

# City of Phoenix

*Meeting Location:  
City Council Chambers  
200 W. Jefferson St.  
Phoenix, Arizona 85003*



**City of Phoenix**

## **Agenda**

**Wednesday, April 1, 2026**

**10:00 AM**

**City Council Chambers**

### **Public Safety and Justice Subcommittee**

*Councilman Kevin Robinson, Chair  
Councilwoman Betty Guardado  
Councilwoman Ann O'Brien  
Councilman Jim Waring*

## OPTIONS TO ACCESS THIS MEETING

Virtual Request to speak at a meeting:

- Register online by visiting the City Council Meetings page on phoenix.gov at least 2 hours prior to the start of this meeting. Then, click on this link at the time of the meeting and join the Webex to speak:

<https://phoenixcitycouncil.webex.com/phoenixcitycouncil/j.php?MTID=m426bc38e26d49e58870a67ec472e009a>

- Register via telephone at 602-262-6001 at least 2 hours prior to the start of this meeting, noting the item number. Then, use the Call-in phone number and Meeting ID listed below at the time of the meeting to call-in and speak.

In-Person Requests to speak at a meeting:

- Register in person at a kiosk located at the City Council Chambers, 200 W. Jefferson St., Phoenix, Arizona, 85003. Arrive 1 hour prior to the start of this meeting. Depending on seating availability, residents will attend and speak from the Upper Chambers, Lower Chambers or City Hall location.

- Individuals should arrive early, 1 hour prior to the start of the meeting to submit an in-person request to speak before the item is called. After the item is called, requests to speak for that item will not be accepted.

At the time of the meeting:

- Watch the meeting live streamed on phoenix.gov or Phoenix Channel 11 on Cox Cable, or using the Webex link provided above.

- Call-in to listen to the meeting. Dial 602-666-0783 and Enter Meeting ID 2553 920 2600# (for English) or 2556 791 9969# (for Spanish). Press # again when prompted for attendee ID.

- Watch the meeting in-person from the Upper Chambers, Lower Chambers or City Hall depending on seating availability.

Para nuestros residentes de habla hispana:

- Para registrarse para hablar en español, llame al 602-262-6001 al menos 2 horas antes del inicio de esta reunión e indique el número del tema. El día de la reunión, llame al 602-666-0783 e ingrese el número de identificación de la reunión 2556 791 9969#. El intérprete le indicará cuando sea su turno de hablar.

- Para solamente escuchar la reunión en español, llame a este mismo número el día de la reunión (602-666-0783; ingrese el número de identificación de la reunión 2556 791 9969#). Se proporciona interpretación simultánea para nuestros residentes durante todas las reuniones.

- Para asistir a la reunión en persona, vaya a las Cámaras del Concejo Municipal de Phoenix ubicadas en 200 W. Jefferson Street, Phoenix, AZ 85003. Llegue 1 hora antes del comienzo de la reunión. Si desea hablar, regístrese electrónicamente en uno de los quioscos, antes de que comience el tema. Una vez que se comience a discutir el tema, no se aceptarán nuevas solicitudes para hablar. Dependiendo de cuantos asientos haya disponibles, usted podría ser sentado en la parte superior de las cámaras, en el piso de abajo de las cámaras, o en el edificio municipal.

Miembros del público pueden asistir a esta reunión en persona. El acceso físico al lugar de la reunión estará disponible comenzando una hora antes de la reunión.

## **CALL TO ORDER**

## **000 CALL TO THE PUBLIC**

## **CONSENT ACTION (ITEM 1)**

- 1      **Potential Updates to Phoenix City Code Chapter 8: Animals**      **Page 6**

**INFORMATION AND DISCUSSION (ITEMS 2-3)**

- 2      **Downtown Operations Unit Overview**      **Page 7**

- 3      **Phoenix Community Court Update**      **Page 12**

*Attachments*

[ATTACHMENT A - Community Court Handout YTD 1.24 - 2.26.pdf](#)

**MINUTES OF MEETINGS (ITEM 4)**

- 4      **Minutes of the Public Safety and Justice Subcommittee Meeting**      **Page 15**

*Attachments*

[PSJ 3.4.26 Minutes Final Draft.pdf](#)

**INFORMATION ONLY (ITEMS 5-8)**

- 5      **Laveen Radio Tower Update - District 7**      **Page 19**

- 6      **Fire Staffing and Response Time Report**      **Page 21**

*Attachments*

[Item 4 - Fire Staffing and Response Time Update.pdf](#)

7 **Community Assistance Program (CAP) Expansion** **Page 48**

*Attachments*

[Community Assistance Expansion and Implementation Report - April 2026 \(1\).pdf](#)

8 **Phoenix Police Department Recruitment, Hiring and Attrition Update** **Page 54**

*Attachments*

[Attachment A - April 2026 \(January 2026 Data\) PSJ Report](#)

**000 CALL TO THE PUBLIC**

**FUTURE AGENDA ITEMS**

**ADJOURN**

For further information or reasonable accommodations, please call the City Council Meeting Request line at 602-262-6001. 7-1-1 Friendly.

Persons paid to lobby on behalf of persons or organizations other than themselves must register with the City Clerk prior to lobbying or within five business days thereafter, and must register annually to continue lobbying. If you have any questions about registration or whether or not you must register, please contact the City Clerk's Office at 602-534-0490.

**Members:**

Councilman Kevin Robinson, Chair  
Councilwoman Betty Guardado  
Councilwoman Ann O'Brien  
Councilman Jim Waring



## Potential Updates to Phoenix City Code Chapter 8: Animals

This item is to provide the Public Safety and Justice Subcommittee the ability to direct staff to review and draft potential updates to Phoenix City Code Chapter 8: Animals and to return to the subcommittee with recommendations for amendments.

### **THIS ITEM IS FOR CONSENT ACTION.**

#### **Summary**

This item, if approved, directs staff to review Chapter 8 of the Phoenix City Code and draft potential updates. These potential updates include:

- Updating Chapter 8 regarding requirements for adequate exercise space.
- Updating Chapter 8 to further define lawful restraint of a dog or other animal.
- Updating Chapter 8 to further clarify and define what is considered extreme weather conditions.
- Any other recommendations identified by staff as part of this review.

#### **Concurrence/Previous Council Action**

On June 14, 2023, the Public Safety and Justice Subcommittee recommended the City Council amend the City's Animal Ordinance.

On June 28, 2023, the City Council amended Phoenix City Code, Chapter 8 Animals, sections 8-1 and 8-3.

#### **Responsible Department**

This item is submitted by Assistant City Manager Lori Bays and the City Manager's Office.



## Downtown Operations Unit Overview

This report provides the Public Safety and Justice Subcommittee an overview of the Phoenix Police Department's Downtown Operations Unit.

### **THIS ITEM IS FOR INFORMATION AND DISCUSSION.**

#### **Summary**

The Downtown Operations Unit (DOU) was originally created to address the rapidly growing downtown core of the City of Phoenix. The addition of multiple sports and entertainment venues, restaurants, businesses and permanent residences necessitated a more centralized focus on crime suppression, community policing, and special event management.

DOU is assigned to cover the "Downtown Core," which is defined as being bound by 7th Avenue to the west, 7th Street to the east, the railroad tracks north of Lincoln Street to the south and Moreland Street to the north. This footprint encompasses City of Phoenix buildings, local and county courthouses, sport and event arenas, hotels and residences, and many commercial businesses.

#### Unit Staffing

The Downtown Operations Unit is currently comprised of:

- Police Commander
- Three Lieutenants
- 12 Sergeants
- 50 Officers
- 20 Police Assistants
- 8 Municipal Security Guards

#### Downtown Shift 3 Squad

On June 1, 2025, the Downtown Operations Unit began a Crime Suppression Pilot Program during Shift 3 hours to focus specifically on the late evening activity generated by the numerous restaurants and active downtown nightlife. This pilot squad was responsible for calls for service and business and community engagement in the

downtown area during the Shift 3 overnight hours to alleviate the need for response from the Central City Precinct officers when DOU personnel were not on-duty. This Pilot Program was an immediate success and the new X91 Shift 3 Squad went live on August 20, 2025. This squad operates Wednesday through Saturday, from 6 p.m. to 4 a.m. with one sergeant and four officers. Since implementing this new third shift squad, it has made an immediate impact in addressing calls for services while enhancing business and community engagement. The X91 Squad has produced the following results from August 1, 2025 - February 15, 2026:

- 88 Arrests
- 240 Incident Reports taken
- 54 Citations issued
- 6 Traffic accidents investigated
- 5 Firearms recovered

In 2026, the Department's goal is to designate an additional squad to these efforts, which would give DOU 24/7 coverage downtown. DOU will continue to evaluate and make any necessary adjustments as needed.

#### Collaboration with Central City Precinct

In August 2025, the Central City Precinct officially assumed responsibility for the Downtown Shelter area. Prior to August, this was a function assigned to the Downtown Operations Unit, but was outside DOU's Downtown Core area of responsibility. In the months leading up to this transition, DOU staff worked closely with Central City Precinct's Walking Beat Squad, Neighborhood Enforcement Team (NET), Community Action Officers (CAO) and 3rd Shift patrol squads to provide training on responsibilities and expectations, including interacting with people experiencing homelessness. Previously under DOU, the Shelter area was staffed with only one-two officers due to manpower shortages and only during 1st and 2nd shifts with precinct personnel covering the area during Shift 3 hours. This transition provided a more effective and efficient use of personnel and resources from the precinct to address this area, while bringing the areas of responsibility for DOU and the Precinct into proper alignment. Central City has more resources available to work the shelter area by utilizing their Walking Beat squad, NET squad, CAO squad, 3rd shift patrol squads.

#### First Friday Events

Another component to this realignment included the Downtown Operations Unit taking over the planning and event management for the monthly First Friday events along Roosevelt Row. This event is located within the DOU footprint. The transitional handoff from Central City Precinct to the Downtown Operations took place in June 2025. Since then, the First Friday event has continued to see steady growth in attendance, and

with that, the need for increased security to safely manage this event. DOU has continued to partner with the Community and businesses along Roosevelt Row and has made a series of adjustment each month. These adjustments included adding additional officers, but also re-designing the staffing personnel deployment model in a more efficient manner. Adjustments to the traffic and barricade plan have assisted in providing safer pedestrian passage during the event as well as expediting egress at the conclusion of the event. Working with event staff, the conclusion of the event was moved from 10 p.m. to 9 p.m. to aid vendors and Police in clearing the venue more quickly and with less impact to the surrounding community. What started as a small community event drawing 15,000 attendees requiring approximately 30 officers has grown significantly with the February 6, 2026, event drawing the largest attendance to date of more than 35,000 people requiring approximately 160 police personnel to manage. DOU and the Police Department will continue monitor these events closely and make necessary adjustment as needed.

#### Public Safety Response Team (PSRT)

The DOU commander and Event Lieutenant were assigned to working groups that focused on updating policy and training related to PSRT and First Amendment demonstrations. They served as subject matter experts and helped guide policy to align with current national best practices and the current capabilities of Phoenix Police. The PSRT deployment model was modified to increase the mobility and flexibility of PSRT operations. This included:

- Creating smaller squads that are more agile and self-sufficient.
- Implementing a more layered and methodical approach to deploying PSRT resources.
- Modified law enforcement focus from enforcement to more of a First Amendment support function utilizing enforcement or the appearance of enforcement as a last resort.
- Implemented an introductory PSRT class to the Post Academy curriculum.
- Developed and presented PSRT training for supervisors during the annual supervisor's retreat.
- Developed web-based video training addressing PSRT operations and expectations, First Amendment rights, First Amendment best practices for patrol officers and supervisors.
- Currently working with the academy on PSRT and First Amendment training for the 2026 annual module.
- Updated the annual PSRT recertification course whereas the classroom portion provides policy updates, deployment model updates, national trends and best practices, and current applicable case law. The scenarios are more realistic and properly align with current policy and standard operating procedures for PSRT

operations.

### E-Bike Project

In an effort to enhance DOU's relationship with the downtown community, increase our visibility and patrols, DOU sought out E-bikes. Scottsdale Police and Tempe Police have had Police E-bikes for several years now and were instrumental in helping Phoenix create our E-bike program. Through donations from the Phoenix Police Foundation and other partners, including the Office of Councilwoman O'Brien, 10 E-bikes were purchased. Officers will use the bikes daily to patrol downtown and will focus on positive interactions with the community while also increasing visibility in areas such as parking garages and alleys with poor lighting. DOU is currently in the process of creating a block ownership map which will assign officers to clearly identified blocks downtown. They will be expected to develop relationships with the businesses in their area and address community concerns and crime trends that may arise.

### Special Events

The Downtown Operations Unit continues to manage all security and traffic control for the Arizona Diamondbacks, Phoenix Suns and Phoenix Mercury home games. During calendar year 2025, DOU was responsible for managing 434 special events and is currently on track to support more than 260 special events in 2026. These events range from local community events, conferences, First Amendment demonstrations and marches and concerts, to recent high-profile sporting events such as the Super Bowl, MLB All-Stars, NBA All-Stars, Men's NCAA Final Four and coming soon, the Women's NCAA Final Four tournament.

### Women's NCAA Final Four Preparation

The 2026 NCAA Women's Final Four will be in town from April 3 - 5, 2026. This event features two national semifinal games on Friday, followed by the championship game on Sunday. Other events scheduled in downtown include Tourney Town at the Phoenix Convention Center (with interactive games, giveaways, photo opportunities, basketball contests, food and licensed merchandise), Super Saturday Concert at Hance Park, and the Women's Final Four Bounce.

DOU has been participating as a member of the planning committee, along with other City of Phoenix departments, the NCAA, and the Phoenix Local Organizing Committee as essential partners. They are also working with the Homeland Defense Bureau to create staffing plans for all affected locations and positions requiring Police personnel, such as the Convention Center, Mortgage Matchup Center, team hotels and multiple traffic control positions. The goal is to develop a comprehensive staffing model that includes off-duty, on-duty, and Police Reserve Officers while remaining fiscally

responsible to minimize excess spending.

**Location**

7th Avenue to 7th Street, Lincoln Street to Moreland Street  
Council Districts: 7 and 8

**Responsible Department**

This item is submitted by Assistant City Manager Lori Bays and the Police Department.



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## Phoenix Community Court Update

This report provides an update to the Public Safety and Justice Subcommittee on Phoenix Community Court.

### **THIS ITEM IS FOR INFORMATION AND DISCUSSION.**

#### **Summary**

The Phoenix Community Court is a transformative justice initiative committed to creating long-term solutions for people experiencing homelessness that launched in January 2024. The Community Court is a collaborative effort between multiple City departments, including the Municipal Court, City Prosecutor’s Office, Public Defender’s Office, and the Office of Homeless Solutions. The City contracts with Community Bridges, Inc. (CBI) to provide vital case management and supportive services to participants.

Participants work with their case manager to develop a customized service plan to meet their needs. The customized service plan can include obtaining their vital documents, transportation, accessing emergency shelter, addressing mental health or substance use needs, connection to medical appointments, employment assistance, and obtaining housing while attending court and communicating with the Judge and Prosecutor about their steps forward. Upon achieving their customized service plan goals, the participant is considered for a graduation from the Community Court program. If the participant is not engaging in services or not taking steps forward in their customized service plan, the participant returns to regular court proceedings to determine the outcome of their case.

Since inception in 2024, Phoenix Community Court has served 804 participants, of which 214 participants graduated. The program currently has 251 active participants. Other Community Court participants concluded the program through case dismissal, pleading guilty with a reduced sentence, placement in other specialty courts, returned to regular court for non-compliance, or opted out of community court. For additional information, see **Attachment A**.

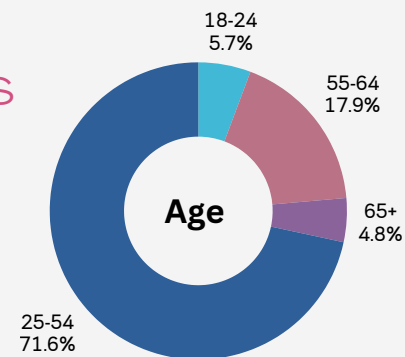
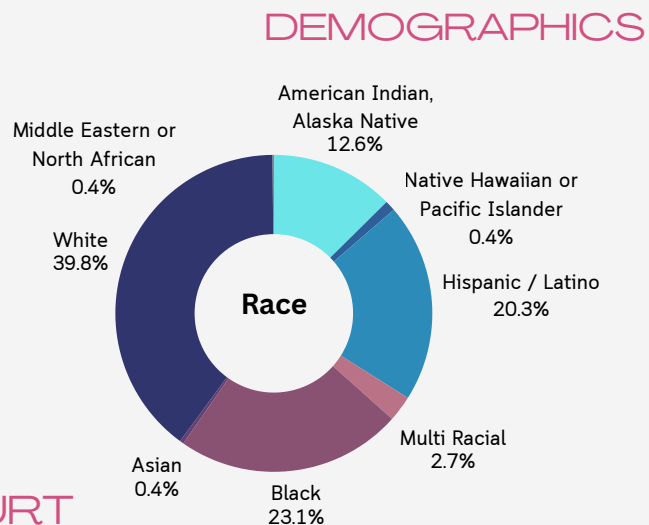
#### **Responsible Department**

This item is submitted by City Manager Ed Zuercher, Deputy City Managers Gina Montes and David Mathews, and the Law Department Prosecutor's Office, Public Defender's Office and Office of Homeless Solutions.

# ATTACHMENT A

# COMMUNITY COURT

## JANUARY 2024 - FEBRUARY 2026



## 554 CONCLUDED IN COMMUNITY COURT

- 214 graduations
- 32 cases dismissed
- 11 pled guilty with reduced sentence
- 29 placed in other specialty courts
- 43 returned to regular division for non-compliance
- 225 opted out of Community Court for regular division



100% experiencing homelessness at time of citation

86% experiencing homelessness at time of engagement

754 engaged with CBI

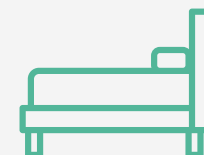


### COURT INFORMATION

- Community Court is held 2 times per week. Tue/Thurs
- 2883 scheduled appearances
- 18 recidivism after graduation

### SERVICES PROVIDED

- 231 identification and documents
- 358 connected to shelter and housing placement
- 98 connected to employment services
- 172 connected to mental health and substance use treatment



The City of Phoenix Community Court is a transformative justice initiative committed to creating long-term solutions for people experiencing homelessness. The Community Court is a collaborative effort between multiple City departments, including the Municipal Court, City Prosecutor's Office, Public Defender's Office, and the Office of Homeless Solutions.

For more information, contact Tanya Alegria, Community Court Program Manager, at [tanya.alegria@phoenix.gov](mailto:tanya.alegria@phoenix.gov).



## Minutes of the Public Safety and Justice Subcommittee Meeting

This item transmits the minutes of the Public Safety and Justice Subcommittee Meeting on March 4, 2026, for review, correction or approval by the Public Safety and Justice Subcommittee.

### **THIS ITEM IS FOR POSSIBLE ACTION.**

The minutes are included for review as **Attachment A**.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the City Manager's Office.

