



# RECRUITMENT, HIRING, AND ATTRITION REPORT

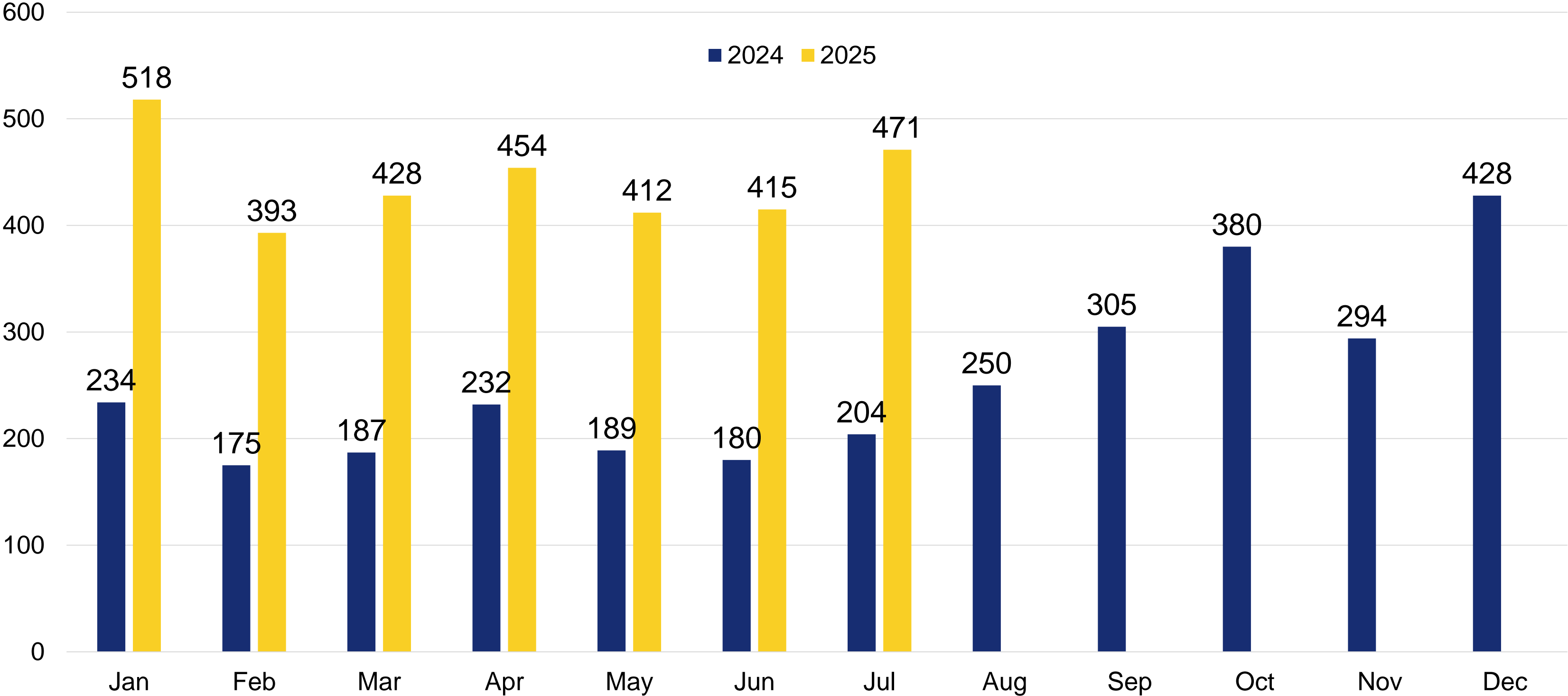
**August 2025**

# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Recruit Applicants

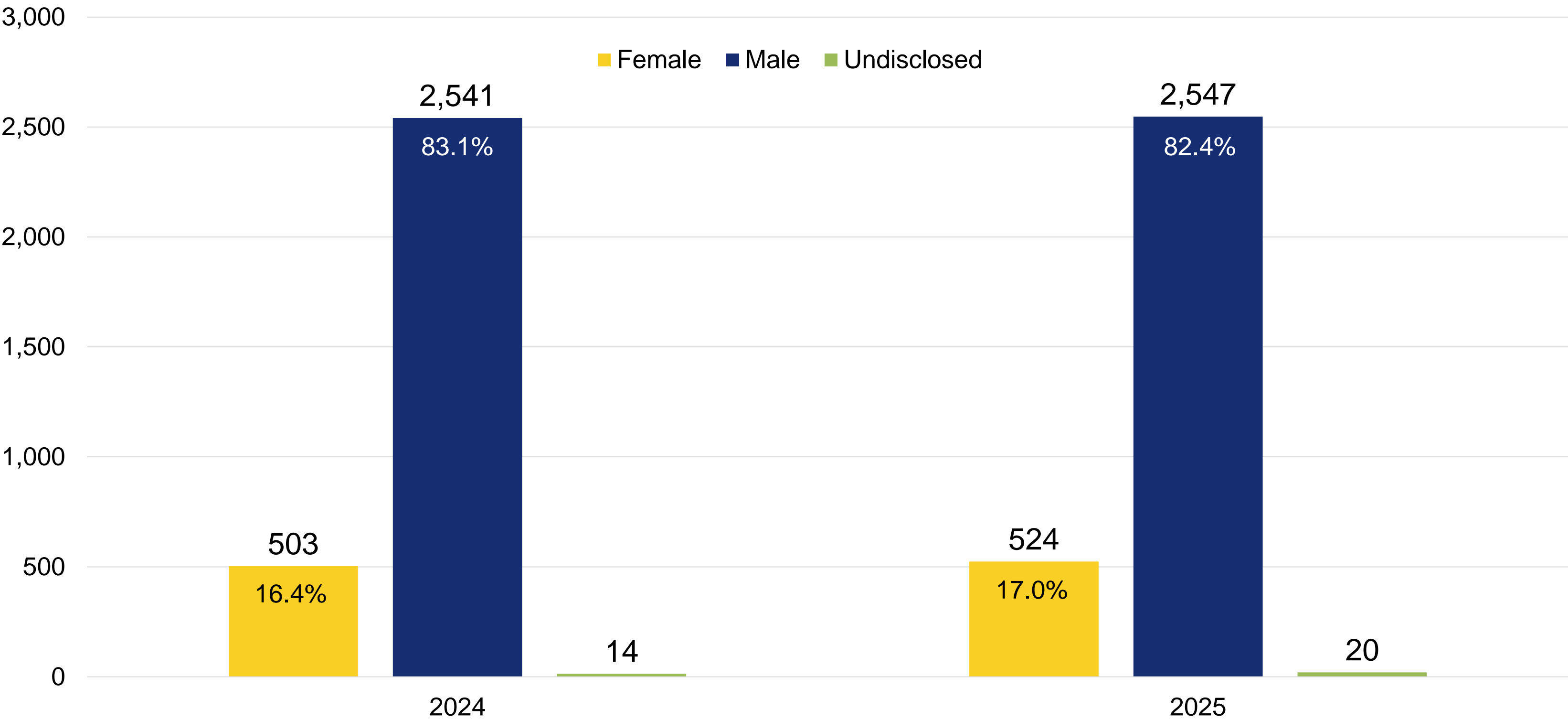


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Recruit Applicants by Gender

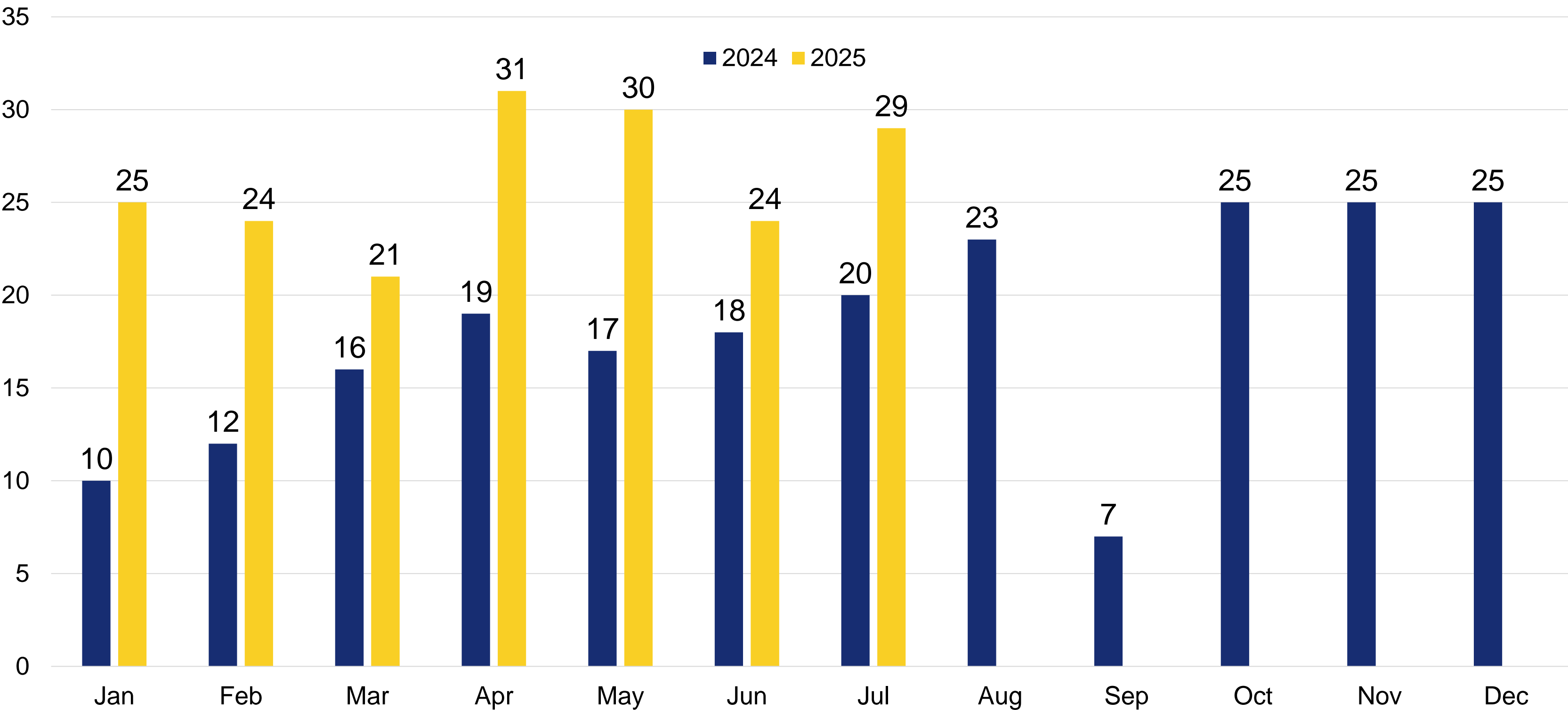


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Lateral/Reinstatement Applicants

