



# RECRUITMENT, HIRING, AND ATTRITION REPORT

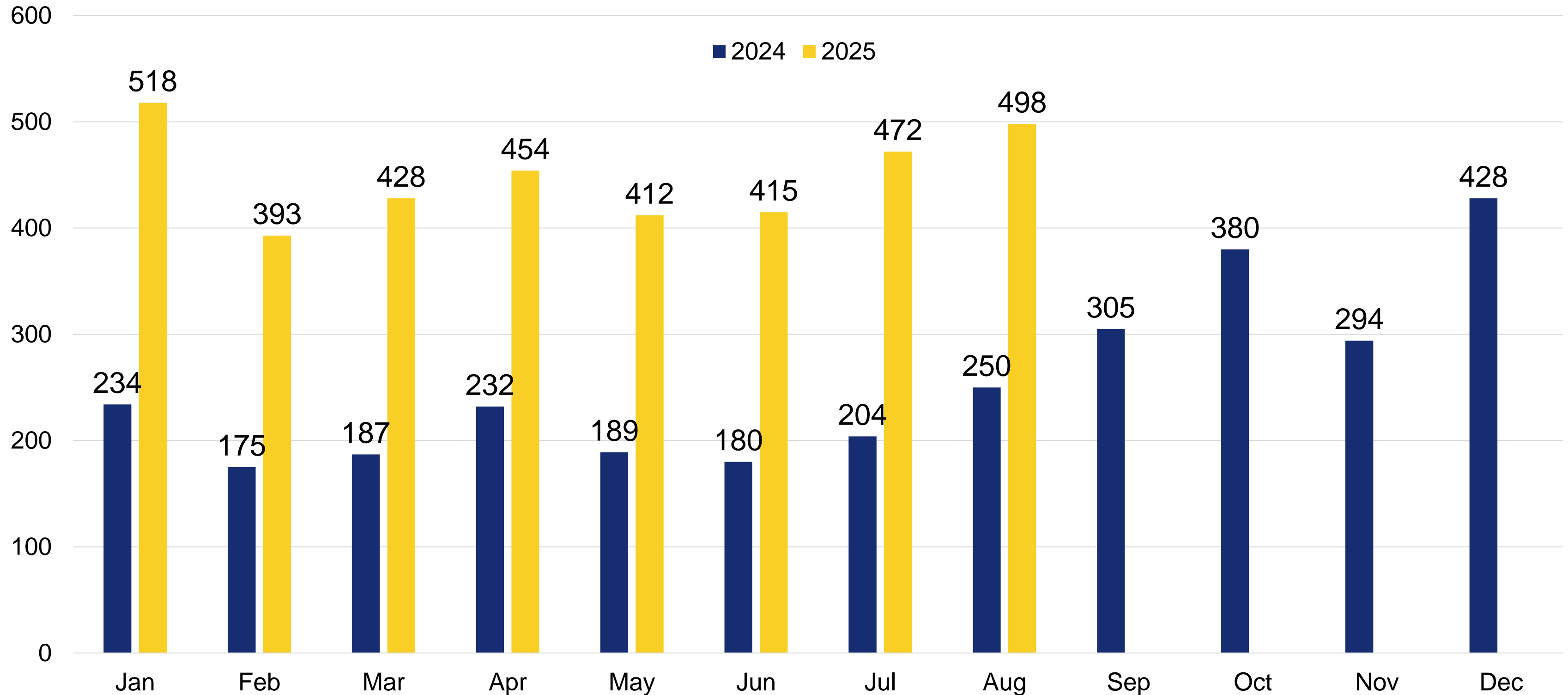
**PSJ Subcommittee - October 1, 2025**

# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Recruit Applicants

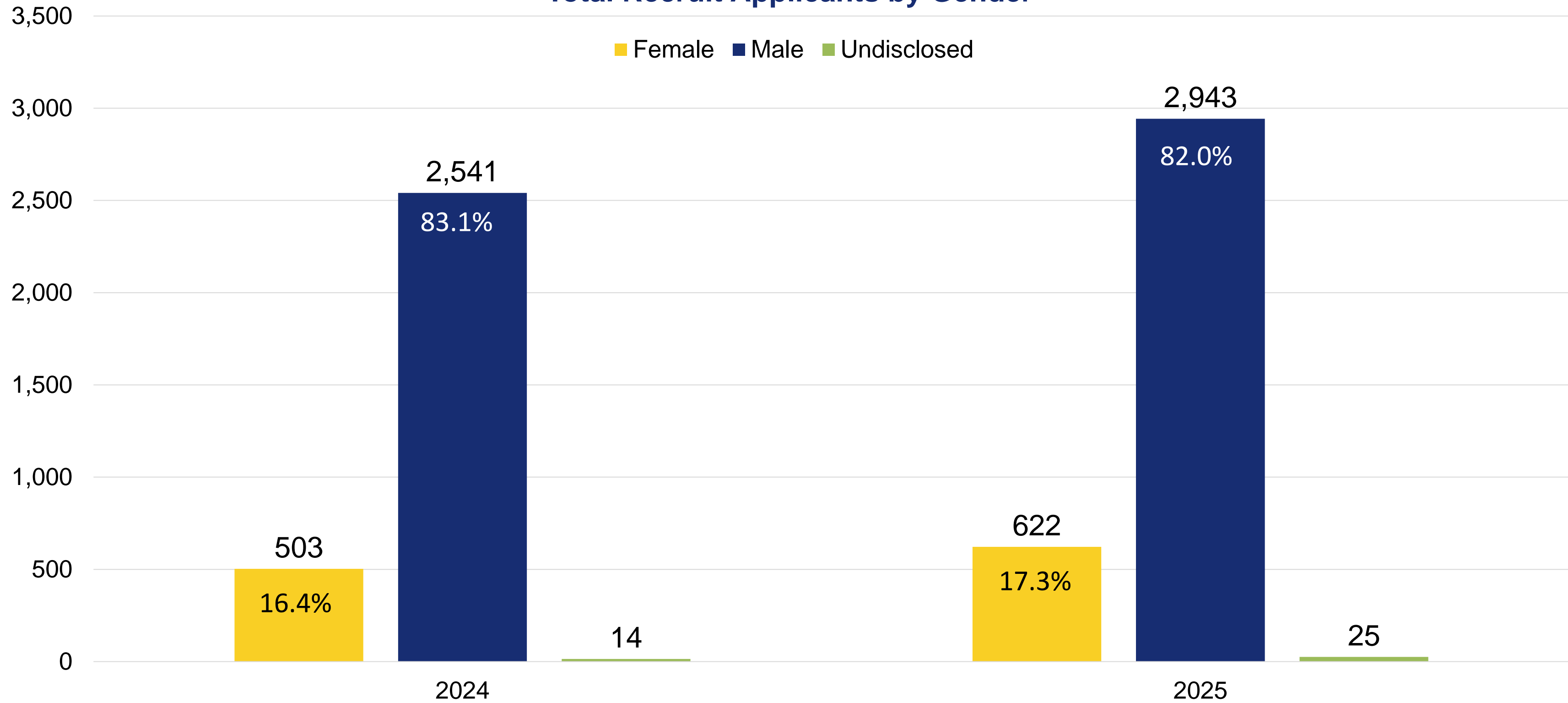


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Recruit Applicants by Gender

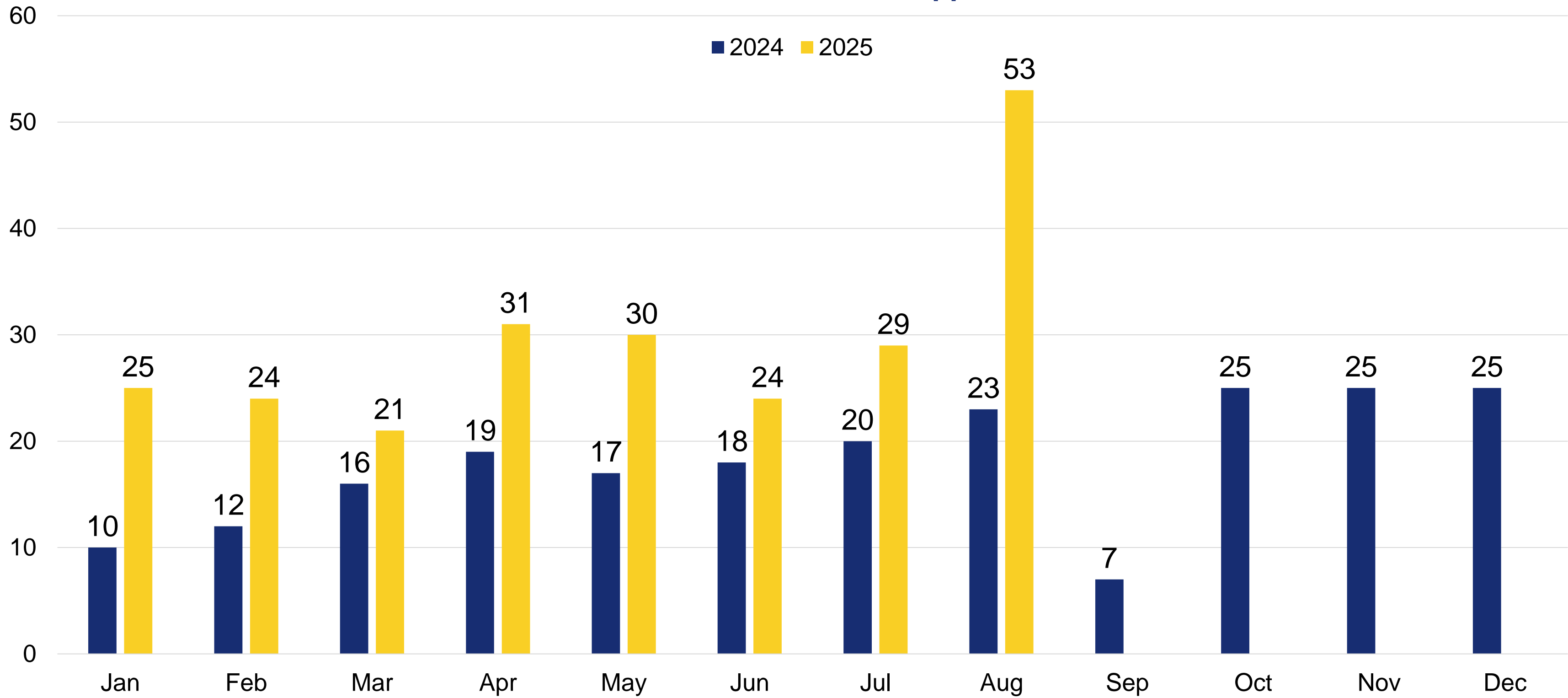


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Lateral/Reinstatement Applicants

