



RECRUITMENT, HIRING, AND ATTRITION REPORT

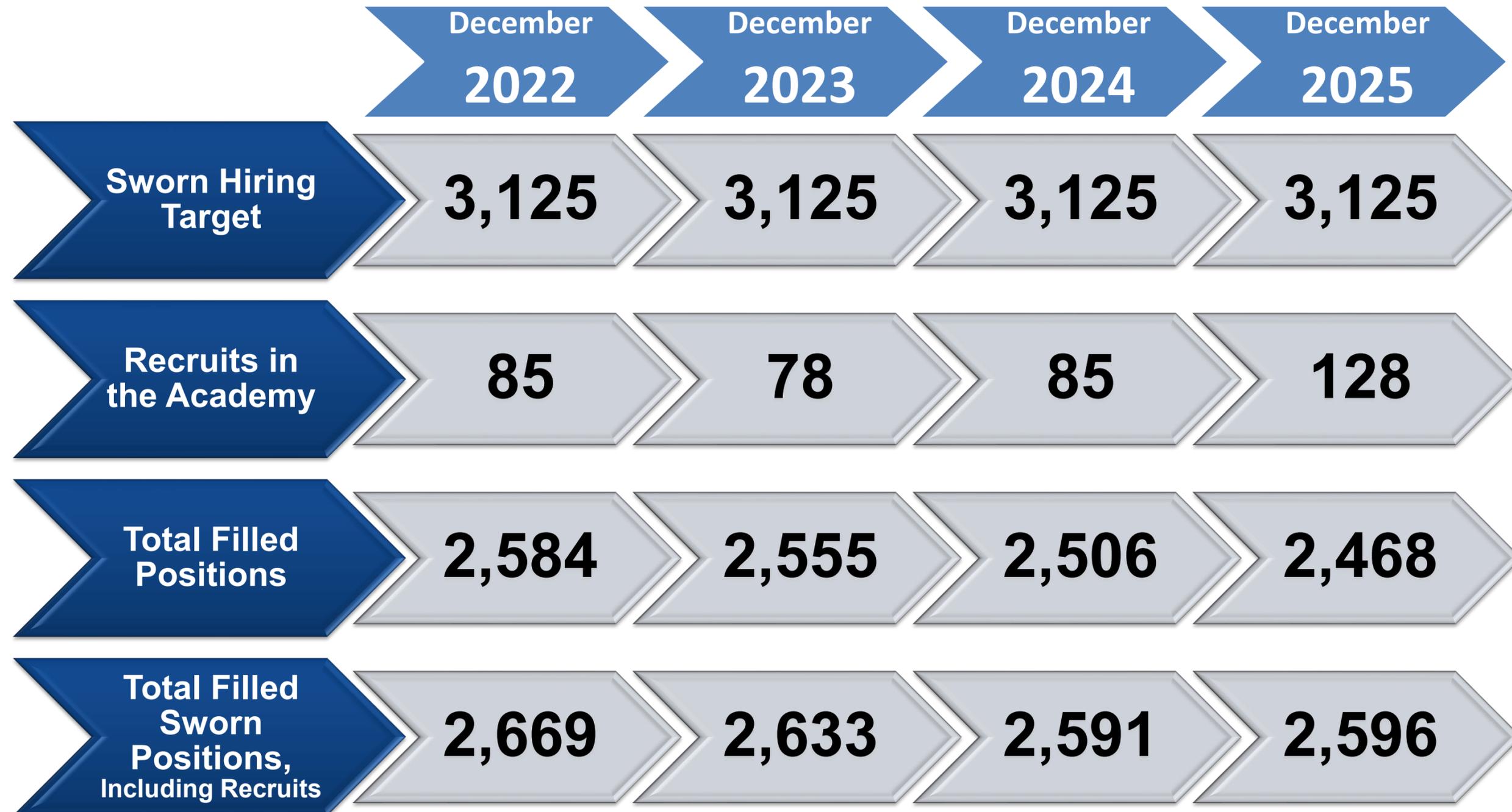
March 2026

Phoenix Police Department

Recruitment, Hiring, and Attrition Report

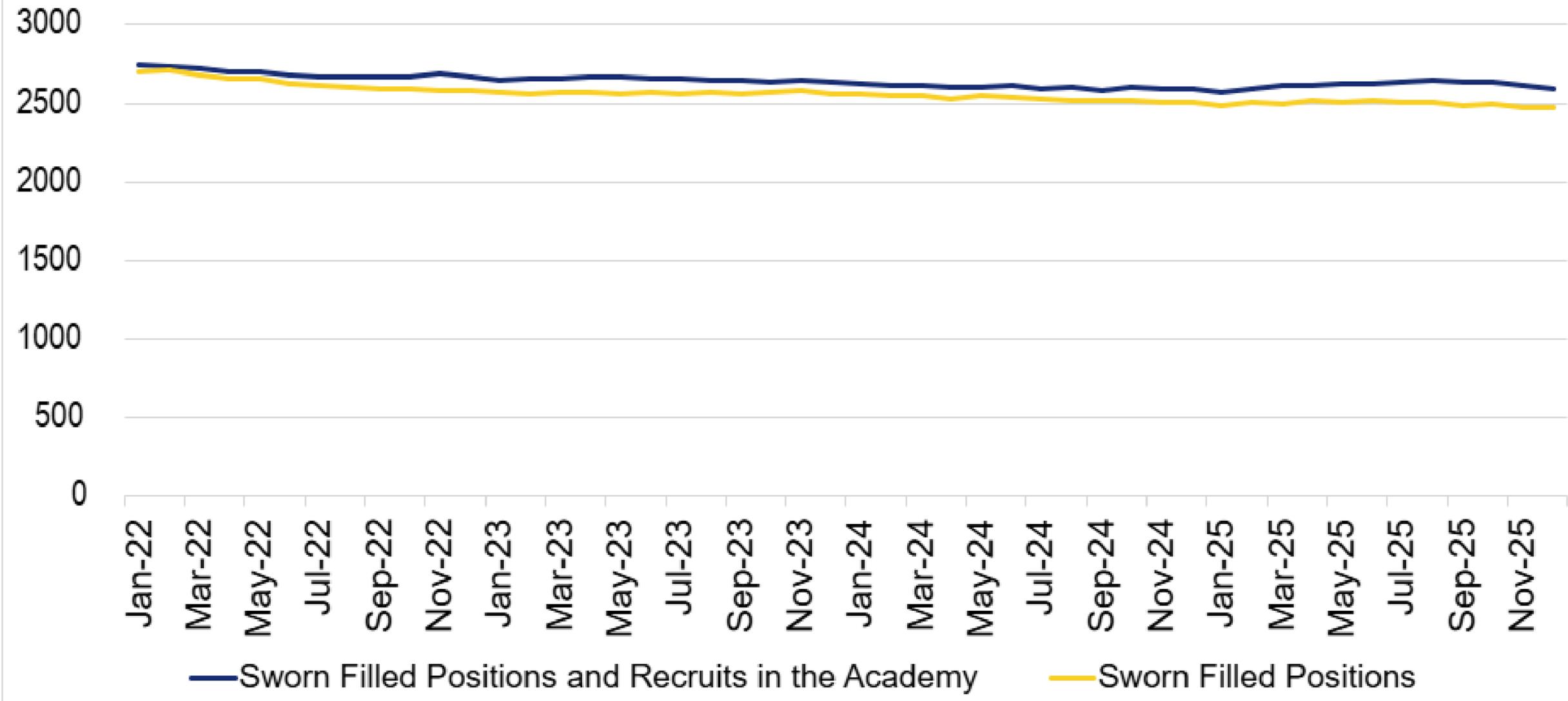


Total Filled Sworn Positions 2024 vs. 2025





Number of Filled Positions 2022-2025

