Attachment A



RECRUITMENT, HIRING, AND ATTRITION REPORT

November 5, 2025



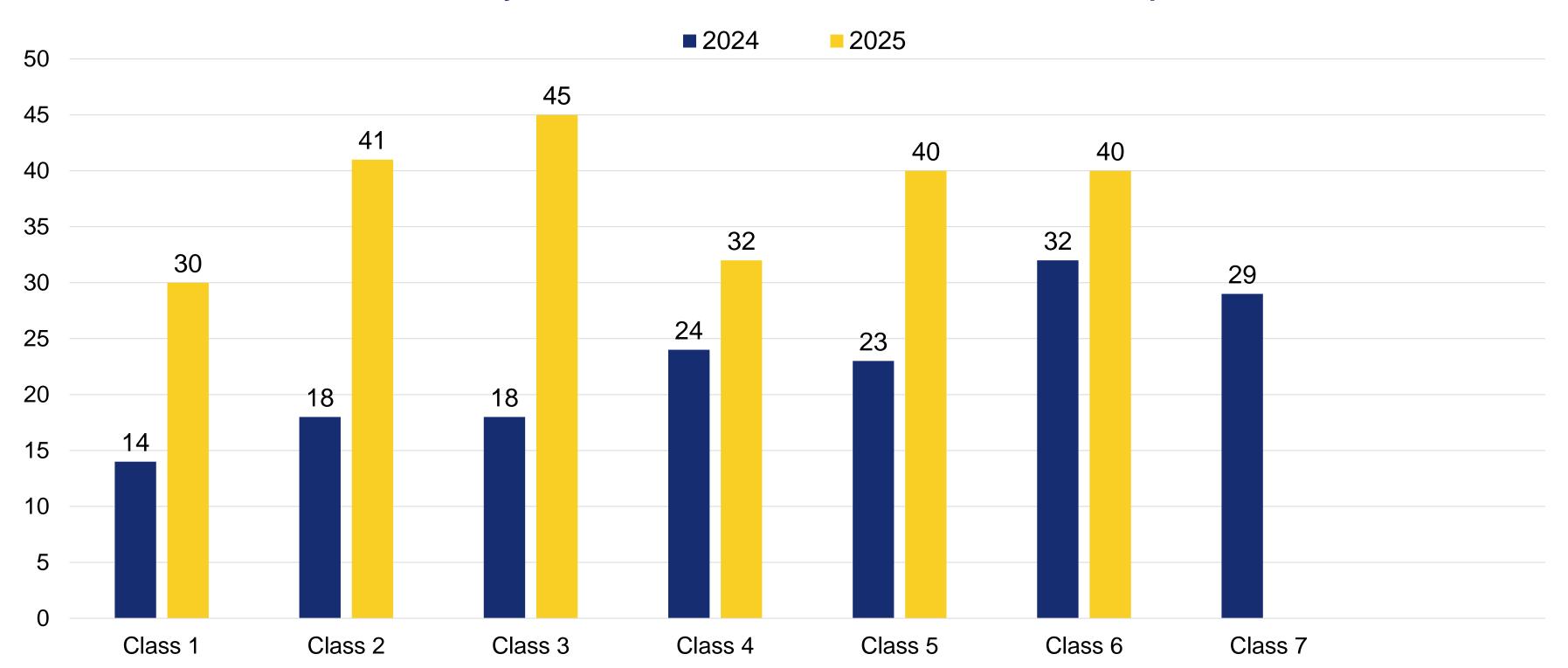
Total Filled Sworn Positions 2024 vs. 2025

	September 2022	September 2023	September 2024	September 2025
Sworn Hiring Target	3,125	3,125	3,125	3,125
Recruits in the Academy	71	88	71	152
Total Filled Sworn Positions	2,665	2,649	2,513	2,637