## Attachment A

### Phoenix City Council Public Safety and Justice (PSJ) Subcommittee Summary Minutes Wednesday, March 4, 2026

City Council Chambers  
200 W. Jefferson St.  
Phoenix, Ariz.

Subcommittee Members Present  
Councilman Kevin Robinson, Chair  
Councilwoman Ann O'Brien  
Councilman Jim Waring

Subcommittee Members Absent  
Councilmember Betty Guardado

#### **CALL TO ORDER**

Councilman Robinson called the Public Safety and Justice Subcommittee (PSJ) to order at 10:05 a.m. with Councilwoman O'Brien and Councilman Waring present. Councilwoman Guardado was absent.

#### **CALL TO THE PUBLIC**

None.

#### **MINUTES OF MEETINGS**

##### **1. Minutes of the Public Safety and Justice Subcommittee Meeting**

Councilwoman O'Brien made a motion to approve the minutes of the February 4, 2026 Public Safety and Justice Subcommittee meeting. Councilman Waring seconded the motion which passed unanimously, 3-0.

#### **INFORMATION AND DISCUSSION**

##### **2. Crime Lab Overview**

Police Department Assistant Director Judy Wolf and Crime Lab Administrator Benjamin Swanholm presented on the item.

Councilwoman O'Brien inquired why the City operated one of the few laboratories capable of testing gunshot residue.

Mr. Swanholm shared The City operated one of the few laboratories in the United States that conducted gunshot residue testing, and the only one in Arizona. He explained gunshot residue could disperse widely and was not always conclusive in determining whether an individual had fired a weapon, which contributed to the limited number of laboratories performing this analysis. The testing process required significant

time and resources, with a single test taking approximately 24 hours, reducing overall capacity. Mr. Swanholm added the testing was time-intensive, required significant resources, and was not always conclusive, but remained valuable to investigative teams.

Councilwoman O'Brien requested a follow up meeting from staff to learn more about the subject. She also asked whether the reported year-end total for the sexual assault kit backlog represented all cases completed in 2025 or the total number of cases completed across all years.

Mr. Swanholm clarified the graph represented year-end totals of the sexual assault kit backlog. At the end of 2025, the total shown reflected the number of kits still pending. Although the overall backlog was a little over 300 kits at the end of the previous month, three of those kits were currently being processed by the vendor. Councilwoman O'Brien requested a clarification on whether the graph reflected the full backlog, noting it did not include 2026 numbers.

Mr. Swanholm confirmed the current backlog totaled approximately 300 kits as of the end of February 2026.

Councilwoman O'Brien inquired about the laboratory's staffing levels, asking how many of the 170 positions were filled versus vacant, and requested information on the laboratory's turnover rate.

Mr. Swanholm reported the laboratory had approximately ten vacancies across multiple sections. He noted the laboratory's turnover rate averaged around 10 percent, with some disciplines experiencing higher turnover than others.

Councilwoman O'Brien reiterated the laboratory's turnover rate was about the same with comparable laboratories, with no indication it was higher or lower overall.

Mr. Swanholm noted the laboratory's 10 percent turnover rate was based on staff demographics and general organizational averages for a workforce of similar sizes. He clarified he was not aware, in the moment, of specific turnover averages for other forensic laboratories in Arizona or nationally.

Councilman Robinson asked about the approximate age of the 300 kits in the backlog and how they were prioritized for analysis.

Mr. Swanholm shared cases were prioritized based on their circumstances, such as arrests or court needs, and the goal was to process kits as they arrived. Vendor laboratories were required to return results within 90 days, after which the department needed an additional 30 to 60 days to complete reporting, depending on caseload.

Councilman Robinson inquired about how much of the crime laboratory employees' time was spent providing courtroom testimony.

Mr. Swanholm noted while an exact figure was not available at the moment, the laboratory tracked the number of hours spent on courtroom testimony monthly.

Councilman Robinson emphasized crime laboratory staff contributed significantly to major investigations over several decades and noted their responsibilities extended well beyond laboratory work to include providing courtroom testimony. Councilman Robinson thanked staff for their presentation.

**3. Downtown Operations Unit Update**

Item continued to a future meeting.

**4. Fire Staffing and Response Time Report**

Item continued to a future meeting.

**INFORMATION ONLY**

**5. Community Assistance Program (CAP) Expansion Implementation Report**

Item continued to a future meeting.

**6. Police Hiring, Recruitment and Attrition Monthly Update**

Item continued to a future meeting.

**CALL TO THE PUBLIC**

Channel Powd shared her concerns about pedestrian safety in District 8. She described delays in activation of the HAWK beacons on 33rd Street and Van Buren Street and at 36th Street and Van Buren Street, noting heavy pedestrian use and safety risks. She also reported recurring issues with the pedestrian signal at 28th Street and East Camelback Road, including the walk signal failing to illuminate and drivers ignoring pedestrian right-of-way. She expressed concerns about dangerous turning movements near Camelback Road and 26th Street and stated she had personally experienced several near-miss incidents. She added she had observed limited police enforcement in the Camelback and Esplanade area despite frequent safety hazards.

**FUTURE AGENDA ITEMS**

None

**ADJOURNMENT**

Chairman Robinson adjourned the meeting at 10:40 a.m.

Respectfully submitted,  
Dayana Rosas  
Management Fellow



## Laveen Radio Tower Update - District 7

Request to provide information to the Public Safety & Justice Subcommittee on the project scope for constructing a new radio tower and supporting infrastructure on a portion of the land on the future site of Fire Station 73 (FS73) in Laveen Village. No contracts or funds are requested for approval at this time. This project will be funded by impact fees and the general fund.

### **THIS ITEM IS FOR INFORMATION ONLY.**

#### **Summary**

The FS73 Laveen Radio Tower Project is a strategically planned initiative between the Information Technology Services and the Fire Department. The Laveen Radio Tower Project seeks to address known gaps in the public safety radio system in the southwest valley. Years of growth in the area and increased demand for emergency services have highlighted deficiencies in the radio system, including dead zones, negatively impacting public and first responder safety. For example, firefighters working in the area have cited deficiencies in the radio system, which have been confirmed by propagation studies. The new tower, in the proposed location, will address these known deficiencies and dead zones, facilitating significant enhancements in the ability to provide safe and efficient public safety services to the surrounding area.

The proposed new tower site will include:

- A block building to hold communications equipment,
- An 8-foot block wall with swing-style steel privacy gate,
- A truck-rated gravel drive,
- A 180-foot communications tower, and
- A generator for power backup.

This item has been reviewed and approved by the Information Technology Services Department.

#### **Public Outreach**

Information Technology Services staff performed the following community outreach

efforts in advance of the April 1st Public Safety and Justice Subcommittee meeting:

Staff sent notification letters via USPS informing residents within 600 feet of the proposed project site of the project's purpose and scope, and invited members of the community to attend the upcoming in-person community meetings.

Staff conducted two community meetings near the project site:

- Trailside Point Park, March 24, 2026, 5:00 p.m. to 6:00 p.m.
- Laveen Heritage Park, March 26, 2026, 5:00 p.m. to 6:00 p.m.

**Location**

NWC of 67th Avenue and Baseline Road.  
Council District 7

**Responsible Department**

This item is submitted by Assistant City Manager Lori Bays, Deputy City Manager David Mathews and the Fire and Information Technology Services Departments.



## Fire Staffing and Response Time Report

This item updates the Public Safety and Justice Subcommittee on the Fire Department's current staffing, hiring, community engagement, service demand, and patient transport activity.

### **THIS ITEM IS FOR INFORMATION ONLY.**

#### **Summary**

This report (**Attachment A**) and presentation (**Attachment B**) provide an update on the Fire Department's Key Performance Indicators related to:

- Sworn staffing levels
- Recruitment and hiring efforts
- Community engagement
- Emergency response times
- Overall demand for services
- Patient transport activity

#### Sworn Staffing

The Fire Department's HR team recruits, tests, and hires new firefighters throughout the year to maintain staffing levels and reduce vacancies. Considering the 14-week fire academy, strategic workforce planning is essential for managing attrition. The department is authorized for 2,059 sworn positions, which includes 134 positions funded through the Transaction Privilege Tax. Currently, 1,929 sworn positions are filled, including 63 recruits in the academy scheduled to graduate May 15, 2026. This milestone reflects the department's continued commitment to building its workforce and meeting its hiring target.

#### Recruitment Efforts

The Fire Department remains committed to maintaining optimal staffing levels and meeting the operational demands of our growing city by continuously recruiting, hiring, and training new firefighters. The Training Section plays a critical role in ensuring that each graduating firefighter is fully prepared to serve Phoenix's residents. In a significant modernization effort, the department has implemented online testing for

firefighter candidates, a first in its history. This transition has streamlined the application and testing process, improving efficiency for candidates while reducing administrative burdens associated with in-person testing logistics. Online testing also expands access to the eligibility list, thereby strengthening the department's ability to attract and evaluate a diverse, qualified candidate pool. The most recent online testing cycle yielded 1034 applicants and a notable increase in completion rates, with 5% growth from 2024 and 10% from 2023. To date, the department has successfully trained 136 new recruits in 2025, with an additional 63 currently in the academy. The second online testing cycle has been completed, with the application window running from January 5 to January 22, and the online testing period closing on January 26.

### Community Engagement

The Fire Department actively engages with the community through a robust social media presence and participation in public events, ensuring widespread outreach and communication. Over the last month, social media interactions have been significant, with Instagram reaching 661,470 video views and Facebook and X, generating almost 500,000 impressions. In February, the department strengthened its community connections by hosting and participating in key events, including PFD Recruit Information Sessions held at the Fire Training Academy, community events, and career fairs at local community colleges and high schools to encourage interest in fire service careers. Additionally, the department has leveraged billboard campaigns across the valley to promote firefighter recruitment and fire safety initiatives, including smoke alarms, heater safety, and drowning prevention efforts, reinforcing its commitment to public safety and education.

### Emergency Response Times

The Fire Department measures emergency response times from dispatch to on-scene arrival, using the National Fire Protection Association (NFPA) standards as benchmarks. Based on the 90th percentile response times, in February 2026, the first-arriving unit for Critical EMS citywide averaged 7 minutes and 16 seconds, exceeding the NFPA standard of 5 minutes. Citywide ambulance response times for Critical EMS arrived in 9 minutes and 14 seconds, meeting the AZDHS benchmark of 10 minutes. Efforts to improve response efficiency remain a top priority to align with national standards and optimize emergency services.

### Calls for Service

The Fire Department closely monitors emergency response activity levels to evaluate system performance and assess capacity for additional service. Historical data shows a steady increase in call volume each year, with a 4.5% rise from 2023 to 2024 and a 1.9% increase from 2024 to 2025. As of February 2026, the department responded to 38,015 incidents across the city, down from 40,041 in February 2025, which is a 5.06%

decrease.

Patient Transport Activity

The Fire Department has provided emergency transportation services for nearly forty years, with demand steadily rising. A three-year analysis of monthly average activity shows a consistent upward trend. In February 2026, the total number of patient transports reached 8,447, an increase of 465 from February 2025 and a 9.9% increase from February 2024, underscoring the continued need for additional emergency medical services and the importance of maintaining operational efficiency and effective resource management.

**Responsible Department**

This item is submitted by Assistant City Manager Lori Bays and the Fire Department.

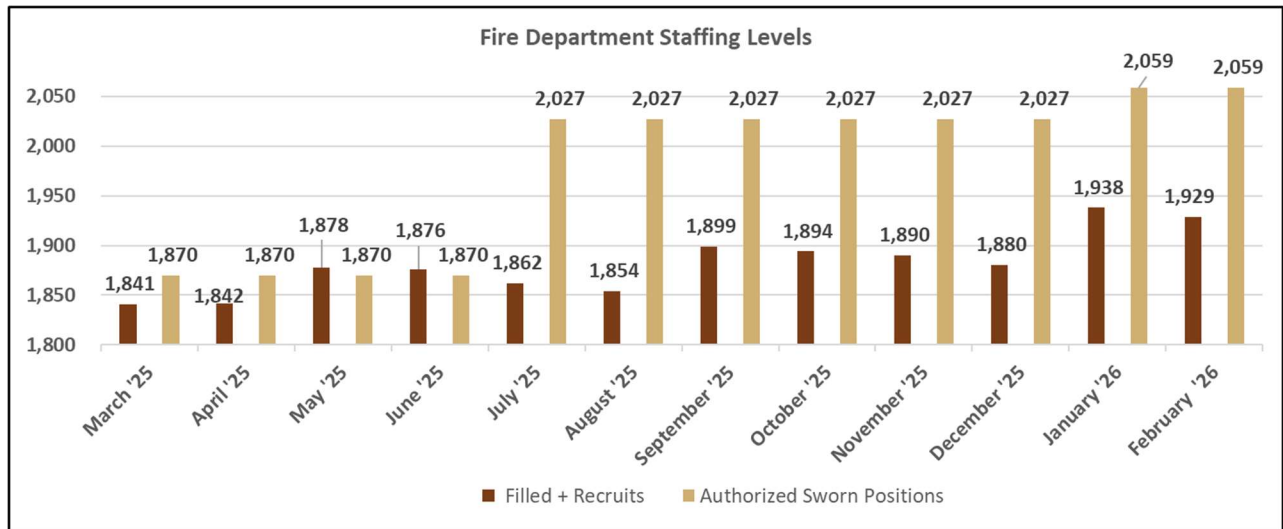


# Fire Staffing and Response Time Report March 2026

## Fire Department Staffing

Thanks to the continued prioritization and support of the Mayor and Council, as well as funding from Transaction Privilege Tax (TPT) revenues, the number of authorized sworn positions has continued to increase. The current number of authorized sworn positions increased by 32 on January 1, from 2,027 to 2,059.

The increase in authorized sworn positions is driving the department to move forward aggressively with accelerated recruit training academies to ensure these new roles are filled quickly and effectively. These academies are structured to align with the opening of new fire stations, the deployment of additional apparatus, and the procurement of critical equipment. In addition, supplemental sworn positions are being advanced to strengthen emergency transportation services (i.e., ambulances) across the City of Phoenix, addressing rising service demands and ensuring timely response to the community's needs.



Note: Report Data Through February 28, 2026.



## Firefighter Recruitment and Hiring

The Fire Department recruits, hires, and trains new firefighters year-round to meet staffing needs. The Training Section ensures that each graduating firefighter is fully prepared to serve the residents of Phoenix. Testing frequency is determined by the number of applicants and the number of available full-time positions to maintain a strong candidate pool. The department hosted the Recruit Entrance Written Exam, with approximately 803 candidates participating. The table below compares testing and recruits trained over the past five years.

Recruit Classes	Applicants	Applicants Tested	Selected for Interview	Recruits Trained
2026	1034	803	405	
2025	1267	765	516	136
2024	1105	600	407	154
2023	1271	730	467	135
2022	1445	921	634	68

### Online Recruitment Process

The Phoenix Fire Department officially transitioned from an in-person written exam to a fully online testing format for firefighter recruitment. The second online testing cycle has been completed, with the application window running from January 5 to January 22, and the online testing period closed on January 26.

This process requires candidates to complete two separate exams: a public safety general exam (approximately 224 questions) and a department-specific exam (100 questions based on the official study packet). Although written testing is now conducted online, the first- and second-round interviews still take place in person.

This new process takes place twice a year and is designed to offer greater flexibility and accessibility for applicants. By enabling remote testing over a longer window, candidates can better prepare and complete their exams at their convenience. The biannual schedule provides more frequent opportunities to apply, helping to streamline recruitment efforts and maintain a steady flow of qualified candidates for the department.



*Note: Report Data Through February 28, 2026.*

## Firefighter Recruit Training

The chart below outlines the progress and graduation dates for the 2026 recruit training academies. Enrollment in each session is maximized whenever possible, with space also reserved for students from regional partners. Final graduation numbers may vary as the process advances.

Recruit Class 25-3		47 Recruits	Graduated	01.09.2026
Recruit Class 26-1	Started January 2026	63 Recruits	Graduating	05.15.2026
Recruit Class 26-2	Starts June 2026	47 Recruits	Graduating	09.18.2026
Recruit Class 26-3	Starts September 2026	34 Recruits	Graduating	01.22.2027

## Community Engagement

The Fire Department actively engages with the community through social media and public events, ensuring consistent communication and outreach. The chart below presents key metrics on recent social media interactions and engagement levels for December.

	Posts	Interactions	Reach
Instagram Main PFD	31	23,997	661,470
Instagram Recruiting	9	6,060	140,227
Facebook	33	8,007	422,876
X (Twitter)	66	8,312	76,876
Nextdoor	2	20	7,321

**PFD Social Media Outreach - February 2026**

Community engagement extends beyond digital outreach to include social and community events, which are vital in strengthening connections with residents. The Fire Department actively hosts and participates in various events throughout the year to recruit new members, foster relationships, promote safety, and enhance public awareness. For more information on upcoming events and outreach programs, visit the Fire Department website:

<https://www.phoenix.gov/administration/departments/fire/community-outreach.html>.



*Note: Report Data Through February 28, 2026.*

## Response Times & Call Volumes

Response times are measured, monitored, and managed daily to maximize coverage and resource deployment. The National Fire Protection Association (NFPA) established response time standards for fire and emergency medical service delivery, and the Arizona Department of Health Services (AZDHS) established the response time standard for emergency transportation services.

The chart below displays response times by Council District for critical emergency medical service (EMS) incidents, including the first-arriving engine to a fire incident, the first-arriving ladder to a fire incident, ambulance response times for critical EMS, total incident call volume for each Council District, citywide totals, and the associated standard.

