



# RECRUITMENT, HIRING AND ATTRITION REPORT

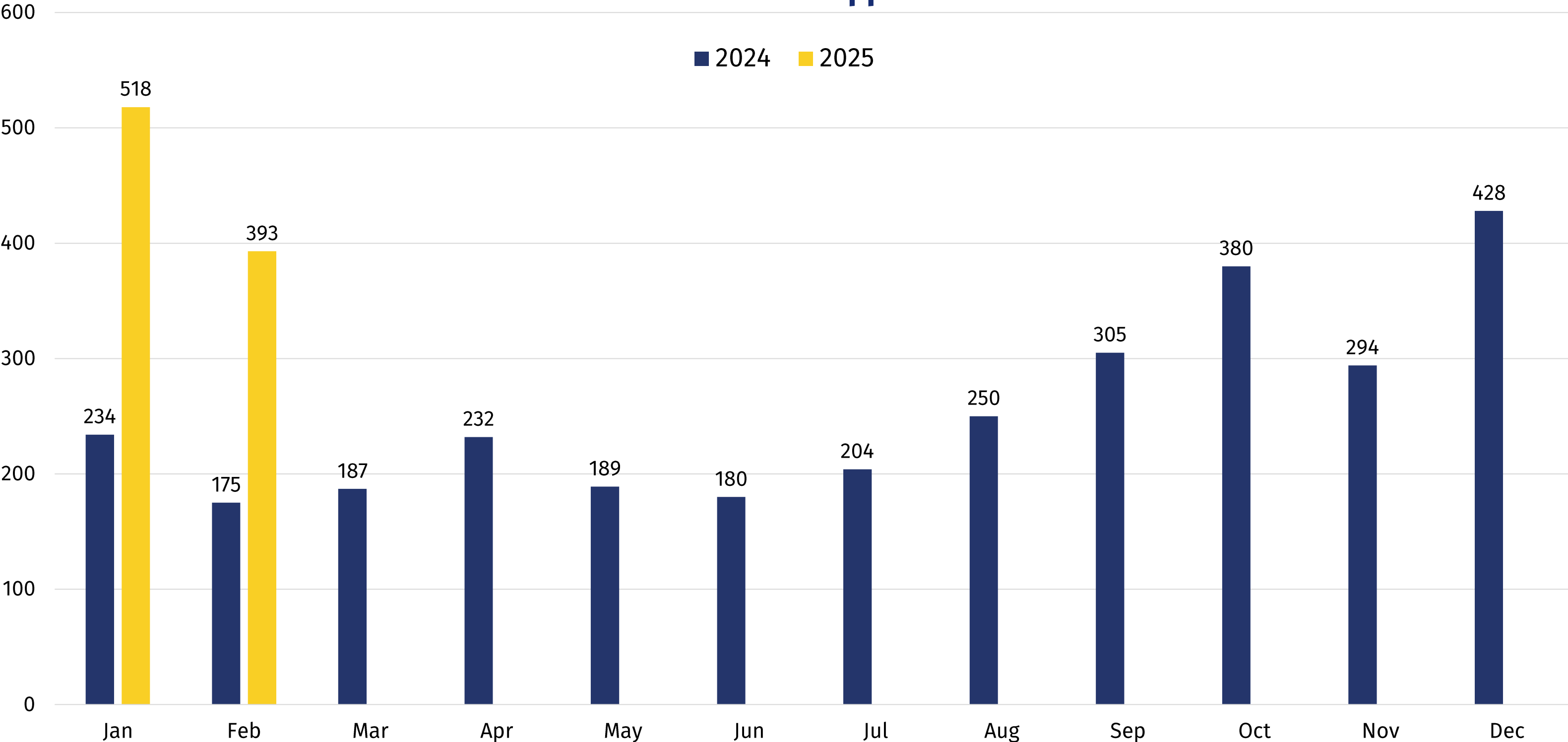
**March 2025**

# Phoenix Police Department

## Recruitment, Hiring and Attrition Report



Total Recruit Applicants

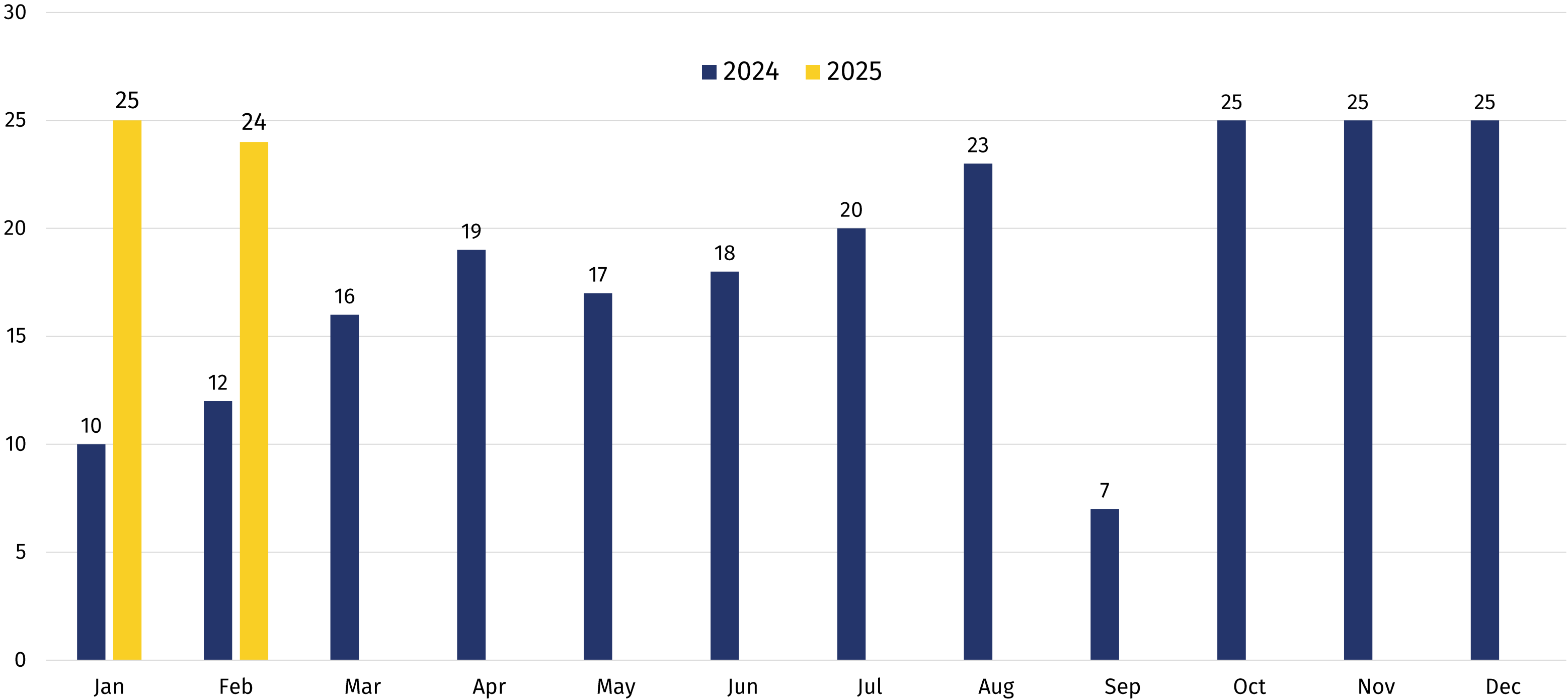


