

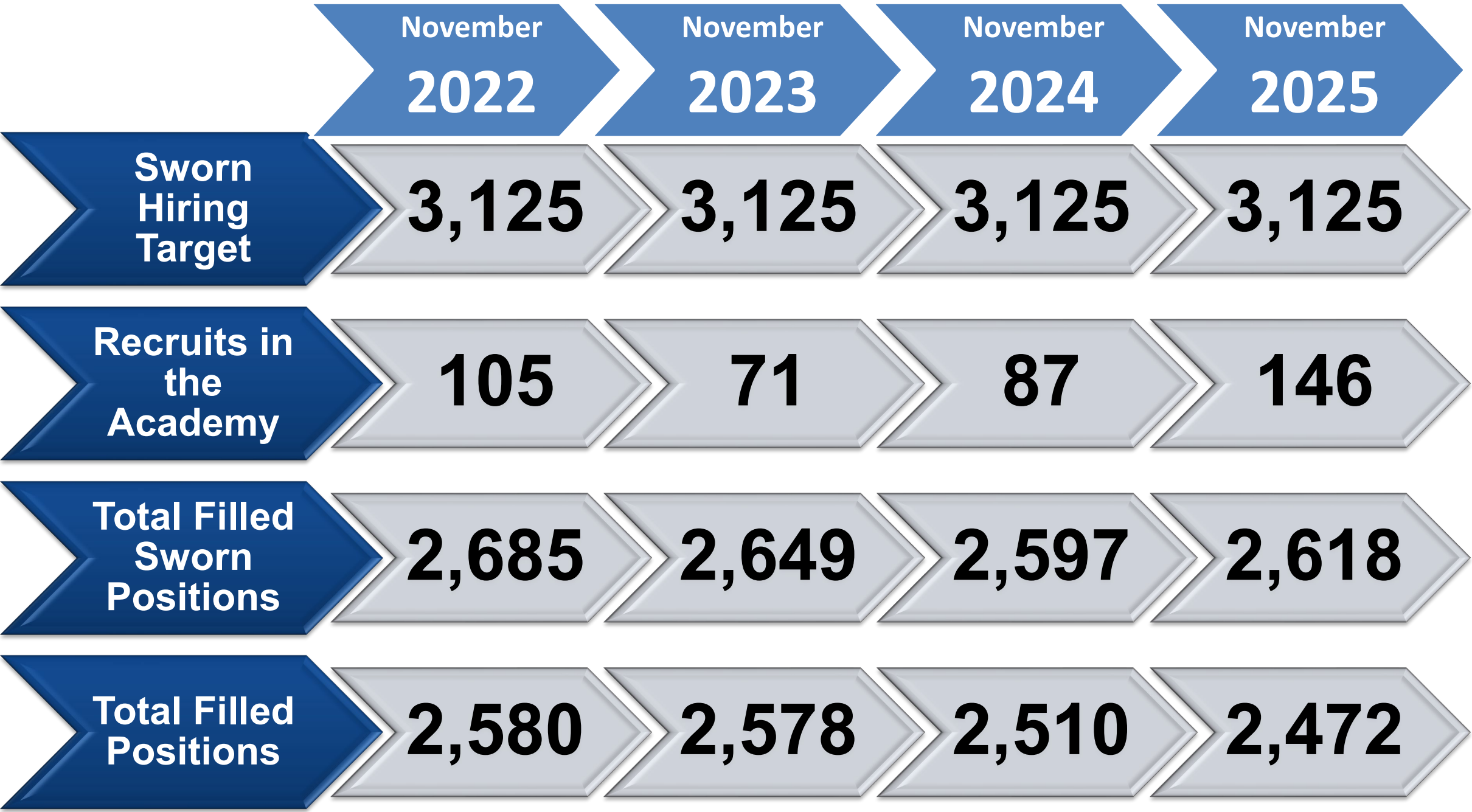


RECRUITMENT, HIRING, AND ATTRITION REPORT

February 2026 – November 2025 Data



Total Filled Sworn Positions 2024 vs. 2025 as of November 30, 2025

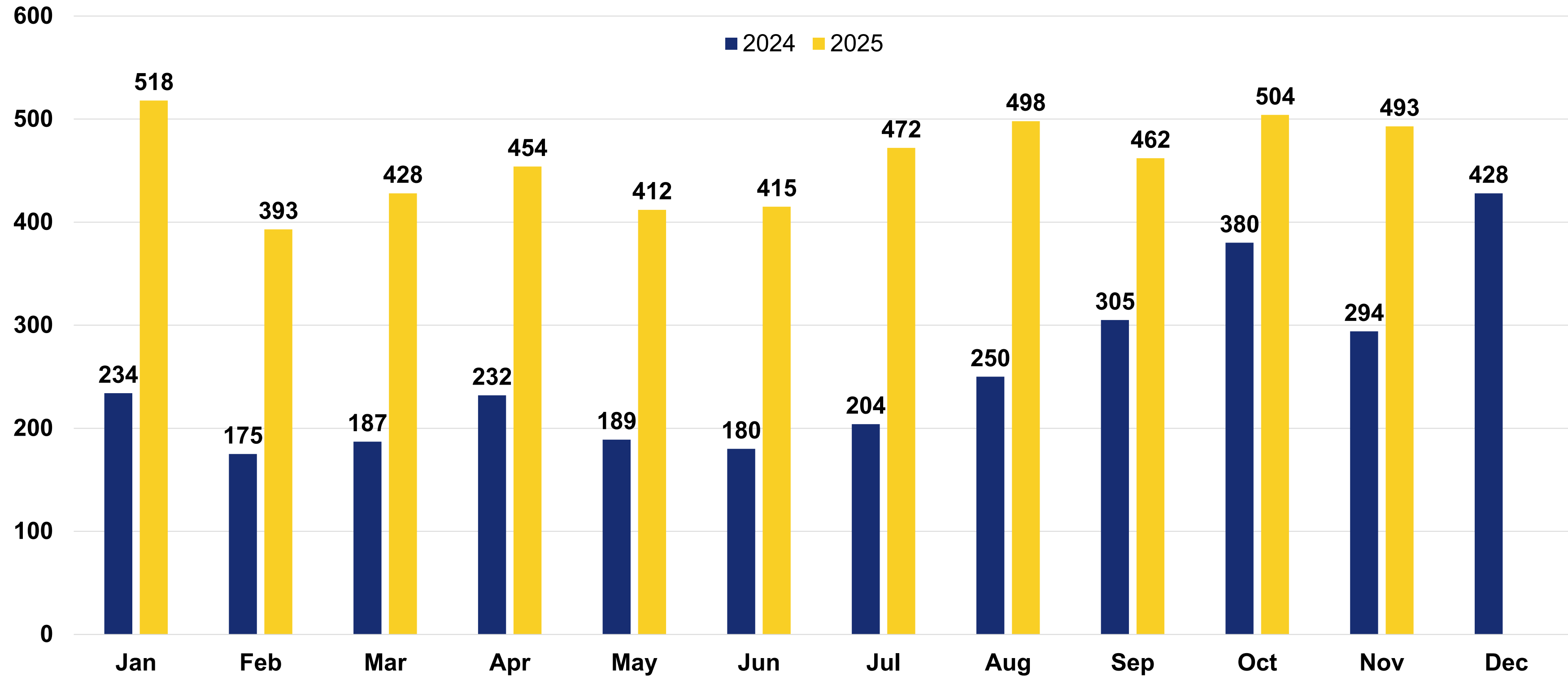


Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Total Recruit Applicants all of 2024 and 2025 as of November 30, 2025

