candidates with more extensive histories.

APD candidates for promotion are graded on a 100-point scale, including a total of 10 potential points for education, 9 points for seniority, 30 points for training, 30 points for work history, and 21 points for discipline, with points deducted for documented disciplinary histories. However, the maximum look-back period for a candidate's disciplinary history is 3 years, and points are deducted based on the category of discipline. For example, written reprimands result in 2-point deductions, while suspensions and fines may result in 5- or 10-point reductions, based on the length of the suspension or the amount of the fine.

RECOMMENDATION

While these rubrics are appropriate in most situations, because of differing disciplinary philosophies among Chiefs, and past decisions of the CSC overturning a Chief's recommendation of termination, in some cases, they are not.

CSC, AFR, APD, and the City should strongly consider a less formulaic approach, devising a method by which prior disciplinary history as a whole should be considered in the decision on whether a particular candidate is currently well-suited for promotion. In some ways, this is an extension of the whole person approach which we recommended in our hiring report.

Using this method would allow CSC, AFR, and APD to consider a candidate's entire disciplinary history without unduly punishing them for disciplinary infractions that do not reflect their current performance, and yet allowing serious issues of misconduct to be considered for as long as they are determined to be relevant.

An alternate method to address this issue has been discussed within APD. The method under discussion would involve a charter change and would allow the Chief of either agency to bypass a particular promotional candidate with a written explanation for the bypass while affording the bypassed individual the right of appeal to the CSC. The Monitor recognizes the potential benefits

of the proposed change but is also aware of the concern of some stakeholders that such a change could be misused in order to promote favored candidates over unfavored candidates.

The Monitor believes that further discussions with stakeholders should occur relative to this finding and steps that can be taken to best address the concerns raised.

FINDING 4: THE CURRENT CATEGORIES FOR AWARDING OF POINTS MAY NOT BEST REFLECT THE CURRENT GOALS OF APD AND AFR AND SHOULD BE REASSESSED

DISCUSSION

AFR currently gives up to 36 points out of 100 points for seniority in its Records Evaluation assessment. The total point value is assessed by multiplying .15 points for each month of service up to 240 months (the equivalent of 20 years of service). While a candidate’s experience and seniority should be considered, not all experience is equal nor equally relevant for all promotional positions. Under the current point allocation, seniority ranks as the most heavily weighted factor for promotional candidates, with education ranked second with 34 potential points and disciplinary histories and performance evaluations ranked third with a total of 30 potential points. By comparison, APD awards up to 9 points for seniority out of 100 total points—the least of any category for APD promotional candidates—while awarding up to 30 points each for training and work history.

RECOMMENDATION

CSC, AFR, and the City should examine the allocation of points within the current 100-point scale used to evaluate promotional candidates. This effort should be undertaken in conjunction with the overall review of whether there are aspects of the promotional process that are disparate in their impact to women and minorities (See Finding 1, above). Put simply, there may be qualities or experiences that are a better indicator of a candidate’s potential for success in the promotional role. While seniority and the experience that comes with it is often valuable, for some it may merely be more time of doing a job poorly.

FINDING 5: THE PROMOTIONAL ELIGIBILITY REQUIREMENTS FOR EACH PROMOTIONAL RANK ARE NOT FORMALIZED AND HAVE NOT BEEN RECENTLY UPDATED.

DISCUSSION

While APD, AFR, and CSC that APD and AFR have historically had a role in defining the promotional eligibility requirements for each promotional rank, this is not formalized in CSC's Rules and Regulations. It was also noted that the promotional eligibility requirements are not periodically reviewed and discussed with the agencies and have not been recently updated.

RECOMMENDATION

CSC's Rules and Regulations should be modified to reflect the roles APD and AFR have in defining the promotional eligibility requirements for every promotional rank. These requirements and qualifications should be periodically reviewed, at least bi-annually, to ensure they continue to be aligned with the needs of the departments and departments' current mission and values.

FINDING 6: MEMBERS ARE ELIGIBLE TO TEST FOR PROMOTION TO THE SAME POSITION THEY WERE DEMOTED FROM AFTER TWO YEARS.

DISCUSSION

Section VII, Paragraph 42 of CSC's Rules and Regulations states that a member from either APD or AFR with cumulative discipline equal to or greater than an 80-hour suspension, to include involuntary demotion, within the two-year period preceding the first day of testing is ineligible to test for promotion. Both of these categories of discipline reflect a significant misconduct that a two-year bar is, in many if not most cases, an insufficient period of remediation and rehabilitation to allow for a member to be eligible for promotion.

RECOMMENDATION

APD, AFR, CSC, and the City should strongly consider modifying this section to provide for a longer period of ineligibility in cases of an 80-hour or greater suspension and/or demotion.

FINDING 7: MANY PARTS OF THE PROMOTIONAL PROCESS ARE NOT FORMALIZED IN CSC'S RULES AND REGULATIONS

DISCUSSION

In discussions with CSC administrative support staff, there are several points of collaboration with APD and AFR that are not formalized in CSC's Rules and Regulations. In addition, there have been changes made to the panel for the assessment center since 2015 but those changes have similarly not been formalized in the Rules and Regulations. Moreover, the movement from probationary promotee to permanent position and the method by which a Chief can block a permanent promotion is likewise not codified.

RECOMMENDATION

CSC should modify Section VII of its Rules and Regulations (or relevant portions of the updated Rules and Regulations) to formalize the collaborative process they engage with APD and AFR in establishing promotional eligibility requirements, the reading list, and the written examination. Specifically, the Rules and Regulations should formalize appointments of SMEs from APD and AFR to assist CSC and the consultant in developing the exams and assessment center exercises. The rules should reflect the role SMEs have in developing the reading list and in developing the scoring rubric for the records evaluations. Furthermore, the Rules and Regulations should be updated to reflect the two panels that are currently in practice in assessing candidates in the assessment center. Lastly, the Rules and Regulations should be updated to include the methodology for Chiefs to block the permanent promotion of a probationary promotee including whether a right should be afforded to the individual to provide rebuttal information to CSC before CSC makes the final determination of the status of the promotee.

FINDING 8: THE WRITTEN EXAM RELIES HEAVILY ON MEMORIZATION OF INFORMATION WHICH IS NOT RETAINED LONG-TERM AND MAY REASONABLY BE REFERENCED WHILE PERFORMING THE FUNCTIONS OF A DESIGNATED SUPERVISOR

DISCUSSION

While memorization is certainly important for some aspects of the responsibilities of supervisors, we have heard anecdotally that much of the material that is required to be committed to memory does not fall into that category and can easily be accessed while performing the supervisory duties of a particular rank.

RECOMMENDATION

The City, CSC, APD, and AFR should closely scrutinize which aspects of supervision require rote memorization in order to successfully perform the duties of a particular promotional rank. Allowing for a portion of the exam to be “open-book” may remove some barriers for some potential applicants and encourage those who may have been discouraged from applying to apply.

CONCLUSION

We have, on behalf of the City and the Civil Service Commission, as required by the Consent Decree, considered the question of whether the promotional process should be changed.

We have made recommendations that we believe would not only serve to improve not only the promotional process, but would assist in retaining and promoting a qualified and diverse workforce in a manner that is equitable and transparent.

APPENDIX A

SECTION VII. REQUIREMENTS FOR PROMOTIONAL APPOINTMENT.

40. GENERAL. The Commission is required by City Charter to conduct testing for all promotional ranks in the Fire and Police departments. The department Chief shall notify the Commission of his/her intent to create, abolish or modify a current promotional rank, as soon as possible, but no later than 4 months prior to the recommended effective date so that the Commission may evaluate the impact of the proposed change and adjust its rules, policies, procedures and processes. Members of the Civil Service system who desire to participate in promotional testing for Fire or Police positions shall be subject to the qualification and examination procedures stated below. Promotional appointment lists will be created as follows:

- a. Examinations for promotional appointment shall take place no less than once per year for each promotional rank. Applicants who are successful in completing all examination requirements will have their names placed on a certified list for promotional appointments in rank order.
- b. Each certified list for promotional appointments shall expire after one year from date of certification, except that in the event a vacancy should exist in one of the Departments and the certified list for that position is scheduled to expire and a new list is not available, the Civil Service Commission may extend the list, one time only, for a period not to exceed ninety (90) days.

41. APPLICATION PROCEDURES. Civil Service members of the Fire and Police departments who desire to participate in promotional testing shall register with the Commission by the closing date that is published on the posting. An official college or university transcript(s) must be in possession of the Commission, if applicable to the tested rank, prior to the commencement of testing, per the official posting. Other documents, as determined by the

Commission, may be required for each promotional examination. The Civil Service member has sole responsibility to ensure his/her registration and applicable documents are received by the Commission.

42. PROMOTION ELIGIBILITY REQUIREMENTS. All Civil Service ranks of the Fire and Police departments above the rank of Police Officer and Firefighter shall be filled by promotion from within the respective departments under service and educational requirements, and examination procedures outlined by the Commission. Any Civil Service member with cumulative discipline equal to or greater than an 80 hour suspension, to include involuntary demotion, within the two (2) year period preceding the first day of testing shall be ineligible to test. Civil Service members with appeals pending to the Civil Service Commission of cumulative discipline equal to or greater than an 80 hour suspension, to include involuntary demotion, shall be ineligible to test. The date of the discipline shall be the date of the Disciplinary Order. To be eligible for promotional examinations, candidates for the rank being examined, must meet the following service, certification, education, and training requirements as of the first day of testing in the promotional series:

Fire Engineer-Driver

- 3 years regular service as a Firefighter, and
- Currently holding the rank of Firefighter Grade I, Investigator Technician, or Rescue Technician, and
- Successful completion of Aurora Fire Department Acting Driver/Operator Training Program
- No college requirement for this position.

Fire Investigator Technician

- 3 years regular service as a Firefighter, and
- Currently holding the rank of Firefighter Grade I, Engineer-Driver, or Rescue Technician.
- No college requirement for this position.

Fire Rescue Technician

- Successful completion of the Aurora Fire Department Recruit Academy as a Firefighter, and currently holding the rank of Firefighter Grade IV, III, II, or I, Engineer-Driver, or Investigator Technician, and
- Possess a current EMT-P Certificate, Advanced Cardiac Life Support (ACLS) card, and Cardio-Pulmonary Resuscitation-Healthcare Provider (CPR) card, and
- Successful completion of the AFD Paramedic Field Training Program, and satisfactory Performance Appraisals for up to the previous three years. No other college requirements for this position.

Fire Lieutenant

- 2 years as Firefighter, Grade I, or Investigator Technician, or Engineer-Driver, or Rescue Technician, or any combination thereof totaling 2 years, with a minimum of 5 years of regular service, and
- Successful completion of Aurora Fire Department Acting Officer Program or the AFD Officer Development Program.
- Successful completion of the CMCB Fire Officer 1 program, or equivalent as approved by the CMCB Board of Directors
- Currently holding the rank of one of the positions listed above, and
- 60 earned semester or 90 earned quarter hours of college level course work, with a minimum cumulative GPA of 2.0 on a 4.0 scale, from an accredited college or university.

Fire Captain

- 2 years in grade as Lieutenant, and
- Currently holding the rank of Lieutenant, with a minimum of 7 years service, and
- Successful completion of the CMCB Fire Officer 2 program, or equivalent as approved by the CMCB Board of Directors
- Must have 60 earned semester or 90 earned quarter hours of college level course work, with a minimum cumulative GPA of 2.0 on a 4.0 scale from an accredited college or university.

Police Agent

- 3 years as Police Officer, and
- Currently holding the rank of Police Officer, Grade I.
- No college requirement for this position.

Police Sergeant

- 2 years as Agent or Police Officer, Grade I, or any combination thereof, and
- A minimum of 5 years regular, continuous service, and
- Currently holding the rank of either Police Officer I or Agent, and
- Must have 60 earned semester or 90 earned quarter hours of college level course work, with a minimum cumulative GPA of 2.0 on a 4.0 scale from an accredited college or university.

Police Lieutenant

- 2 years in grade as Sergeant, and
- Currently holding the rank of Sergeant, and
- A Bachelor's Degree from an accredited college or university.

OR

- 4 years in grade as Sergeant, and
- Currently holding the rank of Sergeant, and
- Must have 60 earned semester or 90 earned quarter hours of college level course work, with a minimum cumulative GPA of 2.0 on a 4.0 scale from an accredited college or university.

Police Captain

- 2 years in grade as Lieutenant, and
- Currently holding the rank of Lieutenant, and
- A Bachelor's Degree from an accredited college or university.

SECTION VIII. EXAMINATIONS FOR PROMOTIONAL APPOINTMENT.

43. GENERAL. Examinations shall be open to all candidates who meet the minimum established qualifications. The Commission shall be responsible for the types of examinations to be used, which may include written, oral, assessment center, practical, records evaluation, or any combination thereof, and any other examination which the Commission may consider helpful in evaluating the candidate's ability to serve in the position. All examinations for promotion shall be competitive among such members of each department as are qualified and desire to submit themselves to examination. The following procedures shall be used as guidance for the conduct of all promotional examinations unless otherwise specified by the Commission.

- a. If it is determined by the Commission that not enough applicants with the required qualifications sign up to take a specific examination, the Commission may invite additional promotional ranks to test or lower regular service requirements for only that particular promotional examination.
- b. At its sole discretion, the Commission shall determine the relative weight for each portion of the examination series and shall set minimum passing scores. Failure in any portion of the examination series shall be grounds for disqualifying the candidate from further participation in the current examination process.
- c. Examinations shall be held on specified dates and at times determined by the Commission. Rules for starting time, scoring and conducting an examination shall be posted prior to the examination.

- d. Examinations shall be administered in the presence of a Commissioner, Chief Examiner or designee.
- e. Requests for exceptions from the testing schedule, which may include changes to time, date, place, and examiner, will be considered only if the request is submitted in writing at least three (3) working days prior to the first day of testing and (1) the candidate is assigned to military duty, or (2) the candidate is assigned by the department for specialized training or public duty during the time the written test is to be administered. For all requests for exception from the testing schedule, the Commission will consider factors involved in arranging proctoring, etc., in each individual case before granting or denying a request. Applicable USERRA provisions shall be considered in attempting to accommodate promotional candidates assigned to military duty, however all testing shall be completed prior to establishing the certification list.
- f. The Commission may, at its sole discretion, make the following exceptions for failure to appear at the scheduled time for promotional written examinations only provided the candidate can be rescheduled during the normal conduct of the examination. However, the Commissioner(s) present at the examination also may use his/her/their sole discretion to excuse an applicant after the examination has begun if one of the following should occur:
 - 1) a candidate's supervisor (Battalion Chief, Police Captain or above) contacts the Commission office prior to commencement of the examination to indicate the candidate is on duty and, due to an emergency situation, cannot be removed from his or her duty location.
 - 2) a candidate is hospitalized or suffering from a serious illness, and provides written documentation from a treating physician stating that the candidate is incapacitated. Notification must be provided to the

Commission prior to the commencement of the scheduled examination.
If approved, the candidate must submit medical documentation to the Commission confirming an improved health condition before the examination is administered.

- g. Candidates shall not use books, references or other data, except as expressly authorized by the Commission, and shall not confer with each other during the examination.
- h. The Commission may review complaints regarding any errors or alleged errors made by examiners or consultants and may order a correction or reexamination where it appears proper.
- i. Candidates for promotion will be required to acknowledge confidentiality statements for each examination in the promotional testing series indicating that testing materials and results are confidential until such results are formally released in writing by the Commission. Any candidate who breaches, or attempts to breach, the confidentiality on any examination, or any candidate who uses such information in any manner prior to the proper release of the information by the Commission, may be disqualified from further consideration for promotion in the current testing cycle. In addition, such an individual may be removed from the current certification list for promotional appointment, if already certified.
- j. Examination results will be posted by the Commission at the earliest reasonable time as determined by the Commission. Examination results shall be provided to candidates by email prior to posting. Any candidate who does not successfully complete any examination for the promotional position shall be disqualified from further consideration in the current testing process. The

decision of the Commission is final. There shall be no further appeal to the Commission.

- k. Final examination results certified eligibility lists will be posted at the earliest practical date as determined by the Commission after completion of all examinations. Per City Charter, the Commission shall submit to the appointing authority the list with the names of all members who have satisfactorily passed the entire examination, in the order in which their grades placed them.
- l. The Commission may, at its discretion, cancel or postpone an examination as long as such action is not in conflict with applicable Charter provisions.
- m. The Commission may establish such other examination rules or regulations as are deemed necessary to carry out its duties under the Charter and Ordinances of the City of Aurora.

44. WRITTEN EXAMINATION. Written examinations shall be conducted by the Commission in accordance with the following procedures:

- a. Examination starting and ending times shall be fixed. Individuals arriving for the examination after the starting time will not be allowed to take the examination at that time except under the conditions outlined in the "General" paragraph above.
- b. Only testing material and equipment furnished or approved by the Commission shall be used during the examination. Should the candidate be required to bring personal items, such as a calculator, etc., to the examination, the candidate will be instructed to do so in the written notice of the time and location of the examination.