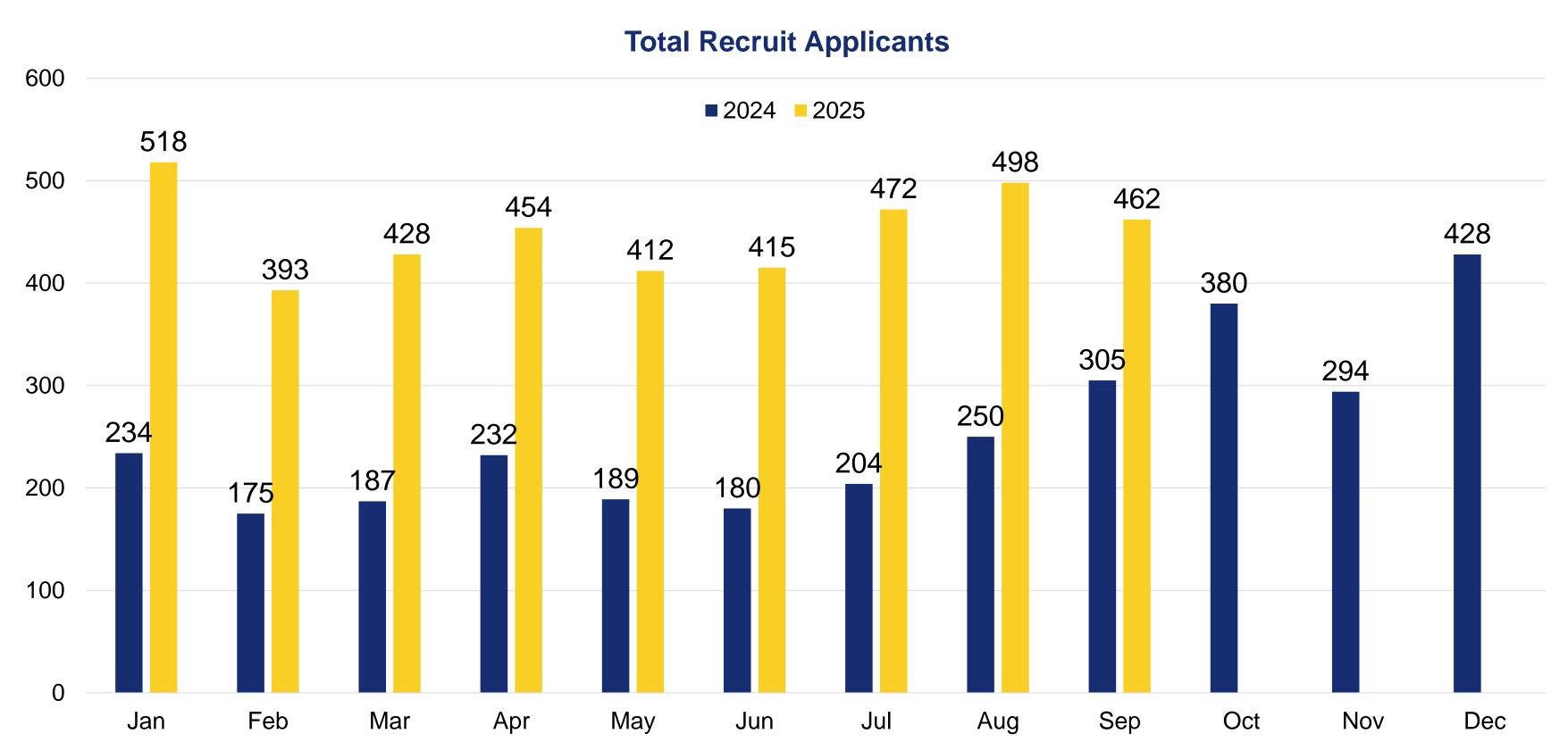




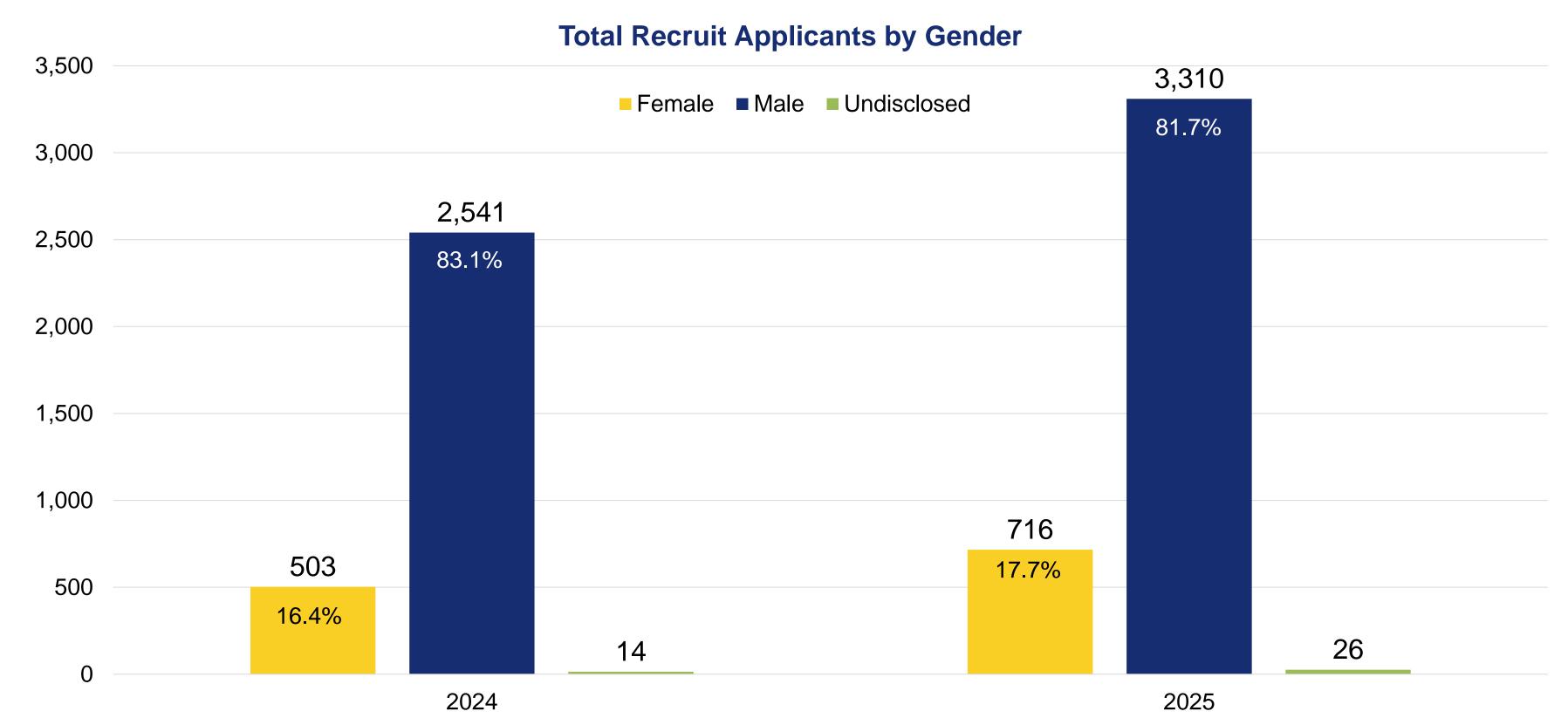
Phoenix Police Academy Class Totals for 2024 and Year-to-Date as of September 30, 2025