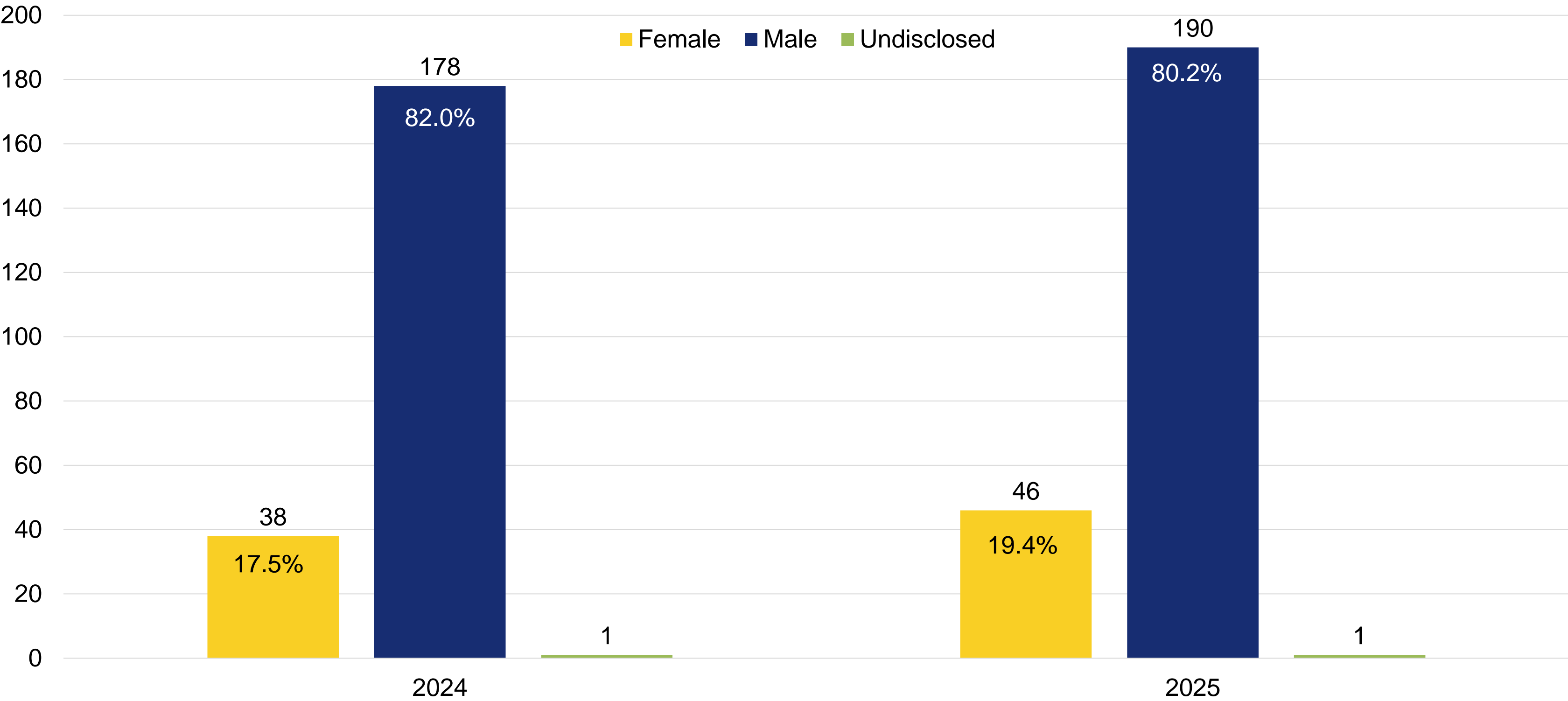


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Lateral/Reinstatement Applicants by Gender



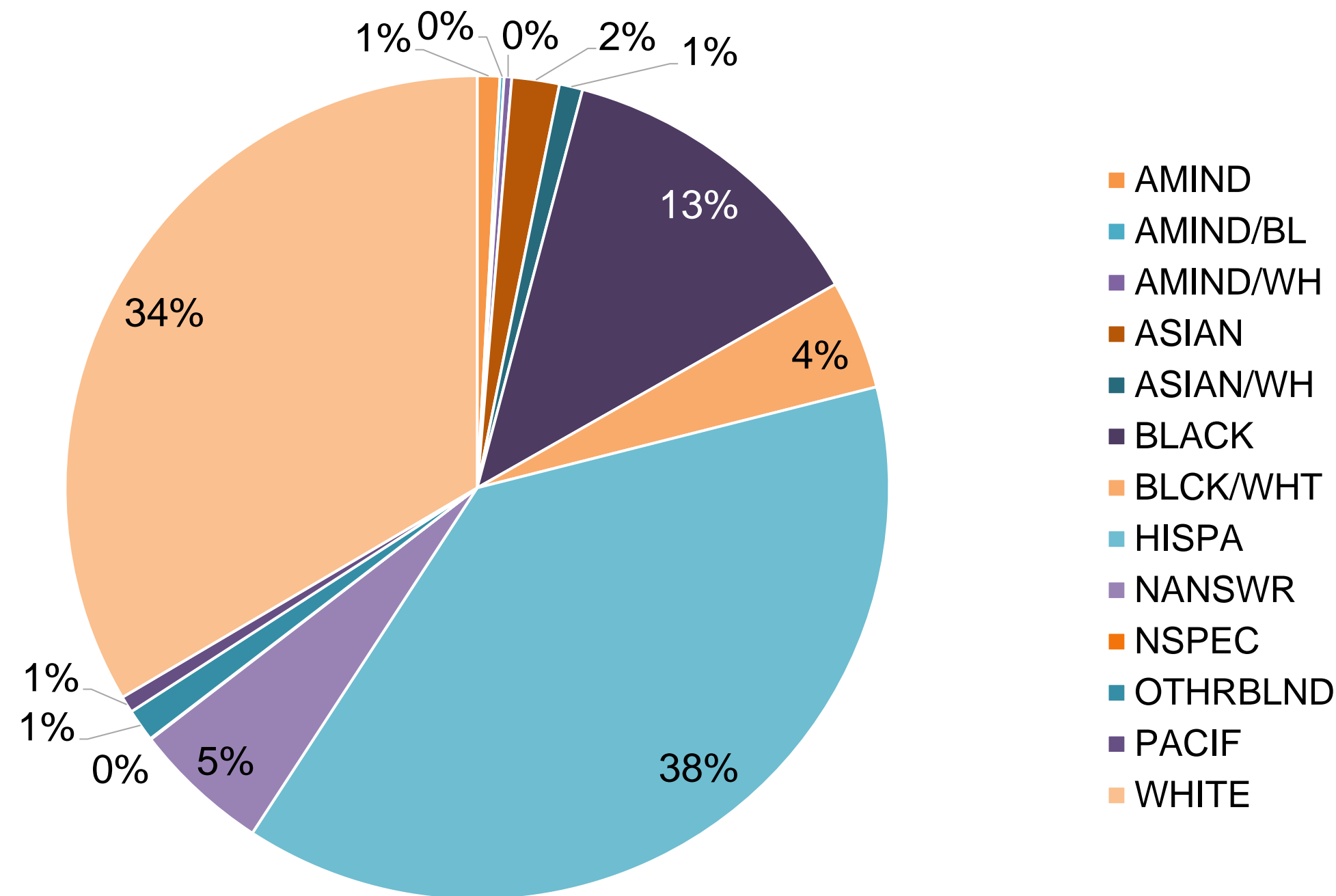


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Recruit Applicants by Race Year-to-Date as of August 31, 2025



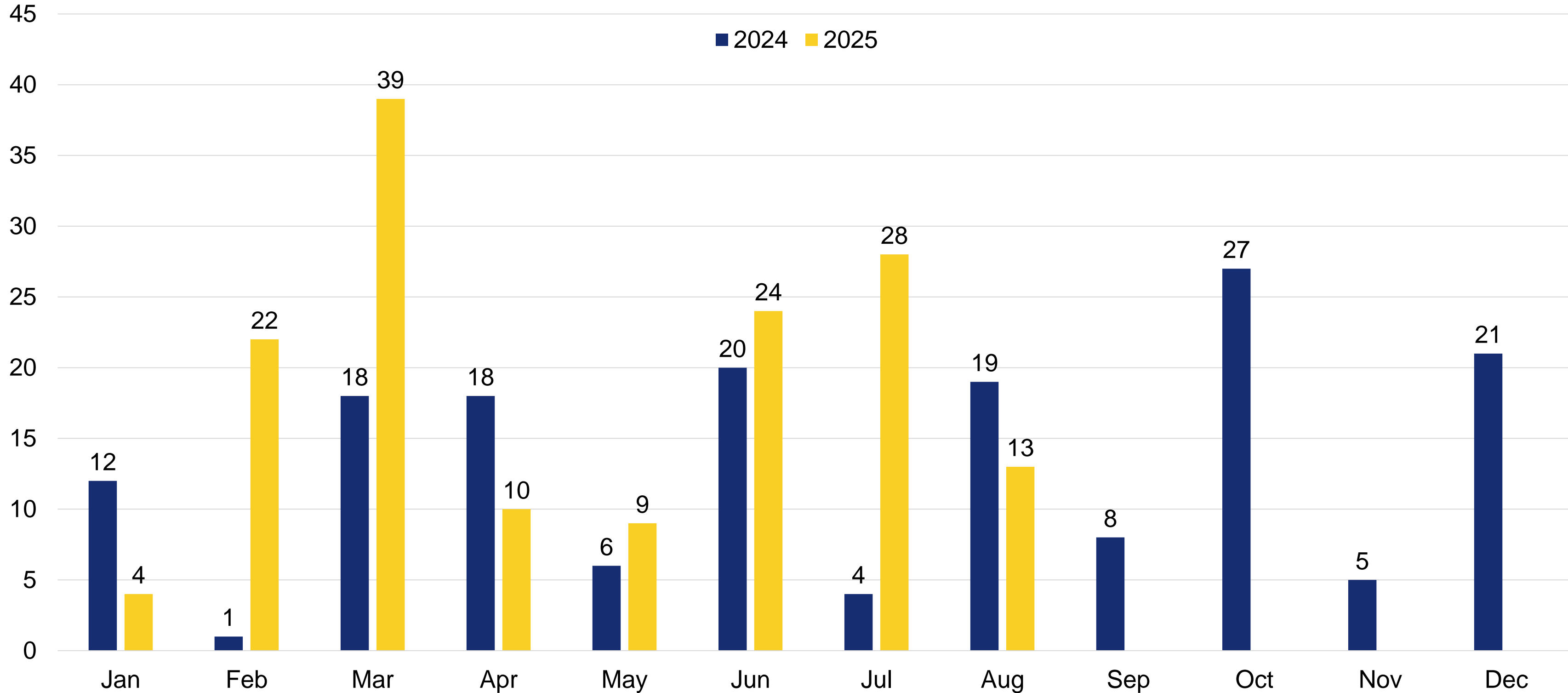
	2025 Apps	Hired
American Indian	34	2
American Indian/Black	11	0
American Indian/White	4	0
Asian	71	3
Asian/White	35	1
Black	437	16
Black/White	132	1
Hispanic	1,383	59
No Answer	295	0
Not Specified	32	0
Other Blend	30	1
Pacific Islander	25	0
White	1,101	66

# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Police Recruit Hires

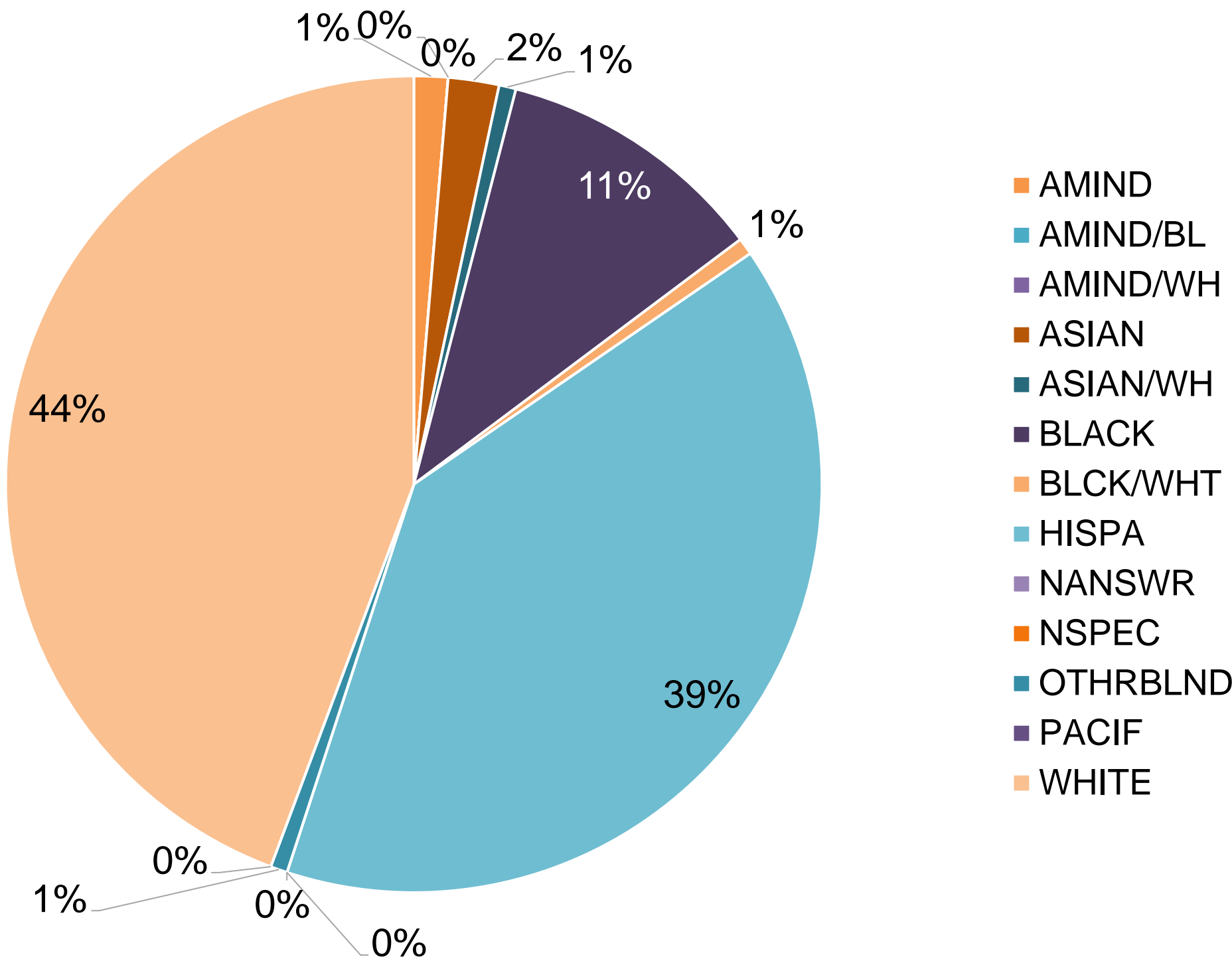


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Recruit Hires by Race Year-to-Date as of August 31, 2025



	2025 Apps	Hired
American Indian	34	2
American Indian/Black	11	0
American Indian/White	4	0
Asian	71	3
Asian/White	35	1
Black	437	16
Black/White	132	1
Hispanic	1,383	59
No Answer	295	0
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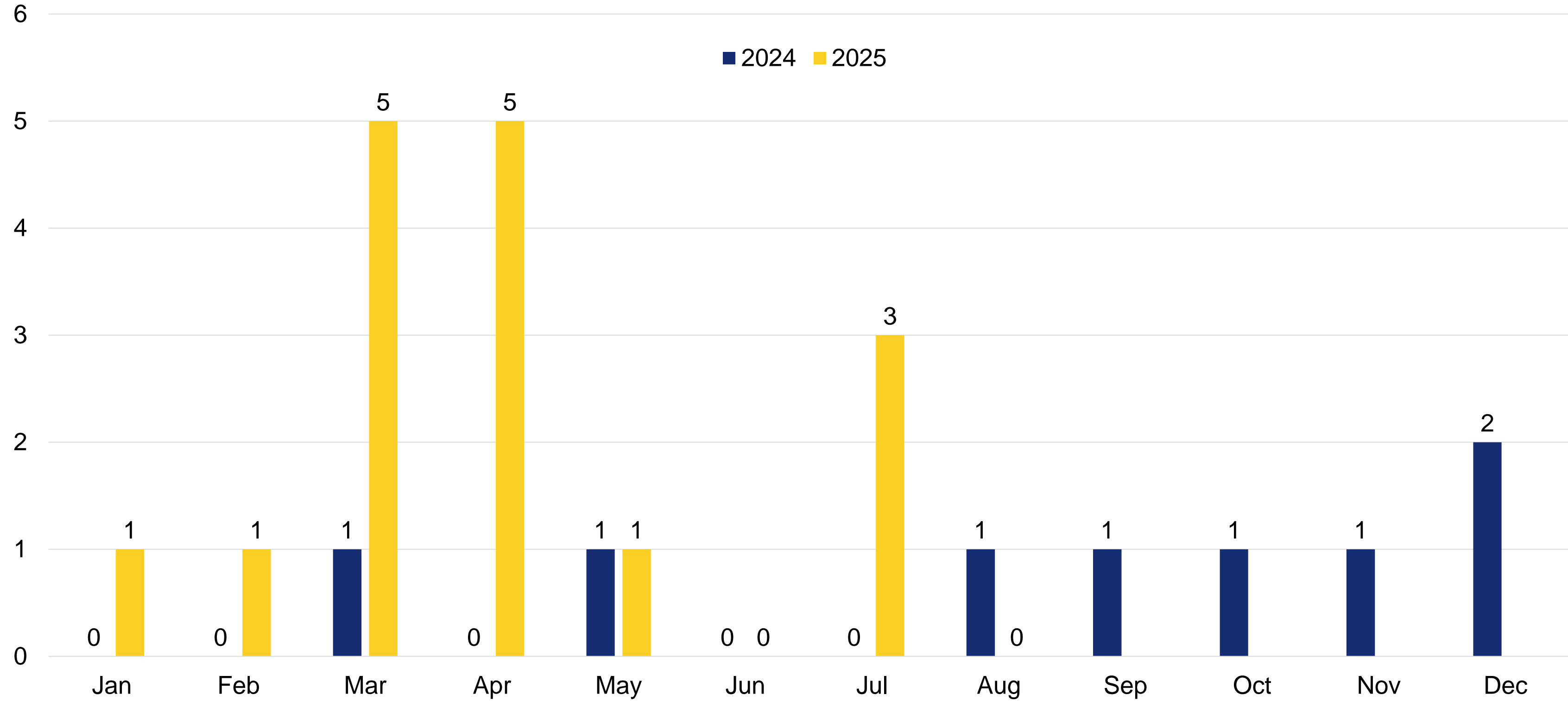