# Phoenix Police Department

## Recruitment, Hiring and Attrition Report



Total Lateral/Reinstatement Applicants

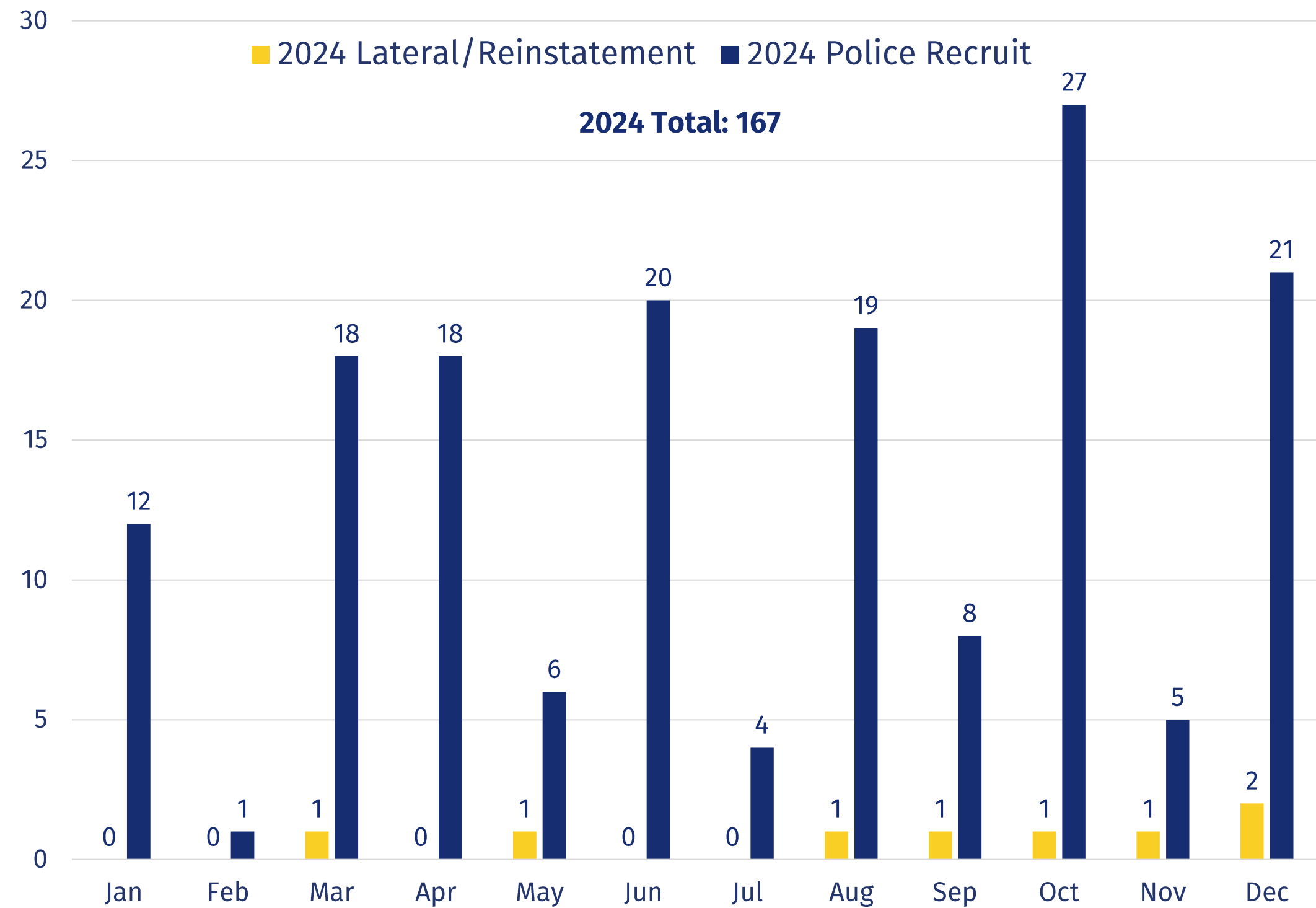


# Phoenix Police Department

## Recruitment, Hiring and Attrition Report



Total Sworn Hires for 2024