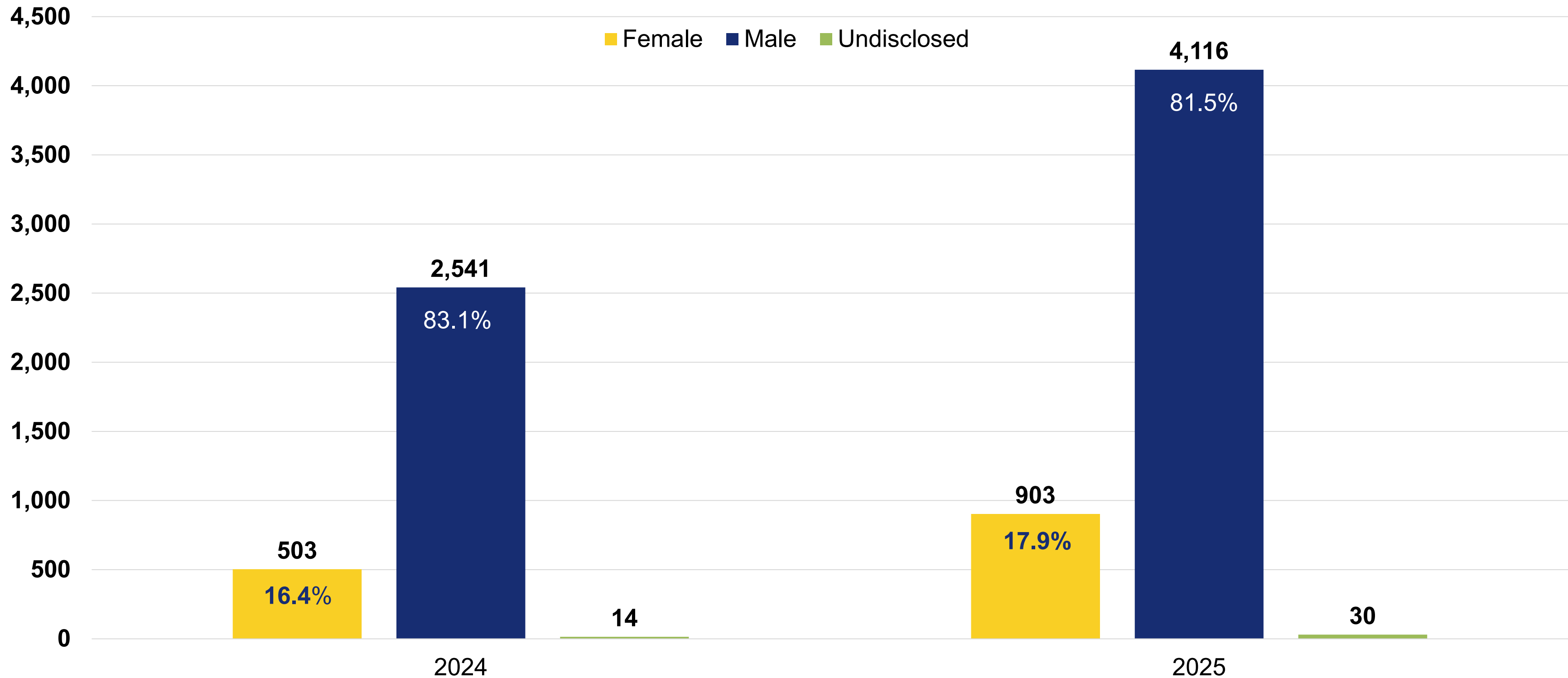


Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Total Recruit Applicants by Gender for all of 2024 and 2025 as of November 30, 2025

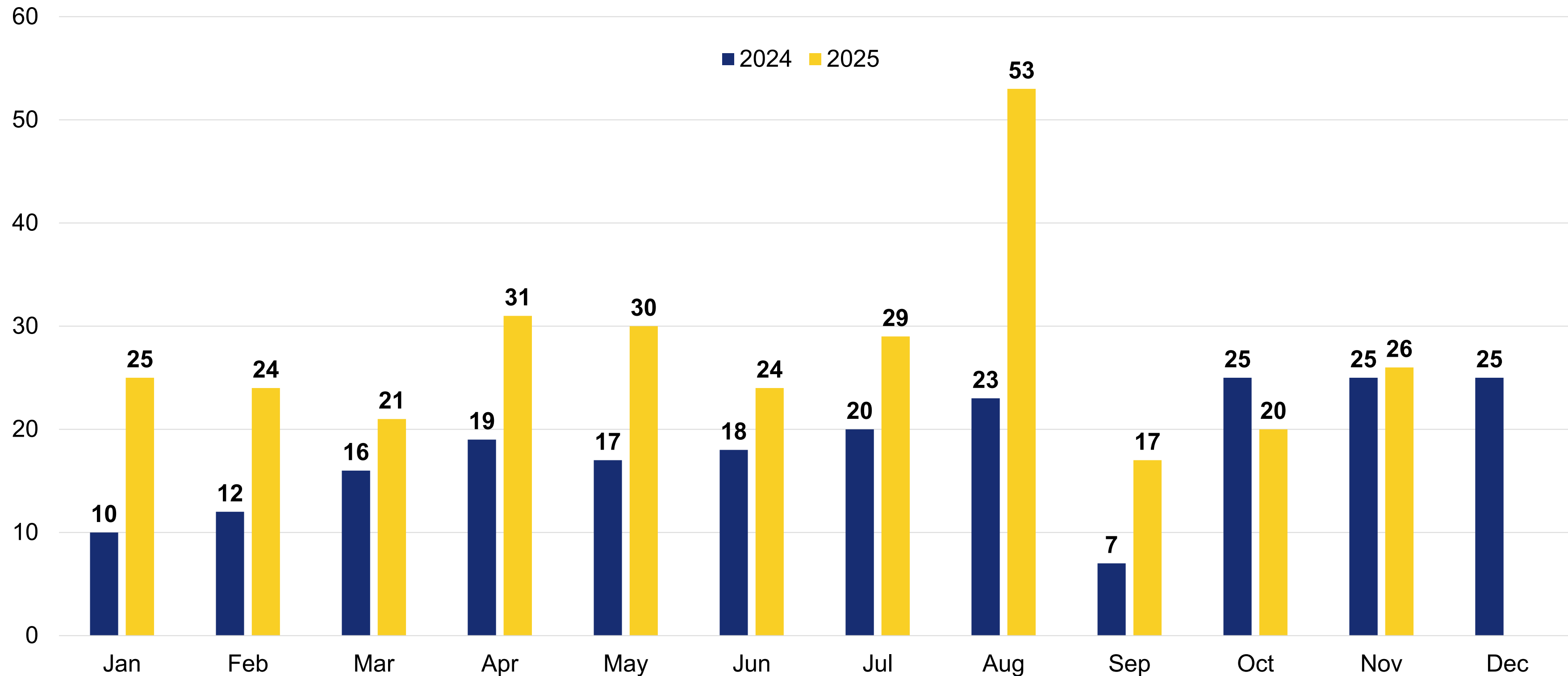


Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Total Lateral/Reinstatement Applicants for all of 2024 and 2025 as of November 30, 2025

