



RECRUITMENT, HIRING AND ATTRITION REPORT

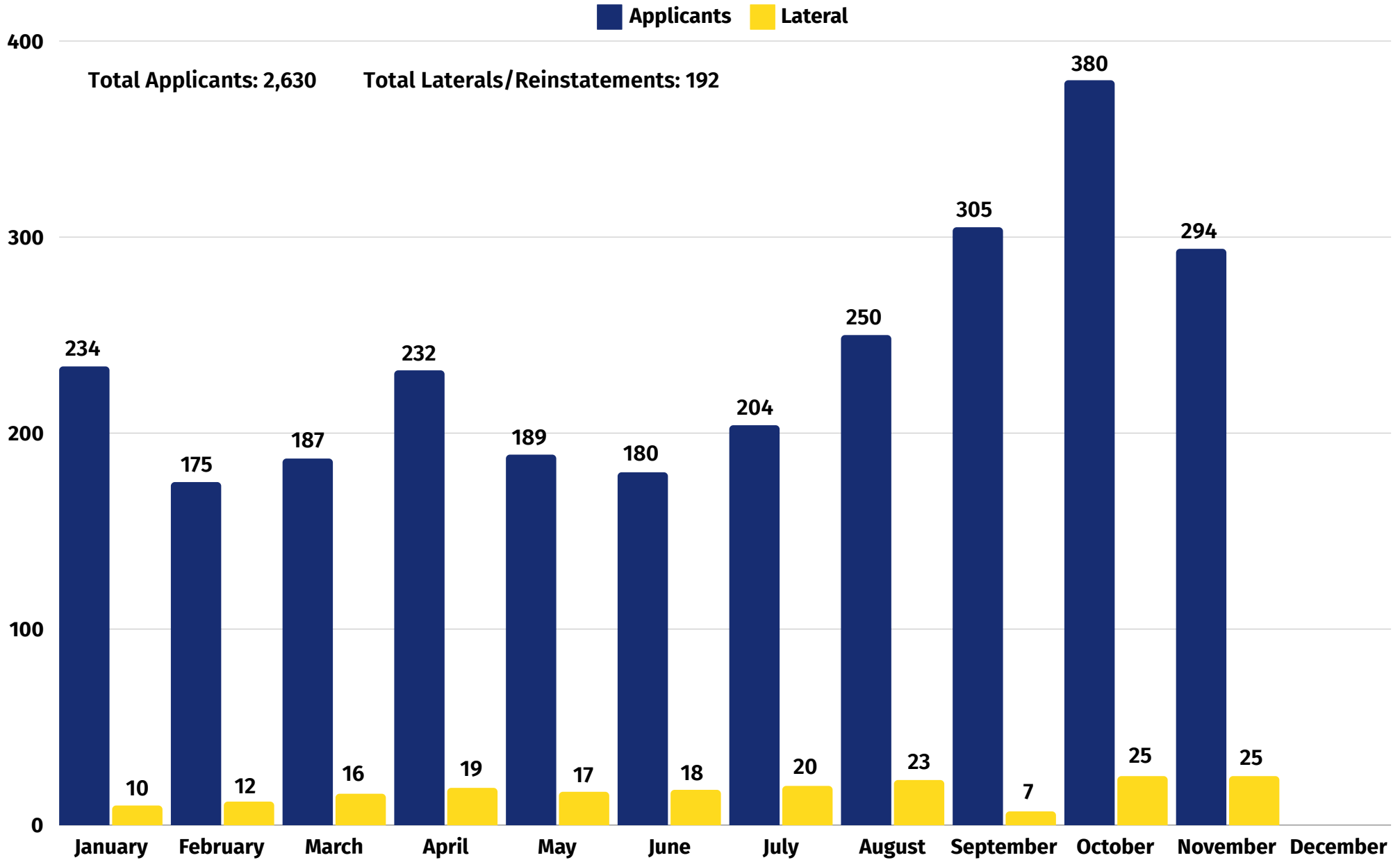
| DECEMBER 2024

Phoenix Police Department

