



RECRUITMENT, HIRING, AND ATTRITION REPORT

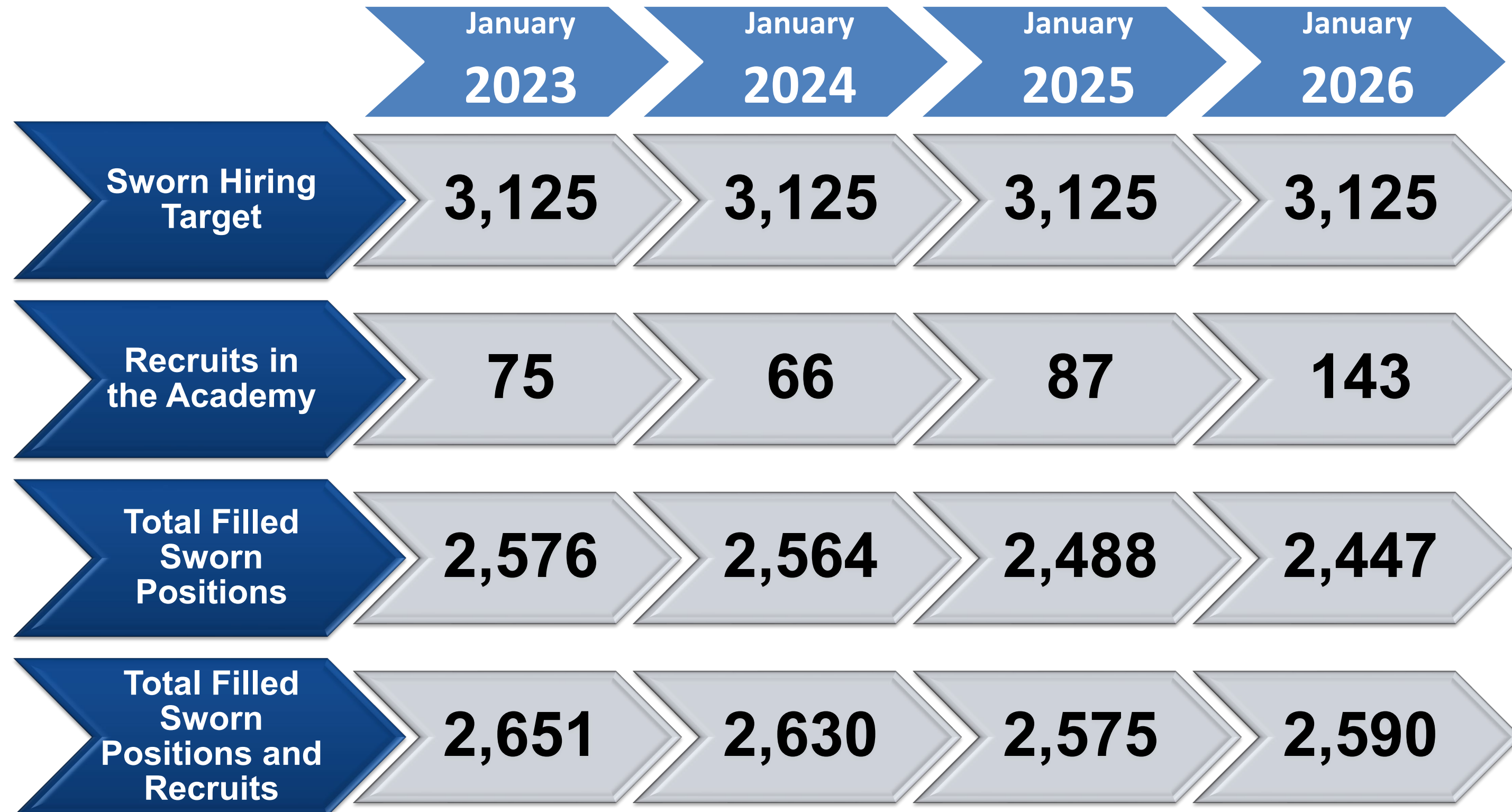
April 2026

Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Total Filled Sworn Positions 2023-2026

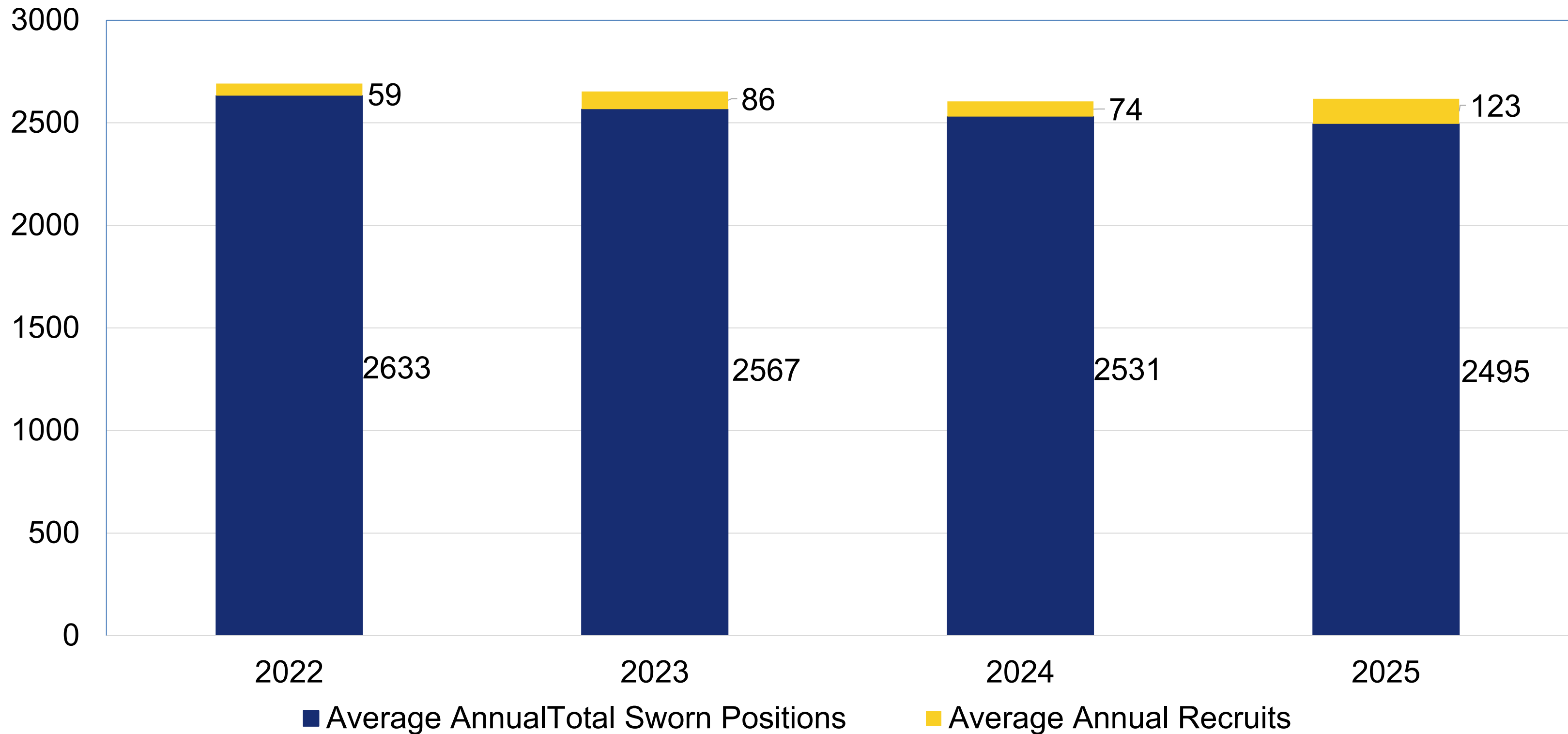


Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Number of Filled Positions 2022-2025

