

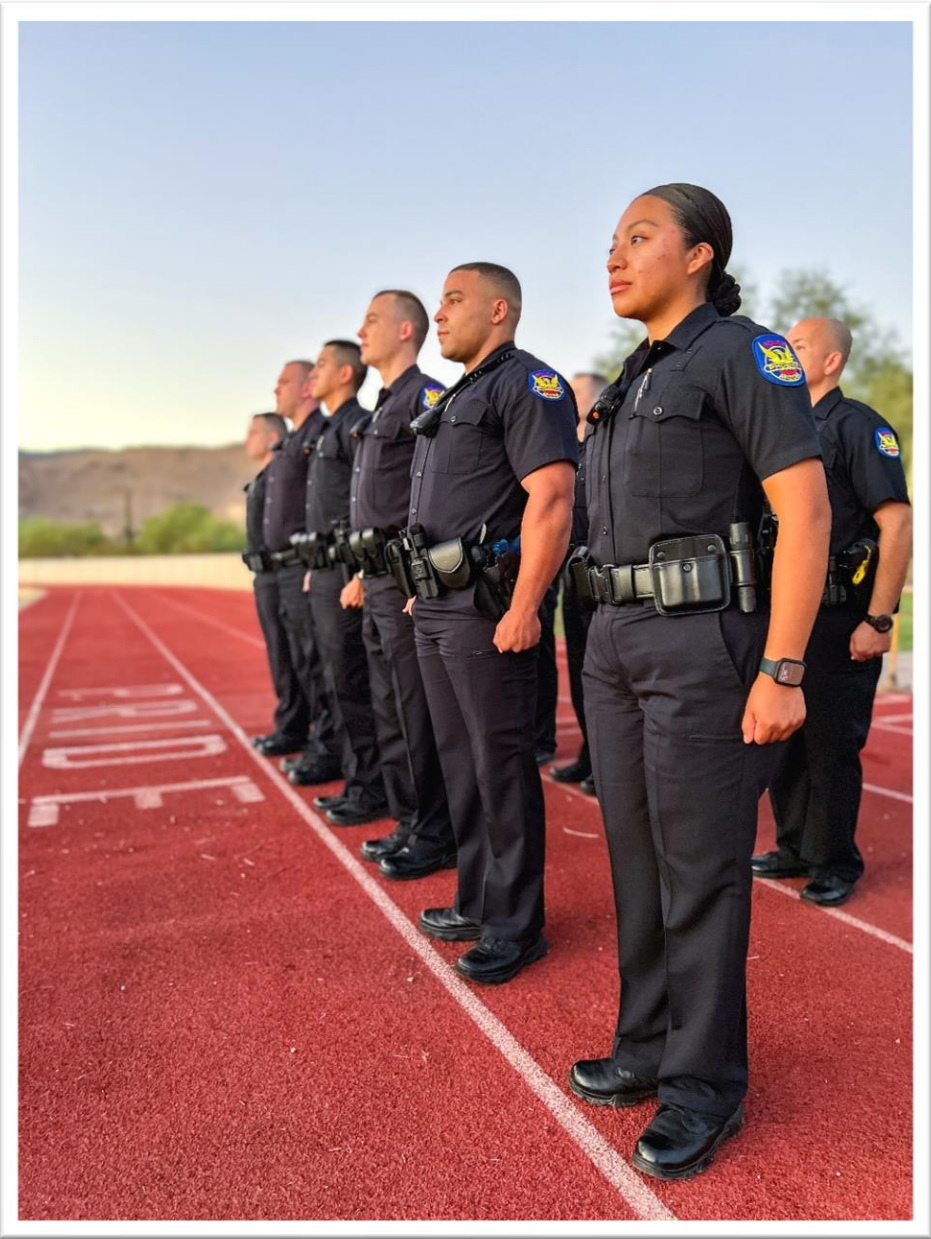
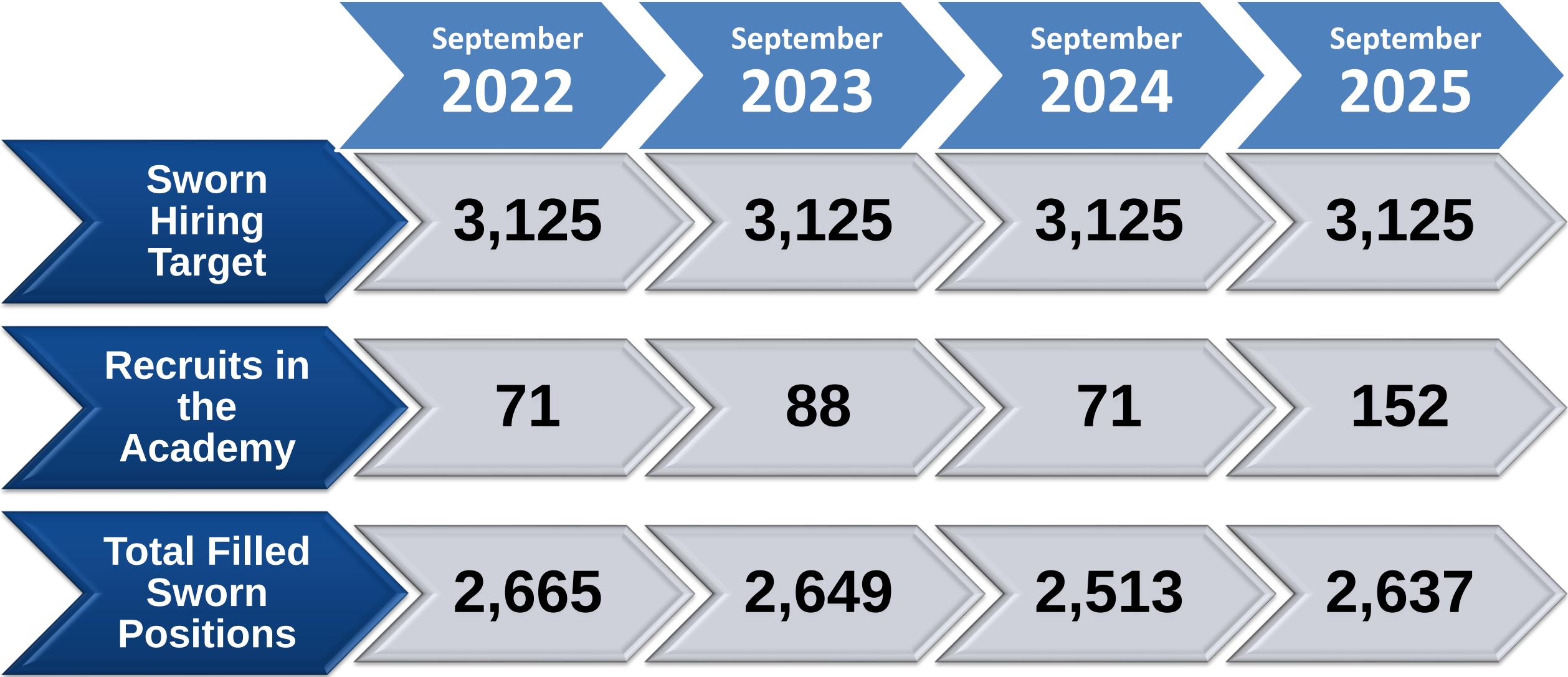