Recruitment, Hiring and Attrition Report



Total Applicants Year-to-Date as of November 30, 2024

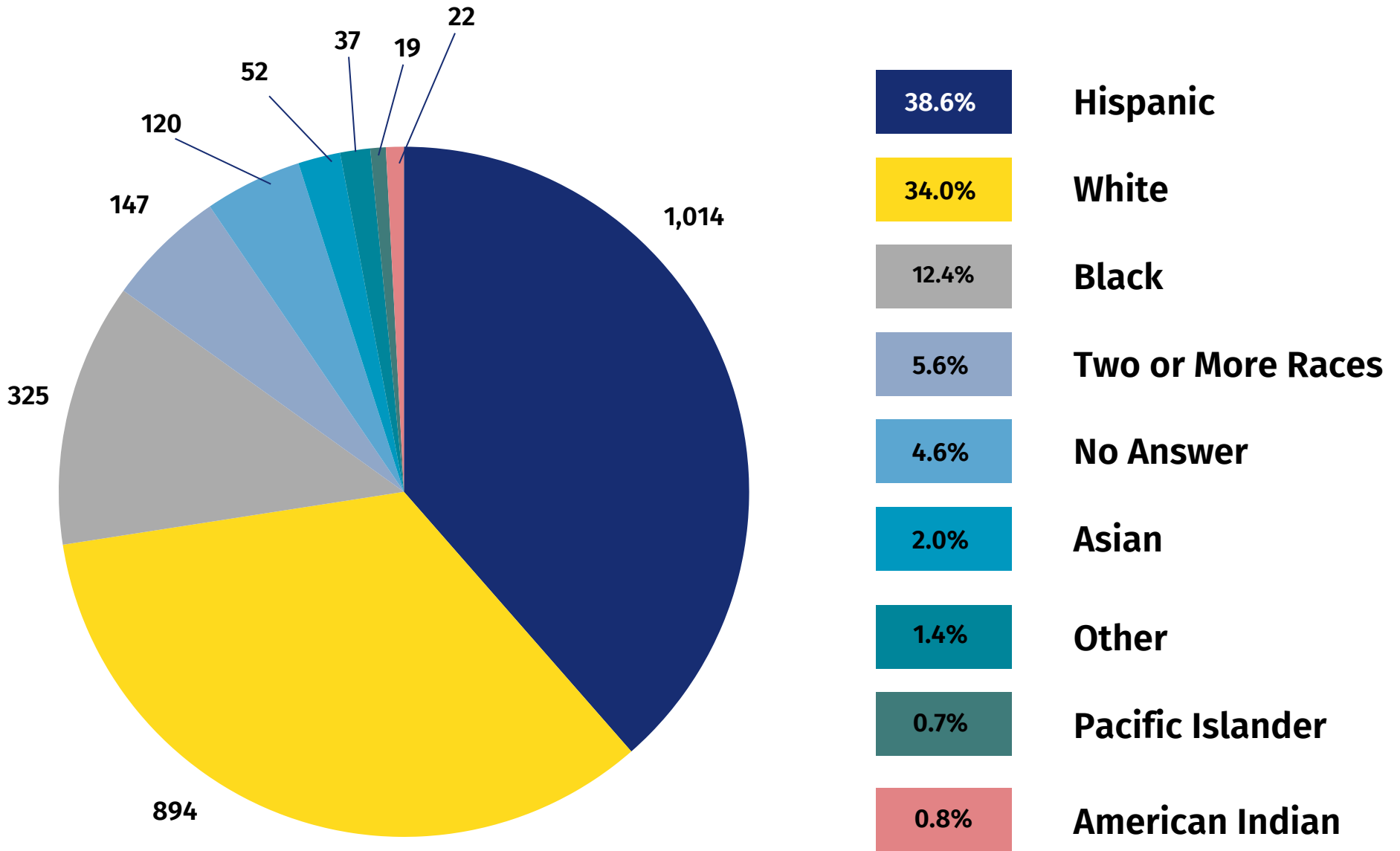