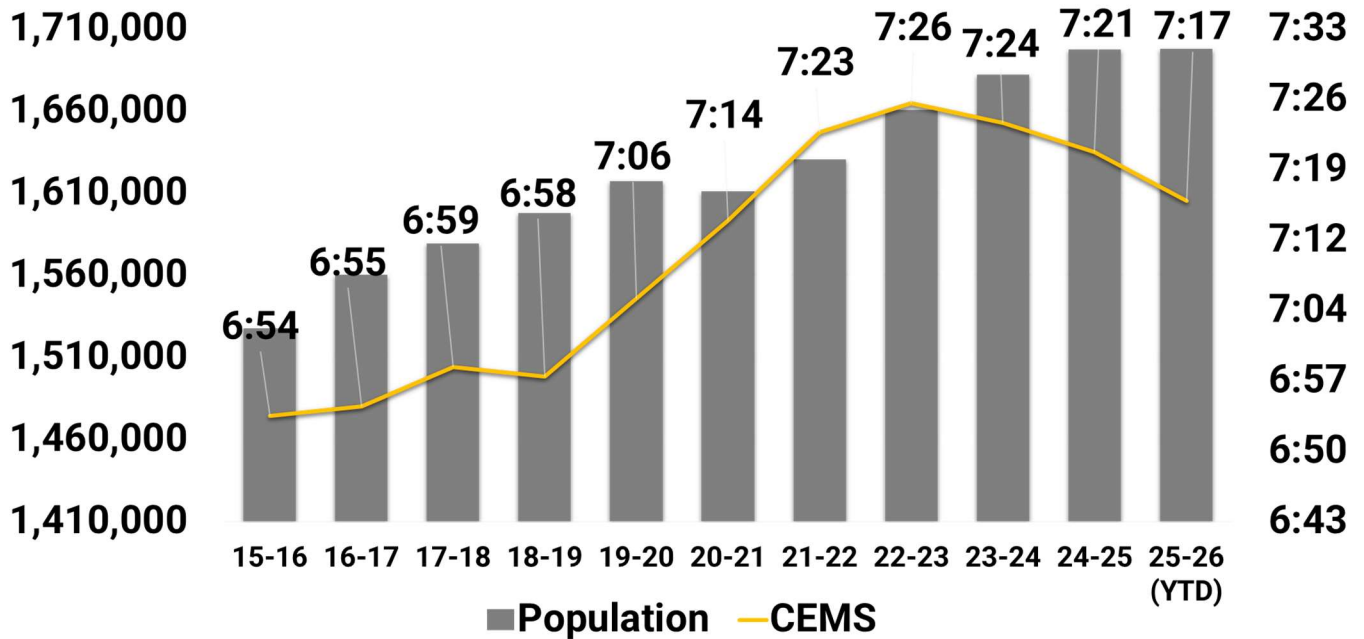
	First Arriving ALS Unit (can be any type) to Critical EMS Incident	First Arriving Engine (Water) to a Fire Incident	First Arriving Ladder to a Fire Incident	Ambulance Critical EMS	Total Incident Call Volume 2026
<b>NFPA Standard</b>	<b>5:00</b>	<b>5:20</b>	<b>9:20</b>	<b>10:00</b>	
District 1	7:33	4:41	7:52	9:33	4,040
District 2	8:11	6:12	11:04	10:22	2,924
District 3	7:28	5:20	10:39	9:07	4,483
District 4	6:30	5:36	8:47	8:07	6,118
District 5	6:48	5:00	8:59	8:33	4,265
District 6	7:11	5:55	11:03	9:25	3,885
District 7	7:27	5:48	8:51	9:36	5,517
District 8	7:05	5:00	8:47	9:09	6,783
<b>Citywide</b>	<b>7:16</b>	<b>5:41</b>	<b>9:28</b>	<b>9:14</b>	<b>38,015</b>

Based on 90th percentile response times, not averages from January 1, 2026, to February 28, 2026.



Note: Report Data Through February 28, 2026.

## Ten-Year Response Time Trend with Population Growth



This chart shows the citywide 90<sup>th</sup> percentile (CEMS) critical emergency medical service response time in relation to the population from 2015 to the present.

Over the past decade, the city has seen steady population growth, reflecting the region’s rapid urban development. For much of this period, the Fire Department's emergency service capacity did not increase at a corresponding rate, resulting in rising response times. Response times have stabilized in recent years due to the positive impact of adding emergency service resources to the system. This overall trend demonstrates that the city’s strategic investments in emergency services personnel, equipment, and infrastructure, including the construction of new fire stations, expansion of ambulance services, and technology upgrades, are positively impacting response times amid the city’s growth.

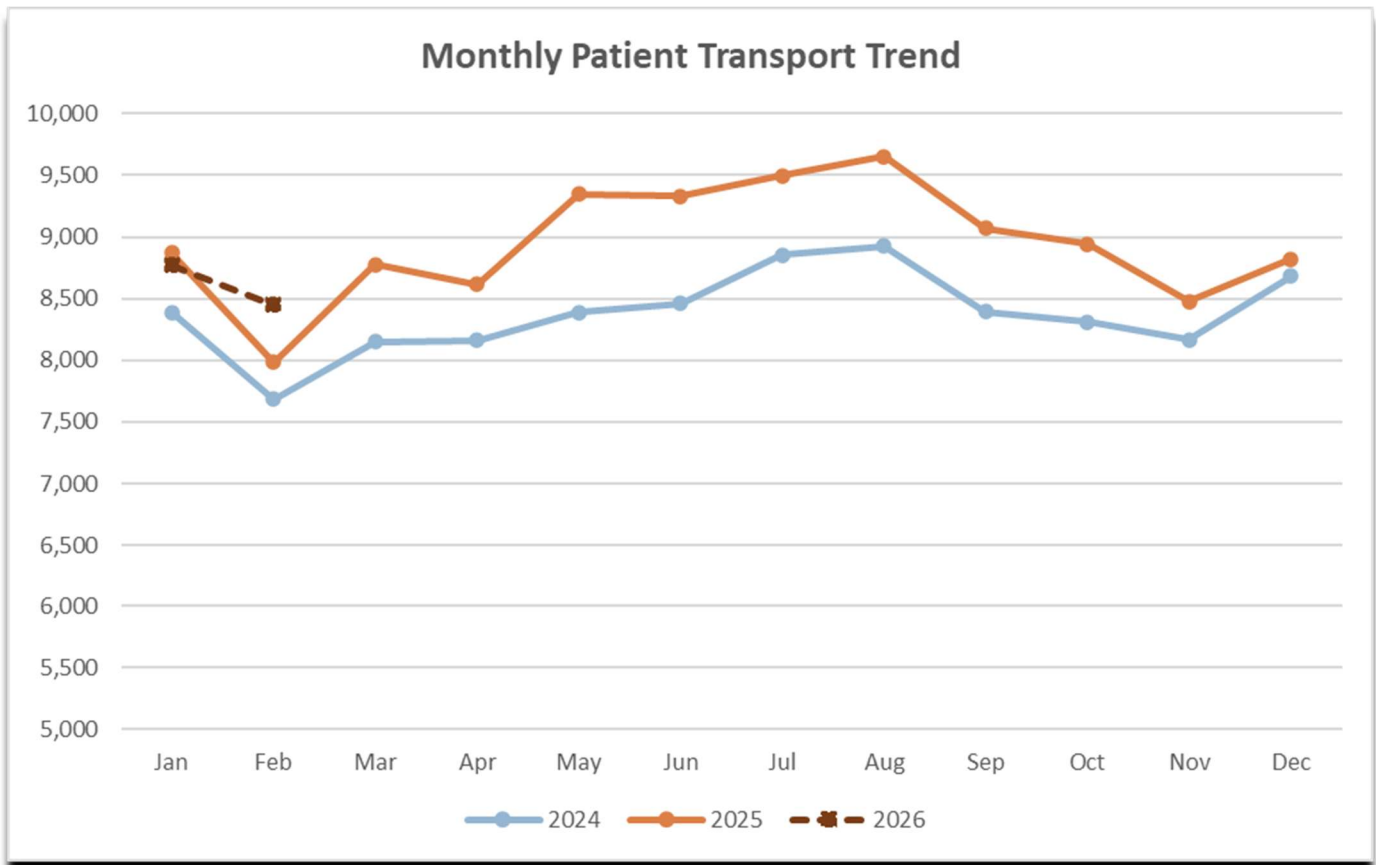
Note: Report Data Through February 28, 2026.



## Emergency Patient Transportation Activity

The Fire Department has operated its emergency transportation service for nearly four decades. Analyzing the monthly average activity levels over the past three years reveals a consistent upward trend in service demand.

The total number of patient transports for February 2026 was 8,447, a 5.8 percent increase from the 7,982 transports recorded in February 2025.



Note: Report Data Through February 28, 2026.



Attachment B



# Fire Staffing and Response Time Update

Public Safety & Justice Subcommittee

April 1, 2026

# Transaction Privilege Tax (TPT) Excise Tax



- City Council approved increasing the TPT from 2.3% to 2.8%
- Excise Tax Bond Sale/Impact Fees
  - New Apparatus & Equipment
  - New Fire Stations 71 & 93

# Fire Department Additions



- **TPT: Dedicated additional \$25 million to the Fire Department**
  - **134 sworn**
  - **19 civilian**
- **2025-26 Budget**
  - **32 sworn SAFER positions**
  - **24 sworn positions needed to staff Engine 915 and Rescue 915**

# Specific Fire Department Additions



✓ **Battalion 8**

✓ **Rescue 12**

✓ **Ladder 10**

✓ **Rescue 1**

✓ **Medical Response 1 (MR933)**

• **Medical Response 2**

• **Medical Response 3**

• **Medical Response 4**

• **Engine 71**

• **Rescue 71**

• **Engine 93**

• **Rescue 93**

• **Resource Management, Training, Human Resources, ETS, CRR, ERSO, EMS, AHQ, Member Services**



# Placed Into Service

- December 2025 – Community Risk Reduction Captain, Fire Facilities Administrator, Paramedic Training Coordinator
- January 2026 – 1 Medical Response (MR933), Rescue 1, Community Risk Education Firefighter, Accountant for ETS
- February 2026 – Ladder 10
- March 2026 – Fire Station 74

# Coming Soon

- Fire Station 15
- Hire Fire Communications Shift Supervisor and Dispatcher
- Medical Response Vehicle 2 (MR45)



# Sworn Staffing, January 2026



- **Authorized sworn positions – 2,059**

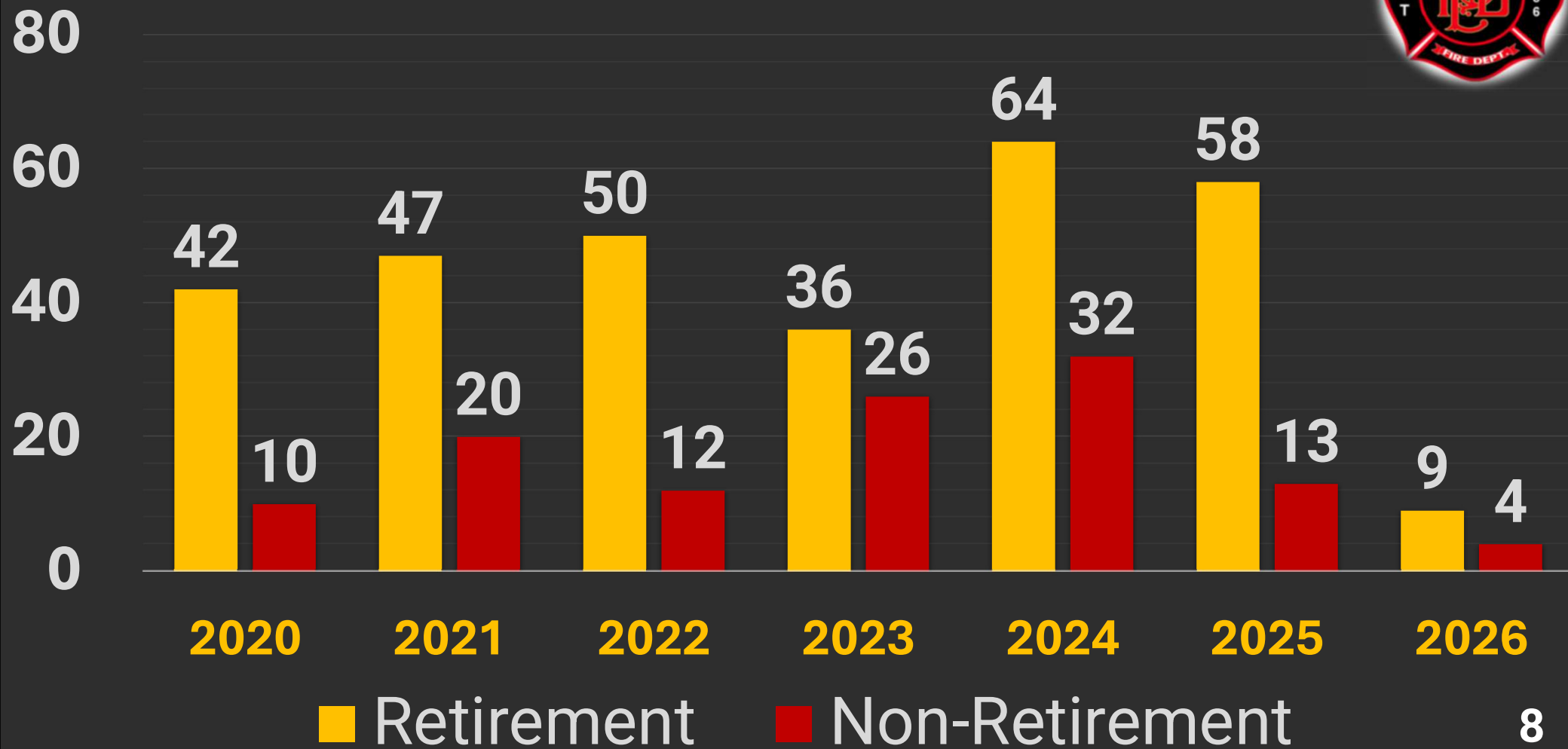
(To include 134 TPT positions effective 7/1/25)

**TOTAL FILLED SWORN POSITIONS INCLUDING  
RECRUIT CLASS 26-1 (63 Recruits)**

**1,938**

- **Future Recruit Class 26-2 ( 47 Recruits)**

# Fire Department Attrition Data





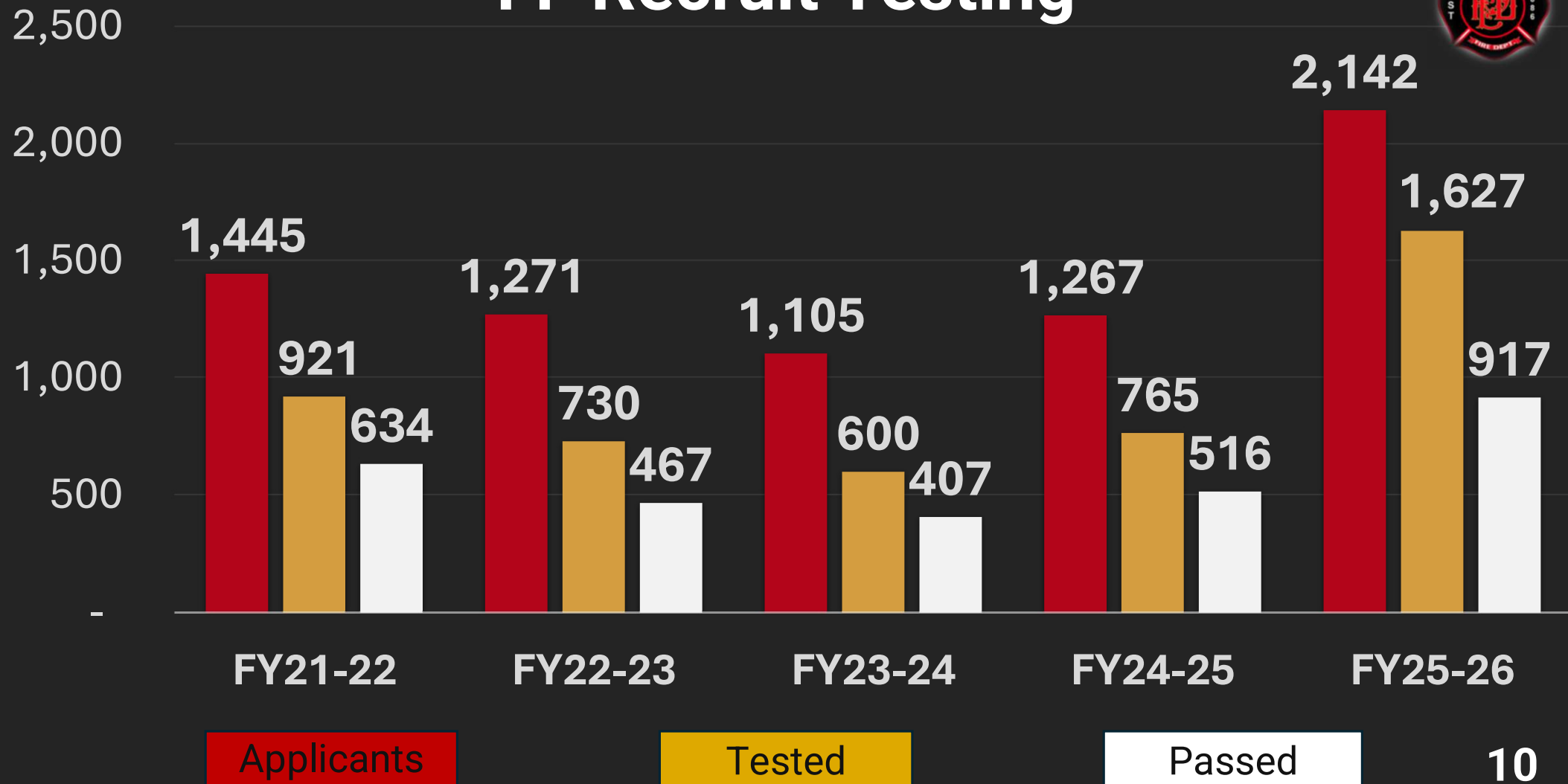
# Online Testing Review

- Civil Service test
- Phoenix Fire test
- 74% completion rate
- Increase in out-of-state applicants (134)

## Future Projects

- Use of Fit scores in platform vs. academy success
- Online option for candidate interviews

# FF Recruit Testing



# Cadet Program Highlights

- Feeder Program
- Cadet Academy
- Volunteer Opportunities
- City Tours
- Ride Along Program





# Police & Fire Career Experience Event Schedule

- Phoenix Fire & Police recruiting partnership
- Meet firefighters, officers, dispatchers, and crime specialists
- Fire: Live fire evolution & vehicle extrication
- Police: K9, bomb squad, special assignments
- March 7, 2026, from 9 a.m. to 12 p.m.

Incidents reported in PHX Council Districts, 90 percentile response times (first in unit) 1/1/2026 – 02/28/2026

	Critical EMS Incident	First Arriving Engine to a Fire	First Arriving Ladder to a Fire	Ambulance Response Times for Critical EMS	Total Incident Call Volume
Standard	5:00 NFPA	5:20 NFPA	9:20 NFPA	10:00 AZDHS	
Council District 1	07:33	05:41	07:52	09:33	4,040
Council District 2	08:11	06:12	11:04	10:22	2,924
Council District 3	07:28	05:20	10:39	09:07	4,483
Council District 4	06:30	05:36	08:47	08:07	6,118
Council District 5	06:48	05:00	08:59	08:33	4,265
Council District 6	07:11	05:55	11:03	09:25	3,885
Council District 7	07:27	05:48	08:51	09:36	5,517
Council District 8	07:05	05:00	08:47	09:09	6,783
Citywide	07:16	05:41	09:28	09:14	38,015

**Incidents reported in PHX Council Districts, 90 percentile response times (first in unit) 1/1/2023 – 03/31/2023**

	<b>Critical EMS Incident</b>	<b>First Arriving Engine</b>	<b>First Arriving Ladder</b>	<b>Ambulance Response</b>
<b>Standard</b>	<b>5:00</b>	<b>5:20</b>	<b>9:20</b>	<b>10:00</b>
	<b>NFPA</b>	<b>NFPA</b>	<b>NFPA</b>	<b>AZDHS</b>
<b>Council District 1</b>	07:34	05:39	08:56	10:30
<b>Council District 2</b>	08:42	08:03	12:53	12:05
<b>Council District 3</b>	07:27	05:13	10:43	09:32
<b>Council District 4</b>	06:42	04:51	06:59	09:19
<b>Council District 5</b>	06:51	04:36	09:49	09:05
<b>Council District 6</b>	07:39	06:05	07:58	10:40
<b>Council District 7</b>	08:02	07:07	12:45	11:20
<b>Council District 8</b>	07:08	05:18	08:54	10:29
<b>Citywide Q1 2023</b>	07:29	05:40	09:56	10:21
<b>Citywide Slide 13</b>	07:16	05:41	09:28	09:14

# PFD Transports



Year	Monthly Average Patient Transports
2026	8,608
2025	8,987
2024	8,372

*Note: Data from 01/01/2026 to 02/28/2026.*

# Impact of Investment

- MR933 – January 12, 2026
  - 270 Incidents
- Rescue 1 – January 26, 2026
  - 758 Incidents



# Lights & Sirens Campaign



- Public awareness and education
  - Yield right-of-way, pull to the right, stop, stay back 500 feet, don't stop in the apparatus egress path
- Public and first responder safety
- Reduce response times
- Compliance with law and best practices



Questions?



