

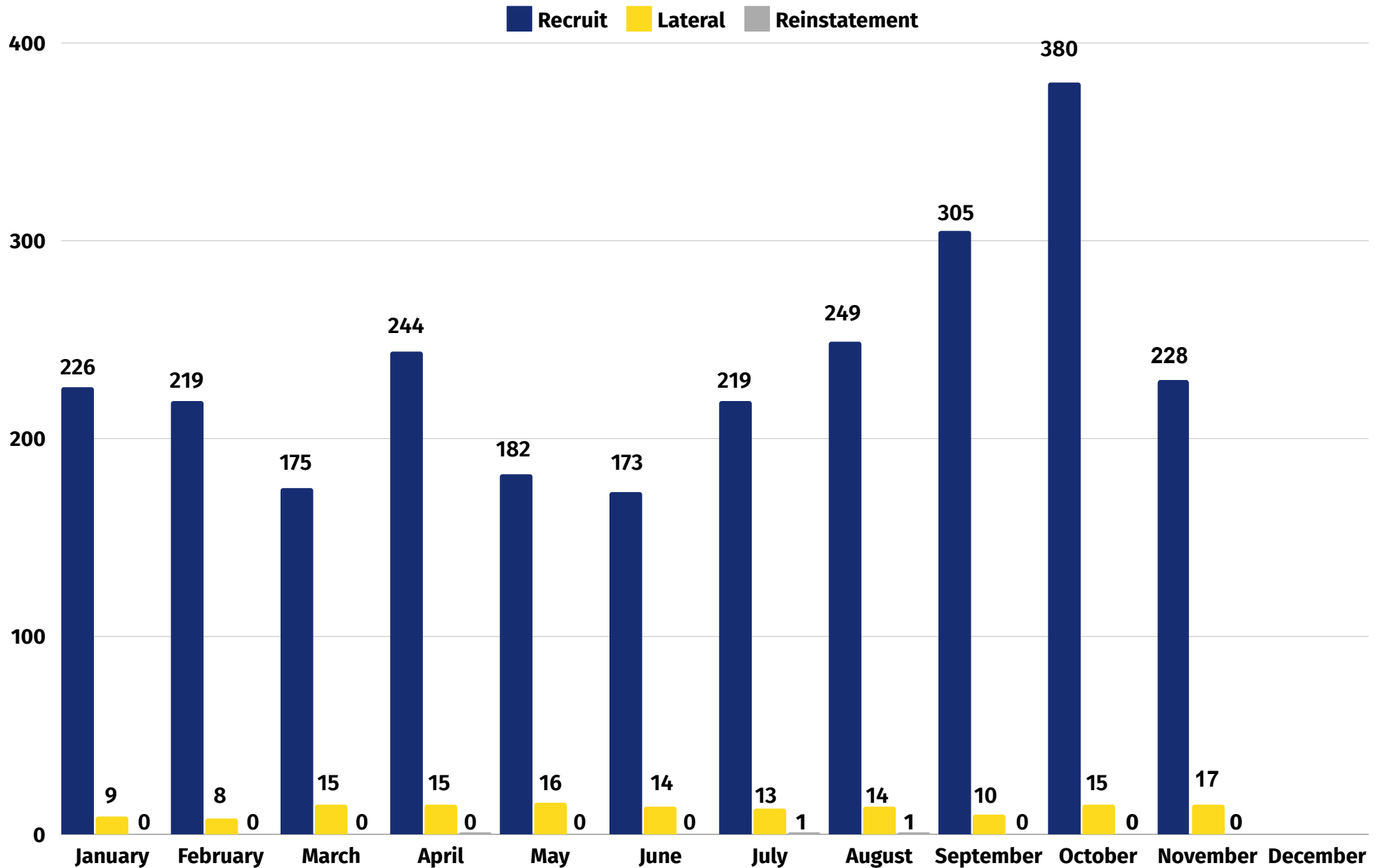


RECRUITMENT, HIRING AND ATTRITION REPORT

| DECEMBER 2024