Phoenix Police Department

Recruitment, Hiring and Attrition Report

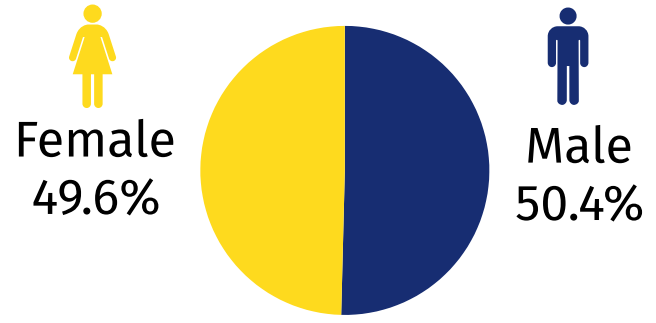
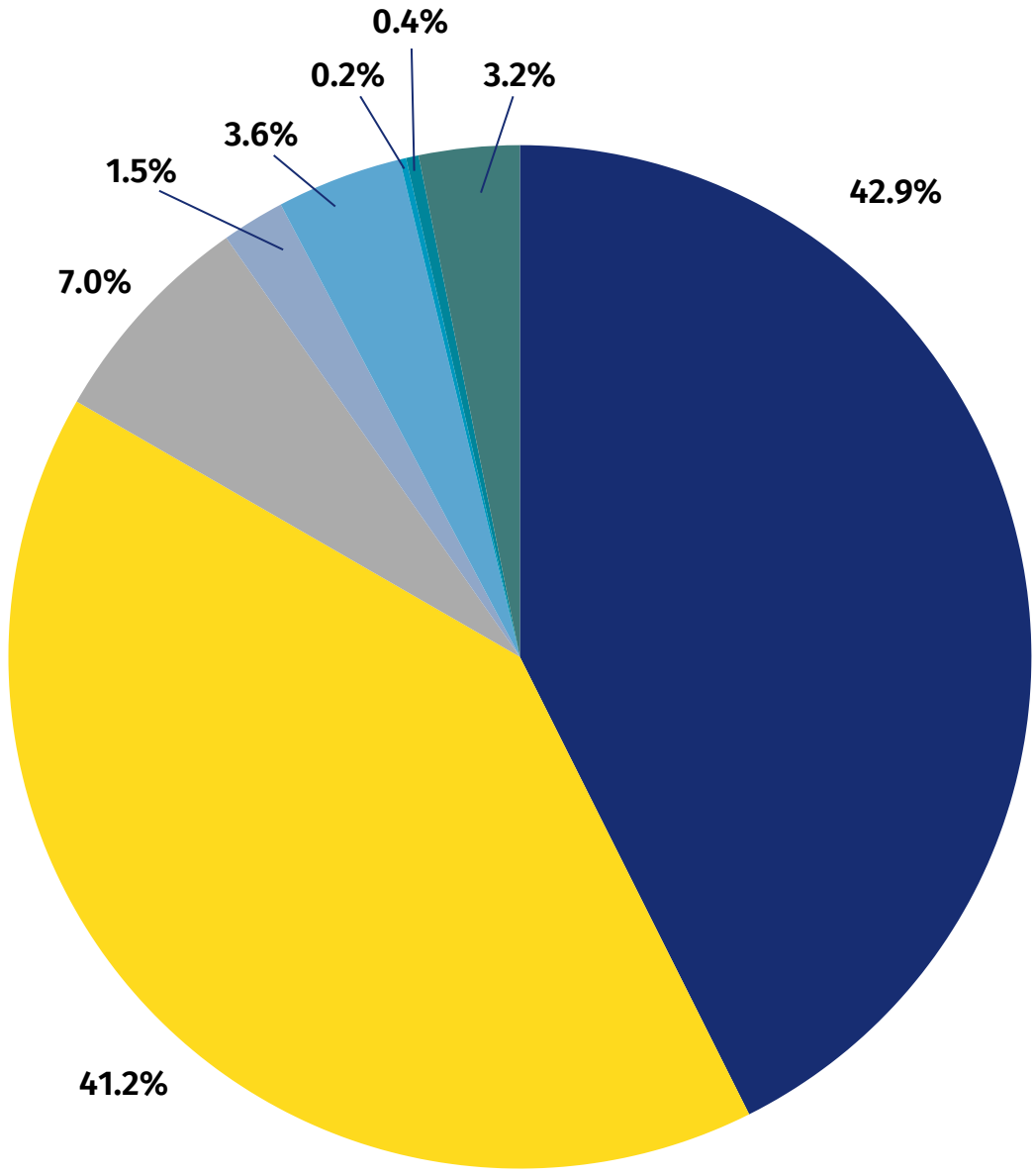