## Community Assistance Program (CAP) Expansion

This item includes a report on the Phoenix Fire Department’s Community Assistance Program (CAP) hiring and recruitment efforts. The report also details information on CAP’s responses to calls for service.

**THIS ITEM IS FOR INFORMATION ONLY.**

### Summary

The report is included as **Attachment A** for updates on hiring and recruitment, as well as recent dispatch data trends.

### Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Fire Department.



## COMMUNITY ASSISTANCE PROGRAM

### EXPANSION AND IMPLEMENTATION REPORT

#### APRIL 2026

#### SUMMARY:

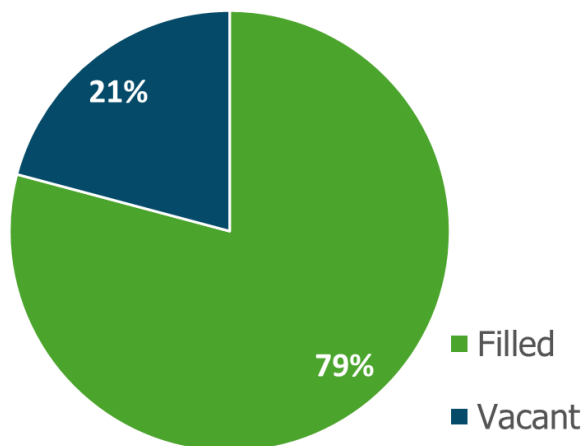
The Community Assistance Program (CAP) consists of Behavioral Health and Crisis Response Units. Calls for service are recorded through the electronic patient care record system, with each call representing an incident where a CAP team was dispatched.

In February 2026, CAP responded to a total of 1,453 calls for service. Of these, 726 calls were transferred from Phoenix Police Communications to CAP Behavioral Health Dispatchers. During February, fifteen CAP units were actively in service.

#### RECRUITMENT & STAFFING:

In February 2026, CAP operated nine Behavioral Health Units (BHUs) providing 24/7 citywide coverage, supported by round-the-clock Behavioral Health Dispatch services. Additionally, six Crisis Response Units (CRUs) offered citywide coverage 24/7 citywide coverage.

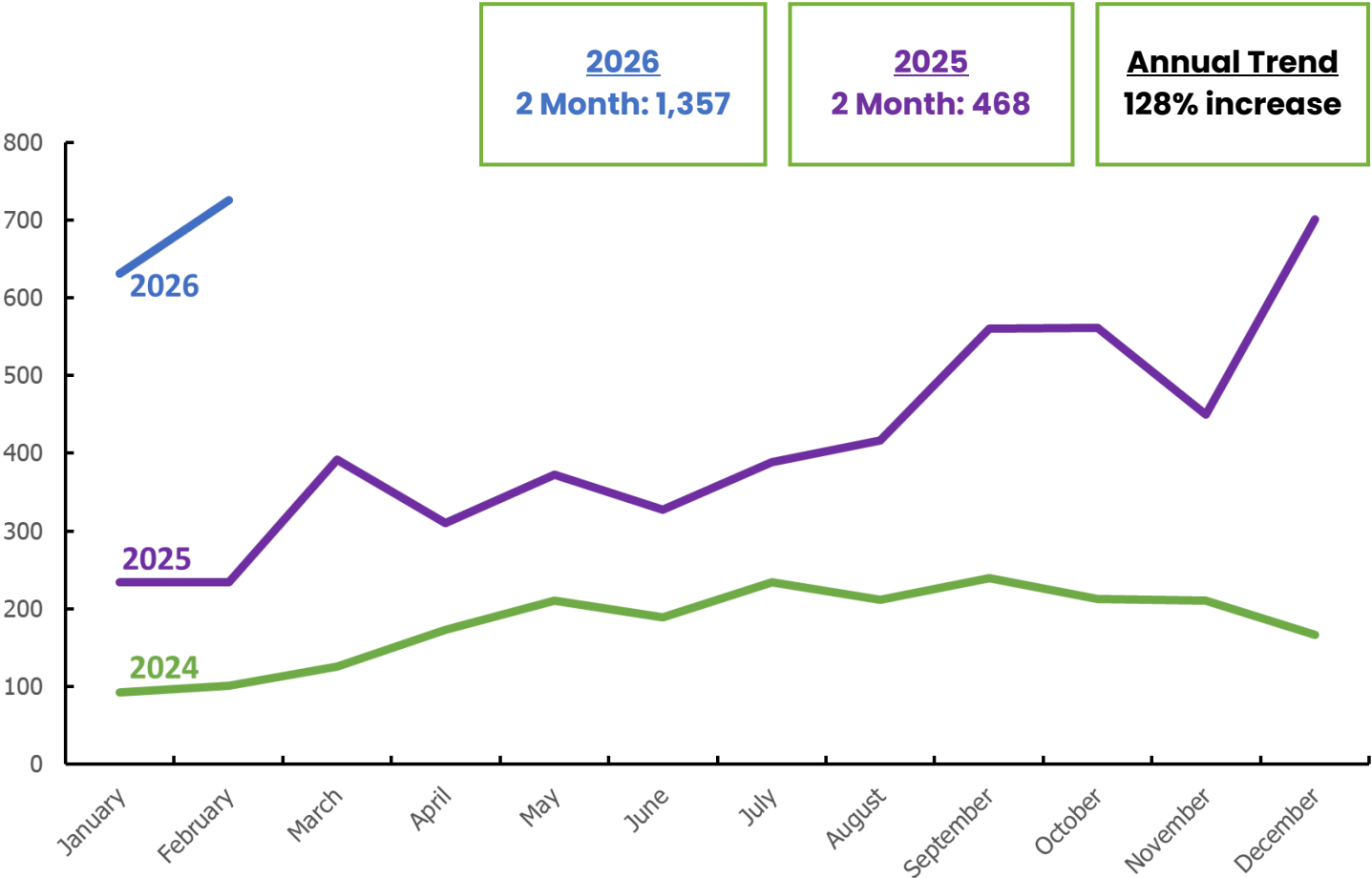
Recruitment efforts to increase staffing and enhance service capacity remain ongoing. The 26-01 onboarding class for Crisis Intervention Specialists began on January 5, 2026 and these new staff members officially began in their new roles in February.



# CALLS TRANSFERRED FROM POLICE COMMUNICATIONS:

In 2025, the number of calls transferred from Police Communications to CAP Behavioral Health Dispatchers increased by 128% compared to 2024. This growth reflects ongoing collaboration efforts, including the placement of one CAP supervisors in Police Communications for 40 hours weekly to help identify appropriate calls for transfer.

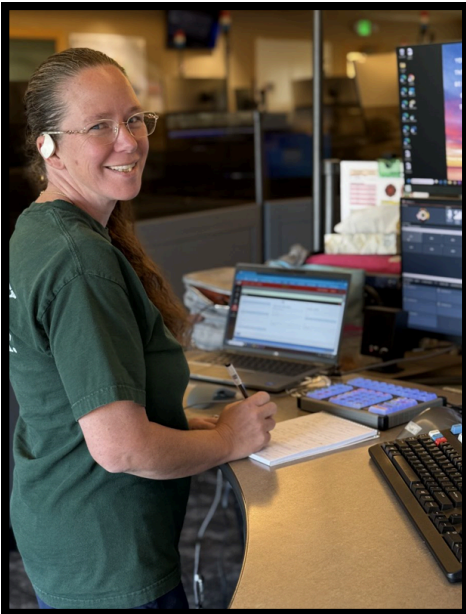
In February 2026, 69% of all Behavioral Health unit calls originated from transfers by Police Communications. The remaining 31% were initiated by fire and police personnel or generated directly by Behavioral Health units.



**2026**  
2 Month: 1,357

**2025**  
2 Month: 468

**Annual Trend**  
128% increase



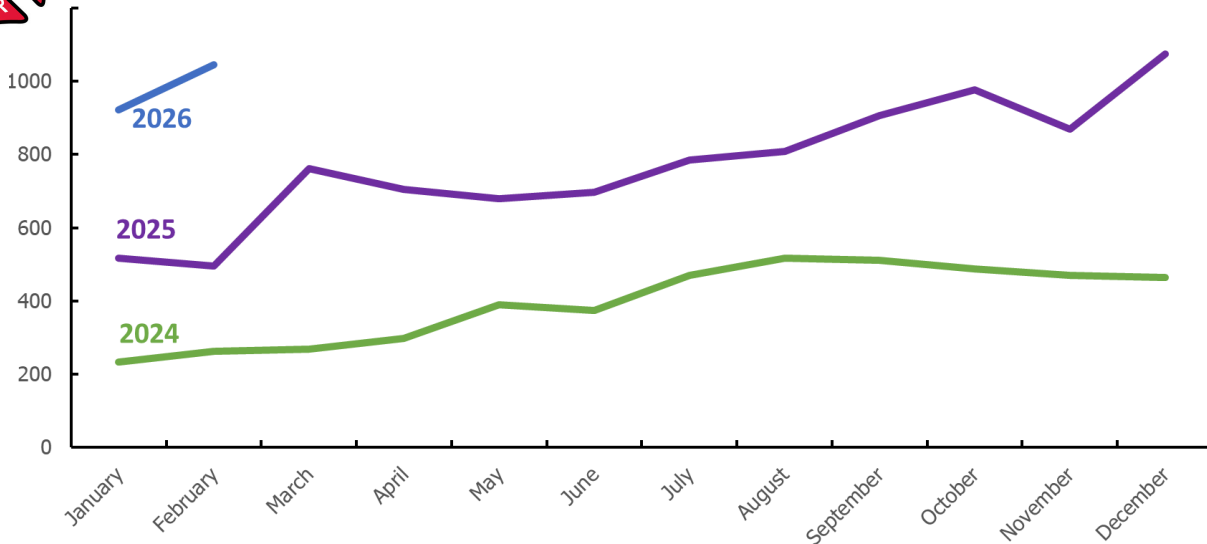
# BEHAVIORAL HEALTH CALLS FOR SERVICE:



**2026**  
2 Month: 1,967


**2025**  
2 Month: 1,013

**Annual Trend**  
96% increase




The data on individuals assisted and services provided below is sourced from the electronic care records system. CAP services may be delivered to multiple individuals during a single call, or in some cases, services may be declined. As a result, the number of individuals assisted may not directly align with the total volume of calls for service.

The BHUs are specifically designed to respond independently to calls, serving as an alternative to traditional police or fire response. **In February 2026, BHUs responded to 1,045 calls for service**, making direct contact with individuals on 569 calls (54%). The remaining calls were either canceled prior to arrival or the units were unable to locate the individual upon arriving on scene. **Of 820 calls that were dispatched as a single unit BH response, 801 (98%) remained as a single unit response.**



**Primary Call Types** (Total: 569)

- Check Wellbeing: 346 (61%)
- Mental Health: 153 (27%)
- Social Service Related: 62 (11%)




**Single Unit BH Response**

- 820 responses; **78%**



**Transports:** 140



**Responding with Police**

- 131 responses; **13%**



**Average Response Time:** 22 minutes



**Responding with Fire**

- 69 responses; **7%**



**Adults Served:** 674  
**Children Served:** 74



**Responding with Police & Fire**

- 25 responses; **2%**

\*number of individuals assisted may differ from the calls for service volume

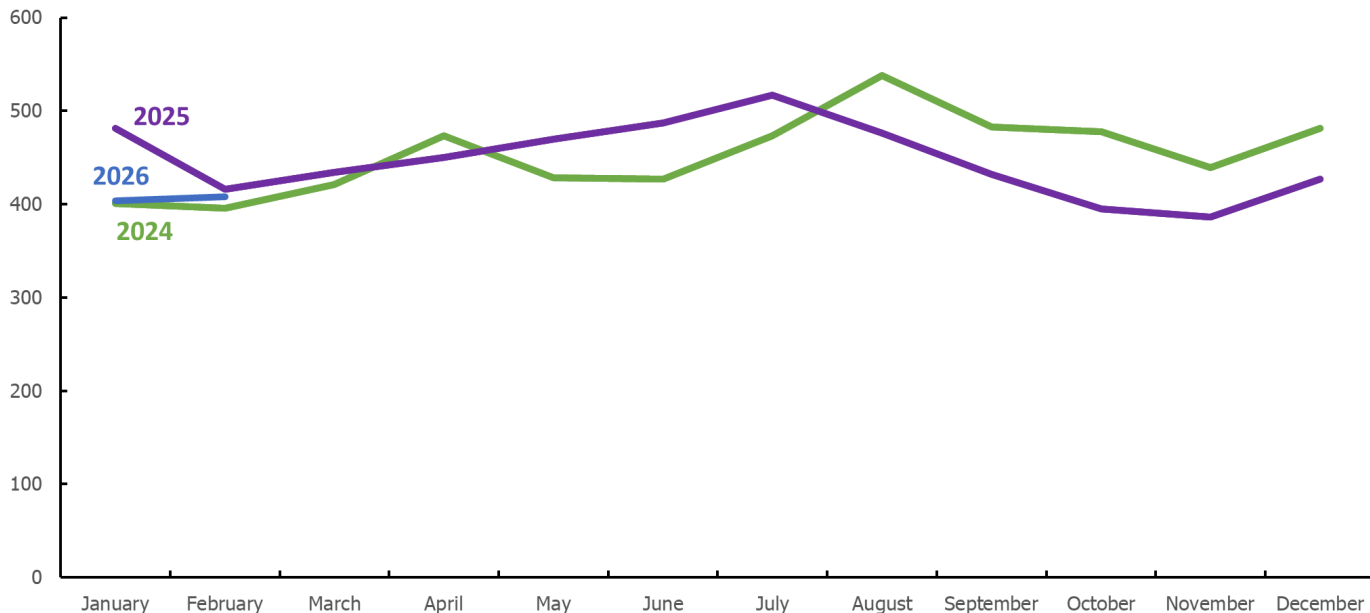
# CRISIS RESPONSE CALLS FOR SERVICE:



**2026**  
**(2 Month): 812**

**2025**  
**(2 Month): 897**

**Annual Trend:**  
**Consistent**



The data on individuals assisted and services provided below is sourced from the electronic care records system. CAP services may be delivered to multiple individuals during a single call, or in some cases, services may be declined. As a result, the number of individuals assisted may not directly align with the total volume of calls for service.

The Crisis Response Units (CRUs) operate as co-response teams, working alongside Police and/or Fire personnel. **In February 2026, CRUs responded to 408 calls for service**, successfully making contact with individuals on 217 calls (53%). The remaining calls were either canceled prior to arrival or upon arrival on scene.



**Primary Call Types** (Total: 217)

- Death: 105 (48%)
- Social Service Related: 35 (16%)
- Occupant Services: 28 (13%)



**Transports:** 36



**Average Response Time:** 20 minutes



**Adults Served:** 478  
**Children Served:** 116

\*number of individuals assisted may differ from the calls for service volume



**Single Unit CR Response**

- 66 responses; **16%**



**Responding with Police**

- 70 responses; **17%**



**Responding with Fire**

- 67 responses; **16%**



**Responding with Police & Fire**

- 205 responses; **51%**



# CITY OF PHOENIX FIRE DEPARTMENT CAP UNIT LOCATIONS

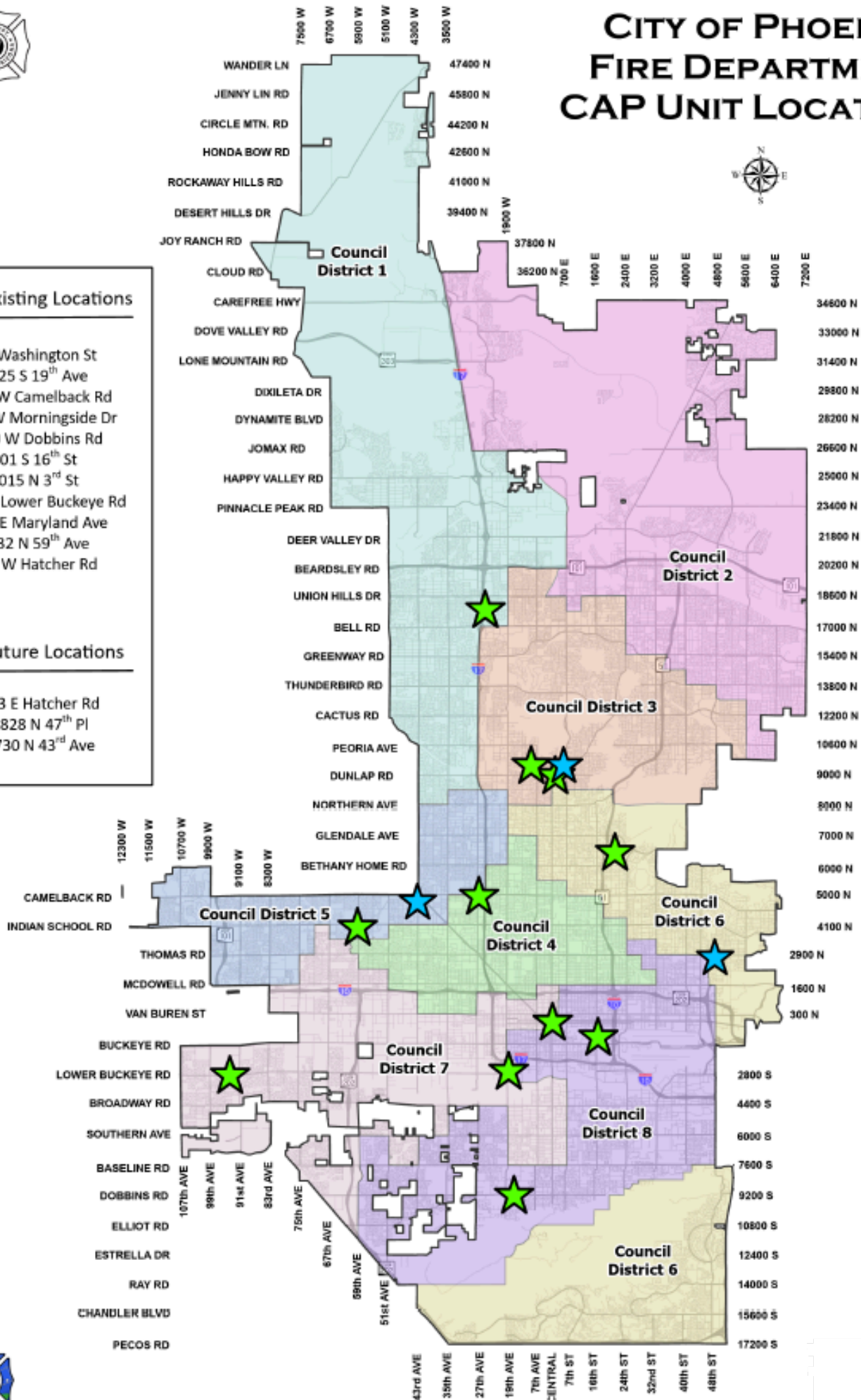


## ★ Existing Locations

- 1 E Washington St
- 2625 S 19<sup>th</sup> Ave
- 2657 W Camelback Rd
- 2501 W Morningside Dr
- 1660 W Dobbins Rd
- 801 S 16<sup>th</sup> St
- 9015 N 3<sup>rd</sup> St
- 9300 W Lower Buckeye Rd
- 2057 E Maryland Ave
- 4032 N 59<sup>th</sup> Ave
- 914 W Hatcher Rd

## ★ Future Locations

- 403 E Hatcher Rd
- 2828 N 47<sup>th</sup> Pl
- 4730 N 43<sup>rd</sup> Ave





## Phoenix Police Department Recruitment, Hiring and Attrition Update

This item includes a report on Phoenix Police Department's hiring and recruitment efforts as well as an overview of the department's recent attrition figures. The report also details information on initiatives of the Police Department related to staffing.