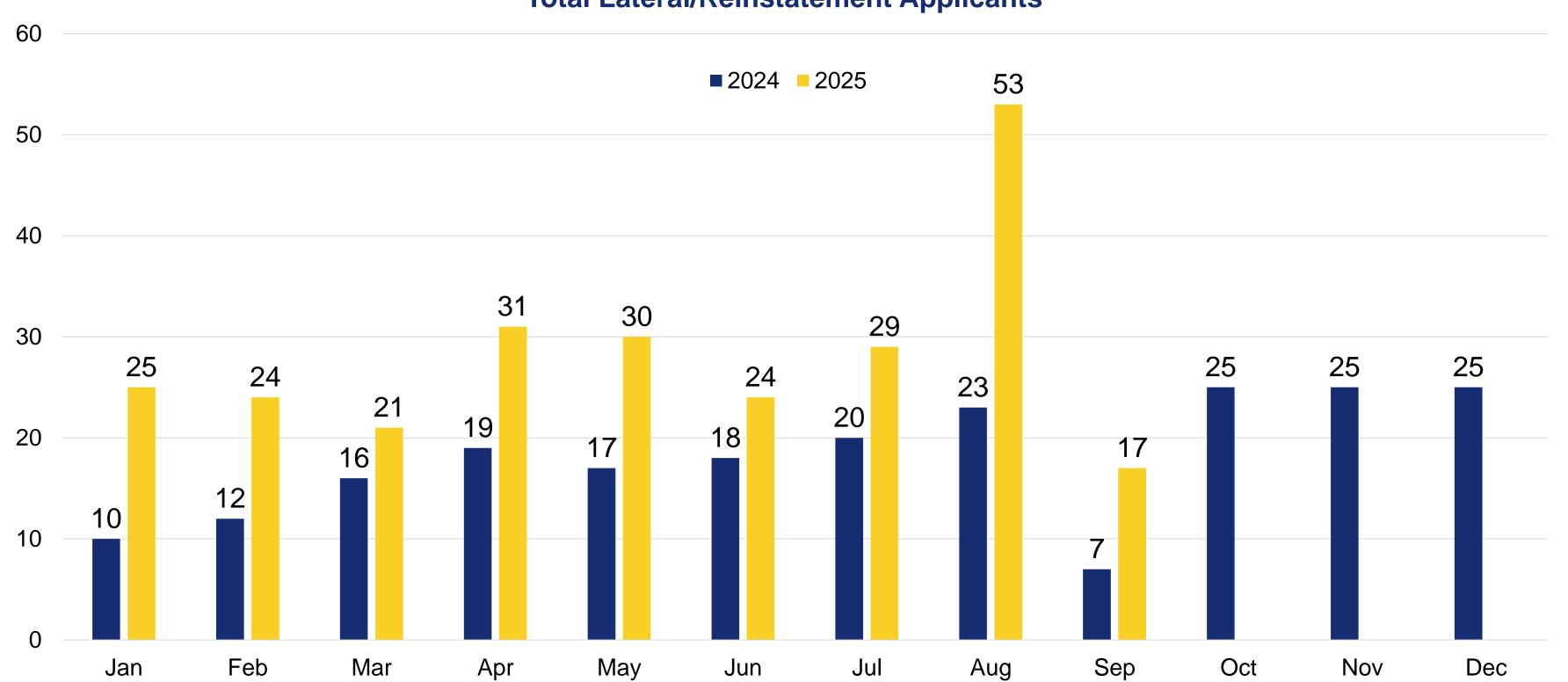






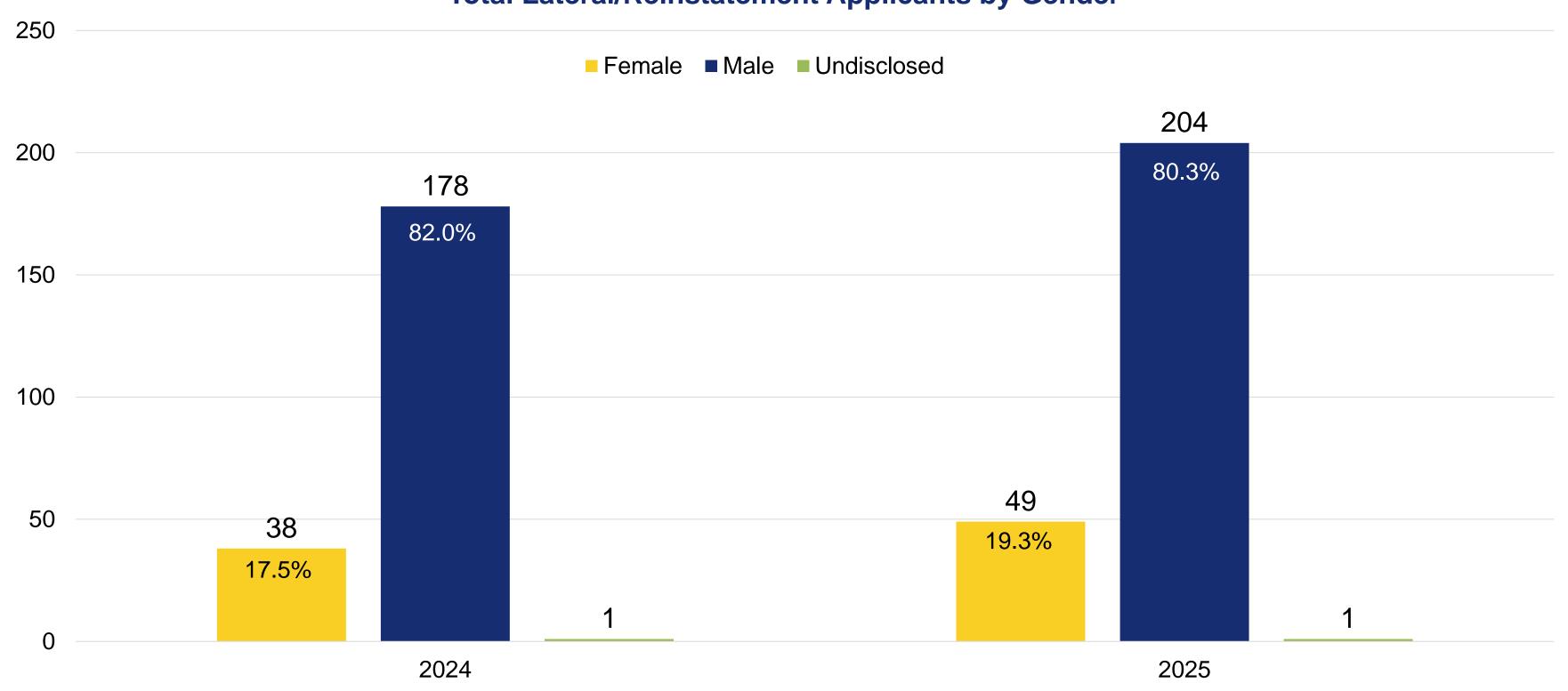






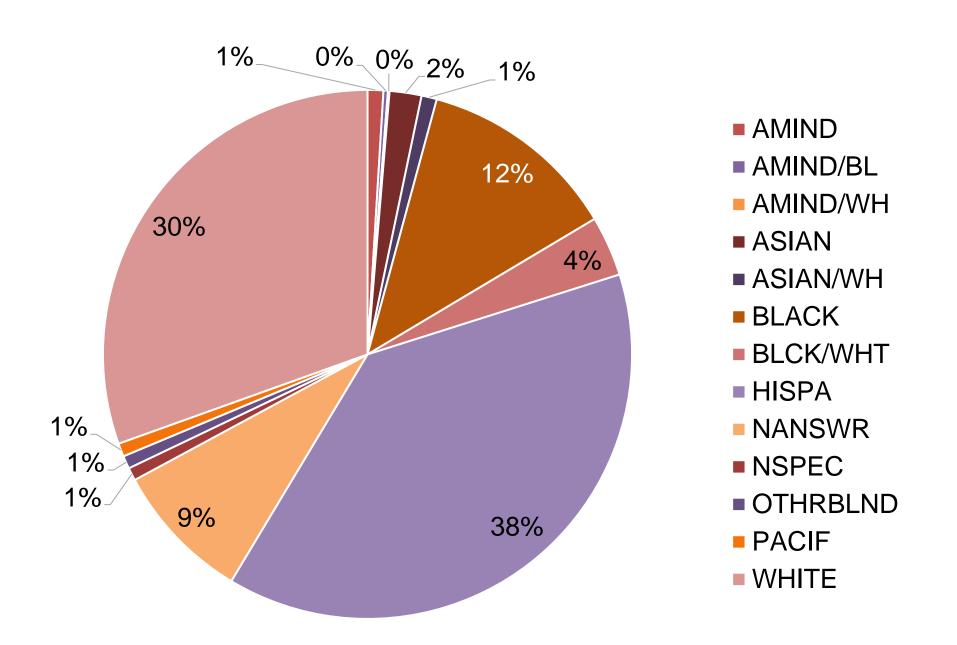








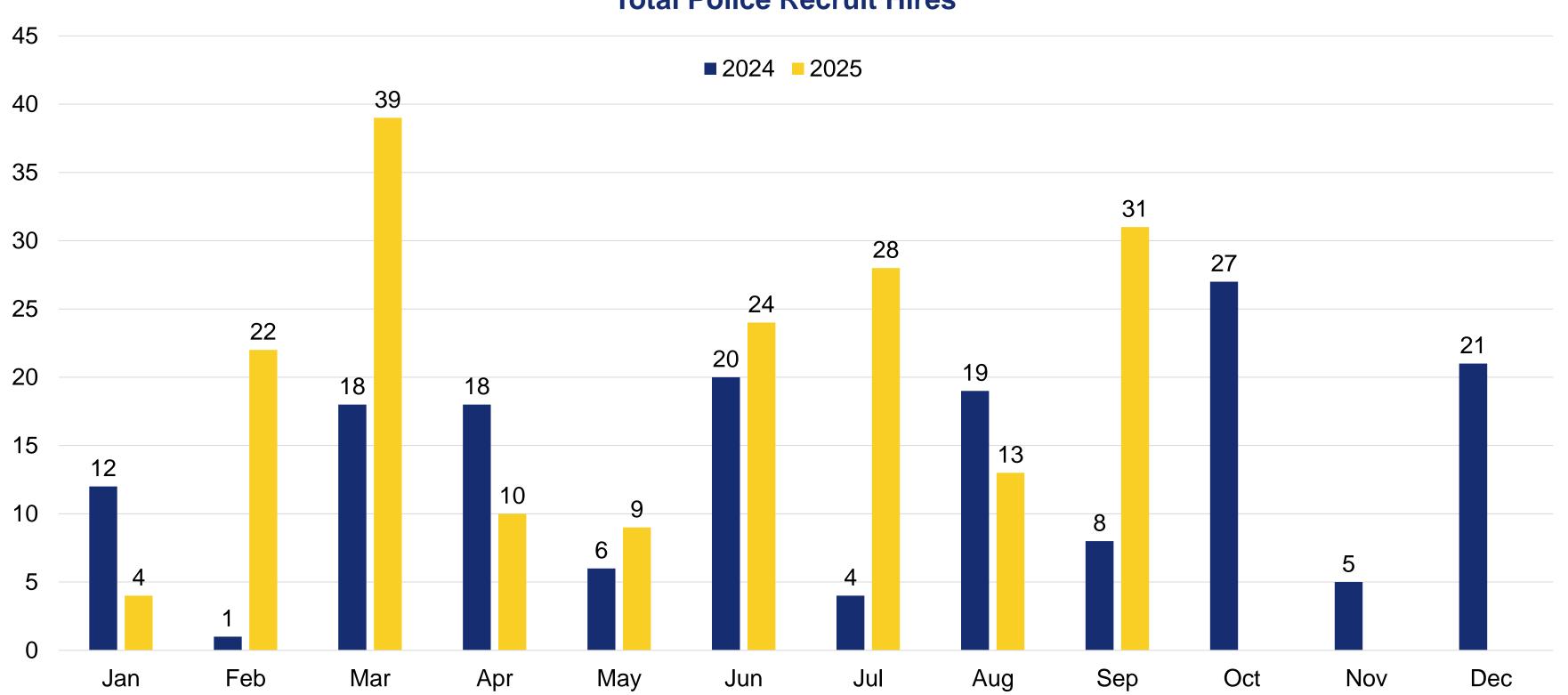
Police Recruit Applicants by Ethnic Group as of September 30, 2025