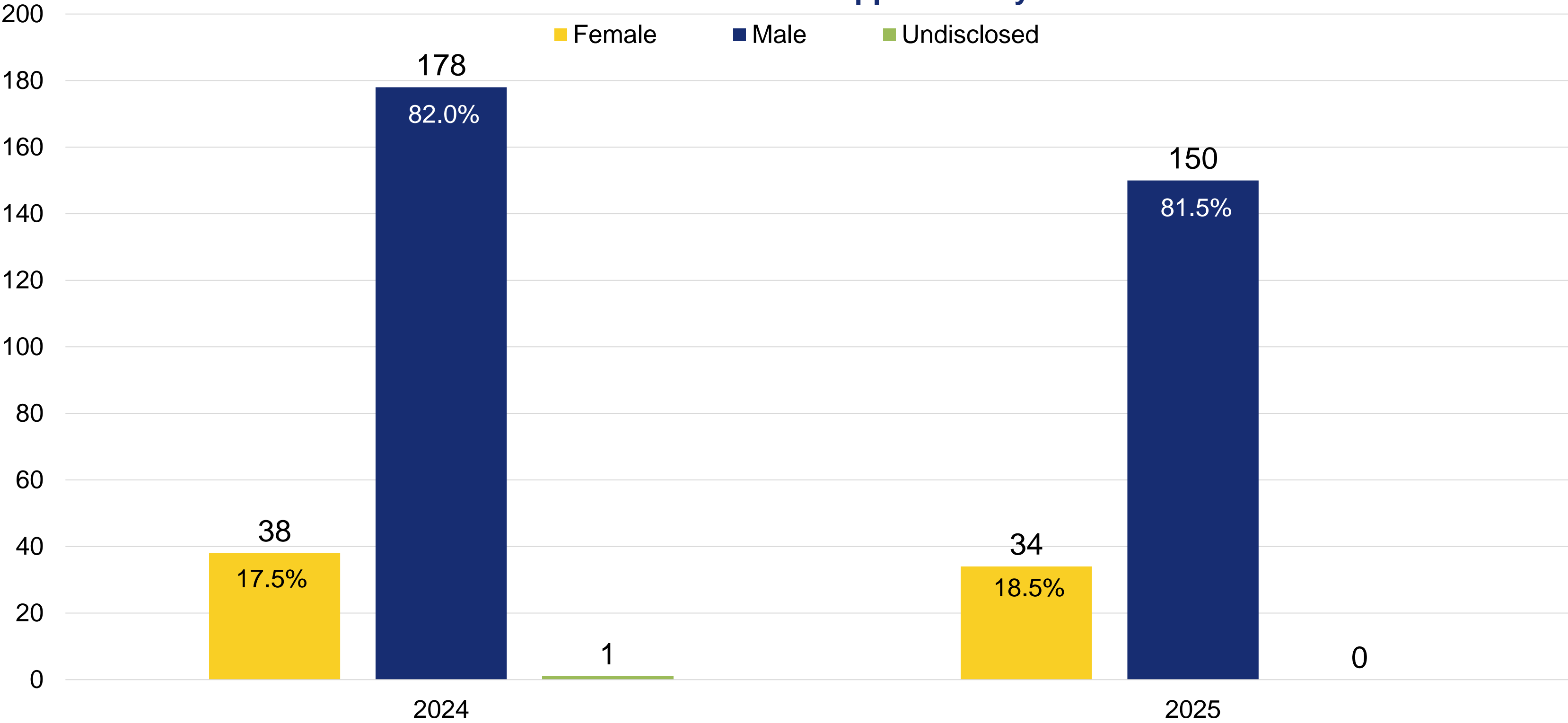


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Lateral/Reinstatement Applicants by Gender



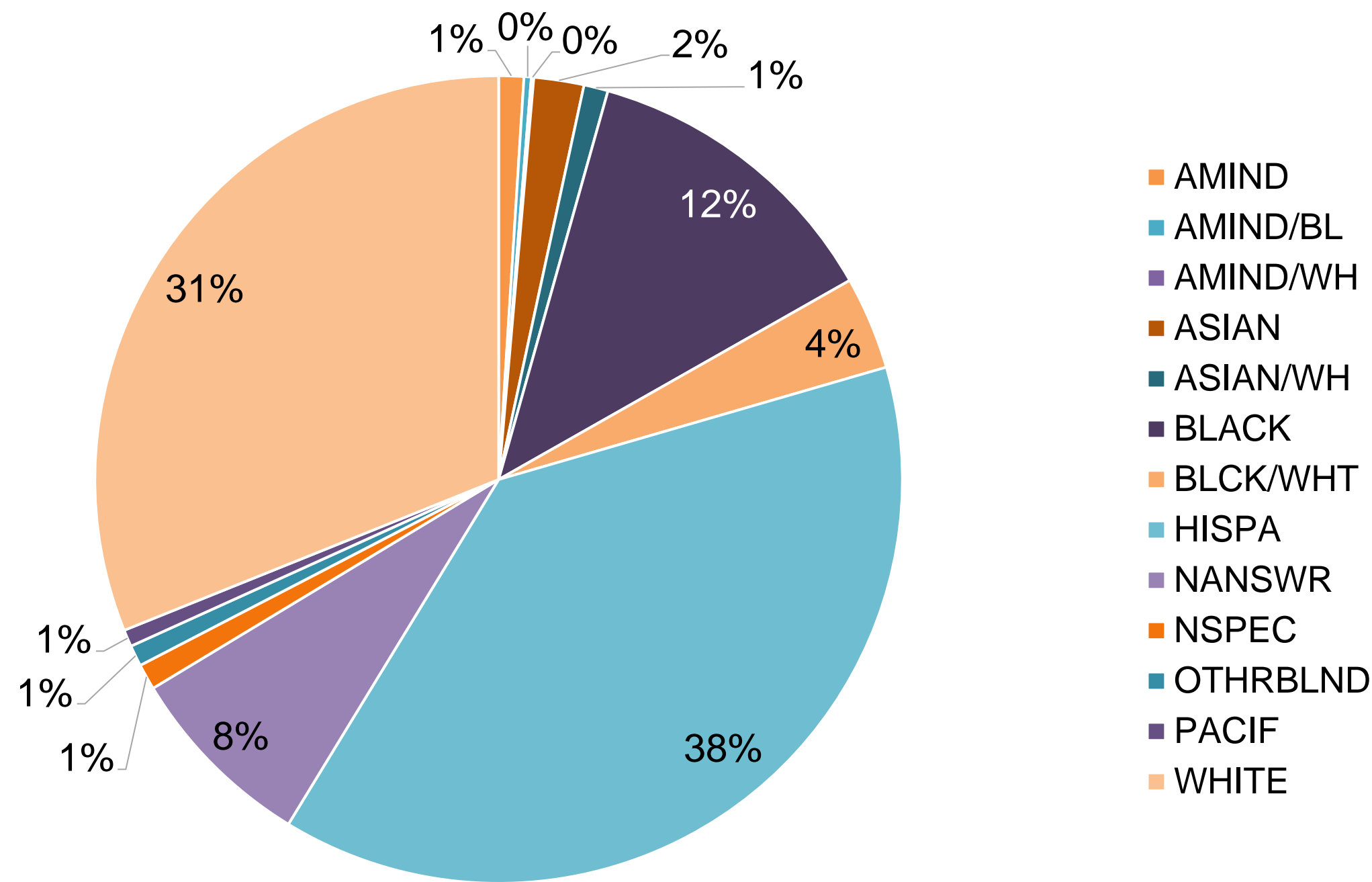


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Recruit Applicants by Race Year-to-Date as of July 31, 2025



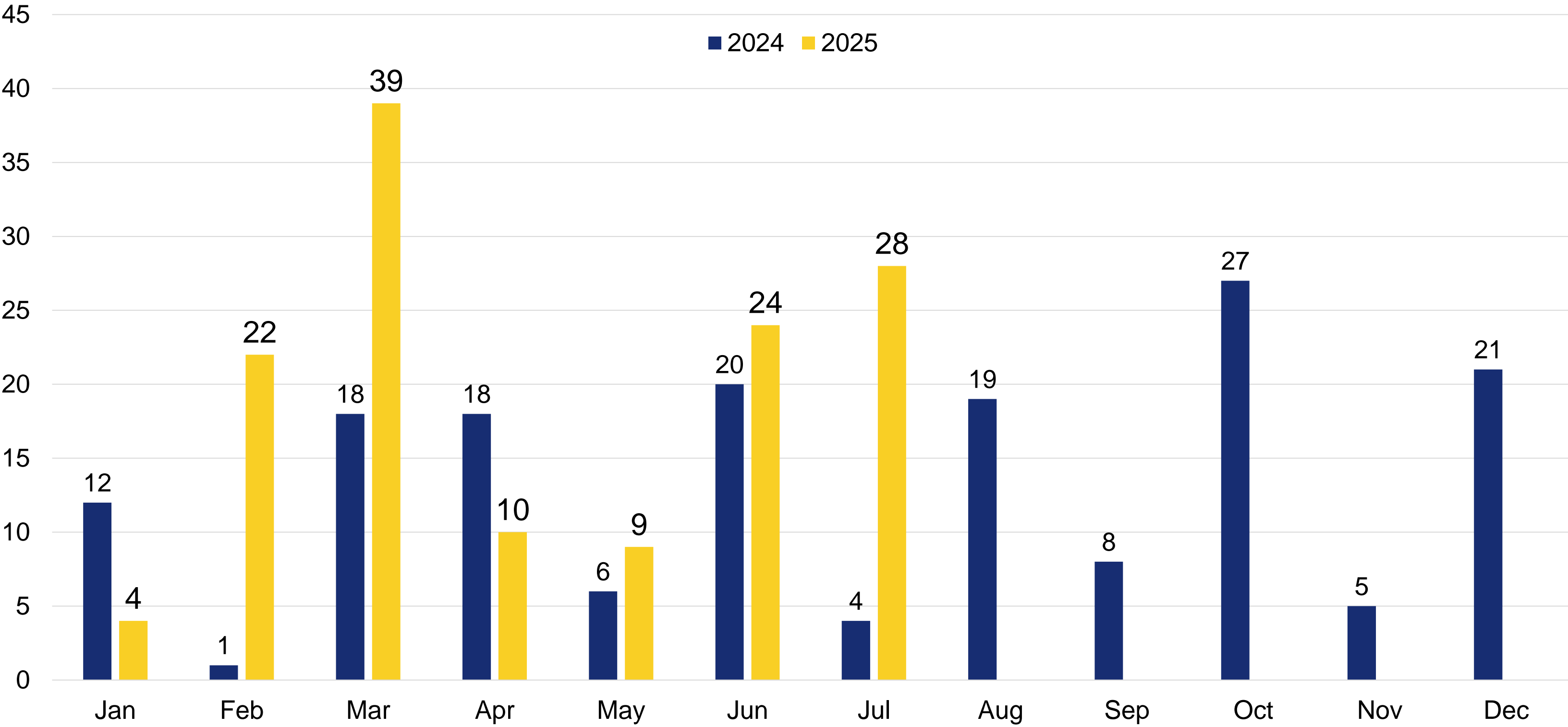
	2025 Apps	Hired
American Indian	31	2
American Indian/Black	9	0
American Indian/White	3	0
Asian	62	3
Asian/White	30	0
Black	384	13
Black/White	115	1
Hispanic	1,181	52
No Answer	236	0
Not Specified	32	0
Other Blend	26	1
Pacific Islander	21	0
White	961	64

# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Police Recruit Hires

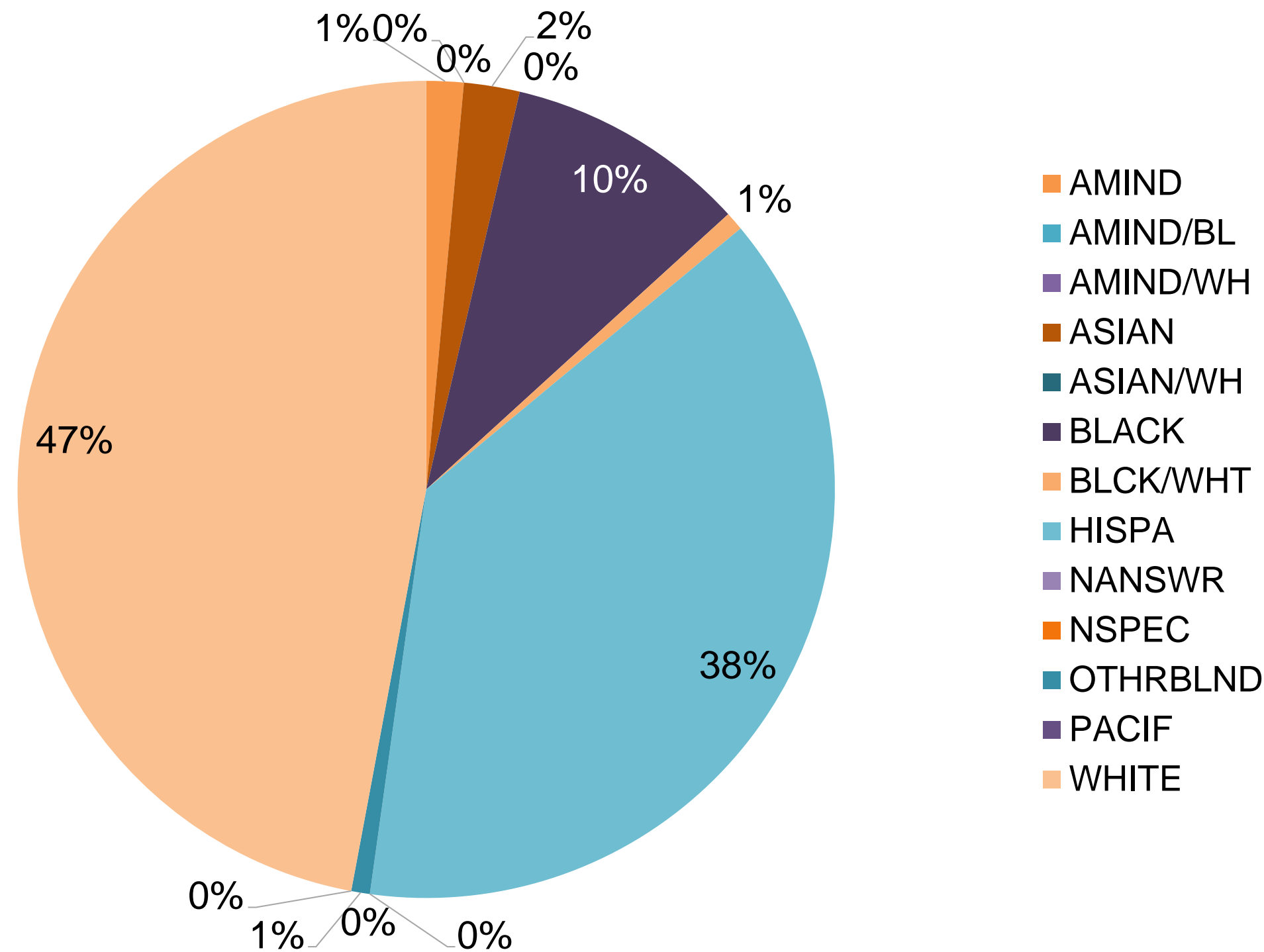


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Recruits Hired by Race Year-to-Date as of July 31, 2025



	2025 Apps	Hired
American Indian	31	2
American Indian/Black	9	0
American Indian/White	3	0
Asian	62	3
Asian/White	30	0
Black	384	13
Black/White	115	1
Hispanic	1,181	52
No Answer	236	0
Not Specified	32	0
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Pacific Islander	21	0
White	961	64