### **THIS ITEM IS FOR INFORMATION ONLY.**

The Police Department's Recruitment, Hiring and Attrition Report is included for review as **Attachment A**. Below is a glossary of terms used in the report for reference:

- **Sworn Hiring Target** - The authorized number of sworn officers the department aims to employ. For Phoenix PD, the target is 3,125 sworn positions, representing full operational capacity.
- **Recruit** - An individual hired by the department and attending the Police Academy for initial training before becoming a sworn officer. Recruits in the academy are tracked as part of the hiring pipeline.
- **Sworn Positions** - Roles held by certified officers at all ranks who have taken an oath. Includes patrol officers, officers in training (Field Training), detectives, supervisors, and executives.
- **DROP (Deferred Retirement Option Plan)** - A benefit for employees hired before Jan 1, 2012, allowing eligible officers to work while earning salary and accumulating pension benefits. DROP lasts five years, with an optional two-year extension. Attrition from this category includes those completing the basic five year drop or completing the extended DROP.
- **Early DROP** - Officers who leave before completing the DROP period or during any part of its extension. This is an attrition category tracked in the report.
- **Retired** - Officers who have completed their service and separated from the Department and City. Officers who in this category retire at the following various points of service. This is a primary attrition category tracked in the report.
- **SWET (Strength and Wellness Education Training)** - A free fitness and wellness program offered by the Academy and Recruiting Team to prepare applicants for the Physical Agility Test.

**Responsible Department**

This item is submitted by Assistant City Manager Lori Bays and the Police Department.

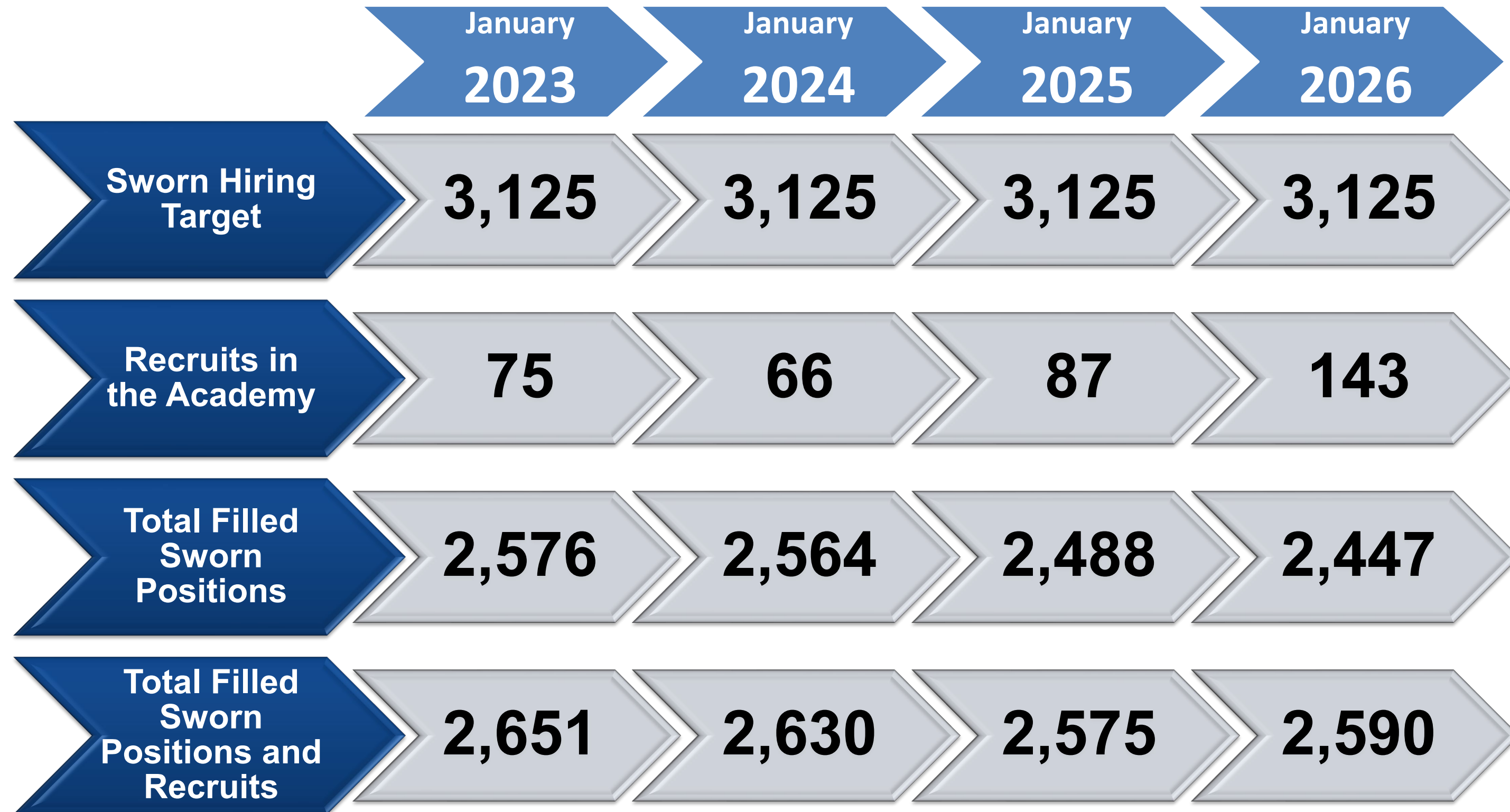


# RECRUITMENT, HIRING, AND ATTRITION REPORT

**April 2026**



### Total Filled Sworn Positions 2023-2026

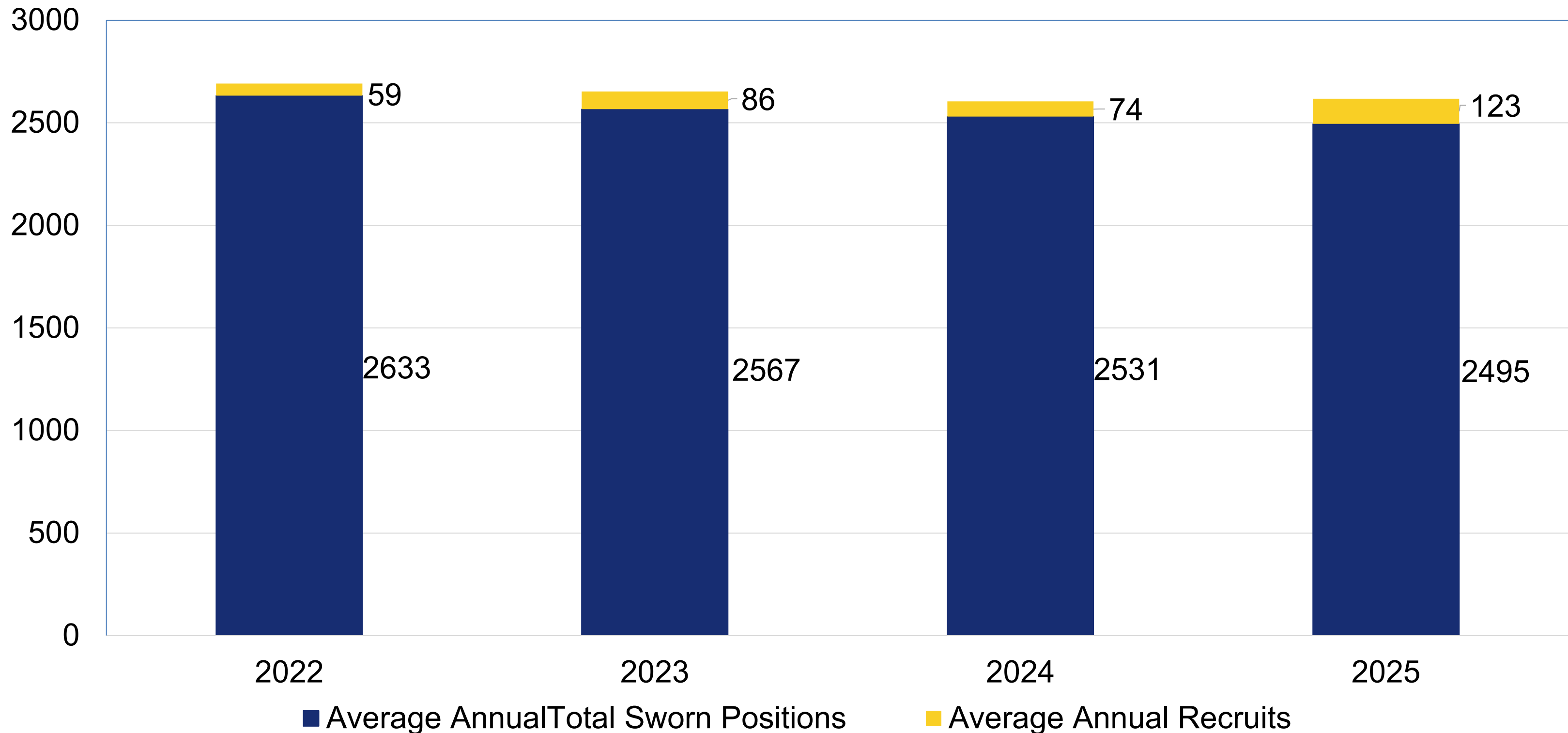


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



### Number of Filled Positions 2022-2025

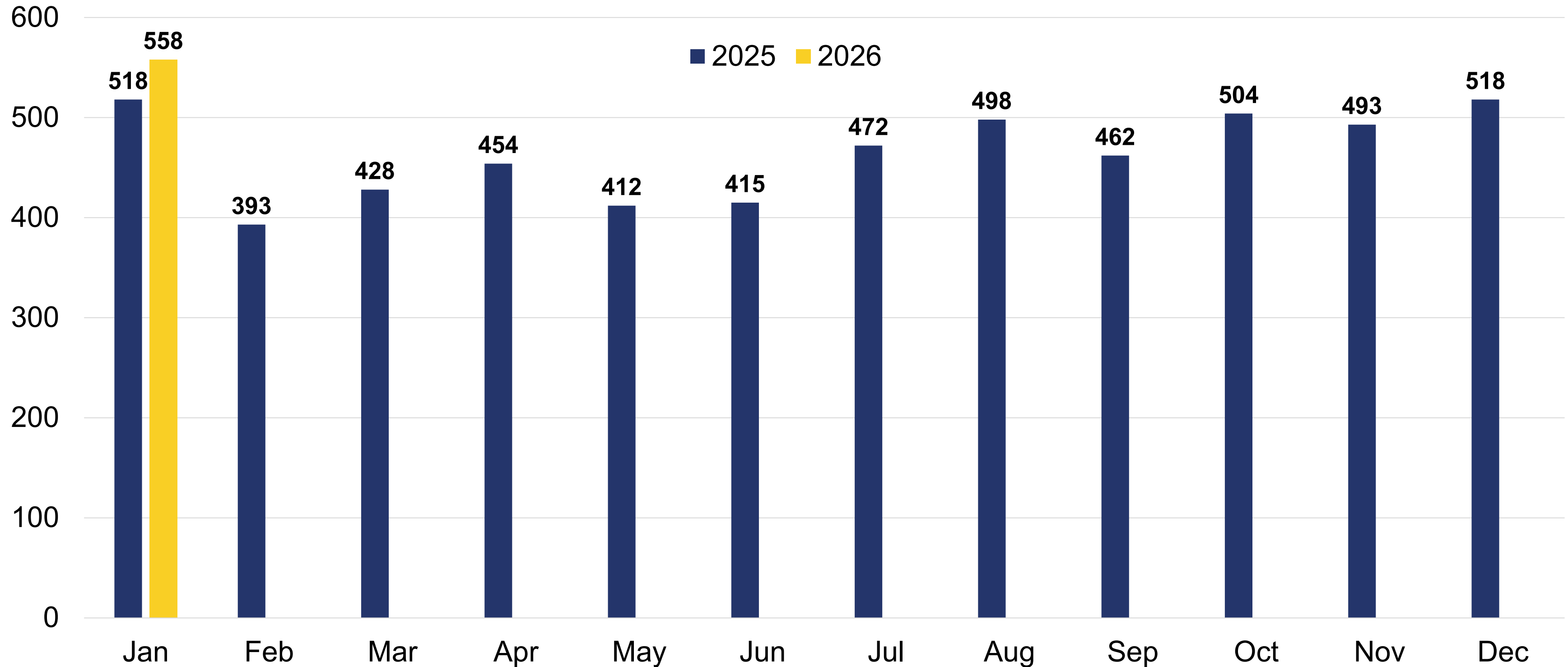


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report

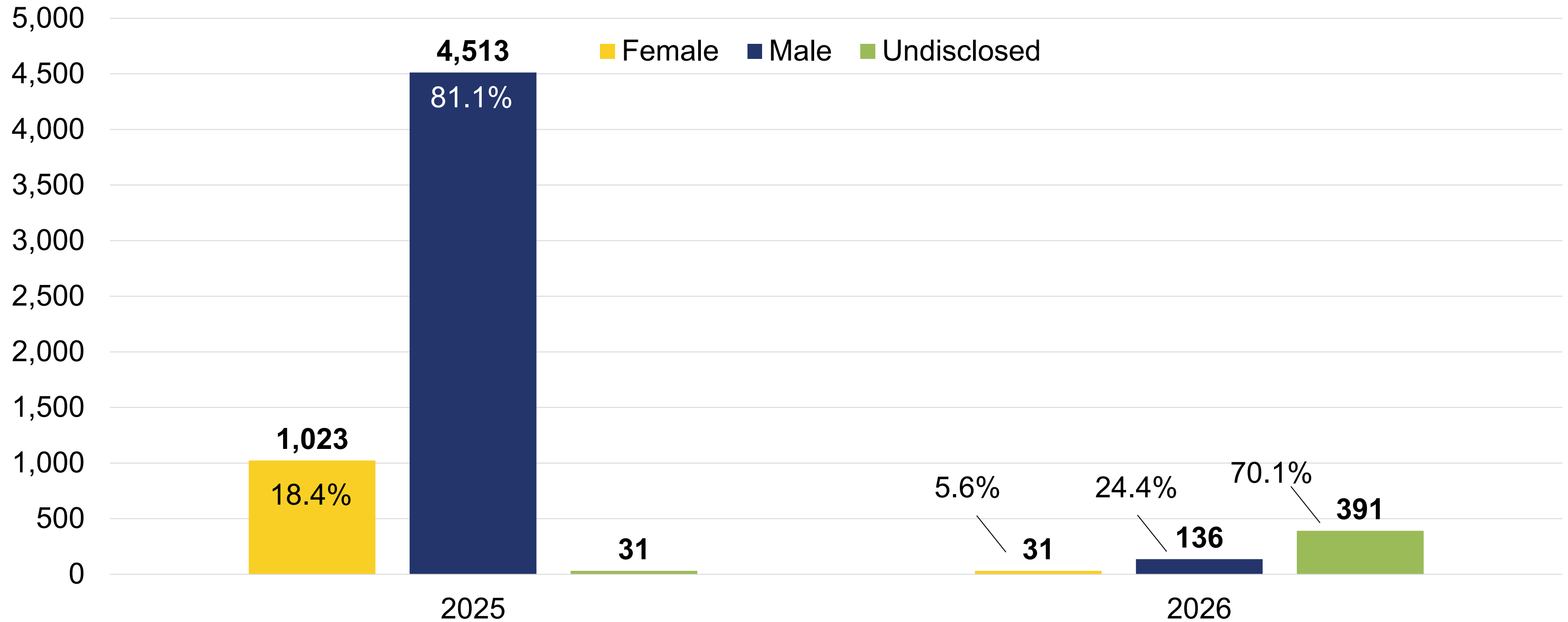


### Total Recruit Applicants 2025 and 2026





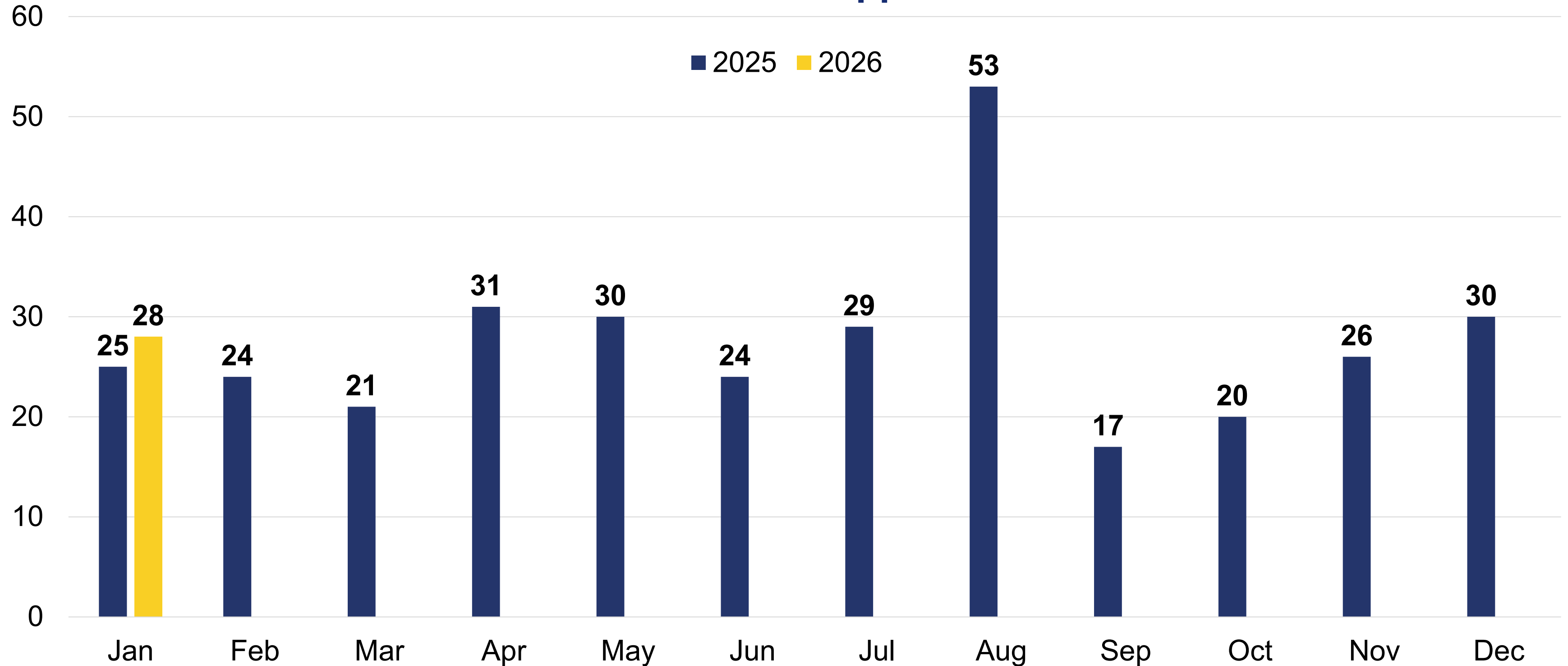
### Total Recruit Applicants by Gender for 2025 and 2026



\*January 2026 data are affected by a system issue that permitted applicants to bypass the required gender and ethnicity questions.