RECRUITMENT, HIRING, AND ATTRITION REPORT

November 5, 2025



Total Filled Sworn Positions 2024 vs. 2025

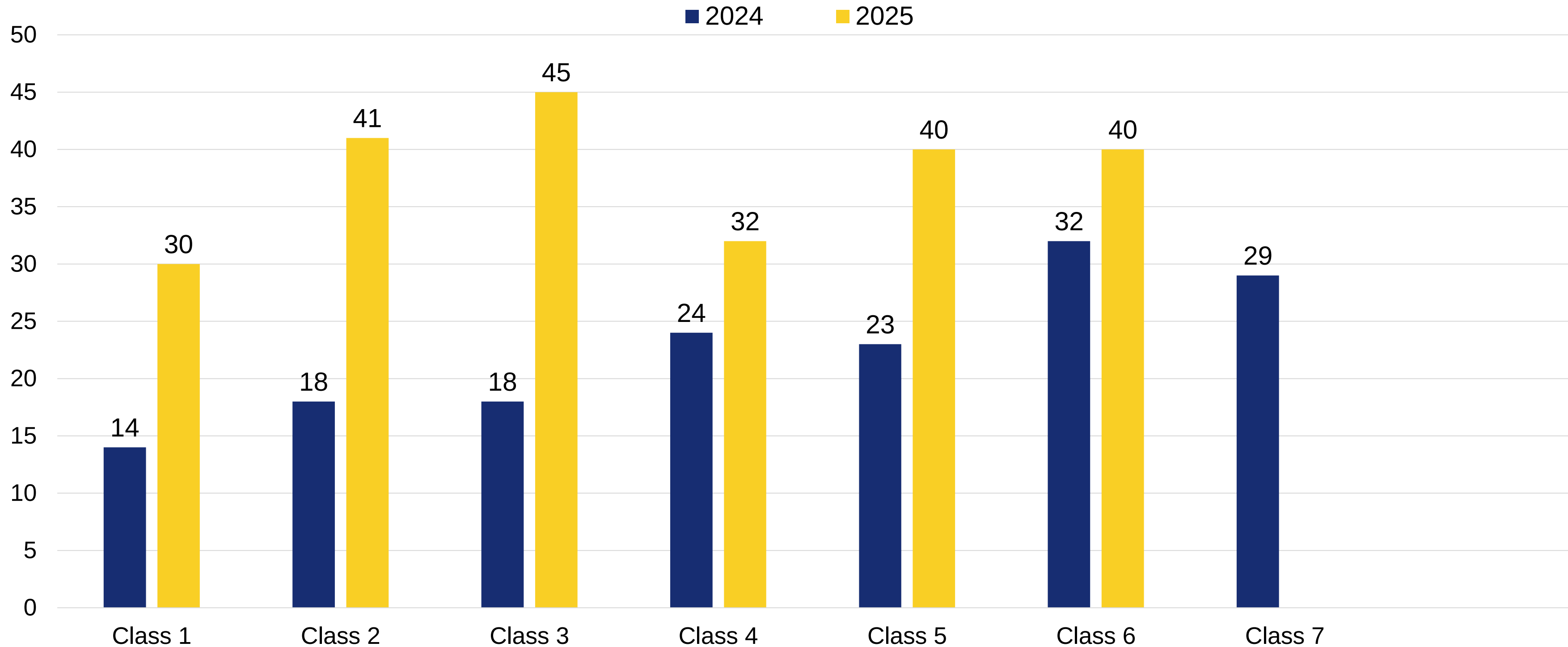


Phoenix Police Department

Recruitment, Hiring, and Attrition Report



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

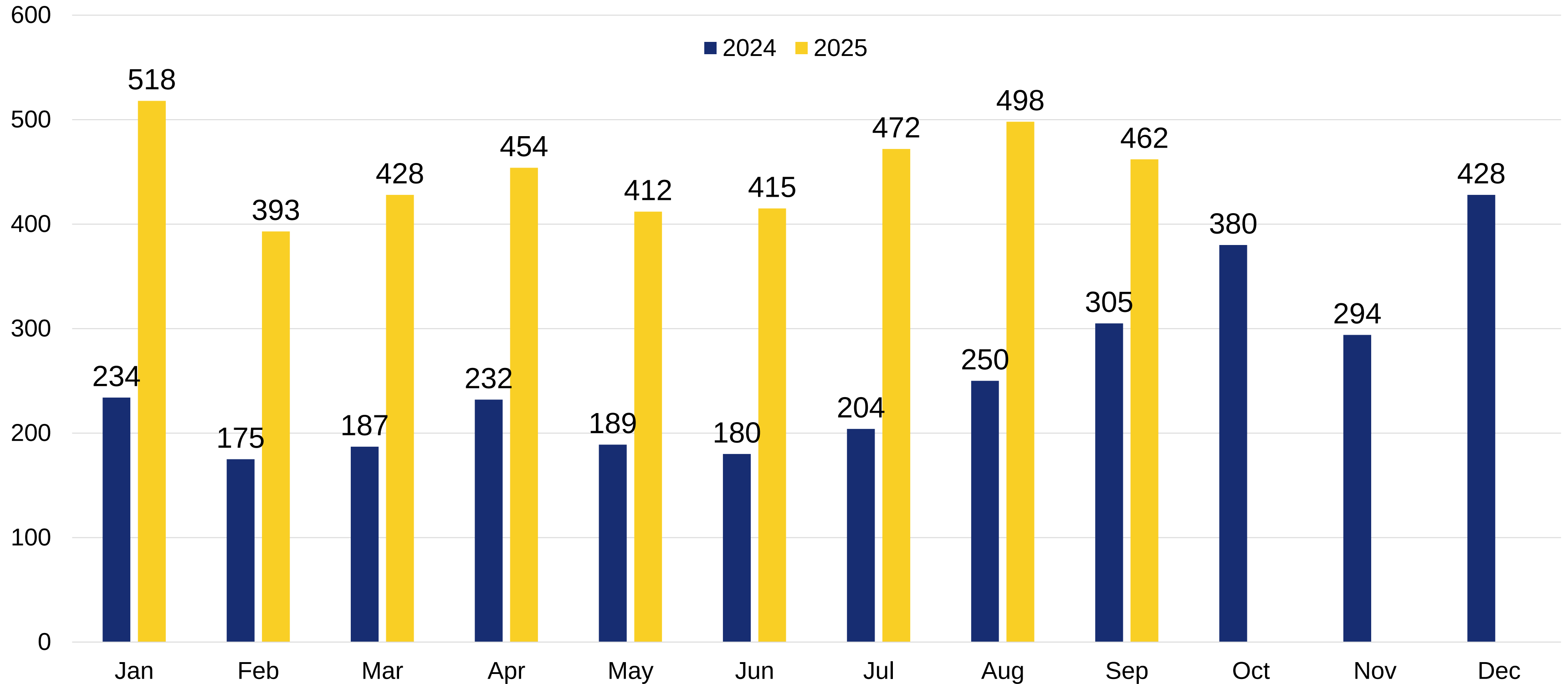


Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Total Recruit Applicants

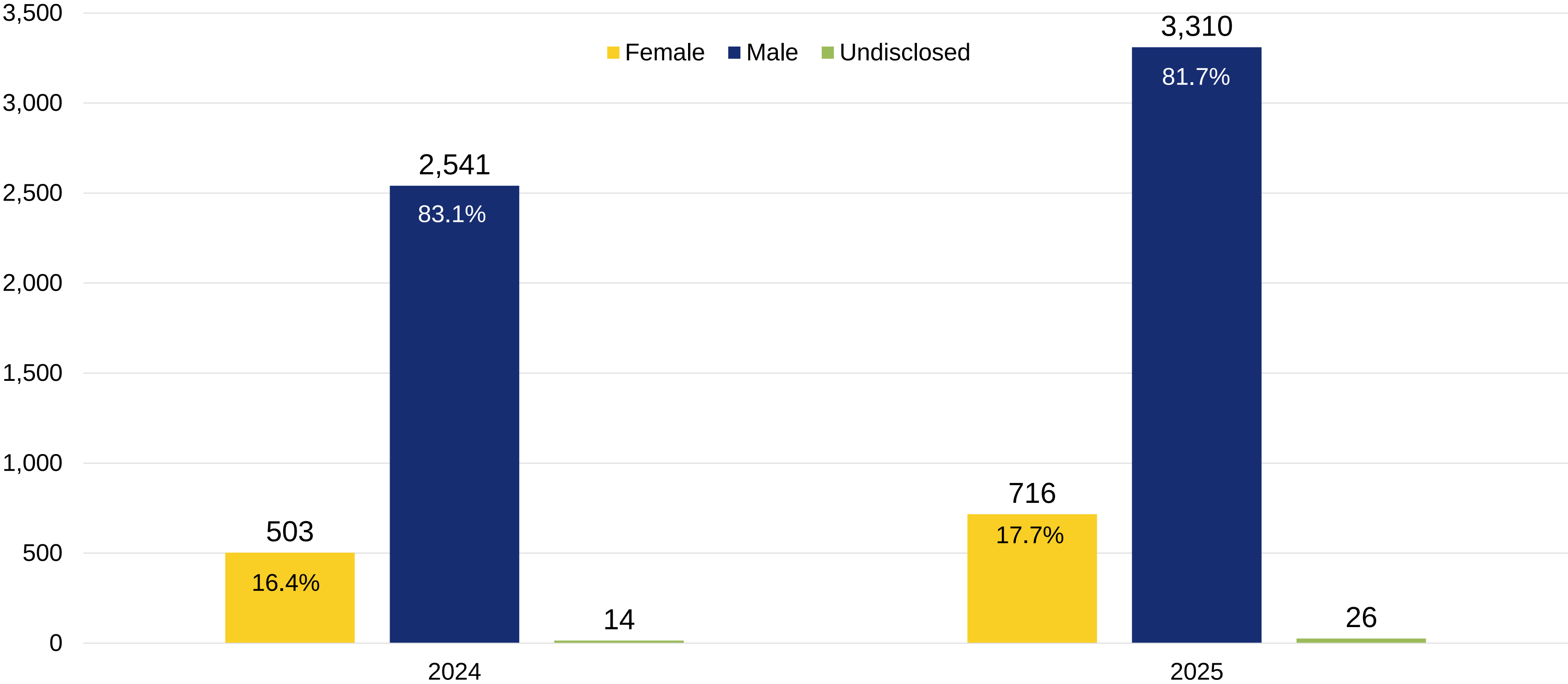


Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Total Recruit Applicants by Gender

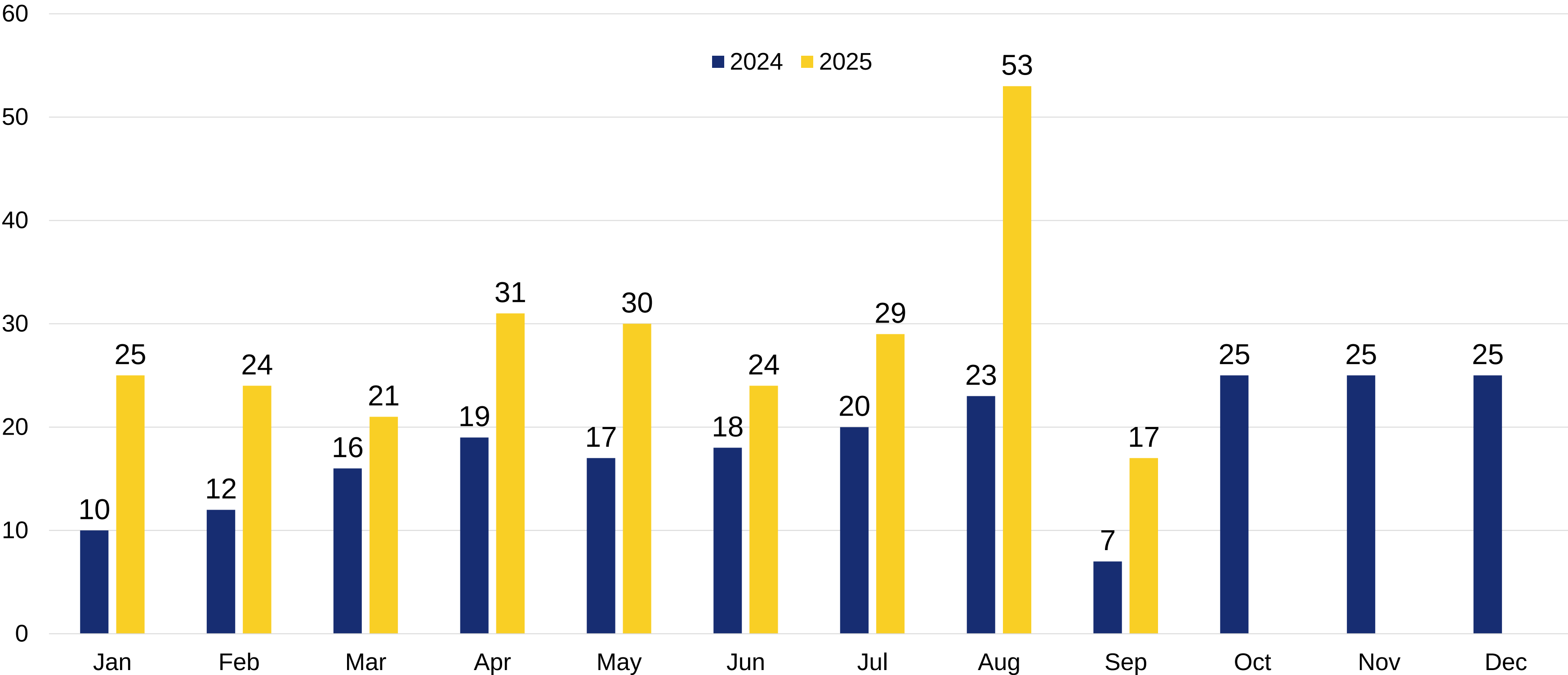


Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Total Lateral/Reinstatement Applicants