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Lateral/Reinstatement Hires

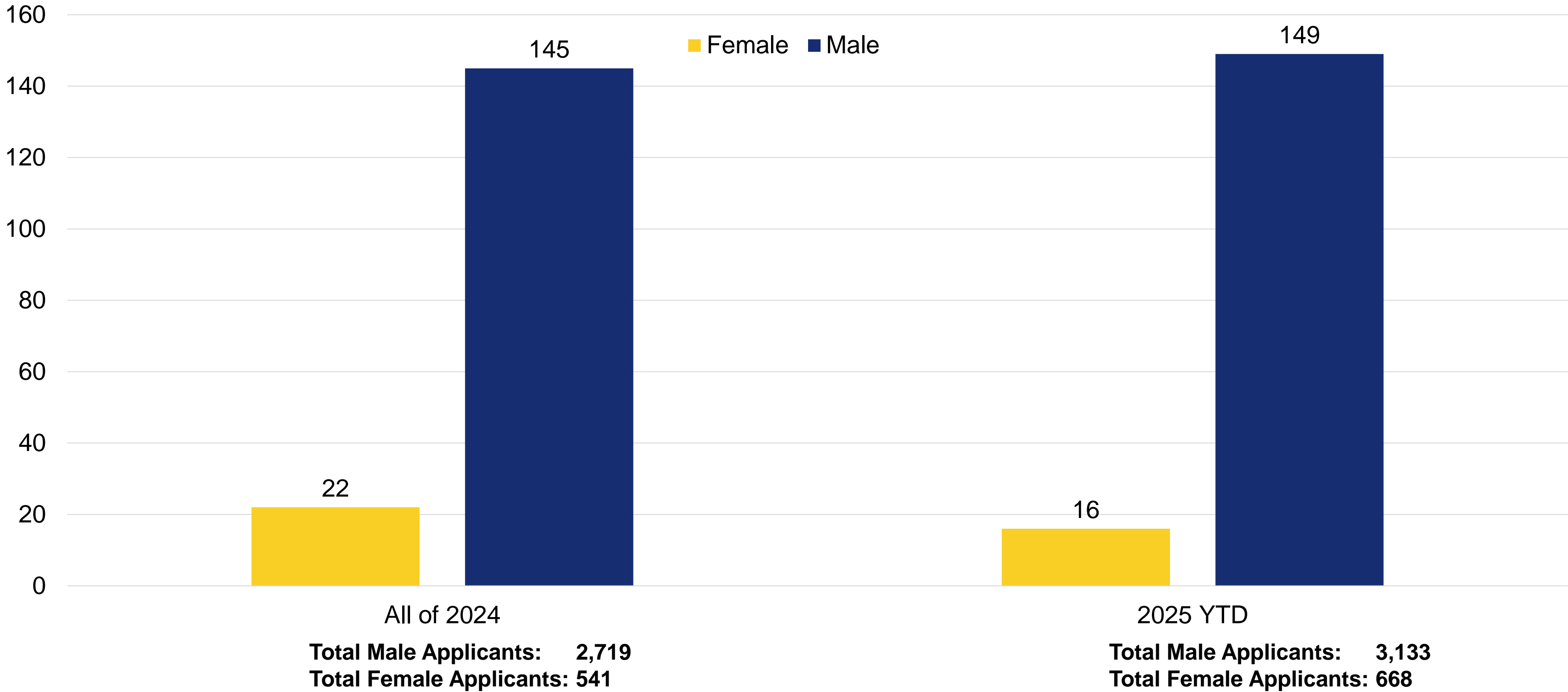


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



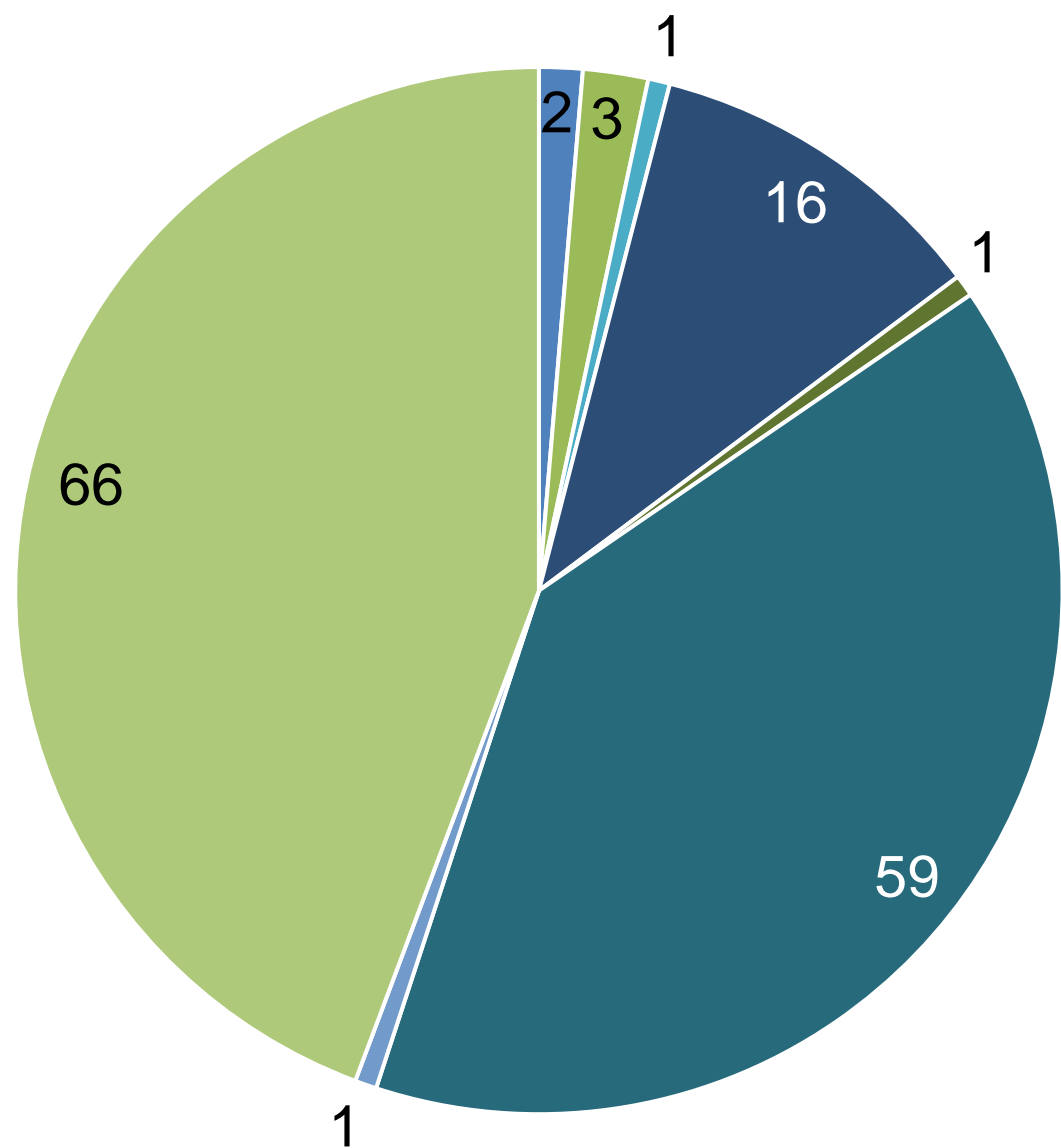
Total Sworn Hires by Gender





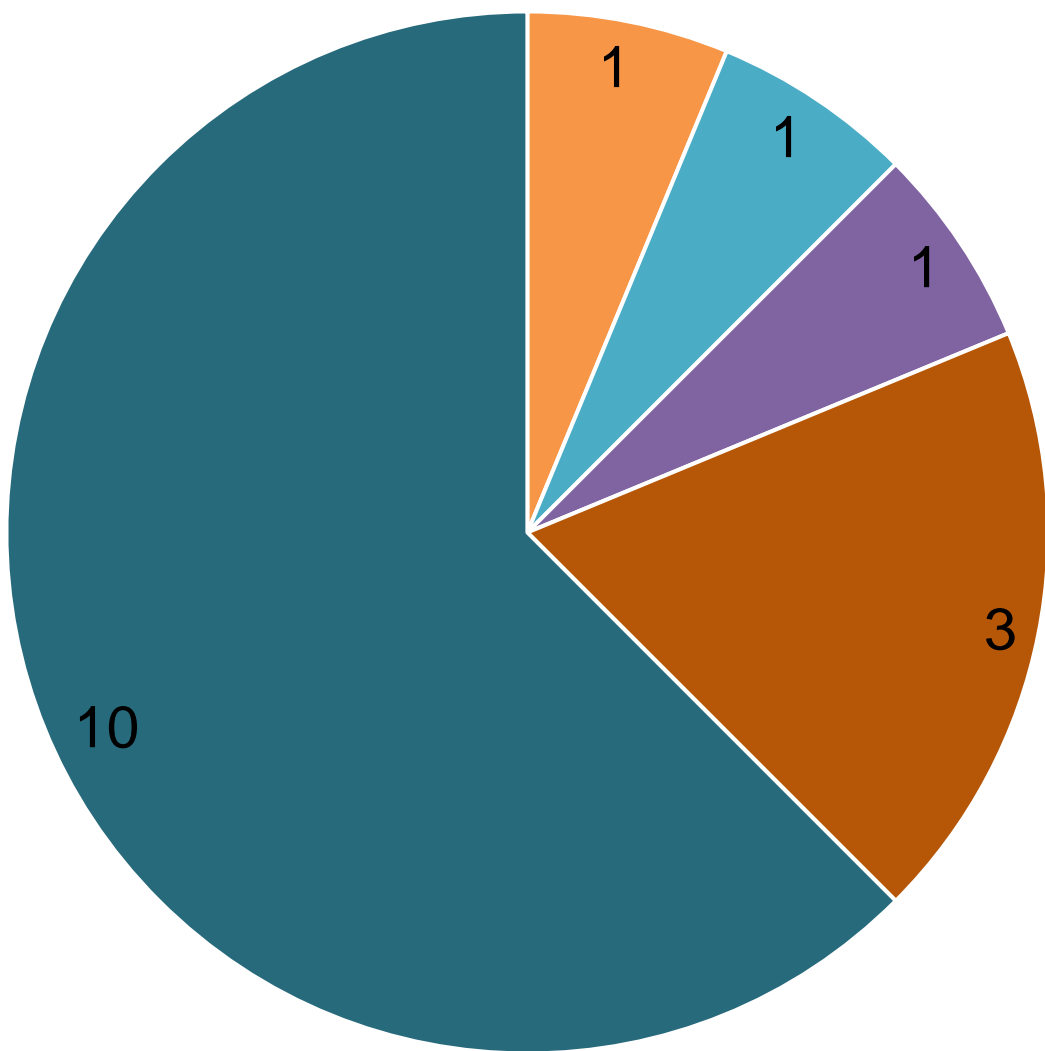
### Total Police Recruits & Lateral/Reinstatements Hired by Race as of August 31, 2025