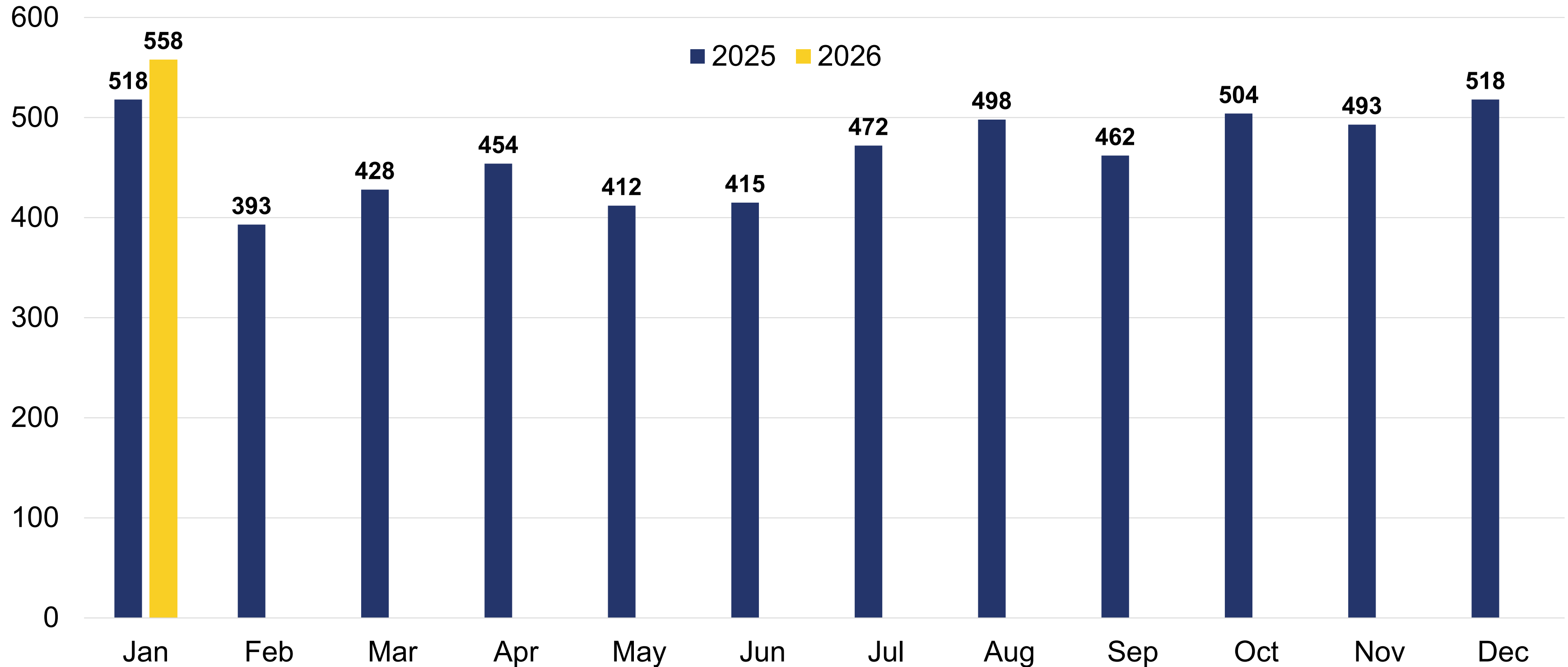


Phoenix Police Department

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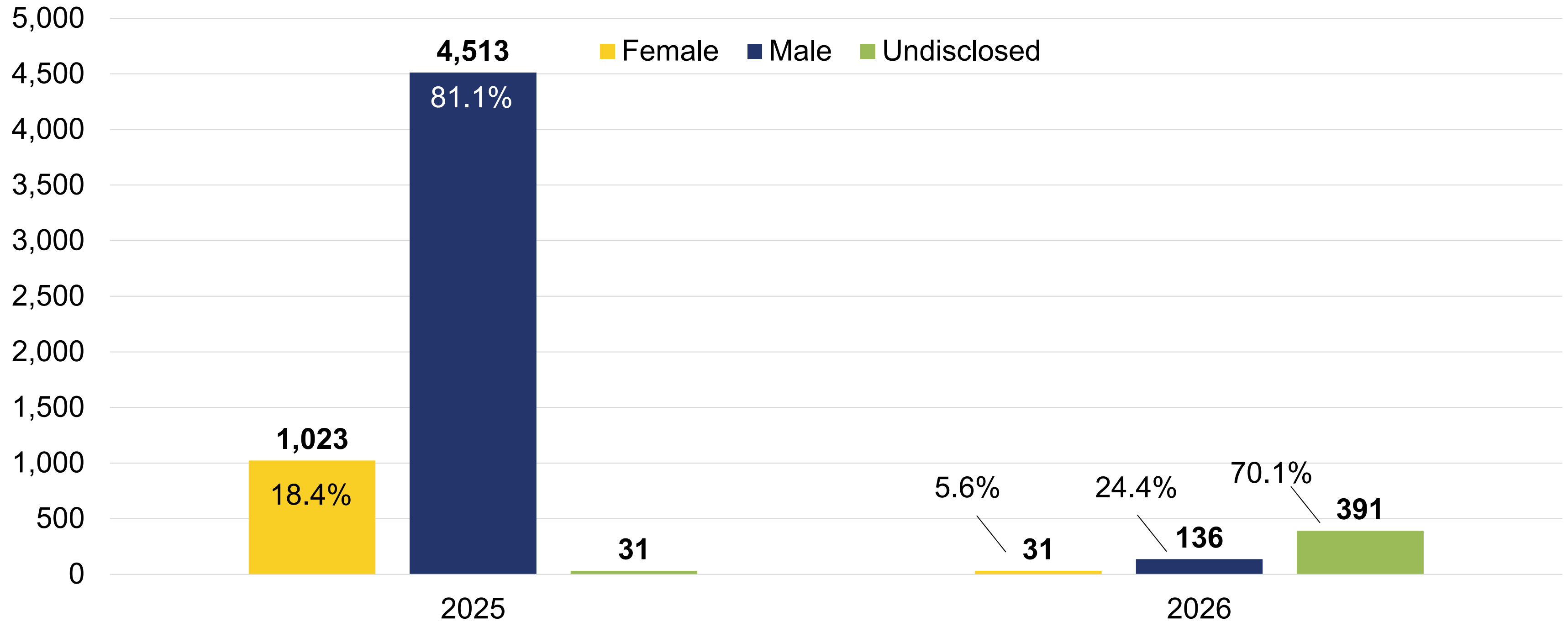


Total Recruit Applicants 2025 and 2026





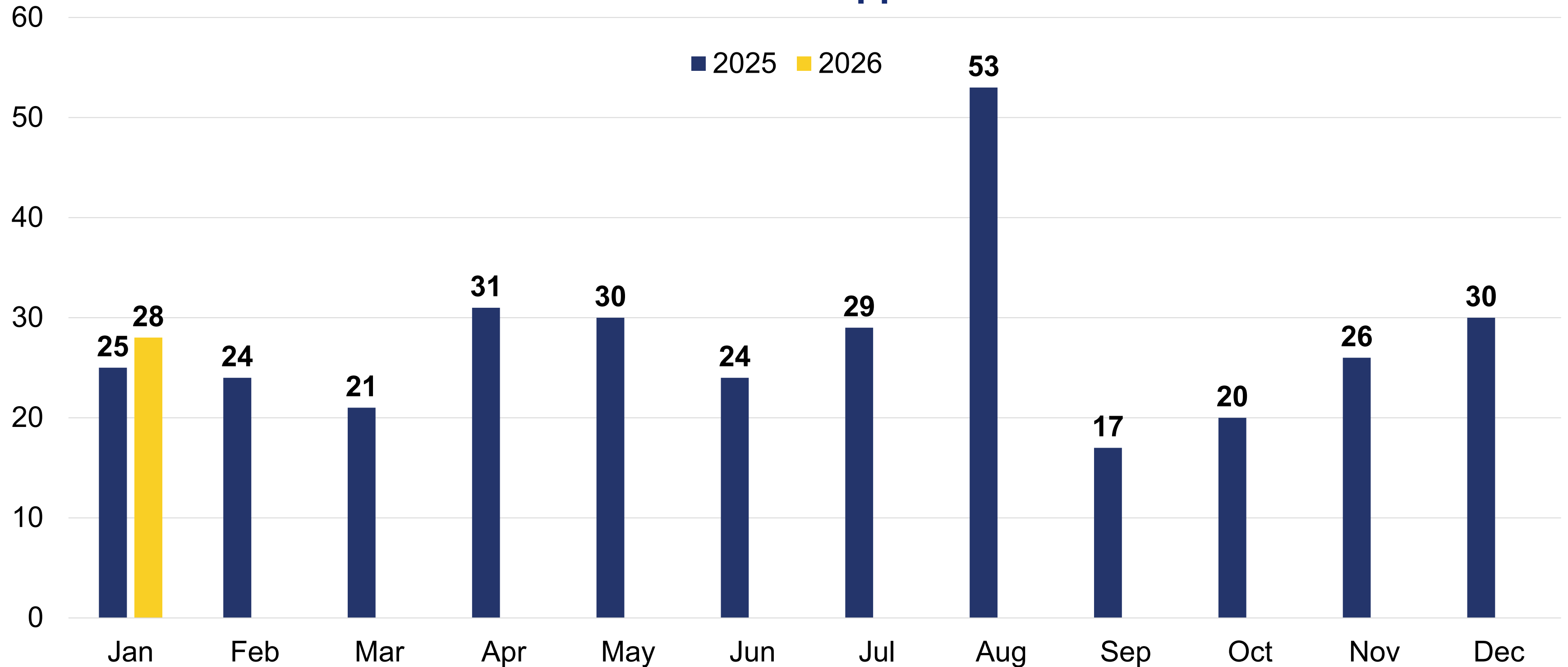
Total Recruit Applicants by Gender for 2025 and 2026