Total Applicants by Race Year-to-Date as of November 30, 2024





Maricopa County Demographics



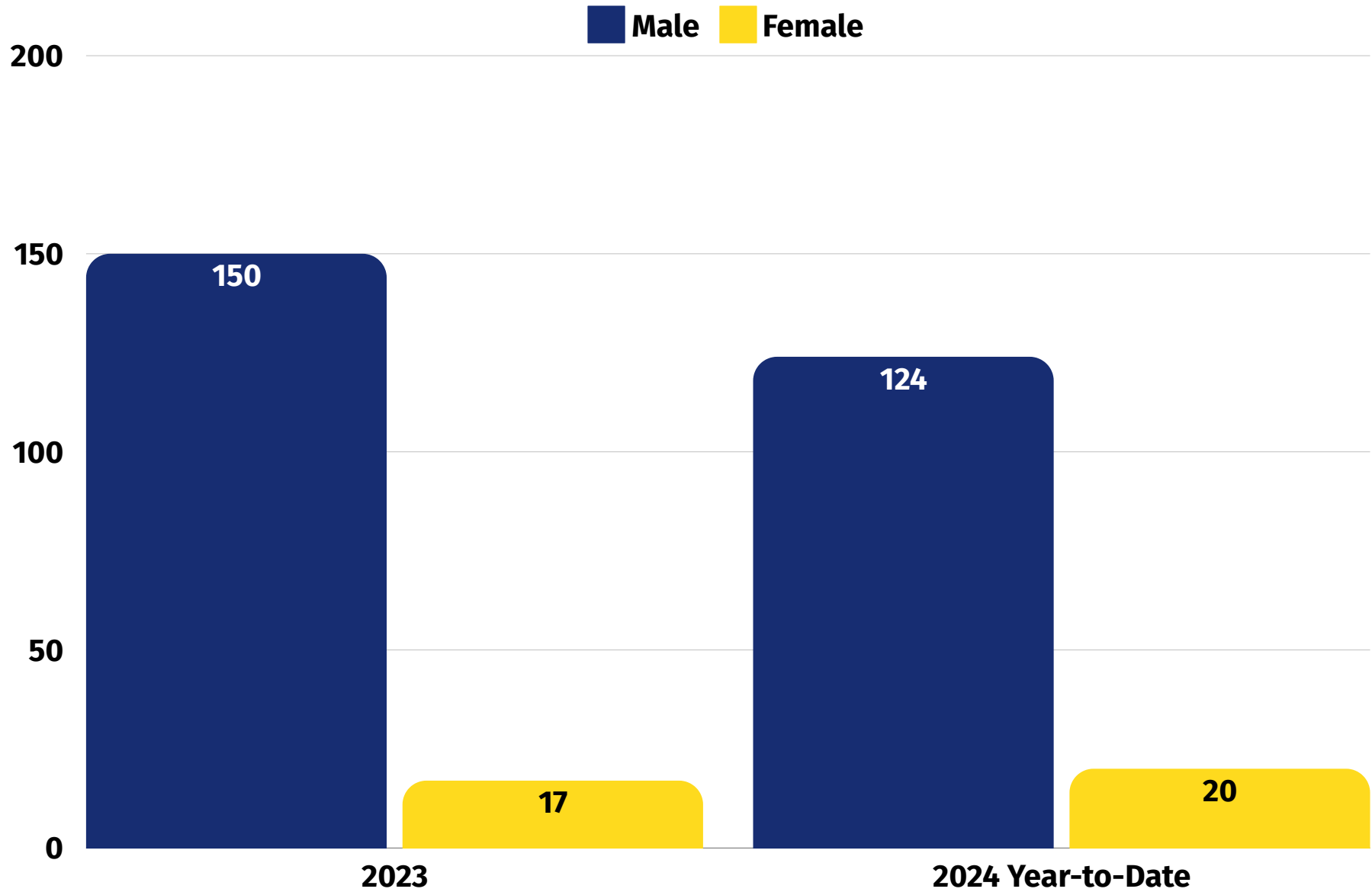
- 42.9% Hispanic
- 41.2% White
- 7.0% Black
- 1.5% Native American
- 3.6% Asian
- 0.2% Pacific Islander
- 0.4% Other
- 3.2% Two or more races
- N/A No Answer

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Total Sworn Hired by Gender Year-to-Date as of November 30, 2024





Total Sworn Hired by Race Year-to-Date as of November 30, 2024

2023		2024 Year-to-Date	
52.7%	White	52.8%	White
28.1%	Hispanic	36.1%	Hispanic
9.0%	Black	3.5%	Black
1.2%	Black/White	2.1%	Black/White
1.2%	Asian	2.1%	Asian
0.6%	American Indian/White	0.7%	American Indian/White
2.4%	Asian/White	1.4%	Asian/White
1.2%	Not Specified	0.7%	Not Specified
3.0%	Other Blend	0.7%	Other Blend
0.6%	Pacific Islander	0.0%	Pacific Islander