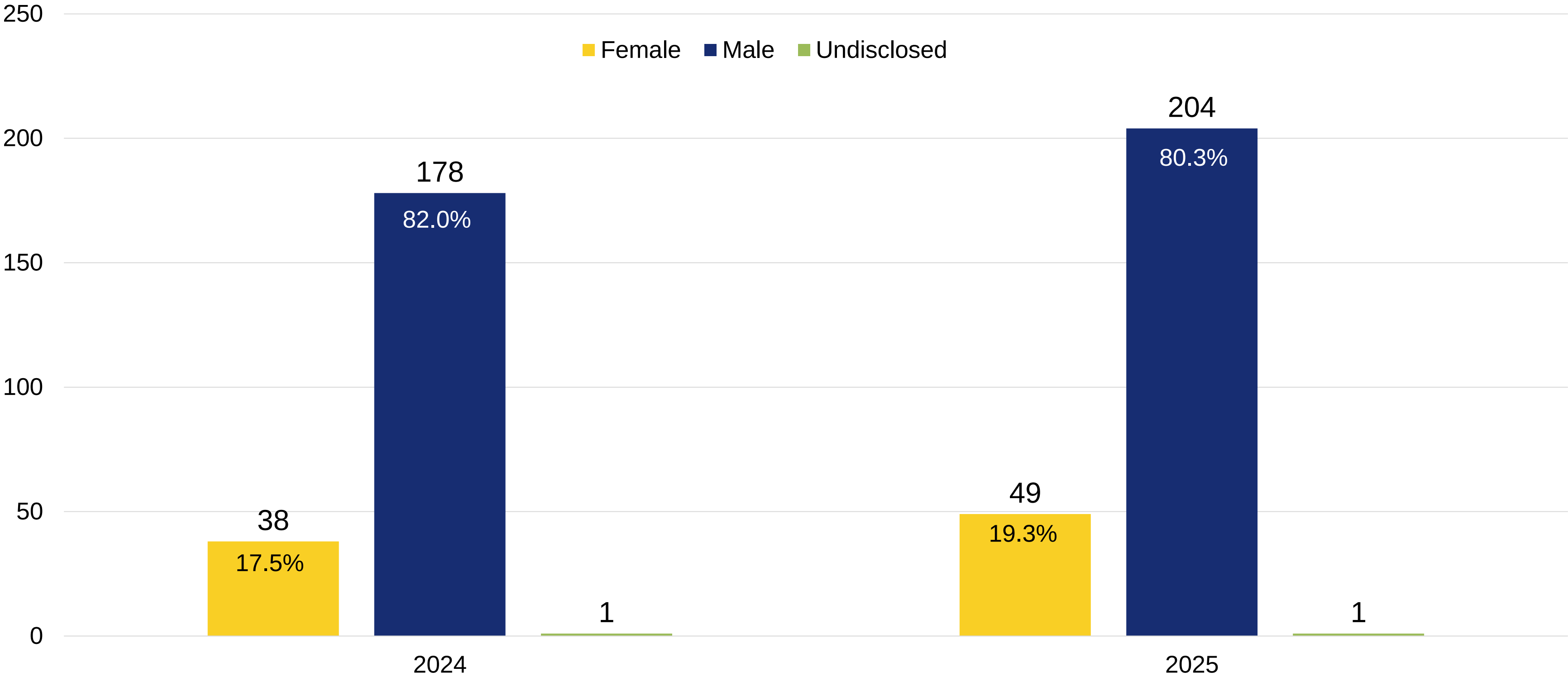


Phoenix Police Department

Recruitment, Hiring, and Attrition Report

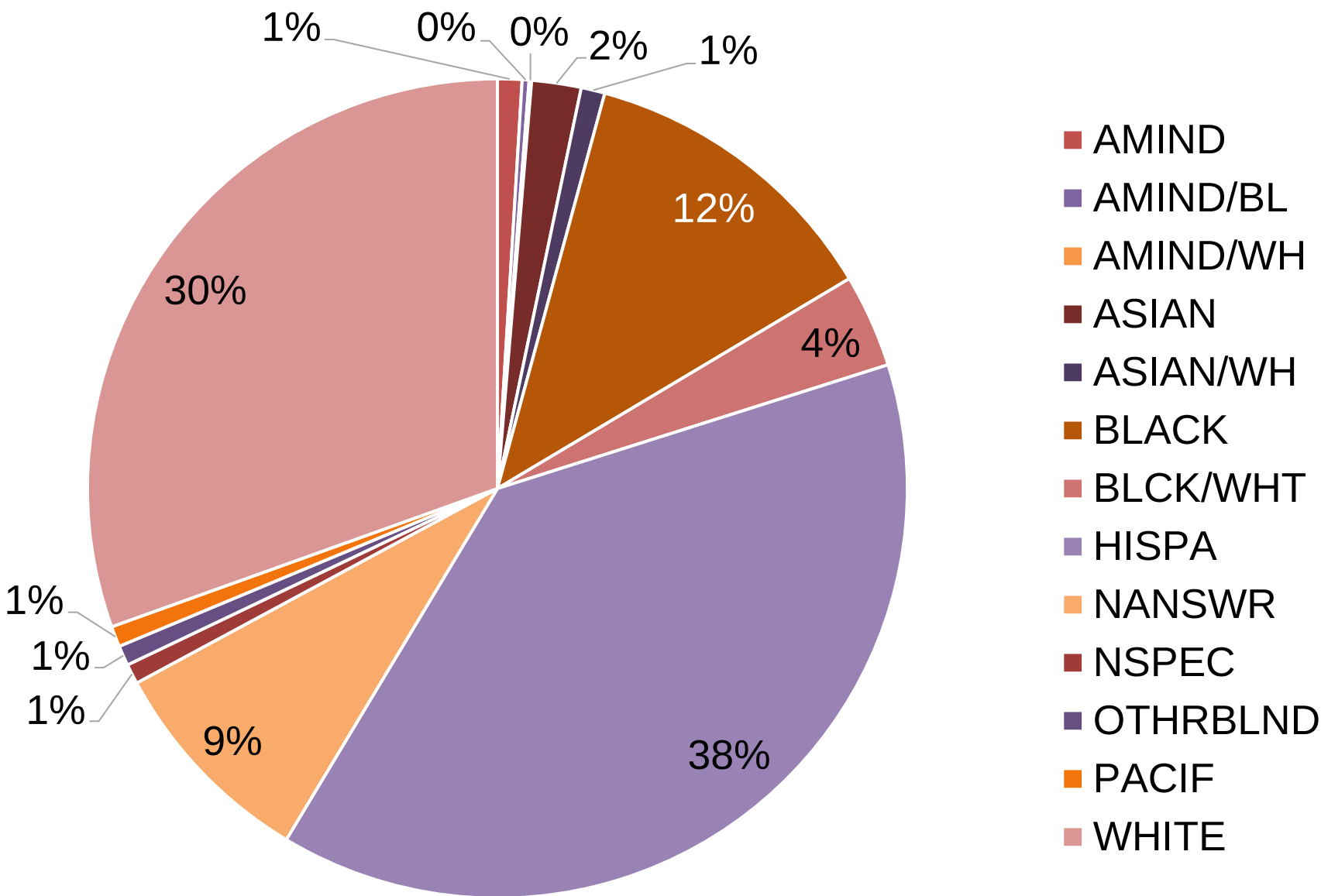


Total Lateral/Reinstatement Applicants by Gender





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



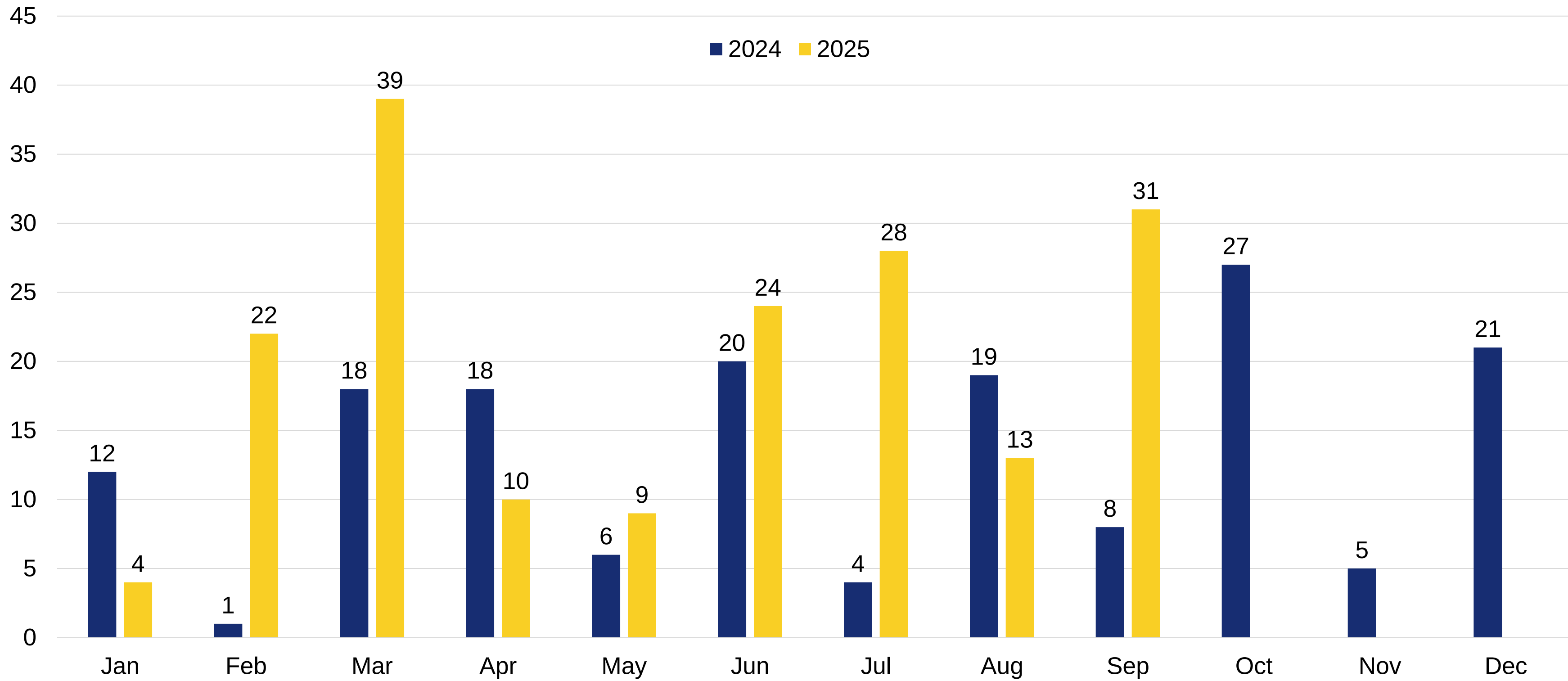
	2025 Apps	Hired
American Indian	39	2
American Indian/Black	11	0
American Indian/White	4	0
Asian	79	4
Asian/White	38	2
Black	495	21
Black/White	149	2
Hispanic	1,560	68
No Answer	345	0
Not Specified	32	0
Other Blend	32	1
Pacific Islander	33	0
White	1,235	80

Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Total Police Recruit Hires

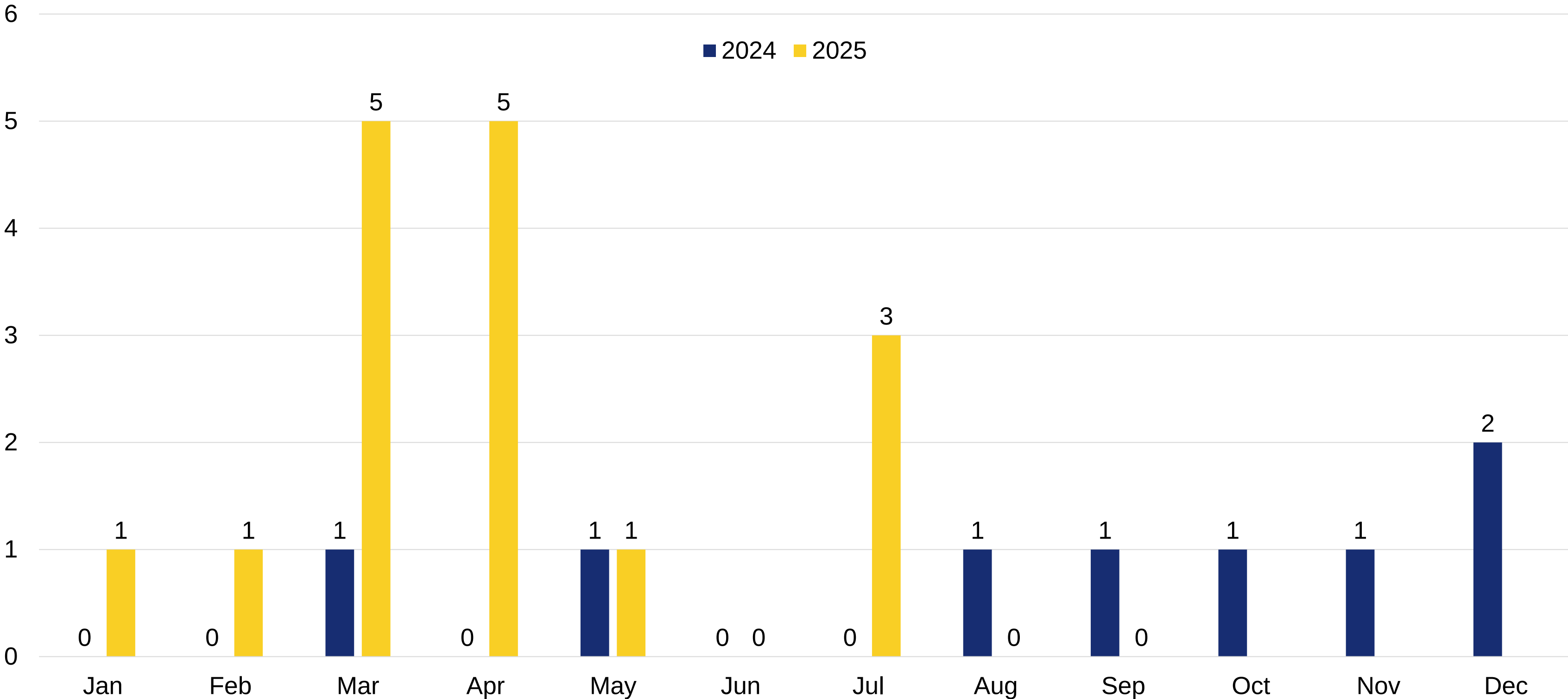


Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Total Lateral/Reinstatement Hires