	2025 Apps	Hired
American Indian	39	2
American Indian/Black	11	0
American Indian/White	4	0
Asian	79	4
Asian/White	38	2
Black	495	21
Black/White	149	2
Hispanic	1,560	68
No Answer	345	0
Not Specified	32	0
Other Blend	32	1
Pacific Islander	33	0
White	1,235	80

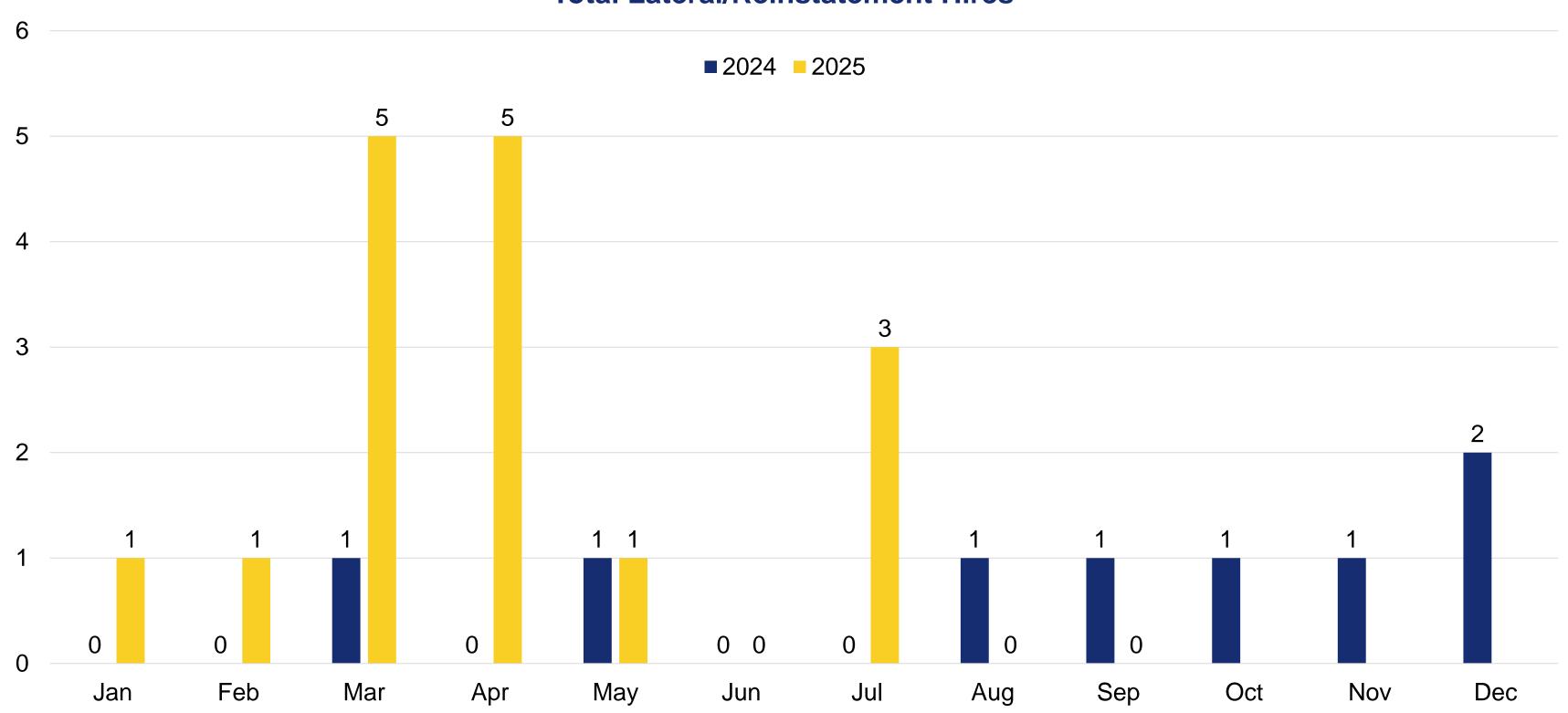






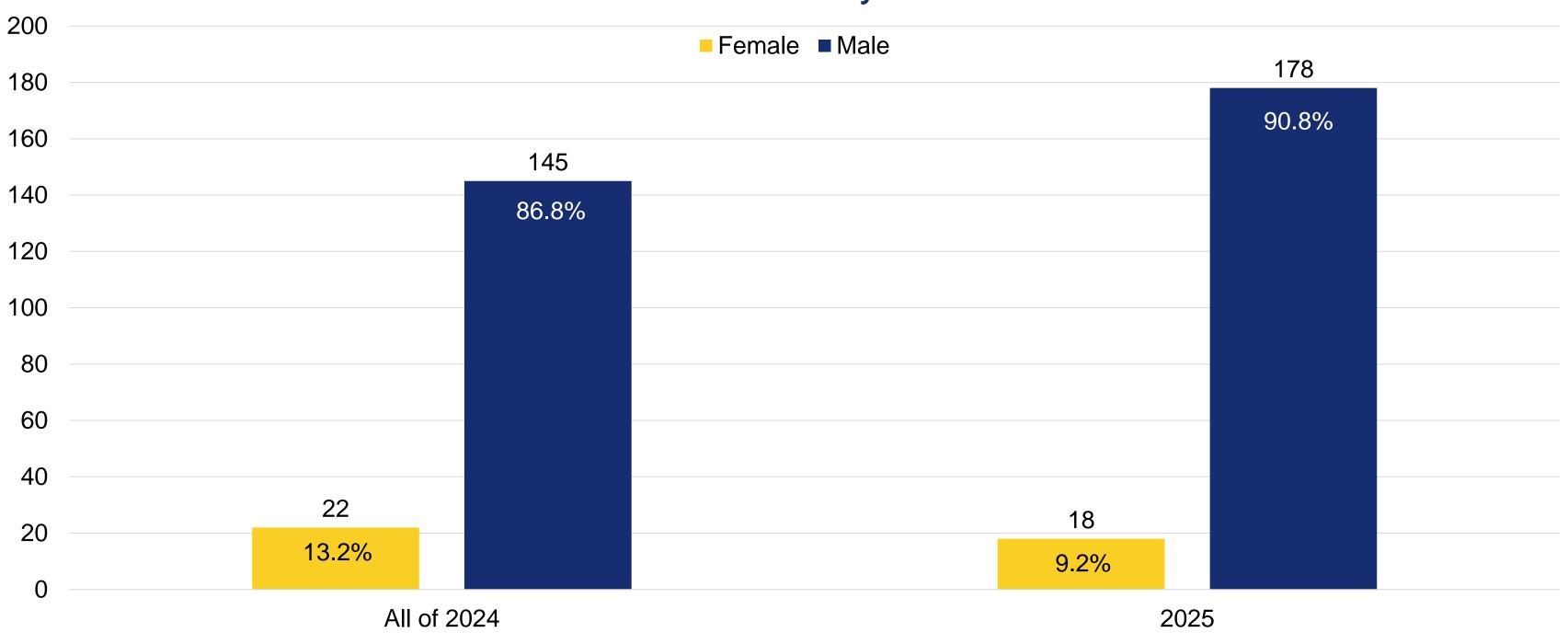