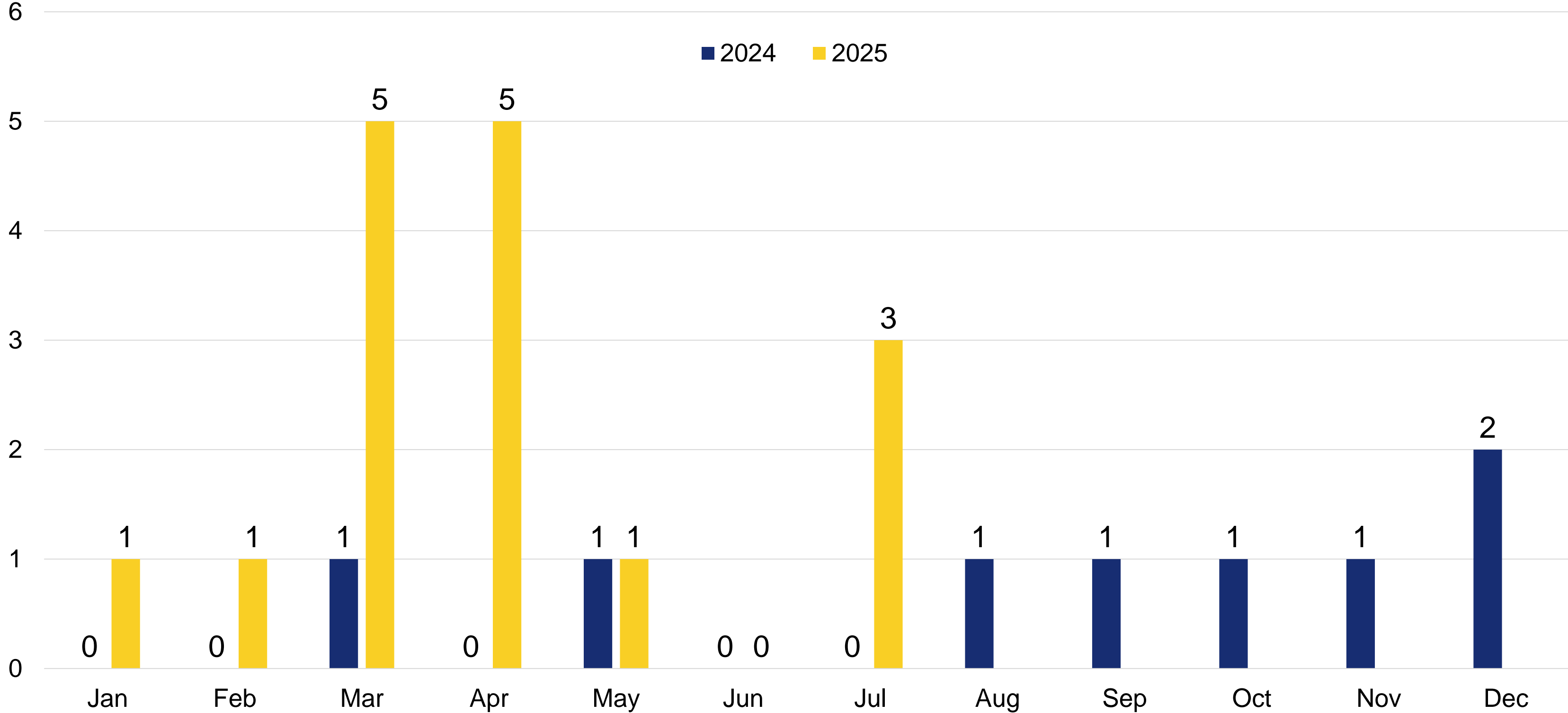


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Lateral/Reinstatement Hires

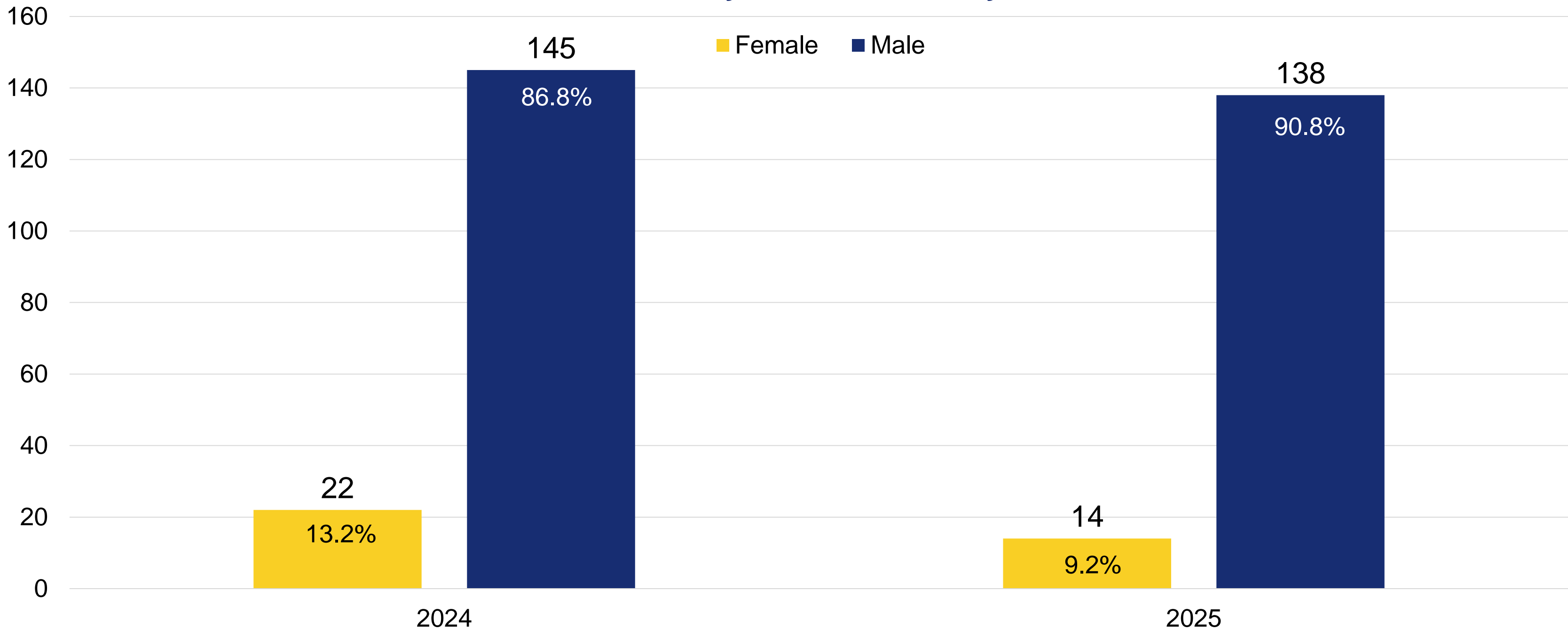


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Sworn Hires by Gender as of July 31, 2025

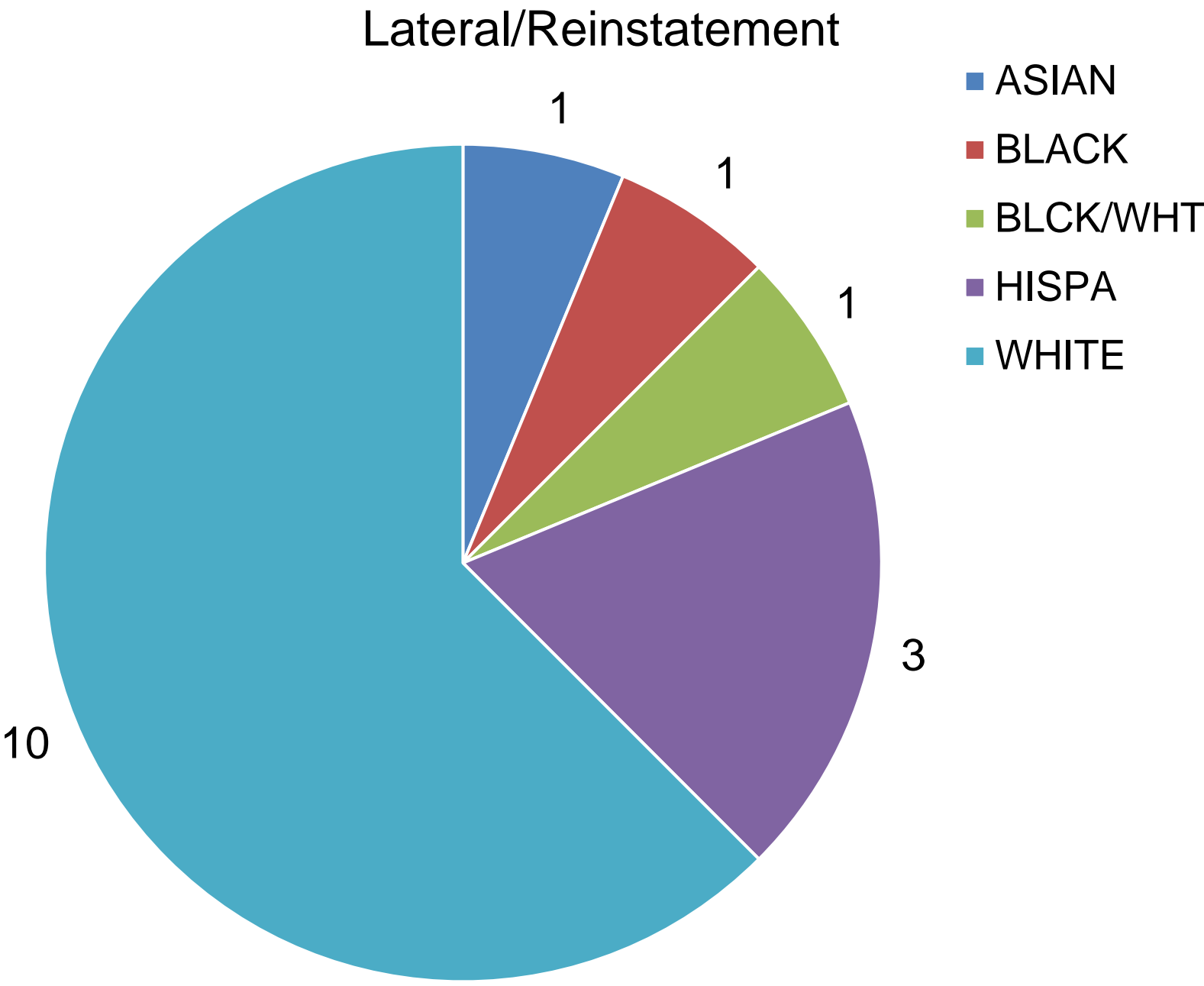
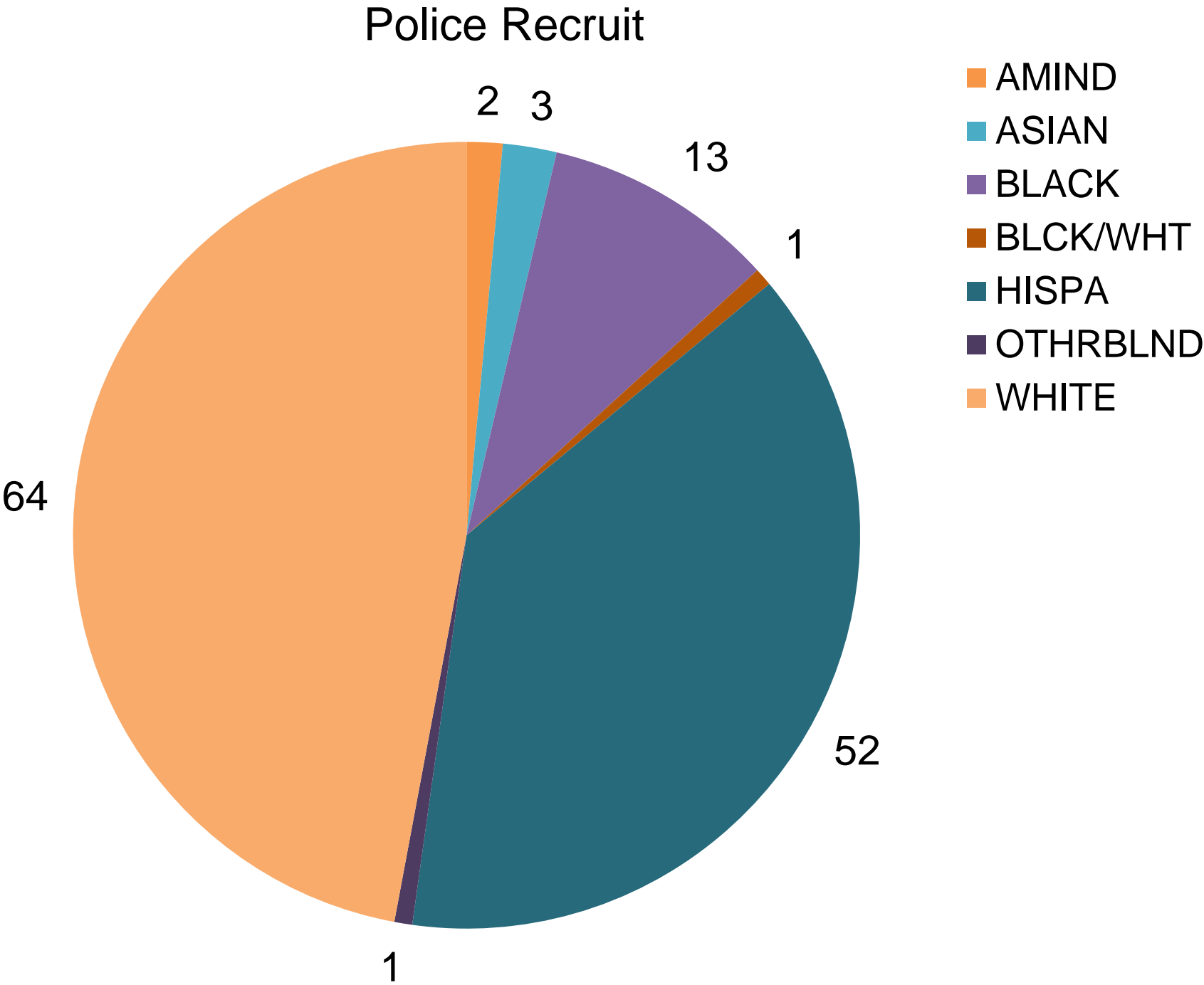