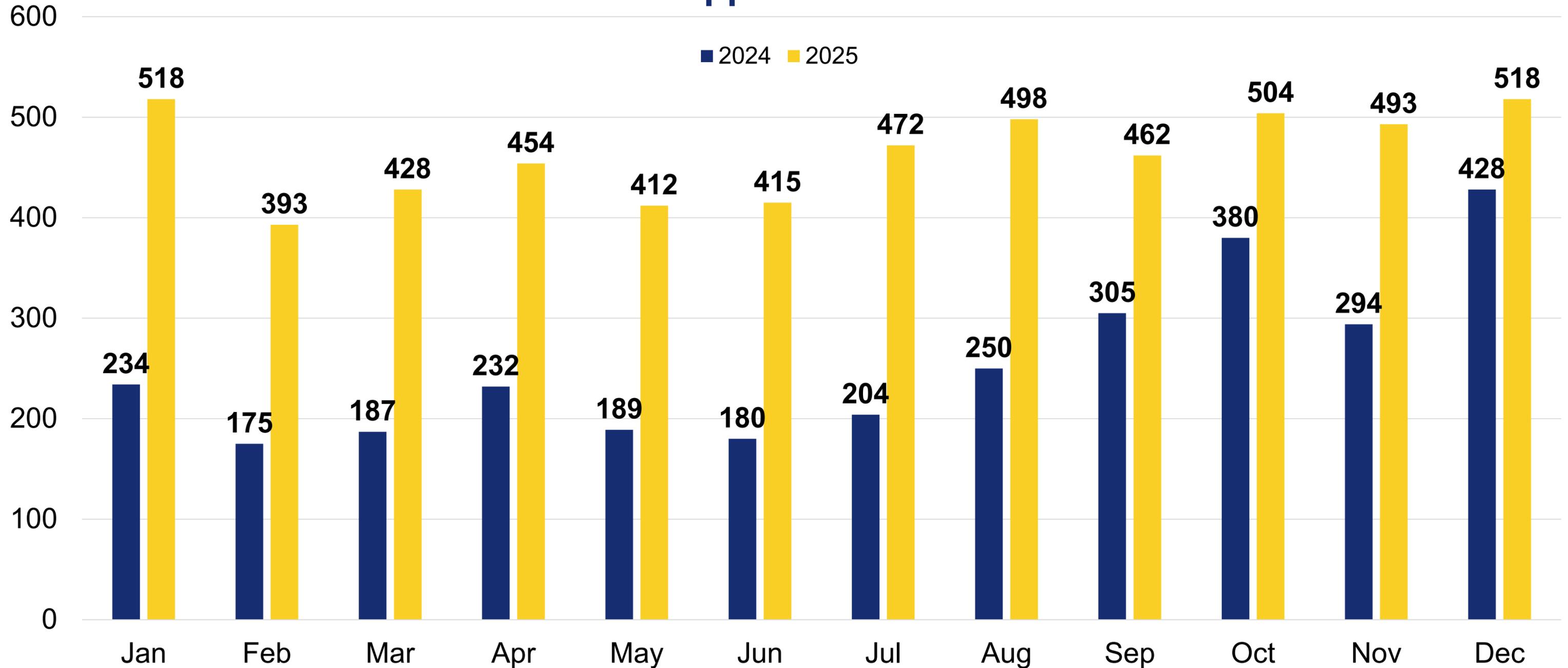


Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Total Recruit Applicants 2024 and 2025

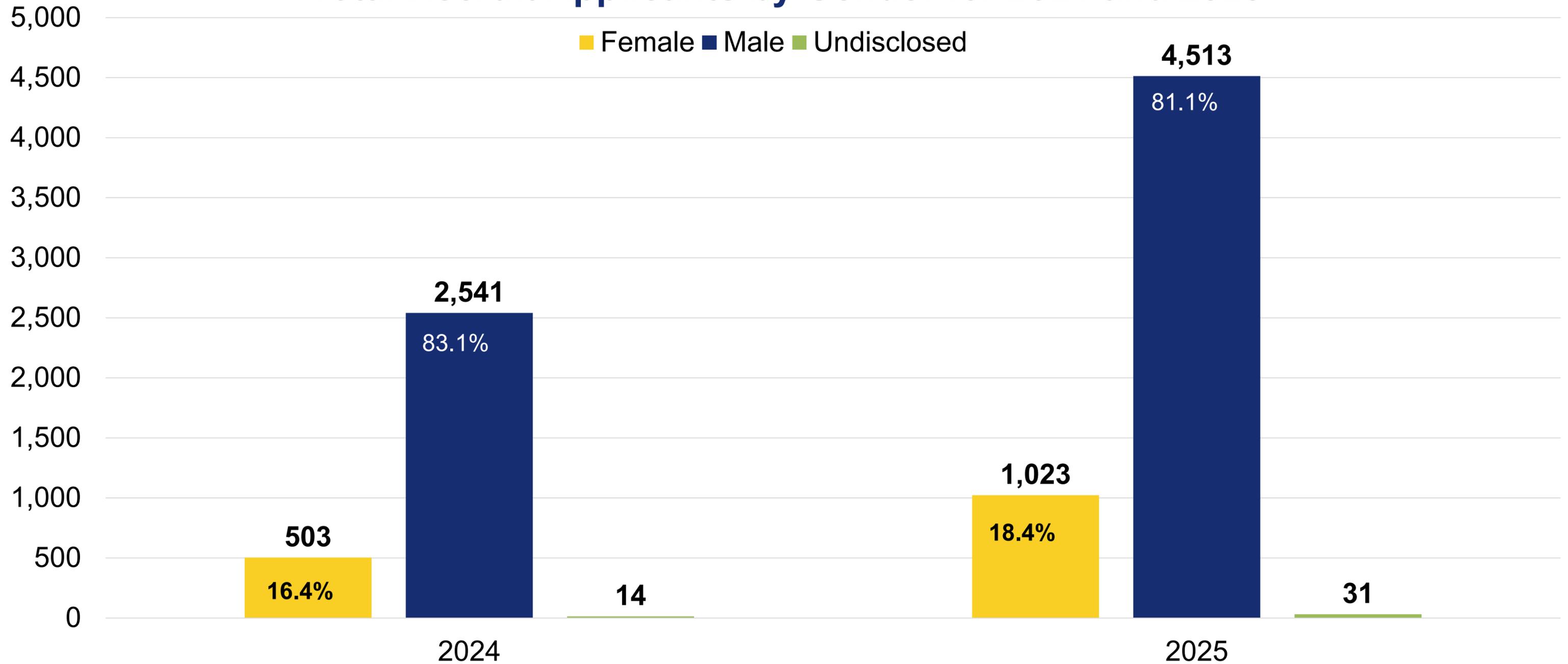


Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Total Recruit Applicants by Gender for 2024 and 2025