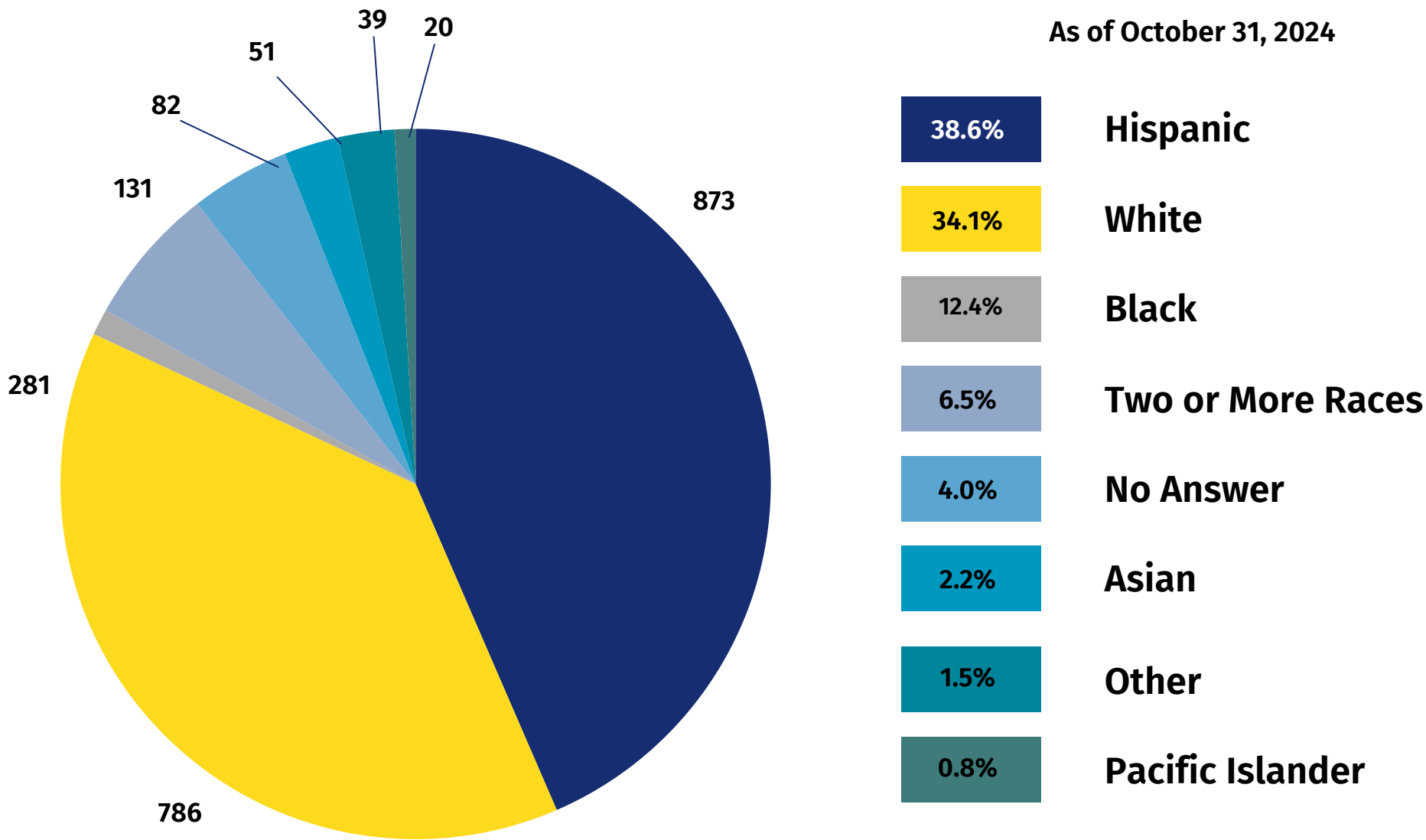
Total eSOPH Applications Received Year-to-Date as of Nov. 25, 2024