Total Sworn Hires by Gender

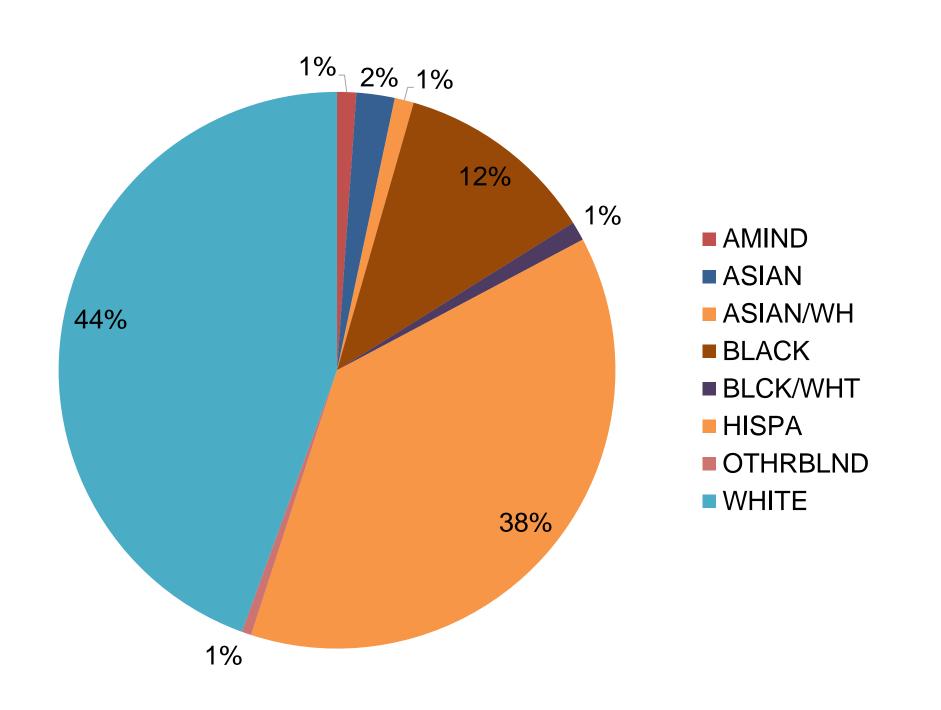


Total Male Applicants: 2,719 Total Female Applicants: 541

Total Male Applicants: 3,514
Total Female Applicants: 765



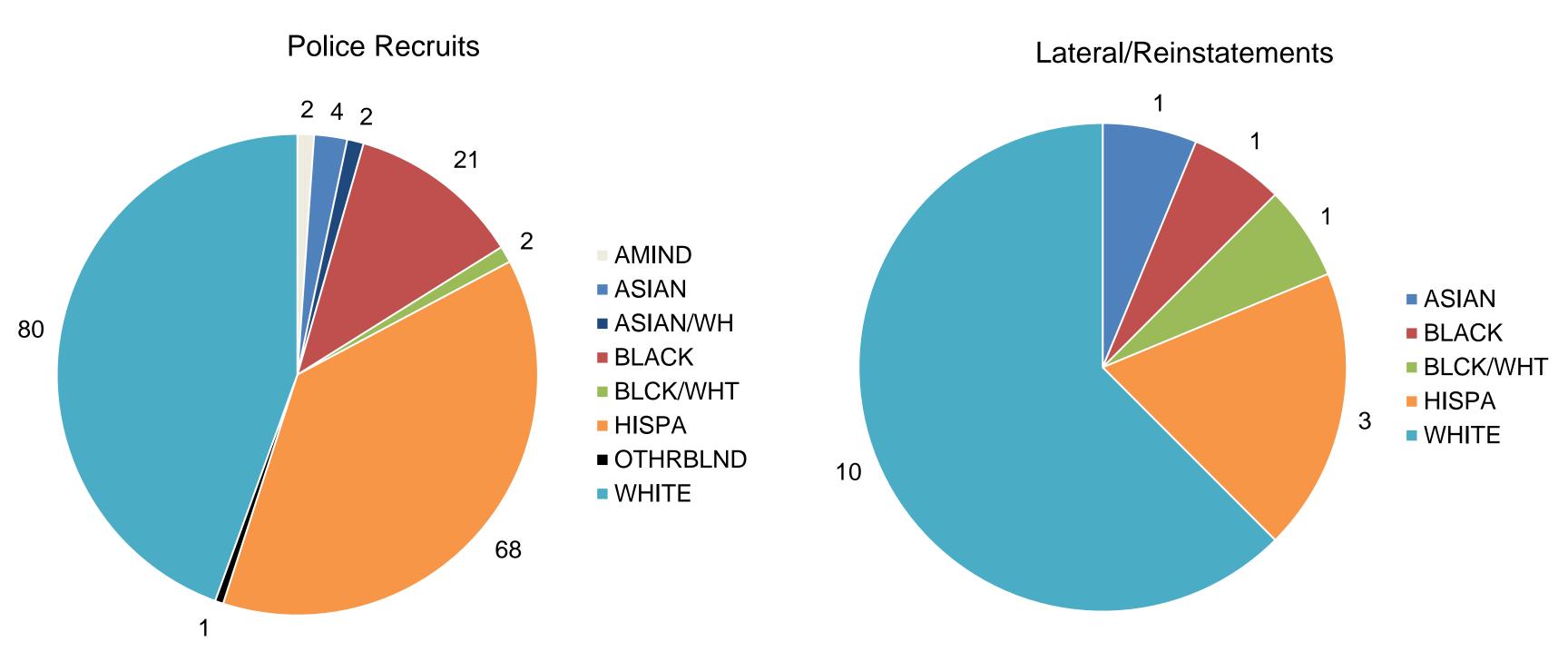
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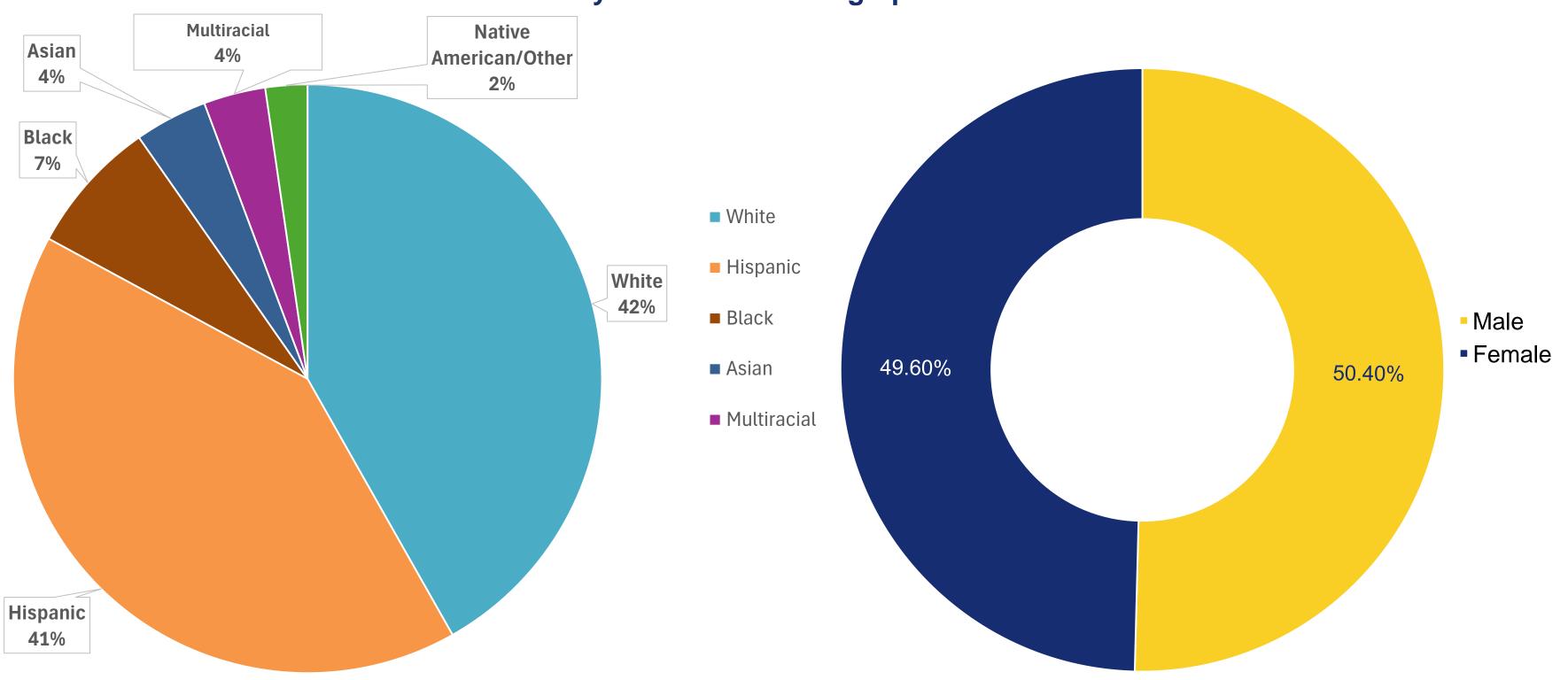