Total Sworn Hires Year-to-Date as of February 28, 2025

- 26 Recruits
- 2 Lateral/Reinstatements

2025 Total: 28

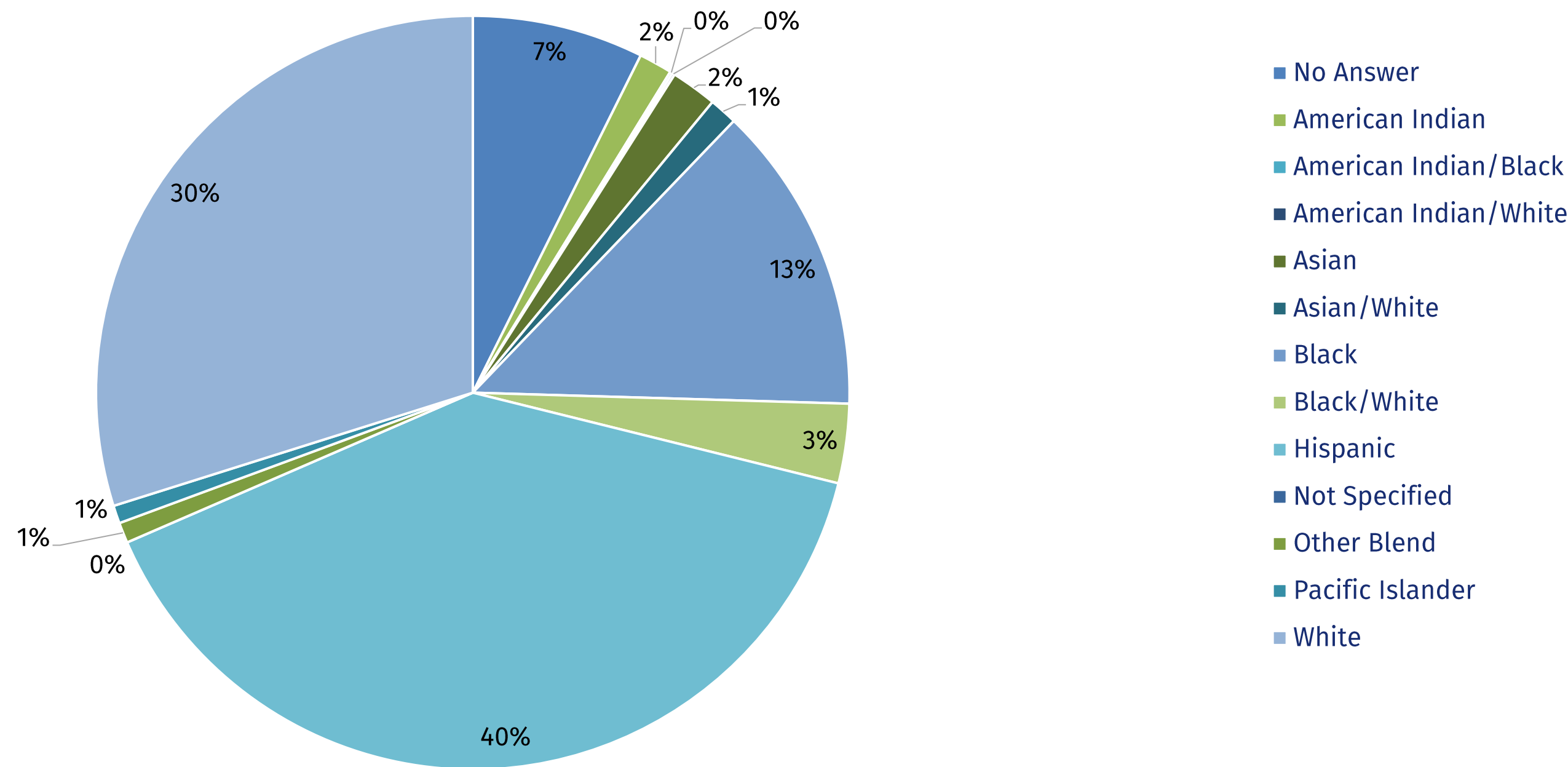


# Phoenix Police Department

## Recruitment, Hiring and Attrition Report



Total Recruit Applicants by Race Year-to-Date as of February 28, 2025



	No Answer	American Indian	American Indian/ Black	American Indian/ White	Asian	Asian/ White	Black	Black/ White	Hispanic	Not Specified	Other Blend	Pacific Islander	White
2025	67	13	1	1	18	11	121	31	361	0	8	7	272