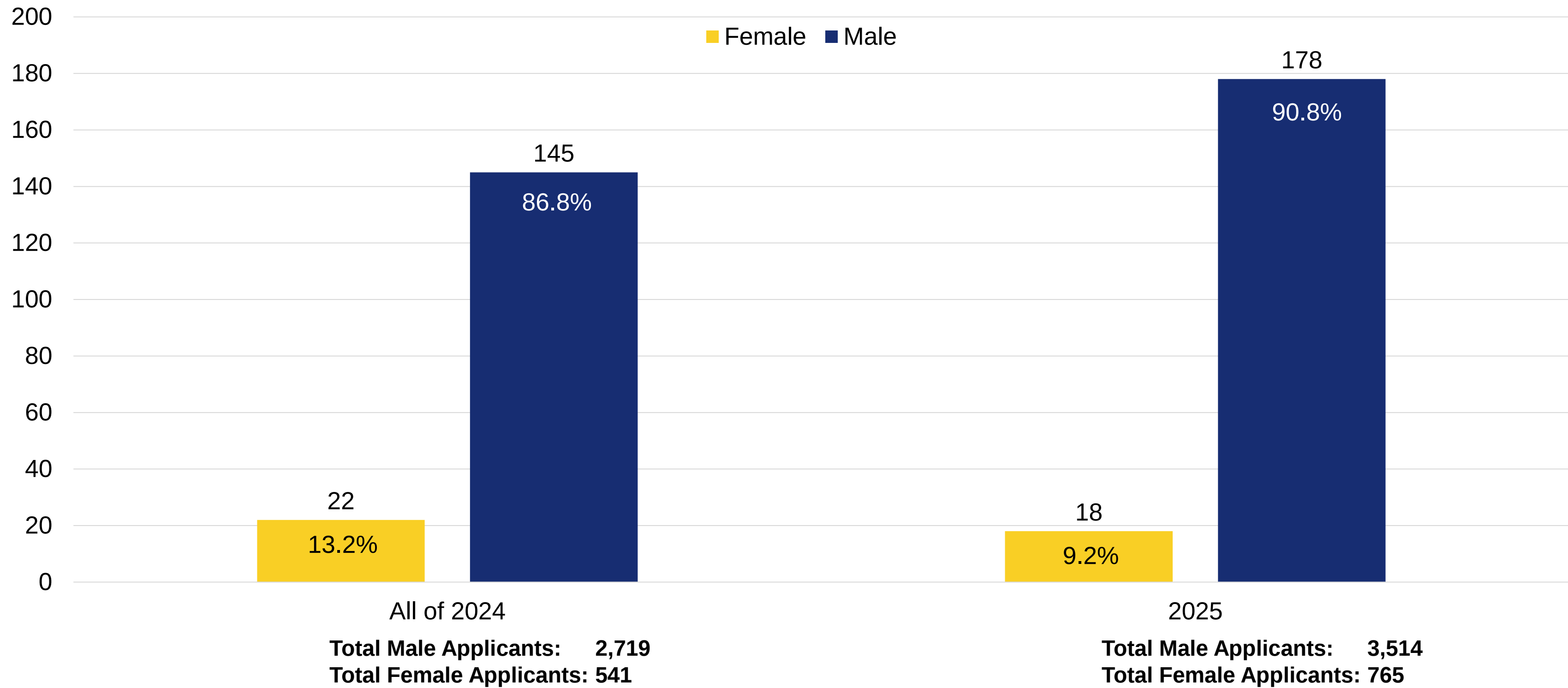


Phoenix Police Department

Recruitment, Hiring, and Attrition Report

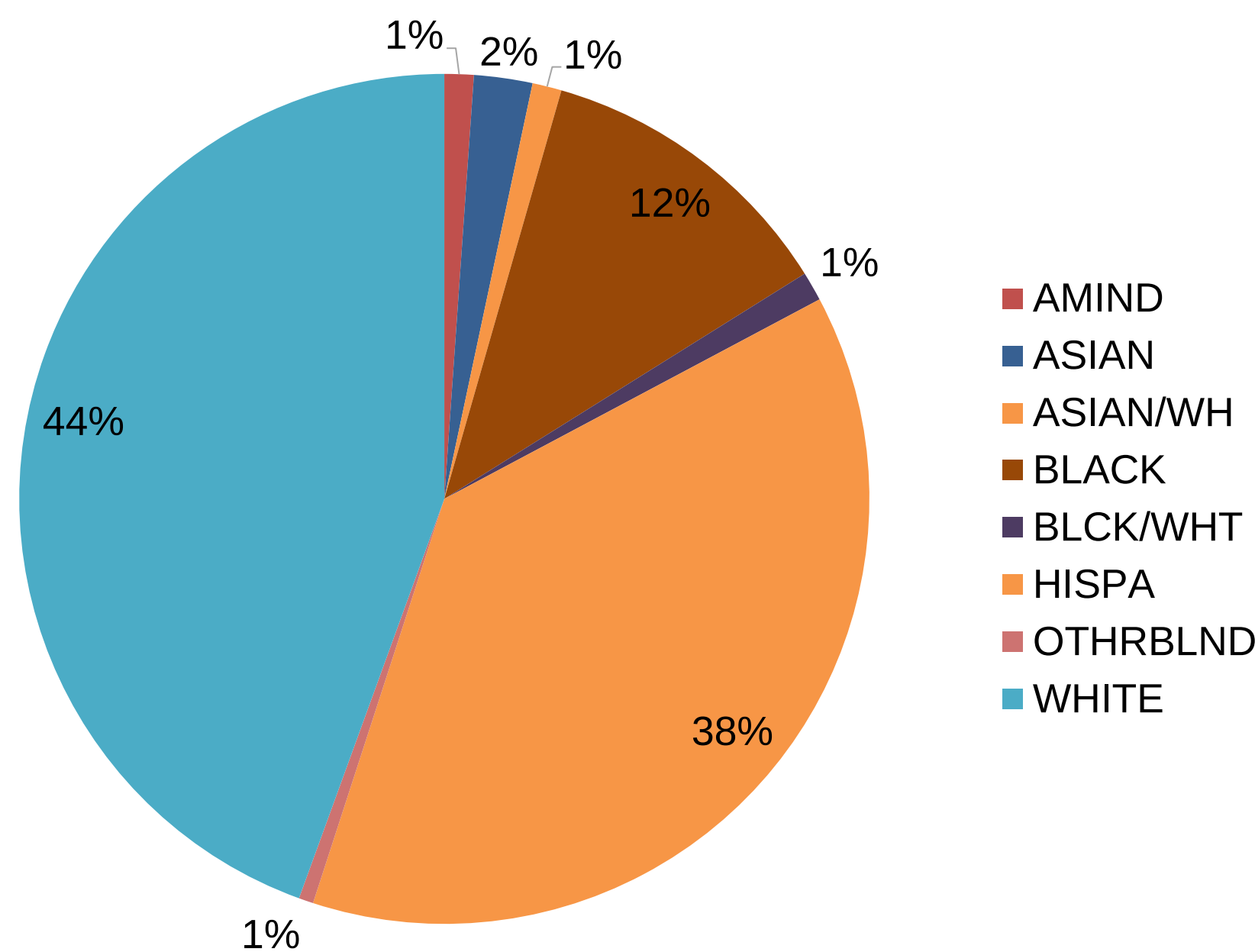


Total Sworn Hires by Gender





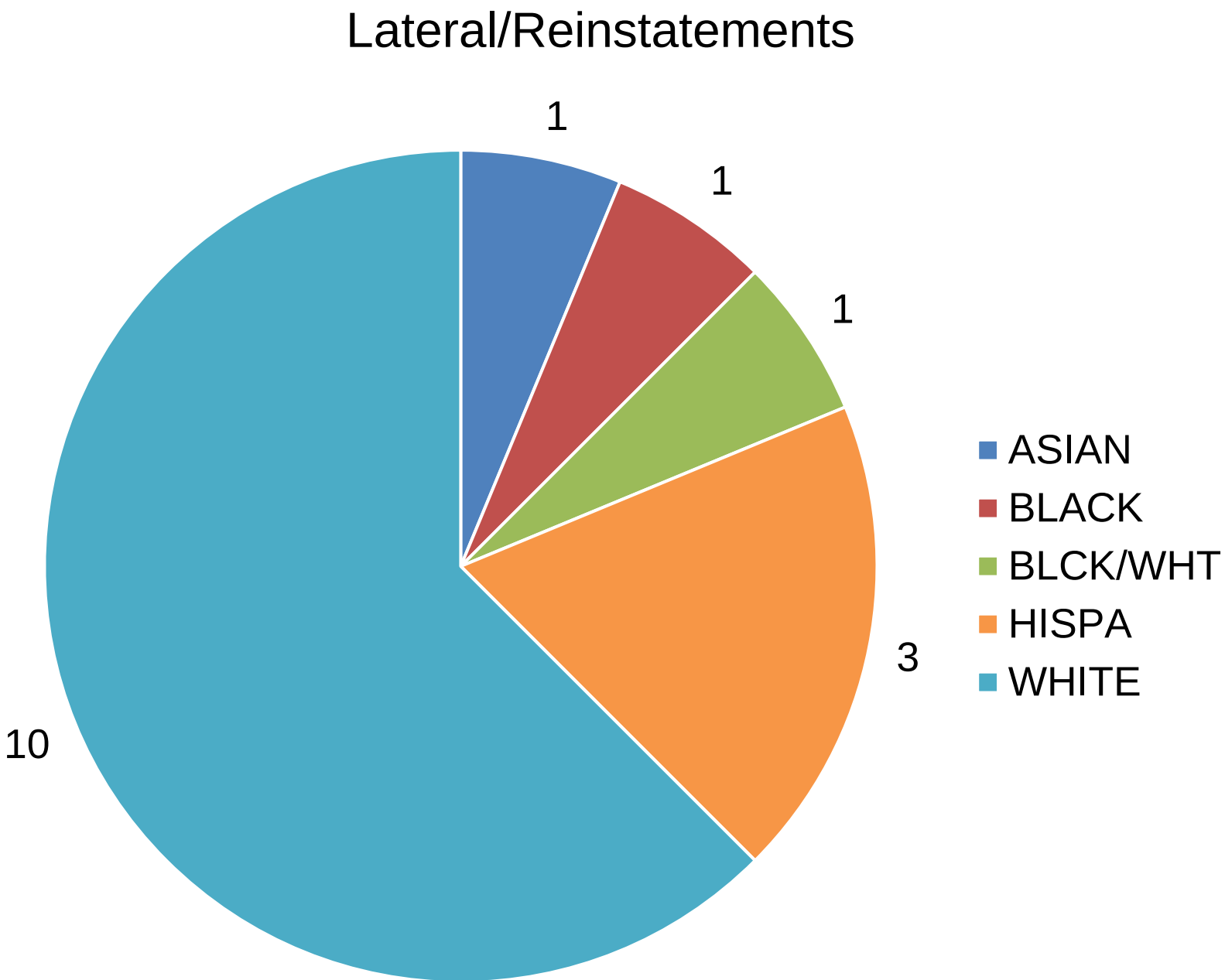
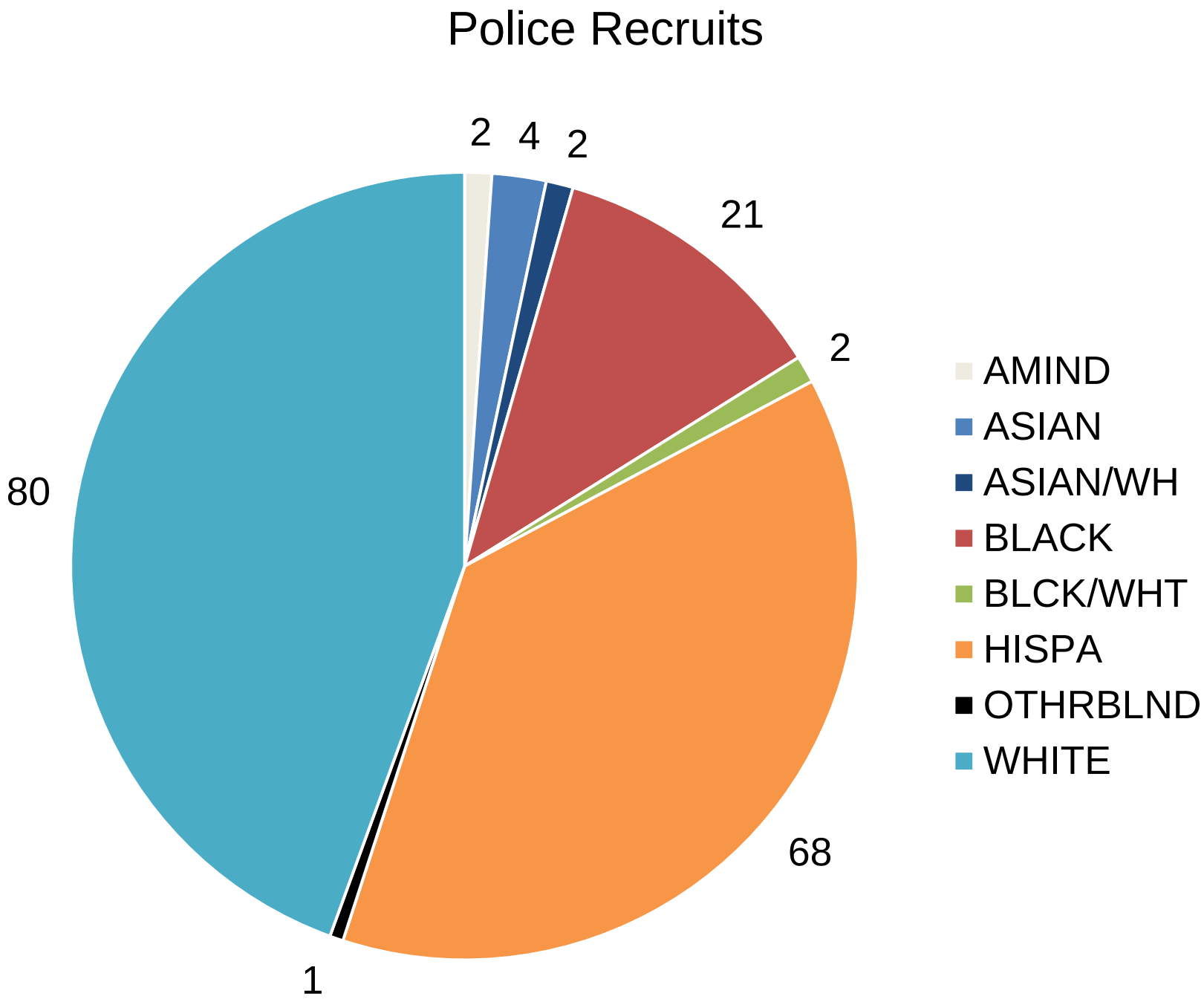
Police Recruit Hires by Ethnic Group as of September 30, 2025