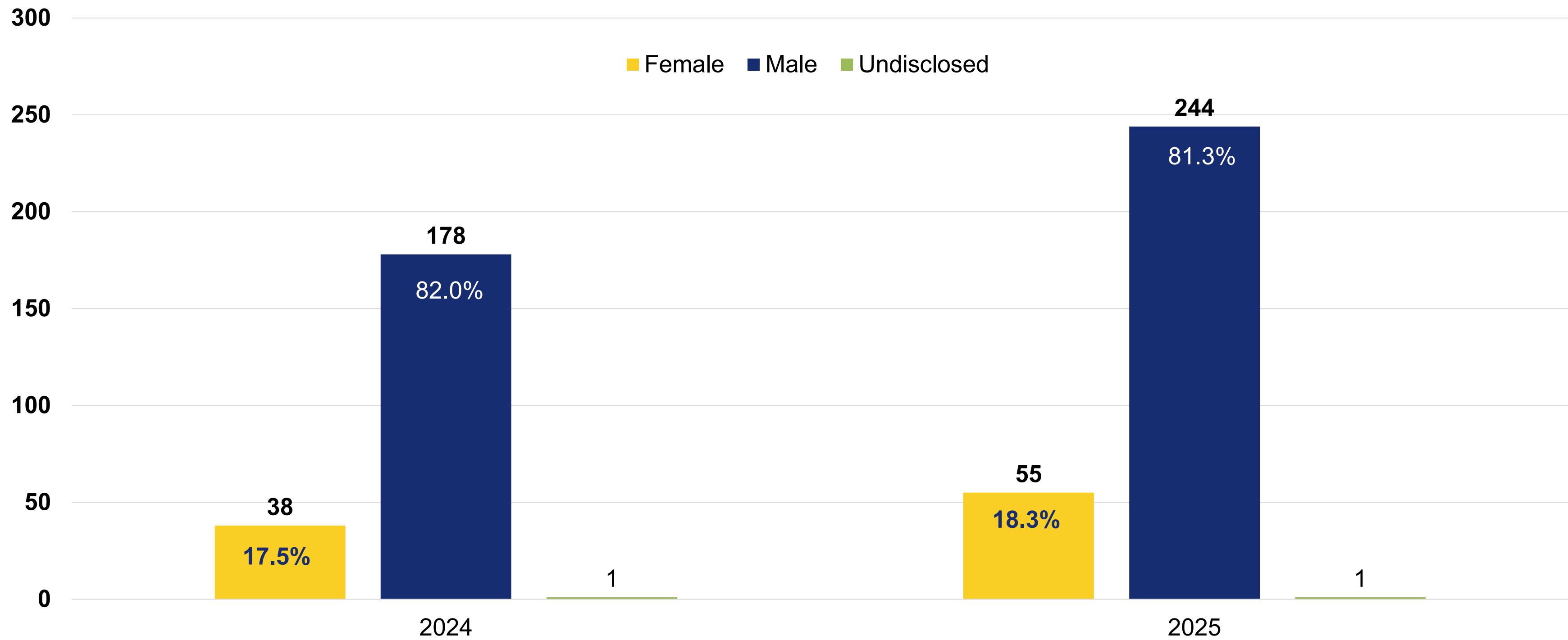


Phoenix Police Department

Recruitment, Hiring, and Attrition Report

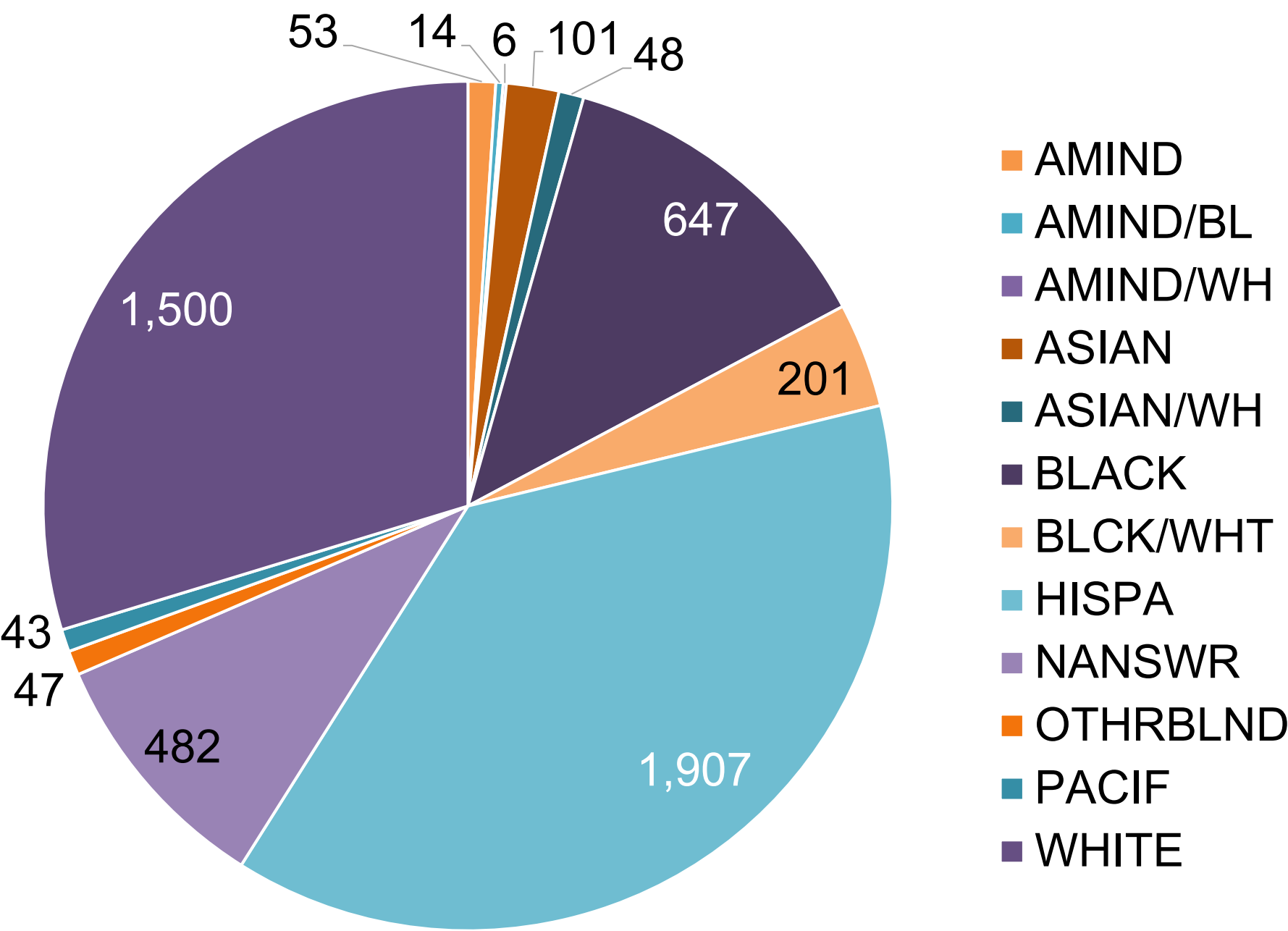


Total Lateral/Reinstatement Applicants by Gender all of 2024 and 2025 as of November 30, 2025





Police Recruit Applicants by Ethnic Group as of November 30, 2025



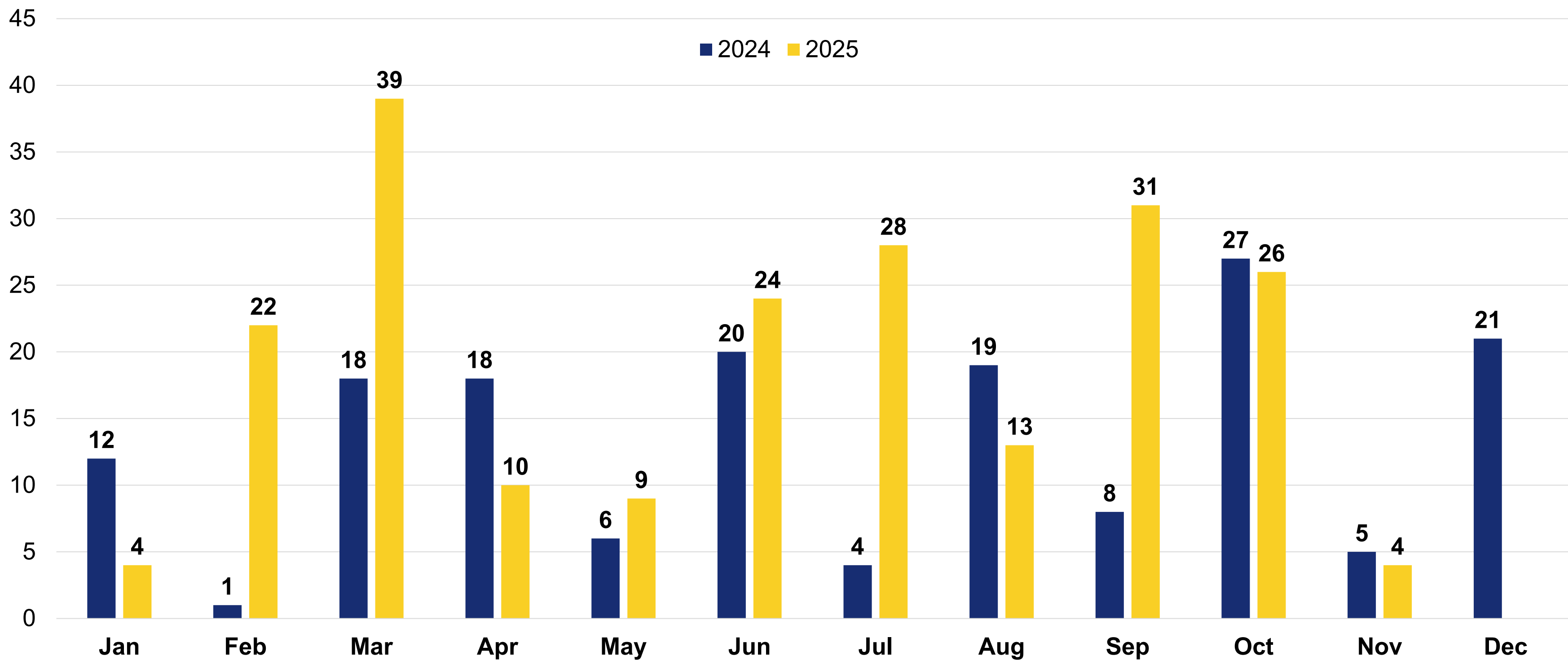
	2025 Apps	Hired
American Indian	53	2
American Indian/Black	14	0
American Indian/White	6	0
Asian	101	4
Asian/White	48	3
Black	647	22
Black/White	201	4
Hispanic	1,907	80
No Answer	482	0
Other Blend	47	1
Pacific Islander	43	0
White	1,500	94