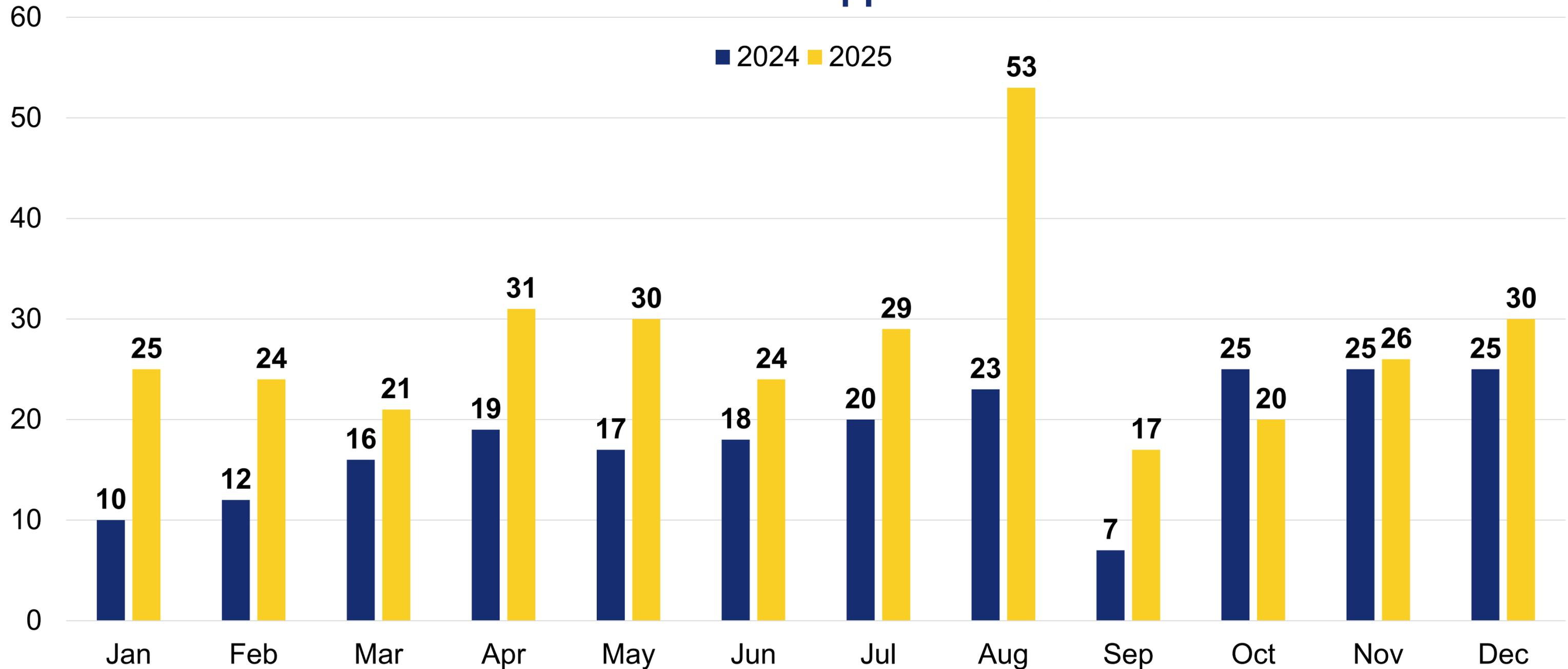


Phoenix Police Department

Recruitment, Hiring, and Attrition Report

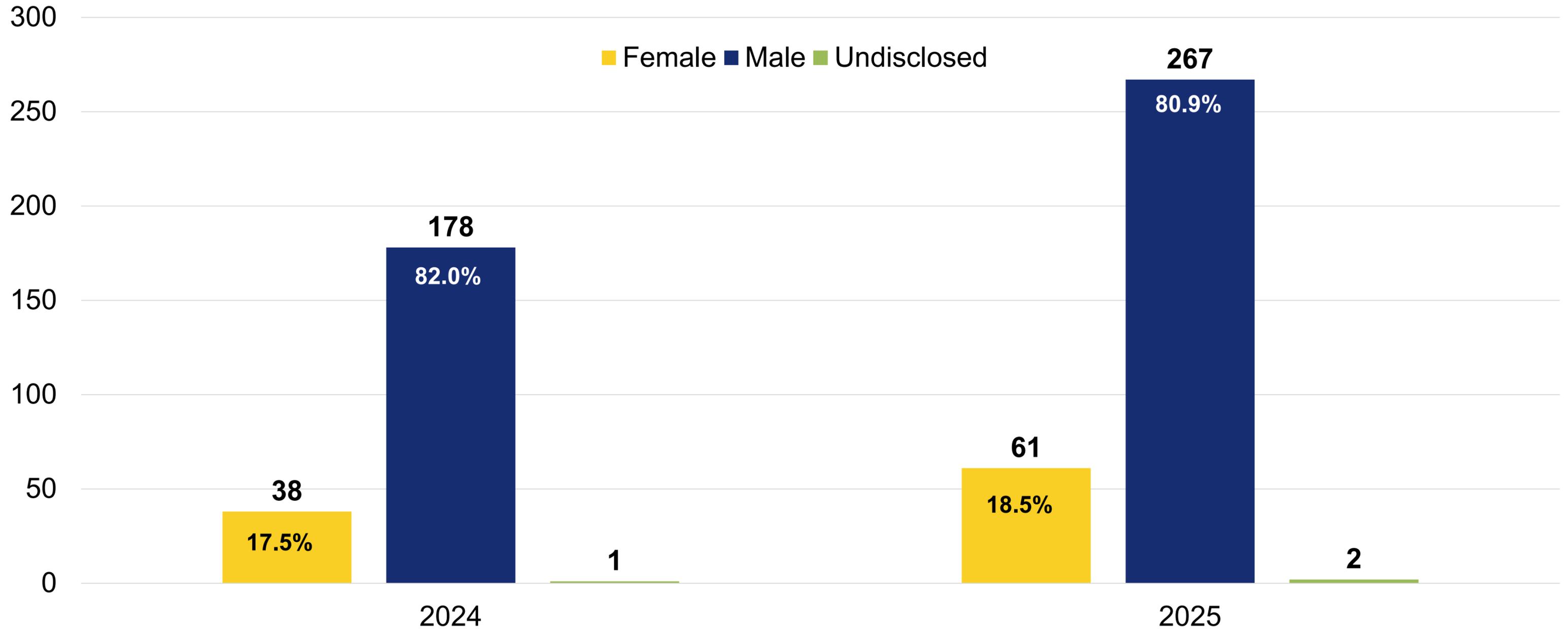


Total Lateral/Reinstatement Applicants 2024 and 2025



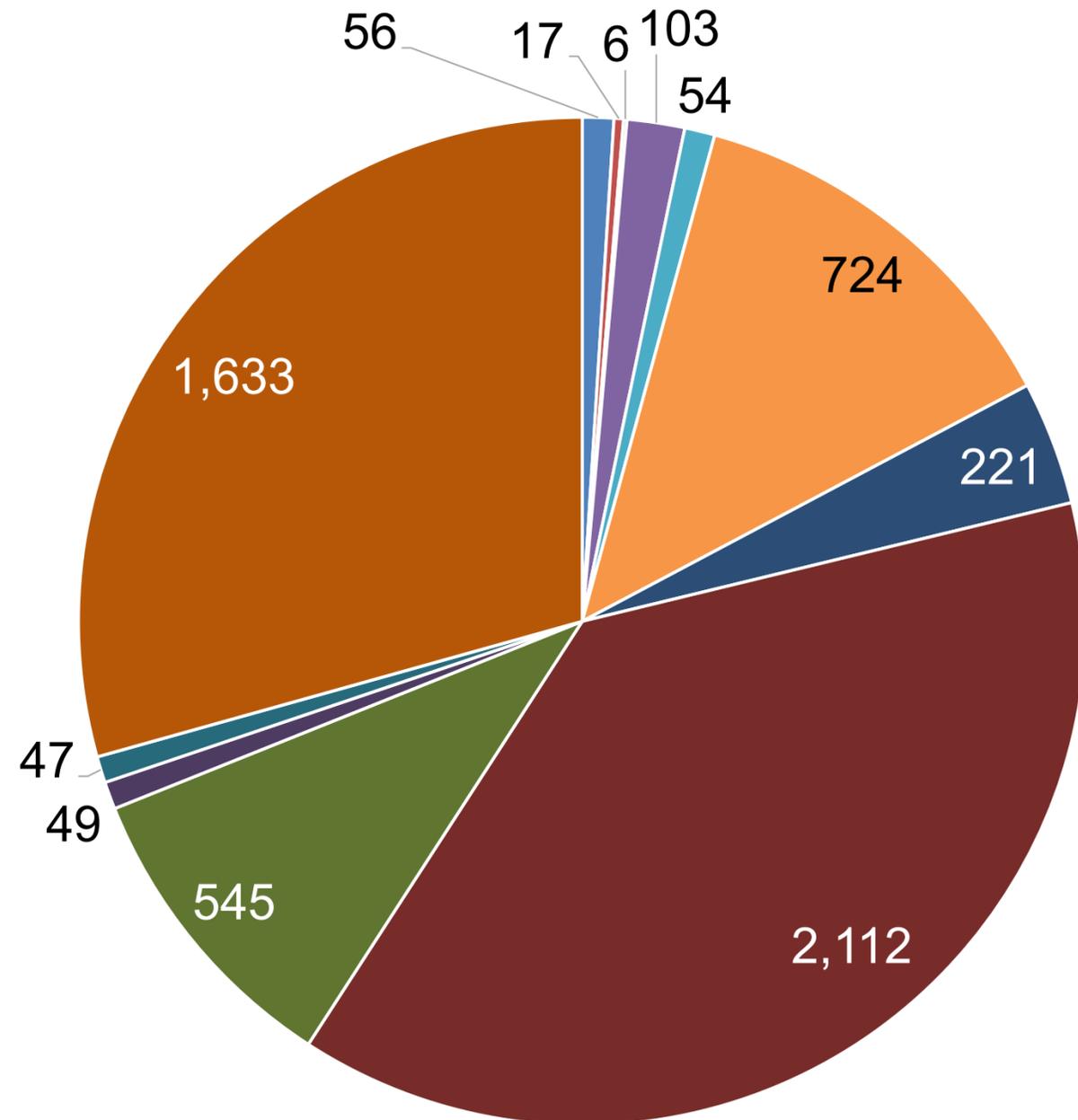


Total Lateral/Reinstatement Applicants by Gender for 2024 and 2025





Police Recruit Applicants by Ethnic Group for all of 2025



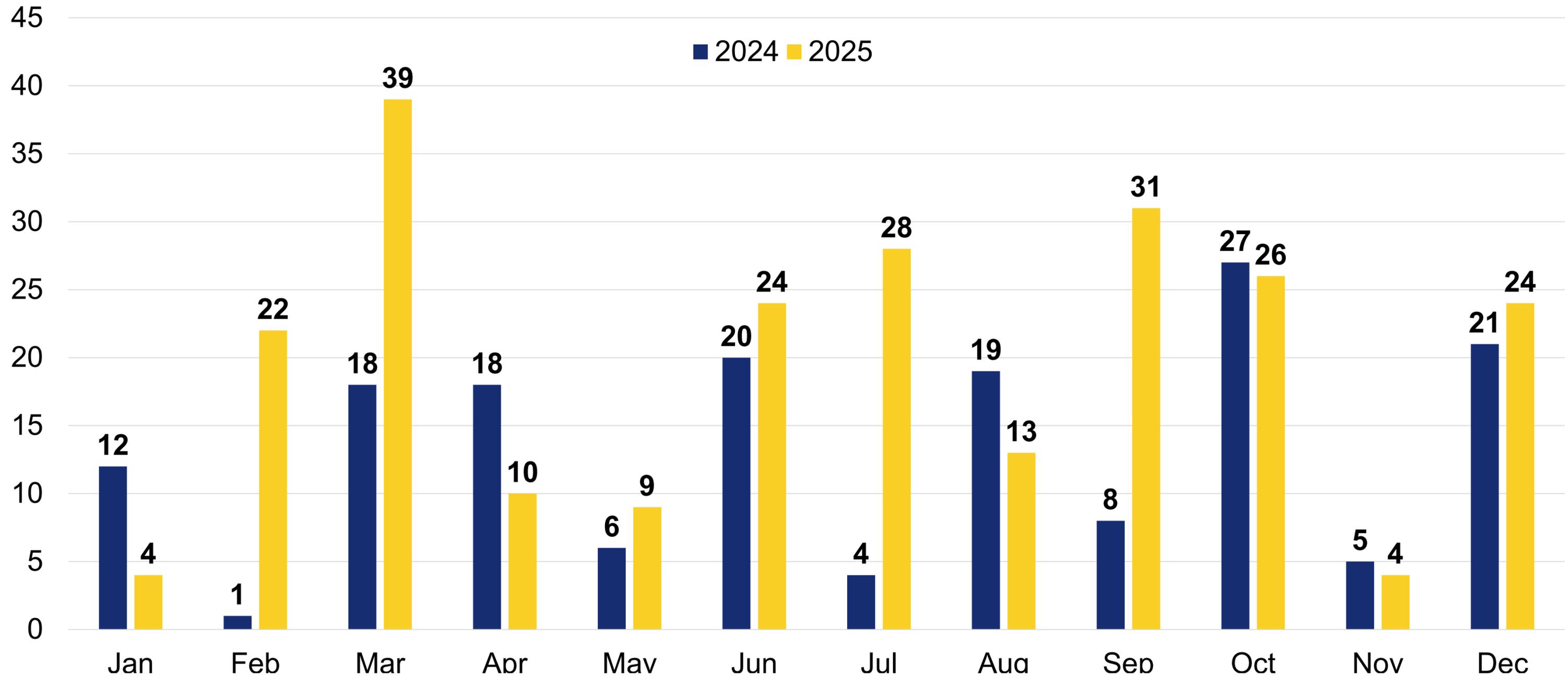
	Ethnic Group	2025 Apps	Hired
	American Indian	56	2
	American Indian/Black	17	0
	American Indian/White	6	0
	Asian	103	5
	Asian/White	54	3
	Black	724	23
	Black/White	221	5
	Hispanic	2,112	85
	No Answer	545	0
	Other Blend	49	1
	Pacific Islander	47	0
	White	1,633	110

Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Total Police Recruit Hires all of 2024 and 2025

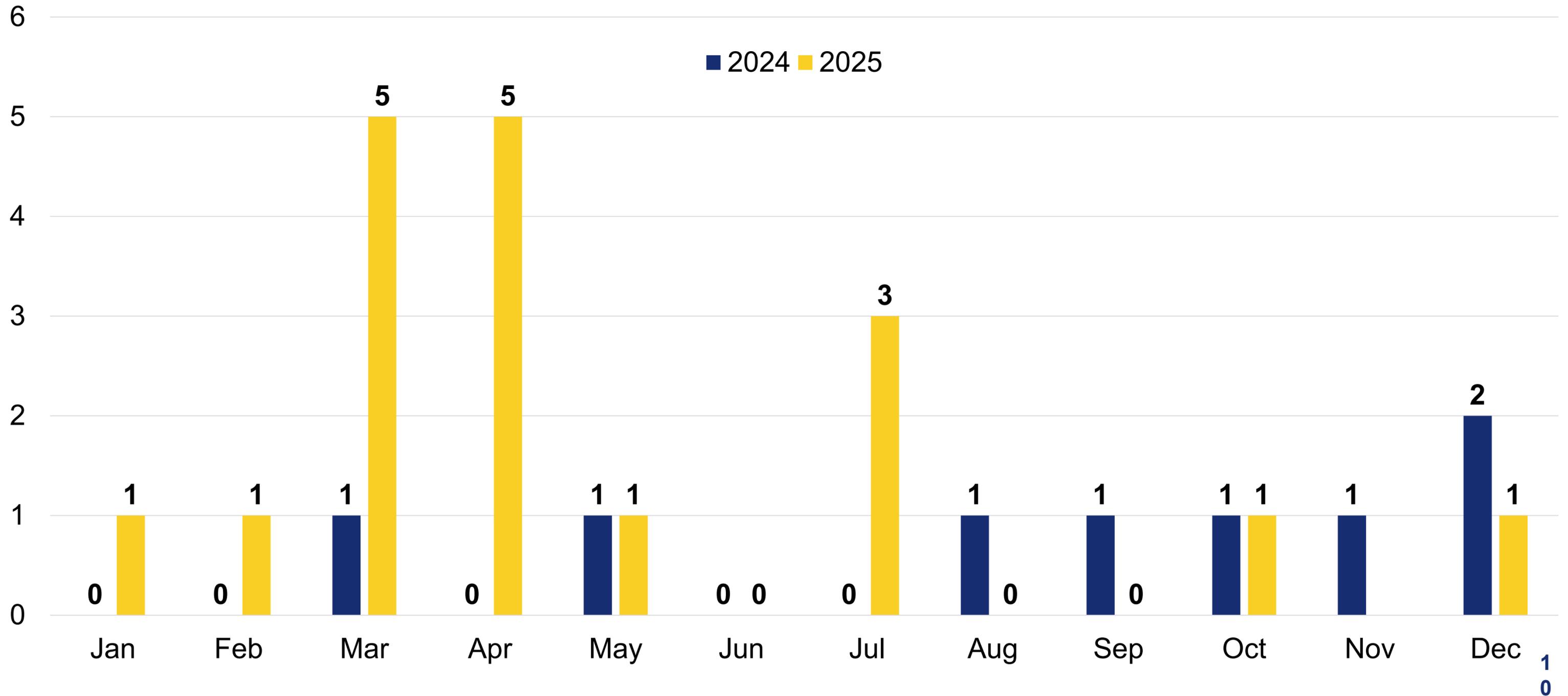


Phoenix Police Department

Recruitment, Hiring, and Attrition Report

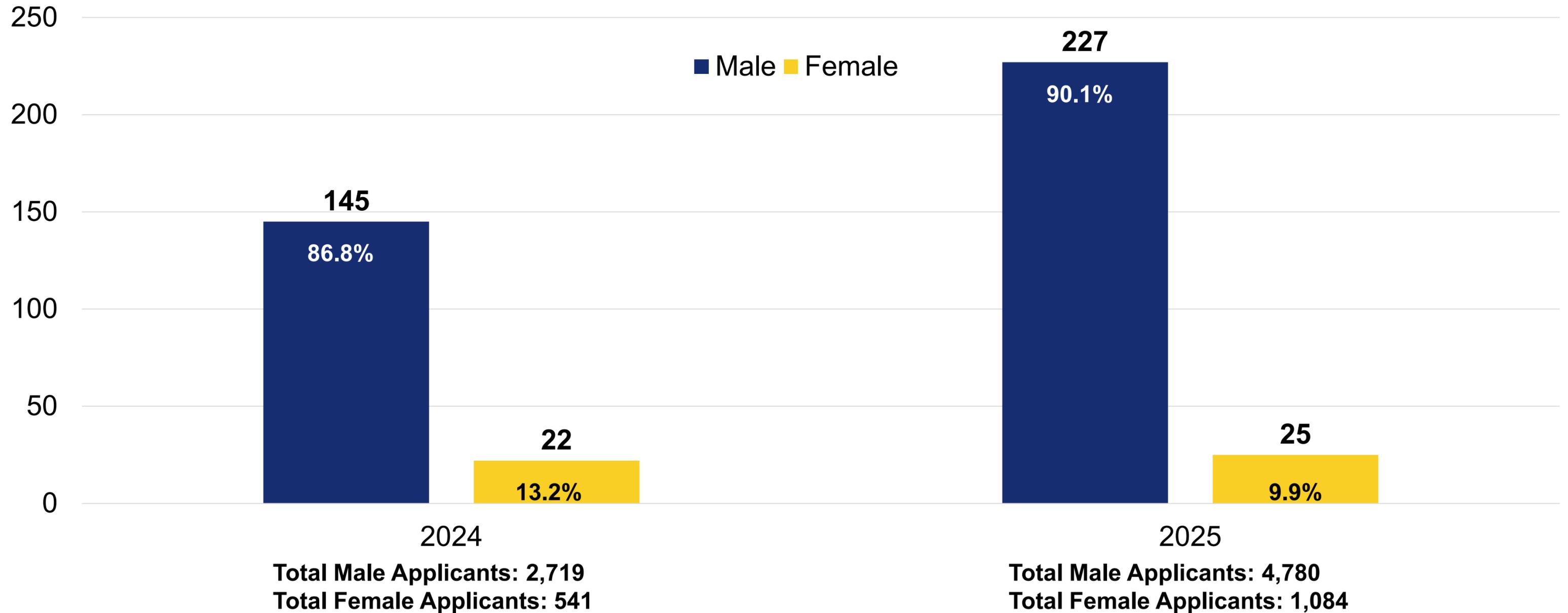


Total Lateral/Reinstatement Hires for 2024 and 2025