Police Recruit



- AMIND
- ASIAN
- ASIAN/WH
- BLACK
- BLCK/WHT
- HISPA
- OTHRBLND
- WHITE

Lateral/Reinstatements



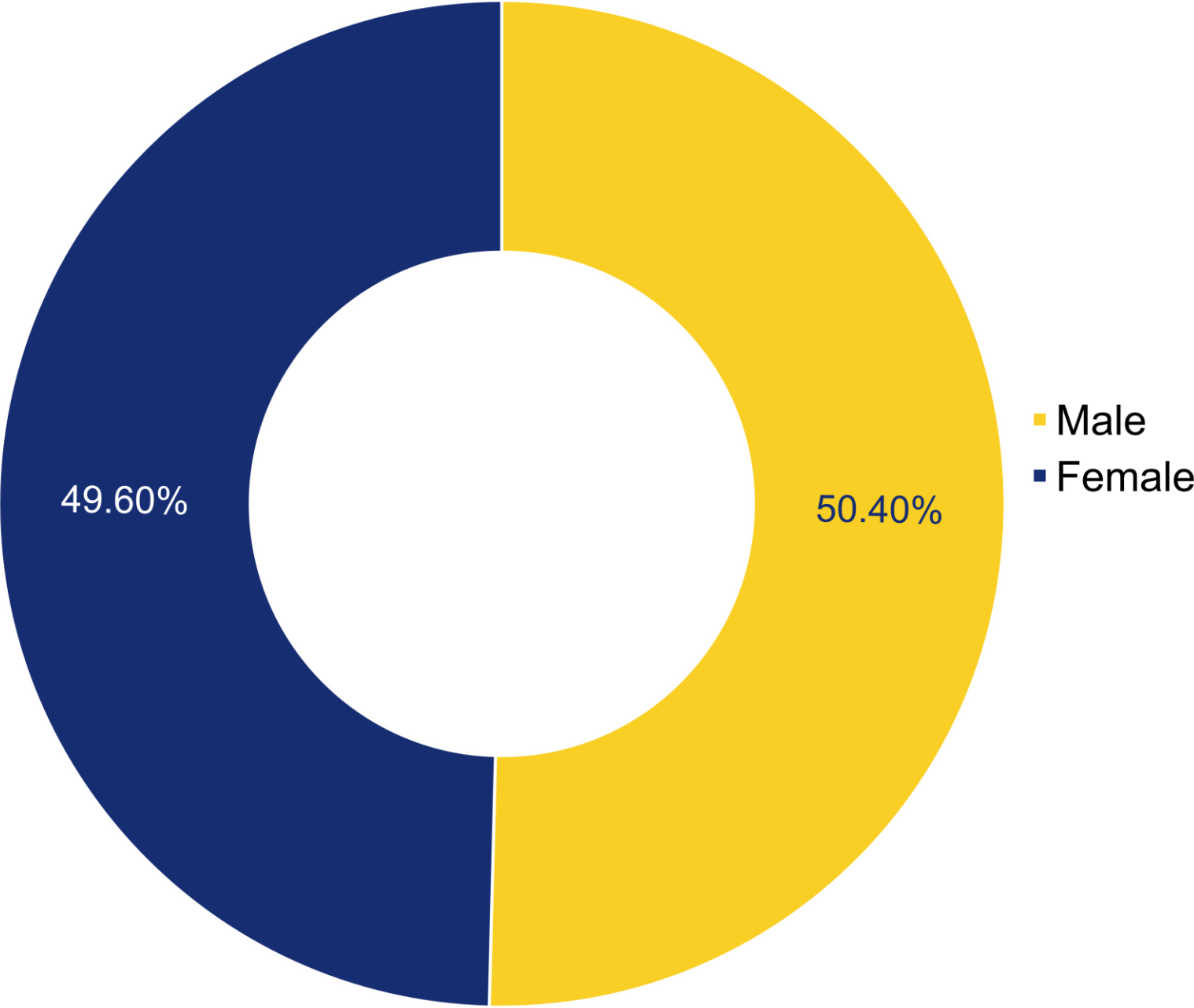
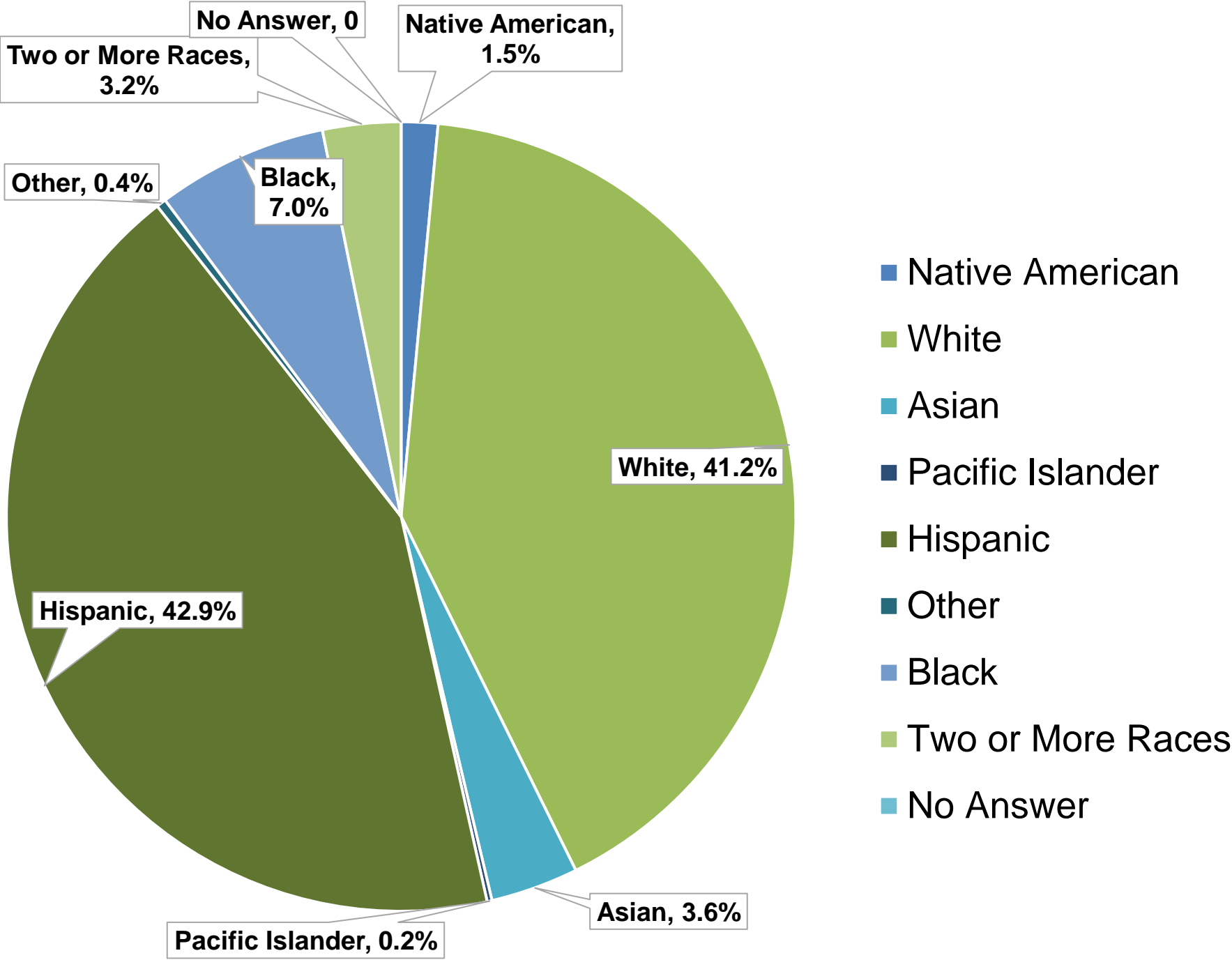
- ASIAN
- BLACK
- BLCK/WHT
- HISPA
- WHITE

# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Maricopa County Demographics





# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



### Total Sworn and Recruit Employees by Rank and Gender as of August 31, 2025

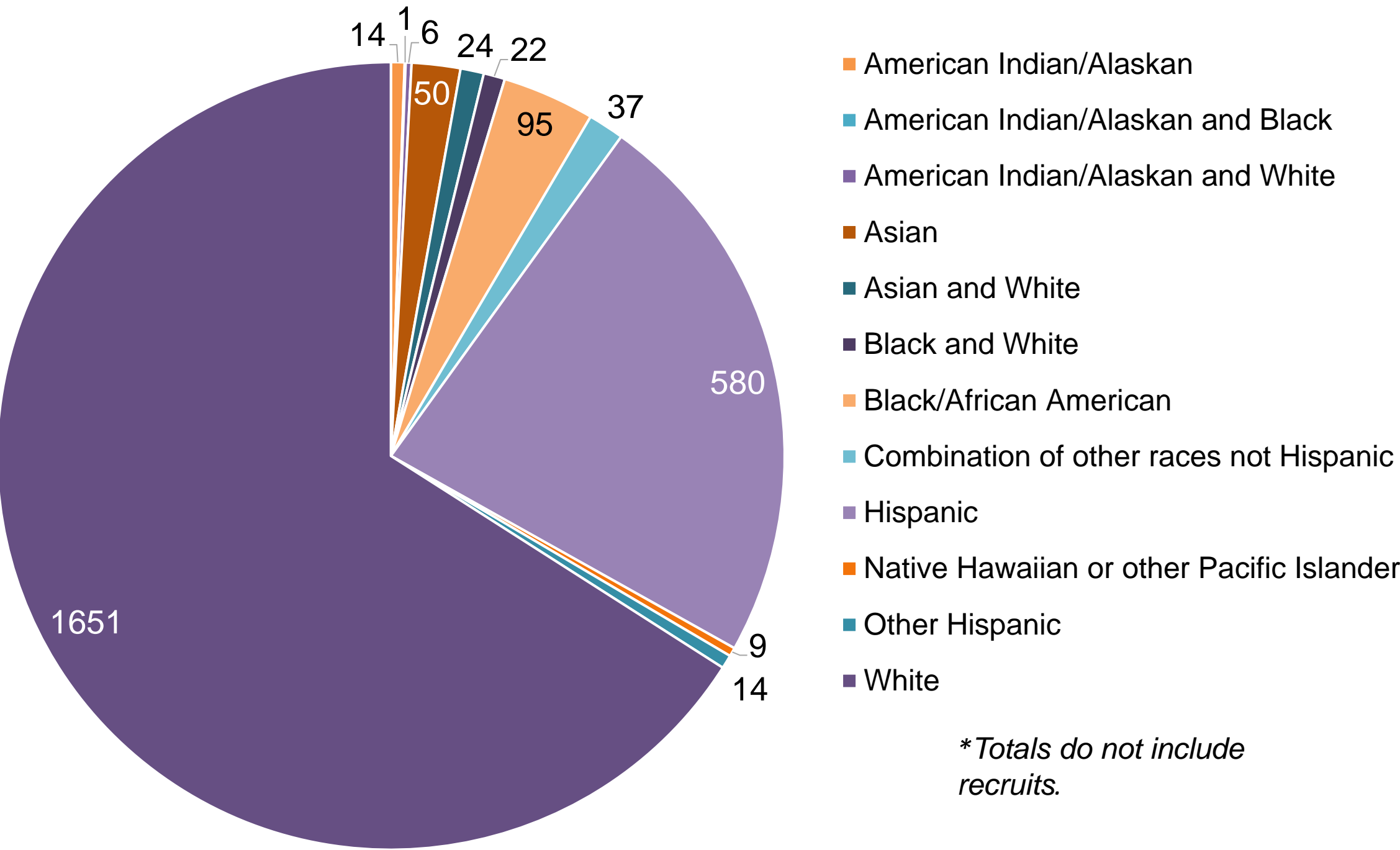
Police Chief	Total	Percentage	Sergeant	Total	Percentage
Male	1	0.04%	Female	23	0.87%
<b>Total Police Chief</b>	<b>1</b>	<b>0.04%</b>	Male	342	12.99%
Chief	Total	Percentage	<b>Total Sergeant</b>	<b>365</b>	<b>13.87%</b>
Male	5	0.19%	Officer	Total	Percentage
<b>Total Chief</b>	<b>5</b>	<b>0.19%</b>	Blank	1	0.04%
Commander	Total	Percentage	Female	290	11.02%
Female	5	0.19%	Male	1729	65.69%
Male	20	0.76%	<b>Total Officer</b>	<b>2020</b>	<b>76.75%</b>
<b>Total Commander</b>	<b>25</b>	<b>0.95%</b>	Recruit	Total	Percentage
Lieutenant	Total	Percentage	Female	16	0.61%
Female	7	0.27%	Male	112	4.26%
Male	81	3.08%	<b>Total Recruit</b>	<b>128</b>	<b>4.86%</b>
<b>Total Lieutenant</b>	<b>88</b>	<b>3.34%</b>	<b>Total:</b>	<b>2635</b>	<b>100.00%</b>

# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Total Current Sworn by Race as of August 31, 2025



*\*Totals do not include recruits.*

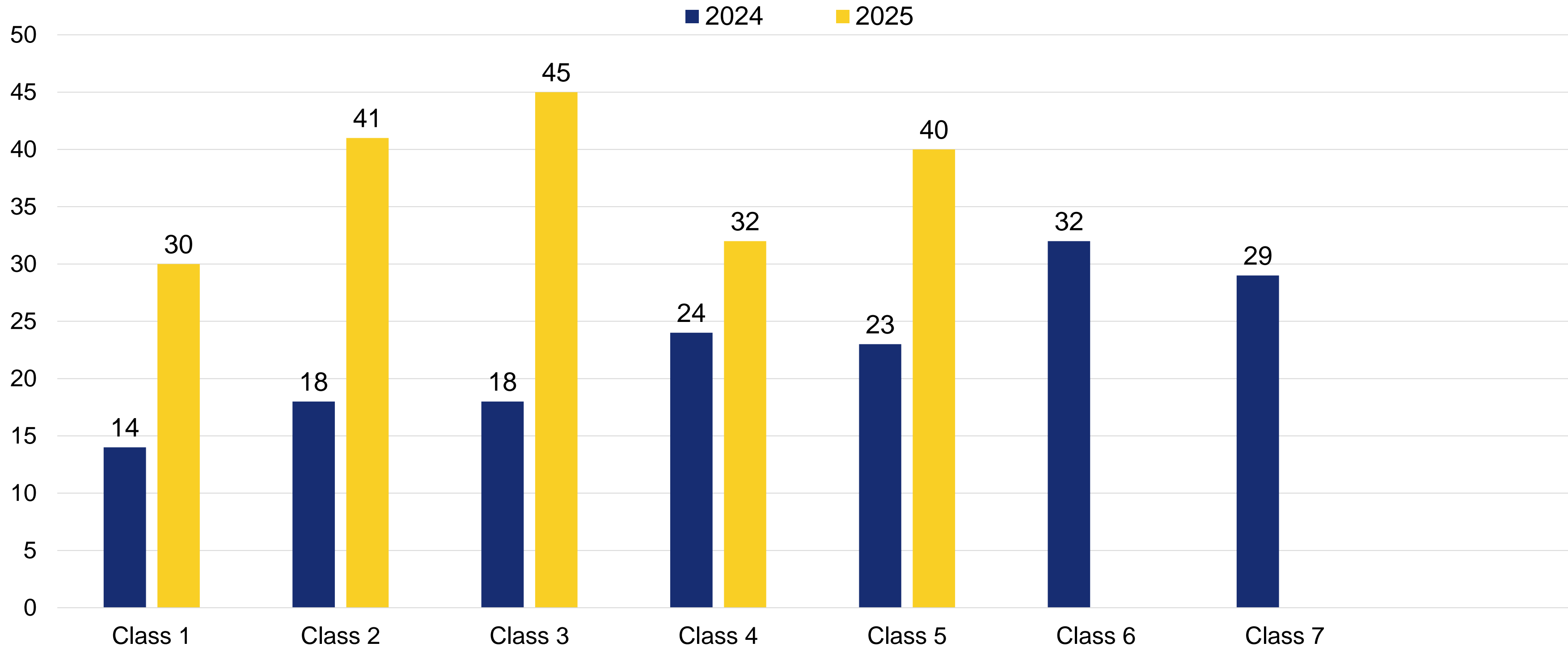
Race	Total	Percentage
American Indian/Alaskan	14	0.56%
American Indian/Alaskan and Black	1	0.04%
American Indian/Alaskan and White	6	0.24%
Asian	50	2.00%
Asian and White	24	0.96%
Black and White	22	0.88%
Black/African American	95	3.80%
Combination of other races not Hispanic	37	1.48%
Hispanic	580	23.16%
Native Hawaiian or other Pacific Islander	9	0.36%
Other Hispanic	14	0.56%
White	1651	65.93%

# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Phoenix Police Academy Recruit Class Totals for 2024 and Year-to-Date as of August 31, 2025

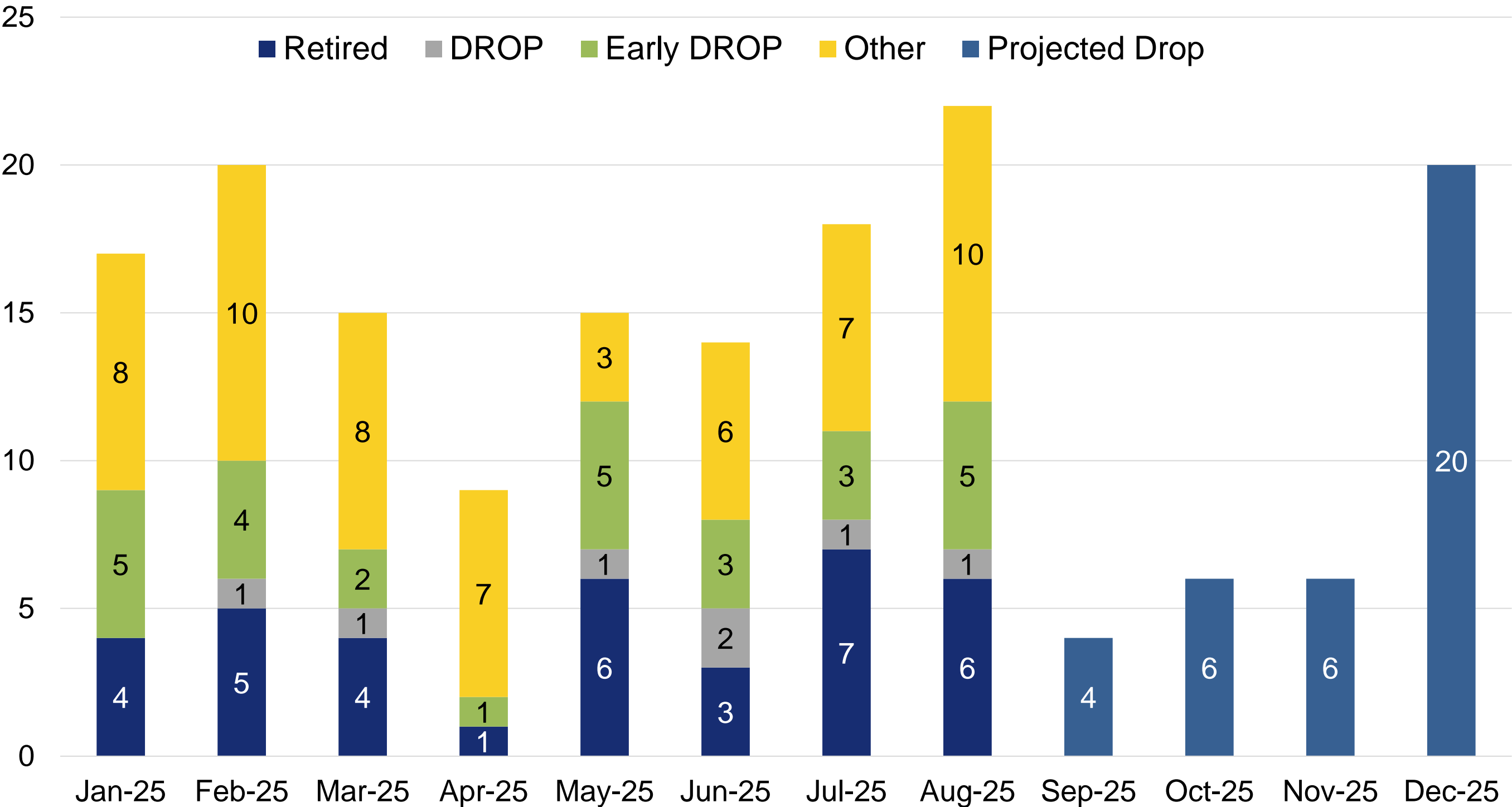


# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



Current and Projected Attrition as of August 31, 2025



SEPARATIONS BY YEARS OF SERVICE YEAR-TO-DATE	
30	< 1
19	1 to 5
9	6 to 10
0	11 to 15
12	16 to 20
36	21 to 25
24	26+