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

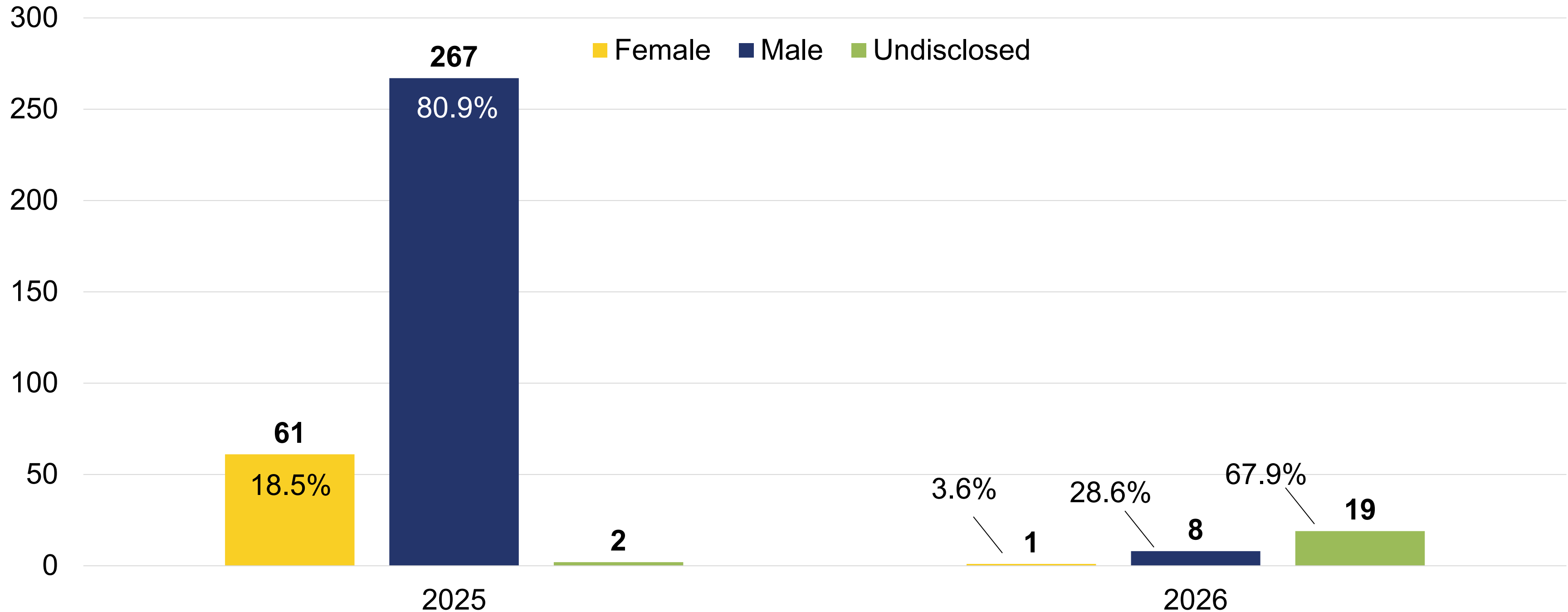


Total Lateral/Reinstatement Applicants 2025 and 2026





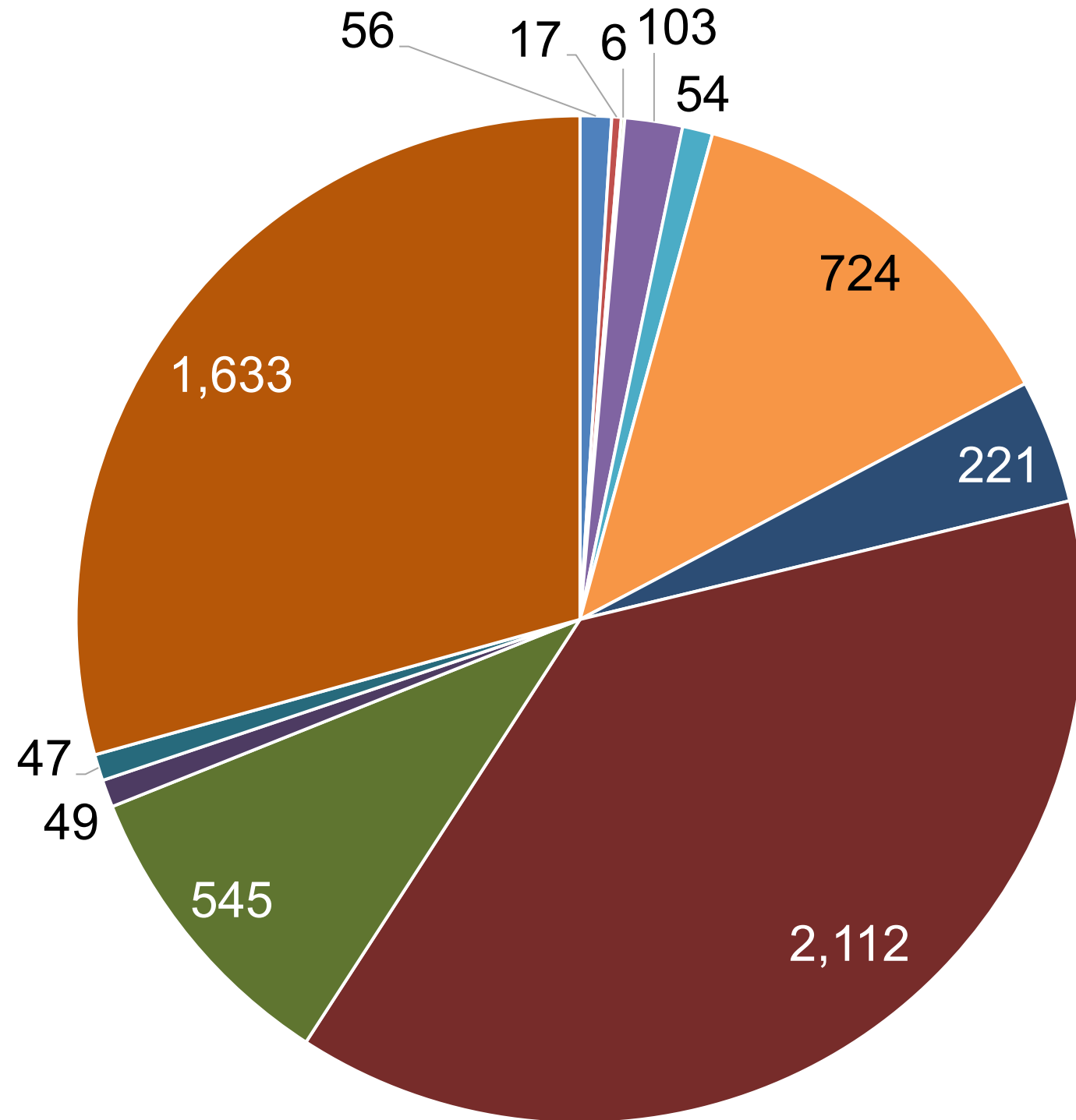
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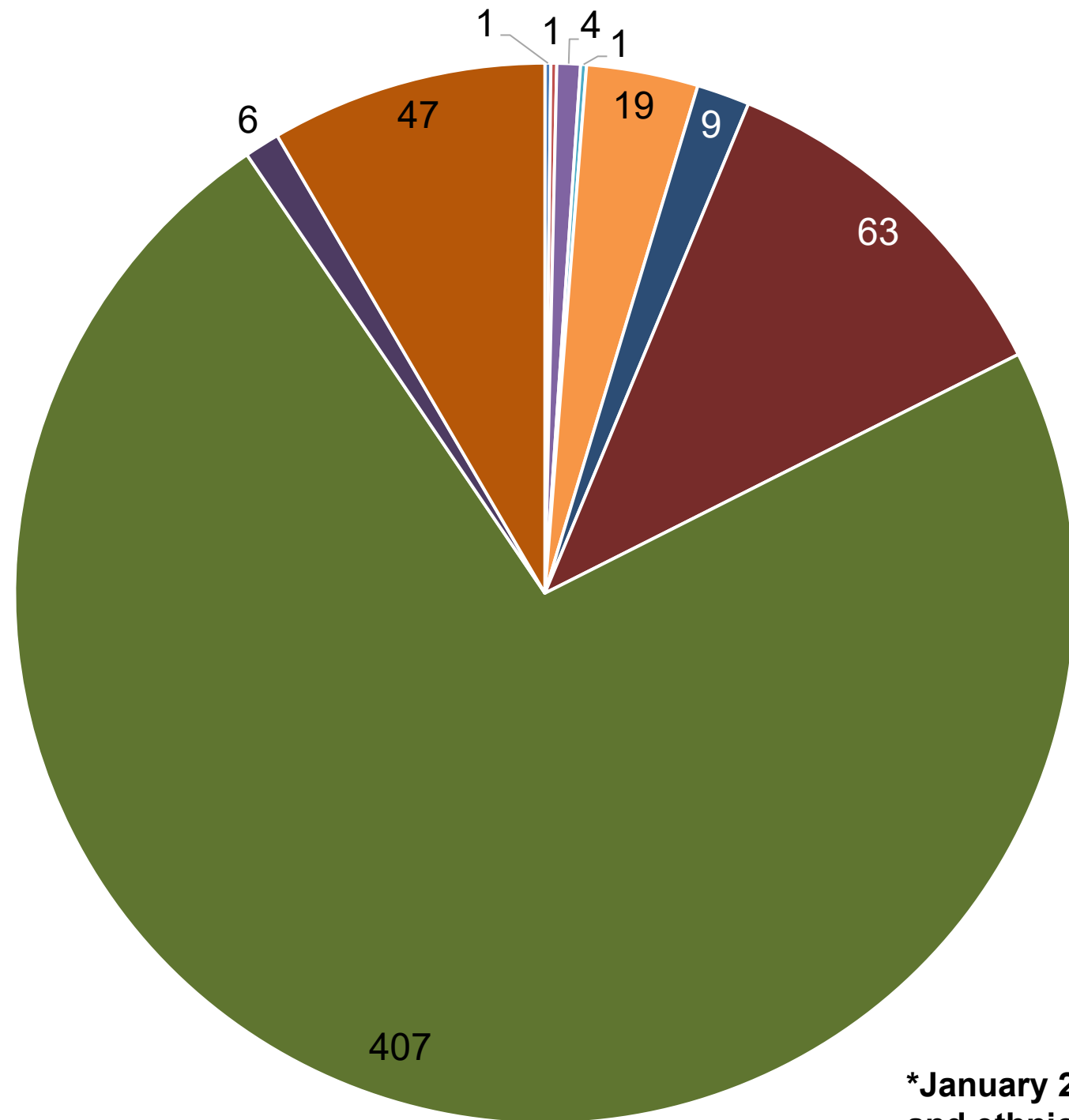
Police Recruit Applicants by Ethnic Group for all of 2025