- c. All tests and supplies shall be distributed at the time of the examination.
- d. Candidates shall be assigned an identification number (I.D.) which shall be the only personal identifying mark to appear on the examination papers. This identification number shall be used to identify the candidate throughout the promotional testing process. The Commission may prescribe additional safeguards, as deemed necessary, to ensure examination papers remain anonymous.
- e. Candidates shall return all testing materials and supplies at the conclusion of the test.
- f. In the event of any irregularity or suspected irregularity, the test administrator shall file a written report with the Commission as soon as possible, but no later than five (5) business days after the irregularity is discovered.
- g. Promotional candidates who participate in a written examination may be granted a maximum of one hour to review their examination and results by notifying the Commission. The Commission office must receive requests for review by the deadline established by the Commission.
- h. In the event a question is challenged, the candidate shall complete a dispute form provided by the Commission stating the reasons in support of his/her challenge. A separate dispute form must be submitted for each question challenged by the candidate. The candidate shall further submit to the Commission by the deadline established by the Commission, any written documentation from the references listed on the reading list for each question challenged that support his/her challenge. The Commission will consider only written documentation submitted by the deadline.

45. ORAL EXAMINATION. Promotional oral examination boards shall consist of Police Officers or Firefighters from other jurisdictions with similar organizations and capabilities. There shall be at least one (1) Commissioner, or designee, monitoring each exam. Boards will generally consist of three (3) to five (5) raters with a minimum of two (2) raters required at all times. Evaluators should come from the immediate geographical area as determined by the Commission, when possible, and meet the qualifications of the Commission.

- a. Each board member present shall make an independent rating of each candidate interviewed. Ratings shall be averaged to determine the final oral examination score for each candidate. If, for any reason, only one oral board member can rate the candidate, the Commissioner monitoring the board may substitute for the absent board member. The Commissioner's rating will be used in place of the absent board member.

- b. A promotional candidate who participates in an oral board examination may be granted an interview to review the oral examination by requesting such an interview in writing. The request for interview must be received in the Civil Service Commission office within five (5) business days from the date of notice of examination results. If the oral board examination was not video recorded, reviews will be summary in nature and the anonymity of the ratings and comments of the individual oral board members shall be preserved. If the oral board examination was video recorded, the promotional candidate may review the recording one time for training purposes, but the ratings and comments of the individual oral board members will not be part of that video review. One observer of the candidate's choosing may attend the video review. NOTE: Video recording is provided for training purposes only; the Commission is not responsible for mechanical failures of the equipment, quality of the recording, power failures, tape malfunction, or operator error.

- c. Oral examination starting and ending times for candidates shall be fixed. Examinations will not be cancelled or delayed because of a lack of selected evaluators provided that the minimum number is present. Should an evaluator leave due to emergency, the oral examination will continue. Individuals arriving for the examination after the starting time will not be allowed to take the examination.

46. ASSESSMENT CENTERS. An assessment center panel for promotional testing shall consist of three (3) to five (5) members, optimally: one (1) Aurora citizen selected by the Commission, and two (2) Firefighters or Police Officers, from another jurisdiction and ranked at or above the position level being tested selected by the assessment center consultant. Evaluators should come from the immediate geographical area as determined by the Commission, when possible, and meet the qualifications of the Commission. The test consultant, with the approval of the Commission, shall determine the number of assessment center panels, for each promotional process. Ratings shall be averaged to determine the final assessment center score for each candidate. Assessment Center scheduled start times for candidates shall be established in advance. Assessment Centers will not be cancelled or delayed because of the lack of selected evaluators provided that the minimum number is present. Individuals arriving for the examination after the starting time may not be eligible to participate in the examination, at the discretion of the Commission. Whenever practical, feedback will be provided to all candidates participating in the assessment center under the guidelines in paragraph 45 b. above. All assessment center results are final. There shall be no further appeal to the Commission.

47. PRACTICAL EXAMINATION. A practical examination shall be conducted for the Engineer-Driver promotional rank. Practical examinations will generally consist a minimum of one (1) rater observing each graded part of the examination.

The Commission may utilize one of its Commissioners, the Chief Examiner, or their designee to monitor each part of the practical examination.

- a. Each rater present shall make an independent rating of each candidate observed. Ratings shall be averaged to determine the final practical examination score for each candidate. Candidates shall be required to achieve a passing score, as determined by the Commission, on each part of the practical examination to be certified as eligible for promotion.
- b. A promotional candidate who participates in a practical examination will receive written feedback regarding their performance. Feedback will be summary in nature and the anonymity of the ratings and comments of the individual raters shall be preserved.
- c. Practical examination starting times for candidates shall be fixed. Individuals arriving for the examination after the starting time will not be allowed to take the examination.

48. RECORDS EVALUATION.

- a. Records evaluations may differ between Police and Fire promotional candidates. Fire Candidates ONLY will not be required to submit anything to the Civil Service Commission. A Civil Service staff member will obtain all documents needed through Fire Administration and score the Records Evaluation accordingly. Police candidates will be required to submit a standardized record evaluation document containing information regarding job performance, and other areas as specified by the Commission. Specific requirements and procedures for the candidate-testing file will be published by the Commission to include: formatting, content and submittal instructions. *Note: Some promotional positions may require extensive departmental training; in that case the Commission may elect to validate the training record and promote in lieu of any other testing.*
- b. Additional information voluntarily submitted by the candidate will be removed and not considered for scoring.
- c. At the Commission's option either a staff member (for Fire), or experienced personnel from outside agencies (for either Fire or Police), at a rank at or above that being tested, will score the records evaluations books based on the method established by the Commission.
- d. The candidates' scores will be submitted to the Commission for inclusion in the overall scoring process for promotion.
- e. A passing score is not currently established by the Commission for the records evaluation document.

49. EXAMINATION RECORD RETENTION. All examination papers and results thereof shall be retained in Commission files in accordance with Colorado State Archives and Colorado Open Records Act, as revised. Results of examinations will be released only to applicants pursuant to the Colorado Open Records Act, C.R.S. 24-72-204.

50. TIE BREAKING. In case of a tie for promotional appointment, prior to certification, seniority in the department as members of the Civil Service shall be considered first.

**SECTION IX. ELIGIBILITY LISTS FOR PROMOTIONAL APPOINTMENT AND
PROBATIONARY PERIOD FOLLOWING APPOINTMENT.**

51. CERTIFICATE OF ELIGIBILITY LISTS FOR PROMOTION.

- a. Certificate of Eligibility Lists for promotion to positions in the Civil Service shall contain the names of all candidates who satisfactorily passed all required examinations in the order in which their scores placed them.
- b. Certificate of Eligibility Lists for promotional positions shall expire one (1) year from the date of certification. However, in the event a position vacancy should exist in one of the departments and the list for that position is scheduled to expire or a new list is not available, the Commission may extend such list, one time only, for a period not to exceed ninety (90) days.
- c. Certificate of Eligibility Lists for promotion to positions in the Civil Service are considered confidential until officially released in writing by the Commission. Any candidate who breaches, or attempts to breach, the confidentiality on any examination, or any candidate who uses such information in any manner prior to the proper release of the information by the Commission, may be disqualified from further consideration for promotion in the current testing cycle. In addition, such an individual may be removed from the current certification list for promotional appointment, if already certified.
- d. Once completed, the Commission shall submit to the appointing authority the Certificate of Eligibility List, and the appointing authority, after having received a list duly certified, shall make promotions in the order in which the names appear.
 - 1) Any member of the civil service may decline promotion from the Certificate of Eligibility List when that member is the next to be

promoted. That individual must indicate that he/she intends to decline the pending promotion in writing to the Civil Service Commission through the Chief of the Department. The declination of promotion must take place before the effective date of the promotion.

- 2) If it is the declining individual's first request from the list, it shall be without prejudice, and the individual will remain in the same position on the list and eligible for the next following promotion should one be available before the list expires. The Chief of the Department will then promote the next individual(s) in rank order after the declining individual. Multiple promotions may occur on the same date and will not affect the declining individual's position of remaining at the top of the list. The next subsequent date that promotions are to be made off the list shall constitute a new promotion opportunity and the rules under paragraphs d. 3) through d. 5) apply.
- 3) If an individual who has requested a first declination of promotion requests a second declination from the same list (following procedures outlined in d. 1) above), that individual will then be automatically placed at the end of the Certificate of Eligibility List.
- 4) If an individual is in the final remaining rank order next to be promoted and declines the promotion, the list will then be declared exhausted without the promotion taking place.
- 5) Upon notification in writing by the Department Chief that an individual has declined a promotion, the Civil Service Commission shall republish the promotion eligibility list, reflecting the new order of candidates, or, if applicable, deem the current list exhausted.

52. PROBATIONARY PERIOD FOLLOWING PROMOTIONAL APPOINTMENT. A person receiving a promotional appointment shall complete a one (1) year probationary period after appointment, at the end of which they shall either be permanently appointed to said grade or rank or be demoted to the rank or grade that he/she previously held. (NOTE: If an individual decides to

voluntarily vacate a promotion during the probation period, the individual will revert to the last rank held and must retest for any future promotional rank because the action falls outside of the voluntary demotion rules). In the event an individual, in the opinion of the Chief of the department, fails to satisfactorily perform the duties of the position to which promoted, the Chief shall have the right to serve such individual with an order of demotion in accordance with Charter provisions. A copy of the demotion order shall be filed with the Commission. Within ten (10) days after receipt of an order of demotion, the Commission shall approve or deny the Chief's action. The decision of the Commission in this matter shall be final, subject only to judicial review.

APPENDIX B

APD Agent Promotional Process 2018 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications				Candidates Passed			
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdraw	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	2	0	0	0	0	0.0%	2	0	0	2	100.0%	0	0	0.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		2	0	0	0	0	0.0%	2	0	0	2	100.0%	0	0	0.0%
Hispanic or Latino	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	19	0	1	4	5	26.3%	8	0	0	8	42.1%	6	6	31.6%
	Female	3	1	0	0	1	33.3%	2	0	0	2	66.7%	0	0	0.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		22	1	1	4	6	27.3%	10	0	0	10	45.5%	6	6	27.3%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Totals by Indicated Gender	Male	21	0	1	4	5	23.8%	10	0	0	10	47.6%	6	6	28.6%
	Female	4	1	0	0	1	25.0%	2	0	0	2	50.0%	1	1	25.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		25	1	1	4	6	24.0%	12	0	0	12	48.0%	7	7	28.0%

APD Agent Promotional Process 2019 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Hispanic or Latino	Male	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Female	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		2	0	0	0	0	0.0%	2	0	0	2	100.0%	0	0	0.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	16	0	1	3	4	25.0%	3	0	1	4	25.0%	8	8	50.0%
	Female	3	0	0	0	0	0.0%	1	0	1	2	66.7%	1	1	33.3%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		19	0	1	3	4	21.1%	4	0	2	6	31.6%	9	9	47.4%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	18	0	1	3	4	22.2%	4	0	1	5	27.8%	9	9	50.0%
	Female	4	0	0	0	0	0.0%	2	0	1	3	75.0%	1	1	25.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		22	0	1	3	4	18.2%	6	0	2	8	36.4%	10	10	45.5%

APD Agent Promotional Process 2020 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications				Candidates Passed			
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Hispanic or Latino	Male	4	0	0	0	0	0.0%	3	0	0	3	75.0%	1	1	25.0%
	Female	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		5	0	0	0	0	0.0%	3	0	0	3	60.0%	2	2	40.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	18	1	4	3	8	44.4%	5	0	1	6	33.3%	4	4	22.2%
	Female	5	0	0	0	0	0.0%	0	0	1	1	20.0%	4	4	80.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		23	1	4	3	8	34.8%	5	0	2	7	30.4%	8	8	34.8%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	2	0	0	0	0	0.0%	0	0	0	0	0.0%	2	2	100.0%
	Female	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		3	0	0	0	0	0.0%	0	0	0	0	0.0%	3	3	100.0%
Not Reported	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	25	1	4	3	8	32.0%	9	0	1	10	40.0%	7	7	28.0%
	Female	7	0	0	0	0	0.0%	0	0	1	1	14.3%	6	6	85.7%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		32	1	4	3	8	25.0%	9	0	2	11	34.4%	13	13	40.6%

APD Agent Promotional Process 2021 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications				Candidates Passed			
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	2	0	1	0	1	50.0%	1	0	0	1	50.0%	0	0	0.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		2	0	1	0	1	50.0%	1	0	0	1	50.0%	0	0	0.0%
Black or African American	Male	3	0	0	0	0	0.0%	3	0	0	3	100.0%	0	0	0.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		3	0	0	0	0	0.0%	3	0	0	3	100.0%	0	0	0.0%
Hispanic or Latino	Male	4	0	0	0	0	0.0%	3	0	0	3	75.0%	1	1	25.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		4	0	0	0	0	0.0%	3	0	0	3	75.0%	1	1	25.0%
Native Hawaiian or Other Pacific Islander	Male	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
White or Caucasian	Male	24	0	2	3	5	20.8%	9	0	0	9	37.5%	10	10	41.7%
	Female	3	0	0	0	0	0.0%	2	0	0	2	66.7%	1	1	33.3%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		27	0	2	3	5	18.5%	11	0	0	11	40.7%	11	11	40.7%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Not Reported	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Totals - Not Reported		1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Totals by Indicated Gender		34	0	3	3	6	17.6%	17	0	0	17	50.0%	11	11	32.4%
		3	0	0	0	0	0.0%	2	0	0	2	66.7%	1	1	33.3%
		1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
		1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Grand Totals		39	0	3	3	6	15.4%	21	0	0	21	53.8%	12	12	30.8%

APD Agent Promotional Process 2022-1 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications				Candidates Passed			
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	2	0	0	0	0	0.0%	0	0	0	0	0.0%	2	2	100.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		2	0	0	0	0	0.0%	0	0	0	0	0.0%	2	2	100.0%
Hispanic or Latino	Male	6	0	0	1	1	16.7%	4	0	0	4	66.7%	1	1	16.7%
	Female	1	0	0	1	1	100.0%	0	0	0	0	0.0%	0	0	0.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		7	0	0	2	2	28.6%	4	0	0	4	57.1%	1	1	14.3%
Native Hawaiian or Other Pacific Islander	Male	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
White or Caucasian	Male	25	0	2	5	7	28.0%	7	0	0	7	28.0%	11	11	44.0%
	Female	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		26	0	2	5	7	26.9%	8	0	0	8	30.8%	11	11	42.3%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Female	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Non-Binary	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		3	0	0	0	0	0.0%	3	0	0	3	100.0%	0	0	0.0%
Not Reported	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	35	0	2	6	8	22.9%	13	0	0	13	37.1%	14	14	40.0%
	Female	4	0	0	1	1	25.0%	3	0	0	3	75.0%	0	0	0.0%
	Non-Binary	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		40	0	2	7	9	22.5%	17	0	0	17	42.5%	14	14	35.0%

APD Agent Promotional Process 2022-2 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications				Candidates Passed			
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Female	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		2	0	0	0	0	0.0%	0	0	0	0	0.0%	2	2	100.0%
Black or African American	Male	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Hispanic or Latino	Male	4	0	0	0	0	0.0%	1	0	0	1	25.0%	3	3	75.0%
	Female	2	0	0	0	0	0.0%	1	0	0	1	50.0%	1	1	50.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		6	0	0	0	0	0.0%	2	0	0	2	33.3%	4	4	66.7%
Native Hawaiian or Other Pacific Islander	Male	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
White or Caucasian	Male	14	0	0	2	2	14.3%	9	0	0	9	64.3%	3	3	21.4%
	Female	3	0	0	0	0	0.0%	1	0	0	1	33.3%	2	2	66.7%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		17	0	0	2	2	11.8%	10	0	0	10	58.8%	5	5	29.4%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Not Reported	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender		22	0	0	2	2	9.1%	11	0	0	11	50.0%	9	9	40.9%
		6	0	0	0	0	0.0%	2	0	0	2	33.3%	4	4	66.7%
		0	0	0	0	0	***	0	0	0	0	***	0	0	***
		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		28	0	0	2	2	7.1%	13	0	0	13	46.4%	13	13	46.4%