Phoenix Police Department

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Total Sworn and Recruit Employees by Rank and Gender Year-to-Date as of November 30, 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%

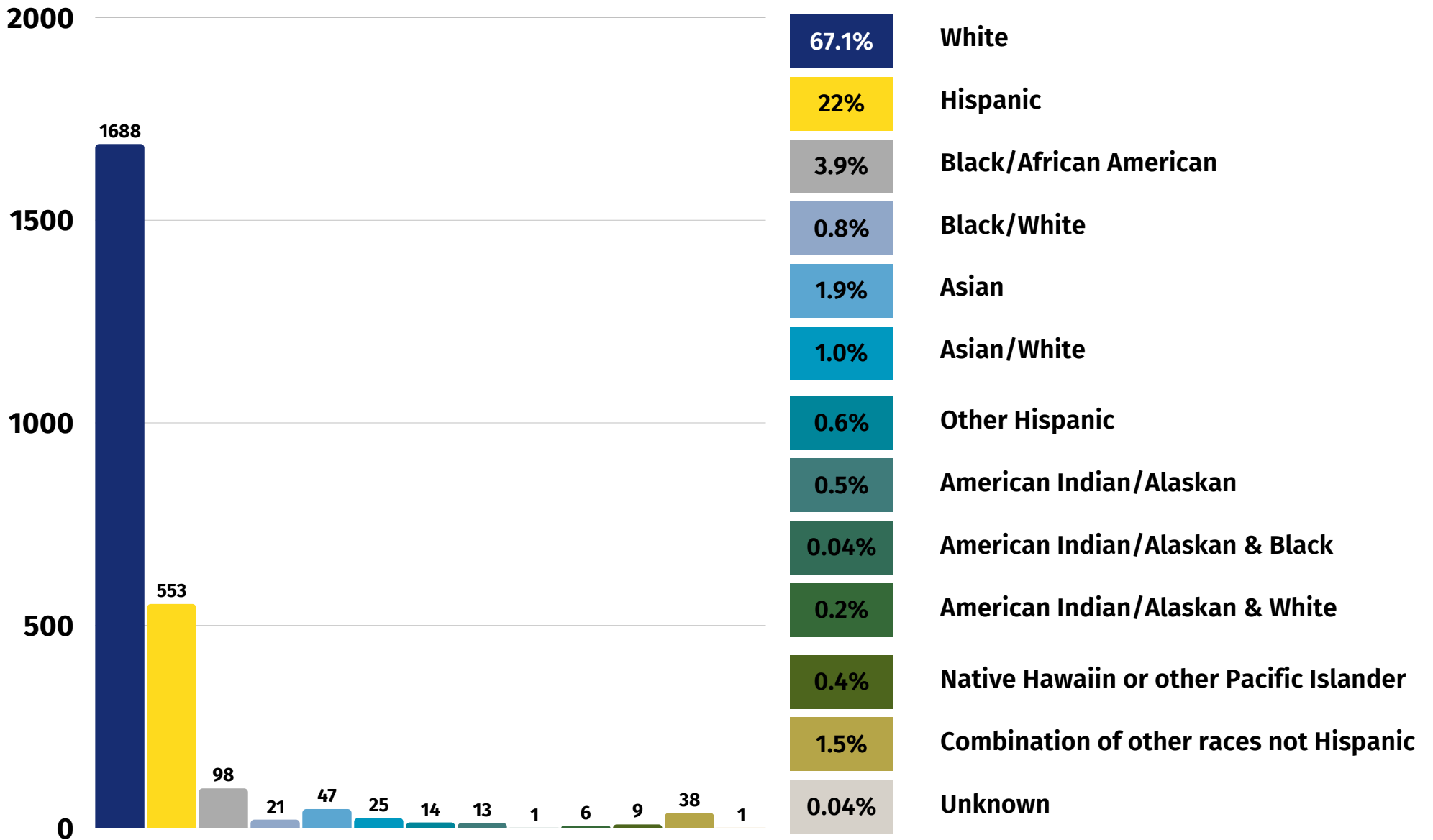
Sergeant	Total	Percentage
Female	27	1.04%
Male	339	13.03%
Total Sergeant	366	14.07%
Officer	Total	Percentage
Blank	1	0.04%
Female	296	11.38
Male	1737	66.76
Total Officer	2034	78.17%
Recruit	Total	Percentage
Female	15	0.58%
Male	73	2.81%
Total Recruit	88	3.38%
Total:	2602	100.00%