	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

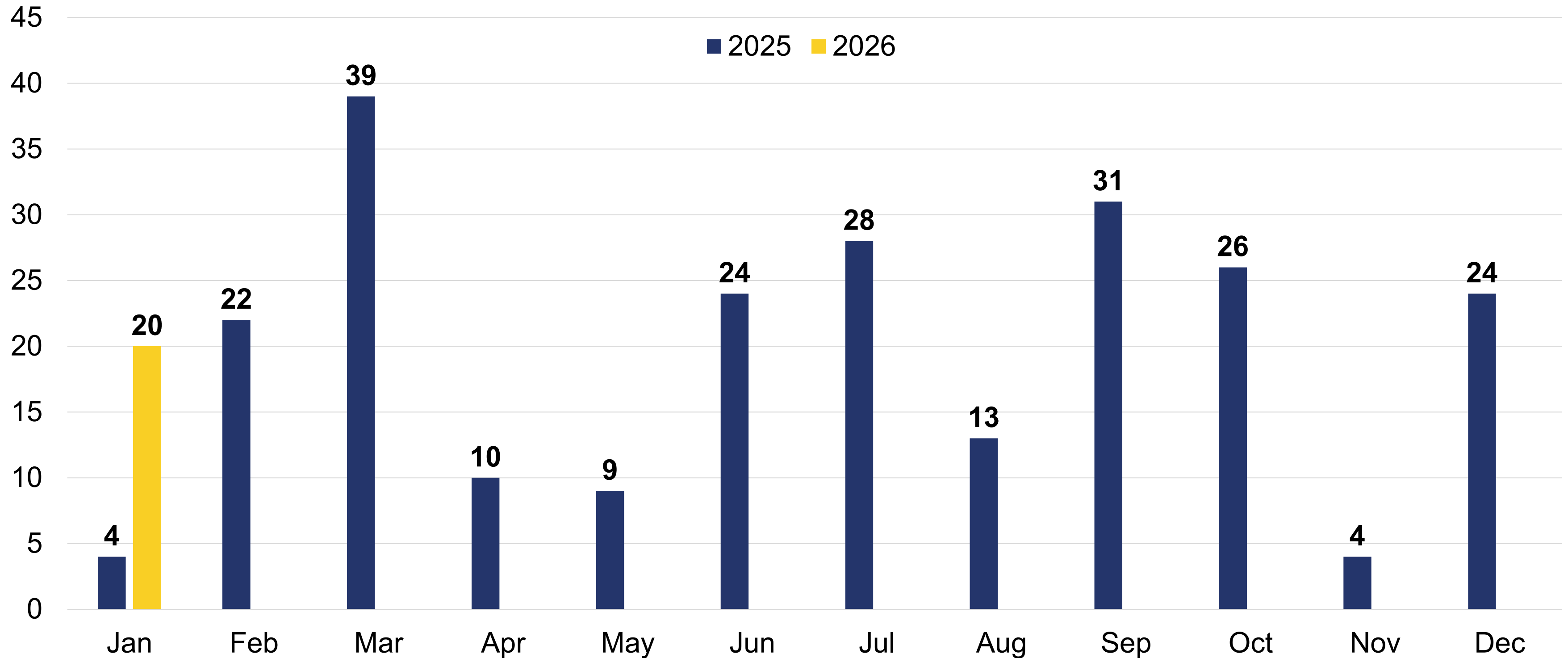


	Ethnic Group	2026 Apps	Hired
	American Indian	1	0
	American Indian/Black	1	0
	Asian	4	1
	Asian/White	1	0
	Black	19	1
	Black/White	9	5
	Hispanic	63	8
	No Answer*	407	0
	Other Blend	6	0
	White	47	10

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Total Police Recruit Hires for 2025 and 2026