APD Agent Promotional Process 2018, 2019, 2020, 2021 + 2022 Demographics		Candidate Totals by Exam Period						Voluntary or Early Process Exits										In Process Failures or Disqualifications													
		2018	2019	2020	2021	2022-1	2022-2	2018		2019		2020		2021		2022-1		2022-2		2018		2019		2020		2021		2022-1		2022-2	
Total Candidates - 2018	Total Candidates - 2019							Total Candidates - 2020	Total Candidates - 2021	Total Candidates - 2022-1	Total Candidates - 2022-2	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications
Ethnicity	Gender																														
		American Indian/Alaska Native	Male	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Female	0		0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Non-Binary	0		0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Not Reported	0		0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Asian	Male	0	0	0	2	0	1	0	***	0	***	0	***	1	50.0%	0	***	0	0.0%	0	***	0	***	0	***	1	50.0%	0	***	0	0.0%
	Female	0	0	0	0	0	1	0	***	0	***	0	***	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	***	0	***	0	0.0%
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Asian		0	0	0	2	0	2	0	***	0	***	0	***	1	50.0%	0	***	0	0.0%	0	***	0	***	0	***	1	50.0%	0	***	0	0.0%
Black or African American	Male	2	1	1	3	2	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%	0	0.0%	1	100.0%	3	100.0%	0	0.0%	1	100.0%
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Black or African American		2	1	1	3	2	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%	0	0.0%	1	100.0%	3	100.0%	0	0.0%	1	100.0%
Hispanic or Latino	Male	0	1	4	4	6	4	0	***	0	0.0%	0	0.0%	0	0.0%	1	16.7%	0	0.0%	0	***	1	100.0%	3	75.0%	3	75.0%	4	66.7%	1	25.0%
	Female	0	1	1	0	1	2	0	***	0	0.0%	0	0.0%	0	***	1	100.0%	0	0.0%	0	***	1	100.0%	0	0.0%	0	***	0	0.0%	1	50.0%
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Hispanic or Latino		0	2	5	4	7	6	0	***	0	0.0%	0	0.0%	0	0.0%	2	28.6%	0	0.0%	0	***	2	100.0%	3	60.0%	3	75.0%	4	57.1%	2	33.3%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	1	1	1	0	***	0	***	0	***	0	0.0%	0	0.0%	0	0.0%	0	***	0	***	0	***	1	100.0%	1	100.0%	0	0.0%
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	1	1	1	0	***	0	***	0	***	0	0.0%	0	0.0%	0	0.0%	0	***	0	***	0	***	1	100.0%	1	100.0%	0	0.0%
White or Caucasian	Male	19	16	18	24	25	14	5	26.3%	4	25.0%	8	44.4%	5	20.8%	7	28.0%	2	14.3%	8	42.1%	4	25.0%	6	33.3%	9	37.5%	7	28.0%	9	64.3%
	Female	3	3	5	3	1	3	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	66.7%	2	66.7%	1	20.0%	2	66.7%	1	100.0%	1	33.3%
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - White or Caucasian		22	19	23	27	26	17	6	27.3%	4	21.1%	8	34.8%	5	18.5%	7	26.9%	2	11.8%	10	45.5%	6	31.6%	7	30.4%	11	40.7%	8	30.8%	10	58.8%
Multiple Indicated	Male	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Other Not Listed Above	Male	0	0	2	0	1	1	0	***	0	***	0	0.0%	0	***	0	0.0%	0	0.0%	0	***	0	***	0	0.0%	0	***	1	100.0%	0	0.0%
	Female	0	0	1	0	1	0	0	***	0	0.0%	0	0.0%	0	***	0	0.0%	0	***	0	***	0	***	0	0.0%	0	***	1	100.0%	0	***
	Non-Binary	0	0	0	1	1	0	0	***	0	***	0	***	0	0.0%	0	0.0%	0	***	0	***	0	***	0	***	1	100.0%	1	100.0%	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Other Not Listed Above		0	0	3	1	3	1	0	***	0	***	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	***	0	***	0	0.0%	1	100.0%	3	100.0%	0	0.0%
Not Reported	Male	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	1	0	0	0	0	0	0	0.0%	0	***	0	***	0	***	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	1	0	0	0	***	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	***	0	***	1	100.0%	0	***	0	***
Totals - Not Reported		1	0	0	1	0	0	0	0.0%	0	***	0	***	0	0.0%	0	***	0	***	0	0.0%	0	***	0	***	1	100.0%	0	***	0	***
Totals by Indicated Gender	Male	21	18	25	34	35	22	5	23.8%	4	22.2%	8	32.0%	6	17.6%	8	22.9%	2	9.1%	10	47.6%	5	27.8%	10	40.0%	17	50.0%	13	37.1%	11	50.0%
	Female	4	4	7	3	4	6	1	25.0%	0	0.0%	0	0.0%	0	0.0%	1	25.0%	0	0.0%	2	50.0%	3	75.0%	1	14.3%	2	66.7%	3	75.0%	2	33.3%
	Non-Binary	0	0	0	1	1	0	0	***	0	***	0	***	0	0.0%	0	0.0%	0	***	0	***	0	***	0	***	1	100.0%	1	100.0%	0	***
	Not Reported	0	0	0	1	0	0	0	***	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	***	0	***	1	100.0%	0	***	0	***
Grand Totals		25	22	32	39	40	28	6	24.0%	4	18.2%	8	25.0%	6	15.4%	9	22.5%	2	7.1%	12	48.0%	8	36.4%	11	34.4%	21	53.8%	17	42.5%	13	46.4%

APD Agent Promotional Process 2018, 2019, 2020, 2021 + 2022 Demographics		Candidate Totals by Exam Period						Candidates Passed											
Ethnicity	Gender	Total Candidates - 2018	Total Candidates - 2019	Total Candidates - 2020	Total Candidates - 2021	Total Candidates - 2022-1	Total Candidates - 2022-2	2018		2019		2020		2021		2022-1		2022-2	
								Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Asian	Male	0	0	0	2	0	1	0	***	0	***	0	***	0	0.0%	0	***	1	100.0%
	Female	0	0	0	0	0	1	0	***	0	***	0	***	0	***	0	***	1	100.0%
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Asian		0	0	0	2	0	2	0	***	0	***	0	***	0	0.0%	0	***	2	100.0%
Black or African American	Male	2	1	1	3	2	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%	2	100.0%	0	0.0%
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Black or African American		2	1	1	3	2	1	0	0.0%	1	100.0%	0	0.0%	0	0.0%	2	100.0%	0	0.0%
Hispanic or Latino	Male	0	1	4	4	6	4	0	***	0	0.0%	1	25.0%	1	25.0%	1	16.7%	3	75.0%
	Female	0	1	1	0	1	2	0	***	0	0.0%	1	100.0%	0	***	0	0.0%	1	50.0%
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Hispanic or Latino		0	2	5	4	7	6	0	***	0	0.0%	2	40.0%	1	25.0%	1	14.3%	4	66.7%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	1	1	1	0	***	0	***	0	***	0	0.0%	0	0.0%	1	100.0%
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	1	1	1	0	***	0	***	0	***	0	0.0%	0	0.0%	1	100.0%
White or Caucasian	Male	19	16	18	24	25	14	6	31.6%	8	50.0%	4	22.2%	10	41.7%	11	44.0%	3	21.4%
	Female	3	3	5	3	1	3	0	0.0%	1	33.3%	4	80.0%	1	33.3%	0	0.0%	2	66.7%
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Totals - White or Caucasian		22	19	23	27	26	17	6	27.3%	9	47.4%	8	34.8%	11	40.7%	11	42.3%	5	29.4%
Multiple Indicated	Male	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Other Not Listed Above	Male	0	0	2	0	1	1	0	***	0	***	2	100.0%	0	***	0	0.0%	1	100.0%
	Female	0	0	1	0	1	0	0	***	0	***	1	100.0%	0	***	0	0.0%	0	***
	Non-Binary	0	0	0	1	1	0	0	***	0	***	0	***	0	0.0%	0	0.0%	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Other Not Listed Above		0	0	3	1	3	1	0	***	0	***	3	100.0%	0	0.0%	0	0.0%	1	100.0%
Not Reported	Male	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Female	1	0	0	0	0	0	1	100.0%	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	1	0	0	0	***	0	***	0	***	0	0.0%	0	***	0	***
Totals - Not Reported		1	0	0	1	0	0	1	100.0%	0	***	0	***	0	0.0%	0	***	0	***
Totals by Indicated Gender		21	18	25	34	35	22	6	28.6%	9	50.0%	7	28.0%	11	32.4%	14	40.0%	9	40.9%
		4	4	7	3	4	6	1	25.0%	1	25.0%	6	85.7%	1	33.3%	0	0.0%	4	66.7%
		0	0	0	1	1	0	0	***	0	***	0	***	0	0.0%	0	0.0%	0	***
		0	0	0	1	0	0	0	***	0	***	0	***	0	0.0%	0	***	0	***
Grand Totals		25	22	32	39	40	28	7	28.0%	10	45.5%	13	40.6%	12	30.8%	14	35.0%	13	46.4%

APD Sergeant Promotional Process 2018 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications				Candidates Passed			
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrawn	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Hispanic or Latino	Male	8	1	0	0	1	12.5%	2	0	0	2	25.0%	5	5	62.5%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		8	1	0	0	1	12.5%	2	0	0	2	25.0%	5	5	62.5%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	26	1	1	4	6	23.1%	6	0	0	6	23.1%	14	14	53.8%
	Female	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		27	1	1	4	6	22.2%	6	0	0	6	22.2%	15	15	55.6%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	35	2	1	4	7	20.0%	8	0	0	8	22.9%	20	20	57.1%
	Female	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		36	2	1	4	7	19.4%	8	0	0	8	22.2%	21	21	58.3%

APD Sergeant Promotional Process 2019 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Hispanic or Latino	Male	4	0	0	1	1	25.0%	3	0	0	3	75.0%	0	0	0.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		4	0	0	1	1	25.0%	3	0	0	3	75.0%	0	0	0.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	29	0	1	3	4	13.8%	9	1	2	12	41.4%	13	13	44.8%
	Female	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		30	0	1	3	4	13.3%	9	1	2	12	40.0%	14	14	46.7%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	34	0	1	4	5	14.7%	12	1	2	15	44.1%	14	14	41.2%
	Female	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		35	0	1	4	5	14.3%	12	1	2	15	42.9%	15	15	42.9%

APD Sergeant Promotional Process 2020 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Female	1	0	0	1	1	100.0%	0	0	0	0	0.0%	0	0	0.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		2	0	0	1	1	50.0%	1	0	0	1	50.0%	0	0	0.0%
Hispanic or Latino	Male	4	0	0	2	2	50.0%	1	0	1	2	50.0%	0	0	0.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		4	0	0	2	2	50.0%	1	0	1	2	50.0%	0	0	0.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	32	2	1	4	7	21.9%	9	0	3	12	37.5%	13	13	40.6%
	Female	2	0	0	0	0	0.0%	1	0	0	1	50.0%	1	1	50.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		34	2	1	4	7	20.6%	10	0	3	13	38.2%	14	14	41.2%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Not Reported	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	37	2	1	6	9	24.3%	11	0	4	15	40.5%	13	13	35.1%
	Female	3	0	0	1	1	33.3%	1	0	0	1	33.3%	1	1	33.3%
	Non-Binary	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		41	2	1	7	10	24.4%	13	0	4	17	41.5%	14	14	34.1%

APD Sergeant Promotional Process 2021 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Hispanic or Latino	Male	5	0	0	0	0	0.0%	4	0	0	4	80.0%	1	1	20.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		5	0	0	0	0	0.0%	4	0	0	4	80.0%	1	1	20.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	22	0	2	4	6	27.3%	8	0	2	10	45.5%	6	6	27.3%
	Female	2	0	0	0	0	0.0%	1	0	0	1	50.0%	1	1	50.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		24	0	2	4	6	25.0%	9	0	2	11	45.8%	7	7	29.2%
Multiple Indicated	Male	1	0	0	0	0	0.0%	0	0	1	1	100.0%	0	0	0.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		1	0	0	0	0	0.0%	0	0	1	1	100.0%	0	0	0.0%
Other Not Listed Above	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Not Reported	Male	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Totals by Indicated Gender															
	Male	29	0	2	4	6	20.7%	12	0	3	15	51.7%	8	8	27.6%
	Female	2	0	0	0	0	0.0%	1	0	0	1	50.0%	1	1	50.0%
	Non-Binary	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		32	0	2	4	6	18.8%	14	0	3	17	53.1%	9	9	28.1%

APD Sergeant Promotional Process 2022-1 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications				Candidates Passed			
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Hispanic or Latino	Male	3	0	0	0	0	0.0%	3	0	0	3	100.0%	0	0	0.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		3	0	0	0	0	0.0%	3	0	0	3	100.0%	0	0	0.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	19	0	0	2	2	10.5%	9	0	1	10	52.6%	7	7	36.8%
	Female	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		20	0	0	2	2	10.0%	9	0	1	10	50.0%	8	8	40.0%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Not Reported	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	22	0	0	2	2	9.1%	12	0	1	13	59.1%	7	7	31.8%
	Female	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Non-Binary	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		24	0	0	2	2	8.3%	13	0	1	14	58.3%	8	8	33.3%

APD Sergeant Promotional Process 2022-2 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications				Candidates Passed			
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	1	0	1	0	1	100.0%	0	0	0	0	0.0%	0	0	0.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		1	0	1	0	1	100.0%	0	0	0	0	0.0%	0	0	0.0%
Black or African American	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Hispanic or Latino	Male	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	16	0	0	1	1	6.3%	3	0	1	4	25.0%	11	11	68.8%
	Female	1	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		17	0	0	1	1	5.9%	4	0	1	5	29.4%	11	11	64.7%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Not Reported	Male	2	0	0	0	0	0.0%	1	0	0	1	50.0%	1	1	50.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		2	0	0	0	0	0.0%	1	0	0	1	50.0%	1	1	50.0%
Totals by Indicated Gender		20	0	1	1	2	10.0%	5	0	1	6	30.0%	12	12	60.0%
	Female	2	0	0	0	0	0.0%	2	0	0	2	100.0%	0	0	0.0%
	Non-Binary	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		23	0	1	1	2	8.7%	7	0	1	8	34.8%	13	13	56.5%

APD Sergeant Promotional Process 2018, 2019, 2020, 2021 + 2022 Demographics		Candidate Totals by Exam Period						Voluntary or Early Process Exits										In Process Failures or Disqualifications															
Ethnicity	Gender	Total Candidates - 2018	Total Candidates - 2019	Total Candidates - 2020	Total Candidates - 2021	Total Candidates - 2022-1	Total Candidates - 2022-2	2018		2019		2020		2021		2022-1		2022-2		2018		2019		2020		2021		2022-1		2022-2			
								Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications		
American Indian/Alaska Native	Male	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
Totals - American Indian/Alaska Native		0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
Asian	Male	0	0	0	0	0	1	0	***	0	***	0	***	0	***	0	***	1	100.0%	0	***	0	***	0	***	0	***	0	***	0	0.0%		
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
Totals - Asian		0	0	0	0	0	1	0	***	0	***	0	***	0	***	0	***	1	100.0%	0	***	0	***	0	***	0	***	0	***	0	0.0%		
Black or African American	Male	1	1	1	0	0	0	0	0.0%	0	0.0%	0	0.0%	0	***	0	***	0	***	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	***	0	***		
	Female	0	0	1	0	0	1	0	***	0	***	1	100.0%	0	***	0	***	0	0.0%	0	***	0	***	0	0.0%	0	***	0	***	1	100.0%		
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
Totals - Black or African American		1	1	2	0	0	1	0	0.0%	0	0.0%	1	50.0%	0	***	0	***	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	0	***	0	***	1	100.0%
Hispanic or Latino	Male	8	4	4	5	3	1	1	12.5%	1	25.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%	2	25.0%	3	75.0%	2	50.0%	4	80.0%	3	100.0%	1	100.0%		
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
Totals - Hispanic or Latino		8	4	4	5	3	1	1	12.5%	1	25.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%	2	25.0%	3	75.0%	2	50.0%	4	80.0%	3	100.0%	1	100.0%		
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
White or Caucasian	Male	26	29	32	22	19	16	6	23.1%	4	13.8%	7	21.9%	6	27.3%	2	10.5%	1	6.3%	6	23.1%	12	41.4%	12	37.5%	10	45.5%	10	52.6%	4	25.0%		
	Female	1	1	2	2	1	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	1	50.0%	0	0.0%	1	100.0%		
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
Totals - White or Caucasian		27	30	34	24	20	17	6	22.2%	4	13.3%	7	20.6%	6	25.0%	2	10.0%	1	5.9%	6	22.2%	12	40.0%	13	38.2%	11	45.8%	10	50.0%	5	29.4%		
Multiple Indicated	Male	0	0	0	1	0	0	0	***	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	***	0	***	1	100.0%	0	***	0	***		
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
Totals - Multiple Indicated		0	0	0	1	0	0	0	***	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	***	0	***	1	100.0%	0	***	0	***		
Other Not Listed Above	Male	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Non-Binary	0	0	1	1	1	1	0	***	0	***	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	***	0	***	1	100.0%	1	100.0%	1	100.0%	0	0.0%		
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
Totals - Other Not Listed Above		0	0	1	1	1	1	0	***	0	***	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	***	0	***	1	100.0%	1	100.0%	1	100.0%	0	0.0%		
Not Reported	Male	0	0	0	1	0	2	0	***	0	***	0	***	0	0.0%	0	***	0	0.0%	0	***	0	***	0	***	0	0.0%	0	***	1	50.0%		
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
Totals - Not Reported		0	0	0	1	0	2	0	***	0	***	0	***	0	0.0%	0	***	0	0.0%	0	***	0	***	0	***	0	0.0%	0	***	1	50.0%		
Totals by Indicated Gender		Male	35	34	37	29	22	20	7	20.0%	5	14.7%	9	24.3%	6	20.7%	2	9.1%	2	10.0%	8	22.9%	15	44.1%	15	40.5%	15	51.7%	13	59.1%	6	30.0%	
		Female	1	1	3	2	1	2	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	1	50.0%	0	0.0%	2	100.0%			
		Non-Binary	0	0	1	1	1	1	0	***	0	***	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	***	0	***	1	100.0%	1	100.0%	1	100.0%	0	0.0%	
		Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Grand Totals		36	35	41	32	24	23	7	19.4%	5	14.3%	10	24.4%	6	18.8%	2	8.3%	2	8.7%	8	22.2%	15	42.9%	17	41.5%	17	53.1%	14	58.3%	8	34.8%		