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

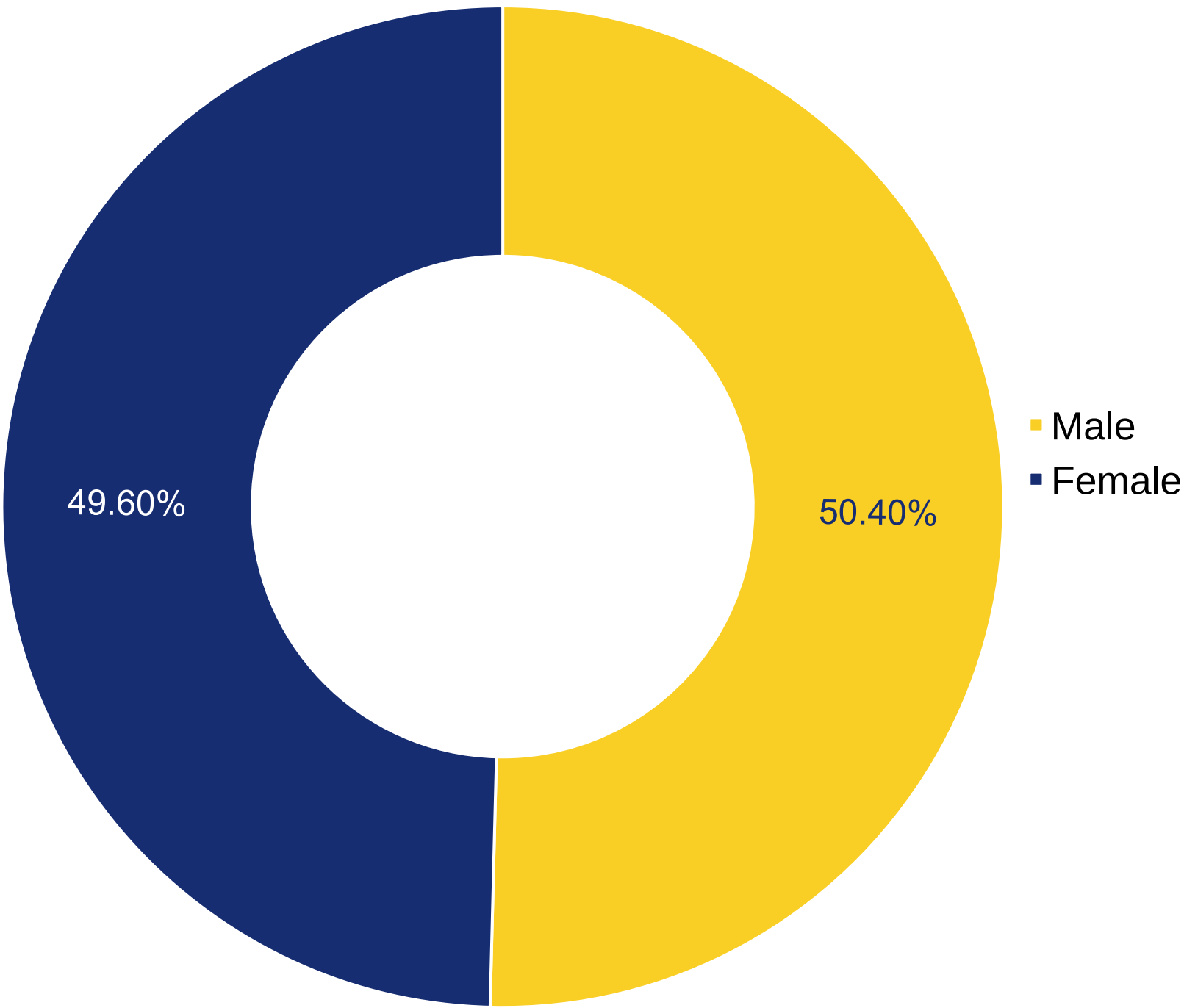
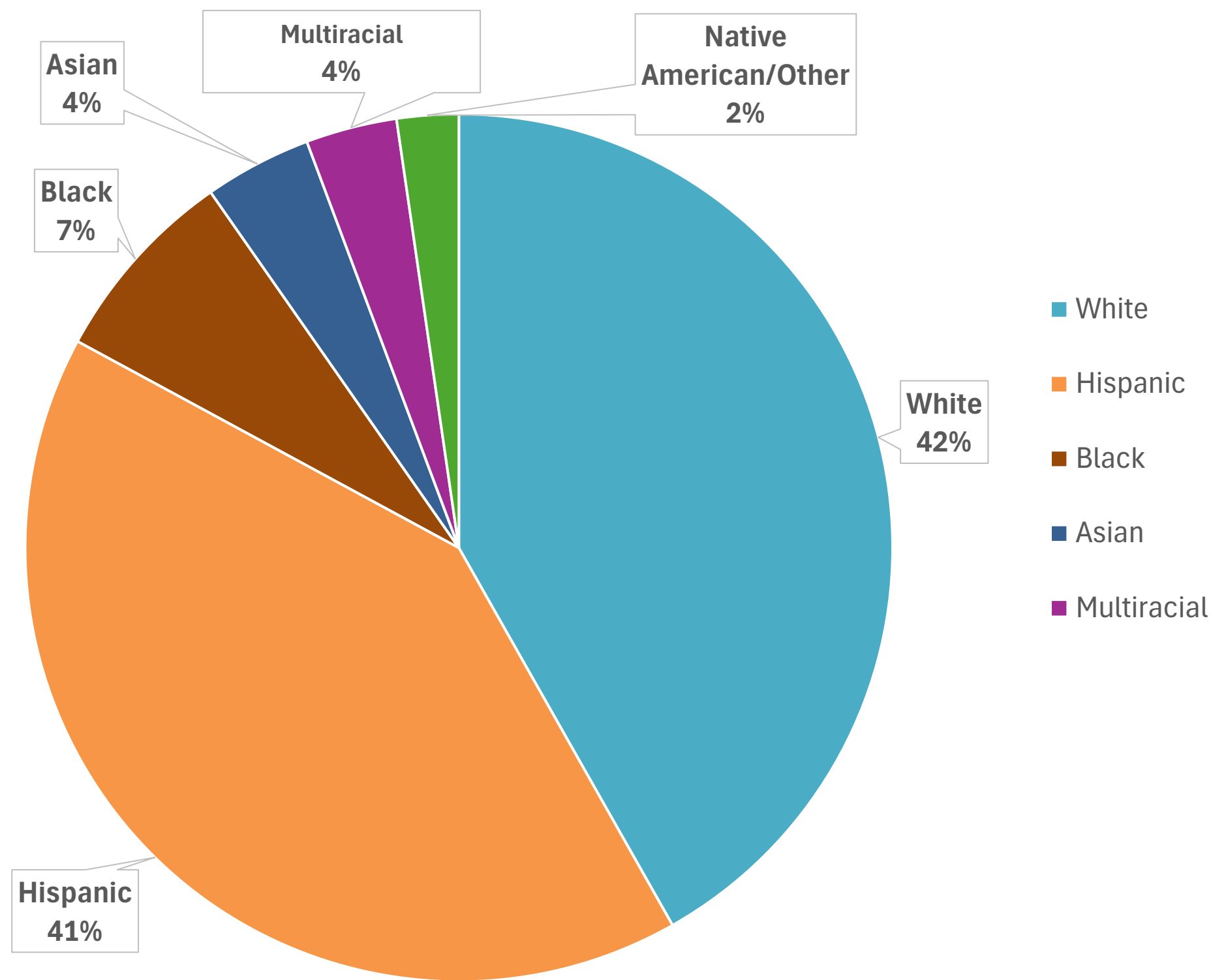


Phoenix Police Department

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 September 30, 2025

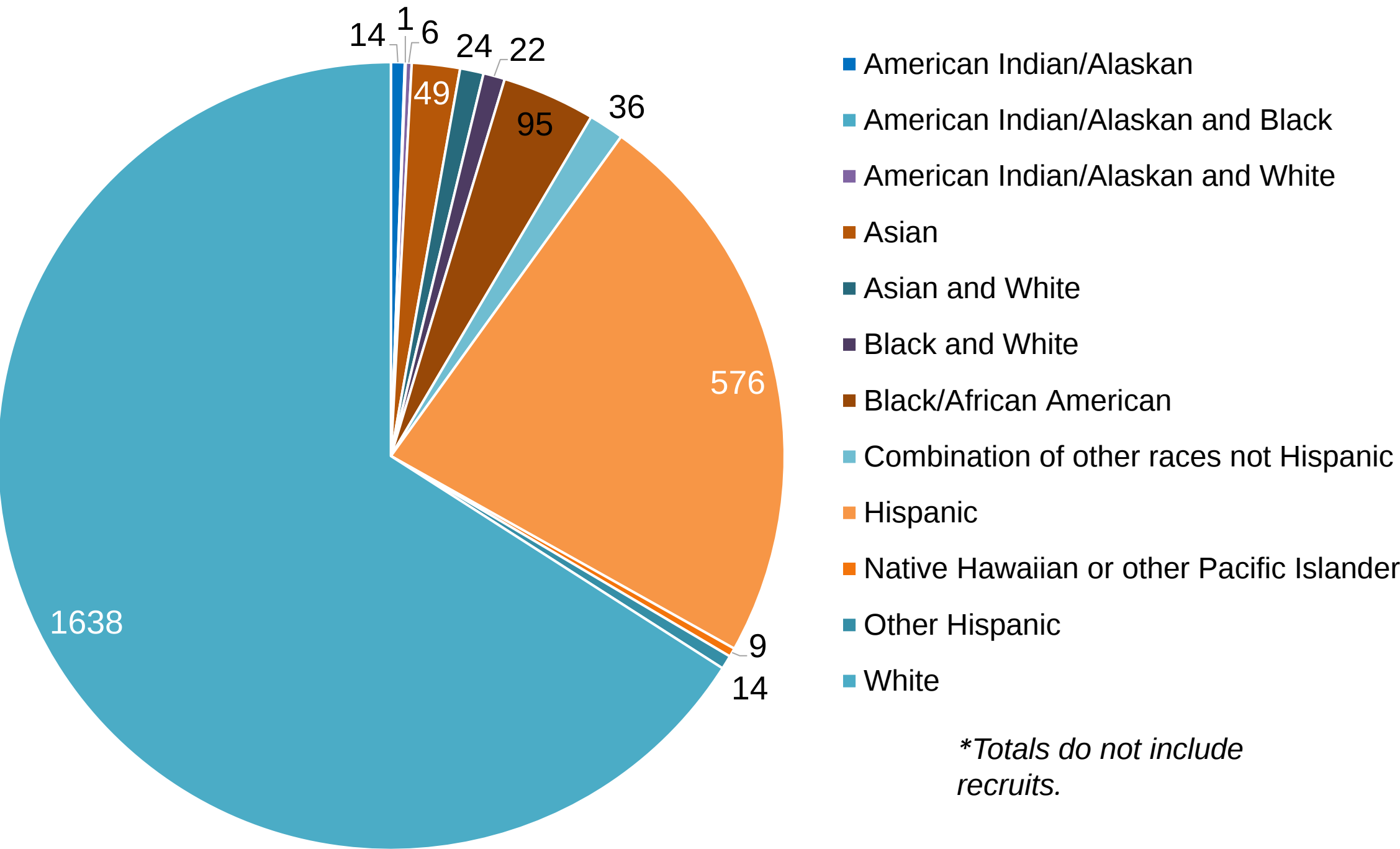
Police Chief	Total	Percentage	Sergeant	Total	Percentage
Male	1	0.04%	Female	24	0.91%
Total Police Chief	1	0.04%	Male	341	12.93%
Chief	Total	Percentage	Total Sergeant	365	13.84%
Male	5	0.19%	Officer	Total	Percentage
Total Chief	5	0.19%	Blank	1	0.04%
Commander	Total	Percentage	Female	289	10.96%
Female	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%

Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Total Current Sworn by Race as of September 30, 2025



**Totals do not include recruits.*

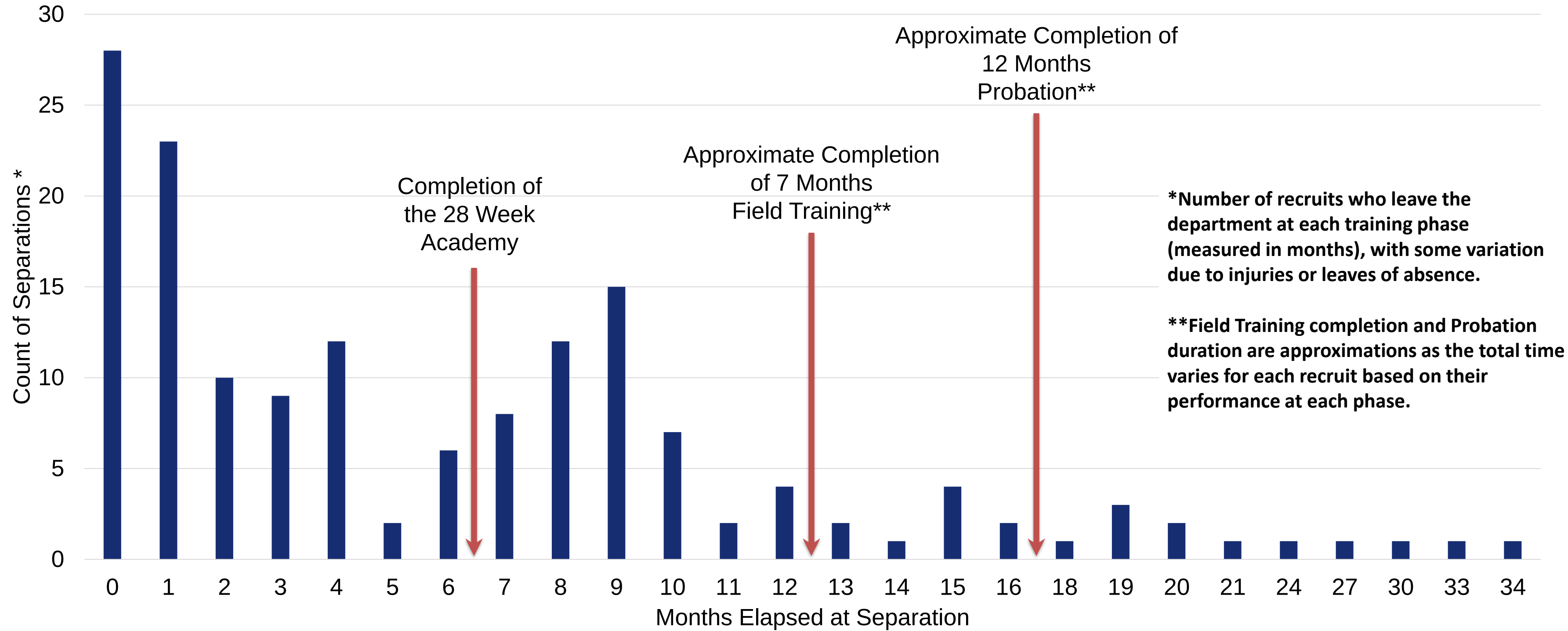
Race	Total	Percentage
American Indian/Alaskan	14	0.56%
American Indian/Alaskan and Black	1	0.04%
American Indian/Alaskan and White	6	0.24%
Asian	49	1.97%
Asian and White	24	0.97%
Black and White	22	0.87%
Black/African American	95	3.82%
Combination of other races not Hispanic	36	1.45%
Hispanic	576	23.18%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

Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Recruit Retention and Attrition