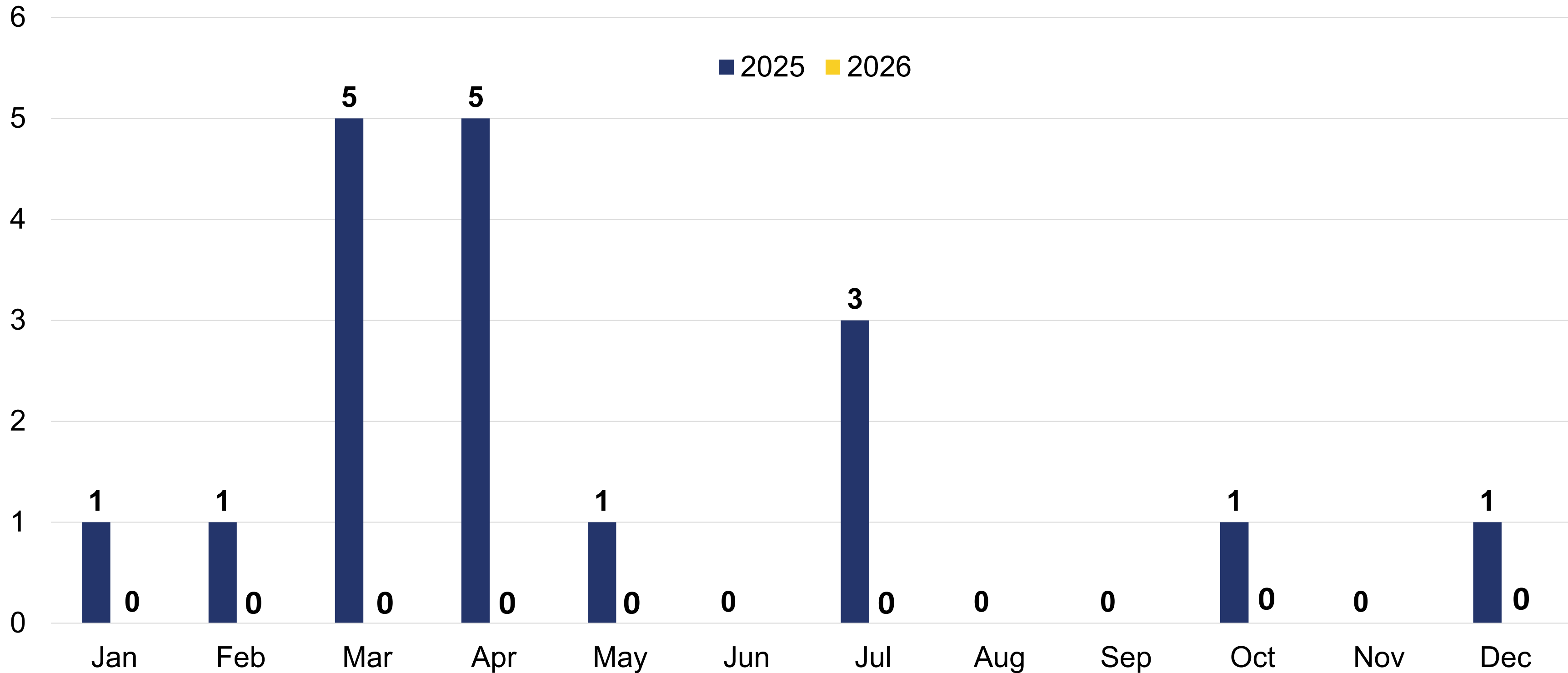


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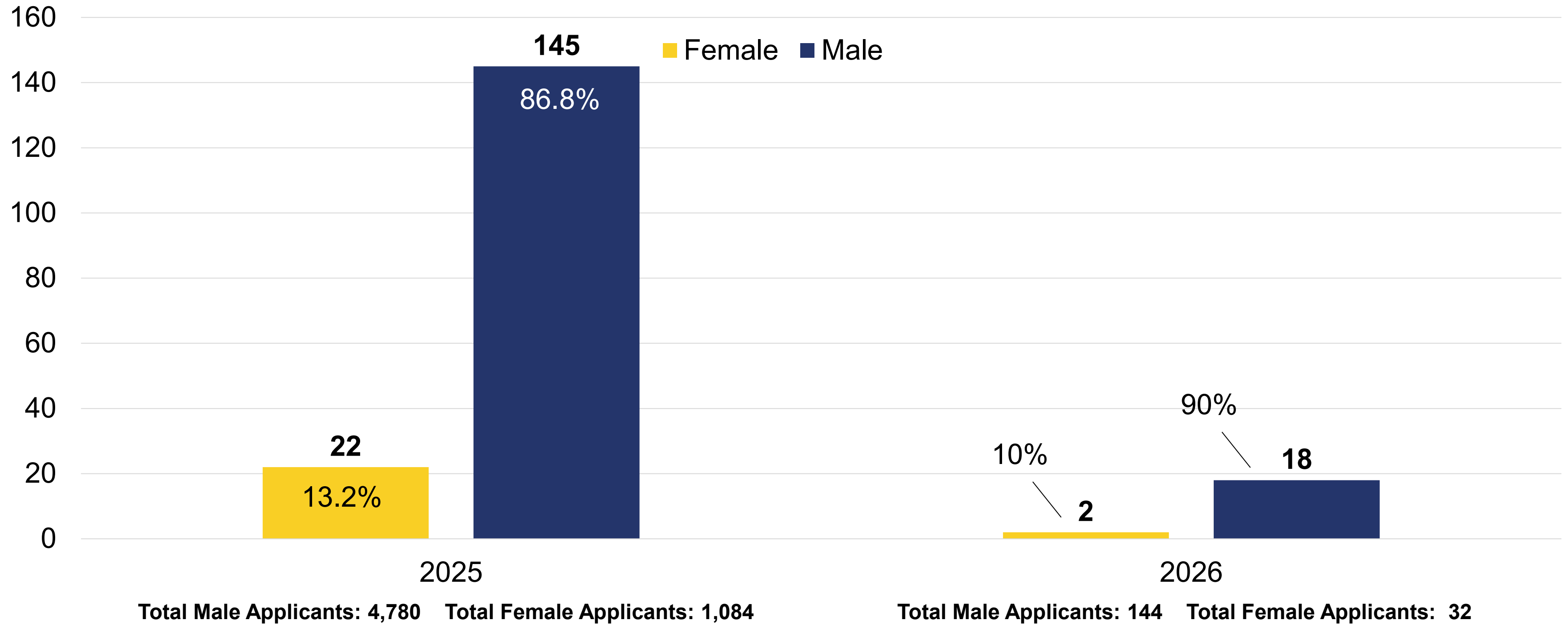