APD Sergeant Promotional Process 2018, 2019, 2020, 2021 + 2022 Demographics		Candidate Totals by Exam Period						Candidates Passed												
Ethnicity	Gender	Total Candidates - 2018	Total Candidates - 2019	Total Candidates - 2020	Total Candidates - 2021	Total Candidates - 2022-1	Total Candidates - 2022-2	2018		2019		2020		2021		2022-1		2022-2		
		Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed			
American Indian/Alaska Native	Male	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - American Indian/Alaska Native		0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
Asian	Male	0	0	0	0	0	1	0	***	0	***	0	***	0	***	0	***	0	0.0%	
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Asian		0	0	0	0	0	1	0	***	0	***	0	***	0	***	0	***	0	0.0%	
Black or African American	Male	1	1	1	0	0	0	1	100.0%	1	100.0%	0	0.0%	0	***	0	***	0	***	
	Female	0	0	1	0	0	1	0	***	0	***	0	0.0%	0	***	0	***	0	0.0%	
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Black or African American		1	1	2	0	0	1	1	100.0%	1	100.0%	0	0.0%	0	***	0	***	0	0.0%	
Hispanic or Latino	Male	8	4	4	5	3	1	5	62.5%	0	0.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Hispanic or Latino		8	4	4	5	3	1	5	62.5%	0	0.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
White or Caucasian	Male	26	29	32	22	19	16	14	53.8%	13	44.8%	13	40.6%	6	27.3%	7	36.8%	11	68.8%	
	Female	1	1	2	2	1	1	1	100.0%	1	100.0%	1	50.0%	1	50.0%	1	100.0%	0	0.0%	
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - White or Caucasian		27	30	34	24	20	17	15	55.6%	14	46.7%	14	41.2%	7	29.2%	8	40.0%	11	64.7%	
Multiple Indicated	Male	0	0	0	1	0	0	0	***	0	***	0	***	0	0.0%	0	***	0	***	
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Multiple Indicated		0	0	0	1	0	0	0	***	0	***	0	***	0	0.0%	0	***	0	***	
Other Not Listed Above	Male	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	1	1	1	1	0	***	0	***	0	0.0%	0	0.0%	0	0.0%	1	100.0%	
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Other Not Listed Above		0	0	1	1	1	1	0	***	0	***	0	0.0%	0	0.0%	0	0.0%	1	100.0%	
Not Reported	Male	0	0	0	1	0	2	0	***	0	***	0	***	1	100.0%	0	***	1	50.0%	
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Not Reported		0	0	0	1	0	2	0	***	0	***	0	***	1	100.0%	0	***	1	50.0%	
Totals by Indicated Gender		Male	35	34	37	29	22	20	20	57.1%	14	41.2%	13	35.1%	8	27.6%	7	31.8%	12	60.0%
		Female	1	1	3	2	1	2	1	100.0%	1	100.0%	1	33.3%	1	50.0%	1	100.0%	0	0.0%
		Non-Binary	0	0	1	1	1	1	0	***	0	***	0	0.0%	0	0.0%	0	0.0%	1	100.0%
		Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Grand Totals		36	35	41	32	24	23	21	58.3%	15	42.9%	14	34.1%	9	28.1%	8	33.3%	13	56.5%	

APD Lieutenant Promotional Process 2018 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications				Candidates Passed			
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Hispanic or Latino	Male	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Female	1	0	0	0	0	0.0%	0	0	1	1	100.0%	0	0	0.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		2	0	0	0	0	0.0%	0	0	1	1	50.0%	1	1	50.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	6	0	0	1	1	16.7%	1	0	0	1	16.7%	4	4	66.7%
	Female	2	0	0	0	0	0.0%	0	0	0	0	0.0%	2	2	100.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Totals - White or Caucasian		9	0	0	1	1	11.1%	1	0	0	1	11.1%	7	7	77.8%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	7	0	0	1	1	14.3%	1	0	0	1	14.3%	5	5	71.4%
	Female	3	0	0	0	0	0.0%	0	0	1	1	33.3%	2	2	66.7%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Grand Totals		11	0	0	1	1	9.1%	1	0	1	2	18.2%	8	8	72.7%

APD Lieutenant Promotional Process 2019 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	2	0	0	0	0	0.0%	1	0	0	1	50.0%	1	1	50.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		2	0	0	0	0	0.0%	1	0	0	1	50.0%	1	1	50.0%
Hispanic or Latino	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	1	0	0	1	1	100.0%	0	0	0	0	0.0%	0	0	0.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		1	0	0	1	1	100.0%	0	0	0	0	0.0%	0	0	0.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	6	0	0	1	1	16.7%	2	0	0	2	33.3%	3	3	50.0%
	Female	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		7	0	0	1	1	14.3%	2	0	0	2	28.6%	4	4	57.1%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	8	0	0	1	1	12.5%	3	0	0	3	37.5%	4	4	50.0%
	Female	2	0	0	1	1	50.0%	0	0	0	0	0.0%	1	1	50.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		10	0	0	2	2	20.0%	3	0	0	3	30.0%	5	5	50.0%

APD Lieutenant Promotional Process 2020 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	3	0	0	0	0	0.0%	1	0	0	1	33.3%	2	2	66.7%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		3	0	0	0	0	0.0%	1	0	0	1	33.3%	2	2	66.7%
Hispanic or Latino	Male	4	0	1	0	1	25.0%	1	0	1	2	50.0%	1	1	25.0%
	Female	2	0	0	0	0	0.0%	1	0	0	1	50.0%	1	1	50.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		6	0	1	0	1	16.7%	2	0	1	3	50.0%	2	2	33.3%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	18	0	0	5	5	27.8%	5	0	1	6	33.3%	7	7	38.9%
	Female	2	0	0	1	1	50.0%	1	0	0	1	50.0%	0	0	0.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		20	0	0	6	6	30.0%	6	0	1	7	35.0%	7	7	35.0%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	1	0	0	1	1	100.0%	0	0	0	0	0.0%	0	0	0.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	2	0	0	0	0	0.0%	0	0	0	0	0.0%	2	2	100.0%
Totals - Not Reported		3	0	0	1	1	33.3%	0	0	0	0	0.0%	2	2	66.7%
Totals by Indicated Gender		26	0	1	6	7	26.9%	7	0	2	9	34.6%	10	10	38.5%
	Female	4	0	0	1	1	25.0%	2	0	0	2	50.0%	1	1	25.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	2	0	0	0	0	0.0%	0	0	0	0	0.0%	2	2	100.0%
Grand Totals		32	0	1	7	8	25.0%	9	0	2	11	34.4%	13	13	40.6%

APD Lieutenant Promotional Process 2022 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications				Candidates Passed			
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	2	0	1	0	1	50.0%	0	0	0	0	0.0%	1	1	50.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		2	0	1	0	1	50.0%	0	0	0	0	0.0%	1	1	50.0%
Hispanic or Latino	Male	5	0	0	1	1	20.0%	1	0	0	1	20.0%	3	3	60.0%
	Female	2	1	0	0	1	50.0%	1	0	0	1	50.0%	0	0	0.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		7	1	0	1	2	28.6%	2	0	0	2	28.6%	3	3	42.9%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	4	0	0	1	1	25.0%	1	0	0	1	25.0%	2	2	50.0%
	Female	1	0	0	1	1	100.0%	0	0	0	0	0.0%	0	0	0.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		5	0	0	2	2	40.0%	1	0	0	1	20.0%	2	2	40.0%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	11	0	1	2	3	27.3%	2	0	0	2	18.2%	6	6	54.5%
	Female	3	1	0	1	2	66.7%	1	0	0	1	33.3%	0	0	0.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		14	1	1	3	5	35.7%	3	0	0	3	21.4%	6	6	42.9%

APD Lieutenant Promotional Process 2018, 2019, 2020 + 2022 Demographics		Candidate Totals by Exam Period				Voluntary or Early Process Exits								In Process Failures or Disqualifications								Candidates Passed							
Ethnicity	Gender	Total Candidates - 2018	Total Candidates - 2019	Total Candidates - 2020	Total Candidates - 2022	2018		2019		2020		2022		2018		2019		2020		2022		2018		2019		2020		2022	
						Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Asian	Male	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Asian		0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Black or African American	Male	0	2	3	2	0	***	0	0.0%	0	0.0%	1	50.0%	0	***	1	50.0%	1	33.3%	0	0.0%	0	***	1	50.0%	2	66.7%	1	50.0%
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Black or African American		0	2	3	2	0	***	0	0.0%	0	0.0%	1	50.0%	0	***	1	50.0%	1	33.3%	0	0.0%	0	***	1	50.0%	2	66.7%	1	50.0%
Hispanic or Latino	Male	1	0	4	5	0	0.0%	0	***	1	25.0%	1	20.0%	0	0.0%	0	***	2	50.0%	1	20.0%	1	100.0%	0	***	1	25.0%	3	60.0%
	Female	1	1	2	2	0	0.0%	1	100.0%	0	0.0%	1	50.0%	1	100.0%	0	0.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Hispanic or Latino		2	1	6	7	0	0.0%	1	100.0%	1	16.7%	2	28.6%	1	50.0%	0	0.0%	3	50.0%	2	28.6%	1	50.0%	0	0.0%	2	33.3%	3	42.9%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
White or Caucasian	Male	6	6	18	4	1	16.7%	1	16.7%	5	27.8%	1	25.0%	1	16.7%	2	33.3%	6	33.3%	1	25.0%	4	66.7%	3	50.0%	7	38.9%	2	50.0%
	Female	2	1	2	1	0	0.0%	0	0.0%	1	50.0%	1	100.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	2	100.0%	1	100.0%	0	0.0%	0	0.0%
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	1	0	0	0	0	0.0%	0	***	0	***	0	***	0	0.0%	0	***	0	***	0	***	1	100.0%	0	***	0	***	0	***
Totals - White or Caucasian		9	7	20	5	1	11.1%	1	14.3%	6	30.0%	2	40.0%	1	11.1%	2	28.6%	7	35.0%	1	20.0%	7	77.8%	4	57.1%	7	35.0%	2	40.0%
Multiple Indicated	Male	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Other Not Listed Above	Male	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Other Not Listed Above		0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Not Reported	Male	0	0	1	0	0	***	0	***	1	100.0%	0	***	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	0.0%	0	***
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	2	0	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	0.0%	0	***	0	***	0	***	2	100.0%	0	***
Totals - Not Reported		0	0	3	0	0	***	0	***	1	33.3%	0	***	0	***	0	***	0	0.0%	0	***	0	***	0	***	2	66.7%	0	***
Totals by Indicated Gender		7	8	26	11	1	14.3%	1	12.5%	7	26.9%	3	27.3%	1	14.3%	3	37.5%	9	34.6%	2	18.2%	5	71.4%	4	50.0%	10	38.5%	6	54.5%
Grand Totals		11	10	32	14	1	9.1%	2	20.0%	8	25.0%	5	35.7%	2	18.2%	3	30.0%	11	34.4%	3	21.4%	8	72.7%	5	50.0%	13	40.6%	6	42.9%

APD Captain Promotional Process 2018 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications				Candidates Passed			
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrawn	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Hispanic or Latino	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	6	0	2	0	2	33.3%	0	0	1	1	16.7%	3	3	50.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		6	0	2	0	2	33.3%	0	0	1	1	16.7%	3	3	50.0%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	6	0	2	0	2	33.3%	0	0	1	1	16.7%	3	3	50.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		6	0	2	0	2	33.3%	0	0	1	1	16.7%	3	3	50.0%

APD Captain Promotional Process 2020 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Hispanic or Latino	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	8	1	2	0	3	37.5%	0	0	0	0	0.0%	5	5	62.5%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		8	1	2	0	3	37.5%	0	0	0	0	0.0%	5	5	62.5%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	8	1	2	0	3	37.5%	0	0	0	0	0.0%	5	5	62.5%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		8	1	2	0	3	37.5%	0	0	0	0	0.0%	5	5	62.5%

APD Captain Promotional Process 2021 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications				Candidates Passed			
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Hispanic or Latino	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	11	0	5	0	5	45.5%	0	0	0	0	0.0%	6	6	54.5%
	Female	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		12	0	5	0	5	41.7%	0	0	0	0	0.0%	7	7	58.3%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	11	0	5	0	5	45.5%	0	0	0	0	0.0%	6	6	54.5%
	Female	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		12	0	5	0	5	41.7%	0	0	0	0	0.0%	7	7	58.3%

APD Captain Promotional Process 2022 Demographics		Voluntary or Early Process Exits						In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		1	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Hispanic or Latino	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	2	0	0	0	0	0.0%	0	0	0	0	0.0%	2	2	100.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		2	0	0	0	0	0.0%	0	0	0	0	0.0%	2	2	100.0%
Multiple Indicated	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	3	0	0	0	0	0.0%	0	0	0	0	0.0%	3	3	100.0%
	Female	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		3	0	0	0	0	0.0%	0	0	0	0	0.0%	3	3	100.0%

APD Captain Promotional Process 2018, 2020, 2021 + 2022 Demographics		Candidate Totals by Exam Period				Voluntary or Early Process Exits								In Process Failures or Disqualifications								Candidates Passed							
Ethnicity	Gender	2018	2020	2021	2022	2018		2020		2021		2022		2018		2020		2021		2022		2018		2020		2021		2022	
						Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Asian	Male	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Asian		0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Black or African American	Male	0	0	0	1	0	***	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	0.0%	0	***	0	***	0	***	1	100.0%
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Black or African American		0	0	0	1	0	***	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	0.0%	0	***	0	***	0	***	1	100.0%
Hispanic or Latino	Male	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Hispanic or Latino		0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
White or Caucasian	Male	6	8	11	2	2	33.3%	3	37.5%	5	45.5%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	3	50.0%	5	62.5%	6	54.5%	2	100.0%
	Female	0	0	1	0	0	***	0	***	0	0.0%	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	***	1	100.0%	0	***
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - White or Caucasian		6	8	12	2	2	33.3%	3	37.5%	5	41.7%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	3	50.0%	5	62.5%	7	58.3%	2	100.0%
Multiple Indicated	Male	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Multiple Indicated		0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Other Not Listed Above	Male	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Other Not Listed Above		0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Not Reported	Male	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Not Reported		0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals by Indicated Gender	Male	6	8	11	3	2	33.3%	3	37.5%	5	45.5%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	3	50.0%	5	62.5%	6	54.5%	3	100.0%
	Female	0	0	1	0	0	***	0	***	0	0.0%	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	***	1	100.0%	0	***
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Grand Totals		6	8	12	3	2	33.3%	3	37.5%	5	41.7%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	3	50.0%	5	62.5%	7	58.3%	3	100.0%

APPENDIX C

AFD Engineer Promotional Process 2018 Demographics		Voluntary or Early Process Exits							In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Not Eligible	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed Practical	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Hispanic or Latino	Male	1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	6	0	0	1	0	1	16.7%	1	0	2	3	50.0%	2	2	33.3%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		6	0	0	1	0	1	16.7%	1	0	2	3	50.0%	2	2	33.3%
Multiple Indicated	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Totals - Not Reported		2	0	0	0	0	0	0.0%	0	0	0	0	0.0%	2	2	100.0%
Totals by Indicated Gender	Male	9	0	0	1	0	1	11.1%	3	0	2	5	55.6%	3	3	33.3%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Grand Totals		10	0	0	1	0	1	10.0%	3	0	2	5	50.0%	4	4	40.0%

AFD Engineer Promotional Process 2019-1 Demographics		Voluntary or Early Process Exits							In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Not Eligible	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed Practical	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Hispanic or Latino	Male	2	0	0	1	0	1	50.0%	1	0	0	1	50.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		2	0	0	1	0	1	50.0%	1	0	0	1	50.0%	0	0	0.0%
Native Hawaiian or Other Pacific Islander	Male	1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
White or Caucasian	Male	9	0	0	1	1	2	22.2%	3	0	0	3	33.3%	4	4	44.4%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		9	0	0	1	1	2	22.2%	3	0	0	3	33.3%	4	4	44.4%
Multiple Indicated	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Not Reported	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	13	0	0	2	1	3	23.1%	6	0	0	6	46.2%	4	4	30.8%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		13	0	0	2	1	3	23.1%	6	0	0	6	46.2%	4	4	30.8%