Total Male Applicants: 2,719  
Total Female Applicants: 541

Total Male Applicants: 2,547  
Total Female Applicants: 524



### Total Police Recruits & Lateral/Reinstatements Hired by Race as of July 31, 2025

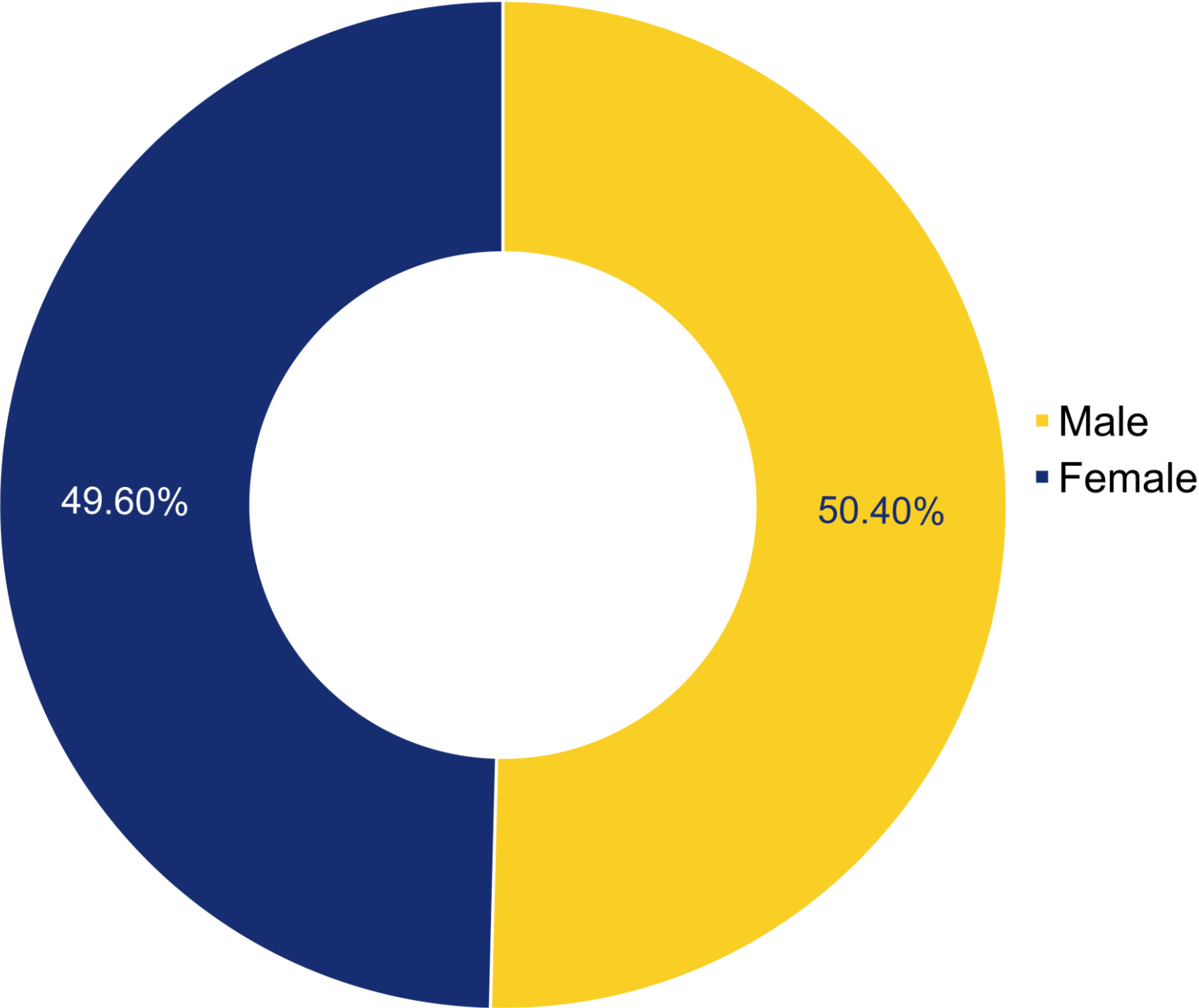
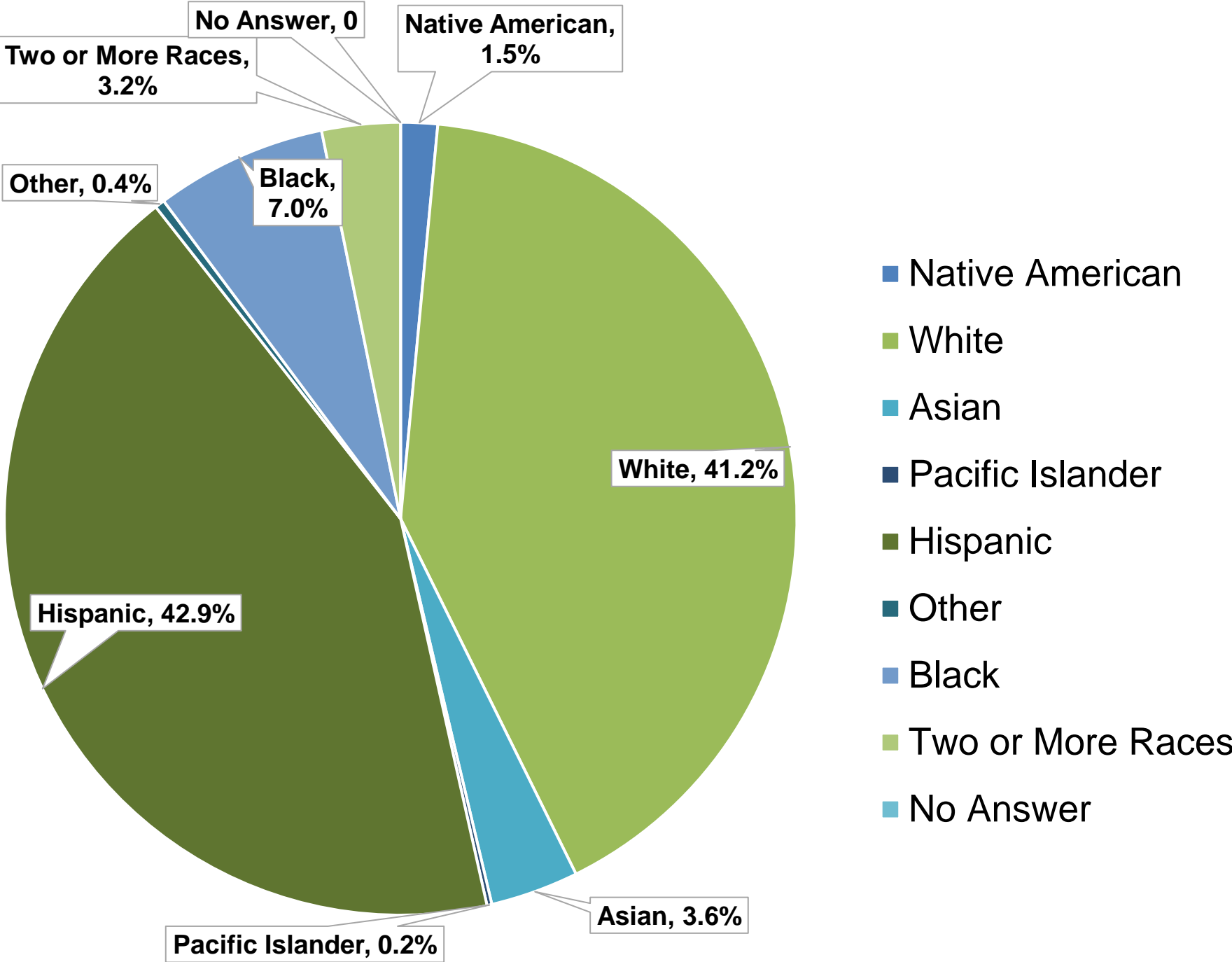


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Maricopa County Demographics





# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



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

Police Chief	Total	Percentage	Sergeant	Total	Percentage
Male	1	0.04%	Female	23	0.87%
<b>Total Police Chief</b>	<b>1</b>	<b>0.04%</b>	Male	342	12.98%
Chief	Total	Percentage	<b>Total Sergeant</b>	<b>365</b>	<b>13.85%</b>
Male	4	0.15%	Officer	Total	Percentage
<b>Total Chief</b>	<b>4</b>	<b>0.15%</b>	Female	288	10.93%
Commander	Total	Percentage	Male	1729	65.62%
Female	6	0.23%	<b>Total Officer</b>	<b>2017</b>	<b>76.55%</b>
Male	20	0.76%	Recruit	Total	Percentage
<b>Total Commander</b>	<b>26</b>	<b>.99%</b>	Blank	1	0.04%
Lieutenant	Total	Percentage	Female	16	0.61%
Female	7	0.27%	Male	118	4.48%
Male	80	3.04%	<b>Total Recruit</b>	<b>135</b>	<b>5.12%</b>
<b>Total Lieutenant</b>	<b>87</b>	<b>3.30%</b>	<b>Total:</b>	<b>2635</b>	<b>100.00%</b>