Total Lateral/Reinstatement Hires 2025 and 2026



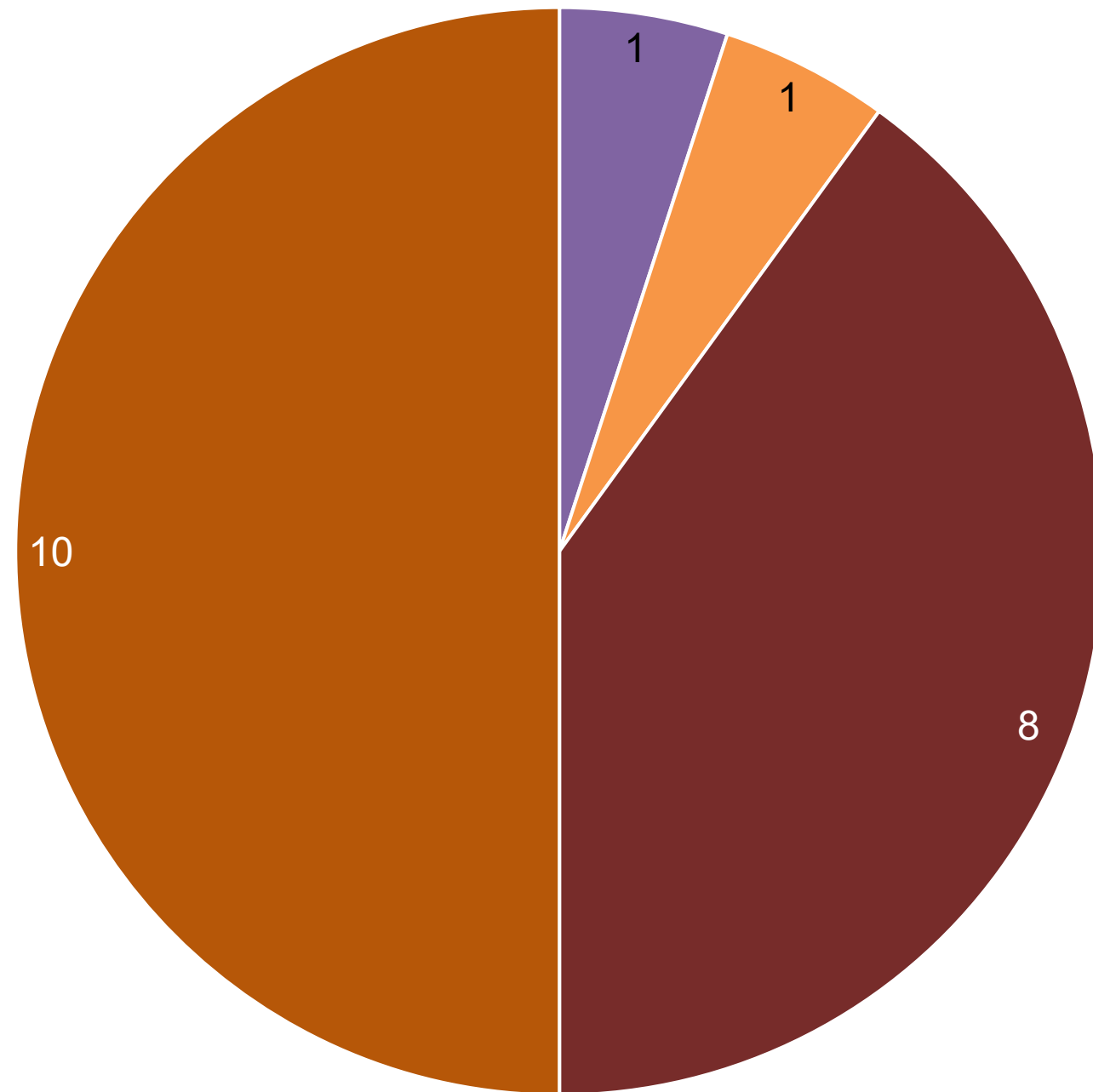


Total Sworn Hires by Gender for 2025 and 2026





Police Recruit Hires by Ethnic Group for 2026

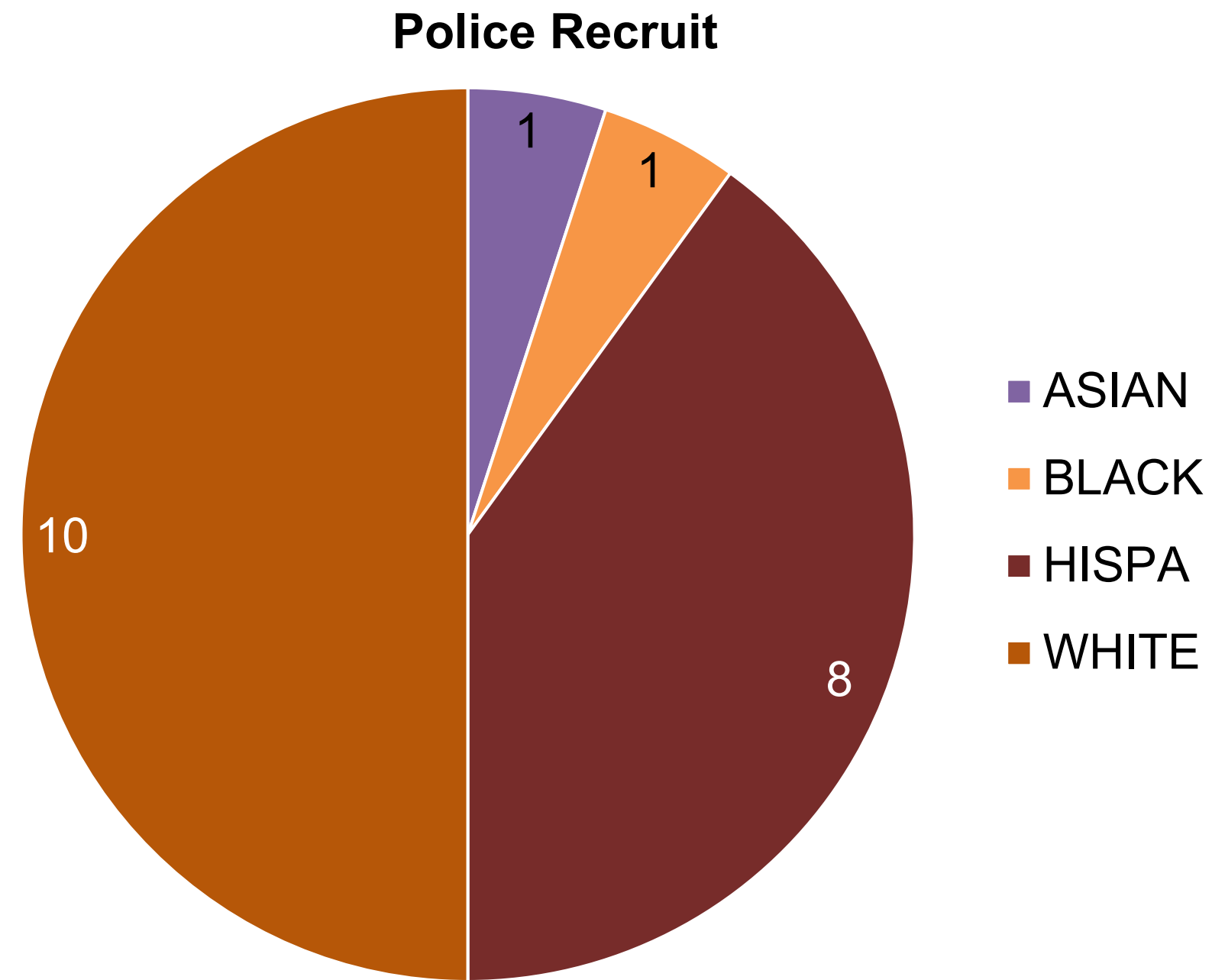


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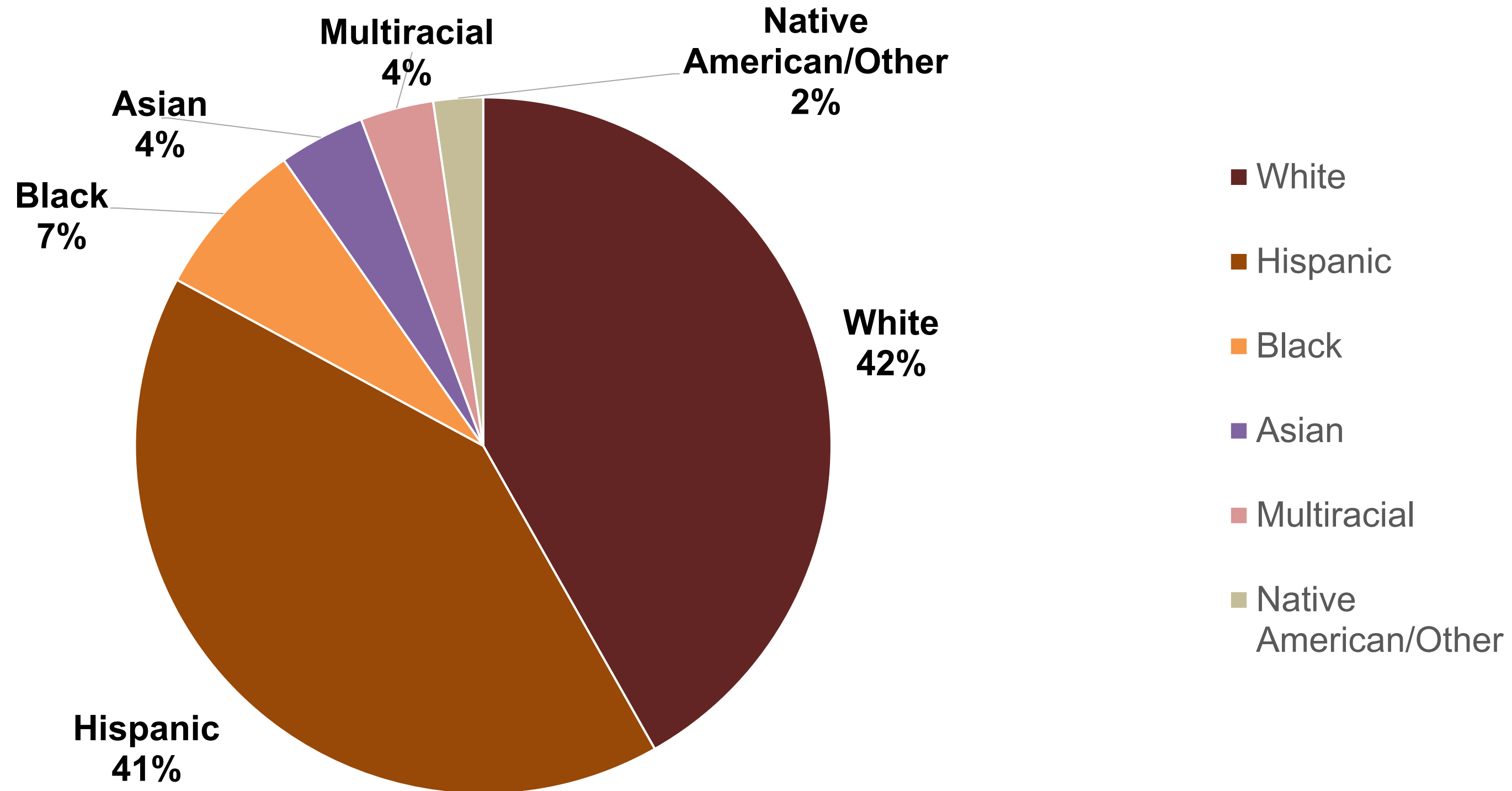


Total Police Recruits & Lateral/Reinstatements Hired by Race for 2026





City of Phoenix Demographics





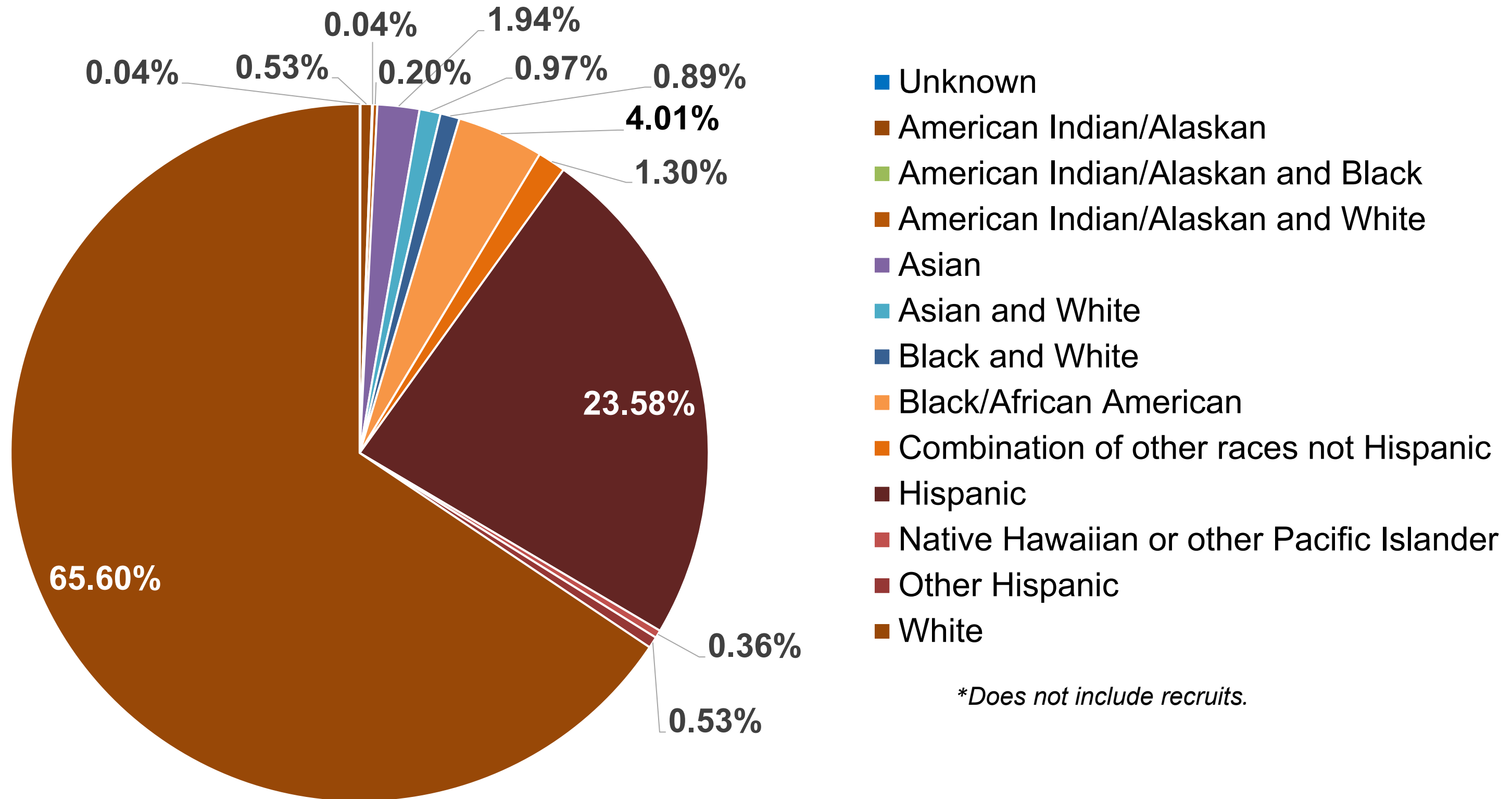
Total Sworn and Recruit Employees by Rank and Gender as of January 31, 2026