AFD Engineer Promotional Process 2019-2 Demographics		Voluntary or Early Process Exits							In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Not Eligible	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed Practical	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Hispanic or Latino	Male	2	0	0	0	0	0	0.0%	1	0	1	2	100.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		2	0	0	0	0	0	0.0%	1	0	1	2	100.0%	0	0	0.0%
Native Hawaiian or Other Pacific Islander	Male	1	0	0	0	1	1	100.0%	0	0	0	0	0.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		1	0	0	0	1	1	100.0%	0	0	0	0	0.0%	0	0	0.0%
White or Caucasian	Male	7	0	0	1	0	1	14.3%	4	0	0	4	57.1%	2	2	28.6%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		7	0	0	1	0	1	14.3%	4	0	0	4	57.1%	2	2	28.6%
Multiple Indicated	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	10	0	0	1	1	2	20.0%	5	0	1	6	60.0%	2	2	20.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		10	0	0	1	1	2	20.0%	5	0	1	6	60.0%	2	2	20.0%

AFD Engineer Promotional Process 2020 Demographics		Voluntary or Early Process Exits							In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Not Eligible	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed Practical	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	1	0	0	0	1	1	100.0%	0	0	0	0	0.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		1	0	0	0	1	1	100.0%	0	0	0	0	0.0%	0	0	0.0%
Hispanic or Latino	Male	3	0	0	0	1	1	33.3%	2	0	0	2	66.7%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		3	0	0	0	1	1	33.3%	2	0	0	2	66.7%	0	0	0.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	13	0	0	0	0	0	0.0%	6	0	4	10	76.9%	3	3	23.1%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		13	0	0	0	0	0	0.0%	6	0	4	10	76.9%	3	3	23.1%
Multiple Indicated	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender		17	0	0	0	2	2	11.8%	8	0	4	12	70.6%	3	3	17.6%
Grand Totals		17	0	0	0	2	2	11.8%	8	0	4	12	70.6%	3	3	17.6%

AFD Engineer Promotional Process 2021 Demographics		Voluntary or Early Process Exits							In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Not Eligible	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed Practical	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Black or African American	Male	2	0	0	0	0	0	0.0%	1	0	0	1	50.0%	1	1	50.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		2	0	0	0	0	0	0.0%	1	0	0	1	50.0%	1	1	50.0%
Hispanic or Latino	Male	3	0	0	0	0	0	0.0%	1	0	1	2	66.7%	1	1	33.3%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		3	0	0	0	0	0	0.0%	1	0	1	2	66.7%	1	1	33.3%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	25	0	0	2	3	5	20.0%	5	0	8	13	52.0%	7	7	28.0%
	Female	3	0	0	0	0	0	0.0%	1	0	1	2	66.7%	1	1	33.3%
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		28	0	0	2	3	5	17.9%	6	0	9	15	53.6%	8	8	28.6%
Multiple Indicated	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	31	0	0	2	3	5	16.1%	7	0	9	16	51.6%	10	10	32.3%
	Female	3	0	0	0	0	0	0.0%	1	0	1	2	66.7%	1	1	33.3%
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		34	0	0	2	3	5	14.7%	8	0	10	18	52.9%	11	11	32.4%

AFD Engineer Promotional Process 2022 Demographics		Voluntary or Early Process Exits							In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Not Eligible	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed Practical	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Black or African American	Male	1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Hispanic or Latino	Male	2	0	0	0	0	0	0.0%	1	0	1	2	100.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		2	0	0	0	0	0	0.0%	1	0	1	2	100.0%	0	0	0.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	21	0	0	4	0	4	19.0%	13	0	0	13	61.9%	4	4	19.0%
	Female	4	0	0	1	0	1	25.0%	1	0	0	1	25.0%	2	2	50.0%
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		25	0	0	5	0	5	20.0%	14	0	0	14	56.0%	6	6	24.0%
Multiple Indicated	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	1	0	0	1	0	1	100.0%	0	0	0	0	0.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		1	0	0	1	0	1	100.0%	0	0	0	0	0.0%	0	0	0.0%
Not Reported	Male	1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Totals by Indicated Gender		27	0	0	5	0	5	18.5%	16	0	1	17	63.0%	5	5	18.5%
		4	0	0	1	0	1	25.0%	1	0	0	1	25.0%	2	2	50.0%
		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		31	0	0	6	0	6	19.4%	17	0	1	18	58.1%	7	7	22.6%

AFD Engineer Promotional Process 2018, 2019, 2020, 2021 + 2022 Demographics		Candidate Totals by Exam Period						Voluntary or Early Process Exits										In Process Failures or Disqualifications																	
Ethnicity	Gender	Total Candidates - 2018	Total Candidates - 2019-1	Total Candidates - 2019-2	Total Candidates - 2020	Total Candidates - 2021	Total Candidates - 2022	2018		2019-1		2019-2		2020		2021		2022		2018		2019-1		2019-2		2020		2021		2022					
								Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications						
American Indian/Alaska Native	Male	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***				
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***				
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***				
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***				
Totals - American Indian/Alaska Native		0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***				
Asian	Male	0	0	0	0	1	1	0	***	0	***	0	***	0	***	0	0.0%	0	0.0%	0	***	0	***	0	***	0	***	0	***	0	0.0%	1	100.0%		
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
Totals - Asian		0	0	0	0	1	1	0	***	0	***	0	***	0	***	0	0.0%	0	0.0%	0	***	0	***	0	***	0	***	0	***	0	0.0%	1	100.0%		
Black or African American	Male	1	0	0	1	2	1	0	0.0%	0	***	0	***	1	100.0%	0	0.0%	0	0.0%	1	100.0%	0	***	0	***	0	***	0	***	0	0.0%	1	50.0%	1	100.0%
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
Totals - Black or African American		1	0	0	1	2	1	0	0.0%	0	***	0	***	1	100.0%	0	0.0%	0	0.0%	1	100.0%	0	***	0	***	0	***	0	***	0	0.0%	1	50.0%	1	100.0%
Hispanic or Latino	Male	1	2	2	3	3	2	0	0.0%	1	50.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	1	100.0%	1	50.0%	2	100.0%	2	66.7%	2	66.7%	2	100.0%				
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
Totals - Hispanic or Latino		1	2	2	3	3	2	0	0.0%	1	50.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	1	100.0%	1	50.0%	2	100.0%	2	66.7%	2	66.7%	2	100.0%				
Native Hawaiian or Other Pacific Islander	Male	0	1	1	0	0	0	0	***	0	0.0%	1	100.0%	0	***	0	***	0	***	0	***	1	100.0%	0	0.0%	0	***	0	***	0	***	0	***		
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***		
Totals - Native Hawaiian or Other Pacific Islander		0	1	1	0	0	0	0	***	0	0.0%	1	100.0%	0	***	0	***	0	***	0	***	1	100.0%	0	0.0%	0	***	0	***	0	***	0	***		
White or Caucasian	Male	6	9	7	13	25	21	1	16.7%	2	22.2%	1	14.3%	0	0.0%	5	20.0%	4	19.0%	3	50.0%	3	33.3%	4	57.1%	10	76.9%	13	52.0%	13	61.9%				
	Female	0	0	0	0	3	4	0	***	0	***	0	***	0	0.0%	1	25.0%	0	***	0	***	0	***	0	***	2	66.7%	1	25.0%						
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***				
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***				
Totals - White or Caucasian		6	9	7	13	28	25	1	16.7%	2	22.2%	1	14.3%	0	0.0%	5	17.9%	5	20.0%	3	50.0%	3	33.3%	4	57.1%	10	76.9%	15	53.6%	14	56.0%				
Multiple Indicated	Male	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***				
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***				
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***				
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***				
Totals - Multiple Indicated		0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***				
Other Not Listed Above	Male	0	1	0	0	0	1	0	***	0	0.0%	0	***	0	***	0	***	1	100.0%	0	***	1	100.0%	0	***	0	***	0	***	0	***	0	0.0%		
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***				
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***				
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***				
Totals - Other Not Listed Above		0	1	0	0	0	1	0	***	0	0.0%	0	***	0	***	0	***	1	100.0%	0	***	1	100.0%	0	***	0	***	0	***	0	***	0	0.0%		
Not Reported	Male	1	0	0	0	0	1	0	0.0%	0	***	0	***	0	***	0	***	0	0.0%	0	0.0%	0	***	0	***	0	***	0	***	0	***	0	0.0%		
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***				
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***				
	Not Reported	1	0	0	0	0	0	0	0.0%	0	***	0	***	0	***	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	***	0	***				
Totals - Not Reported		2	0	0	0	0	1	0	0.0%	0	***	0	***	0	***	0	***	0	0.0%	0	0.0%	0	***	0	***	0	***	0	***	0	***	0	0.0%		
Totals by Indicated Gender		Male	9	13	10	17	31	27	1	11.1%	3	23.1%	2	20.0%	2	11.8%	5	16.1%	5	18.5%	5	55.6%	6	46.2%	6	60.0%	12	70.6%	16	51.6%	17	63.0%			
		Female	0	0	0	0	3	4	0	***	0	***	0	***	0	0.0%	1	25.0%	0	***	0	***	0	***	2	66.7%	1	25.0%							
		Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***					
		Not Reported	1	0	0	0	0	0	0	0.0%	0	***	0	***	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	***	0	***					
Grand Totals		10	13	10	17	34	31	1	10.0%	3	23.1%	2	20.0%	2	11.8%	5	14.7%	6	19.4%	5	50.0%	6	46.2%	6	60.0%	12	70.6%	18	52.9%	18	58.1%				

AFD Engineer Promotional Process 2018, 2019, 2020, 2021 + 2022 Demographics		Candidate Totals by Exam Period						Candidates Passed											
Ethnicity	Gender	Total Candidates - 2018	Total Candidates - 2019-1	Total Candidates - 2019-2	Total Candidates - 2020	Total Candidates - 2021	Total Candidates - 2022	2018		2019-1		2019-2		2020		2021		2022	
								Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Asian	Male	0	0	0	0	1	1	0	***	0	***	0	***	0	***	1	100.0%	0	0.0%
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Asian		0	0	0	0	1	1	0	***	0	***	0	***	0	***	1	100.0%	0	0.0%
Black or African American	Male	1	0	0	1	2	1	0	0.0%	0	***	0	***	0	0.0%	1	50.0%	0	0.0%
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Black or African American		1	0	0	1	2	1	0	0.0%	0	***	0	***	0	0.0%	1	50.0%	0	0.0%
Hispanic or Latino	Male	1	2	2	3	3	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	0	0.0%
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Hispanic or Latino		1	2	2	3	3	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	0	0.0%
Native Hawaiian or Other Pacific Islander	Male	0	1	1	0	0	0	0	***	0	0.0%	0	0.0%	0	***	0	***	0	***
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	1	1	0	0	0	0	***	0	0.0%	0	0.0%	0	***	0	***	0	***
White or Caucasian	Male	6	9	7	13	25	21	2	33.3%	4	44.4%	2	28.6%	3	23.1%	7	28.0%	4	19.0%
	Female	0	0	0	0	3	4	0	***	0	***	0	***	0	***	1	33.3%	2	50.0%
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Totals - White or Caucasian		6	9	7	13	28	25	2	33.3%	4	44.4%	2	28.6%	3	23.1%	8	28.6%	6	24.0%
Multiple Indicated	Male	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Other Not Listed Above	Male	0	1	0	0	0	1	0	***	0	0.0%	0	***	0	***	0	***	0	0.0%
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Other Not Listed Above		0	1	0	0	0	1	0	***	0	0.0%	0	***	0	***	0	***	0	0.0%
Not Reported	Male	1	0	0	0	0	1	1	100.0%	0	***	0	***	0	***	0	***	1	100.0%
	Female	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	1	0	0	0	0	0	1	100.0%	0	***	0	***	0	***	0	***	0	***
Totals - Not Reported		2	0	0	0	0	1	2	100.0%	0	***	0	***	0	***	0	***	1	100.0%
Totals by Indicated Gender		9	13	10	17	31	27	3	33.3%	4	30.8%	2	20.0%	3	17.6%	10	32.3%	5	18.5%
		0	0	0	0	3	4	0	***	0	***	0	***	0	***	1	33.3%	2	50.0%
		0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***
		1	0	0	0	0	0	1	100.0%	0	***	0	***	0	***	0	***	0	***
Grand Totals		10	13	10	17	34	31	4	40.0%	4	30.8%	2	20.0%	3	17.6%	11	32.4%	7	22.6%

AFD Lieutenant Promotional Process 2018 Demographics		Voluntary or Early Process Exits							In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Not Eligible	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Hispanic or Latino	Male	4	0	0	0	0	0	0.0%	1	0	2	3	75.0%	1	1	25.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		4	0	0	0	0	0	0.0%	1	0	2	3	75.0%	1	1	25.0%
Native Hawaiian or Other Pacific Islander	Male	1	0	0	0	0	0	0.0%	0	0	1	1	100.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		1	0	0	0	0	0	0.0%	0	0	1	1	100.0%	0	0	0.0%
White or Caucasian	Male	24	0	0	2	2	4	16.7%	7	0	2	9	37.5%	11	11	45.8%
	Female	5	0	0	0	0	0	0.0%	3	0	0	3	60.0%	2	2	40.0%
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		29	0	0	2	2	4	13.8%	10	0	2	12	41.4%	13	13	44.8%
Multiple Indicated	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	1	0	0	0	1	1	100.0%	0	0	0	0	0.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		1	0	0	0	1	1	100.0%	0	0	0	0	0.0%	0	0	0.0%
Not Reported	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	30	0	0	2	3	5	16.7%	8	0	5	13	43.3%	12	12	40.0%
	Female	5	0	0	0	0	0	0.0%	3	0	0	3	60.0%	2	2	40.0%
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		35	0	0	2	3	5	14.3%	11	0	5	16	45.7%	14	14	40.0%

AFD Lieutenant Promotional Process 2019 Demographics		Voluntary or Early Process Exits							In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Not Eligible	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	2	0	0	0	0	0	0.0%	2	0	0	2	100.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		2	0	0	0	0	0	0.0%	2	0	0	2	100.0%	0	0	0.0%
Hispanic or Latino	Male	3	0	0	0	1	1	33.3%	2	0	0	2	66.7%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		3	0	0	0	1	1	33.3%	2	0	0	2	66.7%	0	0	0.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	21	0	0	1	2	3	14.3%	9	0	2	11	52.4%	7	7	33.3%
	Female	4	0	0	0	0	0	0.0%	4	0	0	4	100.0%	0	0	0.0%
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		25	0	0	1	2	3	12.0%	13	0	2	15	60.0%	7	7	28.0%
Multiple Indicated	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Not Reported	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender		27	0	0	1	3	4	14.8%	13	0	2	15	55.6%	8	8	29.6%
	Female	4	0	0	0	0	0	0.0%	4	0	0	4	100.0%	0	0	0.0%
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		31	0	0	1	3	4	12.9%	17	0	2	19	61.3%	8	8	25.8%

AFD Lieutenant Promotional Process 2020 Demographics		Voluntary or Early Process Exits							In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Not Eligible	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Female	1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		2	0	0	0	0	0	0.0%	2	0	0	2	100.0%	0	0	0.0%
Hispanic or Latino	Male	5	0	0	0	1	1	20.0%	1	0	0	1	20.0%	3	3	60.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		5	0	0	0	1	1	20.0%	1	0	0	1	20.0%	3	3	60.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	21	0	0	0	0	0	0.0%	11	0	1	12	57.1%	9	9	42.9%
	Female	5	0	0	1	0	1	20.0%	1	0	2	3	60.0%	1	1	20.0%
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		26	0	0	1	0	1	3.8%	12	0	3	15	57.7%	10	10	38.5%
Multiple Indicated	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Not Reported	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	27	0	0	0	1	1	3.7%	13	0	1	14	51.9%	12	12	44.4%
	Female	7	0	0	1	0	1	14.3%	2	0	2	4	57.1%	2	2	28.6%
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		34	0	0	1	1	2	5.9%	15	0	3	18	52.9%	14	14	41.2%

AFD Lieutenant Promotional Process 2022 Demographics		Voluntary or Early Process Exits							In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Not Eligible	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	2	0	0	0	0	0	0.0%	2	0	0	2	100.0%	0	0	0.0%
	Female	1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		3	0	0	0	0	0	0.0%	3	0	0	3	100.0%	0	0	0.0%
Hispanic or Latino	Male	2	0	0	1	0	1	50.0%	0	0	0	0	0.0%	1	1	50.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		2	0	0	1	0	1	50.0%	0	0	0	0	0.0%	1	1	50.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	18	0	1	0	1	2	11.1%	12	0	0	12	66.7%	4	4	22.2%
	Female	4	0	0	0	0	0	0.0%	2	0	0	2	50.0%	2	2	50.0%
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		22	0	1	0	1	2	9.1%	14	0	0	14	63.6%	6	6	27.3%
Multiple Indicated	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	1	1	0	0	0	1	100.0%	0	0	0	0	0.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		1	1	0	0	0	1	100.0%	0	0	0	0	0.0%	0	0	0.0%
Not Reported	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender		23	1	1	1	1	4	17.4%	14	0	0	14	60.9%	5	5	21.7%
		5	0	0	0	0	0	0.0%	3	0	0	3	60.0%	2	2	40.0%
		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		28	1	1	1	1	4	14.3%	17	0	0	17	60.7%	7	7	25.0%