Total Applicant Demographics Received Year-to-Date

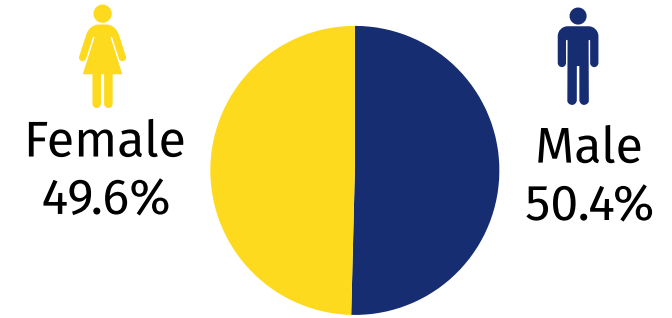
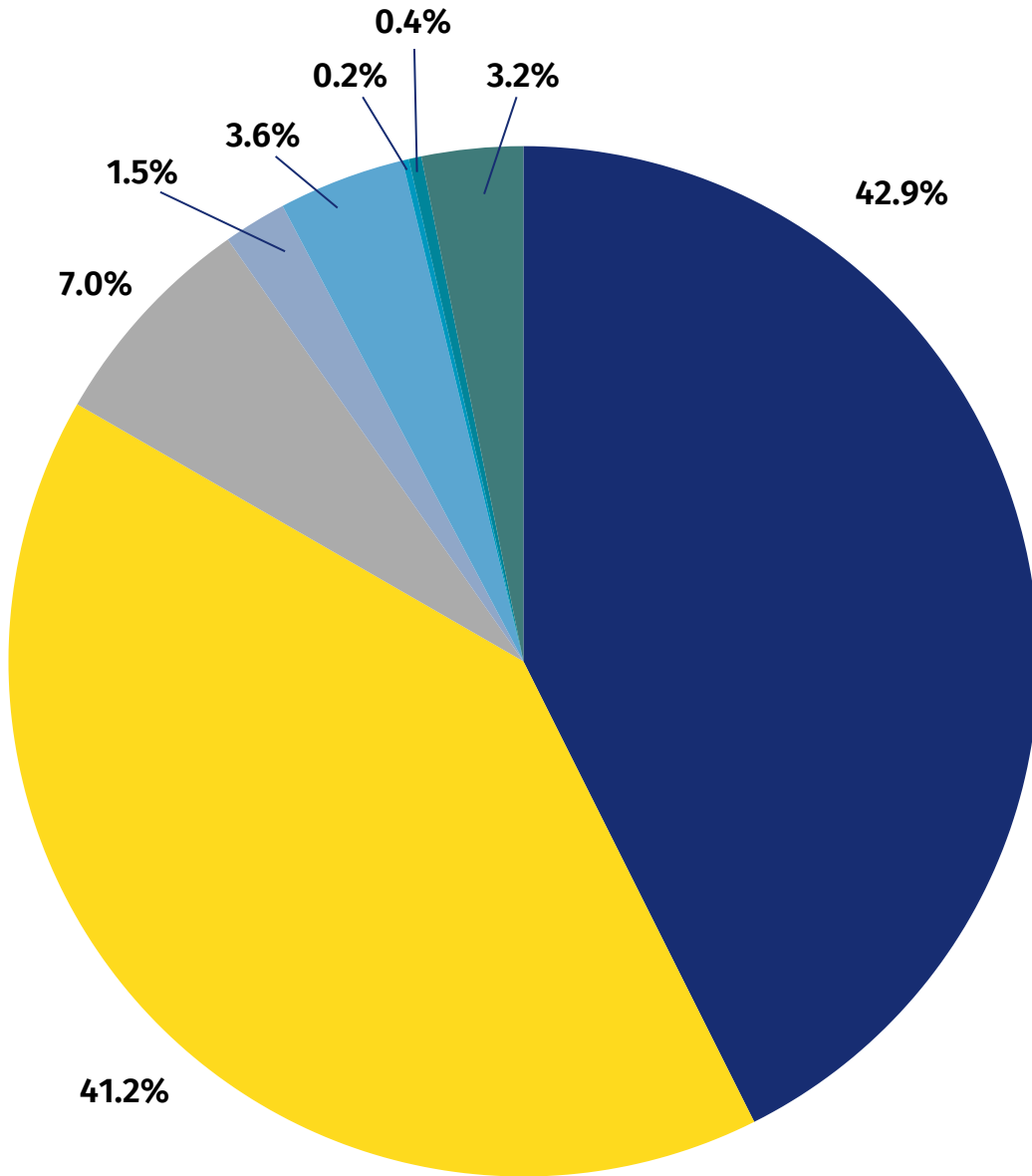
As of October 31, 2024