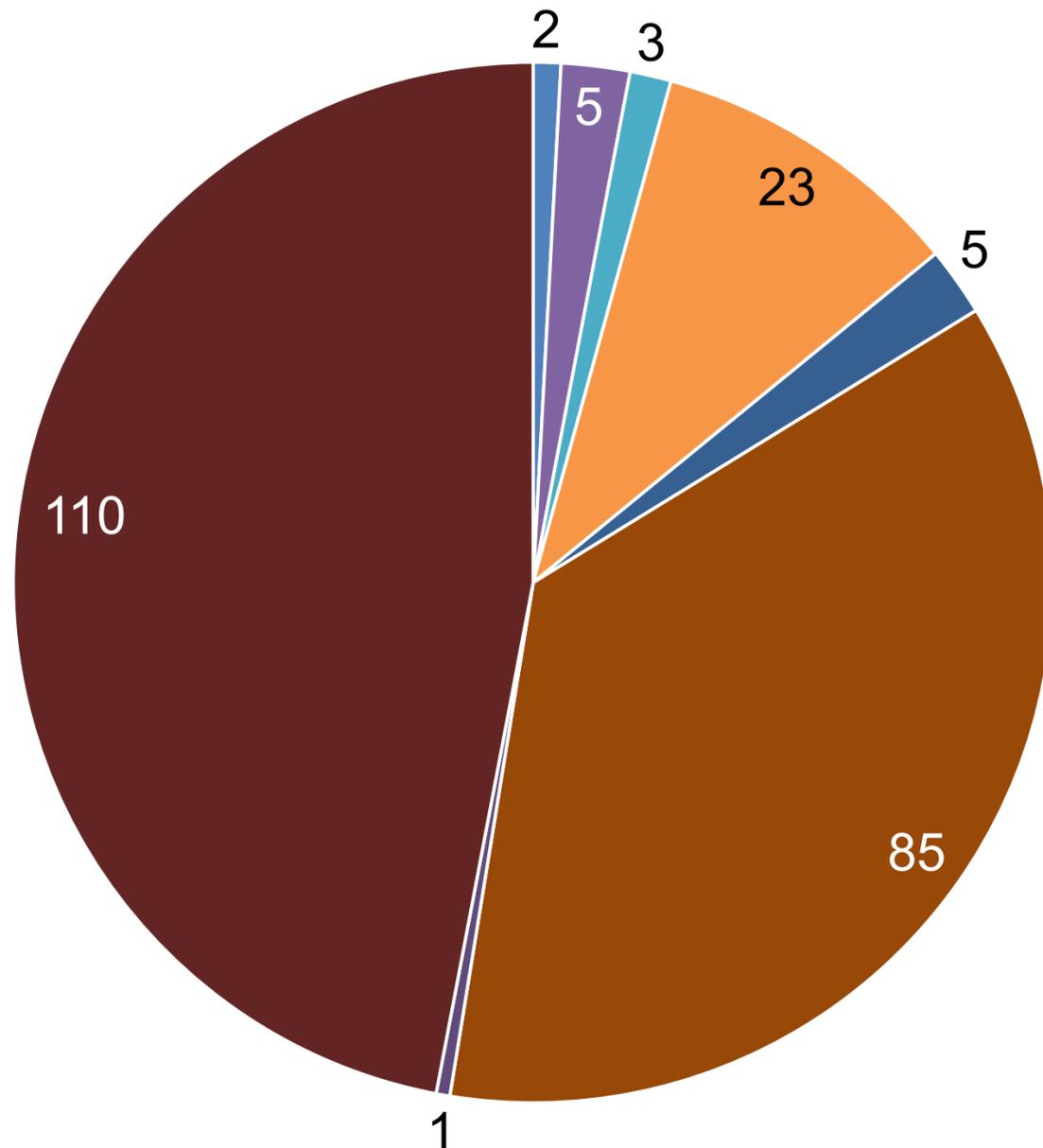


Total Sworn Hires by Gender for 2024 and 2025





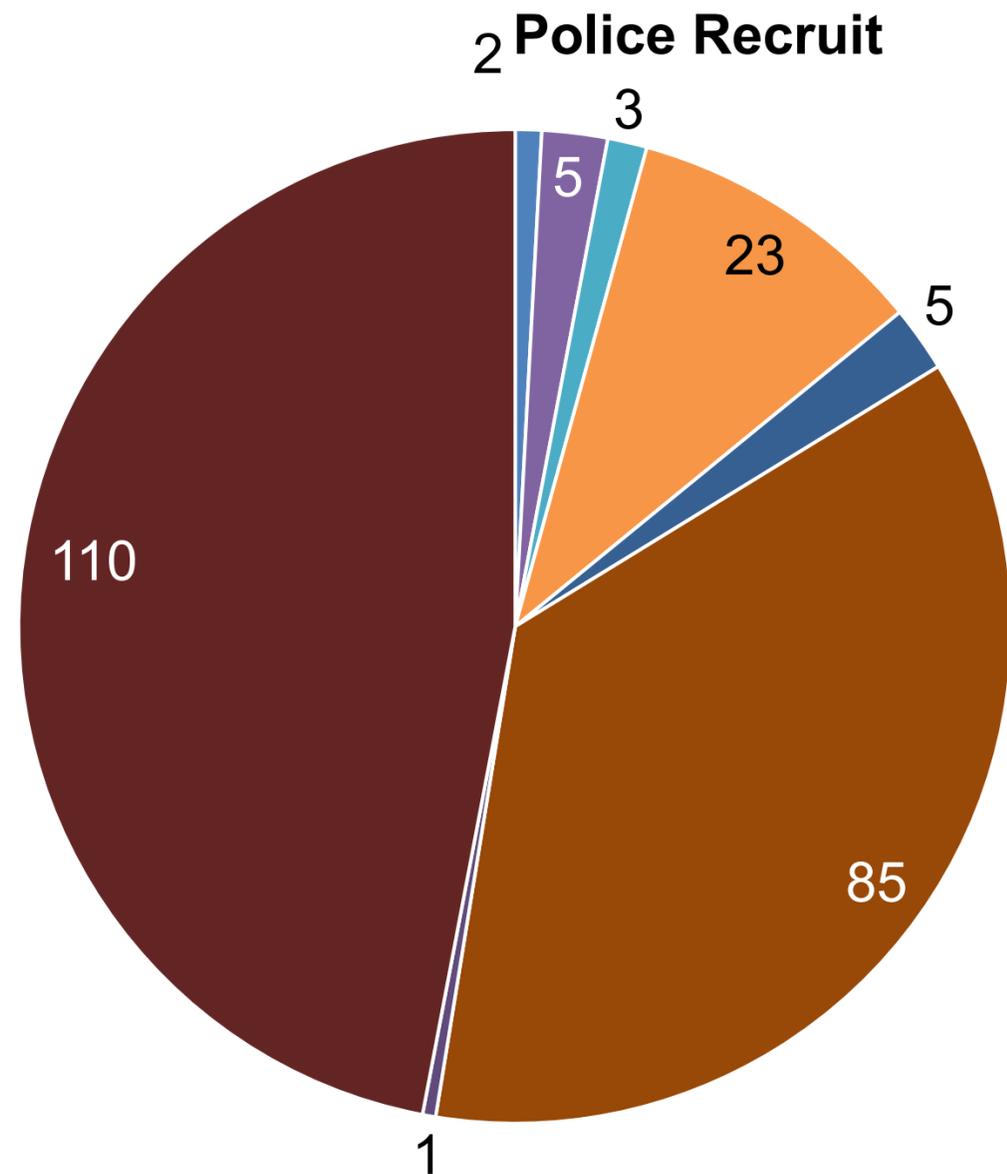
Police Recruit Hires by Ethnic Group for 2025



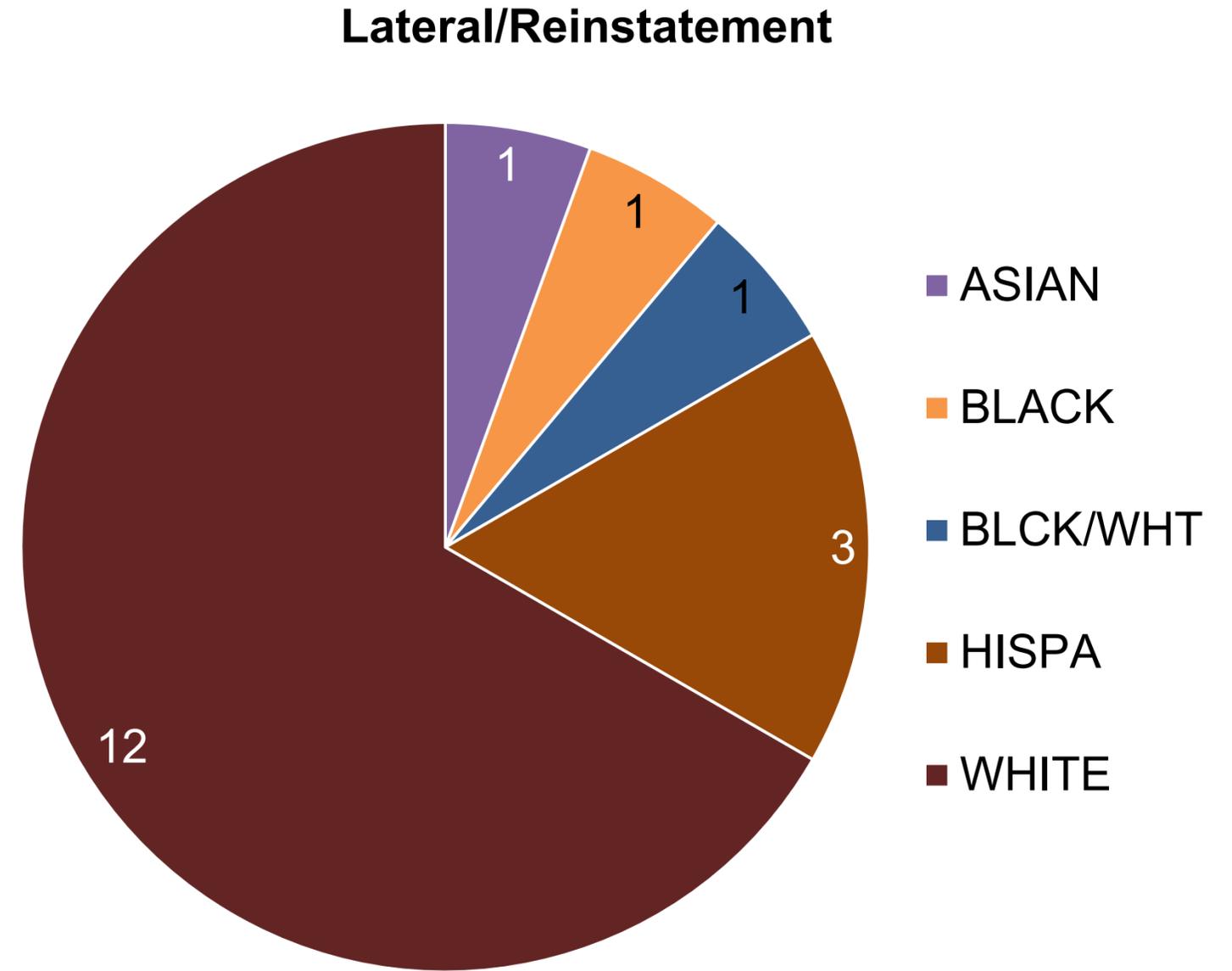
	Ethnic Group	Hired
	American Indian	2
	Asian	5
	Asian/White	3
	Black	23
	Black/White	5
	Hispanic	85
	Other Blend	1