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

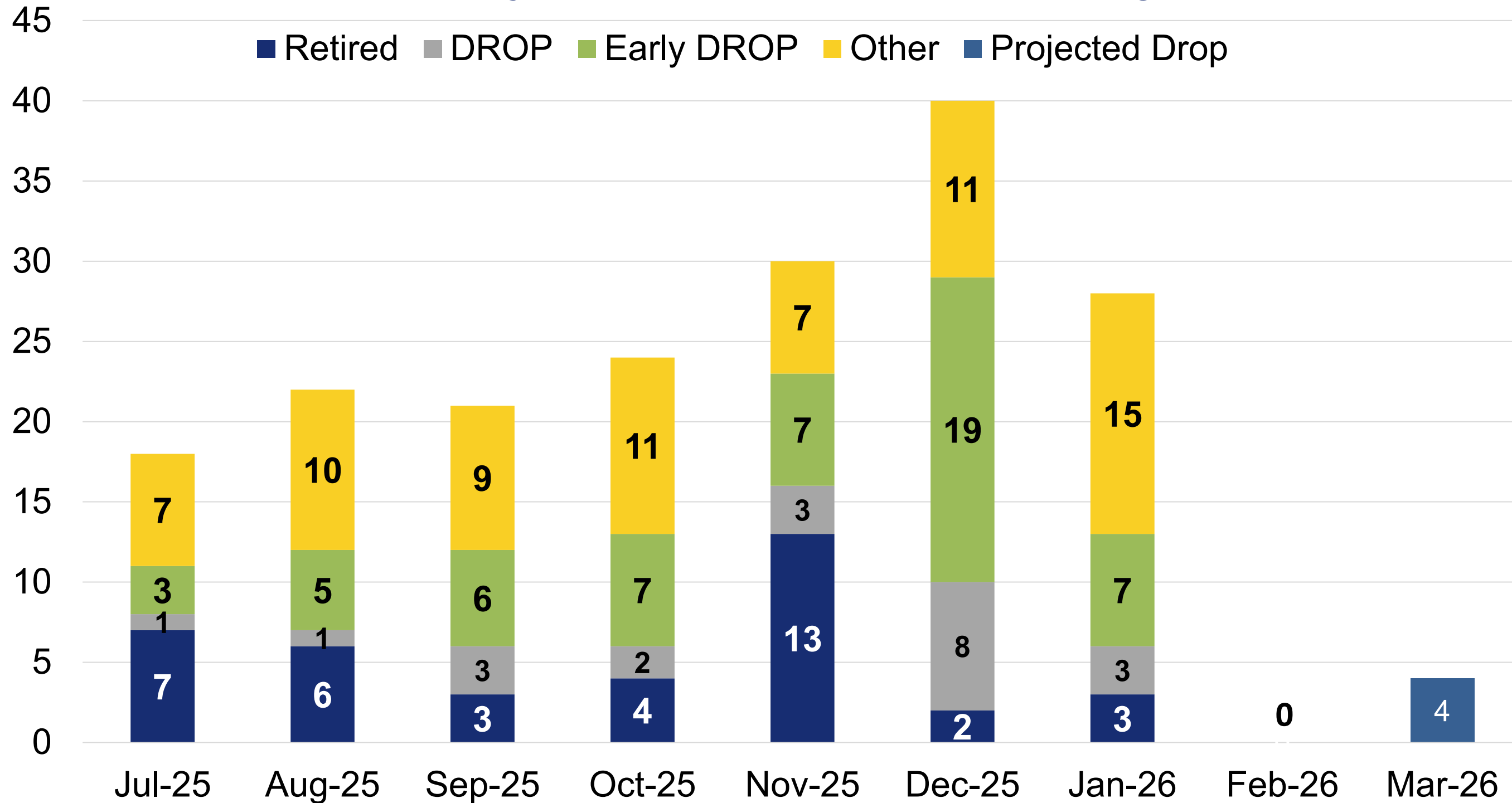


Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Current and Projected Attrition as of January 31, 2025



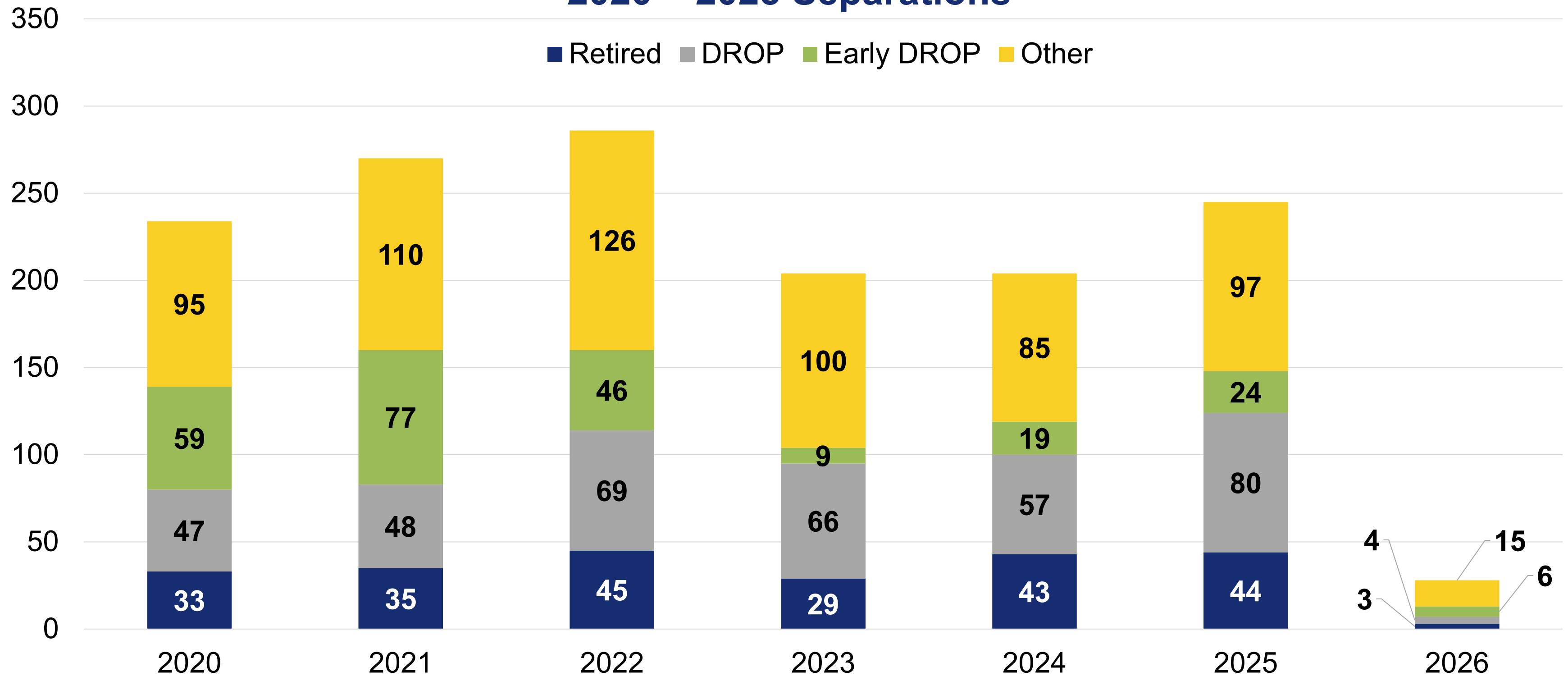
SEPARATIONS BY YEARS OF SERVICE YEAR-TO-DATE	
9	< 1
3	1 to 5
2	6 to 10
1	11 to 15
2	16 to 20
6	21 to 25
5	26+

