



PHOENIX POLICE DEPARTMENT HIRING, RECRUITMENT AND ATTRITION REPORT

POLICE RECRUIT APPLICATIONS

233 PER MONTH

Even through record heat in the Phoenix area, applications for Police Recruit remains steady. The current average is 233 new applicants per month. Lateral Officer applications are averaging 13 per month.



13 PER MONTH

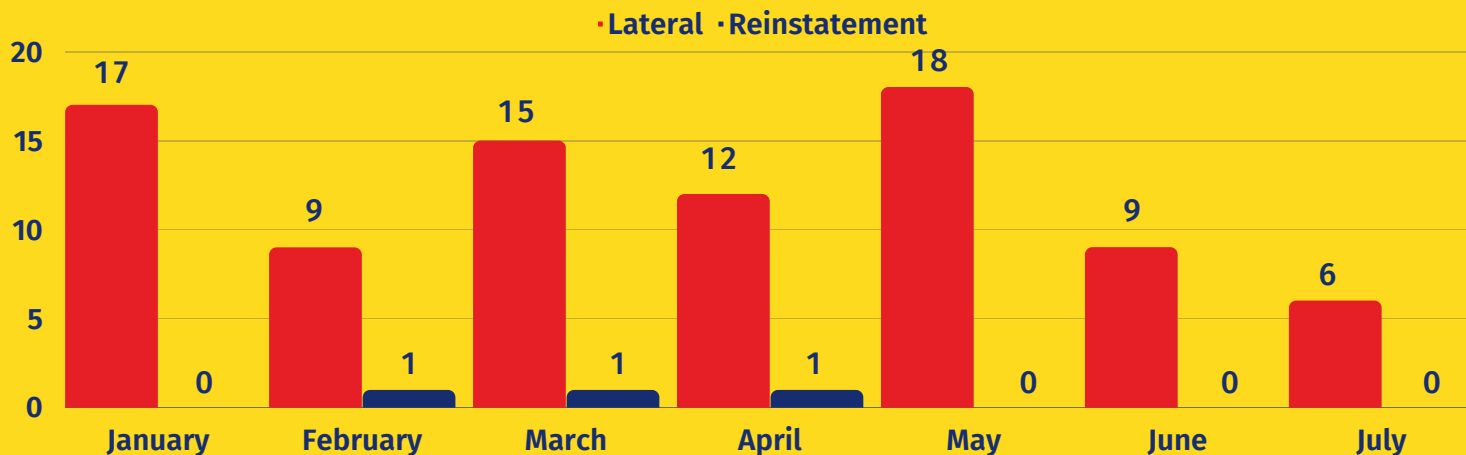
POLICE RECRUIT



LATERAL / REINSTATEMENTS

171 POLICE RECRUITS WERE HIRED IN 2022

208 POLICE RECRUITS ARE PROJECTED TO BE HIRED IN 2023





PHOENIX POLICE DEPARTMENT HIRING, RECRUITMENT AND ATTRITION REPORT

SWORN ATTRITION THROUGH
AUGUST OF 2023

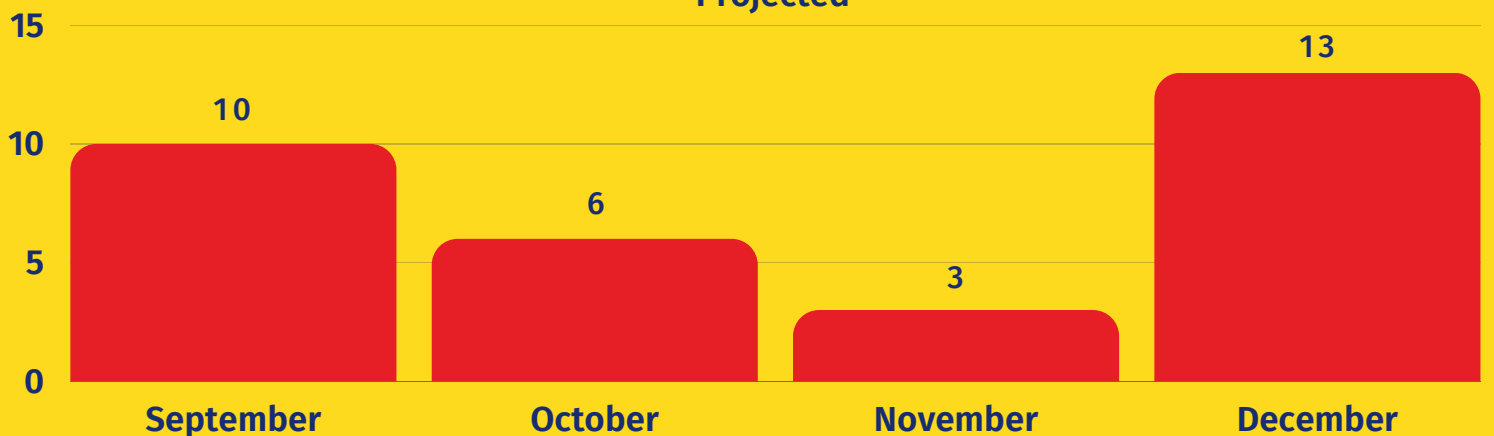
**TOTAL YEAR
TO DATE: 101**

• Police Officers



SWORN ATTRITION PROJECTED SEPTEMBER THROUGH
DECEMBER OF 2023

• Projected



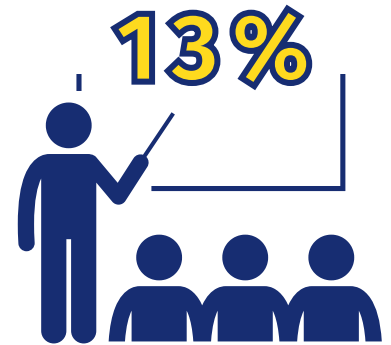


AVERAGE ATTENDANCE
62
PARTICIPANTS

POLICE OFFICER PHYSICAL APTITUDE TEST (POPAT)

Employment Services and Academy staff conduct the Police Officer Physical Aptitude Test (POPAT) bi-monthly. The test is run at the Phoenix Regional Police Academy (PRPA). The POPAT test on June 24, 2023 saw 69 applicants participate, which was the highest attendance of the year. Fox 10 and AZ Family did live media coverage and Interim Chief Sullivan spoke with each group of participants, encouraging them along in the process.