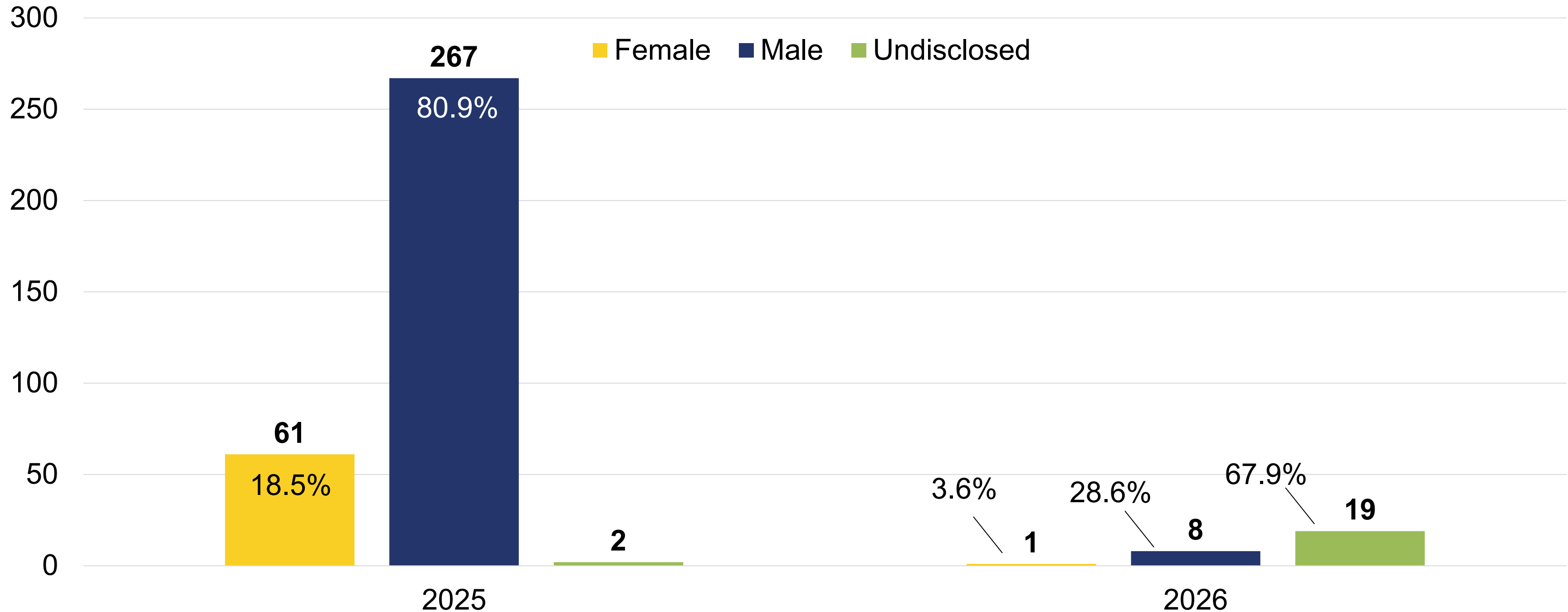


### Total Lateral/Reinstatement Applicants 2025 and 2026





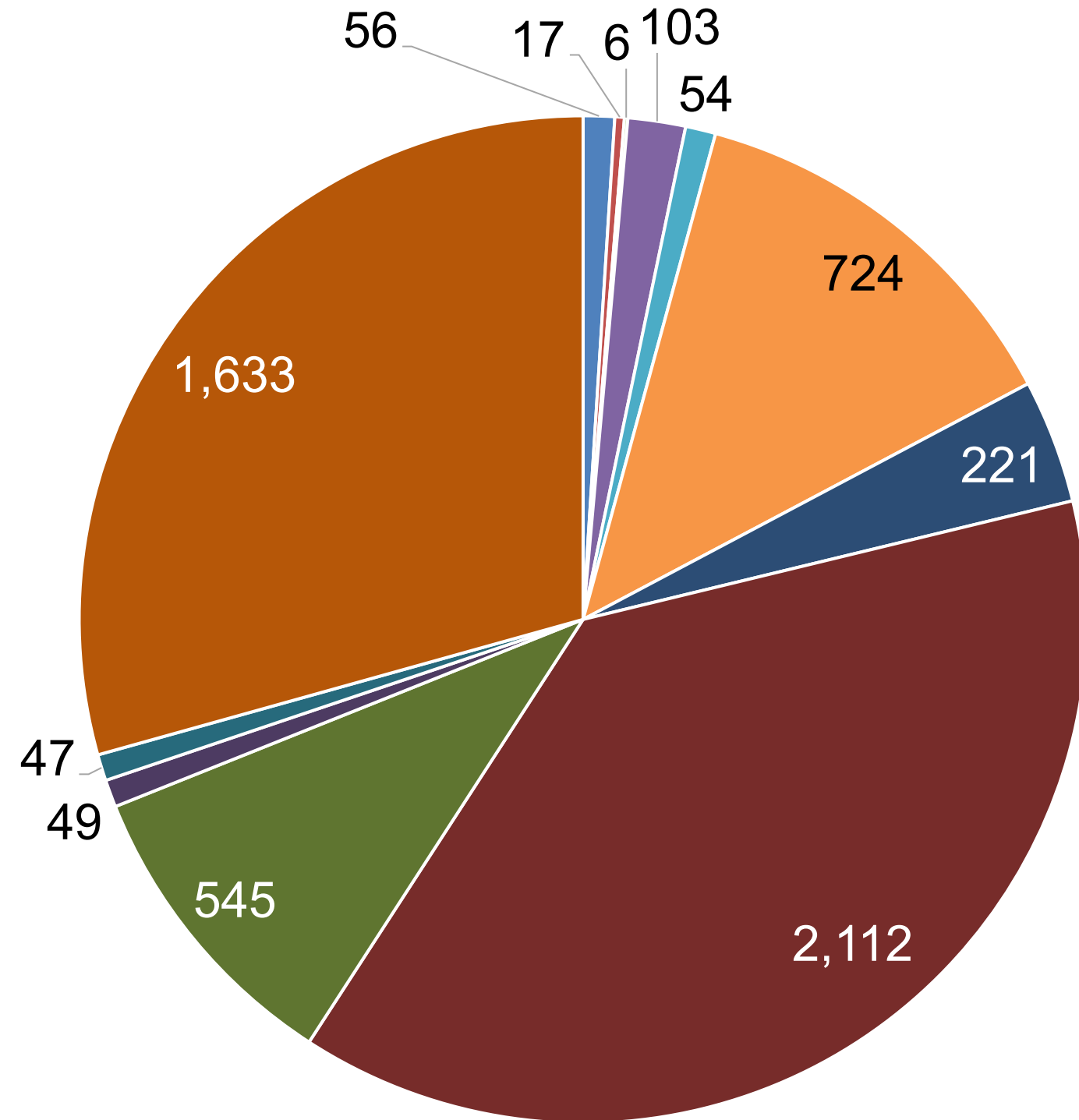
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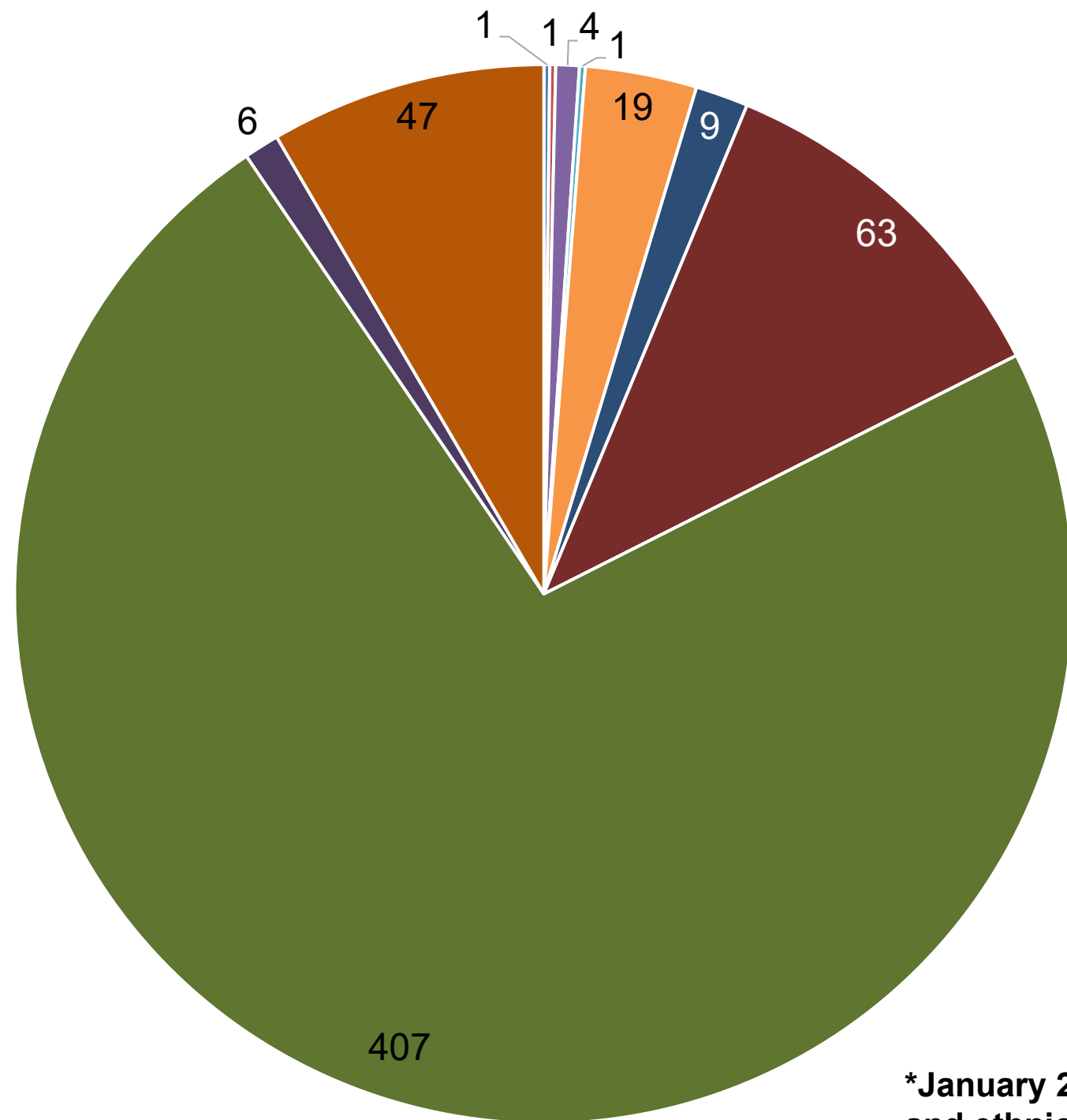
### Police Recruit Applicants by Ethnic Group for all of 2025



	Ethnic Group	2025 Apps	Hired
	American Indian	56	2
	American Indian/Black	17	0
	American Indian/White	6	0
	Asian	103	5
	Asian/White	54	3
	Black	724	23
	Black/White	221	5
	Hispanic	2,112	85
	No Answer	545	0
	Other Blend	49	1
	Pacific Islander	47	0
	White	1,633	110



### Police Recruit Applicants by Ethnic Group for 2026

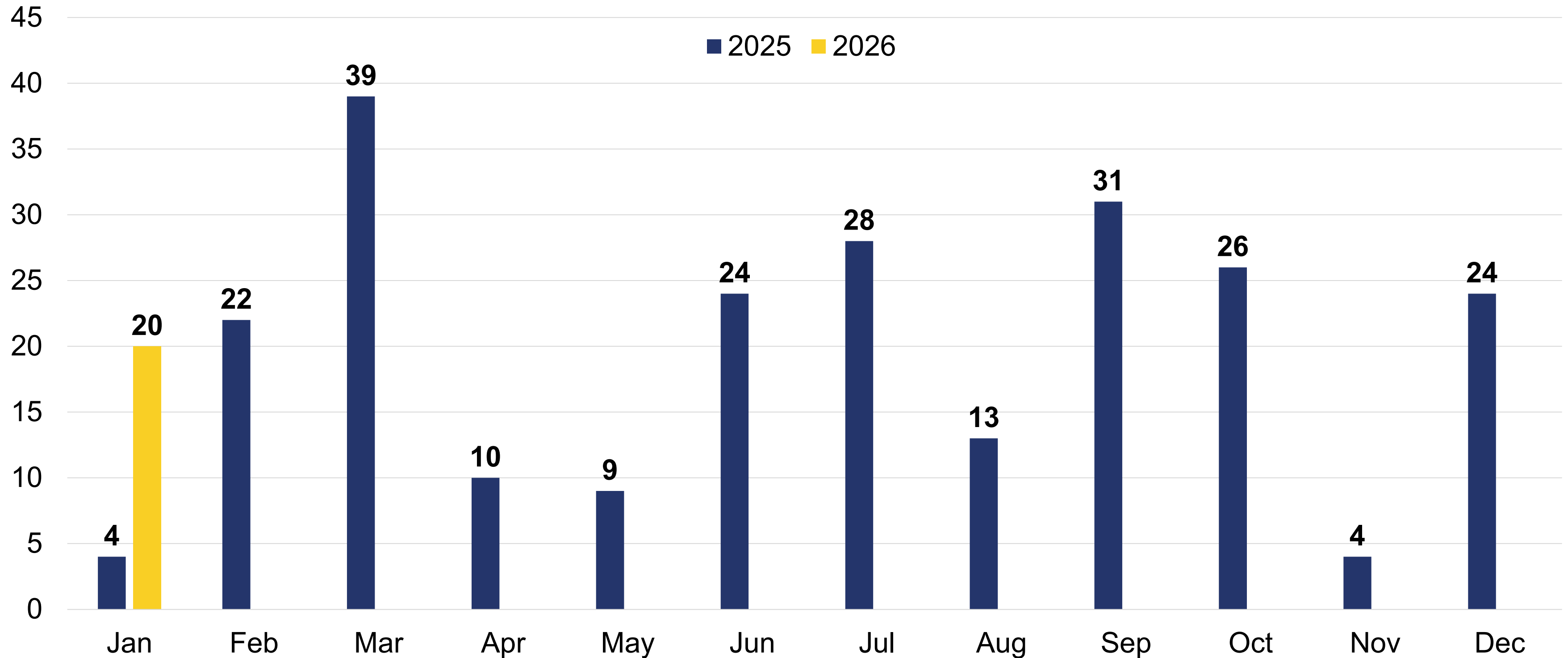


	Ethnic Group	2026 Apps	Hired
	American Indian	1	0
	American Indian/Black	1	0
	Asian	4	1
	Asian/White	1	0
	Black	19	1
	Black/White	9	5
	Hispanic	63	8
	No Answer*	407	0
	Other Blend	6	0
	White	47	10

\*January 2026 data are affected by a system issue that permitted applicants to bypass the required gender and ethnicity questions.