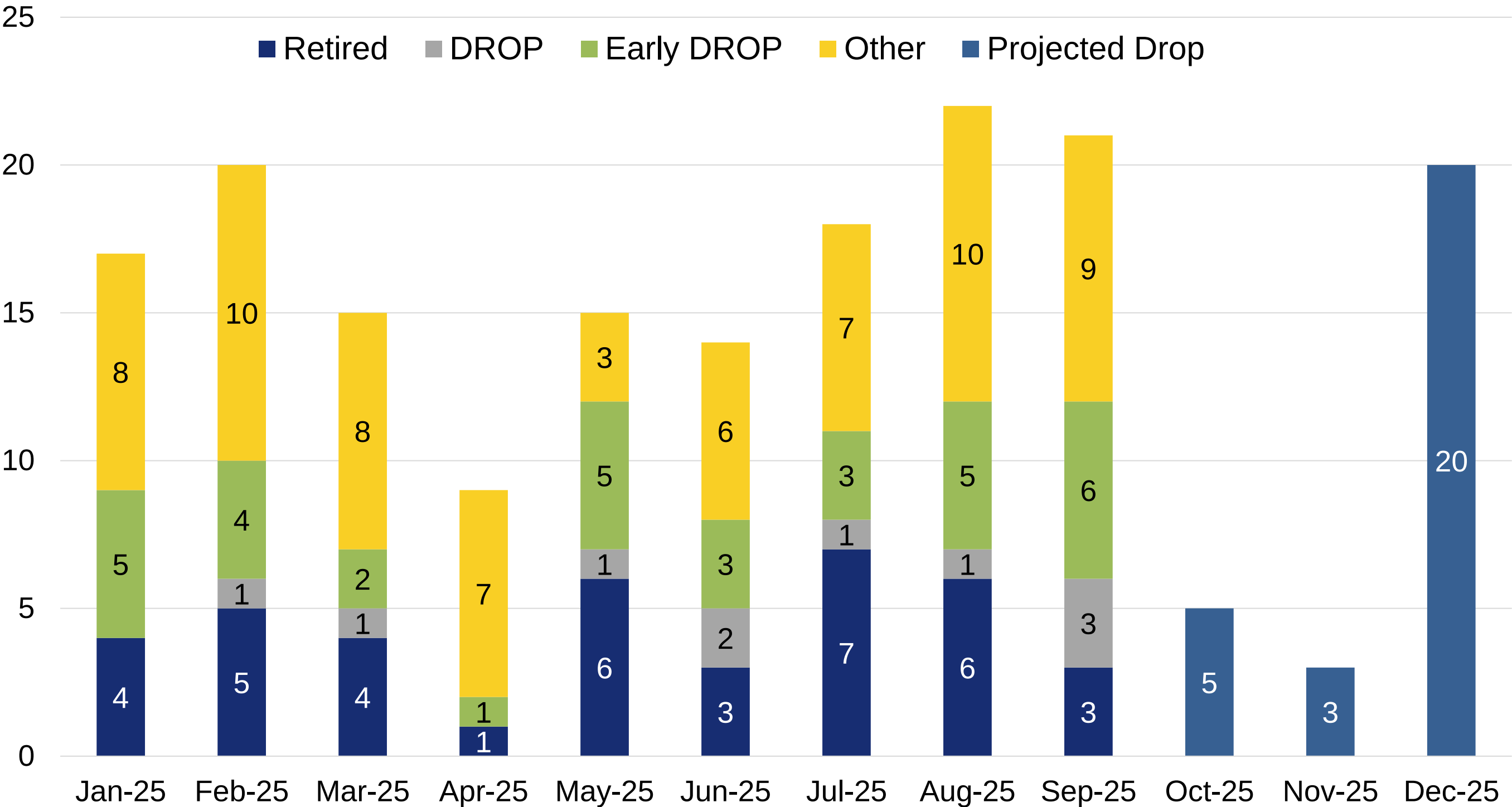


Phoenix Police Department

Recruitment, Hiring, and Attrition Report



Current and Projected Attrition as of September 30, 2025



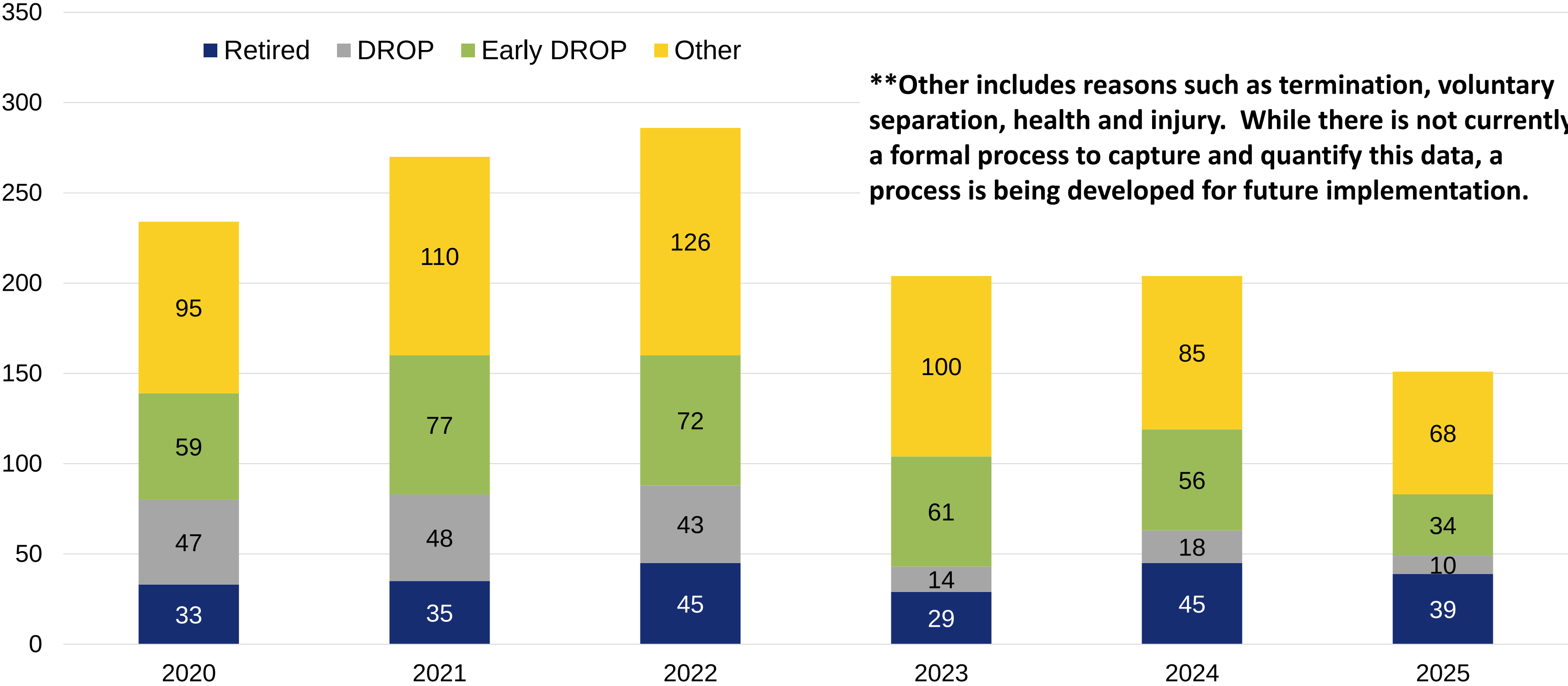
SEPARATIONS BY YEARS OF SERVICE YEAR-TO-DATE	
36	< 1
21	1 to 5
11	6 to 10
0	11 to 15
12	16 to 20
40	21 to 25
31	26+

Phoenix Police Department

Recruitment, Hiring, and Attrition Report



2020 – 2025 Attrition



Phoenix Police Department

Recruitment, Hiring, and Attrition Report



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

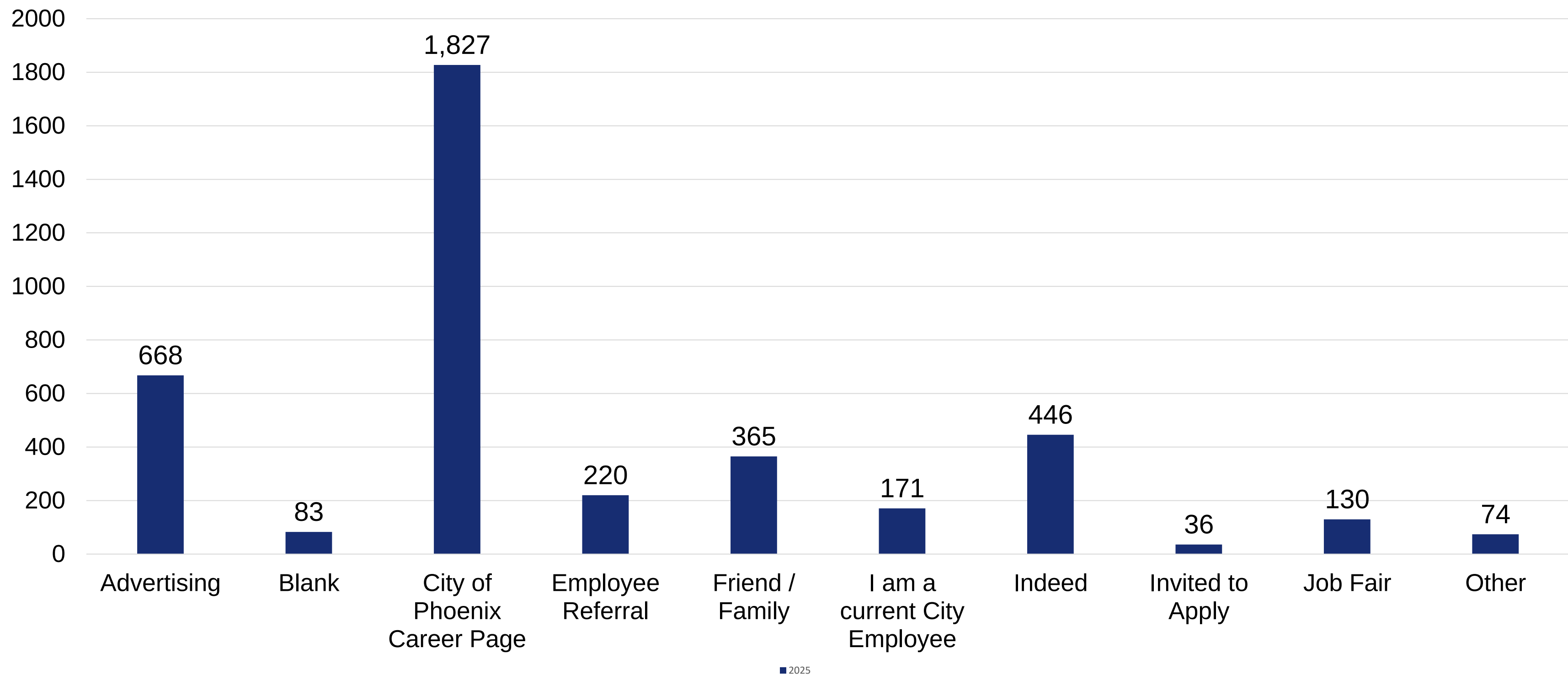


Phoenix Police Department

Recruitment, Hiring and Attrition Report



2025 Police Recruit Applicants by Source



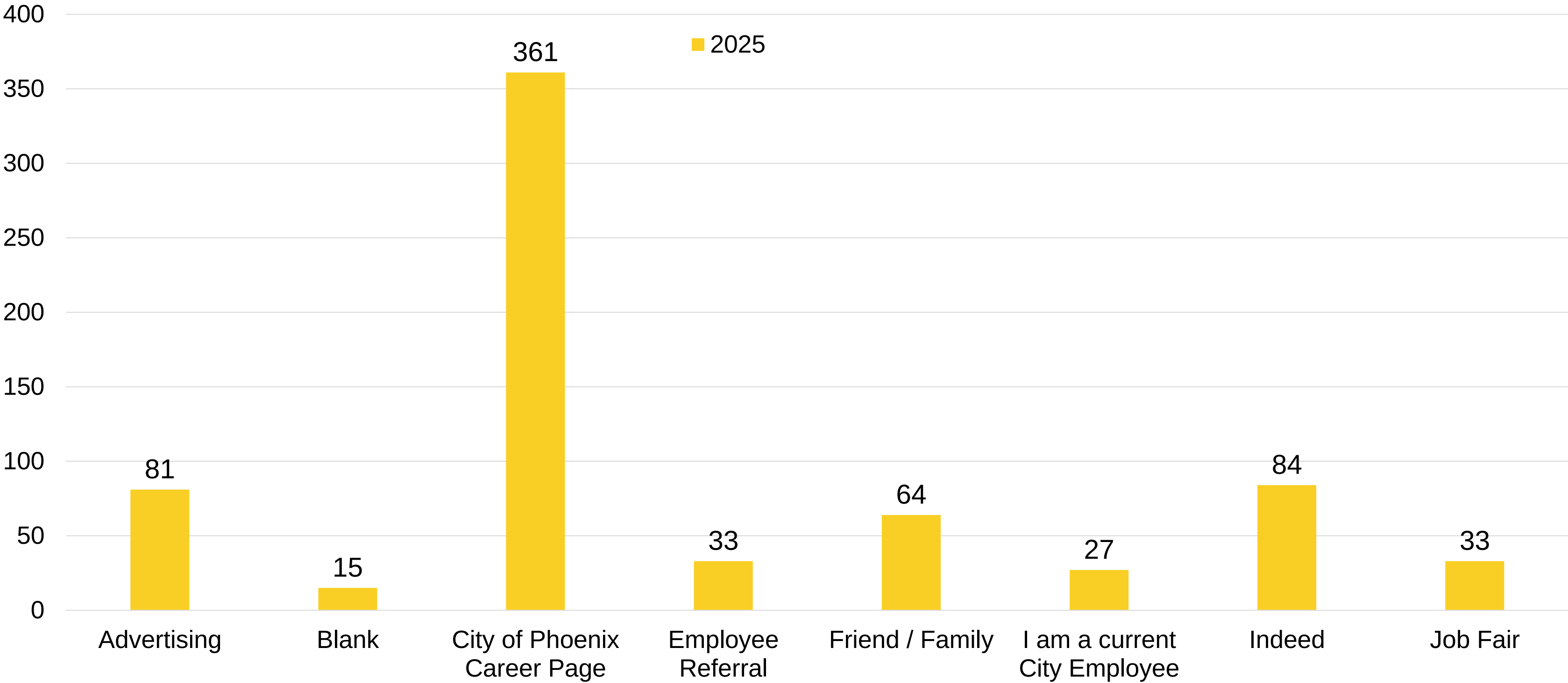
**Based on data where applicants provided a source. Some applicants chose not to provide a source.*

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.*