AFD Lieutenant Promotional Process 2018, 2019, 2020 + 2022 Demographics		Candidate Totals by Exam Period				Voluntary or Early Process Exits								In Process Failures or Disqualifications								Candidates Passed								
						2018		2019		2020		2022		2018		2019		2020		2022		2018		2019		2020		2022		
Ethnicity	Gender	Total Candidates - 2018	Total Candidates - 2019	Total Candidates - 2020	Total Candidates - 2022	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed	
		American Indian/Alaska Native	Male	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0
Female	0		0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Non-Binary	0		0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Not Reported	0		0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - American Indian/Alaska Native		0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Asian	Male	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Asian		0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Black or African American	Male	0	2	1	2	0	***	0	0.0%	0	0.0%	0	0.0%	0	***	2	100.0%	1	100.0%	2	100.0%	0	***	0	0.0%	0	0.0%	0	0.0%	
	Female	0	0	1	1	0	***	0	***	0	0.0%	0	0.0%	0	***	0	***	1	100.0%	1	100.0%	0	***	0	***	0	0.0%	0	0.0%	
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Black or African American		0	2	2	3	0	***	0	0.0%	0	0.0%	0	0.0%	0	***	2	100.0%	2	100.0%	3	100.0%	0	***	0	0.0%	0	0.0%	0	0.0%	
Hispanic or Latino	Male	4	3	5	2	0	0.0%	1	33.3%	1	20.0%	1	50.0%	3	75.0%	2	66.7%	1	20.0%	0	0.0%	1	25.0%	0	0.0%	3	60.0%	1	50.0%	
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Hispanic or Latino		4	3	5	2	0	0.0%	1	33.3%	1	20.0%	1	50.0%	3	75.0%	2	66.7%	1	20.0%	0	0.0%	1	25.0%	0	0.0%	3	60.0%	1	50.0%	
Native Hawaiian or Other Pacific Islander	Male	1	0	0	0	0	0.0%	0	***	0	***	0	***	1	100.0%	0	***	0	***	0	***	0	0.0%	0	***	0	***	0	***	
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Native Hawaiian or Other Pacific Islander		1	0	0	0	0	0.0%	0	***	0	***	0	***	1	100.0%	0	***	0	***	0	***	0	0.0%	0	***	0	***	0	***	
White or Caucasian	Male	24	21	21	18	4	16.7%	3	14.3%	0	0.0%	2	11.1%	9	37.5%	11	52.4%	12	57.1%	12	66.7%	11	45.8%	7	33.3%	9	42.9%	4	22.2%	
	Female	5	4	5	4	0	0.0%	0	0.0%	1	20.0%	0	0.0%	3	60.0%	4	100.0%	3	60.0%	2	50.0%	2	40.0%	0	0.0%	1	20.0%	2	50.0%	
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - White or Caucasian		29	25	26	22	4	13.8%	3	12.0%	1	3.8%	2	9.1%	12	41.4%	15	60.0%	15	57.7%	14	63.6%	13	44.8%	7	28.0%	10	38.5%	6	27.3%	
Multiple Indicated	Male	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Multiple Indicated		0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Other Not Listed Above	Male	1	1	0	1	1	100.0%	0	0.0%	0	***	1	100.0%	0	0.0%	0	0.0%	0	***	0	0.0%	0	0.0%	1	100.0%	0	***	0	0.0%	
	Female	0	0	1	0	0	***	0	***	0	0.0%	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	***	1	100.0%	0	***	
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Other Not Listed Above		1	1	1	1	1	100.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	1	100.0%	1	100.0%	
Not Reported	Male	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Not Reported		0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals by Indicated Gender		Male	30	27	27	23	5	16.7%	4	14.8%	1	3.7%	4	17.4%	13	43.3%	15	55.6%	14	51.9%	14	60.9%	12	40.0%	8	29.6%	12	44.4%	5	21.7%
		Female	5	4	7	5	0	0.0%	0	0.0%	1	14.3%	0	0.0%	3	60.0%	4	100.0%	4	57.1%	3	60.0%	2	40.0%	0	0.0%	2	28.6%	2	40.0%
		Non-Binary	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
		Not Reported	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Grand Totals		35	31	34	28	5	14.3%	4	12.9%	2	5.9%	4	14.3%	16	45.7%	19	61.3%	18	52.9%	17	60.7%	14	40.0%	8	25.8%	14	41.2%	7	25.0%	

AFD Captain Promotional Process 2018-1 Demographics		Voluntary or Early Process Exits							In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Not Eligible	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	3	0	0	0	0	0	0.0%	2	0	0	2	66.7%	1	1	33.3%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		3	0	0	0	0	0	0.0%	2	0	0	2	66.7%	1	1	33.3%
Hispanic or Latino	Male	2	0	0	0	1	1	50.0%	1	0	0	1	50.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		2	0	0	0	1	1	50.0%	1	0	0	1	50.0%	0	0	0.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	9	0	0	1	1	2	22.2%	1	0	2	3	33.3%	4	4	44.4%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		9	0	0	1	1	2	22.2%	1	0	2	3	33.3%	4	4	44.4%
Multiple Indicated	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Not Reported	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	2	0	0	0	0	0	0.0%	0	0	0	0	0.0%	2	2	100.0%
Totals - Not Reported		2	0	0	0	0	0	0.0%	0	0	0	0	0.0%	2	2	100.0%
Totals by Indicated Gender	Male	15	0	0	1	2	3	20.0%	4	0	2	6	40.0%	6	6	40.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	2	0	0	0	0	0	0.0%	0	0	0	0	0.0%	2	2	100.0%
Grand Totals		17	0	0	1	2	3	17.6%	4	0	2	6	35.3%	8	8	47.1%

AFD Captain Promotional Process 2018-2 Demographics		Voluntary or Early Process Exits							In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Not Eligible	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Hispanic or Latino	Male	2	0	0	0	0	0	0.0%	0	0	1	1	50.0%	1	1	50.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		2	0	0	0	0	0	0.0%	0	0	1	1	50.0%	1	1	50.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	4	1	0	0	1	2	50.0%	0	0	0	0	0.0%	2	2	50.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		4	1	0	0	1	2	50.0%	0	0	0	0	0.0%	2	2	50.0%
Multiple Indicated	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Totals - Not Reported		1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Totals by Indicated Gender	Male	7	1	0	0	1	2	28.6%	1	0	1	2	28.6%	3	3	42.9%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Grand Totals		8	1	0	0	1	2	25.0%	2	0	1	3	37.5%	3	3	37.5%

AFD Captain Promotional Process 2019-1 Demographics		Voluntary or Early Process Exits							In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Not Eligible	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Black or African American	Male	1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Hispanic or Latino	Male	1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		1	0	0	0	0	0	0.0%	1	0	0	1	100.0%	0	0	0.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	4	0	0	0	0	0	0.0%	2	0	0	2	50.0%	2	2	50.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		4	0	0	0	0	0	0.0%	2	0	0	2	50.0%	2	2	50.0%
Multiple Indicated	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	7	0	0	0	0	0	0.0%	3	0	0	3	42.9%	4	4	57.1%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		7	0	0	0	0	0	0.0%	3	0	0	3	42.9%	4	4	57.1%

AFD Captain Promotional Process 2019-2 Demographics		Voluntary or Early Process Exits							In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Not Eligible	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Hispanic or Latino	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	2	0	0	1	0	1	50.0%	0	0	0	0	0.0%	1	1	50.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		2	0	0	1	0	1	50.0%	0	0	0	0	0.0%	1	1	50.0%
Multiple Indicated	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	2	0	0	1	0	1	50.0%	0	0	0	0	0.0%	1	1	50.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		2	0	0	1	0	1	50.0%	0	0	0	0	0.0%	1	1	50.0%

AFD Captain Promotional Process 2020 Demographics		Voluntary or Early Process Exits							In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Not Eligible	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Hispanic or Latino	Male	2	0	0	0	0	0	0.0%	1	0	0	1	50.0%	1	1	50.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		2	0	0	0	0	0	0.0%	1	0	0	1	50.0%	1	1	50.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	5	0	0	1	0	1	20.0%	1	0	0	1	20.0%	3	3	60.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		5	0	0	1	0	1	20.0%	1	0	0	1	20.0%	3	3	60.0%
Multiple Indicated	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	7	0	0	1	0	1	14.3%	2	0	0	2	28.6%	4	4	57.1%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		7	0	0	1	0	1	14.3%	2	0	0	2	28.6%	4	4	57.1%

AFD Captain Promotional Process 2021-1 Demographics		Voluntary or Early Process Exits							In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Not Eligible	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Hispanic or Latino	Male	3	0	0	0	0	0	0.0%	1	0	0	1	33.3%	2	2	66.7%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		3	0	0	0	0	0	0.0%	1	0	0	1	33.3%	2	2	66.7%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	10	0	0	2	0	2	20.0%	1	0	0	1	10.0%	7	7	70.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		10	0	0	2	0	2	20.0%	1	0	0	1	10.0%	7	7	70.0%
Multiple Indicated	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	13	0	0	2	0	2	15.4%	2	0	0	2	15.4%	9	9	69.2%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		13	0	0	2	0	2	15.4%	2	0	0	2	15.4%	9	9	69.2%

AFD Captain Promotional Process 2021-2 Demographics		Voluntary or Early Process Exits							In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Not Eligible	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Hispanic or Latino	Male	1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		1	0	0	0	0	0	0.0%	0	0	0	0	0.0%	1	1	100.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	2	0	0	1	0	1	50.0%	1	0	0	1	50.0%	0	0	0.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		2	0	0	1	0	1	50.0%	1	0	0	1	50.0%	0	0	0.0%
Multiple Indicated	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	3	0	0	1	0	1	33.3%	1	0	0	1	33.3%	1	1	33.3%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		3	0	0	1	0	1	33.3%	1	0	0	1	33.3%	1	1	33.3%

AFD Captain Promotional Process 2022 Demographics		Voluntary or Early Process Exits							In-Process Failures or Disqualifications					Candidates Passed		
Ethnicity	Gender	Total Candidates	Not Eligible	Promoted on Prior List	Withdrew	No Show for Written Exam	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Failed Written Exam	No Submission of Record Book	Failed A/C	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Passed	Total Passed	% Passed
American Indian/Alaska Native	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Asian	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Asian		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Black or African American	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Black or African American		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Hispanic or Latino	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Hispanic or Latino		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
White or Caucasian	Male	4	0	0	0	0	0	0.0%	2	0	0	2	50.0%	2	2	50.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - White or Caucasian		4	0	0	0	0	0	0.0%	2	0	0	2	50.0%	2	2	50.0%
Multiple Indicated	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Other Not Listed Above	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Other Not Listed Above		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Not Reported	Male	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals - Not Reported		0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Totals by Indicated Gender	Male	4	0	0	0	0	0	0.0%	2	0	0	2	50.0%	2	2	50.0%
	Female	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Non-Binary	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
	Not Reported	0	0	0	0	0	0	***	0	0	0	0	***	0	0	***
Grand Totals		4	0	0	0	0	0	0.0%	2	0	0	2	50.0%	2	2	50.0%

AFD Captain Promotional Process 2018, 2019, 2020, 2021 + 2022 Demographics		Candidate Totals by Exam Period								Voluntary or Early Process Exits																		
Ethnicity	Gender	2018-		2019-		2020		2021-		2022		2018-1		2018-2		2019-1		2019-2		2020		2021-1		2021-2		2022		
		Total Candidates - 2018-1	Total Candidates - 2018-2	Total Candidates - 2019-1	Total Candidates - 2019-2	Total Candidates - 2020-1	Total Candidates - 2020-2	Total Candidates - 2021-1	Total Candidates - 2021-2	Total Candidates - 2022-1	Total Candidates - 2022-2	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	Total Voluntary or Early Process Exits	% Voluntary or Early Process Exits	
American Indian/Alaska Native	Male	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - American Indian/Alaska Native		0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Asian	Male	0	0	1	0	0	0	0	0	0	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Asian		0	0	1	0	0	0	0	0	0	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	***	0	***	0	***
Black or African American	Male	3	1	1	0	0	0	0	0	0	0	0.0%	0	0.0%	0	0.0%	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Black or African American		3	1	1	0	0	0	0	0	0	0	0.0%	0	0.0%	0	0.0%	0	***	0	***	0	***	0	***	0	***	0	***
Hispanic or Latino	Male	2	2	1	0	2	3	1	0	1	1	50.0%	0	0.0%	0	0.0%	0	***	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Female	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Hispanic or Latino		2	2	1	0	2	3	1	0	1	1	50.0%	0	0.0%	0	0.0%	0	***	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
White or Caucasian	Male	9	4	4	2	5	10	2	4	2	2	22.2%	2	50.0%	0	0.0%	1	50.0%	1	20.0%	2	20.0%	1	50.0%	0	0.0%	0	0.0%
	Female	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - White or Caucasian		9	4	4	2	5	10	2	4	2	2	22.2%	2	50.0%	0	0.0%	1	50.0%	1	20.0%	2	20.0%	1	50.0%	0	0.0%	0	0.0%
Multiple Indicated	Male	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Multiple Indicated		0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Other Not Listed Above	Male	1	0	0	0	0	0	0	0	0	0	0.0%	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Other Not Listed Above		1	0	0	0	0	0	0	0	0	0	0.0%	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Not Reported	Male	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Female	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	2	1	0	0	0	0	0	0	0	0	0.0%	0	0.0%	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals - Not Reported		2	1	0	0	0	0	0	0	0	0	0.0%	0	0.0%	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Totals by Indicated Gender	Male	15	7	7	2	7	13	3	4	3	3	20.0%	2	28.6%	0	0.0%	1	50.0%	1	14.3%	2	15.4%	1	33.3%	0	0.0%	0	0.0%
	Female	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Non-Binary	0	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
	Not Reported	2	1	0	0	0	0	0	0	0	0	0.0%	0	0.0%	0	***	0	***	0	***	0	***	0	***	0	***	0	***
Grand Totals		17	8	7	2	7	13	3	4	3	3	17.6%	2	25.0%	0	0.0%	1	50.0%	1	14.3%	2	15.4%	1	33.3%	0	0.0%	0	0.0%

AFD Captain Promotional Process 2018, 2019, 2020, 2021 + 2022 Demographics		Candidate Totals by Exam Period								In Process Failures or Disqualifications																
		2018-1		2018-2		2019-1		2019-2		2020		2021-1		2021-2		2022										
Ethnicity	Gender	Total Candidates - 2018-1	Total Candidates - 2018-2	Total Candidates - 2019-1	Total Candidates - 2019-2	Total Candidates - 2020	Total Candidates - 2021-1	Total Candidates - 2021-2	Total Candidates - 2022	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications	Total In-Process Failures or Disqualifications	% In-Process Failures or Disqualifications			
		American Indian/Alaska Native	Male	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0
Female	0		0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Non-Binary	0		0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Not Reported	0		0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - American Indian/Alaska Native		0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Asian	Male	0	0	1	0	0	0	0	0	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Asian		0	0	1	0	0	0	0	0	0	***	0	***	0	0.0%	0	***	0	***	0	***	0	***	0	***	
Black or African American	Male	3	1	1	0	0	0	0	0	2	66.7%	1	100.0%	0	0.0%	0	***	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Black or African American		3	1	1	0	0	0	0	0	2	66.7%	1	100.0%	0	0.0%	0	***	0	***	0	***	0	***	0	***	
Hispanic or Latino	Male	2	2	1	0	2	3	1	0	1	50.0%	1	50.0%	1	100.0%	0	***	1	50.0%	1	33.3%	0	0.0%	0	***	
	Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Hispanic or Latino		2	2	1	0	2	3	1	0	1	50.0%	1	50.0%	1	100.0%	0	***	1	50.0%	1	33.3%	0	0.0%	0	***	
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
White or Caucasian	Male	9	4	4	2	5	10	2	4	3	33.3%	0	0.0%	2	50.0%	0	0.0%	1	20.0%	1	10.0%	1	50.0%	2	50.0%	
	Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - White or Caucasian		9	4	4	2	5	10	2	4	3	33.3%	0	0.0%	2	50.0%	0	0.0%	1	20.0%	1	10.0%	1	50.0%	2	50.0%	
Multiple Indicated	Male	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Multiple Indicated		0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Other Not Listed Above	Male	1	0	0	0	0	0	0	0	0	0.0%	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Other Not Listed Above		1	0	0	0	0	0	0	0	0	0.0%	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Not Reported	Male	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	2	1	0	0	0	0	0	0	0	0.0%	1	100.0%	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Not Reported		2	1	0	0	0	0	0	0	0	0.0%	1	100.0%	0	***	0	***	0	***	0	***	0	***	0	***	
Totals by Indicated Gender		Male	15	7	7	2	7	13	3	4	6	40.0%	2	28.6%	3	42.9%	0	0.0%	2	28.6%	2	15.4%	1	33.3%	2	50.0%
		Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
		Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	0	***
		Not Reported	2	1	0	0	0	0	0	0	0	0.0%	1	100.0%	0	***	0	***	0	***	0	***	0	***	0	***
Grand Totals		17	8	7	2	7	13	3	4	6	35.3%	3	37.5%	3	42.9%	0	0.0%	2	28.6%	2	15.4%	1	33.3%	2	50.0%	