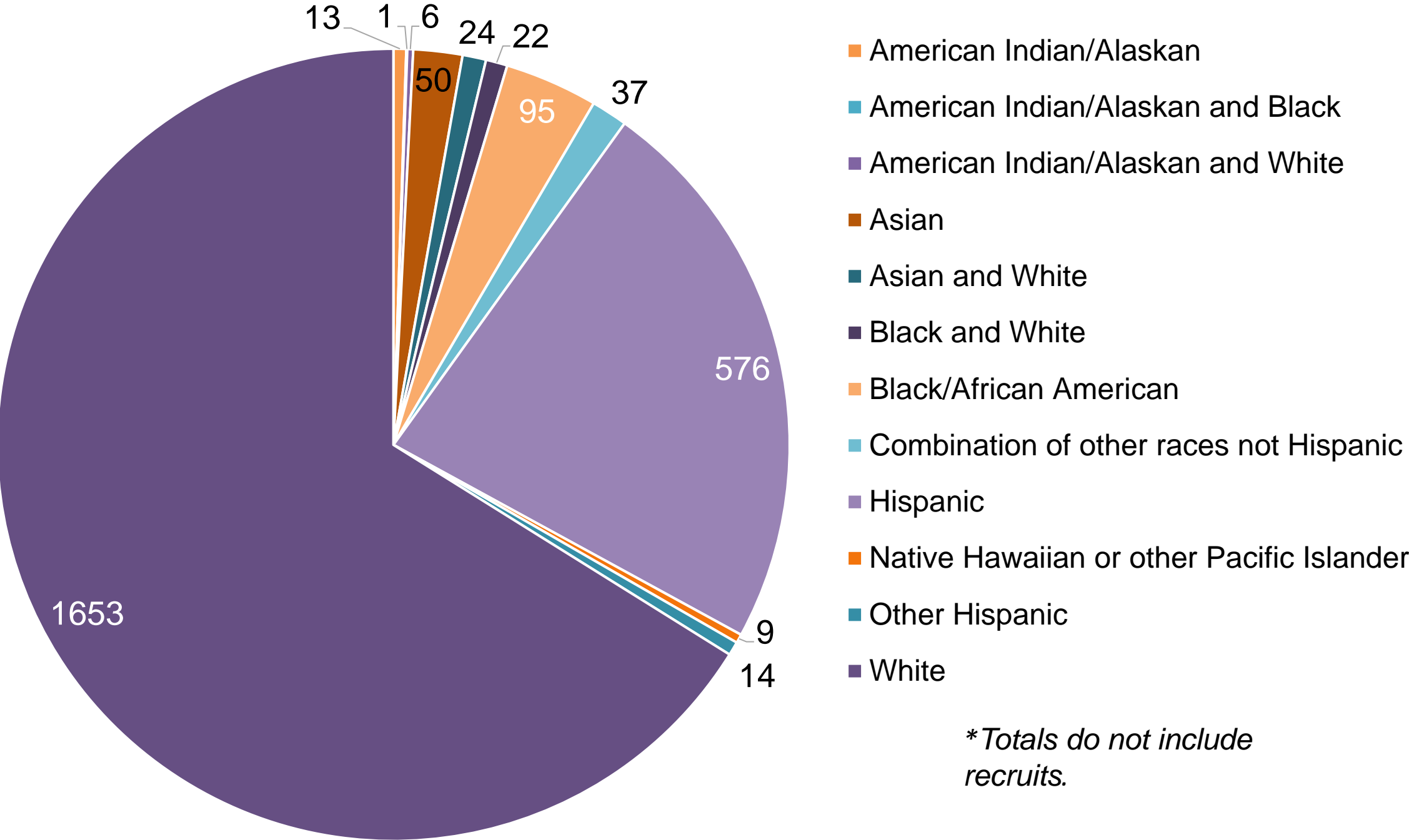


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Current Sworn by Race as of July 31, 2025



*\*Totals do not include recruits.*

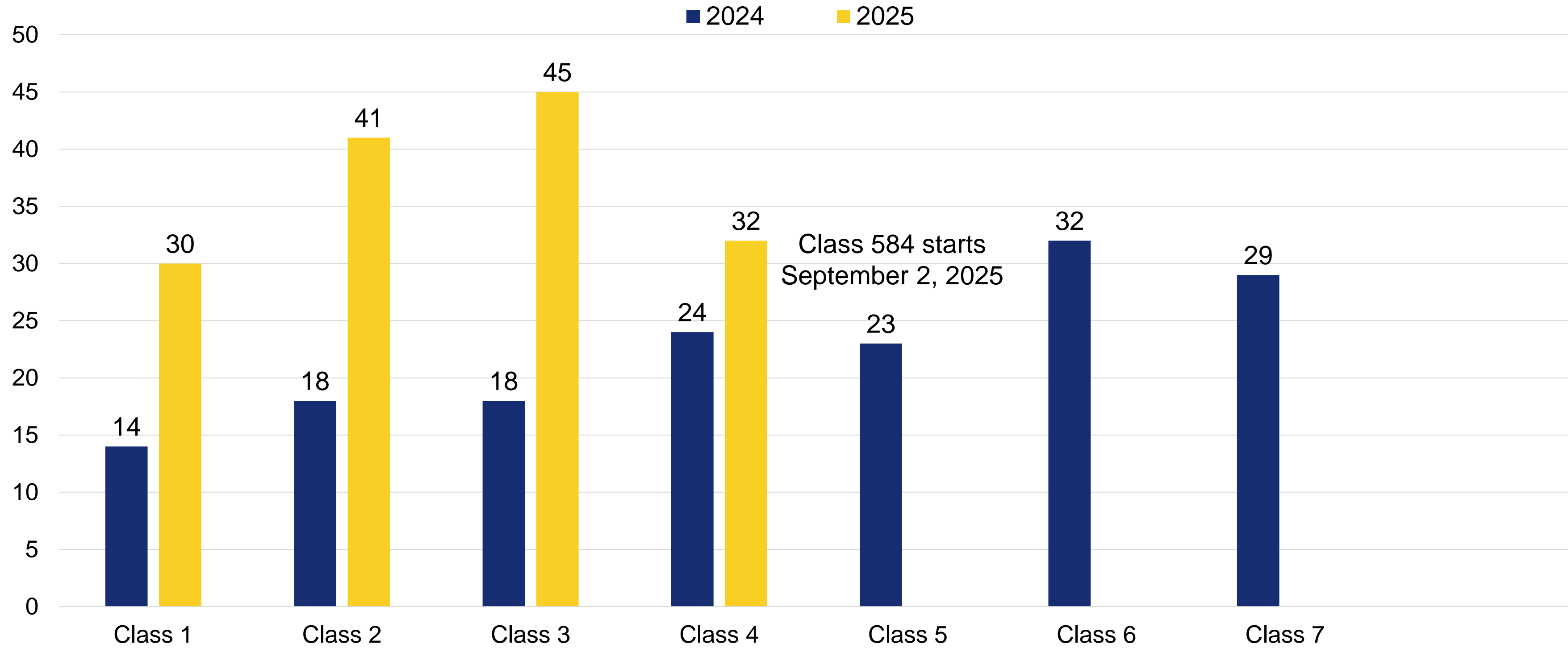
Race	Total	Percentage
American Indian/Alaskan	13	0.52%
American Indian/Alaskan and Black	1	0.04%
American Indian/Alaskan and White	6	0.24%
Asian	50	2.00%
Asian and White	24	0.96%
Black and White	22	0.88%
Black/African American	95	3.80%
Combination of other races not Hispanic	37	1.48%
Hispanic	576	23.04%
Native Hawaiian or other Pacific Islander	9	0.36%
Other Hispanic	14	0.56%
White	1653	66.12%

# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Phoenix Police Academy Recruit Class Totals for 2024 and Year-to-Date as of July 31, 2025

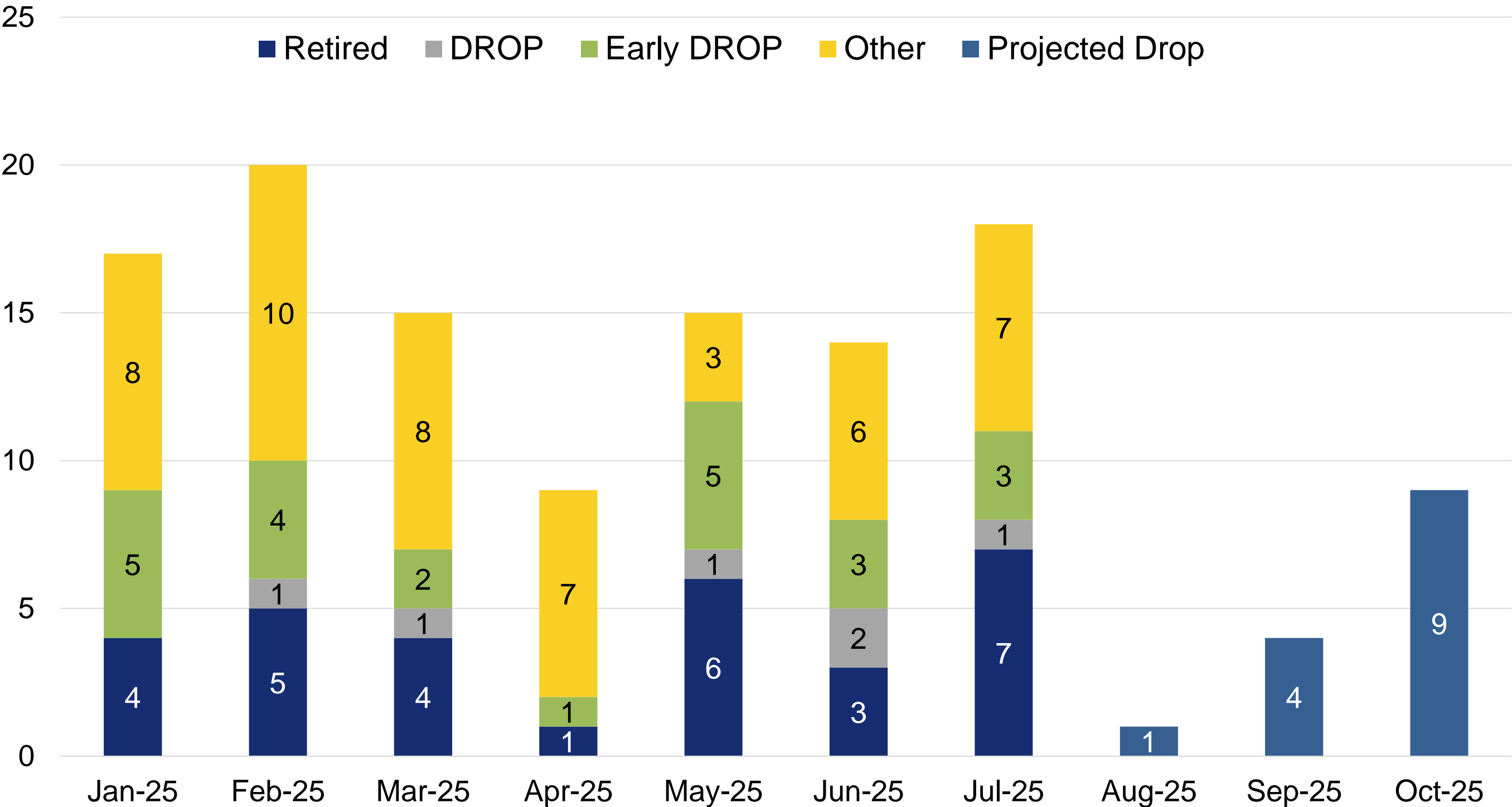


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Current and Projected Attrition as of July 31, 2025