Phoenix Police Department

Recruitment, Hiring, and Attrition Report

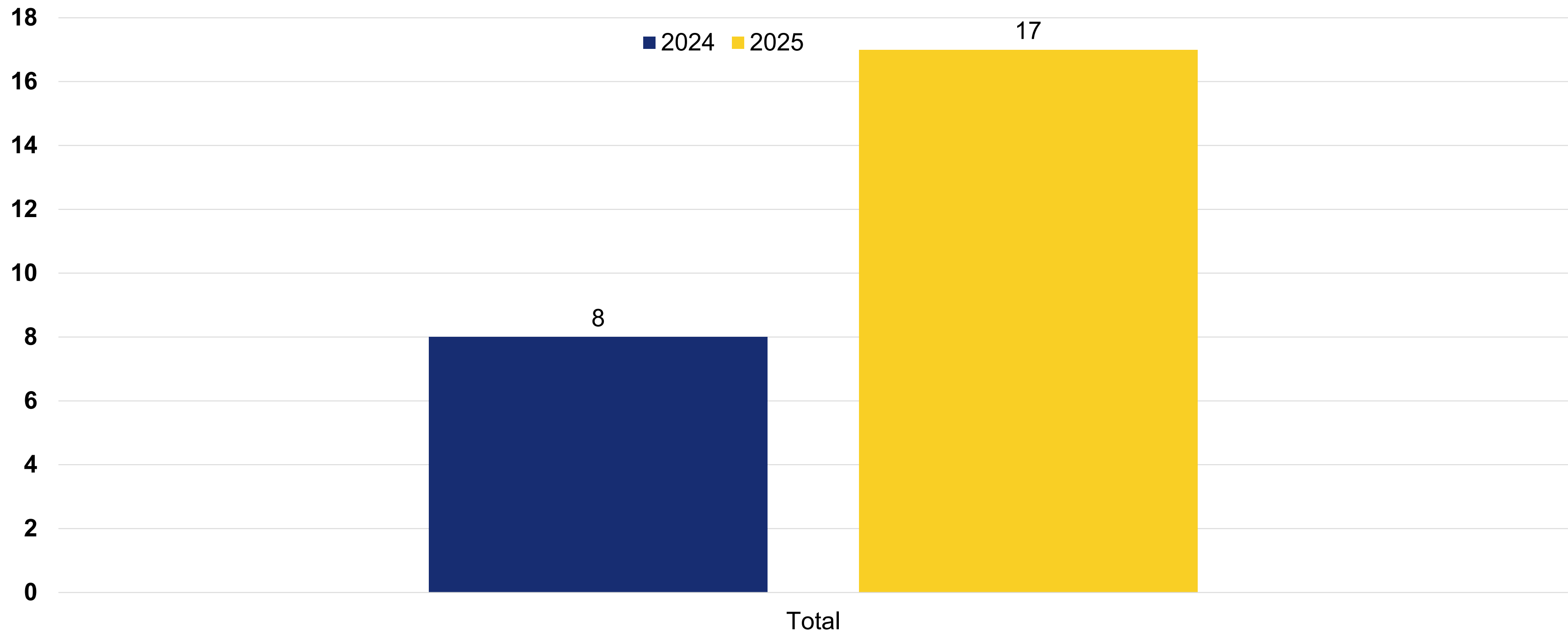


Total Police Recruit Hires all of 2024 and 2025 as of November 30, 2025



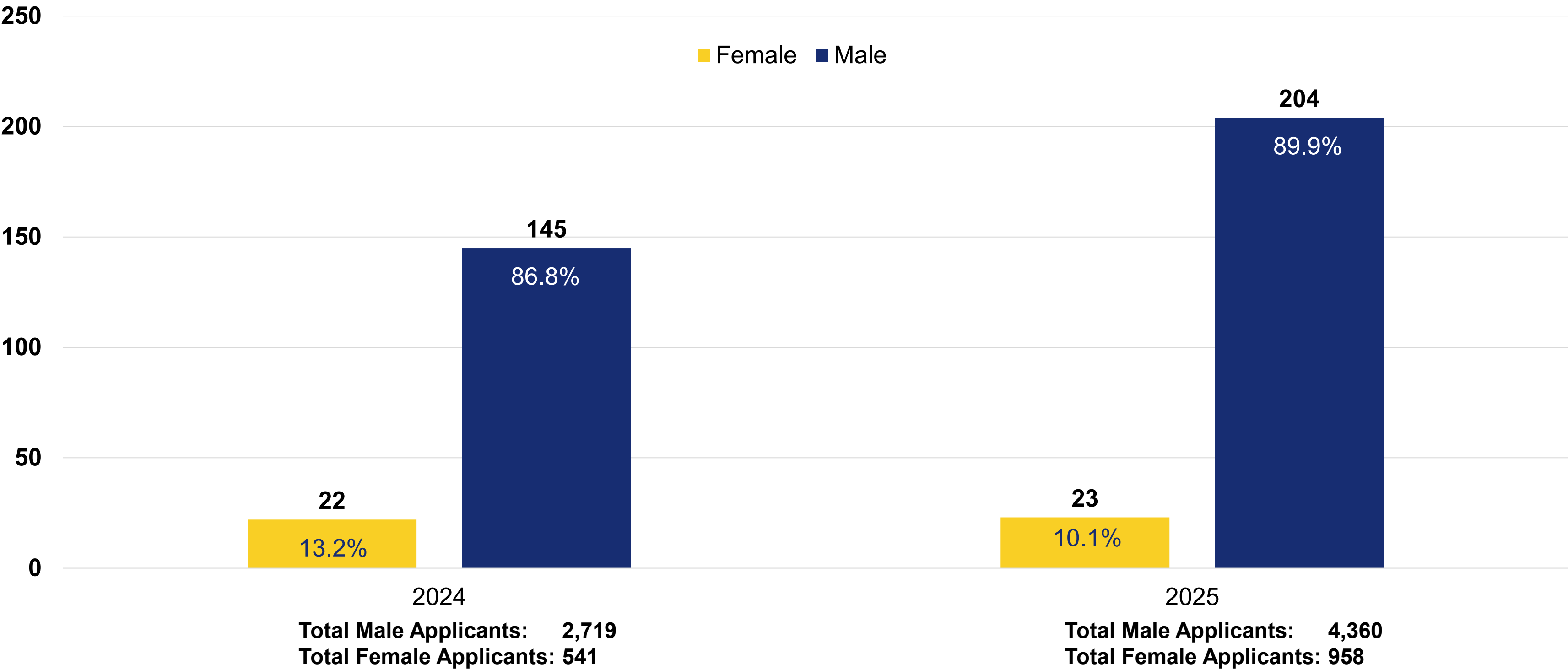


Total Lateral/Reinstatement Hires all of 2024 and 2025 as of November 30, 2025



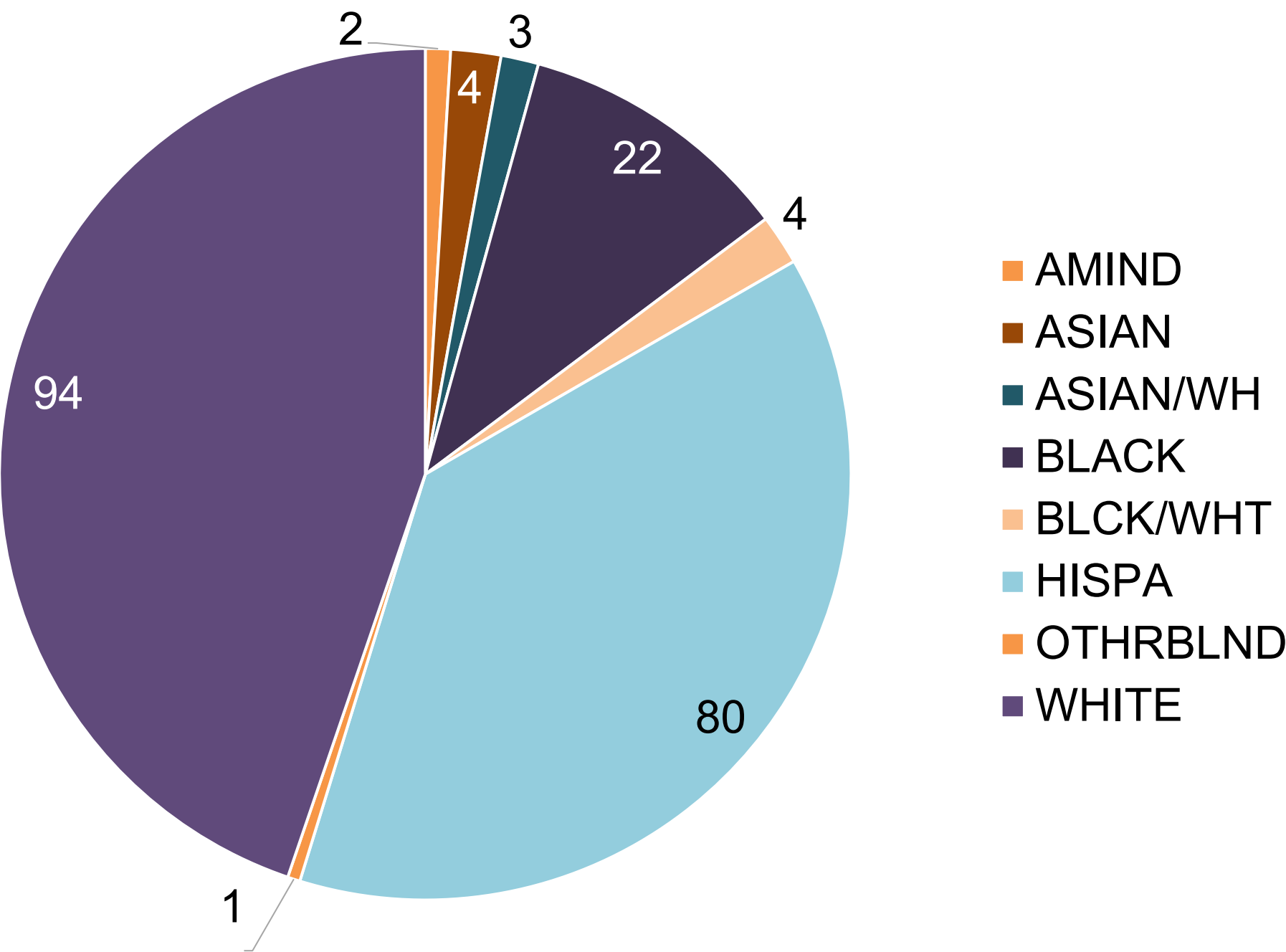


Total Sworn Hires by Gender all of 2024 and 2025 as of November 30, 2025