Total Police Recruits & Lateral/Reinstatements Hired by Race for 2025



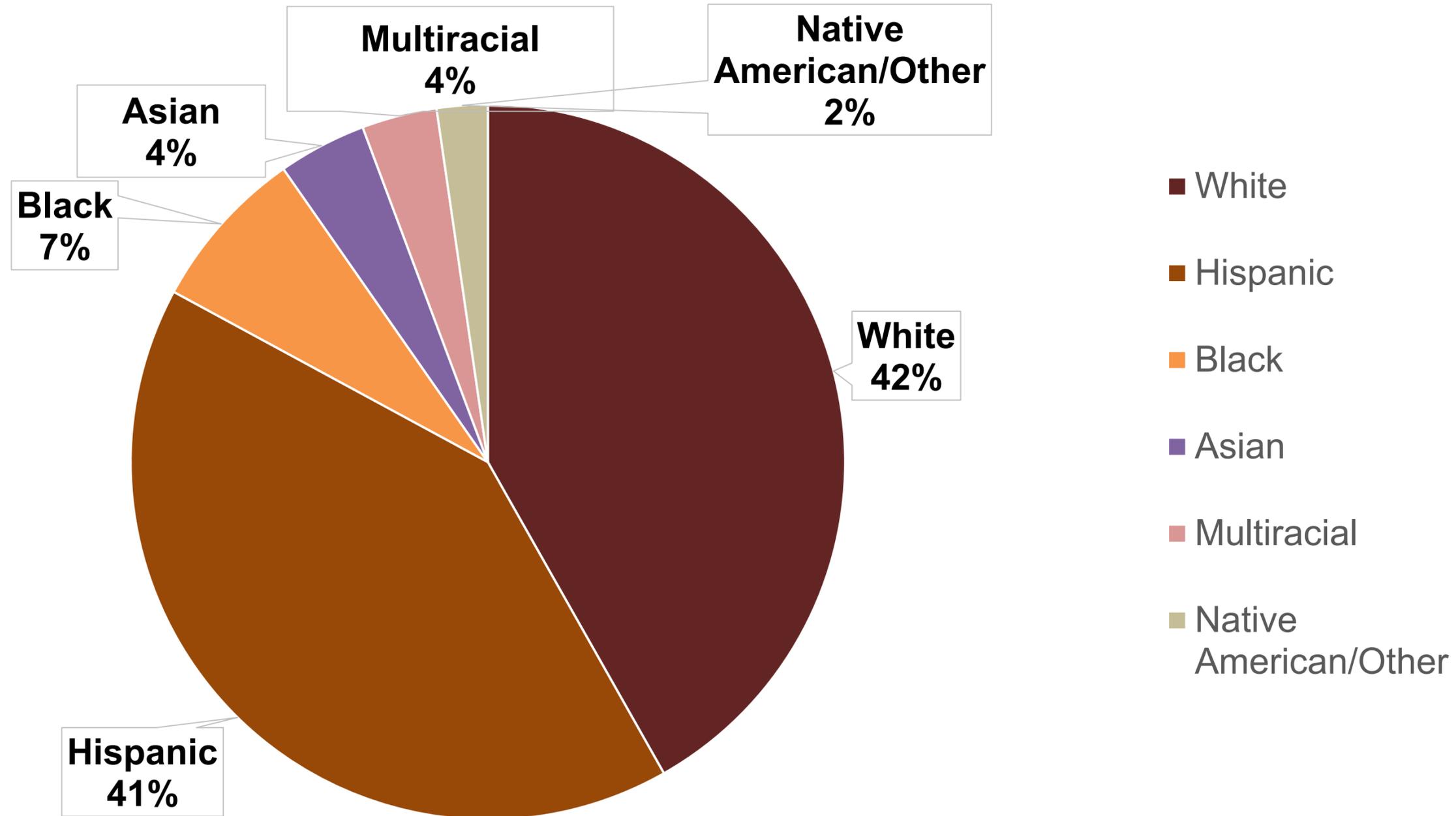
- AMIND
- ASIAN
- ASIAN/WH
- BLACK
- BLCK/WHT
- HISPA
- OTHRBLND
- WHITE



- ASIAN
- BLACK
- BLCK/WHT
- HISPA
- WHITE



City of Phoenix Demographics





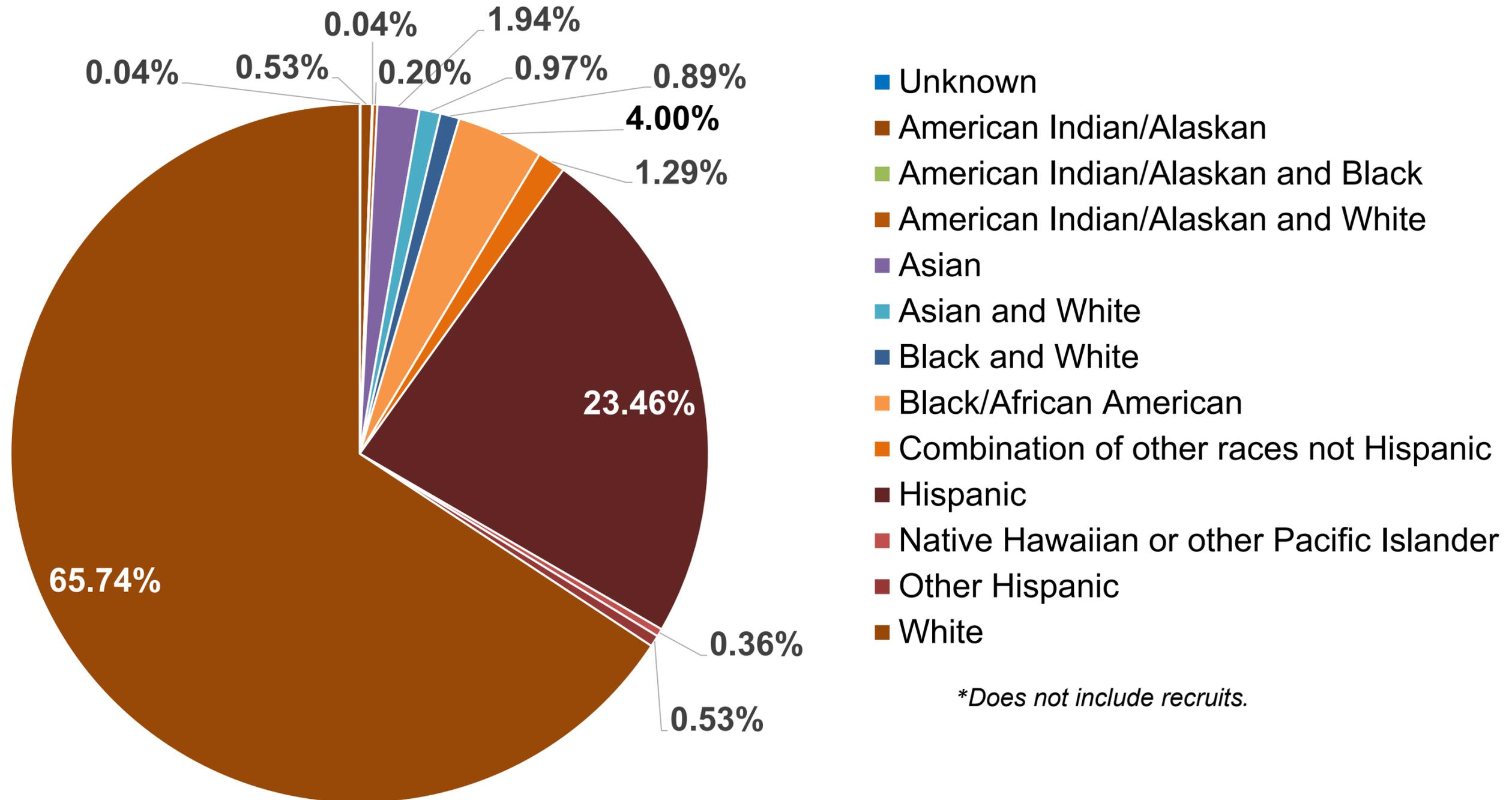
Total Sworn and Recruit Employees by Rank and Gender as of December 31, 2025

Police Chief	Percentage
Male	100%
Assistant Chief	Percentage
Male	100%
Commander	Percentage
Female	20%
Male	80%
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 December 31, 2025