SEPARATIONS BY YEARS OF SERVICE YEAR-TO-DATE	
26	< 1
16	1 to 5
7	6 to 10
0	11 to 15
10	16 to 20
32	21 to 25
17	26+



# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



### SWET Totals Year-to-Date as of June 30, 2025



**1,400**

Total SWET participants

- 679 Females
- 721 Males



**25**

Total SWET graduates from the academy



**33**

SWET participants currently in the academy

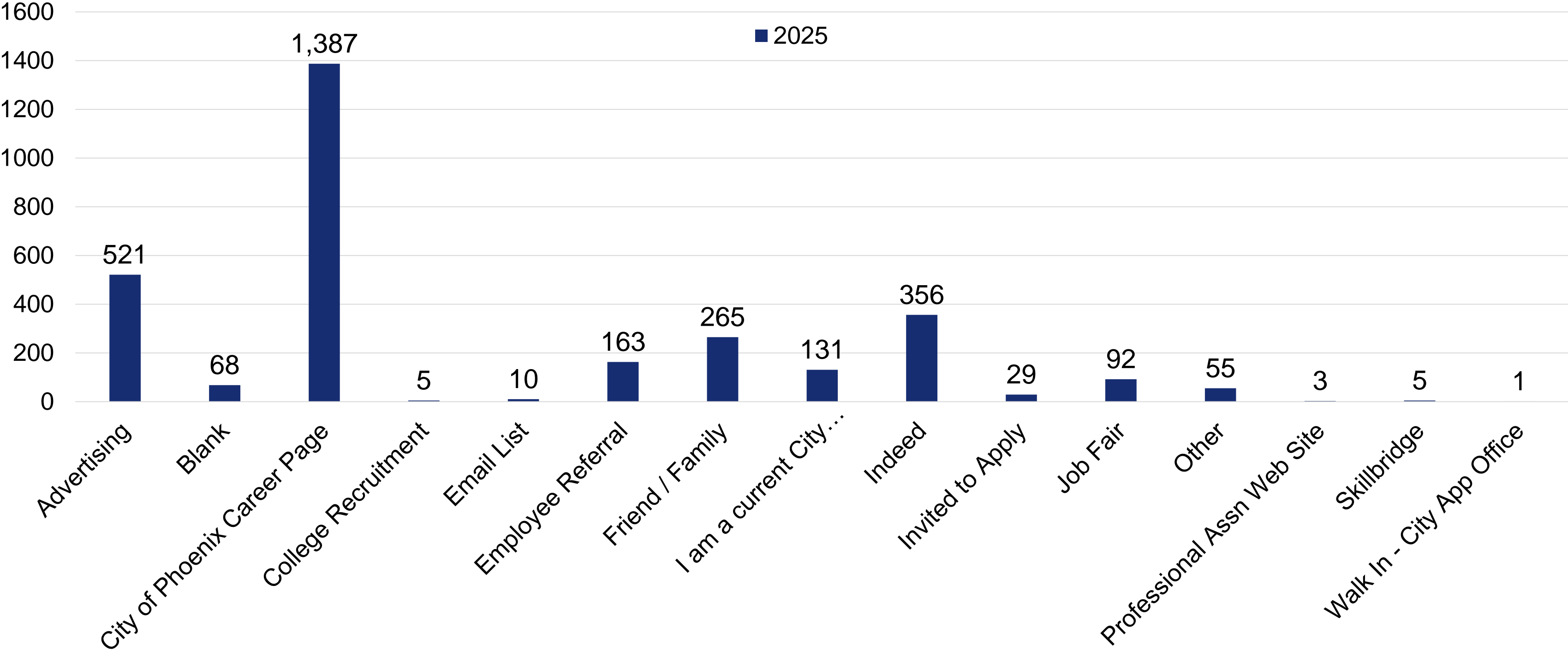


# Phoenix Police Department

## Recruitment, Hiring and Attrition Report



2025 Recruit Applicants by Source



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

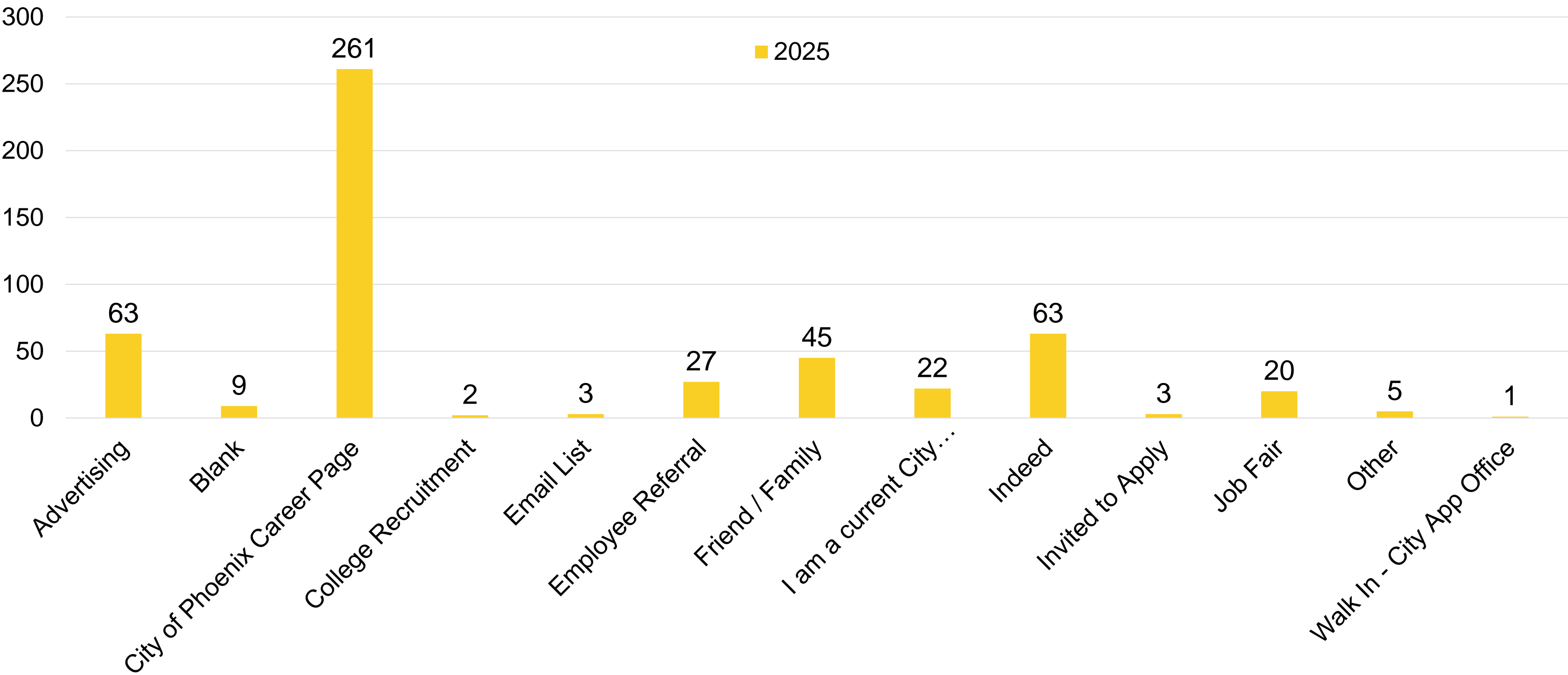


# Phoenix Police Department

## Recruitment, Hiring and Attrition Report



2025 Female Recruit Applicants by Source



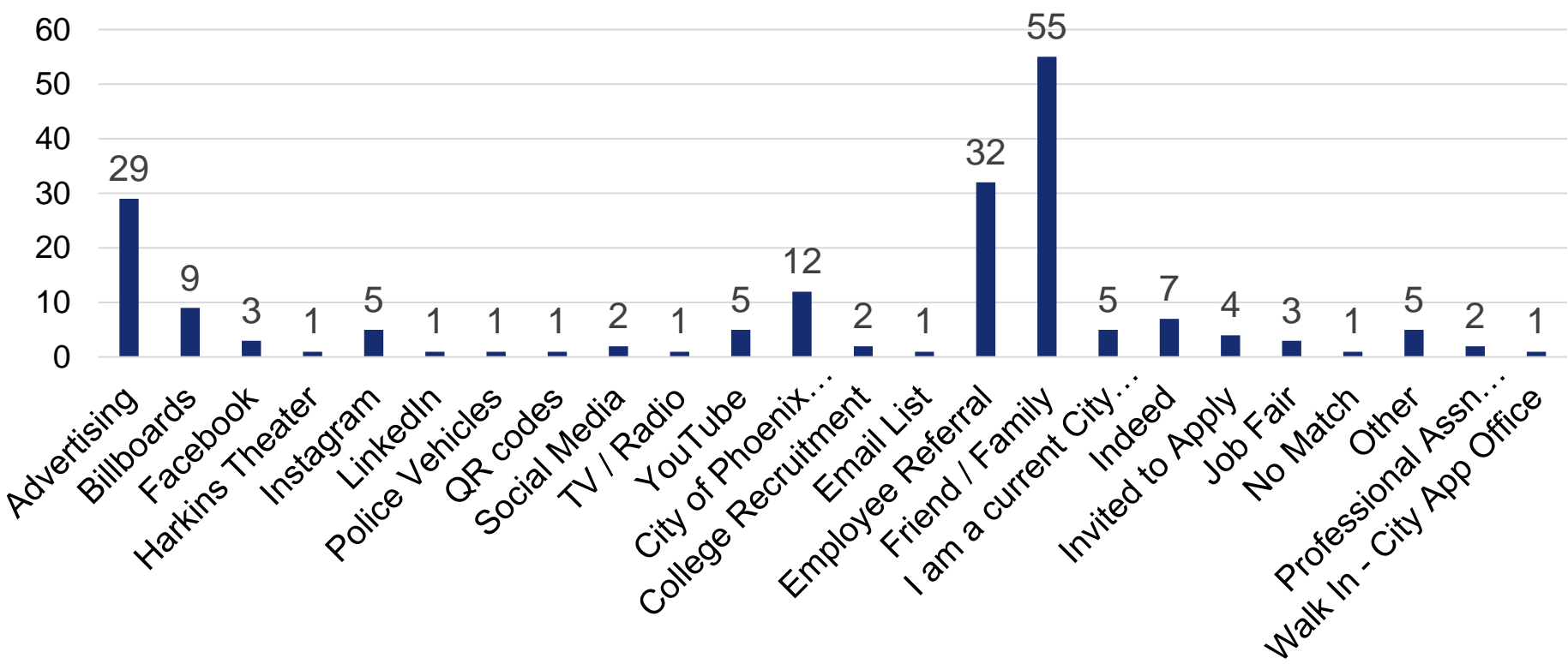
\*Based on data where applicants provided a source. Some applicants chose not to provide a source.