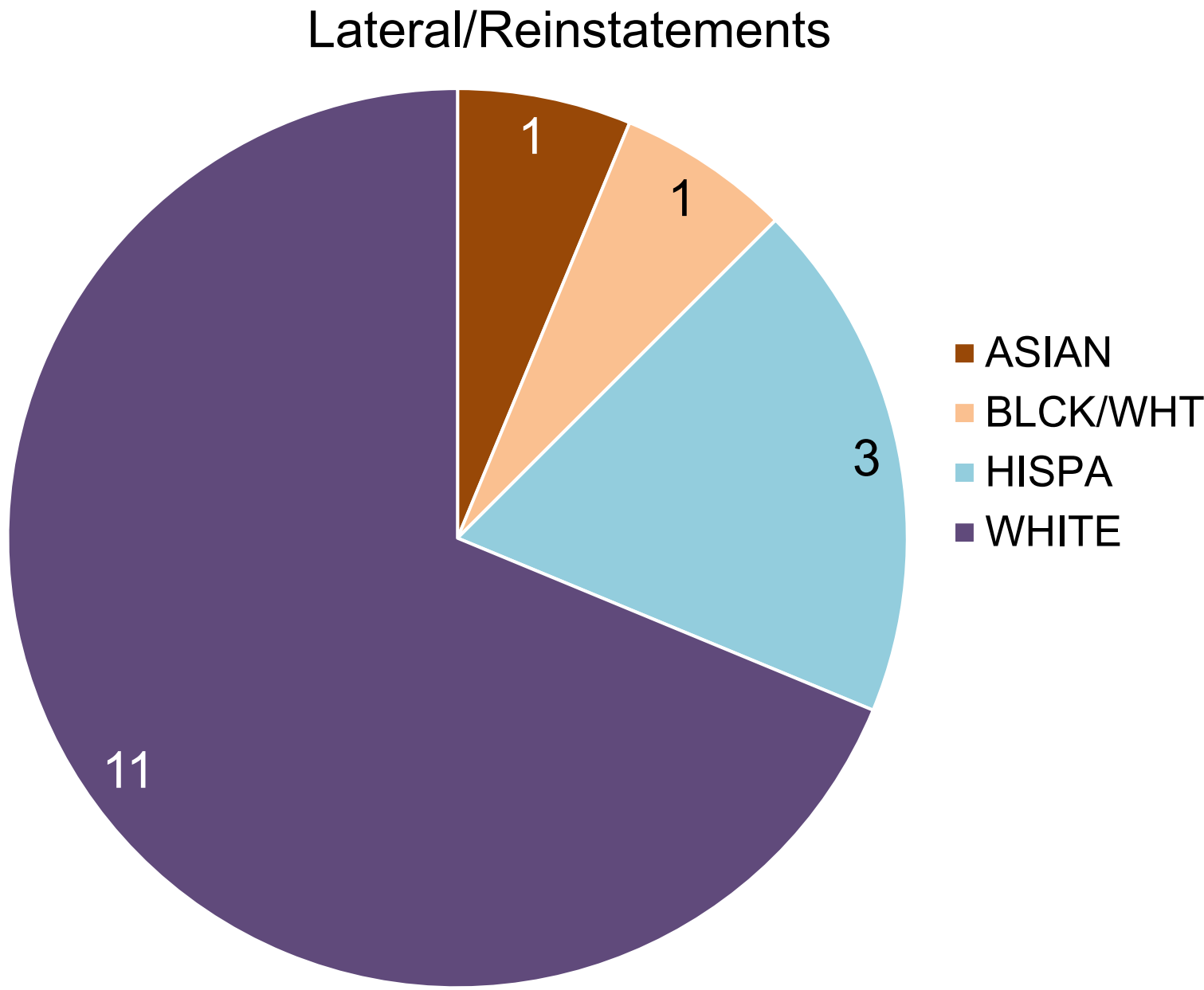
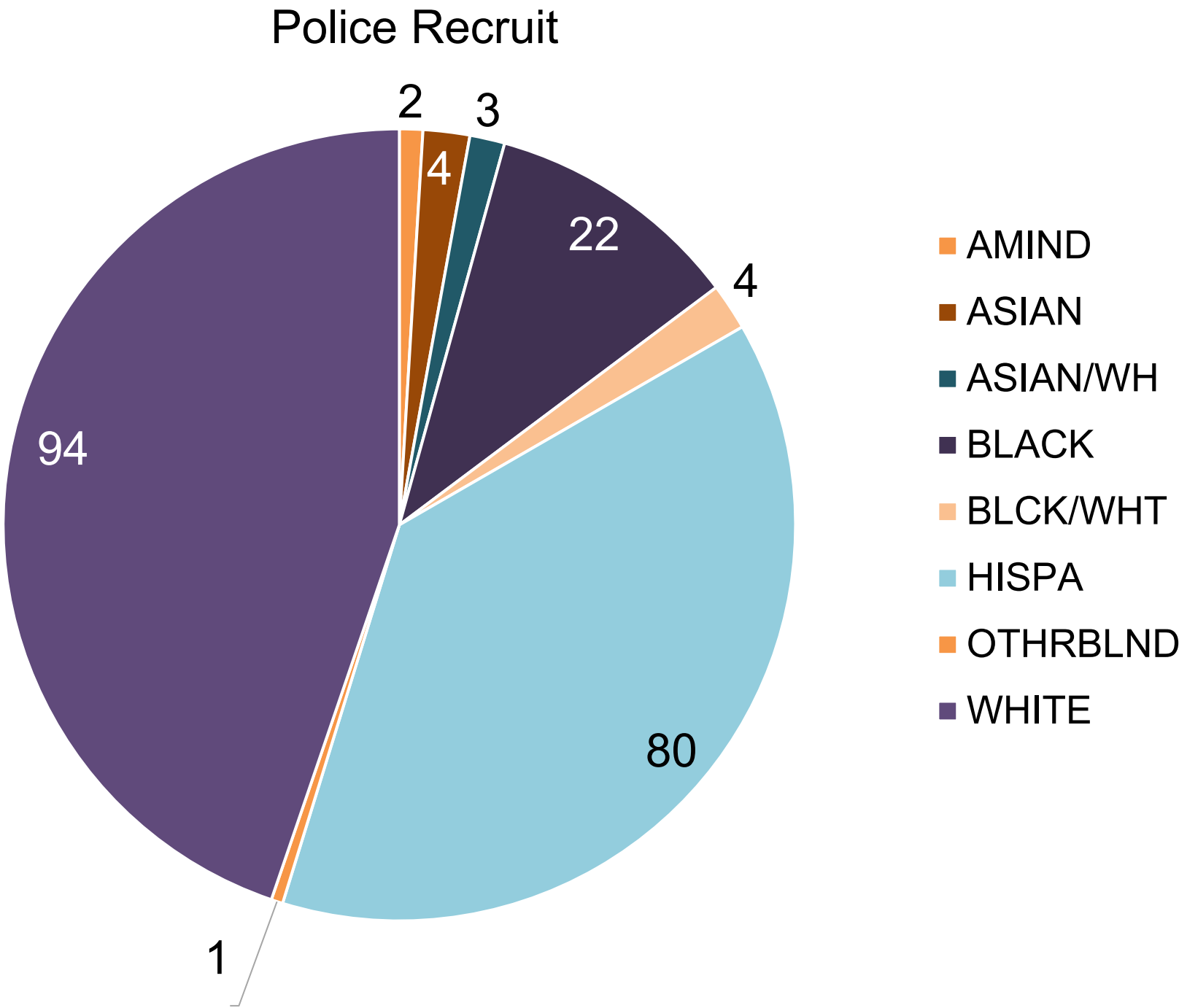
Police Recruit Hires by Ethnic Group as of November 30, 2025



	2025 Apps	Hired
American Indian	53	2
American Indian/Black	14	0
American Indian/White	6	0
Asian	101	4
Asian/White	48	3
Black	647	22
Black/White	201	4
Hispanic	1,907	80
No Answer	482	0
Other Blend	47	1
Pacific Islander	43	0
White	1,500	94



Total Police Recruits & Lateral/Reinstatements Hired by Race as of November 30, 2025

