



Board Appointment Form

City Clerk's Office

Appointing Office	Deanna Maldonado-Rocha, District 3
Agenda Placement	Consent
Date of Council Meeting	01/20/26
Name of Board	Civil Service Commission
Agenda Posting Language	
Jeffrey Dan (JD) Cotham to the Civil Service Commission by Representative Deanna Maldonado-Rocha, District 3.	
Appointment Type	Regular
Member Qualifications	
Various position experience and served 20+ years in the El Paso Police Department.	
Nominee Name	Jeffrey Dan Cotham
Nominee Email Address	
Nominee Residential Address	
Nominee Primary Phone Number	+1 (915)
Residing District	District 3
City Employed Relatives	N/A
Board Membership	
N/A	
Real estate owned in El Paso County	
Previous Appointee	Leticia Arreola
Reason for Vacancy	Term Expired
Date of Appointment	01/20/26
Term Begins On	02/01/25
Term Expires On	01/31/28
Term	First Term

JEFFREY DAN COTHAM, MPA

El Paso,, [REDACTED]

PROFESSIONAL SUMMARY

Dynamic and results-driven Police Sergeant with extensive experience at the El Paso Police Department. Proven problem-solving abilities and strong communication skills led to successful management of major operations and training initiatives. Adept at analytical thinking, I consistently enhanced team performance and operational efficiency while maintaining confidentiality in sensitive investigations.

SKILLS

- Active listening
- Problem-solving
- Communication
- Analytical and critical thinking
- Networking

EXPERIENCE

Police Sergeant December 2016 - April 2018

El Paso Police Department | El Paso, TX

- Managed major field operations to apprehend suspects and end ongoing threats.
- Conducted roll calls to inform officers of pertinent information.
- Supervised patrol officers protecting and serving designated public areas.
- Led training sessions to ensure officer knowledge and skill development.

Criminal Investigations Detective July 2009 - December 2016

El Paso Police Department | El Paso

Internal Affairs Investigator July 2006 - July 2009

El Paso Police Department | El Paso, TX

- Documented all aspects of investigations thoroughly for future reference.
- Maintained confidentiality of sensitive information at all times.
- Obtained facts or statements from complainants, witnesses and accused persons and recorded interviews using recording devices.
- Managed multiple cases simultaneously while ensuring deadlines were met.
- Attended conferences and training sessions to stay current on industry best practices and emerging technologies in investigative work.
- Analyzed records and interviewed witnesses and persons of interest to verify or obtain evidence.

Patrol Officer May 1998 - July 2006

El Paso Police Department | El Paso, TX

- Protected secured areas against unauthorized persons and criminal activities.
- Patrolled the City of El Paso to prevent, identify and investigate illegal activities.
- Responded to dispatch requests for police presence, including accidents, emergency response and complaints of illegal activity.

- Oversaw accident sites, investigating causes, assisting victims and maintaining safe traffic flow.
 - Protected investigations by securing crime scenes and collecting vital evidence, consistently following the proper procedures for documenting findings.
- Police Cadet

October 1997 - April 1998

El Paso Police Department | El Paso, TX

 - Developed interpersonal skills through regular interaction with diverse groups of individuals.
 - Supported event planning efforts for ceremonies, parades, conferences, or social functions.
 - Utilized time management skills to balance academic, military, and personal commitments effectively.
 - Practiced public speaking by giving briefings and presentations during class or special events.
 - Completed coursework in subjects such as leadership, ethics, and military history.
 - Attended daily training sessions to improve physical fitness and learn military tactics.
- Yard Switcher

December 1995 - October 1997

Union Pacific Railroad | El Paso, TX

 - Delivered exceptional customer service to bolster strong relationships and build positive experiences.
 - Performed manual labor tasks to detailed instructions from supervisors.
 - Identified issues and solutions to eliminate backlog and maximize workflows.
 - Collaborated positively with peers and other staff members to maintain friendly, supportive, and cooperative work atmosphere.
- Operations Sergeant

July 1994 - October 1995

United States Army | FortBliss, TX

 - Served as point of contact for interdepartmental requests related to operations management.
 - Addressed any issues or concerns that arose during daily operations in timely manner.
 - Implemented new processes and procedures to improve operational performance.
 - Supervised team of personnel responsible for carrying out operational tasks.
 - Developed and maintained relationships with key stakeholders, both internal and external.
- Regimental Tactical Sergeant

August 1991 - July 1994

United States Military Academy | West Point, NY

 - Offered to assist with additional tasks to keep projects on-task and meet tight deadlines.
 - Organized files and records and handled other support tasks, freeing up managers to take on more pressing responsibilities.
 - Collaborated positively with peers and other staff members to maintain friendly, supportive, and cooperative work atmosphere.
 - Served in prior US Army positions from 1974 to 1991.

EDUCATION		
Master of Public Adminstration - Human Resources		May 1994
John Jay College, City University of New York, New York, New York		
Bachelor of Science (B.S.) - Manangement		May 1991
Park University, Parkville, Missouri		

- Graduated Magna Cum Laude
- Graduated with 3.69 GPA

Associate in Applied Science (A.A.S.) - General Management
El Paso Community College, El Paso, TX

December 1985

LANGUAGE

Korean
Conversational

Spanish
Conversational

FORMER TRUSTEE EL PASO FIRE AND POLICE PENSION

Served from 2011 to 2018, resigned due to retirement from EPPD in April, 2018

MASTER PEACE OFFICER - STATE OF TEXAS

Recognized as a Master Peace Officer by Texas Commission on Law Enforcement - 2005

TEXAS POLICE INSTRUCTOR CERTIFICATION

Obtained Texas Police Instructor Certificate from the Texas Commission on Law Enforcement - 2003

FORMER WEST POINT AND PARK UNIVERSITY INSTRUCTOR

Former part time university instructor at West Point, New York (1991 to 1995) and Park University campus in El Paso TX (1995 to 2015)