RATE OF APPLICANTS TO HIRE

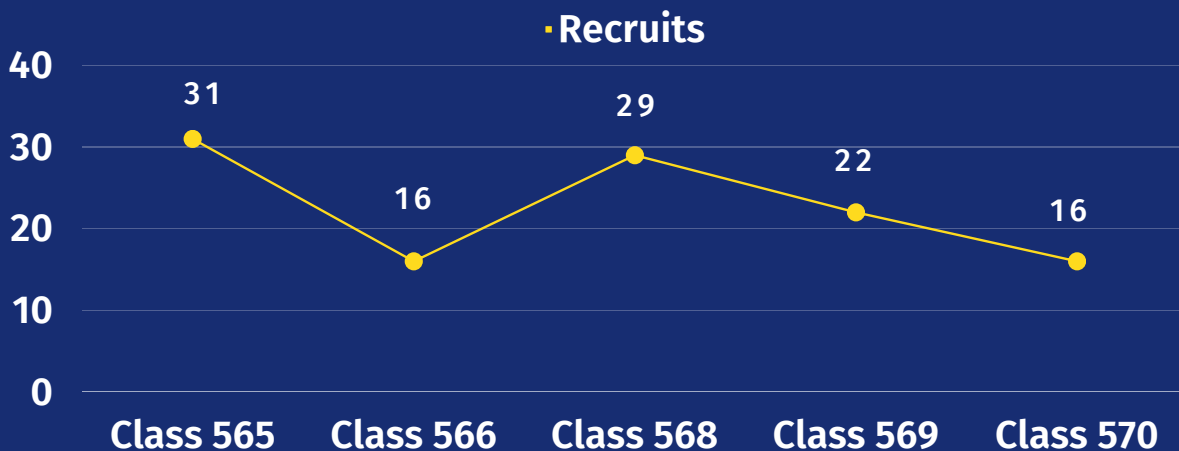


RECRUIT TRACKING

An Academy class starts every six weeks, the highest frequency rate in Arizona. Our current rate of applicants who complete and submit their background profile, to recruits hired and entering the Academy is approximately 13%. This appears higher than similar cities across the country from peer share discussions.

Implementation of eSOPH hiring platform and other operational improvements contribute to the hiring rate. eSOPH allows for paperless background process and enhanced screening capabilities. Hiring requirements for the City of Phoenix and Arizona POST are forward facing, providing greater transparency for applicants and the community.

PHOENIX REGIONAL POLICE ACADEMY CLASS RECRUIT NUMBERS

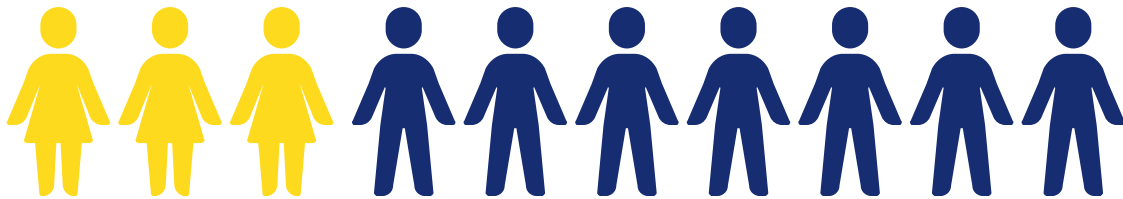




TRENDS TOWARDS ESTABLISHED GOALS

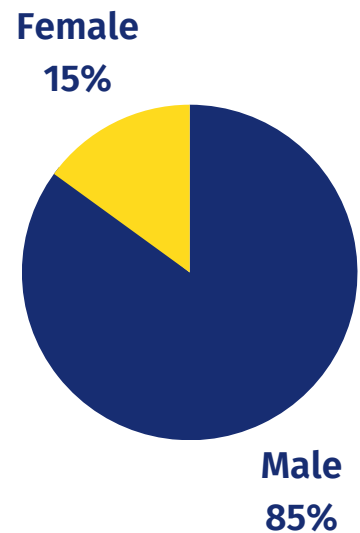
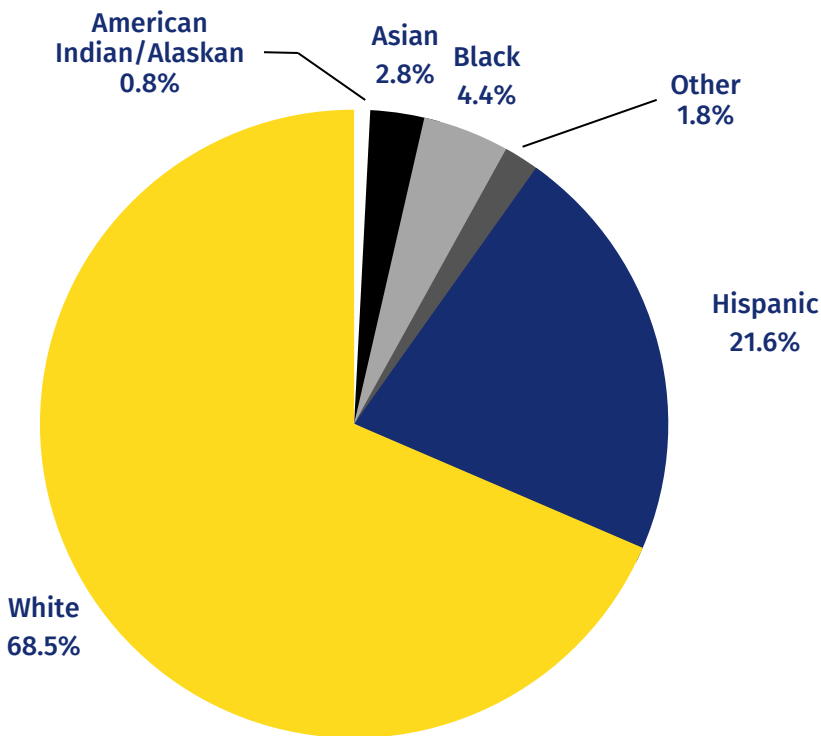
30X30 INITIATIVE