Phoenix Police Department

Recruitment, Hiring and Attrition Report

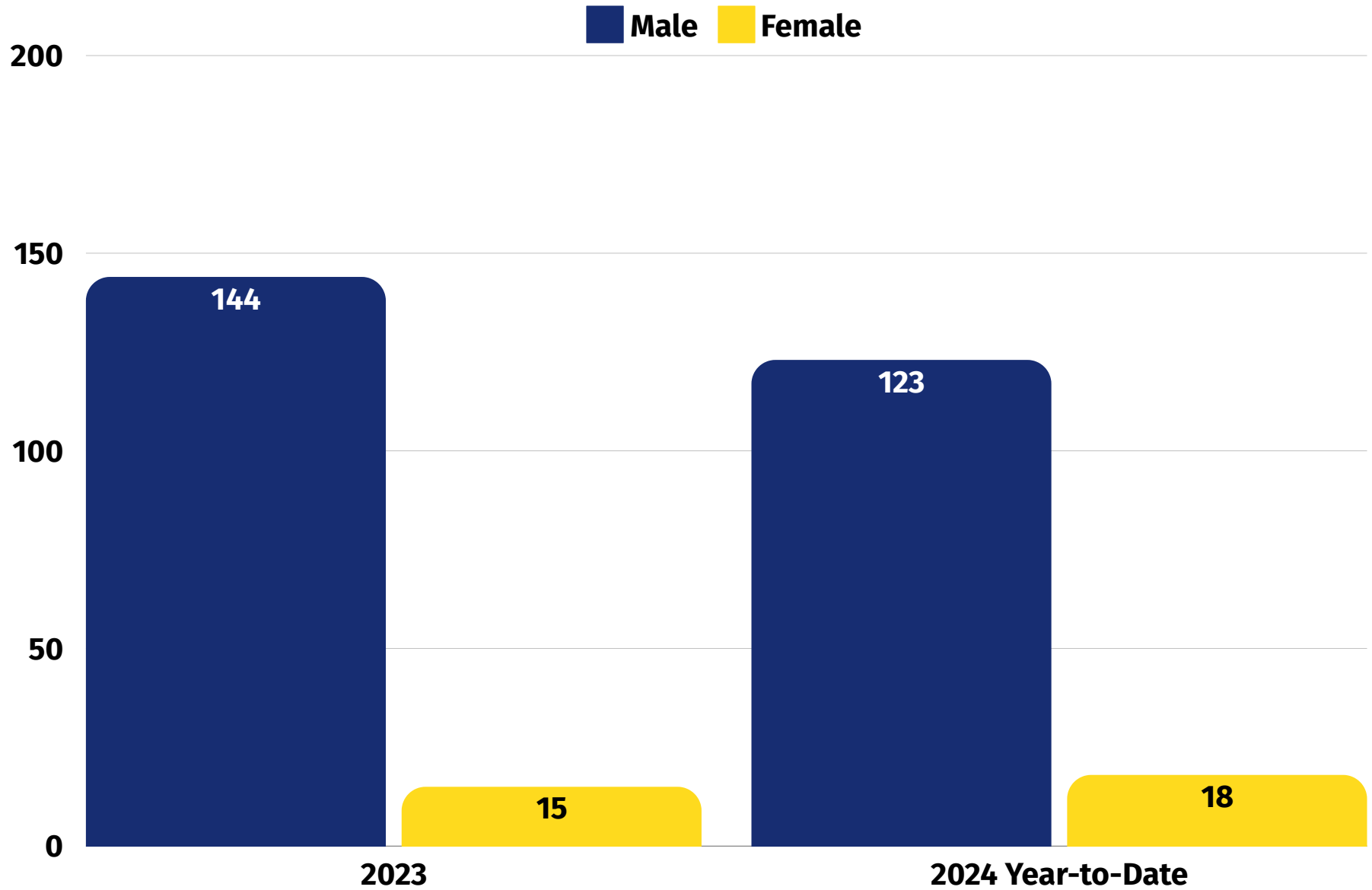
Maricopa County Demographics



42.9%	Hispanic
41.2%	White
7.0%	Black
1.5%	Native American
3.6%	Asian
0.2%	Pacific Islander
0.4%	Other
3.2%	Two or more races
N/A	No Answer



Total Sworn Hires Year-to-Date as of October 31, 2024





Total Sworn Hired by Race Year-to-Date as of October 31, 2024

2023		2024 Year-to-Date	
52.8%	White	53.2%	White
28.9%	Hispanic	36.2%	Hispanic
8.8%	Black	2.8%	Black
1.3%	Black/White	2.8%	Black/White
1.4%	Asian	1.4%	Asian
0.6%	American Indian/White	0.7%	American Indian/White
1.9%	Asian/White	0.7%	Asian/White
1.3%	Not Specified	0.7%	Not Specified
2.5%	Other Blend	0.7%	Other Blend
0.6%	Pacific Islander	0.0%	Pacific Islander