Phoenix Police Department

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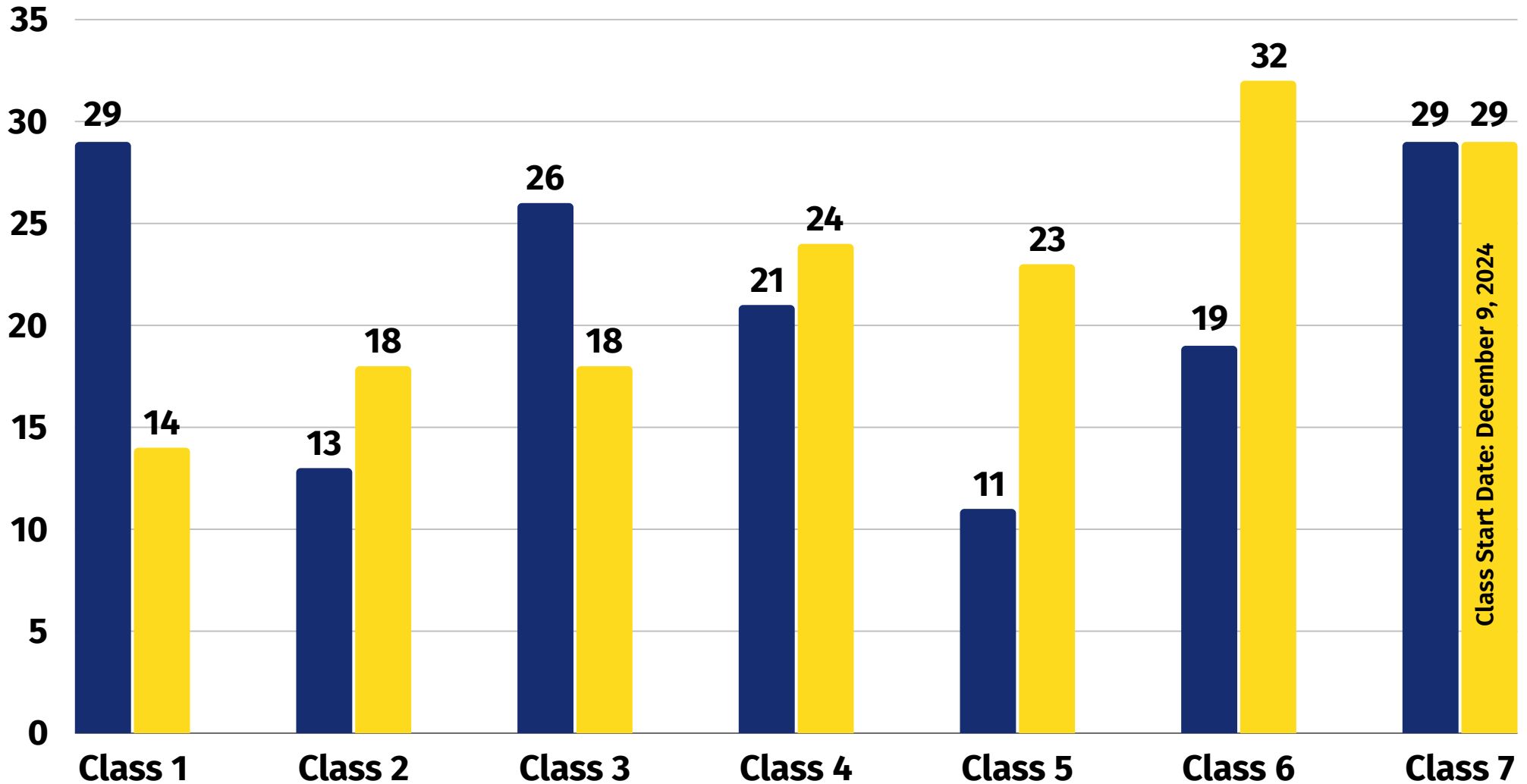
Total Current Sworn by Race Year-to-Date as of November 30, 2024