The 30x30 Initiative’s goal is to increase the representation of women in police recruit classes to 30 percent by 2030 and to support the success of qualified women officers throughout their careers. Working groups composed of female officers from a variety of demographics, years of service ranges, ranks, and current assignments will be critical to push the initiative forward. These groups are in their initial formation stages and will include recruiting, promotion and training.



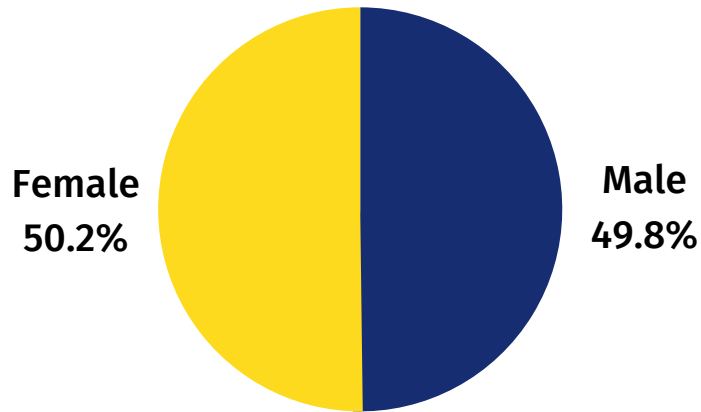
CURRENT SWORN DEMOGRAPHICS

2,550 SWORN OFFICERS
AS OF AUGUST 23, 2023

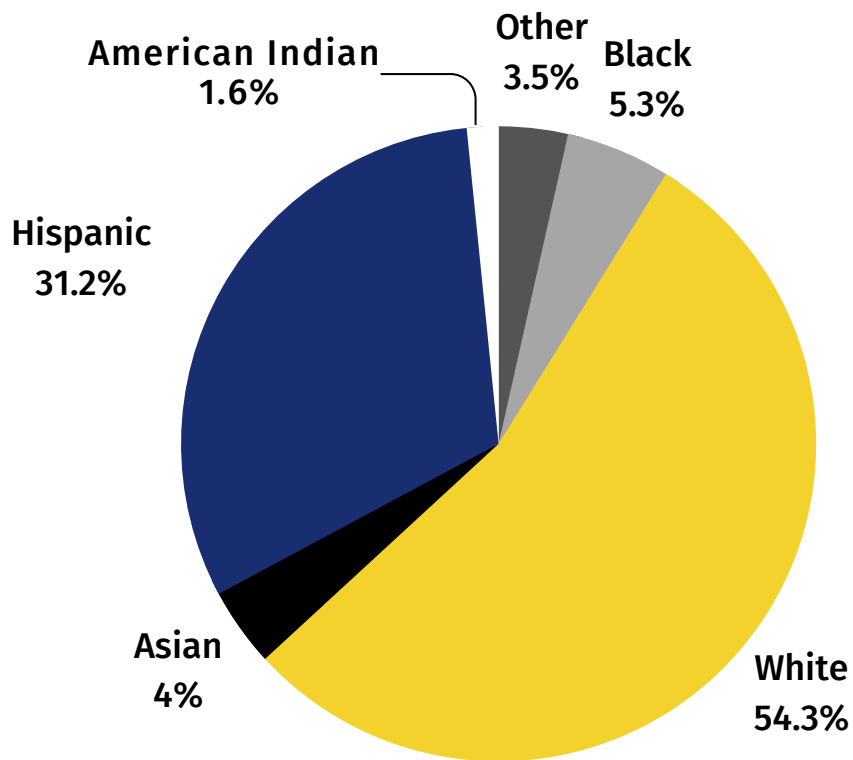




MARICOPA ASSOCIATION OF GOVERNMENT'S REPORT FROM THE AMERICAN COMMUNITIES SURVEY 2021



RACE BY PERCENTAGE





RECRUITING UNIT

The Recruiting Unit is focused on strategically attending events that support our key hiring goals and initiatives as well as reaching the demographics that are consistent with the Phoenix community.

SPORTS TEAMS FITNESS EVENTS



COLLEGES AND UNIVERSITIES



MILITARY EVENTS



CAMP PENDLETON
PUBLIC SAFETY
HIRING EVENT



MARINE BASE
YUMA, AZ



1,135

**NUMBER OF PEOPLE RECRUITERS
DIRECTLY CONTACTED THROUGH
JULY 2023**

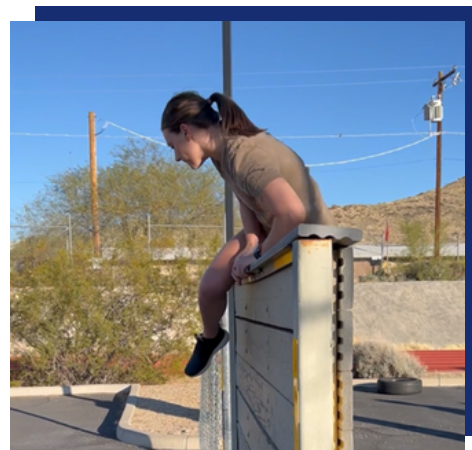
PHX PD

RECRUITING UNIT



SUCCESS WITH EFFORT & TRAINING

The SWET (Success With Effort and Training) program gives applicants the opportunity to exercise with our Recruiting Unit and other physical fitness instructors in preparation for the Arizona POST-mandated Police Officer Physical Aptitude Test (POPAT). Sessions are offered twice per week and are free of charge to anyone in the application process.



1,000

**PARTICIPANTS THROUGH
JULY 2023**

60%

FEMALE PARTICIPATION RATE

Veterans and Active Duty Military



City of Phoenix Partnership with D.o.D. SkillBridge Program