Total Police Recruits & Lateral/Reinstatements Hired by Race as of September 30, 2025





City of Phoenix Demographics



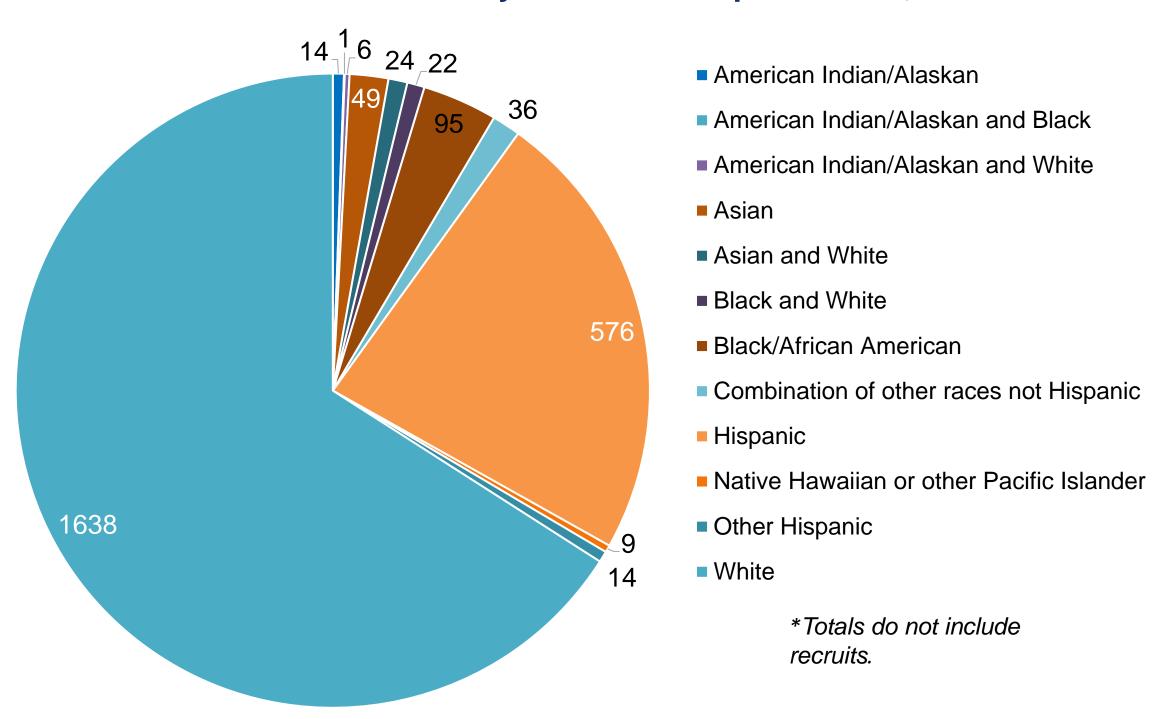


Total Sworn and Recruit Employees by Rank and Gender as of September 30, 2025

Police Chief	Total	Percentage	Sergeant	Total	Percentage
Male	1	0.04%	Female	24	0.91%
Total Police Chief	1	0.04%	Male	341	12.93%
Chief	Total	Percentage	Total Sergeant	365	13.84%
Male	5	0.19%	Officer	Total	Percentage
Total Chief	5	0.19%	Blank	1	0.04%
Commander	Total	Percentage	Female	289	10.96%
Female	5	0.19%	Male	1710	64.85%
Male	20	0.76%	Total Officer	2000	75.84%
Total Commander	25	0.95%	Recruit	Total	Percentage
Lieutenant	Total	Percentage	Female	16	0.61%
Female	7	0.27%	Male	136	5.16%
Male	82	3.11%	Total Recruit	152	5.76%
Total Lieutenant	89	3.38%	Total:	2637	100.00%



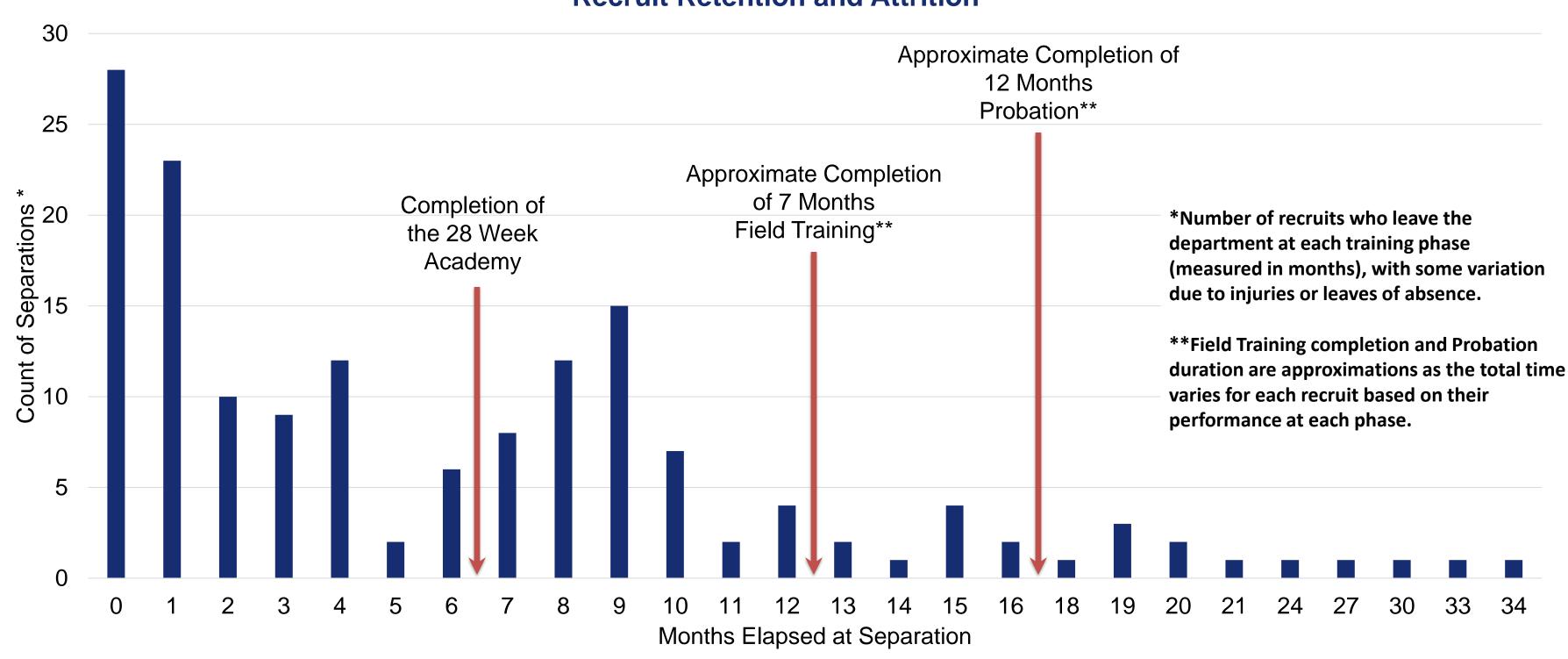
Total Current Sworn by Race as of September 30, 2025