Phoenix Police Department

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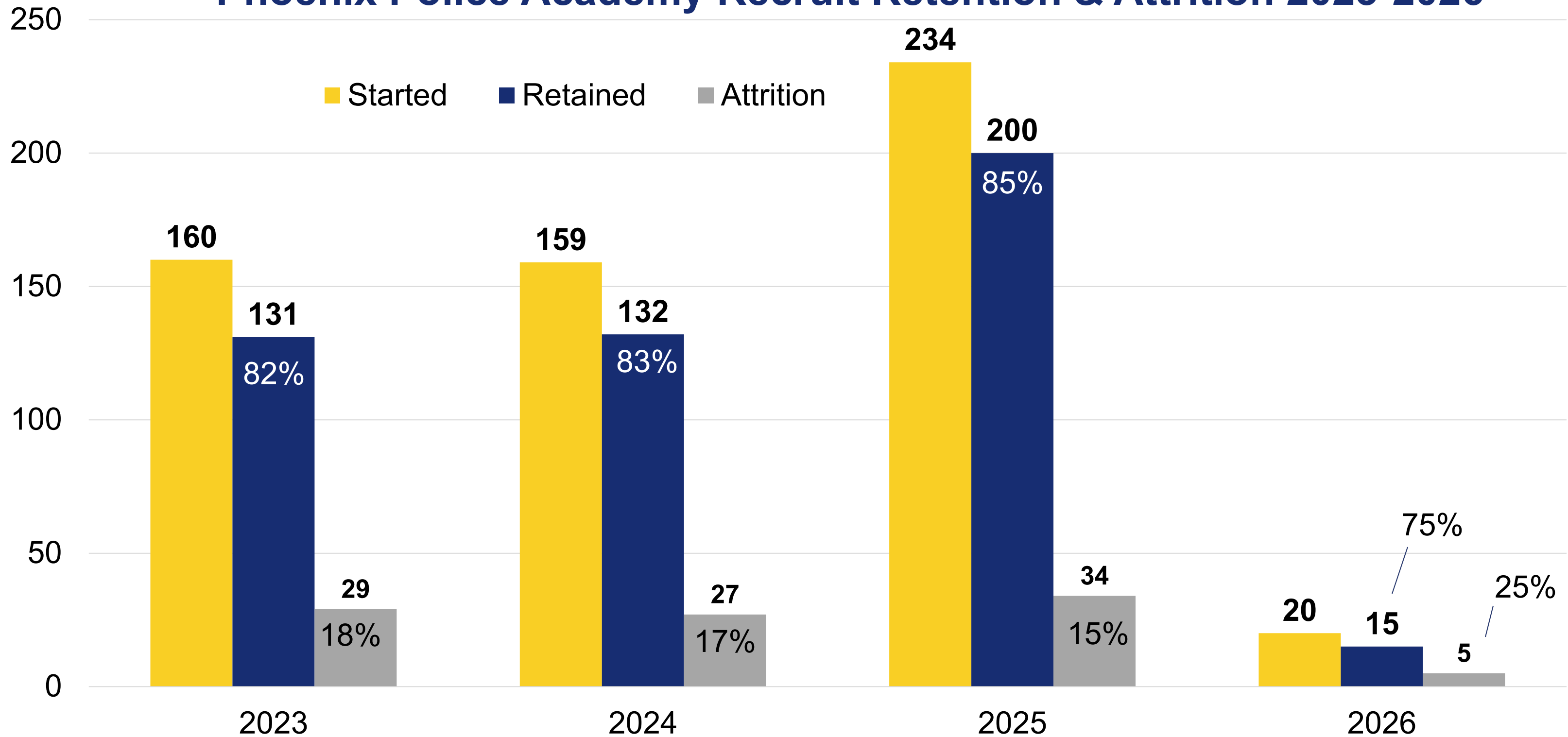


2020 – 2025 Separations





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

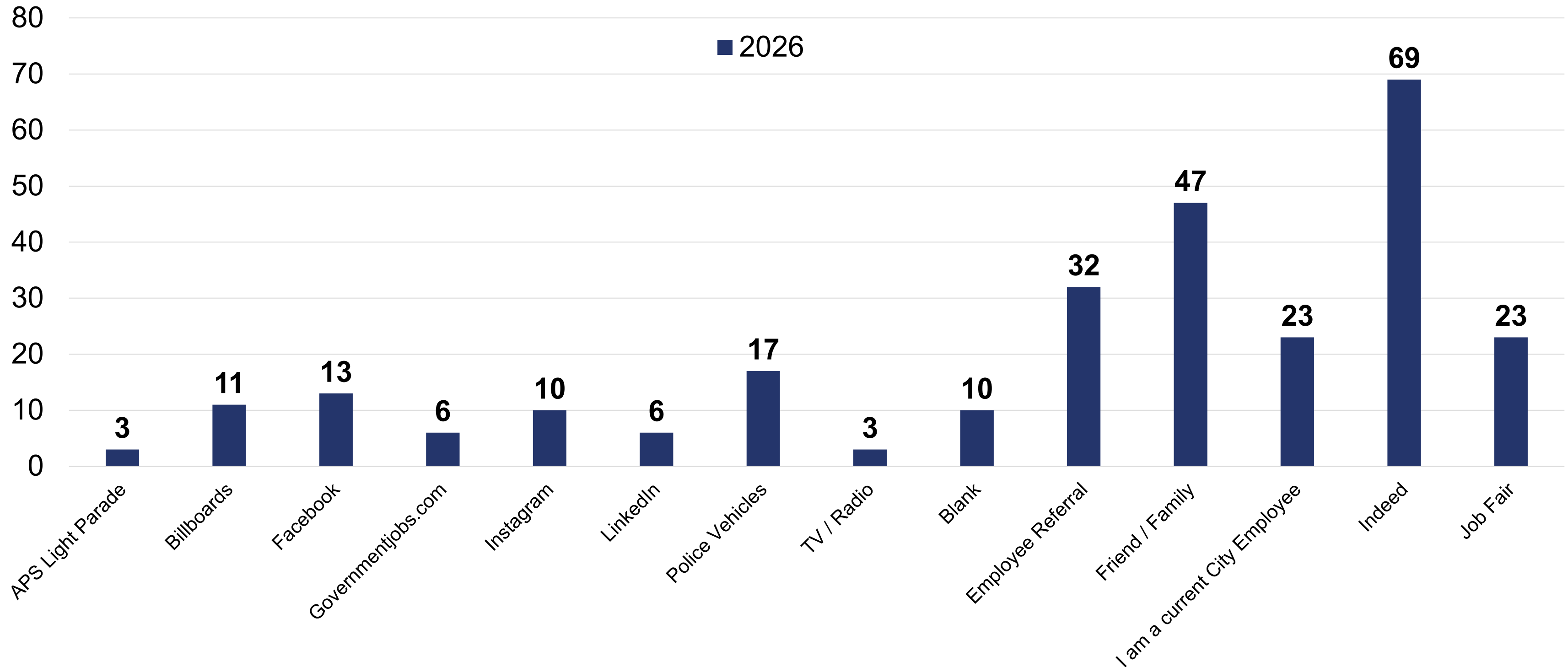


38
SWET participants currently in the academy





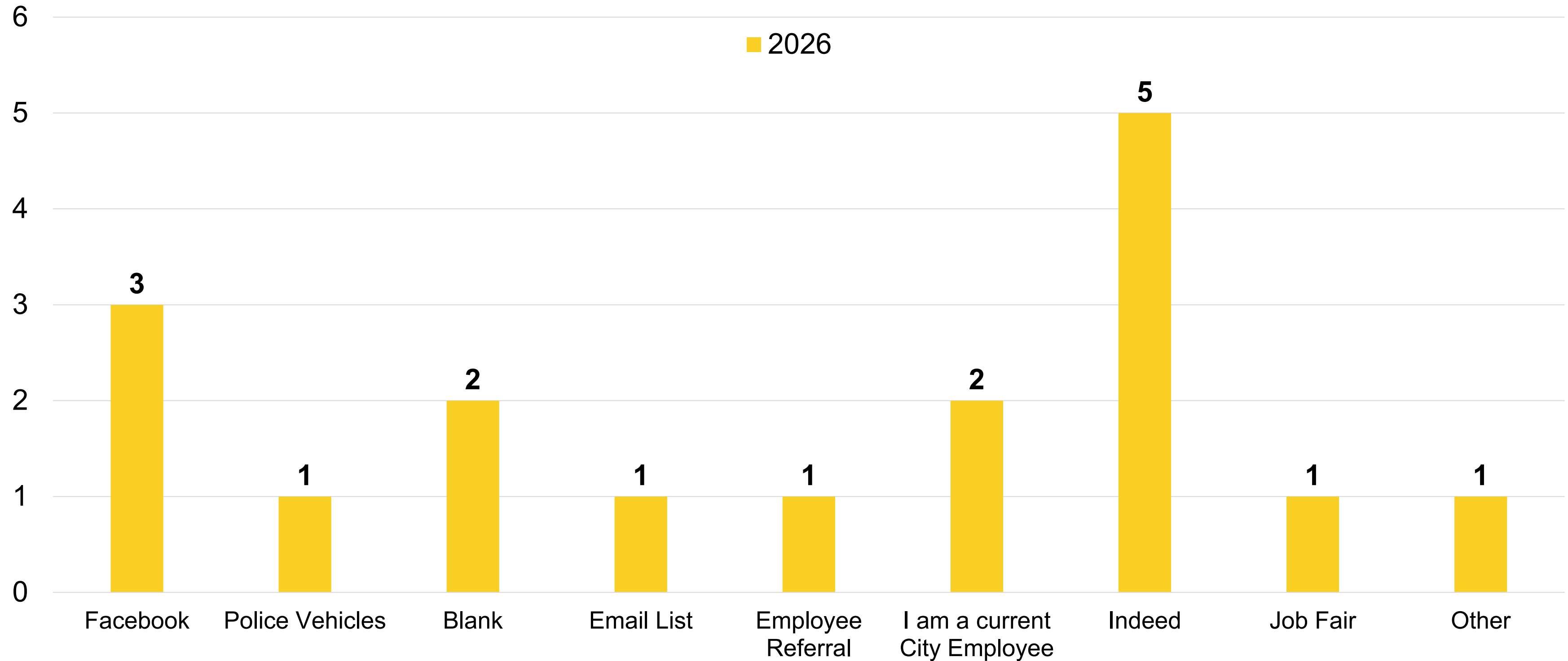
Police Recruit Applicants by Source for 2026



**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.*