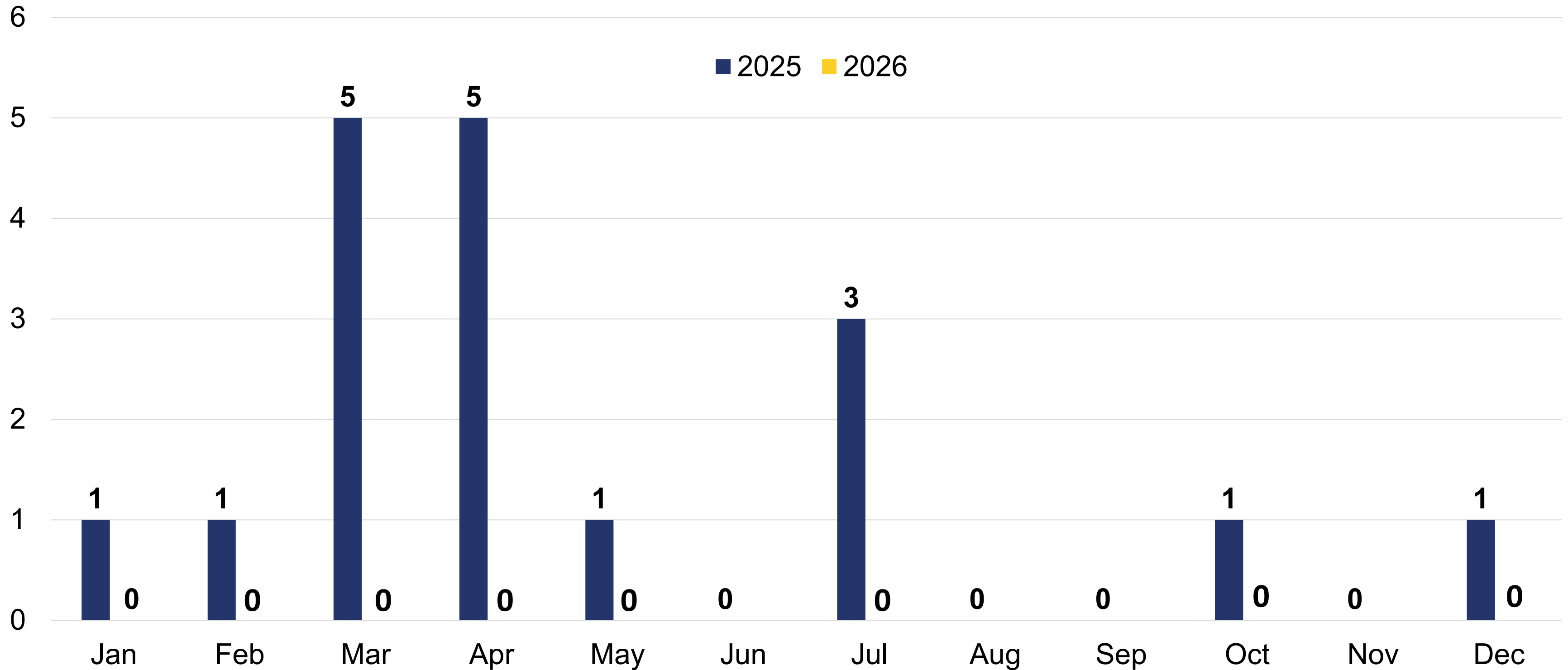


### Total Police Recruit Hires for 2025 and 2026



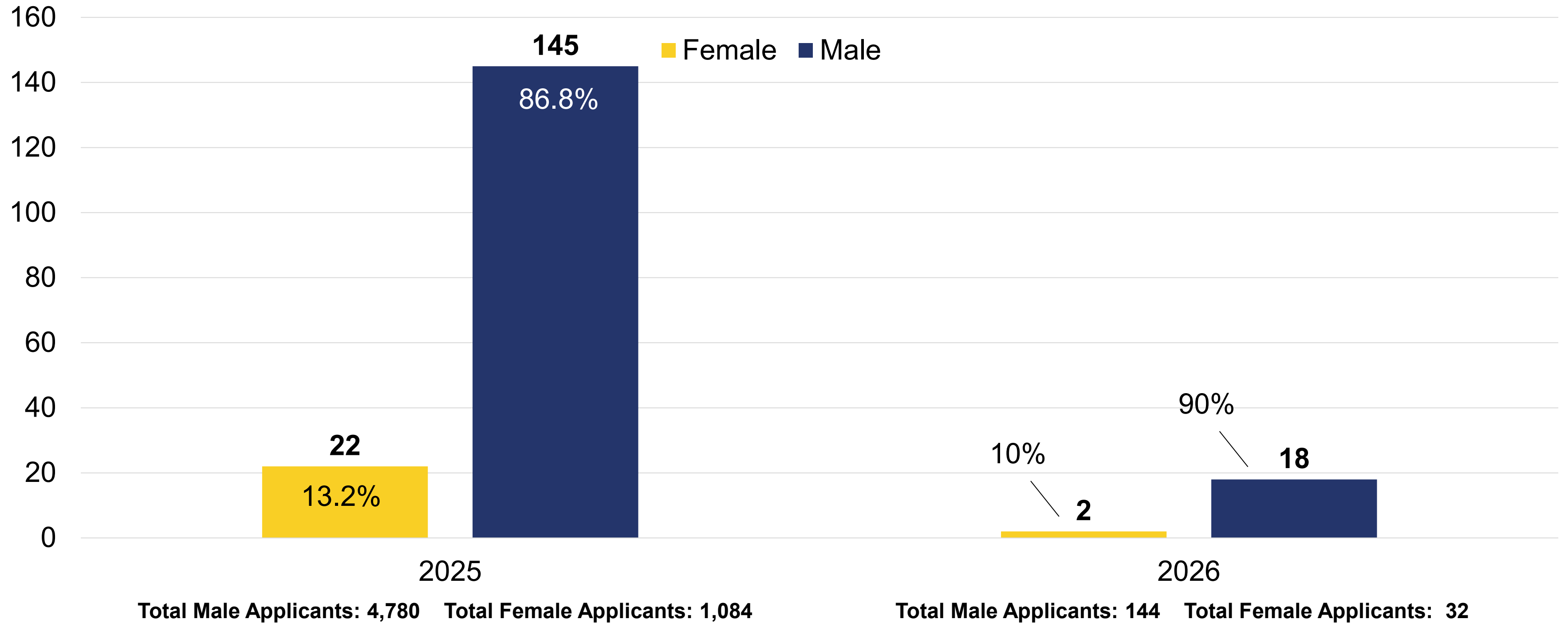


### Total Lateral/Reinstatement Hires 2025 and 2026



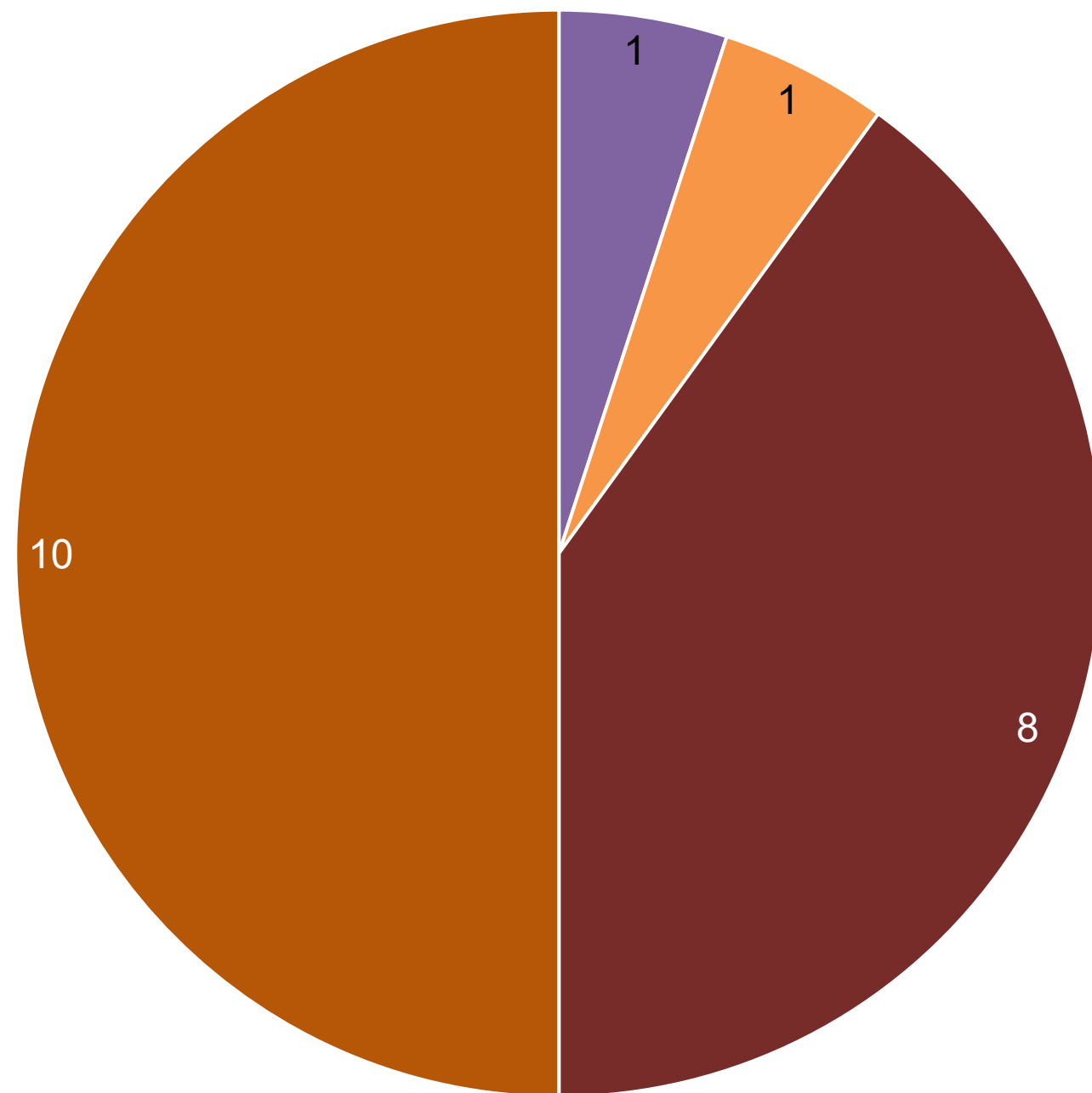


### Total Sworn Hires by Gender for 2025 and 2026





### Police Recruit Hires by Ethnic Group for 2026

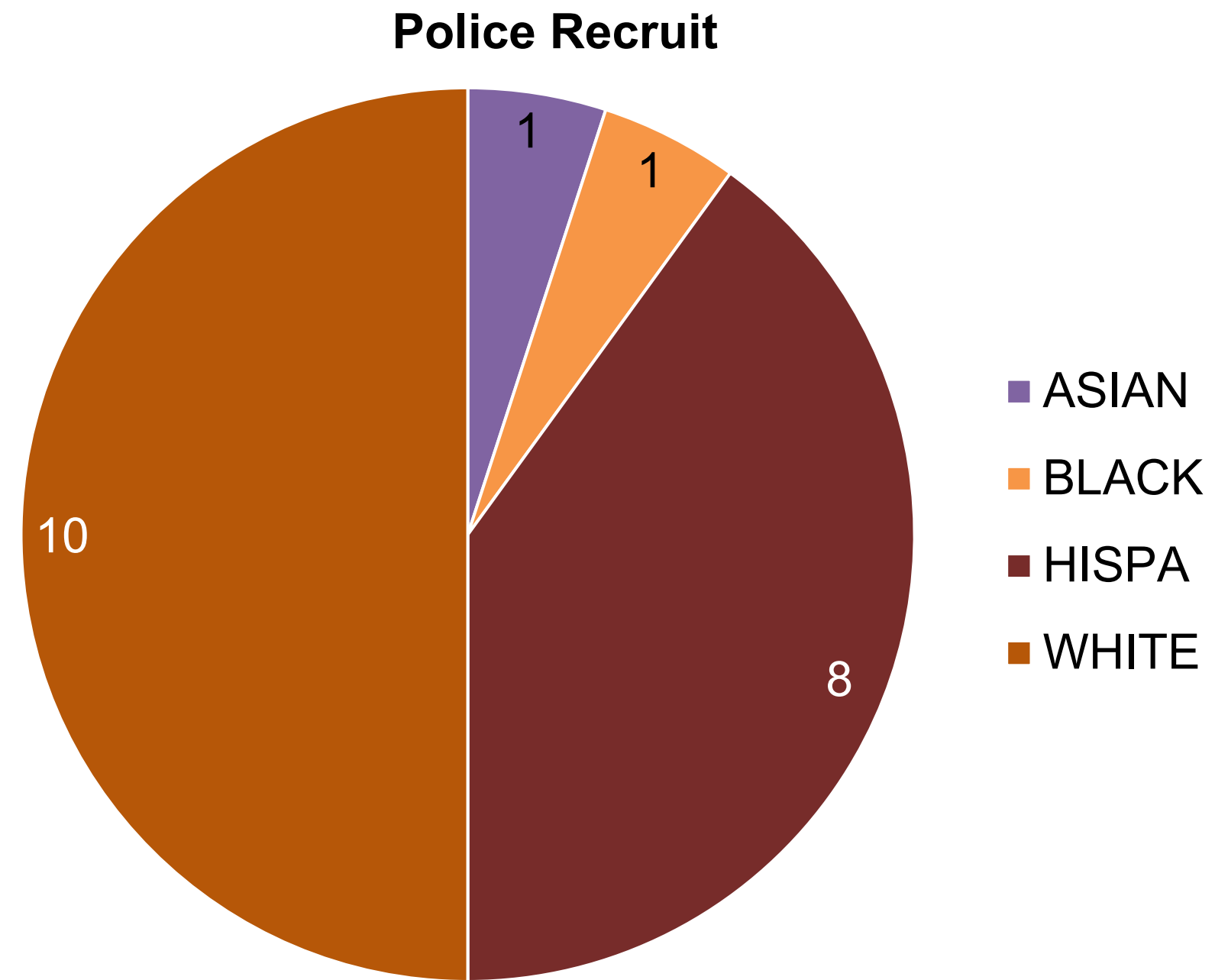


	Ethnic Group	2026 Apps	Hired
	American Indian	1	0
	American Indian/Black	1	0
	Asian	4	1
	Asian/White	1	0
	Black	19	1
	Black/White	9	5
	Hispanic	63	8
	No Answer*	407	0
	Other Blend	6	0
	White	47	10

\*January 2026 data are affected by a system issue that permitted applicants to bypass the required gender and ethnicity questions.

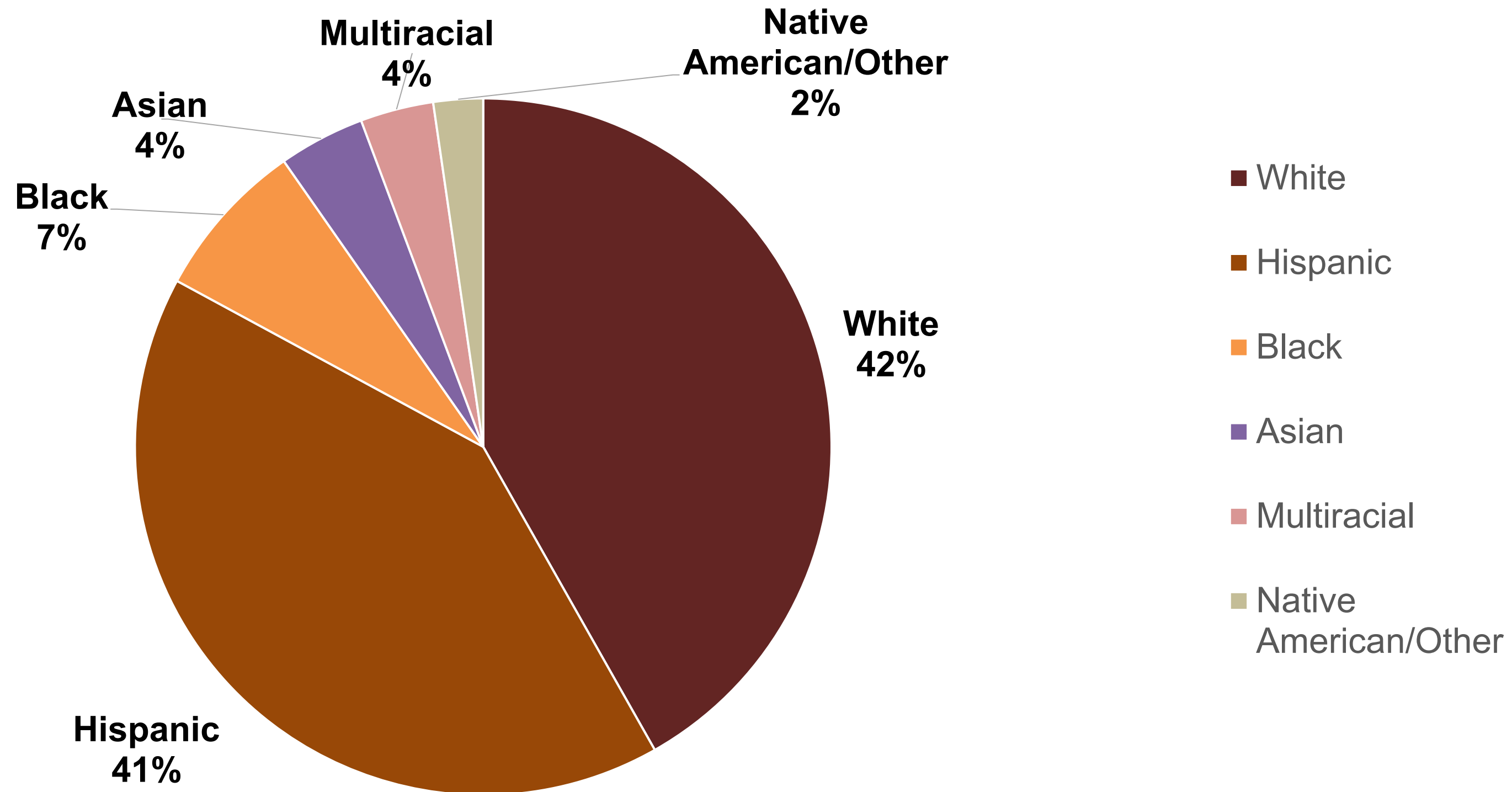


## Total Police Recruits & Lateral/Reinstatements Hired by Race for 2026





### City of Phoenix Demographics





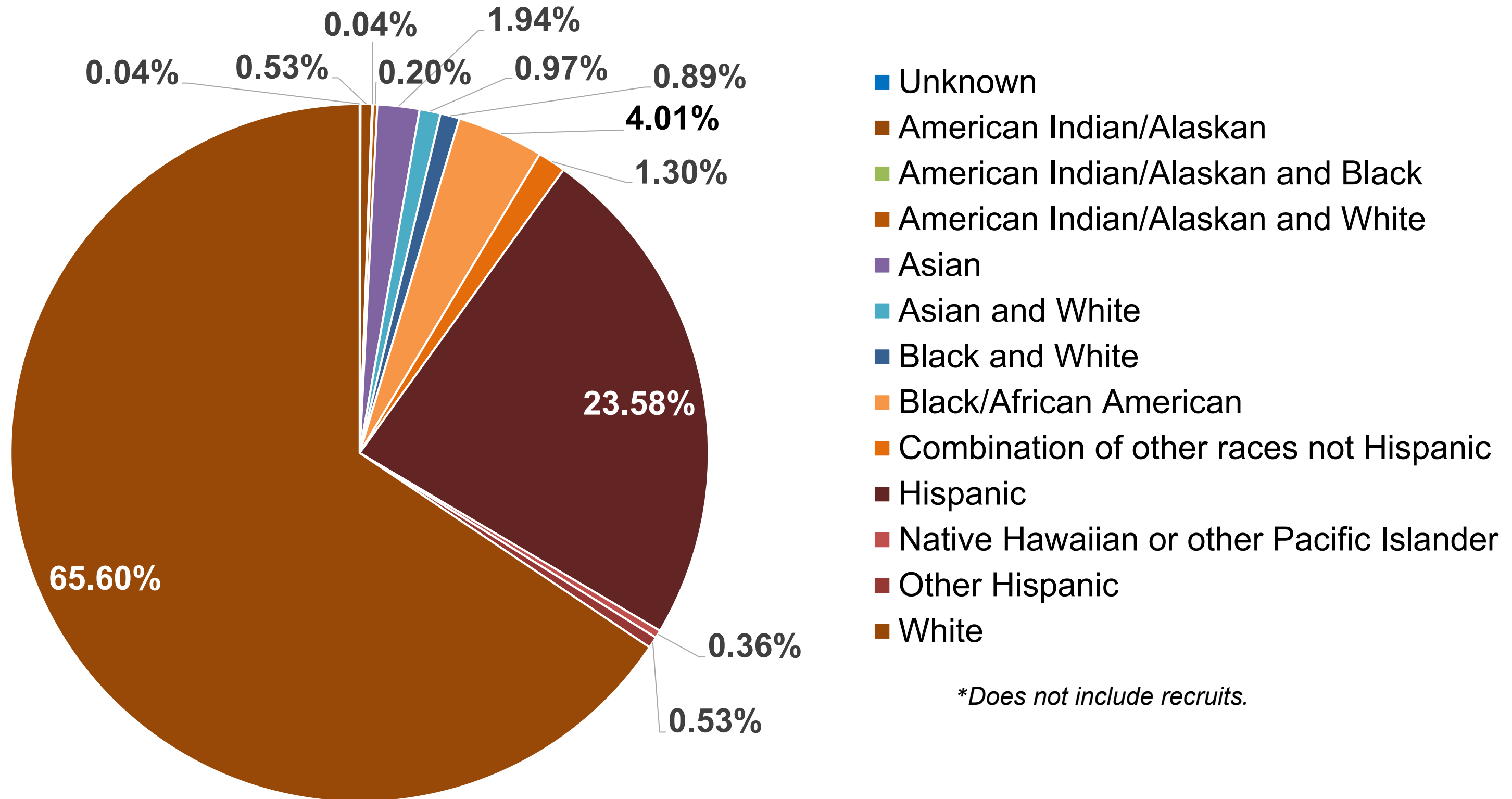
### Total Sworn and Recruit Employees by Rank and Gender as of January 31, 2026