Race	Total	Percentage
American Indian/Alaskan	14	0.56%
American Indian/Alaskan and Black	1	0.04%
American Indian/Alaskan and White	6	0.24%
Asian	49	1.97%
Asian and White	24	0.97%
Black and White	22	0.87%
Black/African American	95	3.82%
Combination of other races not Hispanic	36	1.45%
Hispanic	576	23.18%
Native Hawaiian or other Pacific Islander	9	0.36%
Other Hispanic	14	0.56%
White	1638	65.92%

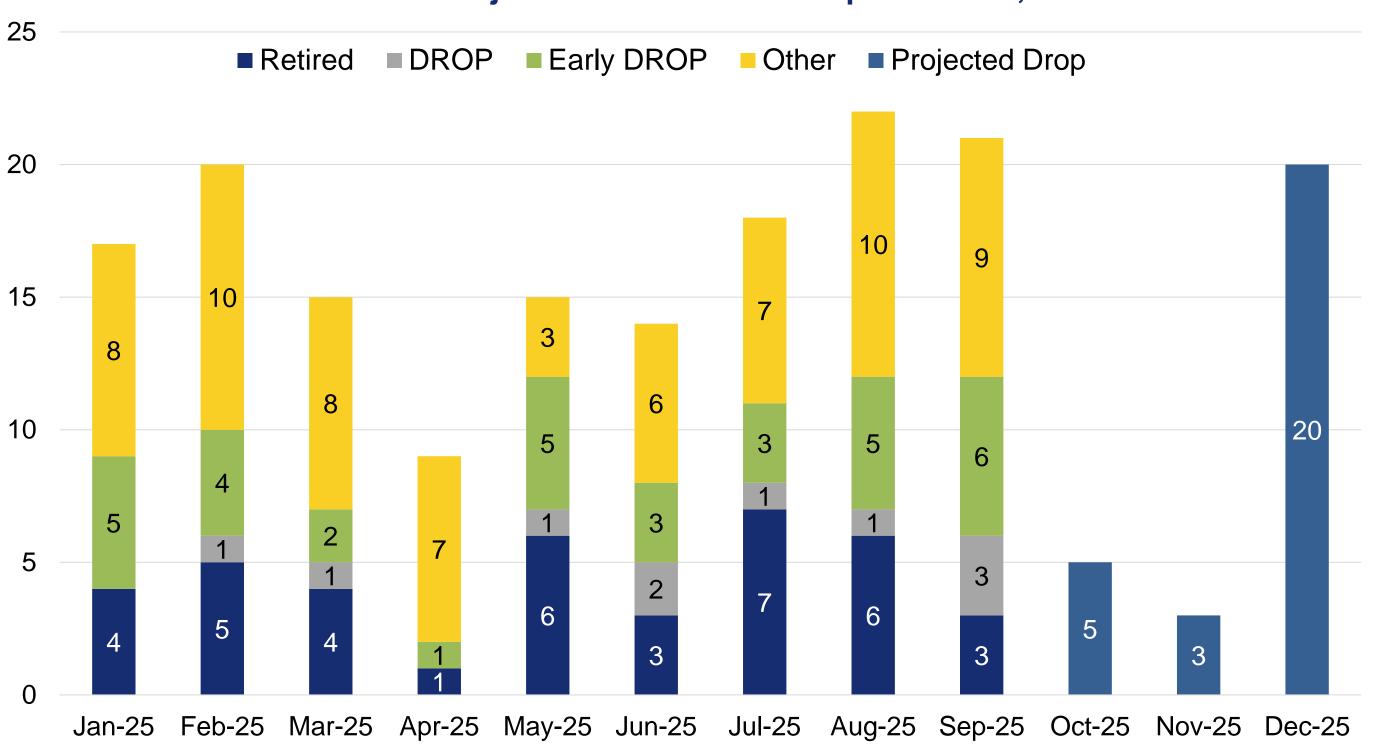


Recruit Retention and Attrition



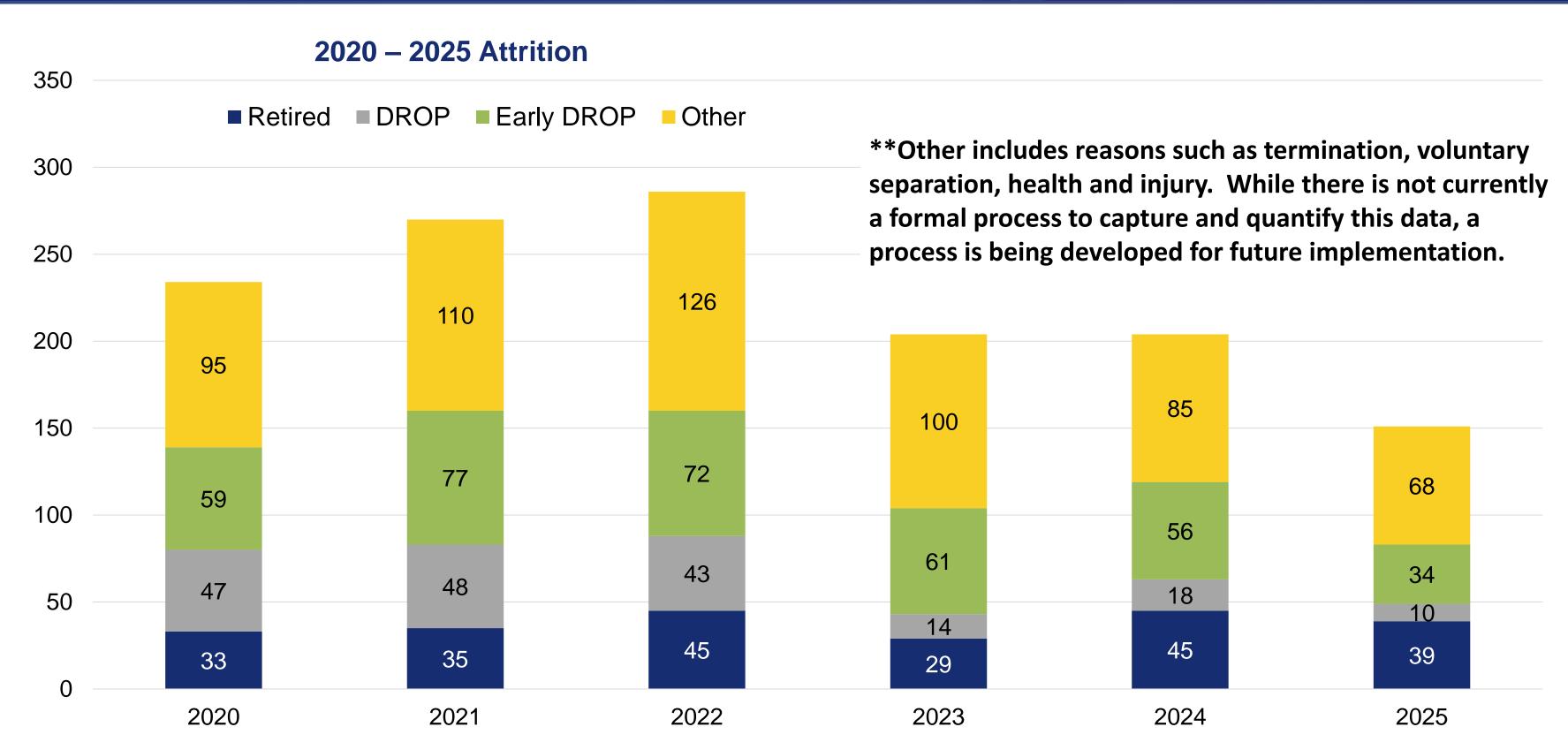


Current and Projected Attrition as of September 30, 2025



SEPARATIONS BY YEARS OF SERVICE YEAR-TO-DATE		
36	< 1	
21	1 to 5	
11	6 to 10	
0	11 to 15	
12	16 to 20	
40	21 to 25	
31	26+	