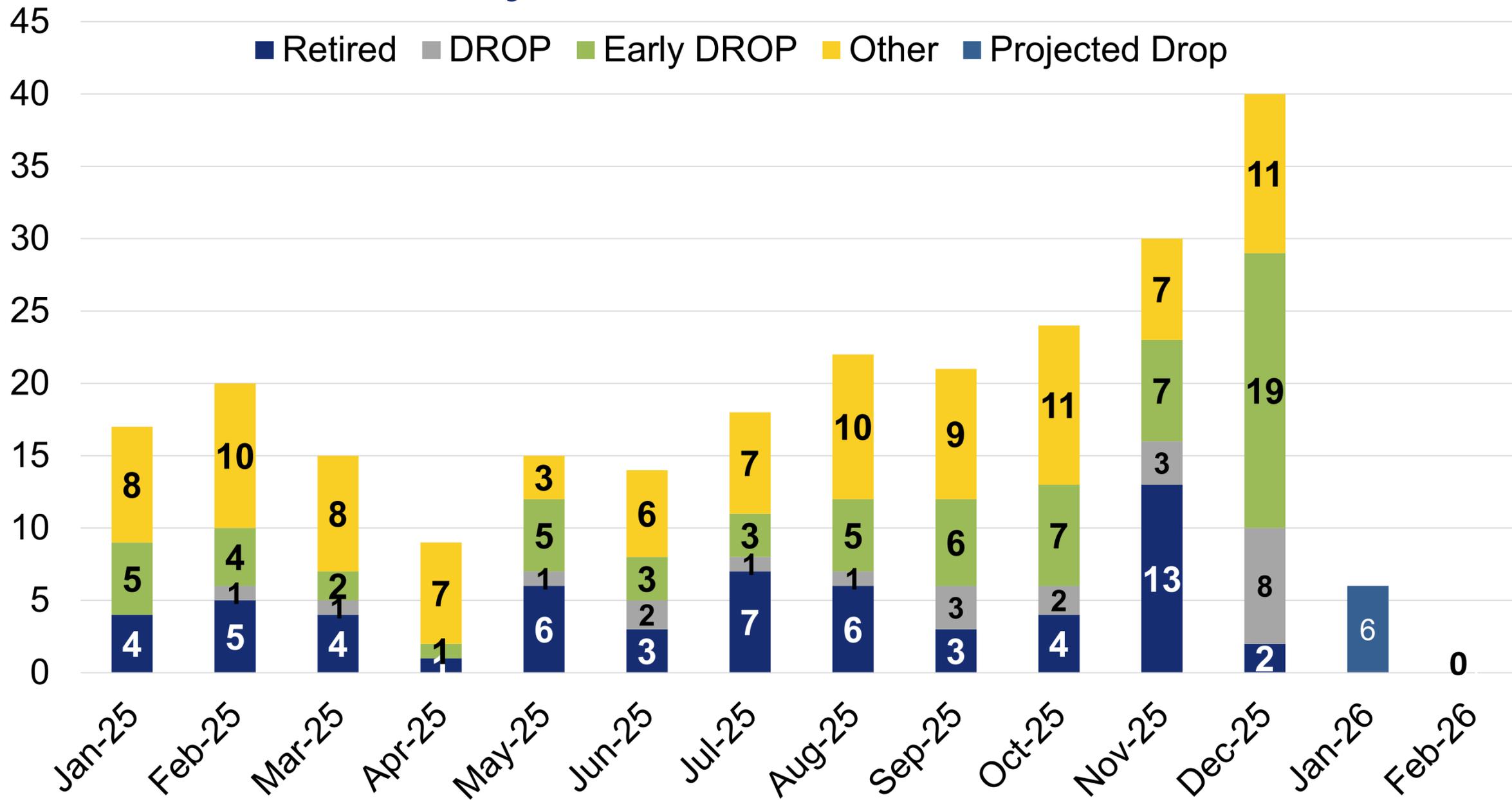


Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Current and Projected Attrition as of December 31, 2025



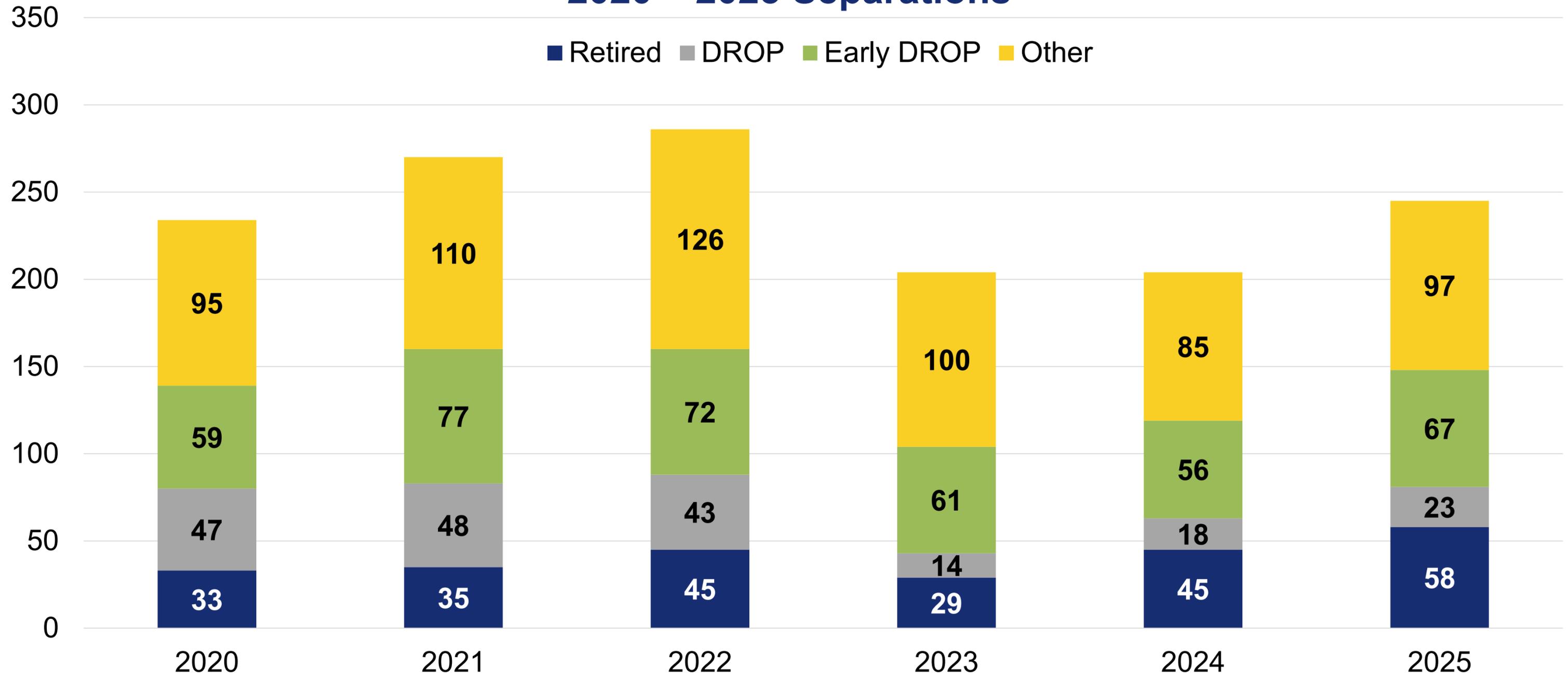
SEPARATIONS BY YEARS OF SERVICE YEAR-TO-DATE	
51	< 1
27	1 to 5
20	6 to 10
0	11 to 15
15	16 to 20
68	21 to 25
64	26+