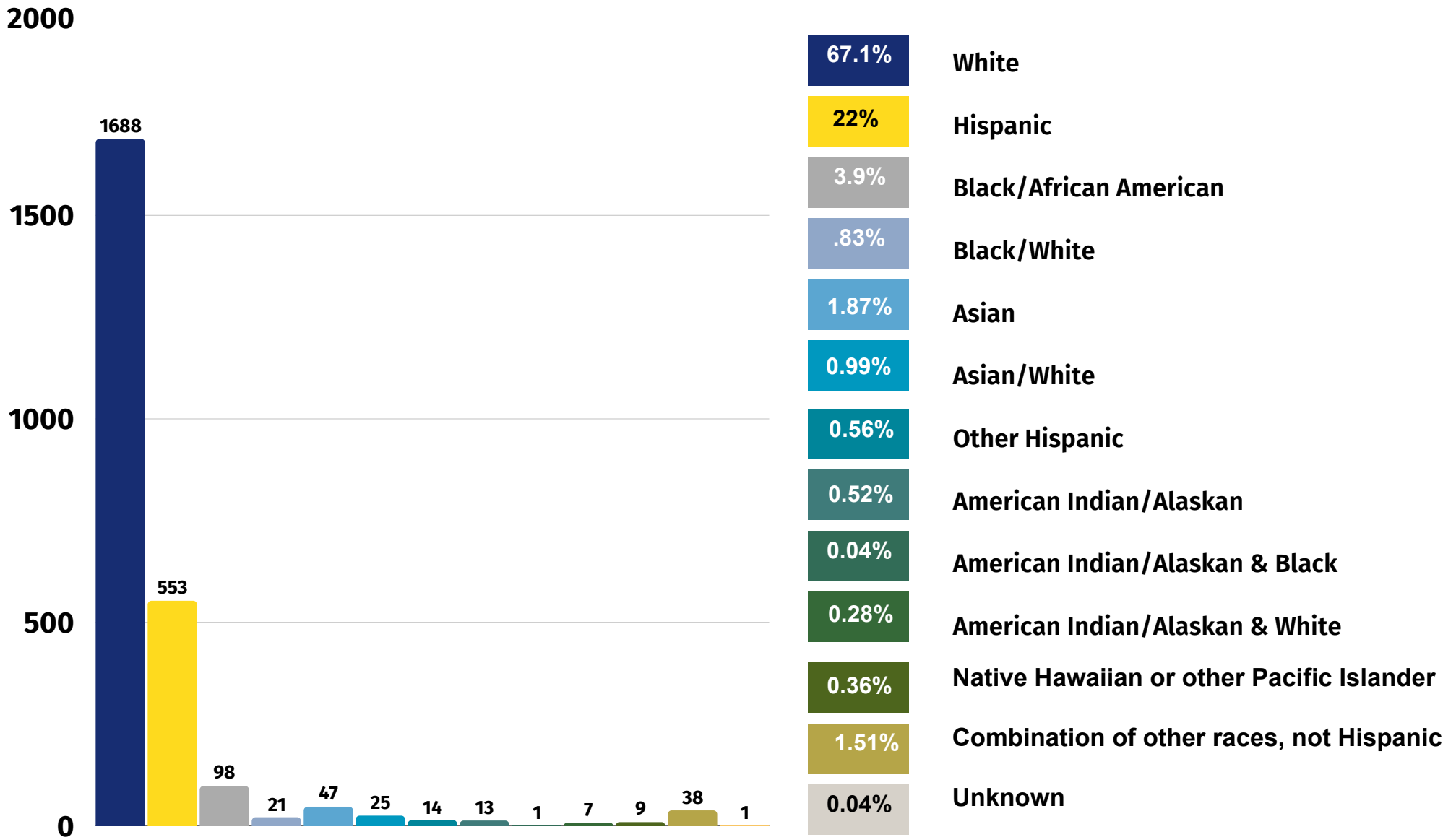
Total Sworn by Rank and Gender Year-to-Date - Nov. 25, 2024

Police Chief	Total	Percentage
Male	1	0.04%
Total Police Chief	1	0.04%
Chief	Total	Percentage
Male	6	0.23%
Total Chief	6	0.23%
Commander	Total	Percentage
Female	6	0.23%
Male	18	0.69%
Total Commander	24	0.92%
Lieutenant	Total	Percentage
Female	6	0.23%
Male	77	2.96%
Total Lieutenant	83	3.19%

Sergeant	Total	Percentage
Female	27	1.04%
Male	339	13.03%
Total Sergeant	366	14.08%
Officer	Total	Percentage
Blank	1	0.04%
Female	296	11.38%
Male	1738	66.77%
Total Officer	2035	78.18%
Recruit	Total	Percentage
Female	15	0.58%
Male	70	2.69%
Total Recruit	85	3.27%
Total:	2600	100.00%