# Phoenix Police Department

## Recruitment, Hiring, and Attrition Report



### SWET Totals Year-to-Date as of August 31, 2025



**1,440**

Total SWET participants

- 699 Females
- 741 Males



**25**

Total SWET graduates from the academy



**50**

SWET participants currently in the academy

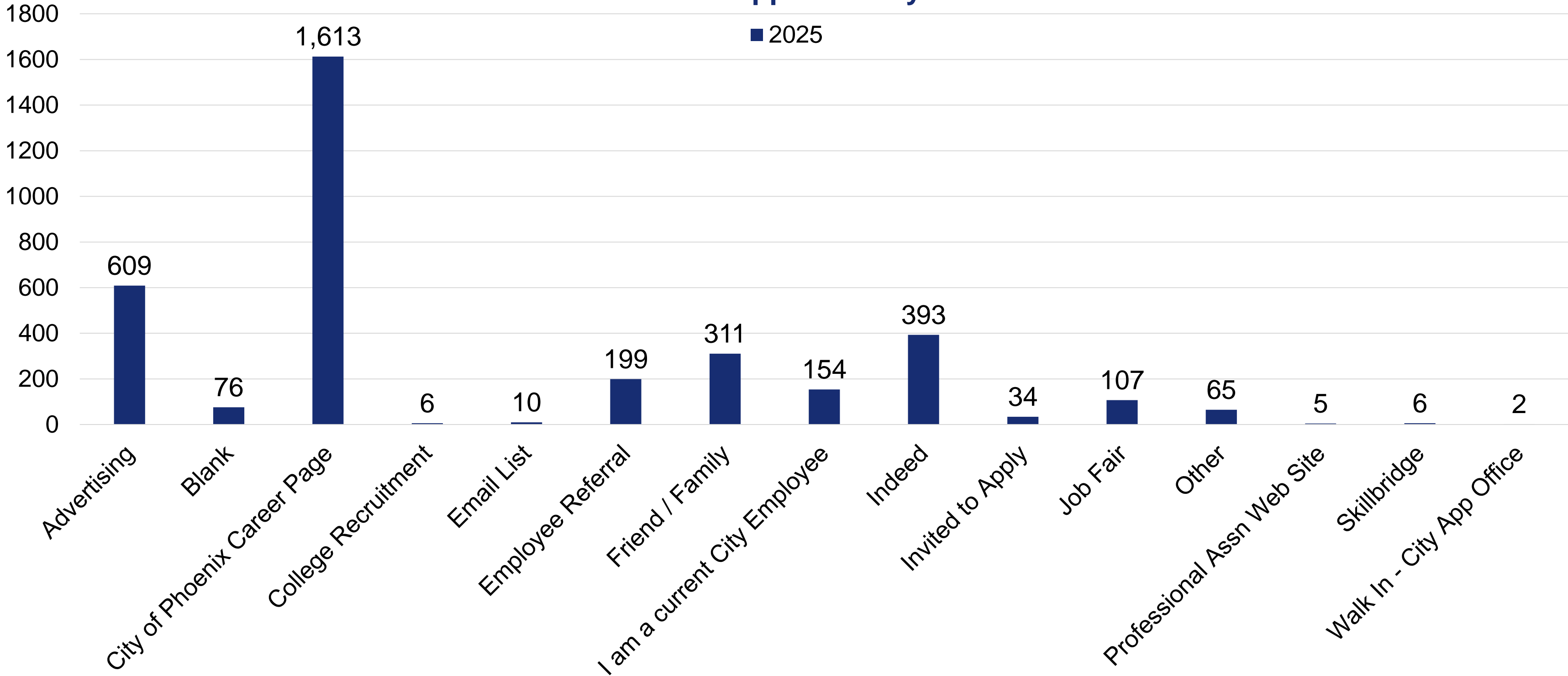


# Phoenix Police Department

## Recruitment, Hiring and Attrition Report



2025 Recruit Applicants by Source



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

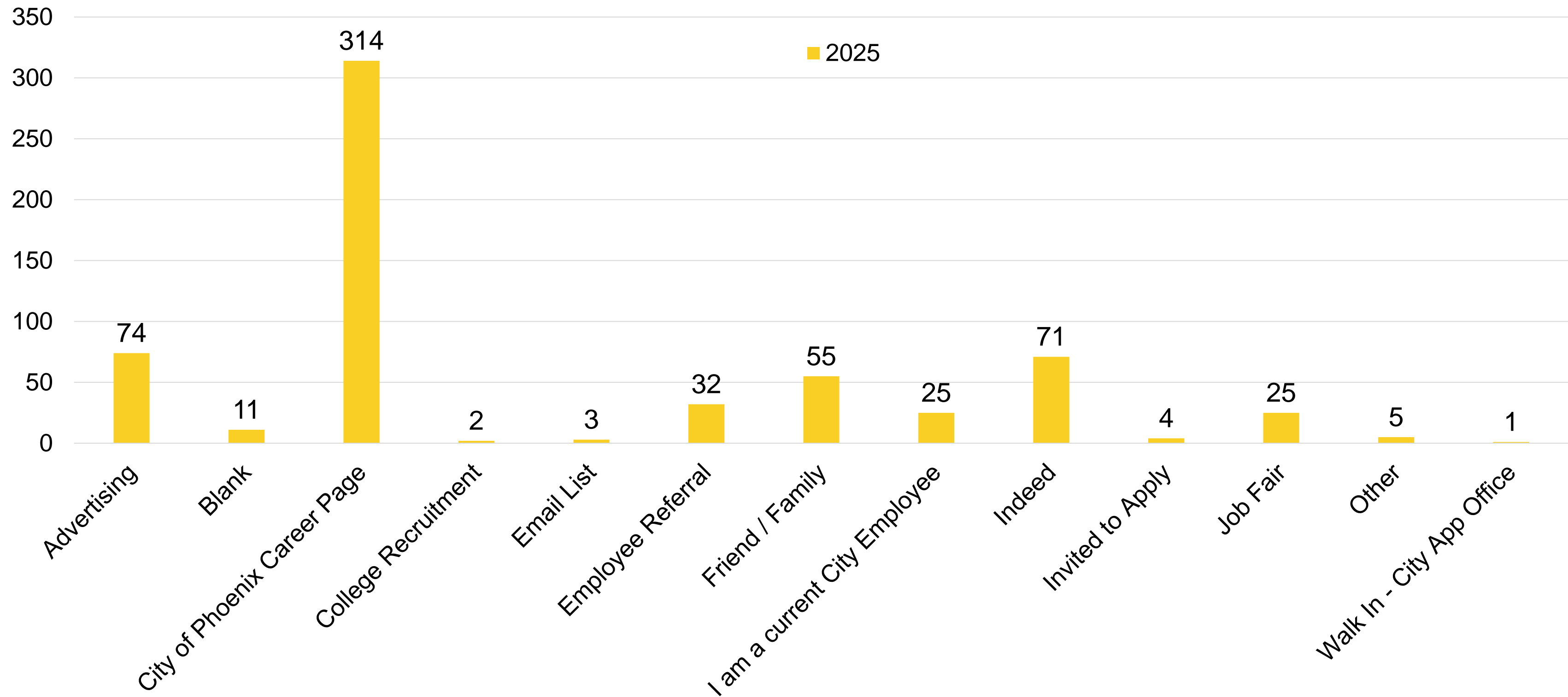


# Phoenix Police Department

## Recruitment, Hiring and Attrition Report



2025 Female Recruit Applicants by Source



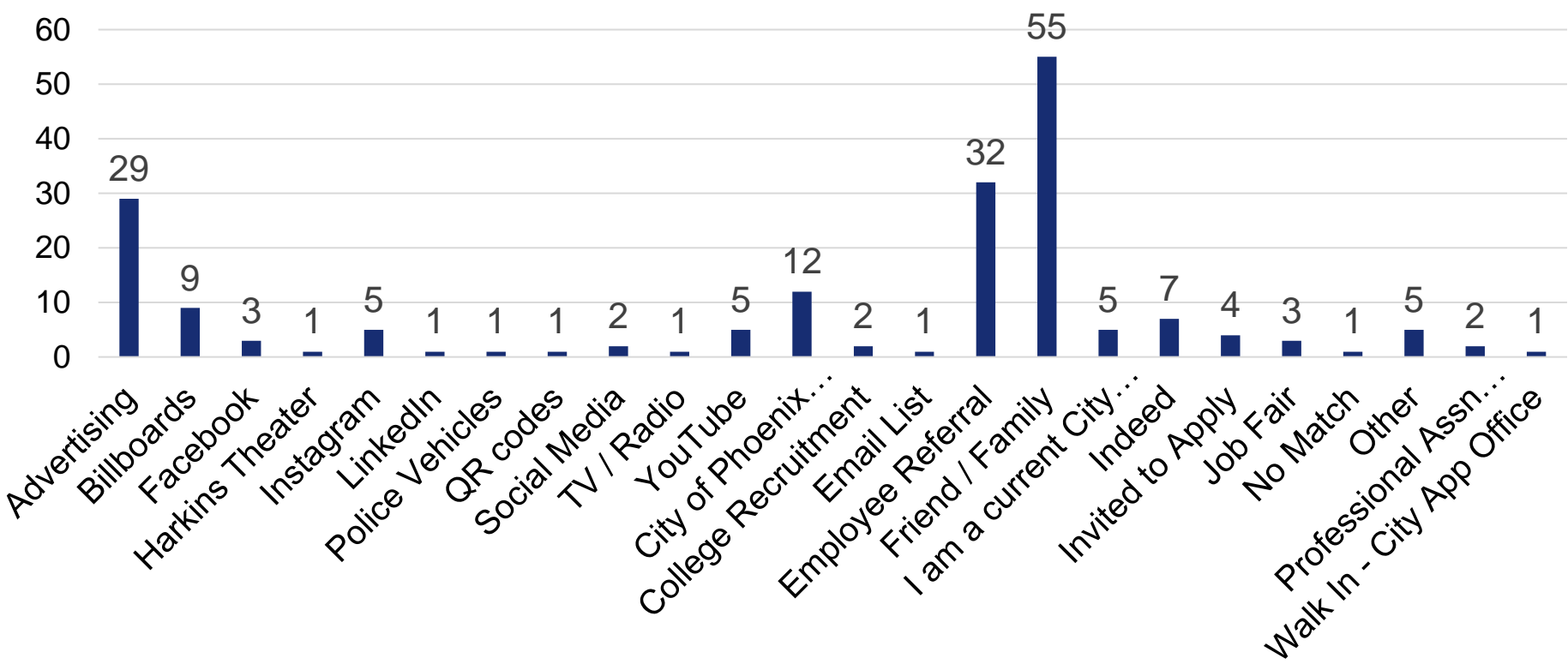
*\*Based on data where applicants provided a source. Some applicants chose not to provide a source.*