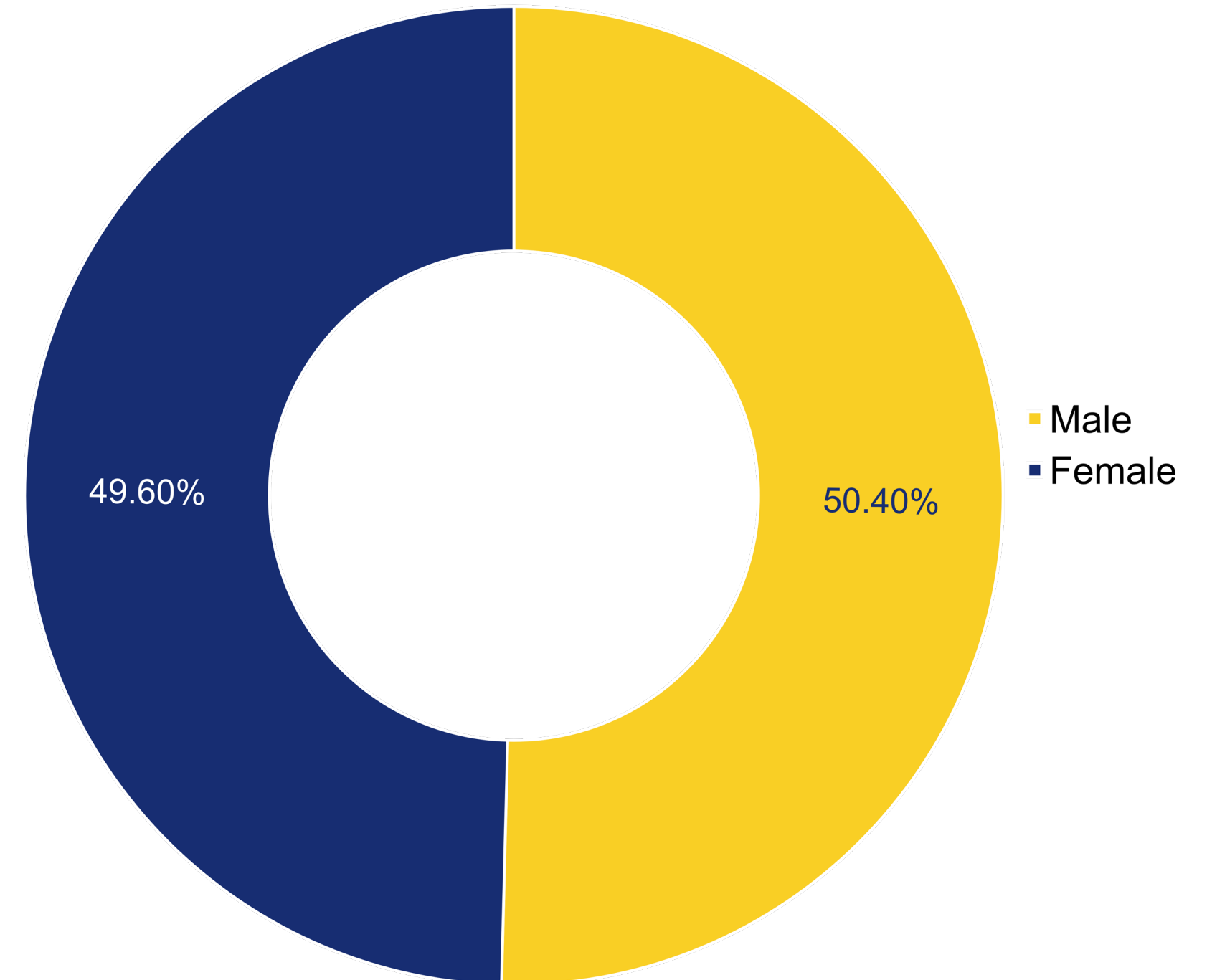
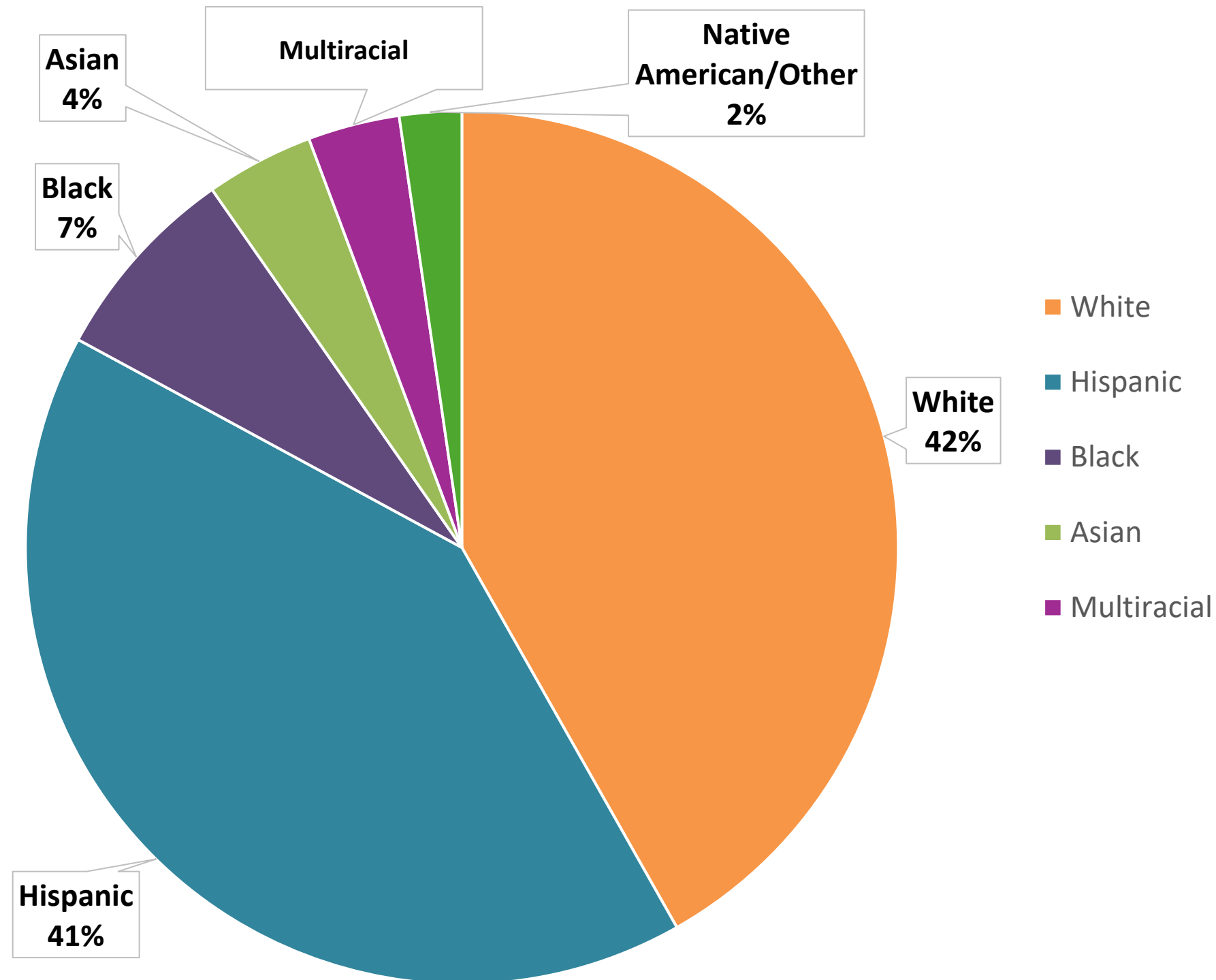


Phoenix Police Department

Recruitment, Hiring, and Attrition Report



City of Phoenix Demographics



Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Total Sworn and Recruit Employees by Rank and Gender as of November 30, 2025

Police Chief	Percentage
Male	100%
Assistant Chief	Percentage
Male	100%
Commander	Percentage
Female	20%
Male	80%
Lieutenant	Percentage
Female	7.8%
Male	92.2%

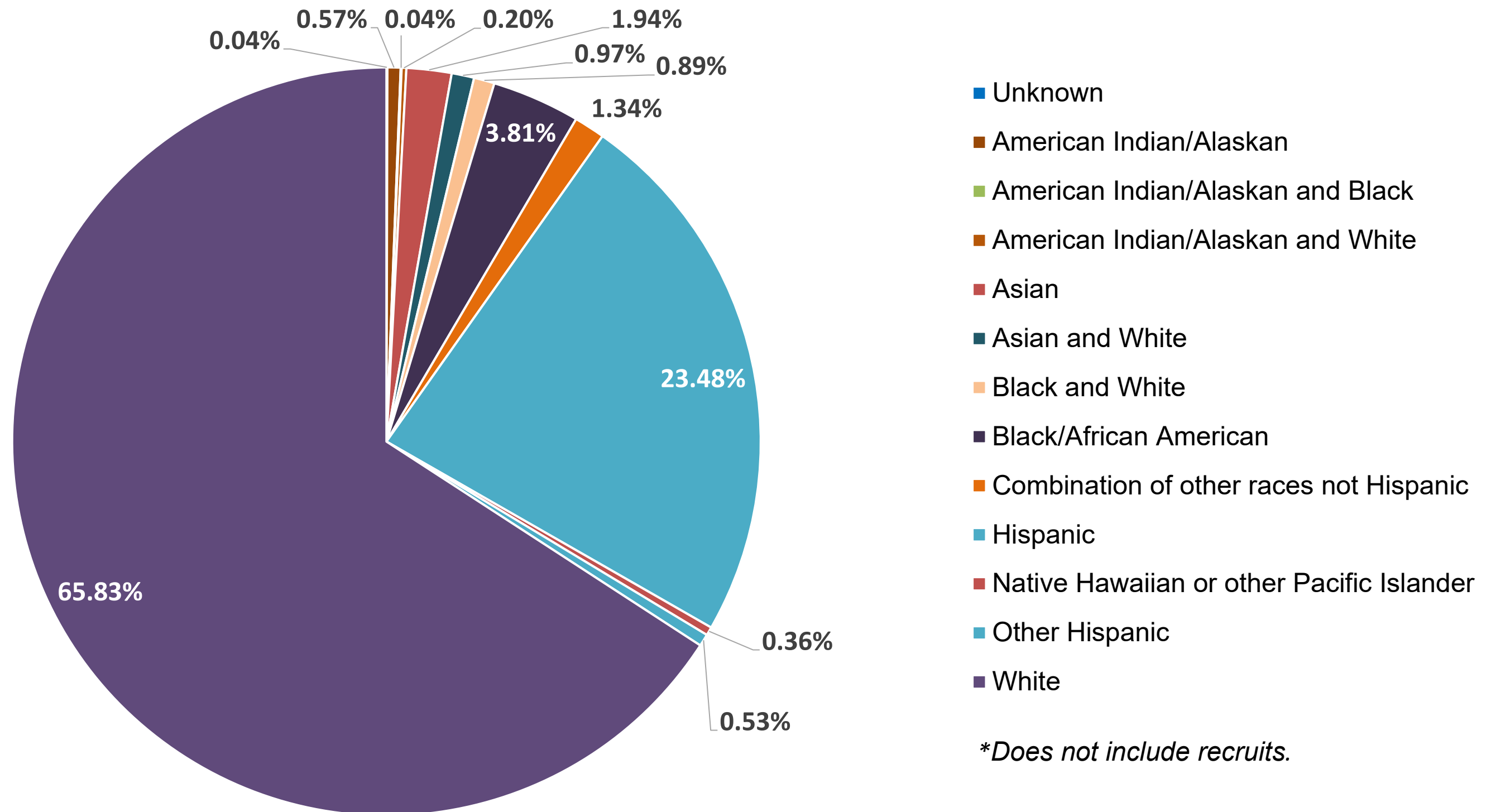
Sergeant	Percentage
Female	6.3%
Male	93.7%
Officer	Percentage
Female	14.5%
Male	85.5%
Recruit	Percentage
Female	10.3%
Male	89.7%

Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Total Current Sworn by Race as of November 30, 2025

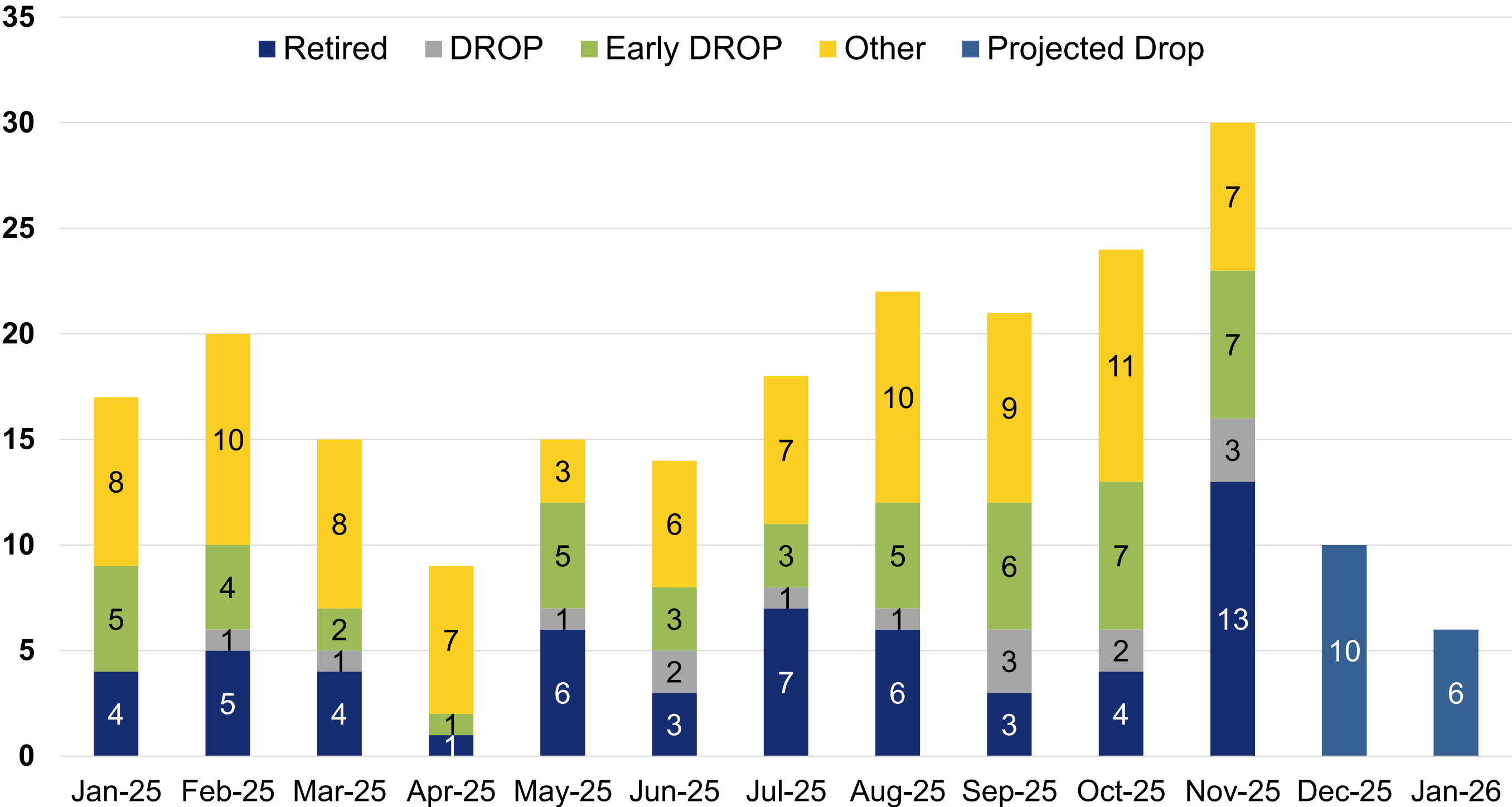


Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Current and Projected Attrition as of November 30, 2025



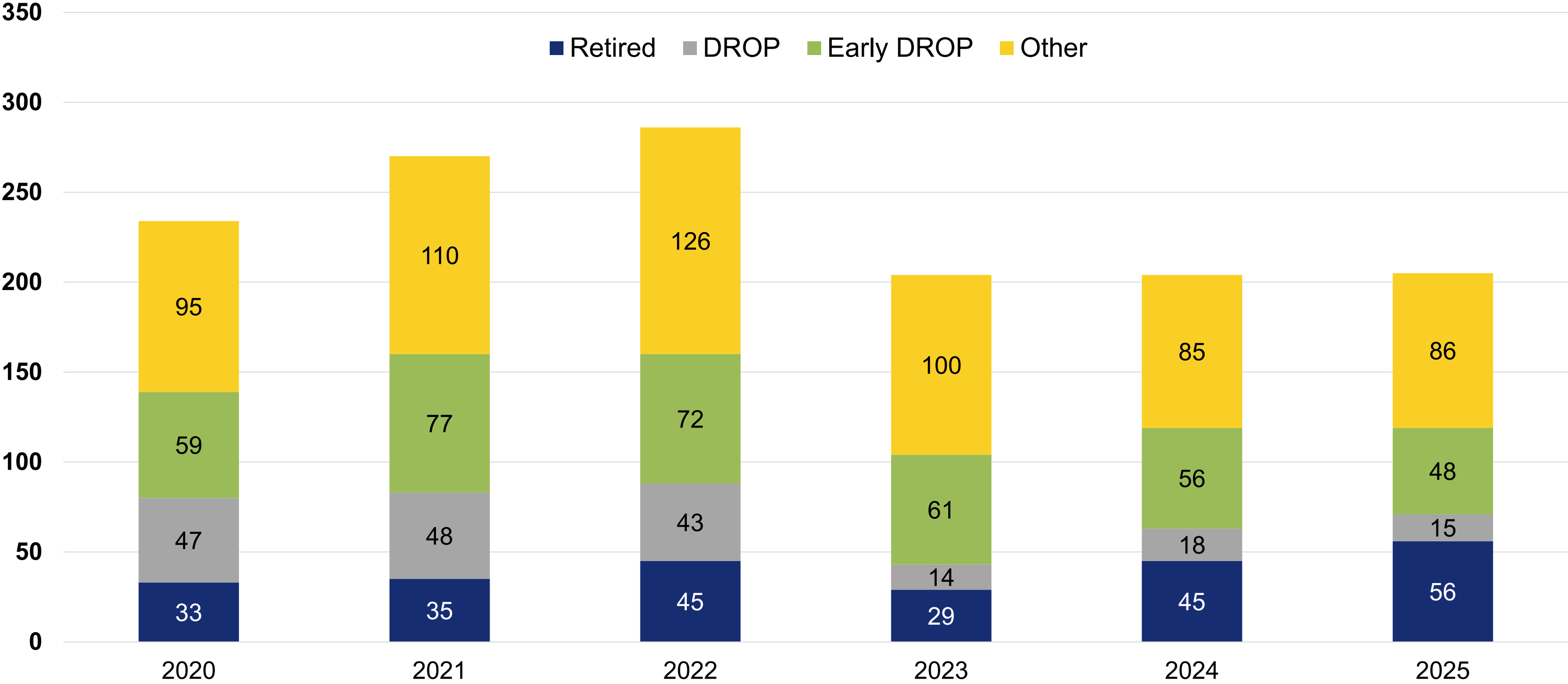
SEPARATIONS BY YEARS OF SERVICE YEAR-TO-DATE	
44	< 1
26	1 to 5
17	6 to 10
0	11 to 15
14	16 to 20
61	21 to 25
43	26+