Phoenix Police Academy Class Recruit Class Totals for all of 2023 and 2024

■ 2023 - Total 148 Recruits ■ 2024 - Total 158 Recruits



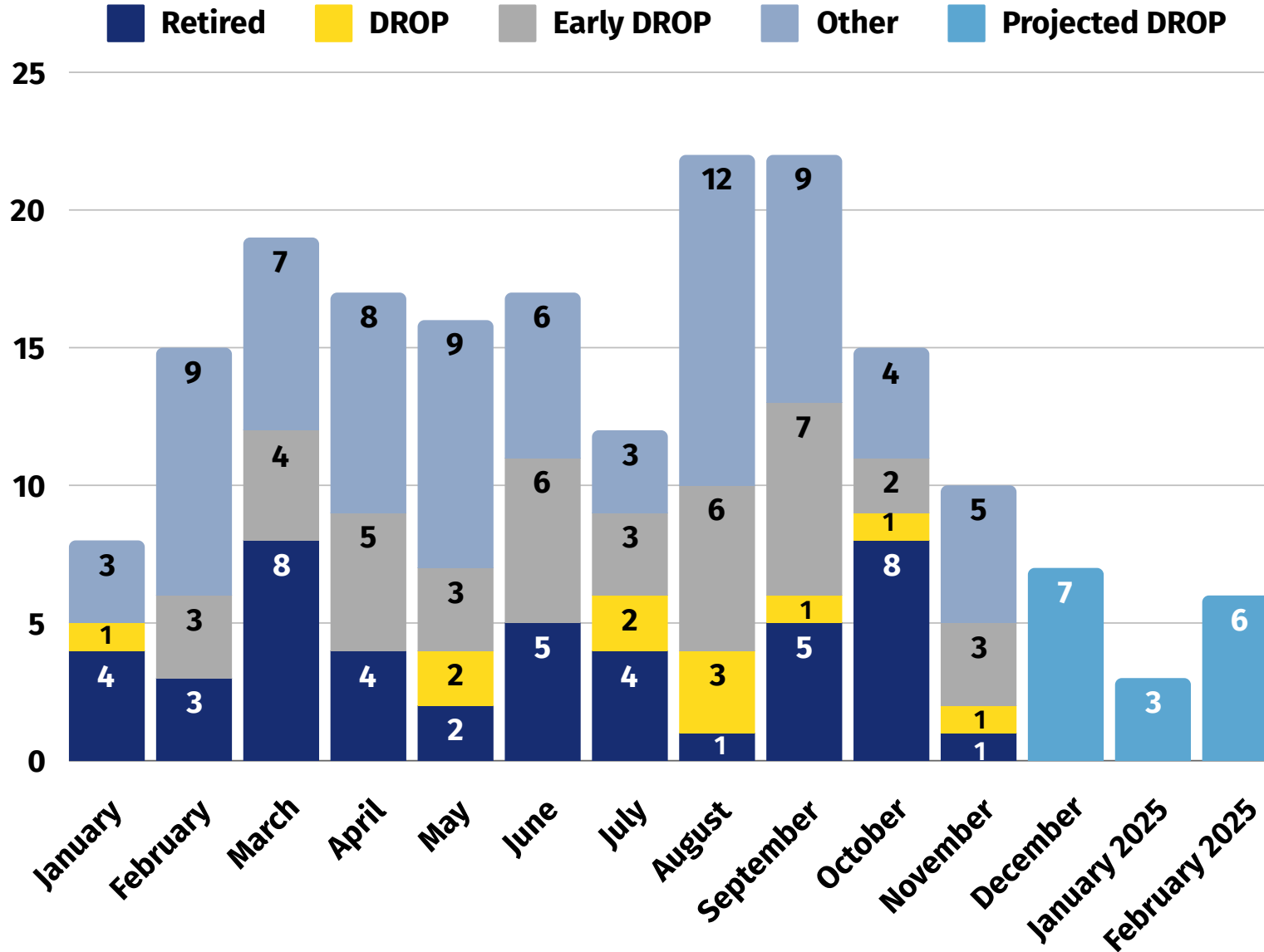
Phoenix Police Department

Recruitment, Hiring and Attrition Report



Current and Projected Attrition as of November 30, 2024

Total Leaving: 172 Projected Leaving: 16



SEPARATIONS BY YEARS OF SERVICE YEAR-TO-DATE

48	> 1
19	1 to 5
11	6 to 10
1	11 to 15
13	16 to 20
48	21 to 25
32	26+

Phoenix Police Department

Recruitment, Hiring and Attrition Report