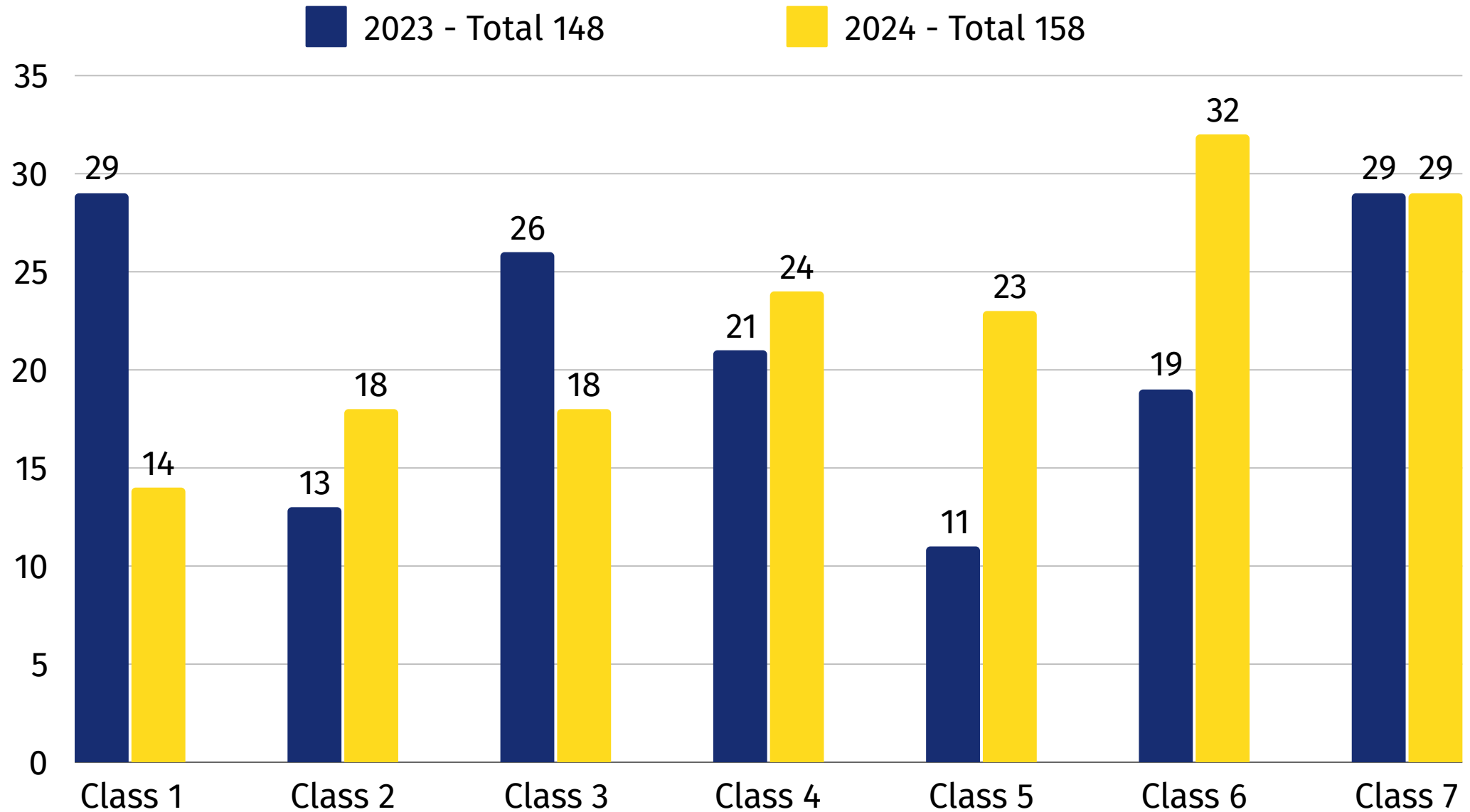


Total Sworn by Demographics as of Nov.25, 2024





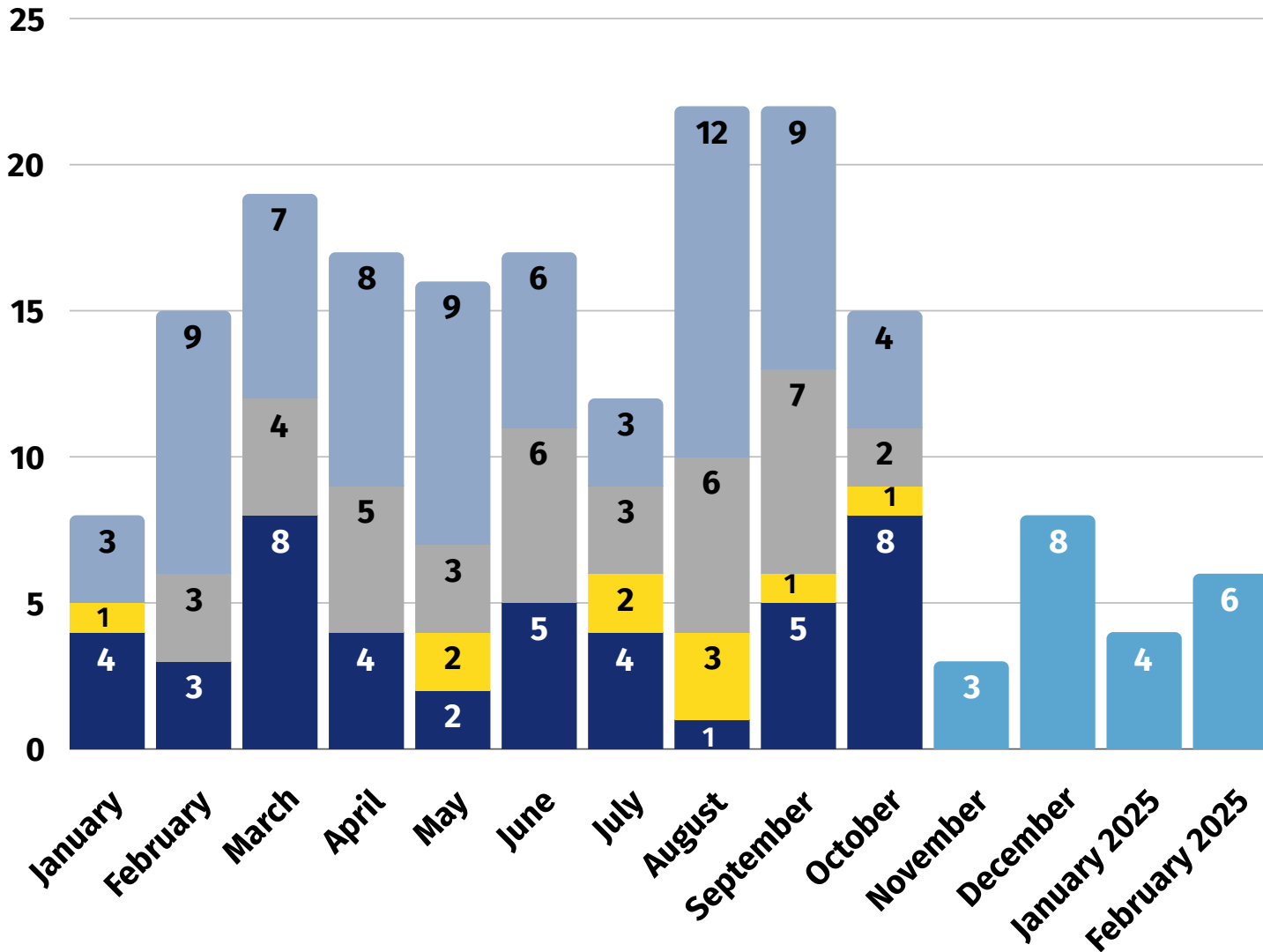
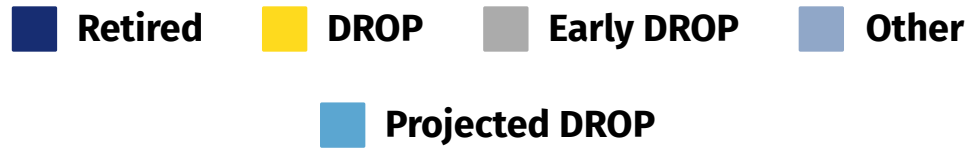
Phoenix Police Academy Class Totals for all 2024