The City of Phoenix is a Trusted Employer with the U.S. Department of Defense's (DoD) SkillBridge program. SkillBridge helps transitioning military members bridge the gap between the end of service and the beginning of their civilian careers. DoD will pay all salary and benefits for up to 180 days for an applicant to participate in a SkillBridge program, a significant cost savings to the City. Employment Services directly partners with the Arizona Coalition for Military Families to help focus on Arizona-based service members as part of this program.



MARKETING TEAM

The City contracted with ON Advertising to boost marketing efforts for sworn police officer recruitment, focusing on local or regional audiences. Established goals include the 30x30 Initiative, alignment with the City’s demographic breakdown, and the OneTen Initiative to connect Black talent to well-paying job opportunities, among others.



On July 13, 2023, ON Advertising hosted police and the recruiting marketing team for a kick-off meeting to establish goals and priorities. Future marketing campaigns will focus on local and regional audiences utilizing digital media and the updated website. Future discussions will focus on viability of applicants to fill out initial information on the website to allow for rapid follow-up from the Recruiting and Hiring Units. Partnering with ON Advertising will help ensure our hiring is reflective of the Phoenix metropolitan community that we serve.

FIRST PRIORITY:

Update and Improve JoinPHXPD.com Recruiting website by October 2, 2023

CURRENT PROJECTS:

One-year, multimedia sponsorship with Grand Canyon University Athletics, the College of Humanities and Social Sciences, and the College of Business.

This sponsorship allows for direct communication with current students and alumni.



Updating current patrol fleet to display QR code for Joinphxpd.com and recruiting social media handle @JoinPHXPD