Phoenix Police Department

Recruitment, Hiring, and Attrition Report



2020 – 2025 Separations as of November 30, 2025

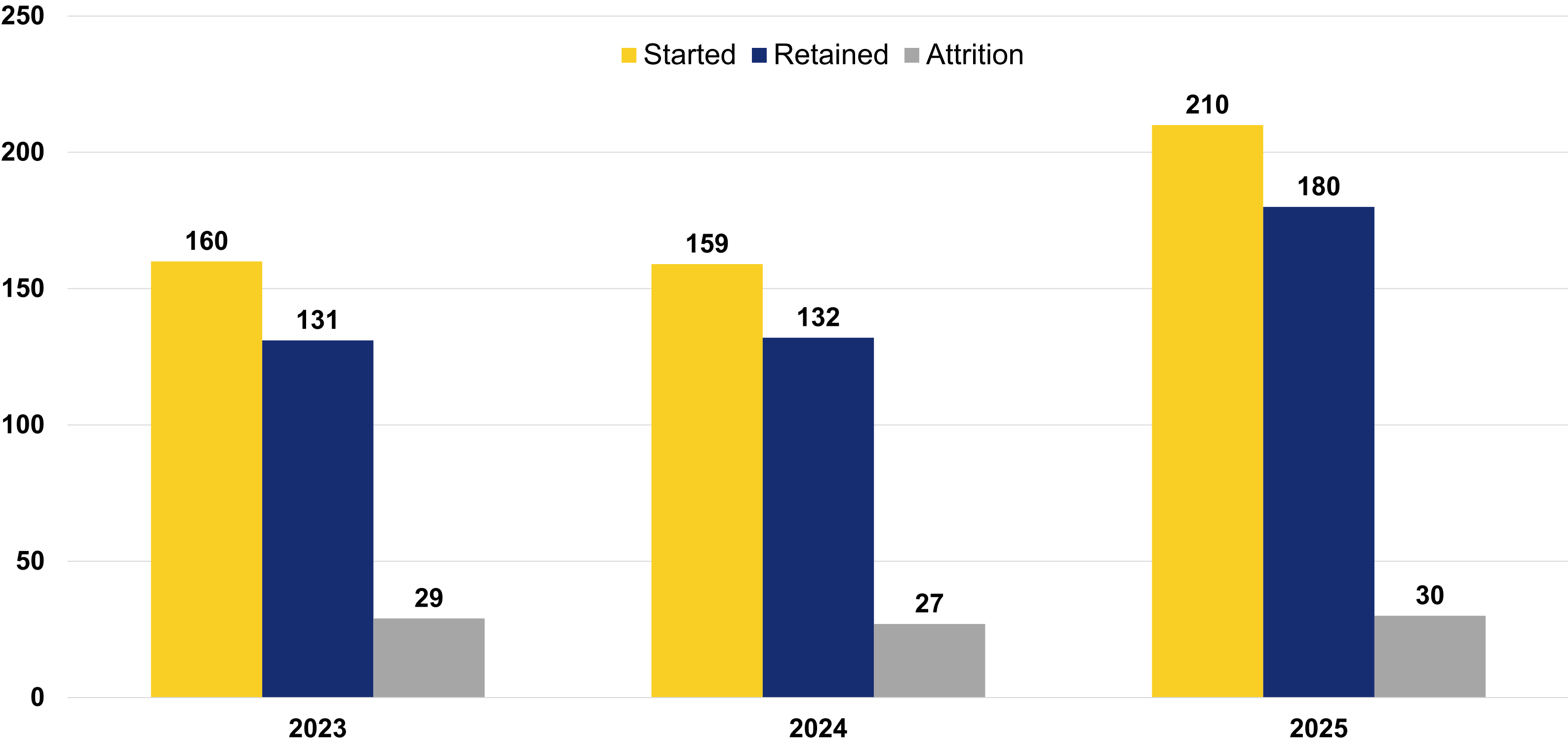


Phoenix Police Department

Recruitment, Hiring, and Attrition Report



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



Phoenix Police Department

Recruitment, Hiring, and Attrition Report

As of November 30, 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 November 30, 2025



1,880

Total SWET participants

- 889 Females
- 991 Males



36

Total SWET graduates from the academy



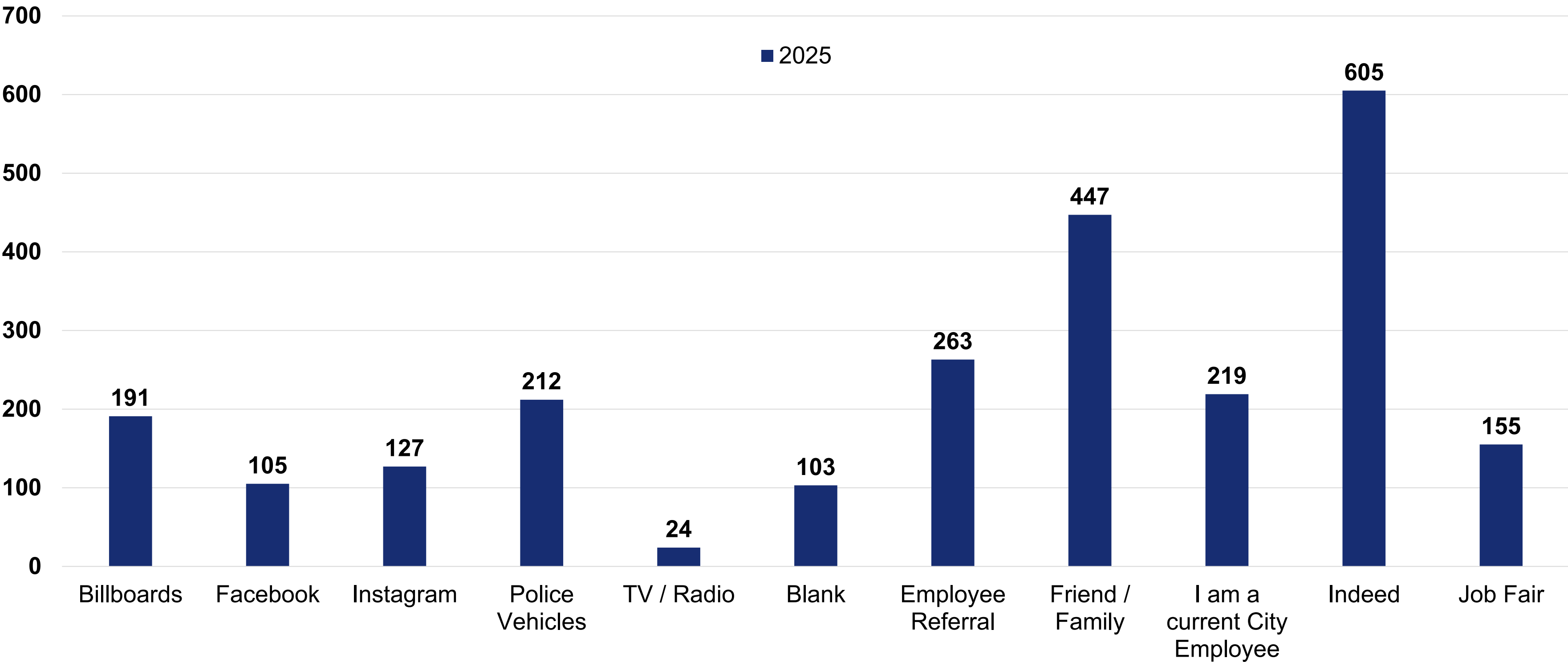
46

SWET participants currently in the academy





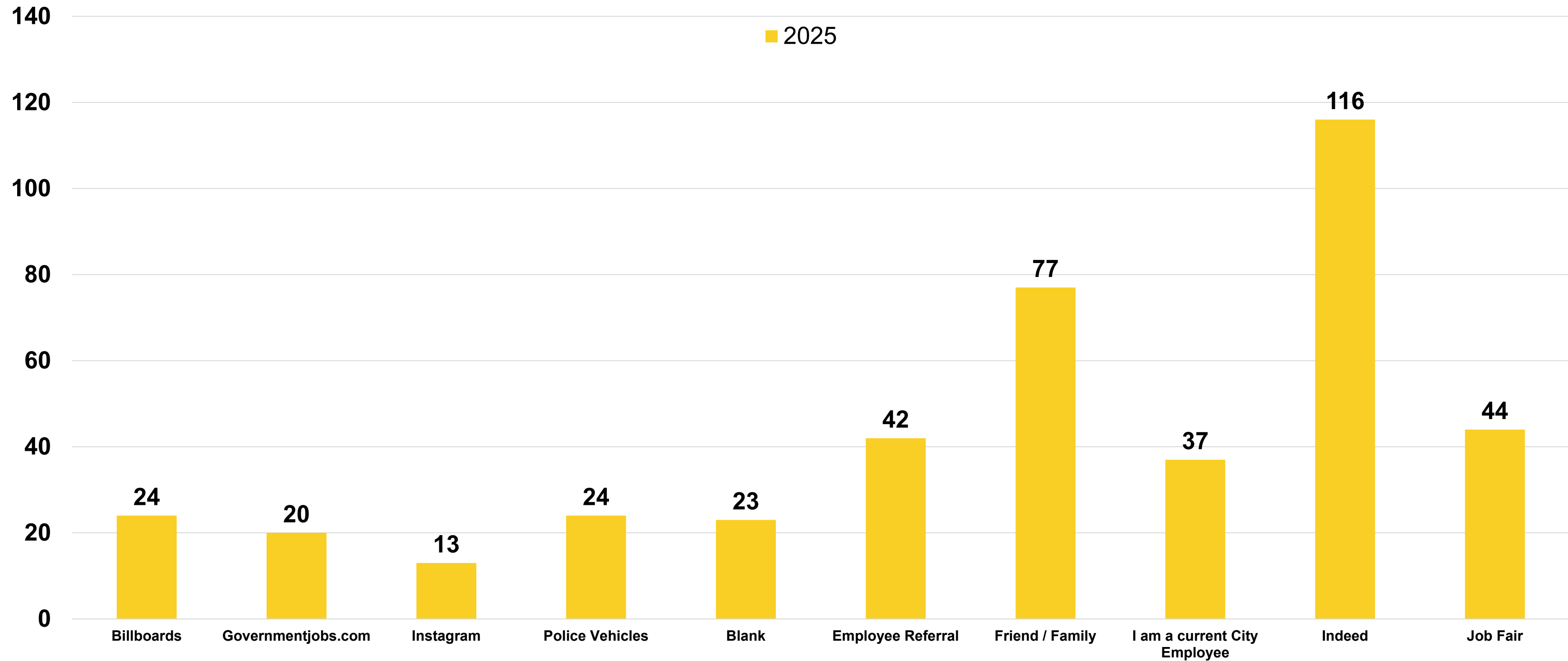
2025 Police Recruit Applicants by Source as of November 30, 2025



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



2025 Female Recruit Applicants by Source as of November 30, 2025



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