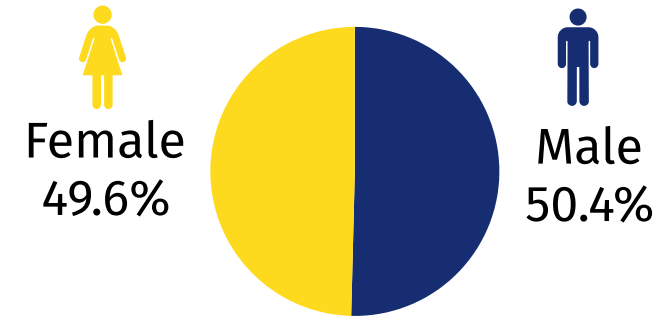
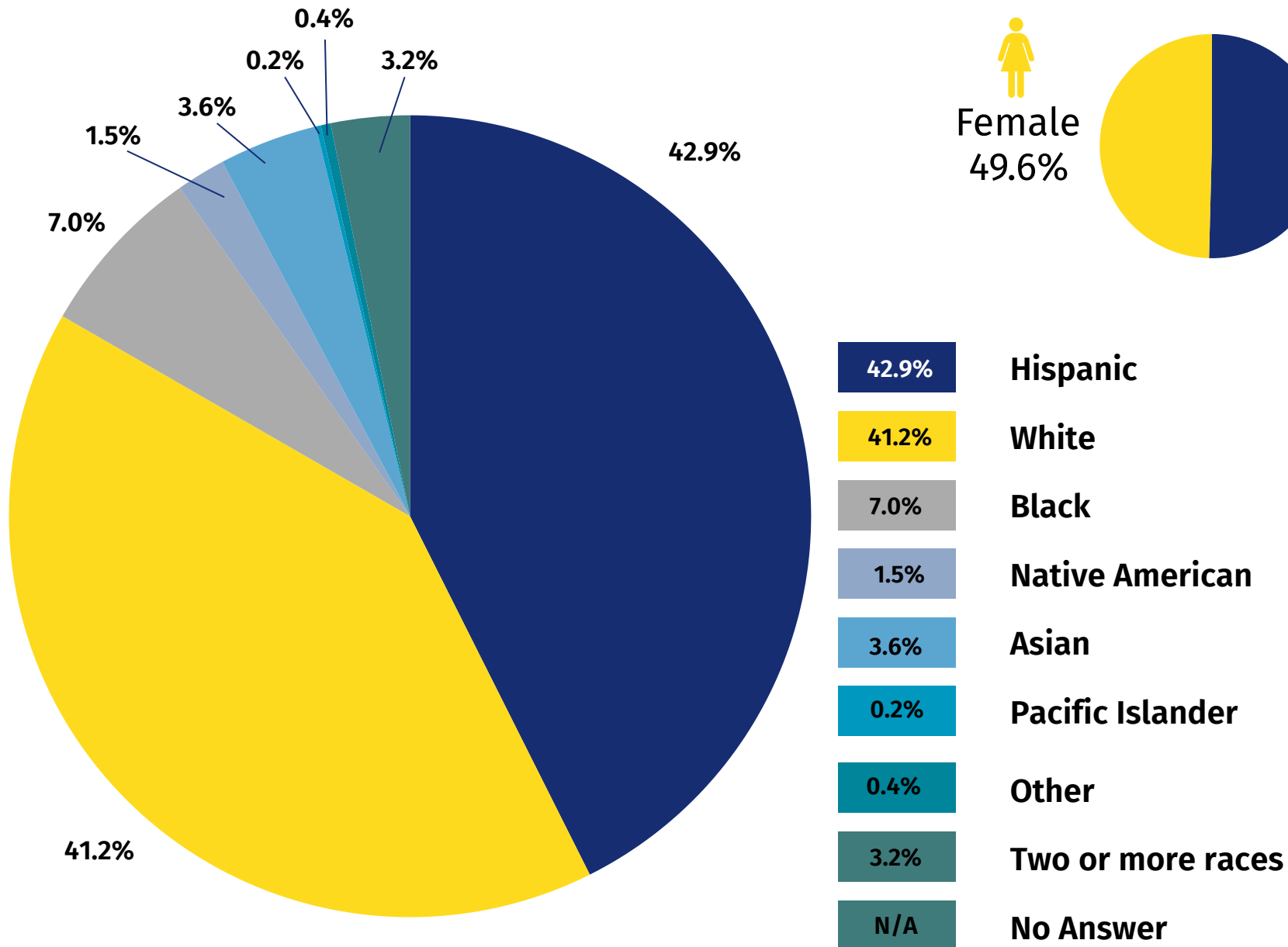
# Phoenix Police Department