Phoenix Police Department

Recruitment, Hiring, and Attrition Report

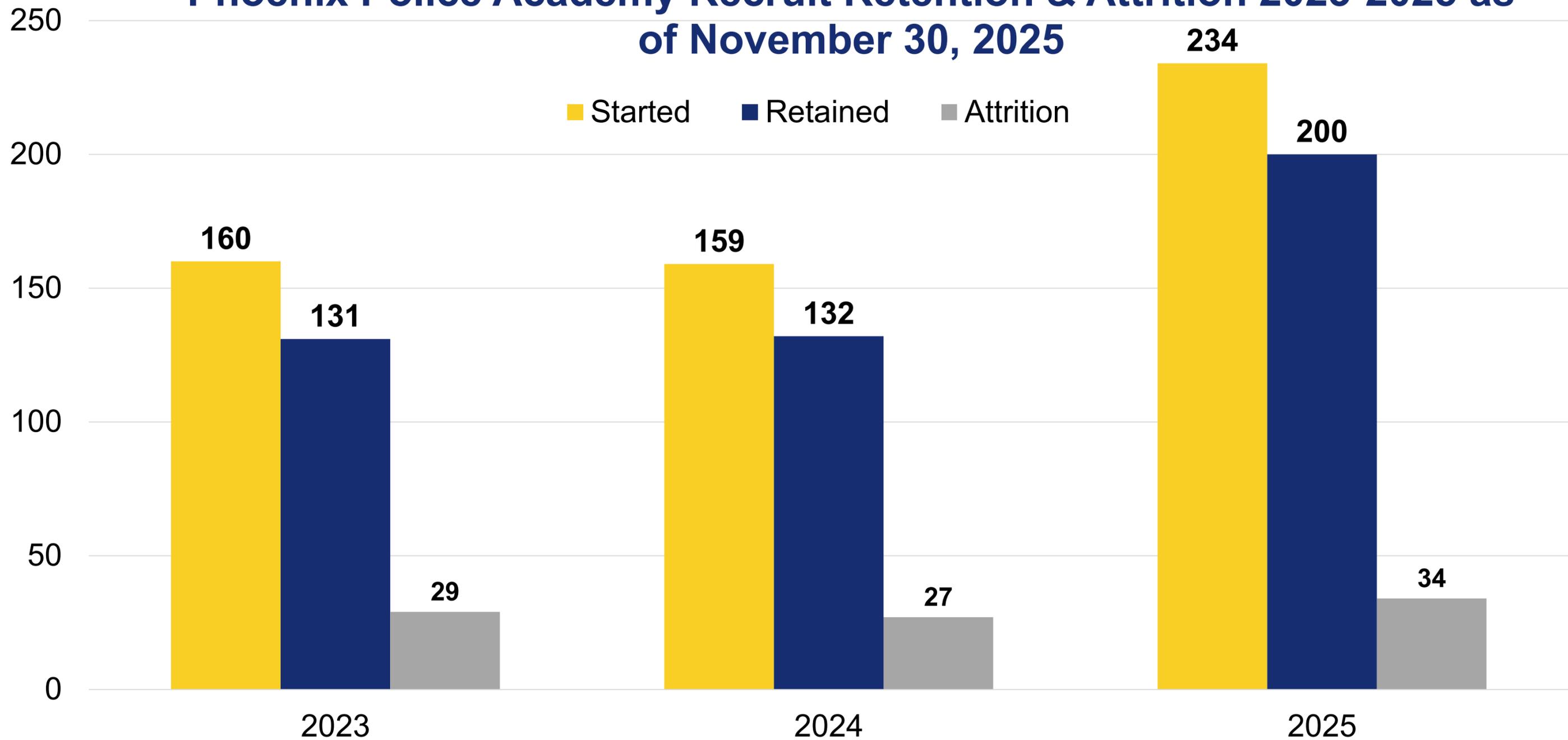


2020 – 2025 Separations





Phoenix Police Academy Recruit Retention & Attrition 2023-2025 as of November 30, 2025



Phoenix Police Department

Recruitment, Hiring, and Attrition Report

As of December 31, 2025



FTO	Officers in Training	Separated	Retention Rate
2022	85	17	80%
2023	138	33	76%
2024	107	29	72.9%
2025	182	17	90.2%



SWET Totals Year-to-Date as of December 31, 2025



1,968
Total SWET participants

- 930 Females
- 1,038 Males



49
Total SWET graduates from the
academy

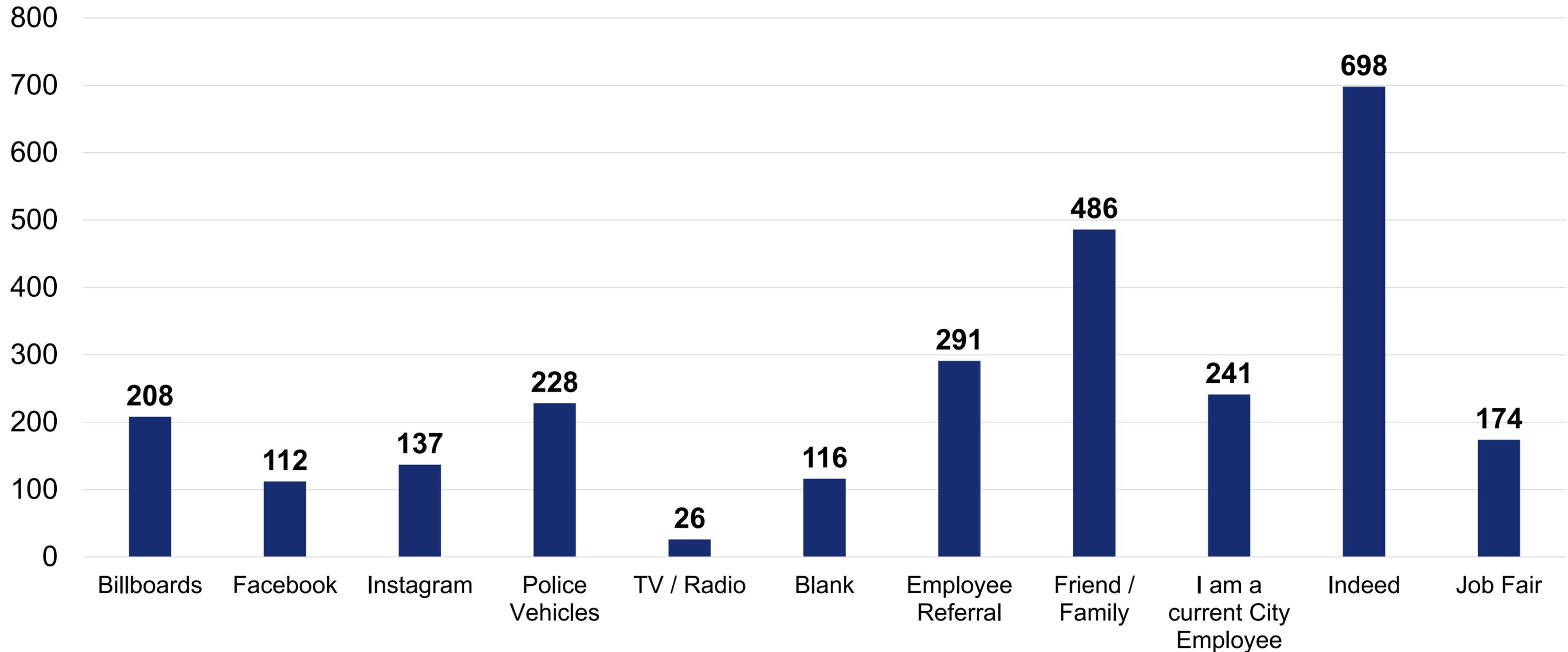


46
SWET participants currently in
the academy





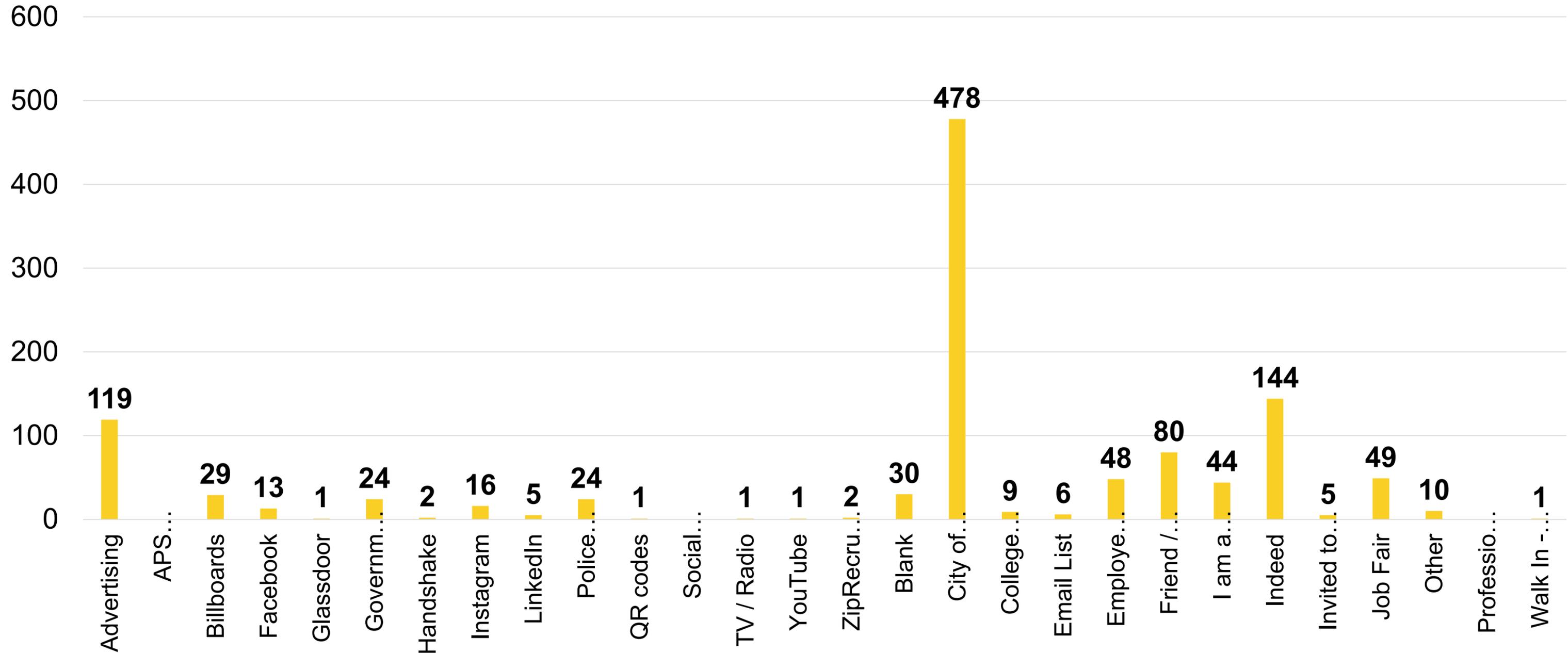
2025 Police Recruit Applicants by Source for all of 2025



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



2025 Female Recruit Applicants by Source for all of 2025



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