SWET Totals Year-to-Date as of September 30, 2025



1,702

Total SWET participants

- 812 Females
- 890 Males



36

Total SWET graduates from the academy



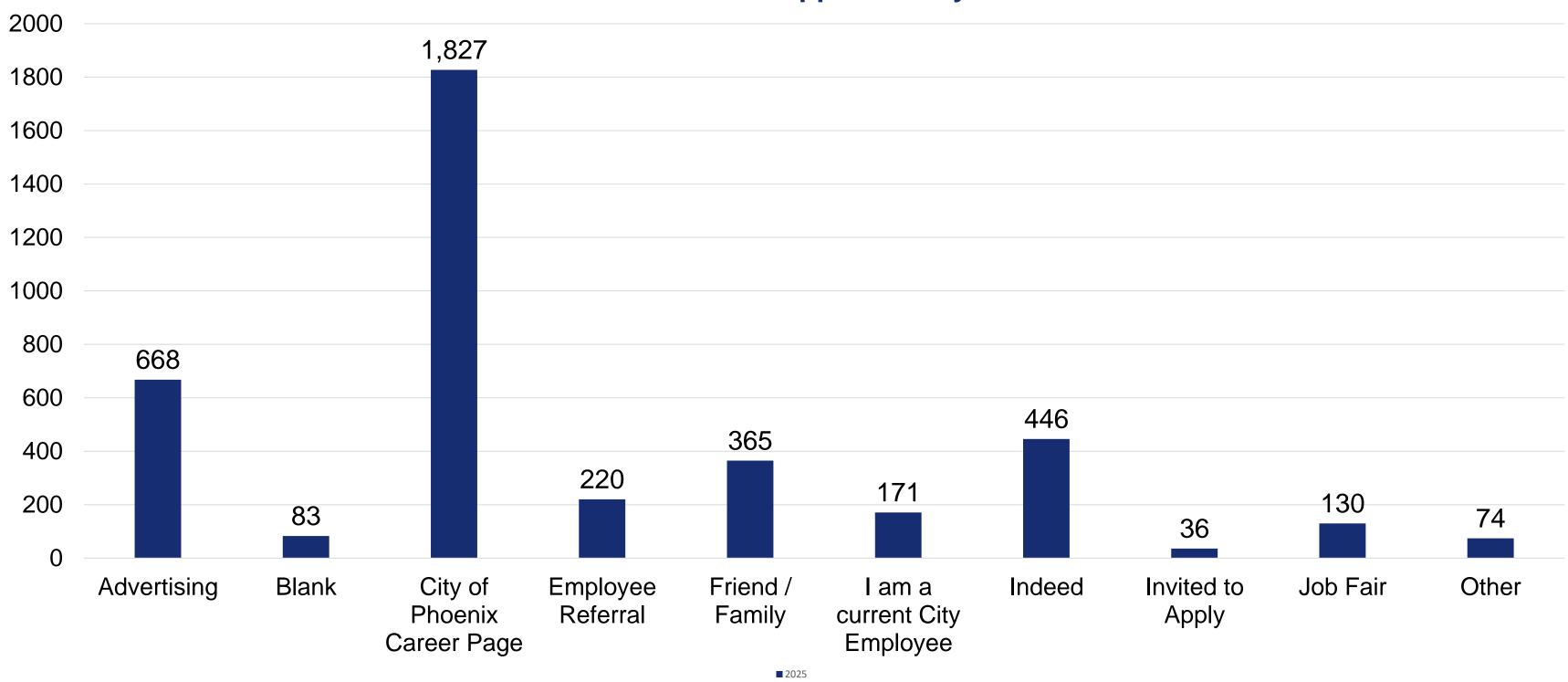
50

SWET participants currently in the academy



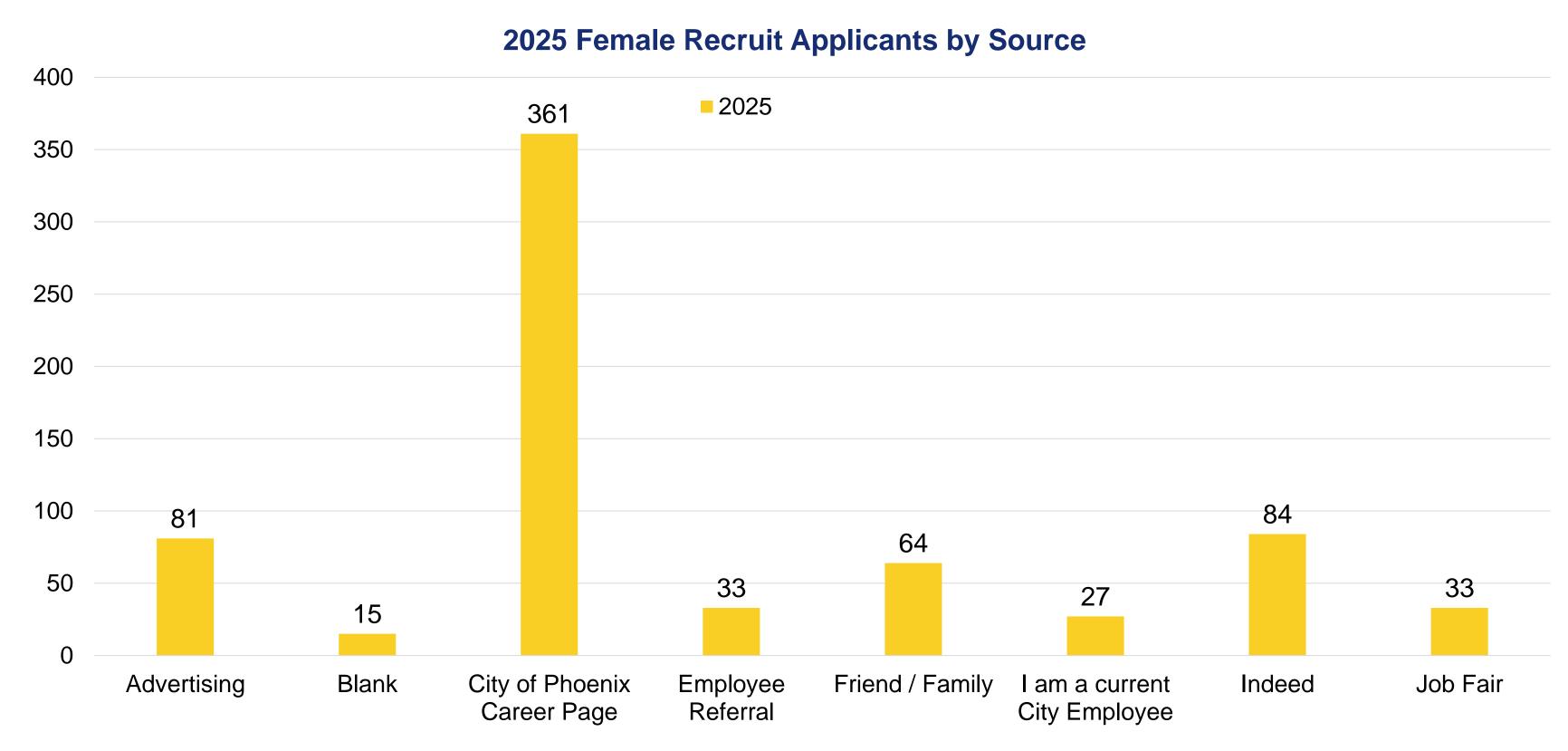


2025 Police Recruit Applicants by Source



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





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