## Recruitment, Hiring and Attrition Report

### Maricopa County Demographics



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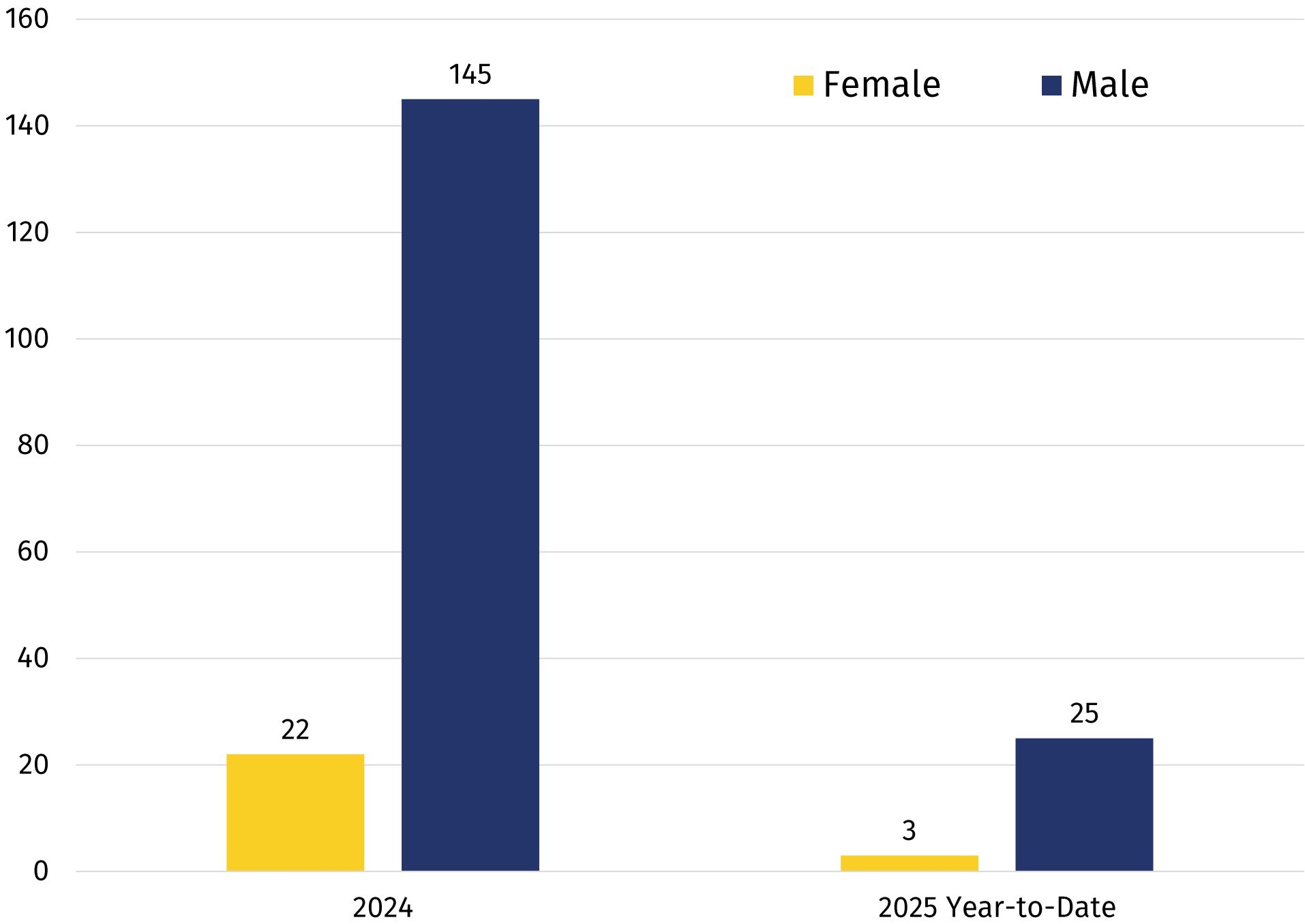