AFD Captain Promotional Process 2018, 2019, 2020, 2021 + 2022 Demographics		Candidate Totals by Exam Period								Candidates Passed														
Ethnicity	Gender	2018-1		2018-2		2019-1		2019-2		2020		2021-1		2021-2		2022								
		Total Candidates - 2018-1	Total Candidates - 2018-2	Total Candidates - 2019-1	Total Candidates - 2019-2	Total Candidates - 2020	Total Candidates - 2021-1	Total Candidates - 2021-2	Total Candidates - 2022	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed	Total Passed	% Passed					
American Indian/Alaska Native	Male	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - American Indian/Alaska Native		0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Asian	Male	0	0	1	0	0	0	0	0	0	***	0	***	1	100.0%	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Asian		0	0	1	0	0	0	0	0	0	***	0	***	1	100.0%	0	***	0	***	0	***	0	***	
Black or African American	Male	3	1	1	0	0	0	0	0	1	33.3%	0	0.0%	1	100.0%	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Black or African American		3	1	1	0	0	0	0	0	1	33.3%	0	0.0%	1	100.0%	0	***	0	***	0	***	0	***	
Hispanic or Latino	Male	2	2	1	0	2	3	1	0	0	0.0%	1	50.0%	0	0.0%	0	***	1	50.0%	2	66.7%	1	100.0%	
	Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Hispanic or Latino		2	2	1	0	2	3	1	0	0	0.0%	1	50.0%	0	0.0%	0	***	1	50.0%	2	66.7%	1	100.0%	
Native Hawaiian or Other Pacific Islander	Male	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Native Hawaiian or Other Pacific Islander		0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
White or Caucasian	Male	9	4	4	2	5	10	2	4	4	44.4%	2	50.0%	2	50.0%	1	50.0%	3	60.0%	7	70.0%	0	0.0%	
	Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - White or Caucasian		9	4	4	2	5	10	2	4	4	44.4%	2	50.0%	2	50.0%	1	50.0%	3	60.0%	7	70.0%	0	0.0%	
Multiple Indicated	Male	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Multiple Indicated		0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Other Not Listed Above	Male	1	0	0	0	0	0	0	0	1	100.0%	0	***	0	***	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
Totals - Other Not Listed Above		1	0	0	0	0	0	0	0	1	100.0%	0	***	0	***	0	***	0	***	0	***	0	***	
Not Reported	Male	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***	
	Not Reported	2	1	0	0	0	0	0	0	2	100.0%	0	0.0%	0	***	0	***	0	***	0	***	0	***	
Totals - Not Reported		2	1	0	0	0	0	0	0	2	100.0%	0	0.0%	0	***	0	***	0	***	0	***	0	***	
Totals by Indicated Gender		Male	15	7	7	2	7	13	3	4	6	40.0%	3	42.9%	4	57.1%	1	50.0%	4	57.1%	9	69.2%	1	33.3%
		Female	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***
		Non-Binary	0	0	0	0	0	0	0	0	0	***	0	***	0	***	0	***	0	***	0	***	0	***
		Not Reported	2	1	0	0	0	0	0	0	2	100.0%	0	0.0%	0	***	0	***	0	***	0	***	0	***
Grand Totals		17	8	7	2	7	13	3	4	8	47.1%	3	37.5%	4	57.1%	1	50.0%	4	57.1%	9	69.2%	1	33.3%	

APPENDIX D

Sworn Rank Representation by Ethnicity/Gender

Gender	Ethnic	Agent	Captain	Commander	Deputy Chief	Division Chief	Lieutenant	Police Chief	Ptr Officer	Sergeant	Total
F	WF	13	0	0	0	1	0	0	39	5	58
	BF	1	0	0	0	0	0	0	5	0	6
	HF	1	0	0	0	0	0	0	8	2	11
	AF	0	0	0	0	0	0	0	1	0	1
	2+F	0	0	0	0	0	0	0	3	0	3
	Total		15	0	0	0	1	0	0	56	7
M	WM	81	4	4	1	1	28	0	345	63	527
	BM	1	0	1	0	0	2	0	12	8	24
	HM	2	0	1	0	0	0	0	47	9	59
	AM	0	0	0	0	0	0	0	10	0	10
	H/PM	0	0	0	0	0	0	0	0	1	1
	AIM	1	0	0	0	0	0	0	5	0	6
	2+M	1	0	0	0	1	0	1	17	1	21
	Total		86	4	6	1	2	30	1	436	82
Total		101	4	6	1	3	30	1	492	89	727

As of: 10/1/2018
8:23:51 AM

Civil Service Total Gender Representation

Gender	All Sworn Staff	Sworn Suprv	Command Staff	Agents	Officers
F	79	8	1	15	56
M	648	124	13	86	432

Category Definition:

Command Staff: Rank of Captain and above

Supervisors: Sergeants and above

Agents: Agent

Officers: All levels of Patrol Officer, Patrol Officer Spec, Recruits

Sworn Total Ethnicity Representation

Category	Count
White	585
Black	30
Hispanic	70
Asian	11
Hawaiian/Pacific Islander	1
American Indian	6
Two or More Races	24
Total	727

Sworn Rank Representation by Ethnicity/Gender

Gender	Ethnic	Agent	Captain	Commander	Deputy Chief	Division Chief	Lieutenant	Police Chief	Ptr Officer	Sergeant	Total
F	WF	13	0	0	0	1	1	0	39	4	58
	BF	1	0	0	0	0	0	0	5	0	6
	HF	1	0	0	0	0	0	0	8	2	11
	AF	0	0	0	0	0	0	0	1	0	1
	2+F	0	0	0	0	0	0	0	3	0	3
	Total		15	0	0	0	1	1	0	56	6
M	WM	82	4	4	1	1	28	0	334	63	517
	BM	1	0	1	0	0	2	0	11	7	22
	HM	1	0	0	0	1	0	0	48	9	59
	AM	0	0	0	0	0	0	0	9	0	9
	H/PM	0	0	0	0	0	0	0	0	1	1
	AIM	1	0	0	0	0	0	0	4	0	5
	2+M	1	0	1	0	0	0	1	16	1	20
	Total		86	4	6	1	2	30	1	422	81
Total		101	4	6	1	3	31	1	478	87	712

As of: 1/2/2019
8:18:13 AM

Civil Service Total Gender Representation

Gender	All Sworn Staff	Sworn Suprv	Command Staff	Agents	Officers
F	79	8	1	15	56
M	633	123	13	86	417

Category Definition:

Command Staff: Rank of Captain and above

Supervisors: Sergeants and above

Agents: Agent

Officers: All levels of Patrol Officer, Patrol Officer Spec, Recruits

Sworn Total Ethnicity Representation

Category	Count
White	575
Black	28
Hispanic	70
Asian	10
Hawaiian/Pacific Islander	1
American Indian	5
Two or More Races	23
Total	712

Sworn Rank Representation by Ethnicity/Gender

As of: 1/2/2020
8:06:03 AM

Gender	Ethnic	Agent	Captain	Commander	Deputy Chief	Division Chief	Lieutenant	Patrol Officer	Police Chief	Ptr Officer	Sergeant	Total
F	WF	13	0	0	0	1	1	1	0	46	4	66
	BF	1	0	0	0	0	0	0	0	5	0	6
	HF	0	0	0	0	0	0	0	0	10	2	12
	AF	0	0	0	0	0	0	0	0	1	0	1
	2+F	0	0	0	0	0	0	0	0	7	0	7
	Total		14	0	0	0	1	1	1	0	69	6
M	WM	83	4	3	1	1	28	0	0	349	61	530
	BM	1	0	1	0	0	2	0	0	11	8	23
	HM	1	0	0	0	1	0	0	0	47	11	60
	AM	0	0	0	0	0	0	0	0	9	0	9
	H/PM	0	0	0	0	0	0	0	0	0	1	1
	AIM	1	0	1	0	0	0	0	0	4	0	6
	2+M	1	0	1	0	0	0	0	1	19	1	23
	Total		87	4	6	1	2	30	0	1	439	82
Total		101	4	6	1	3	31	1	1	508	88	744

Civil Service Total Gender Representation

Gender	All Sworn Staff	Sworn Suprv	Command Staff	Agents	Officers
F	92	8	1	14	69
M	652	124	13	87	435

Category Definition:

Command Staff: Rank of Captain and above

Supervisors: Sergeants and above

Agents: Agent

Officers: All levels of Patrol Officer, Patrol Officer Spec, Recruits

Sworn Total Ethnicity Representation

Category	Count
White	596
Black	29
Hispanic	72
Asian	10
Hawaiian/Pacific Islander	1
American Indian	6
Two or More Races	30
Total	744

Sworn Rank Representation by Ethnicity/Gender

As of: 4/1/2021
8:10:26 AM

Gender	Ethnic	Act Pol Sgt	Agent	Captain	Commander	Deputy Chief	Division Chief	Lieutenant	Police Chief	Ptr Officer	Sergeant	Total
F	WF	0	14	0	1	0	0	1	1	46	5	68
	BF	0	1	0	0	0	0	0	0	3	0	4
	HF	0	1	0	0	0	0	0	0	8	2	11
	AF	0	0	0	0	0	0	0	0	1	0	1
	2+F	0	1	0	0	0	0	0	0	7	0	8
	Total		0	17	0	1	0	0	1	1	65	7
M	WM	1	85	4	4	1	3	27	0	325	65	515
	BM	0	2	0	1	0	0	3	0	12	6	24
	HM	0	2	0	0	0	0	0	0	56	10	68
	AM	0	0	0	0	0	0	0	0	13	0	13
	H/PM	0	0	0	0	0	0	0	0	0	1	1
	AIM	0	0	0	0	0	0	0	0	3	1	4
	2+M	0	0	0	0	0	0	0	0	21	1	22
	Total		1	89	4	5	1	3	30	0	430	84
Total		1	106	4	6	1	3	31	1	495	91	739

Civil Service Total Gender Representation

Gender	All Sworn Staff	Sworn Suprv	Command Staff	Agents	Officers
F	92	9	1	17	65
M	647	126	13	89	427

Category Definition:

Command Staff: Rank of Captain and above

Supervisors: Sergeants and above

Agents: Agent

Officers: All levels of Patrol Officer, Patrol Officer Spec, Recruits

Sworn Total Ethnicity Representation

Category	Count
White	583
Black	28
Hispanic	79
Asian	14
Hawaiian/Pacific Islander	1
American Indian	4
Two or More Races	30
Total	739

Sworn Rank Representation by Ethnicity/Gender

As of: 4/1/2022
8:33:30 AM

Gender	Ethnic	Agent	Captain	Commander	Deputy Chief	Division Chief	Lieutenant	Police Chief	Police Sgt	Ptr Officer	Sergeant	Total
F	WF	12	0	1	0	0	1	1	0	38	4	57
	BF	0	0	0	0	0	0	0	0	3	0	3
	HF	1	0	0	0	0	1	0	0	8	1	11
	AF	0	0	0	0	0	0	0	0	1	0	1
	2+F	1	0	0	0	0	0	0	0	7	0	8
	Total		14	0	1	0	0	2	1	0	57	5
M	WM	87	4	4	1	3	25	0	1	301	65	491
	BM	2	0	1	0	0	4	0	0	13	4	24
	HM	3	0	0	0	0	1	0	0	65	8	77
	AM	0	0	0	0	0	0	0	0	15	0	15
	H/PM	0	0	0	0	0	0	0	0	0	1	1
	AIM	0	0	0	0	0	0	0	0	4	1	5
	2+M	1	0	0	0	0	0	0	0	14	1	16
	Total		93	4	5	1	3	30	0	1	412	80
Total		107	4	6	1	3	32	1	1	469	85	709

Civil Service Total Gender Representation

Gender	All Sworn Staff	Sworn Suprv	Command Staff	Agents	Officers
F	80	7	2	14	57
M	629	122	13	93	410

Category Definition:

Command Staff: Rank of Captain and above

Supervisors: Sergeants and above

Agents: Agent

Officers: All levels of Patrol Officer, Patrol Officer Spec, Recruits

Sworn Total Ethnicity Representation

Category	Count
White	548
Black	27
Hispanic	88
Asian	16
Hawaiian/Pacific Islander	1
American Indian	5
Two or More Races	24
Total	709



Aurora Police Department

2023 1st Quarter Affirmative Action Report

by
The Equal Employment Opportunity Office
Timothy Sherbondy

as of 03/31/23

Aurora Police Department: Civil Service Personnel

2023 First Quarter Affirmative Action Report

Rank Representation by Ethnicity / Gender

	Chief of Police		Deputy Chief		Division Chiefs		Commanders		Captains		Lieutenants		Sergeants		Agents		Officers (1)		Totals	
WM		-		-	3	75.0%	4	66.7%	4	100.0%	25	75.8%	77	83.7%	79	73.8%	281	63.6%	473	68.7%
BM		-		-		-	2	33.3%		-	3	9.1%	3	3.3%	4	3.7%	18	4.1%	30	4.4%
HM	1	100.0%		-		-		-		-	3	9.1%	4	4.3%	4	3.7%	55	12.4%	67	9.7%
AM		-		-		-		-		-		-		-	1	0.9%	16	3.6%	17	2.5%
H/PM		-		-		-		-		-		-	1	1.1%		-		-	1	0.1%
AIM		-		-		-		-		-		-	1	1.1%		-	4	0.9%	5	0.7%
2+M		-		-		-		-		-		-	1	1.1%	3	2.8%	15	3.4%	19	2.8%
WF		-		-	1	25.0%		-	-	-	1	3.0%	4	4.3%	12	11.2%	31	7.0%	49	7.1%
BF		-		-		-		-		-		-		-		-	5	1.1%	5	0.7%
HF		-		-		-		-		-	1	3.0%	1	1.1%	2	1.9%	9	2.0%	13	1.9%
AF		-		-		-		-		-		-		-	1	0.9%		-	1	0.1%
H/PF		-		-		-		-		-		-		-		-		-	-	-
AIF		-		-		-		-		-		-		-		-	1	0.2%	1	0.1%
2+F		-		-		-		-		-		-		-	1	0.9%	6	1.4%	7	1.0%
U																	1	0.2%	1	0.1%
TOTALS	1	100.0%	-	0.0%	4	100.0%	6	100.0%	4	100.0%	33	100.0%	92	100.0%	107	100.0%	442	100.0%	689	100.0%

Total Gender Representation

Category	Gender	#	% of Sworn			% in Rank
All Ranks	Male	612	88.8%			
	Female	76	11.0%			
Command Staff	Male	14	2.0%			93.3%
	Female	1	0.1%			6.7%
Supervisors	Male	118	17.1%			94.4%
	Female	7	1.0%			5.6%
Agents	Male	91	13.2%			85.0%
	Female	16	2.3%			15.0%
Officers (1)	Male	389	56.5%			86.3%
	Female	61	8.9%			13.1%

Total Ethnicity Representation

Category	#	% of Sworn
White	522	75.8%
Black	35	5.1%
Hispanic	80	11.6%
Asian	18	2.6%
Hawaiian/Pacific Islander	1	0.1%
American indian	6	0.9%
Two or More Races	26	3.8%
Unidentified	1	0.1%
Total:	689	100.0%

NOTE: (1) Recruits are included in the Officer numbers.