# Phoenix Police Department

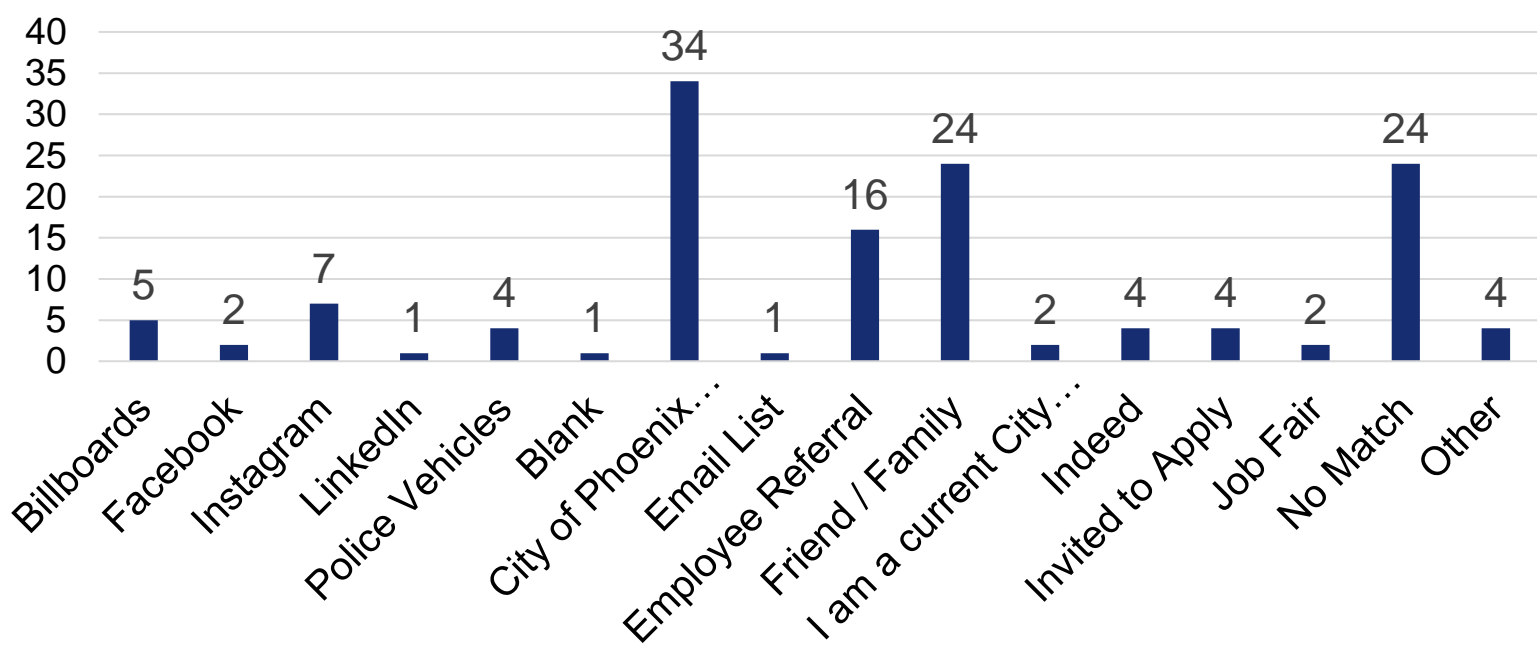
## Recruitment, Hiring, and Attrition Report



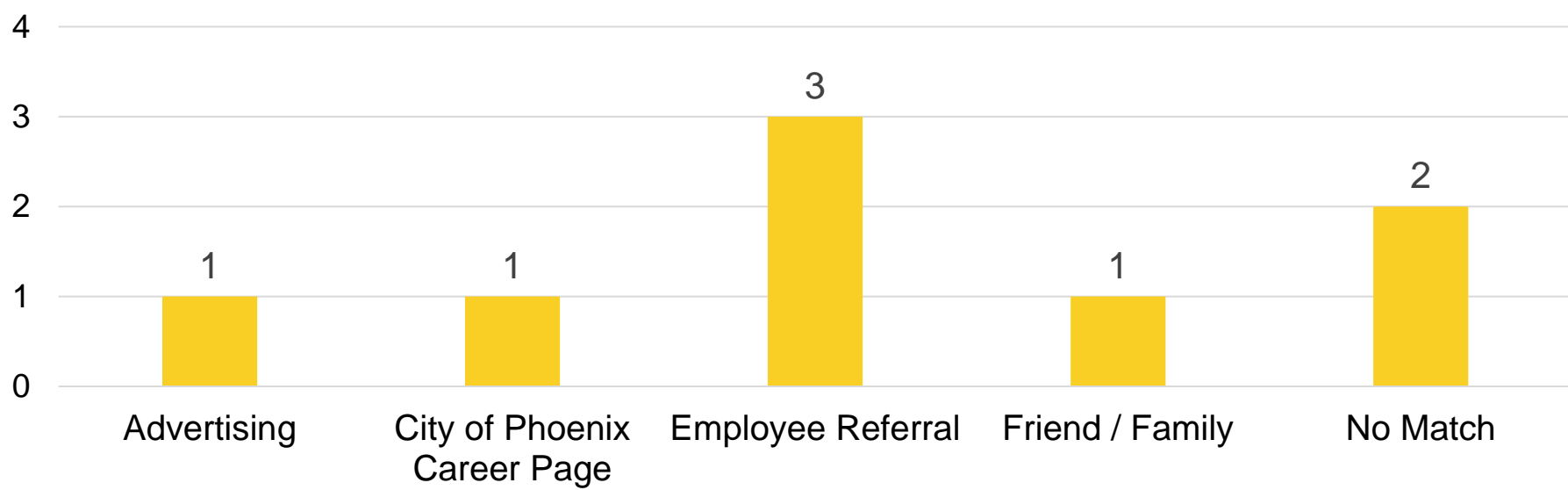
2024 Hired Recruits by Source



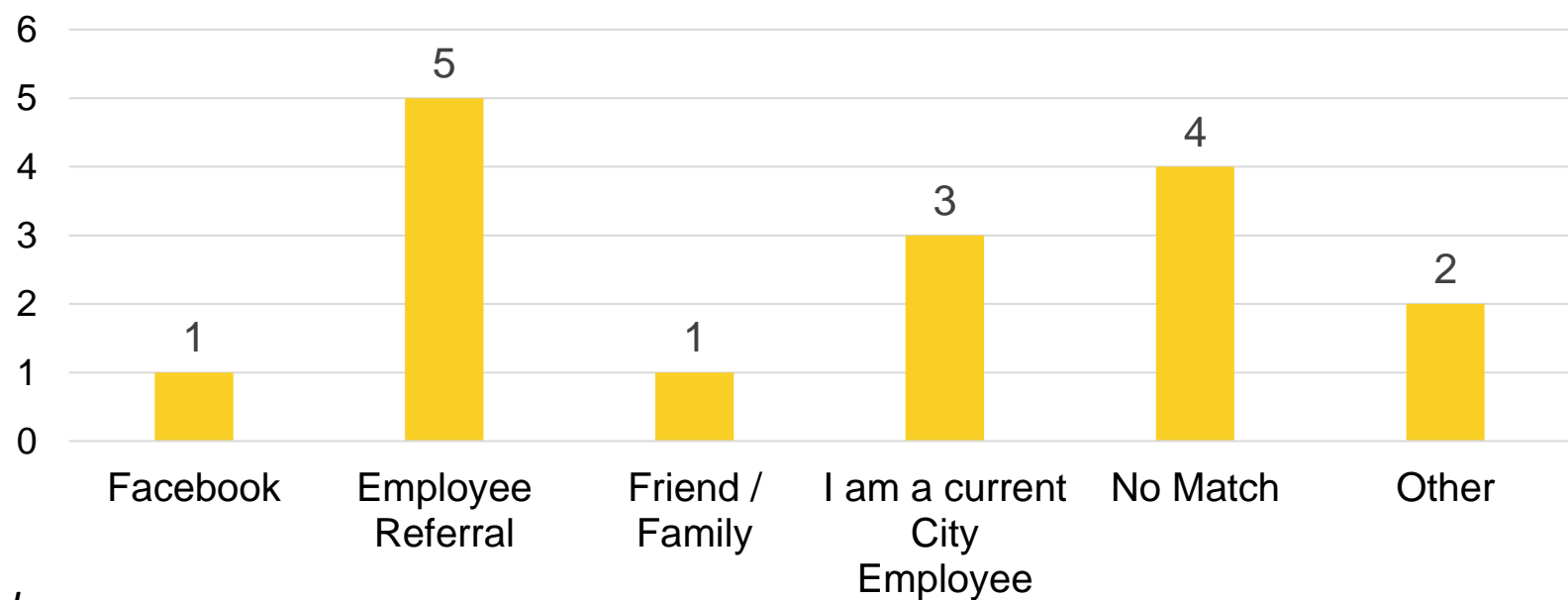
2025 Hired Recruits by Source as of July 31, 2025



2024 Hired Laterals/Reinstatements by Source



2025 Hired Laterals/Reinstatements by Source As of July 31, 2025



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