Police Chief	Percentage
Male	100%
Assistant Chief	Percentage
Male	100%
Commander	Percentage
Female	22%
Male	73%
Lieutenant	Percentage
Female	7%
Male	93%

Sergeant	Percentage
Female	7%
Male	93%
Officer	Percentage
Female	14%
Male	86%
Recruit	Percentage
Female	10%
Male	90%



### Total Current Sworn by Race as of January 31, 2026

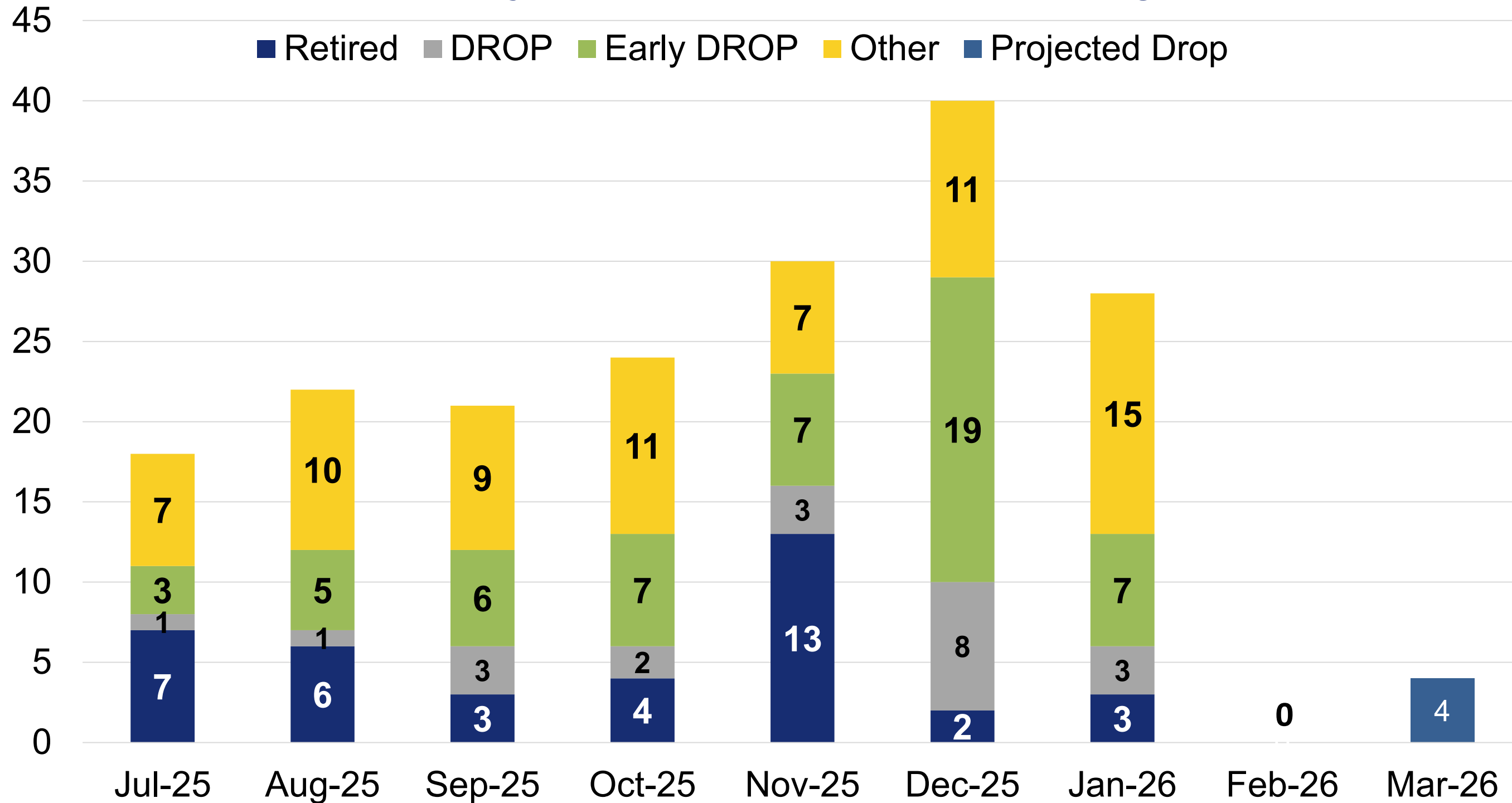


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



### Current and Projected Attrition as of January 31, 2025



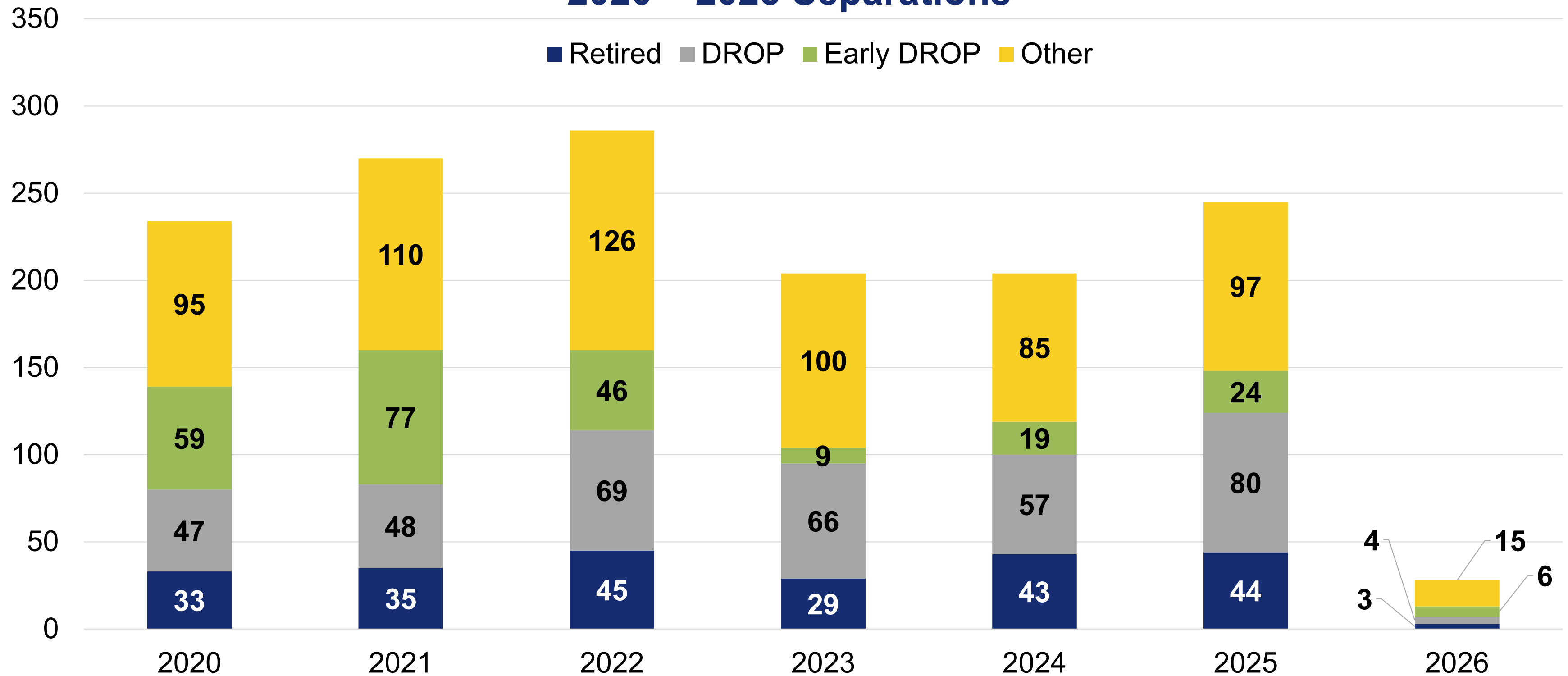
SEPARATIONS BY YEARS OF SERVICE YEAR-TO-DATE	
9	< 1
3	1 to 5
2	6 to 10
1	11 to 15
2	16 to 20
6	21 to 25
5	26+

# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report

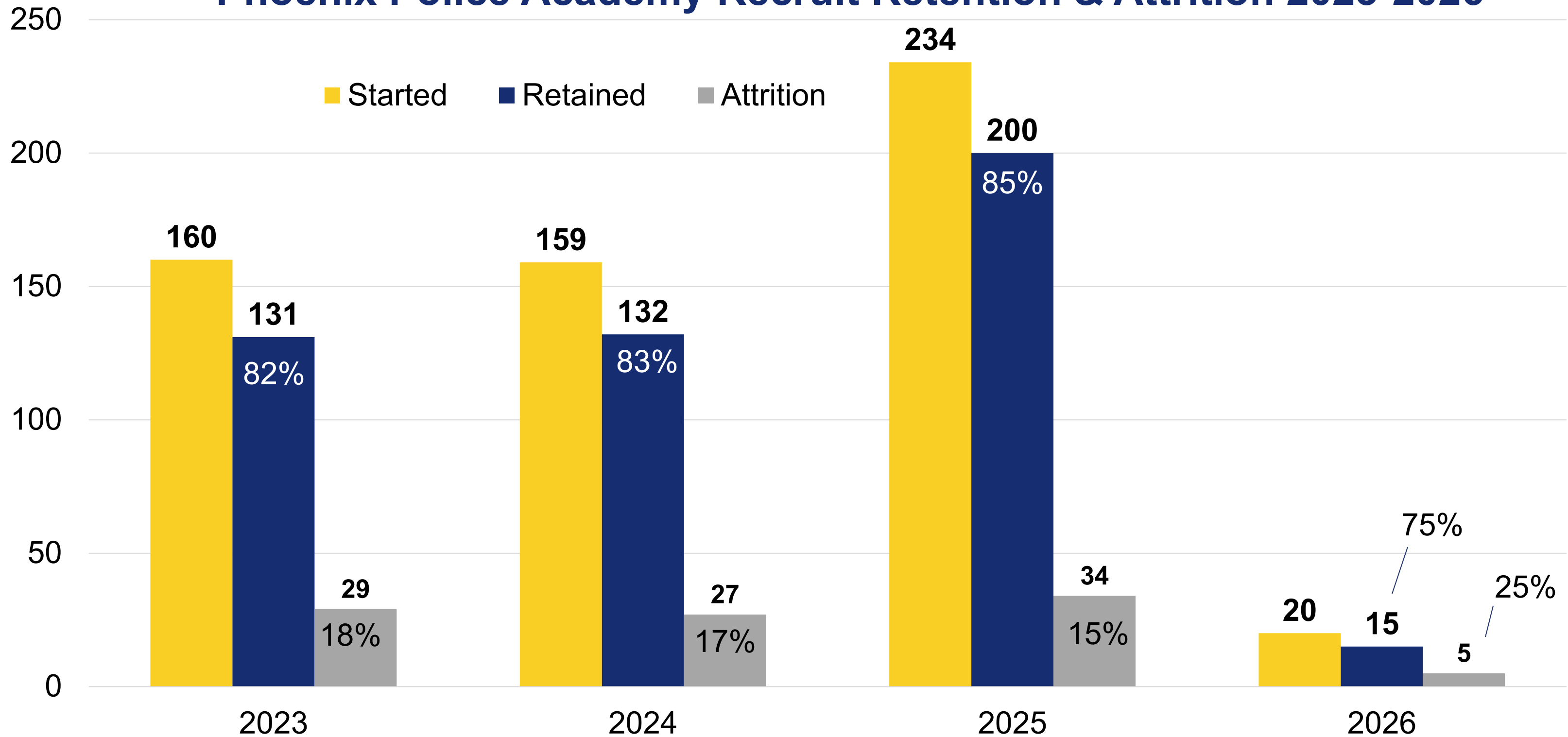


### 2020 – 2025 Separations





### Phoenix Police Academy Recruit Retention & Attrition 2023-2026



# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report

As of January 31, 2025



FTO	Officers in Training	Separated	Retention Rate
2022	85	17	80%
2023	138	33	76%
2024	107	29	72.9%
2025	151	30	85.1%
2026	21	0	100%



### SWET Totals Year-to-Date as of January 31, 2026



**182**  
Total SWET participants

- 83 Females
- 99 Males



**7**  
Total SWET graduates from the academy

- 1 Females
- 6 Males

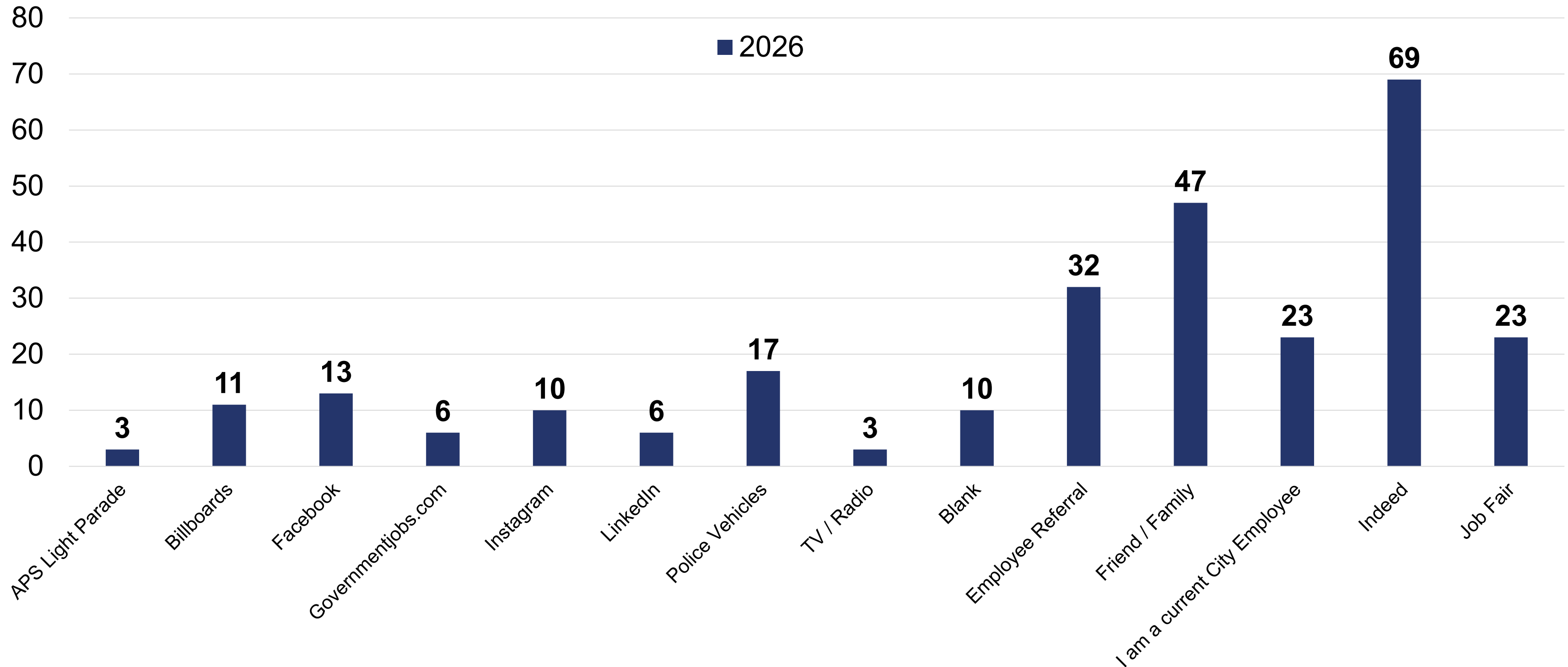


**38**  
SWET participants currently in the academy





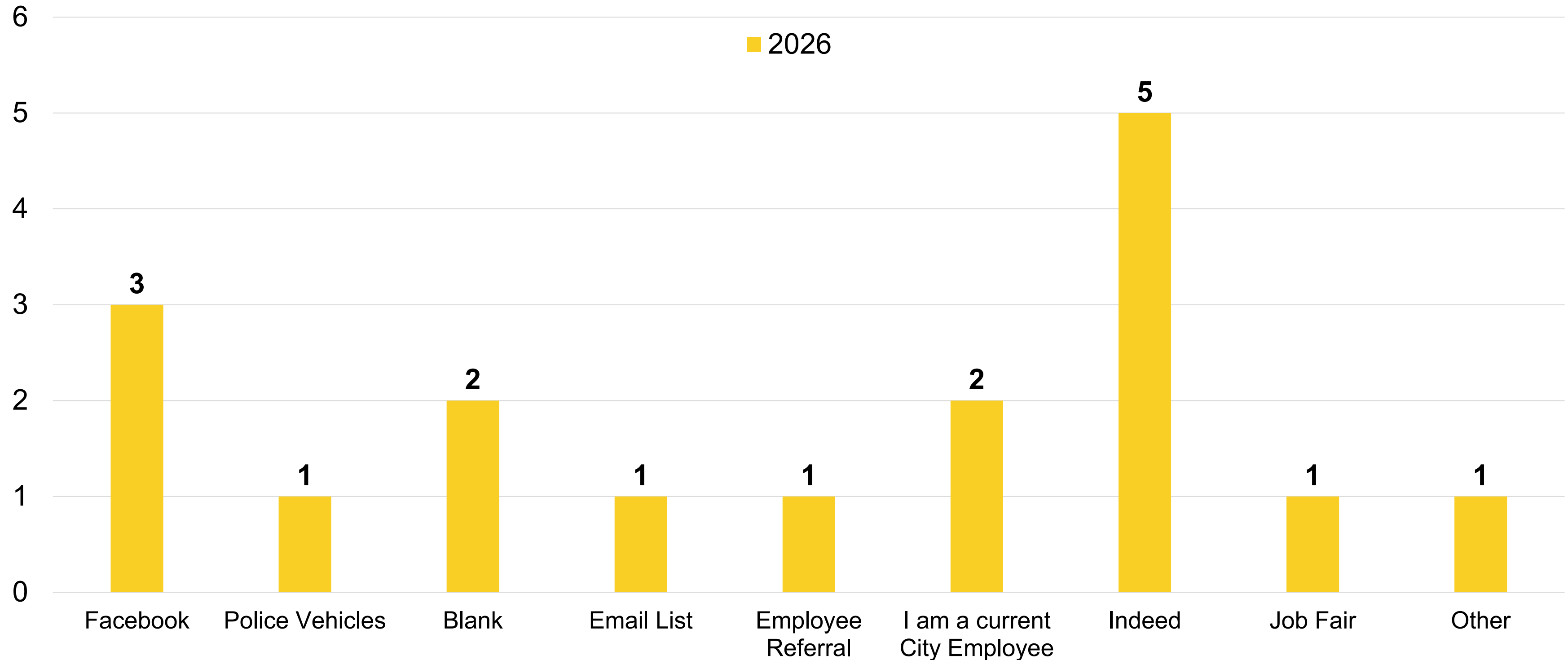
### Police Recruit Applicants by Source for 2026



*\*Based on data where applicants provided a source. Some applicants chose not to provide a source.*



### Female Recruit Applicants by Source for 2026



*\*Based on data where applicants provided a source. Some applicants chose not to provide a source.*