Current and Projected Attrition as of October 31, 2024

Total Leaving: 163 **Projected Leaving: 21**



SEPARATIONS BY YEARS OF SERVICE

16	1 to 5
8	6 to 10
1	11 to 15
12	16 to 20
40	21 to 25
26	26+



SWET Totals Year-to-Date as of November 25, 2024



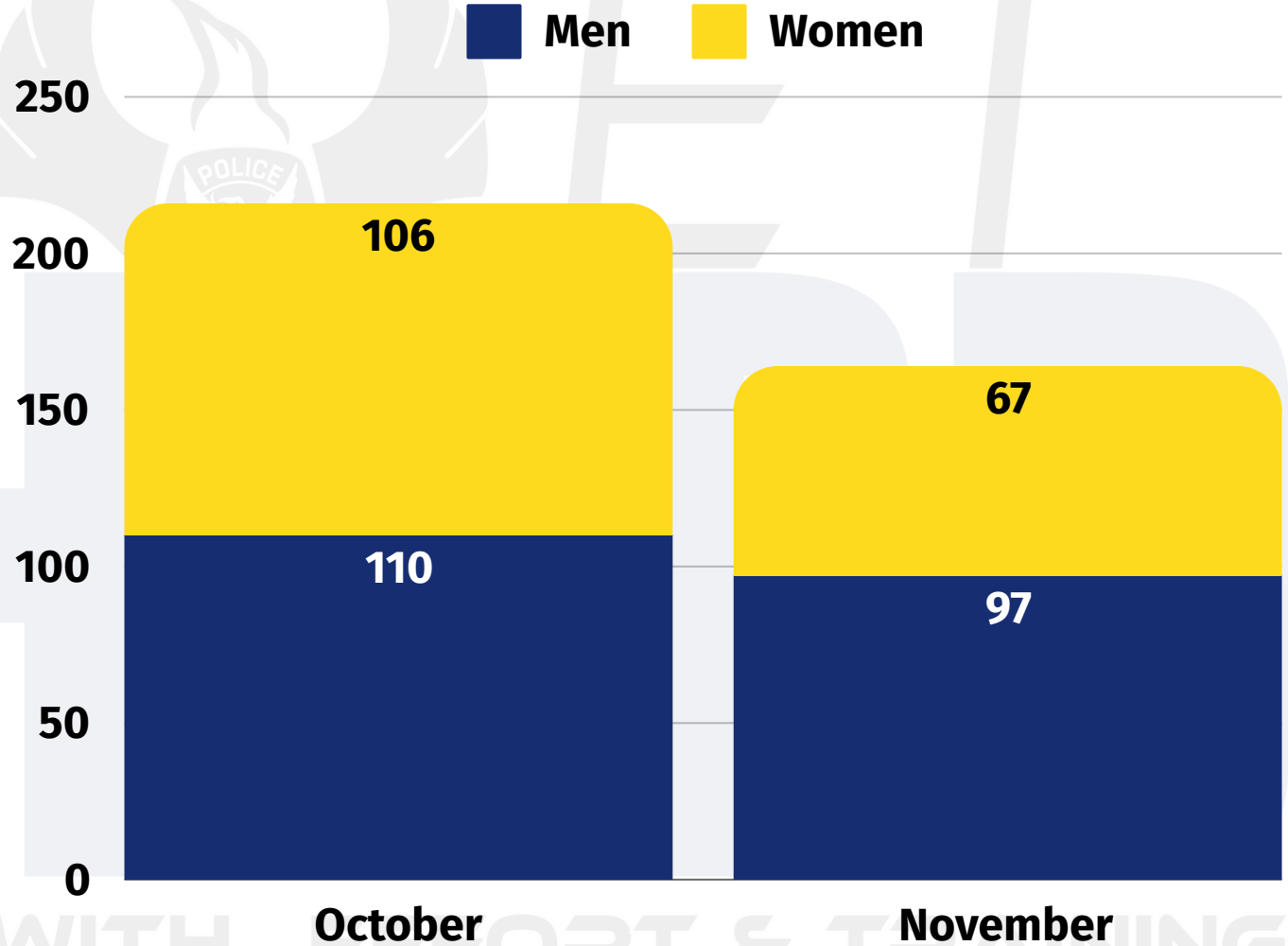
1,866

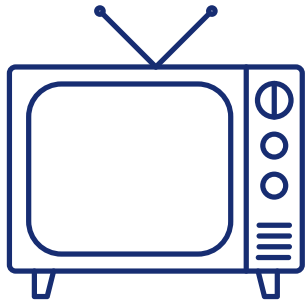
**Total
Participants**



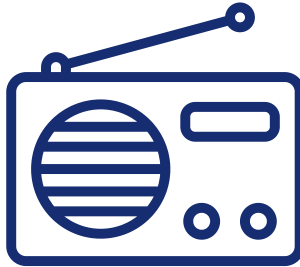
28

**Total
Graduates**





Local Television
763 ads



Local Radio
2,186 ads



Local Newspaper
735,374 targeted impressions



Digital Extension
295,576 impressions