SWET Totals Year-to-Date as of November 30, 2024



1,993

Total SWET
Participants



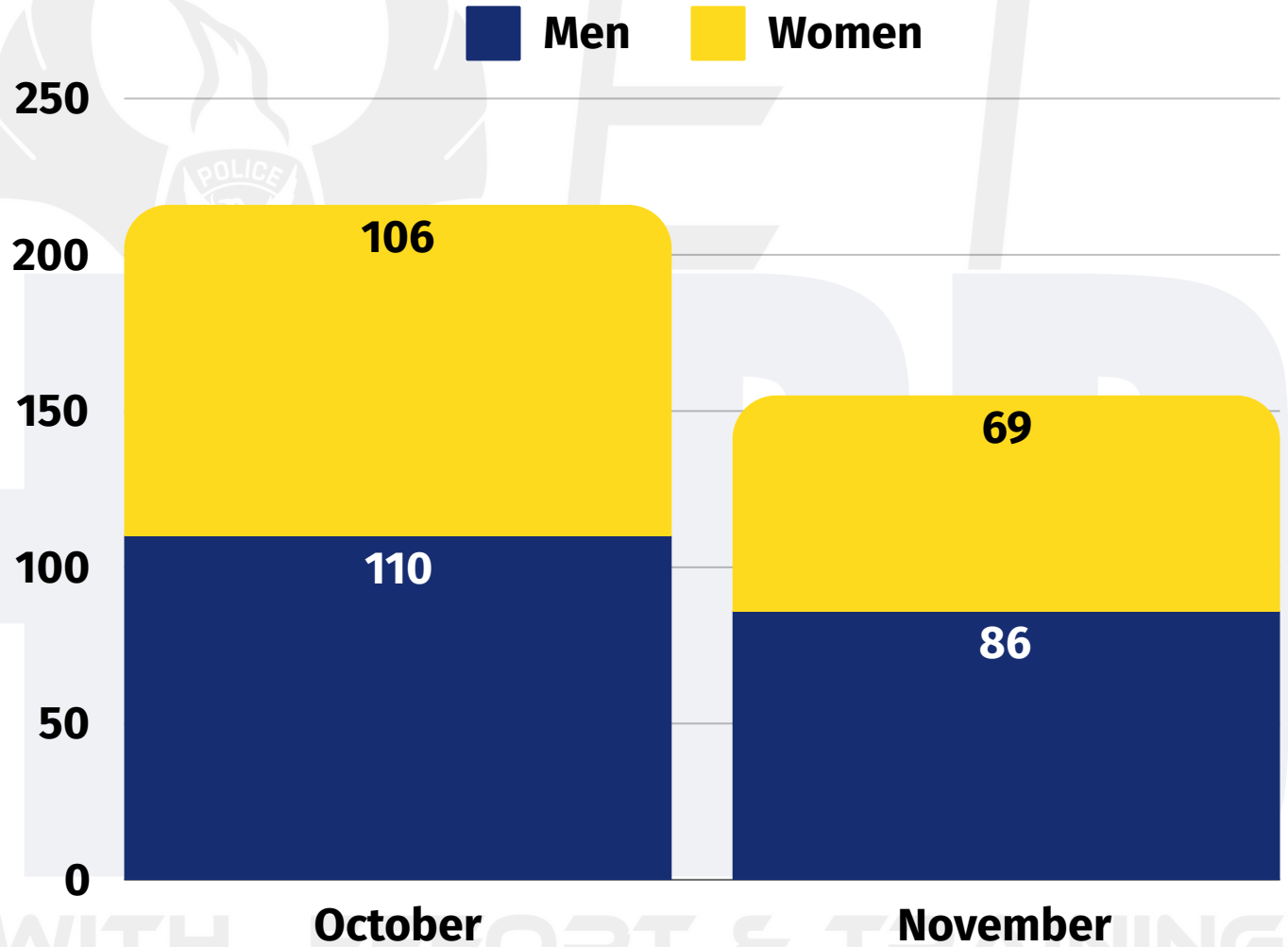
28

Total SWET
Graduates



23

SWET participants
currently
in the Academy



SUCCESS WITH EFFORT & TRAINING



Applicant and Hired Sources Year-to-Date as of November 30, 2024

Applicants



1. Website



2. Friend / Family



3. Indeed



4. Employee Referral



5. Social Media

Hired Recruits



1. Friend / Family



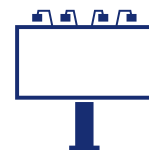
2. Employee Referral



3. Social Media



4. Website



5. Billboards