# Phoenix Police Department

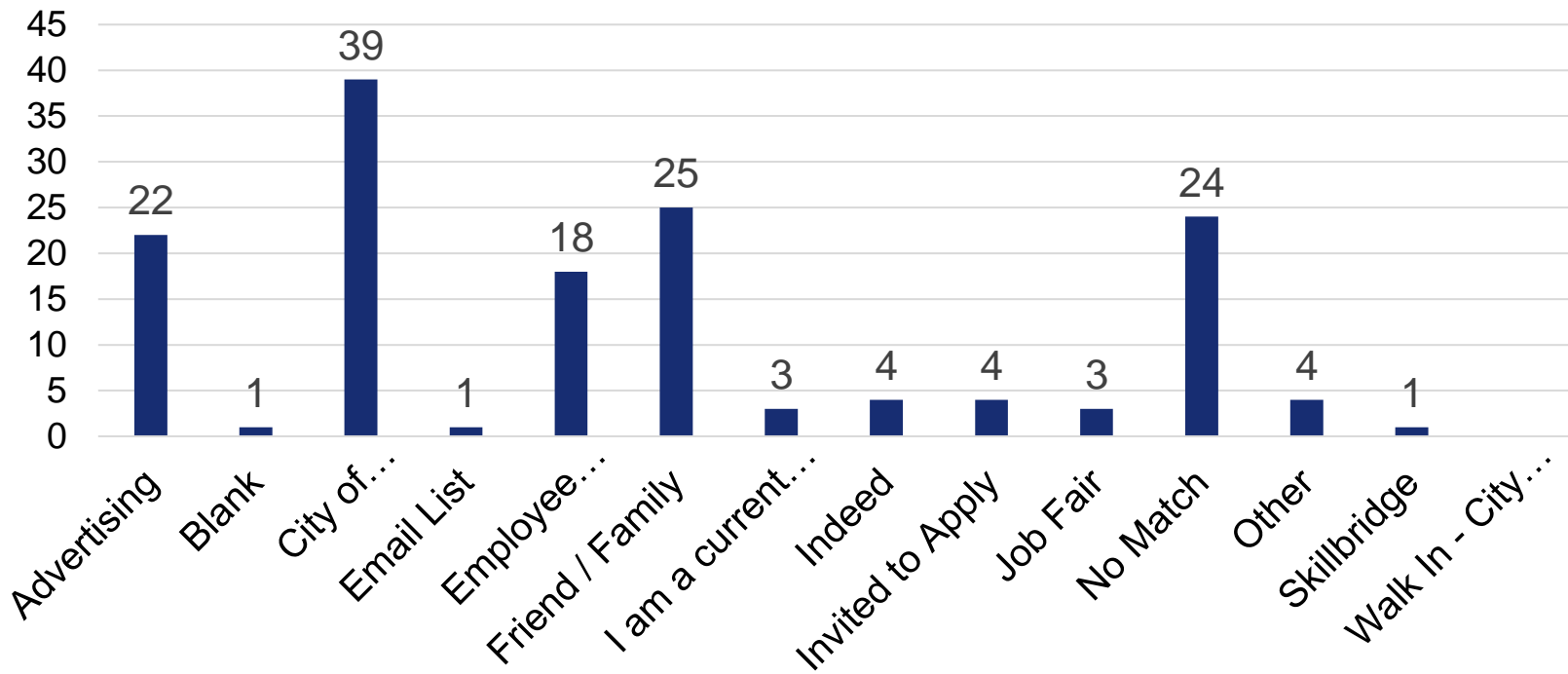
## Recruitment, Hiring, and Attrition Report



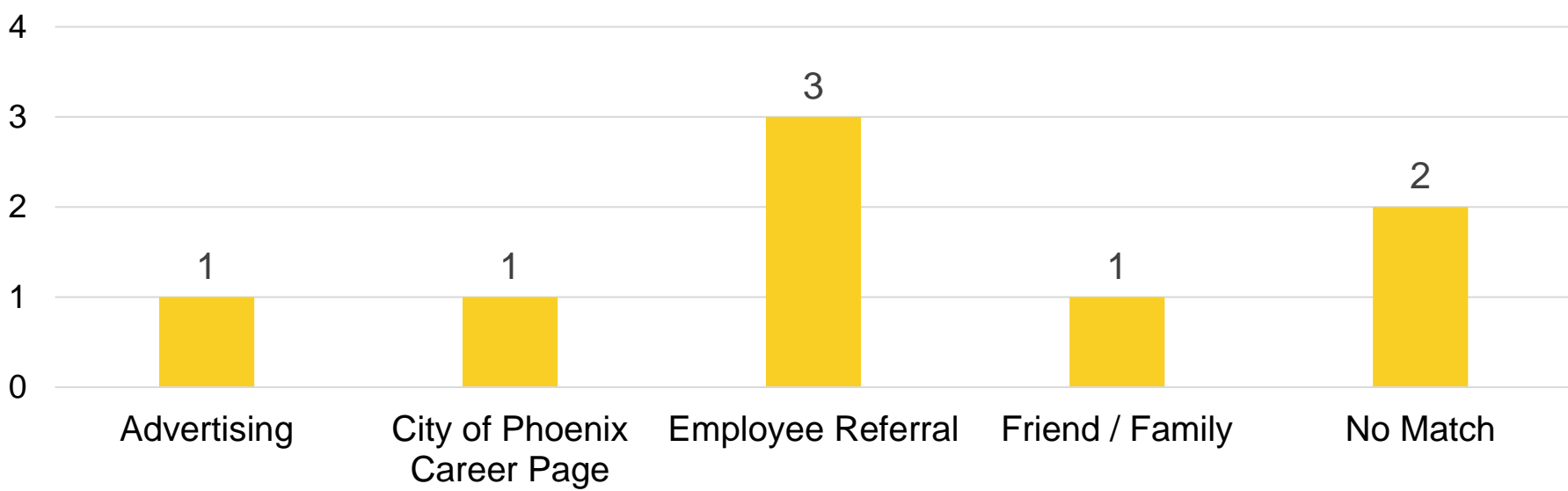
2024 Hired Recruits by Source



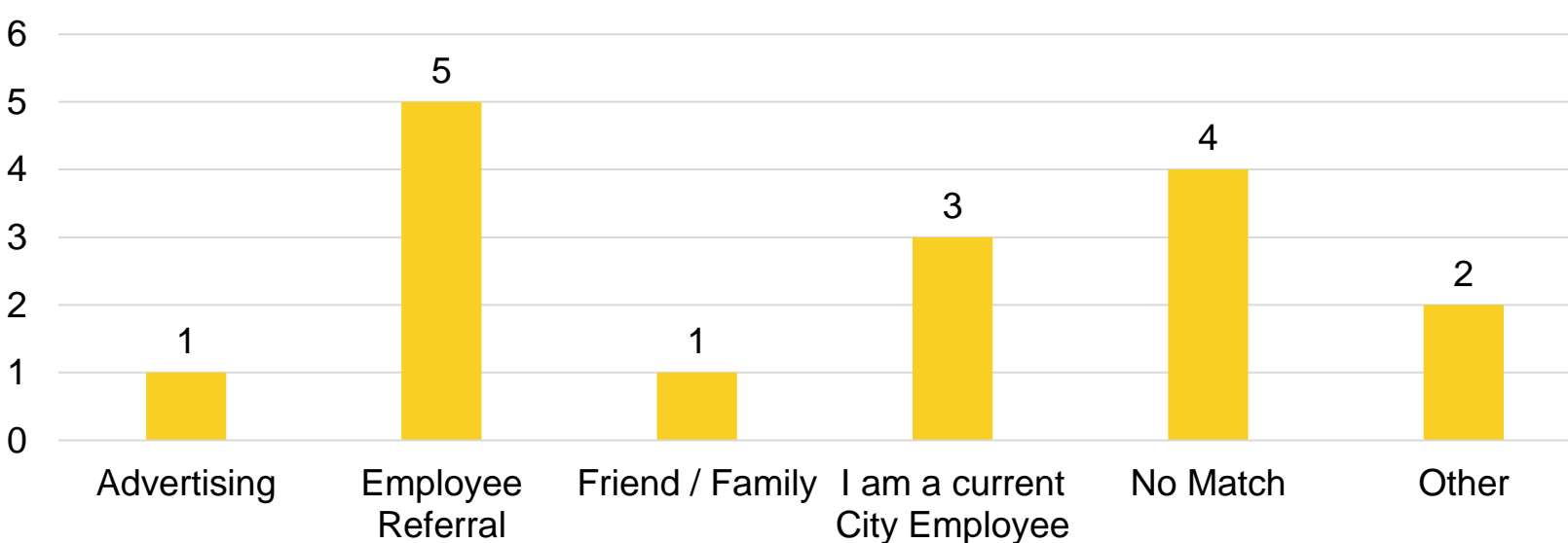
2025 Hired Recruits by Source as of August 31, 2025



2024 Hired Laterals/Reinstatements by Source



2025 Hired Laterals/Reinstatements by Source as of August 31, 2025



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