Aurora Police Department Career Service Personnel

2023 First Quarter Affirmative Action Report

Rank Representation by Ethnicity / Gender

	Executive		Managerial/ Professional		Supervisory		Technical / Clerical		Totals	
	#	%	#	%	#	%	#	%	#	%
WM	1	50.0%	17	30.4%	3	16.7%	17	17.5%	38	22.0%
BM		-	2	3.6%		-		-	2	1.2%
HM		-	3	5.4%		-	3	3.1%	6	3.5%
AM		-		-		-		-	-	-
H/PM		-		-		-		-	-	-
AIM		-		-		-		-	-	-
2+M		-		-		-		-	-	-
WF	1	50.0%	24	42.9%	9	50.0%	47	48.5%	81	46.8%
BF		-	2	3.6%	2	11.1%	6	6.2%	10	5.8%
HF		-	4	7.1%	3	16.7%	13	13.4%	20	11.6%
AF		-	2	3.6%		-	6	6.2%	8	4.6%
H/PF		-		-		-	1	1.0%	1	0.6%
AIF		-		-		-		-	-	-
2+F		-	2	3.6%	1	5.6%	4	4.1%	7	4.0%
TOTALS	2	100.0%	56	100.0%	18	100.0%	97	100.0%	173	100.0%

Total Ethnicity Representation

Category	#	% of Non-sworn
White	119	68.8%
Black	12	6.9%
Hispanic	26	15.0%
Asian	8	4.6%
Hawaiian/Pacific Islander	1	0.6%
American Indian	-	0.0%
Two or More Races	7	4.0%

Total Gender Representation

Category	Gender	#	% of Non-sworn
All Ranks	Male	46	26.6%
	Female	127	73.4%

Aurora Police Department: All Employees

2023 First Quarter Affirmative Action Report

Ethnicity/Gender Representation

WM	510	59.3%
BM	32	3.7%
HM	73	8.5%
AM	17	2.0%
H/PM	1	0.1%
AIM	5	0.6%
2+M	19	2.2%
U	1	0.1%
WF	129	15.0%
BF	15	1.7%
HF	33	3.8%
AF	9	1.0%
H/PF	1	0.1%
AIF	1	0.1%
2+F	14	1.6%
TOTALS	860	100.0%

Ethnicity Representation

White	641	74.5%
Black	47	5.5%
Hispanic	106	12.3%
Asian	26	3.0%
Hawaiian/Pacific Islander	2	0.2%
American Indian	6	0.7%
Two or More Races	33	3.8%
Unidentified	1	0.1%

Gender Representation

Male	658	76.5%
Female	203	23.6%
Unidentified	1	0.1%

APPENDIX E

Job Title	Female	Male	African American FEMALE	African American MALE	American Indian or Alaskan Native FEMALE	American Indian or Alaskan Native MALE
DEPUTY FIRE CHIEF	1	2				
ENGINEER	4	49			2	1
ENGINEER 8HR	1	3				
FIRE BATTALION CHIEF	1	10			1	
FIRE CAPTAIN	1	17				
FIRE CAPTAIN -8 HOUR		8				
FIRE CHIEF		1			1	
FIRE COMMANDER		1			1	
FIRE COMMANDER EMERG		1	1			
FIRE COMMANDER MEDIC	1					
FIRE COMMANDER TRAIN		1				
FIRE LIEUTENANT		33			3	
FIRE LIEUTENANT -8 H	1	10				
FIREFIGHTER I 24 HR	5	39			2	1
FIREFIGHTER I 8 HOUR		8				
FIREFIGHTER II 24 HO	3	18			1	
FIREFIGHTER III 24 H	1	32			1	
FIREFIGHTER IV 24 HO		8				
FIREFIGHTER IV-8 HOU	6	24	1			
INVENTORY CONTROL TE		1				
MANAGEMENT ASSISTANT	1					
SR FIRE INSPECTOR		1				
SR PROGRAM SPECIALIS	1	1				
TECHNICIAN	7	88			3	
TECHNICIAN 8 HR		1				
TECHNICIAN 8 HR POSI	3	10	1			
	37	367	3	15	0	2

Asian FEMALE	Asian MALE	Caucasian FEMALE	Caucasian MALE	Hispanic or Latino FEMALE	Hispanic or Latino MALE	Native Hawaiian or Pacific Islander FEMAL	Native Hawaiian or Pacific Islander MALE
		1	2				
		4	39		3		2
		1	3				
		1	9				
	1	1	14		2		
			7				
			1				
		1					
	1		1		2		
		1	25		1		
	2	5	8		6		1
		3	25		2		
		1	6		2		1
	1	1	13				
			26				
			6				
	2	5	13		4		1
			1				
		1	1		1		
		6	71	1	7		1
			1				
		2	8		1		
0	7	33	280	1	31	0	6

Two or more races FEMALE	Two or more races MALE	Grand Total
		3
	2	53
		4
		11
		18
	1	8
		1
		1
		2
		1
		1
	2	33
	1	11
	2	44
		8
	1	21
	4	33
	2	8
	3	29
		1
1		1
		1
		2
	6	95
		1
	1	13
1	25	404

Job Title	Female	Male	African	African	American	American	Asian	Asian
			American	American	Indian or	Indian or		
			FEMALE	MALE	Alaskan	Alaskan	FEMALE	MALE
					Native	Native		
			FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
CADET FIREFIGHTER IV		2						
DEPUTY FIRE CHIEF	1	2						
ENGINEER	3	46			2		1	
ENGINEER 8HR	1	6						
FIRE BATTALION CHIEF	1	10			1			
FIRE CAPTAIN		22						1
FIRE CAPTAIN -8 HOUR		6						
FIRE CHIEF		1			1			
FIRE COMMANDER		1			1			
FIRE COMMANDER EMERG		1						
FIRE COMMANDER MEDIC	1							
FIRE COMMANDER TRAIN		1						
FIRE LIEUTENANT		32			3			1
FIRE LIEUTENANT -8 H	1	13						
FIREFIGHTER I 24 HR	5	41			1		1	2
FIREFIGHTER I 8 HOUR	1	15			1			
FIREFIGHTER II 24 HO	2	27			2			1
FIREFIGHTER III - 8		1						
FIREFIGHTER III 24 H	1	22			1			
FIREFIGHTER IV 24 HO	6	23	1		1			1
FIREFIGHTER IV-8 HOU	5	37	1		1			1
TECHNICIAN	8	96			3			1
TECHNICIAN 8 HR POSI	4	7	1					
	40	412	3	18	0	2	0	8

Caucasian FEMALE	Caucasian MALE	Hispanic or Latino FEMALE	Hispanic or Latino MALE	Native Hawaiian or Pacific Islander FEMAL	Native Hawaiian or Pacific Islander MALE	Two or more races FEMALE	Two or more races MALE	Grand Total
								2
	2							2
1	2							3
3	36		4		1		2	49
1	5				1			7
1	9							11
	18		2				1	22
	5						1	6
								1
	1							1
1								1
	1							1
	24		2				2	32
1	11		1				1	14
5	28		6		2		1	46
1	12		2					16
2	21						3	29
	1							1
1	15		3				3	23
5	14		2		1		4	29
4	24		4				7	42
7	75	1	8		1		8	104
3	6		1					11
								0
36	310	1	35	0	6	0	33	452

Job Title	Female	Male	African American FEMALE	African American MALE	American Indian or Alaskan Native FEMALE	American Indian or Alaskan Native MALE	Asian FEMALE	Asian MALE	
ADMINISTRATIVE SPECI		1							
ASSIST DIR OF FIRE M		1							
BUSINESS SYSTEM ANAL		1							
CADET FIREFIGHTER IV		3							
COMMUN ENGAGEMT ADM	1								
DEPUTY FIRE CHIEF	1	2							
ENGINEER	4	46			2		1		
ENGINEER 8HR		2							
FINANCIAL SUPPORT SP	2								
FIRE BATTALION CHIEF	1	9			1				
FIRE CAPTAIN		24			1			1	
FIRE CAPTAIN -8 HOUR		6							
FIRE CHIEF		1			1				
FIRE COMMANDER		1			1				
FIRE COMMANDER TRAIN		1							
FIRE INSPECTOR	2								
FIRE INSPECTOR I	1	1							
FIRE LIEUTENANT	1	36			2			1	
FIRE LIEUTENANT -8 H	1	12							
FIREFIGHTER I 24 HR	3	54			2		1	3	
FIREFIGHTER I 8 HOUR	1	6							
FIREFIGHTER II 24 HO	2	31			2				
FIREFIGHTER III 24 H	5	27		1				1	
FIREFIGHTER IV 24 HO	3	30		1	2			1	
FIREFIGHTER IV-8 HOU		1							
INVENTORY CONTROL TE		1							
MANAGEMENT ASSISTANT	1								
SR FIRE INSPECTOR		1							
SR PROGRAM SPECIALIS	1	1							
SUPERINTENDENT LEVEL		1							
TECHNICIAN	8	89		1	1			1	
TECHNICIAN 8 HR POSI	3	10			1				
	41	399		3	16	0	2	1	7

Caucasian FEMALE	Caucasian MALE	Hispanic or Latino FEMALE	Hispanic or Latino MALE	Native Hawaiian or Pacific Islander FEMAL	Native Hawaiian or Pacific Islander MALE	Two or more races FEMALE	Two or more races MALE	Grand Total
		1						1
		1						1
		1						1
		2					1	3
1								1
1	2							3
4	35		4		2		2	50
	2							2
1		1						2
1	8							10
	19			2			1	24
	5						1	6
								1
	1							1
1						1		2
1	1							2
1	29		2				2	37
1	10		1				1	13
3	40		5		1		2	57
1	5		1					7
2	23		1				5	33
4	16		4		1		5	32
2	22		1				4	33
			1					1
	1							1
						1		1
			1					1
1	1							2
	1							1
7	71		10				6	97
2	7	1					2	13
34	304	2	33	0	4	2	32	440

Job Title	Female	Male	African American FEMALE	African American MALE	American Indian or Alaskan Native FEMALE	American Indian or Alaskan Native MALE
ADMINISTRATIVE SPECI	1					
ASSIST DIR OF FIRE M		1				
BUSINESS SYSTEM ANAL		1				
CADET FIREFIGHTER IV		3				
COMMUN ENGAGEMT ADM	1					
DATA ANALYST		1				
DEPUTY FIRE CHIEF	1	1				
ENGINEER	4	47			1	1
ENGINEER 8HR		2			1	
FINANCIAL SUPPORT SP	2					
FIRE BATTALION CHIEF		13			1	
FIRE CAPTAIN		24				
FIRE CAPTAIN -8 HOUR		9			1	
FIRE CHIEF		1			1	
FIRE COMMANDER		1			1	
FIRE COMMANDER EMERG		1				
FIRE COMMANDER MEDIC	1					
FIRE COMMANDER TRAIN		1				
FIRE INSPECTOR I	4	1			1	
FIRE LIEUTENANT	1	35			1	
FIRE LIEUTENANT -8 H	2	14				
FIREFIGHTER I 24 HR	6	82			4	1
FIREFIGHTER I 8 HOUR		1				
FIREFIGHTER II 24 HO	5	44	1		2	
FIREFIGHTER III - 8	2	1	1			
FIREFIGHTER III 24 H	2	20				
FIREFIGHTER IV-8 HOU	1	13			2	
INVENTORY CONTROL TE		1				
RESCUE TECH - 24 HR		2				
SR BUILDING INSPECTO		1				
SR PROGRAM SPECIALIS		1				
TECHNICIAN	9	94	1		2	
TECHNICIAN 8 HR POSI		3				
	42	419	3	18	0	2

Asian FEMALE	Asian MALE	Caucasian FEMALE	Caucasian MALE	Hispanic or Latino FEMALE	Hispanic or Latino MALE	Native Hawaiian or Pacific Islander FEMAL	Native Hawaiian or Pacific Islander MALE	Two or more races FEMALE
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		1						
				1				
				1				
		1		2				
			1					
			1	1				
			4	37		4		2
				1				
			1		1			
				12				
	1			18		3		
				7				
				1				
			1					
			3					1
	1		1	28		4		
			2	11		1		
	3		6	59		9		1
				1				
	2		4	28		5		1
			1	1				
			2	14		4		
			1	10		1		
				1				
				2				
				1				
				1				
	1		7	76	1	8		

0	9	36	315	2	39	0	4	1
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Two or more races MALE	Grand Total
	1
	1
	1
	3
	1
1	1
	2
2	51
	2
	2
	13
2	24
1	9
	1
	1
	1
	1
	5
1	36
2	16
5	88
	1
6	49
	3
2	22
	14
	1
	2
	1
	1
7	103
3	3
<hr/>	<hr/>
32	461

Job Title	Female	Male	African American FEMALE	African American MALE	American Indian or Alaskan Native FEMALE	American Indian or Alaskan Native MALE
ADMINISTRATIVE SPECI	2			1		
BACKGROUND INVESTIGA						1
BUILDING INSPECTOR S						1
BUSINESS SYSTEM ANAL						1
CADET FIREFIGHTER IV						3
DEPUTY FIRE CHIEF					1	
EMERGENCY SERVICES C	1	1				
ENGINEER	2	32			3	1
ENGINEER 8HR		1				
ENGINEER 8HR P	1	1				
ENGINEER P	1	24				
FINANCIAL SUPPORT SP	2					
FIRE BATTALION CHIEF		12			1	
FIRE CAPTAIN		6				
FIRE CAPTAIN -8 HOUR		1				
FIRE CAPTAIN P		20				
FIRE CAPTAIN-8 HOUR		6				
FIRE CHIEF		1			1	
FIRE COMMANDER		1				
FIRE COMMANDER EMERG		1				
FIRE COMMANDER MEDIC	1					
FIRE COMMANDER TRAIN		1				
FIRE INSPECTOR I	4	1			1	
FIRE LIEUTENANT		8			1	
FIRE LIEUTENANT -8 H	2	13				
FIRE LIEUTENANT P	1	27				
FIRE LIEUTENANT P 24 HR	10	173	2	3		2
FIREFIGHTER I 8 HOUR	1	6			1	
FIREFIGHTER II - 8 H	1		1			
FIREFIGHTER II 24 HO	3	37			2	
FIREFIGHTER III 24 H		11				
FIREFIGHTER IV 24 HO		8			1	
FIREFIGHTER IV-8 HOU		6			1	
INVENTORY CONTROL SP		1				
MANAGEMENT ASSISTANT	1					
MANAGER OF BUSINESS		1				
MANAGER OF COMMUNITY	1					
	42	409	4	18	0	3

Asian FEMALE	Asian MALE	Caucasian FEMALE	Caucasian MALE	Hispanic or Latino FEMALE	Hispanic or Latino MALE	Native Hawaiian or Pacific Islander FEMAL	Native Hawaiian or Pacific Islander MALE	Two or more races FEMALE
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1

1

1

1

1

2

2

1

1

1

2

25

1

1

1

1

1

17

3

2

1

1

11

5

1

1

13

4

5

1

1

1

1

2

1

5

1

2

12

1

23

3

3

1

120

1

17

2

1

3

1

3

27

2

7

4

7

1

3

1

1

1

1

1

0

9

34

307

2

38

0

4

0

Two or more races MALE	Grand Total
	2
	1
	1
	1
	3
	3
	2
1	34
	1
	2
2	25
	2
	12
1	6
	1
2	20
1	6
	1
	1
	1
	1
2	5
	8
1	15
1	28
14	171
2	7
	1
5	40
	11
	8
	6
	1
	1
	1
	1
	0
32	451

Job Title	Female	Male	African American FEMALE	African American MALE	American Indian or Alaskan Native FEMALE	American Indian or Alaskan Native MALE
Cadet Firefighter IV-8 Hours		1				
Deputy Fire Chief		3			1	
Engineer	3	30			2	1
Engineer 8hr		2				
Engineer 8hr P		1				
Engineer P	2	24				
Fire Battalion Chief		11			1	
Fire Battalion Chief 8HR		4				
Fire Captain		6				
Fire Captain -8 Hour Position		3				
Fire Captain P		18				
Fire Captain-8 Hour Position P		6				
Fire Chief		1				
Fire Commander 8HR	1	2				
Fire Inspector	2					
Fire Lieutenant		9			1	
Fire Lieutenant -8 Hour P	2	11				
Fire Lieutenant P	3	27	1			
Firefighter I 24 Hr	7	89	1		4	
Firefighter I 24 Hr P	9	116	1		2	
Firefighter I 8 Hour	1	2				
Firefighter I 8 Hour P		6			1	
Firefighter II 24 Hour		9			1	
Firefighter II 8 Hour		1				
Firefighter III 24 Hour	1	13				
Firefighter IV 24 Hour	1	13				
Firefighter IV-8 Hours	1	8				
	33	416	3	10	0	0

Asian FEMALE	Asian MALE	Caucasian FEMALE	Caucasian MALE	Hispanic or Latino FEMALE	Hispanic or Latino MALE	Native Hawaiian or Pacific Islander FEMAL	Native Hawaiian or Pacific Islander MALE	Two or more races FEMALE
-----------------	---------------	---------------------	-------------------	---------------------------------	-------------------------------	-------------------------------------------------------	------------------------------------------------------	-----------------------------------

				1				
				2				
		1	3	24		1		
				2				
				1				
			2	17		3		2
				8		1		
				4				
				5		1		
				2				
		1		13		2		
				5		1		
			1	2				
			1					1
	1			6		1		
			2	9		2		
			2	24				
		3	6	59		13		1
		2	7	91	1	13		1
			1	2				
				4				
	1			7				
				1				
			1	10		2		
	1		1	10		2		
			1	8				

0 9 25 290 1 41 0 4 1

Two or more races MALE	Choose not to Identify (United States of America)	Grand Total
		1
		3
1		33
		2
		1
2		26
1		11
		4
		6
1		3
2		18
		6
		0
		3
		2
		9
		13
3		30
9		96
6	1	125
		3
1		6
		9
		1
1		14
		14
		9
26	1	449