# Phoenix Police Department

## Recruitment, Hiring and Attrition Report



Total Sworn Hires by Gender

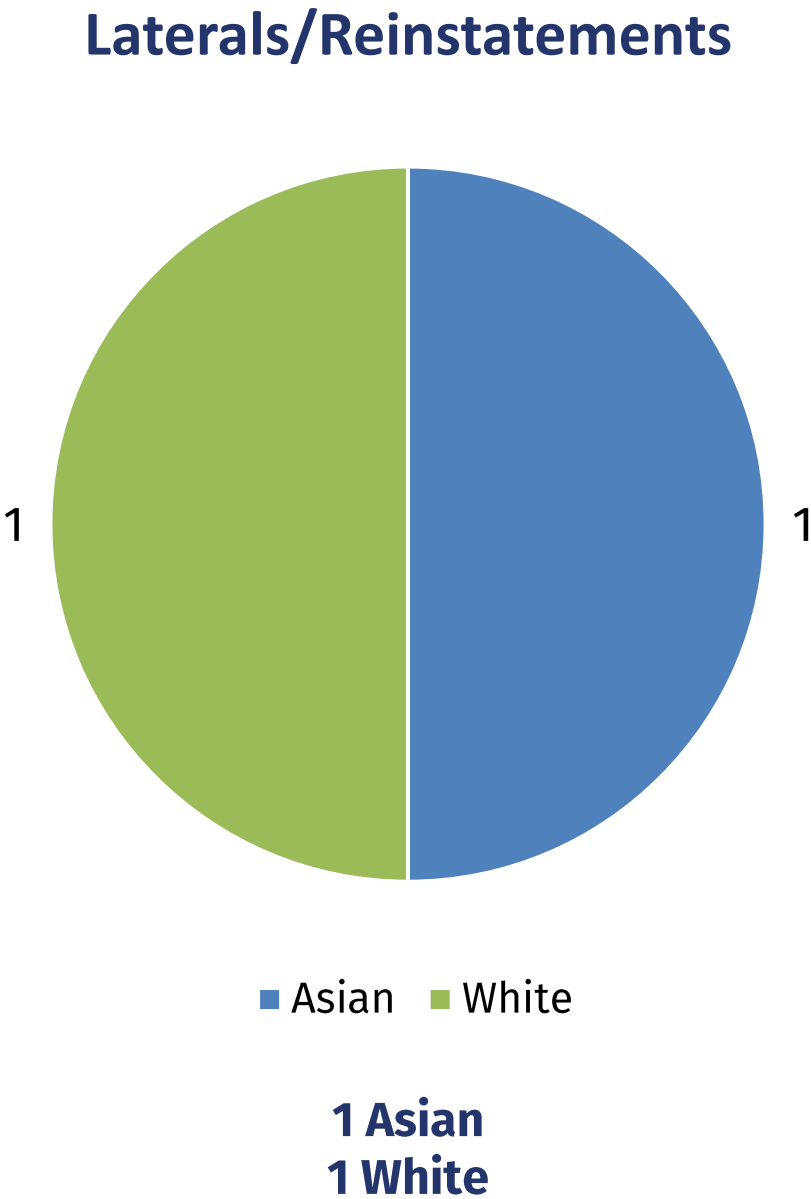
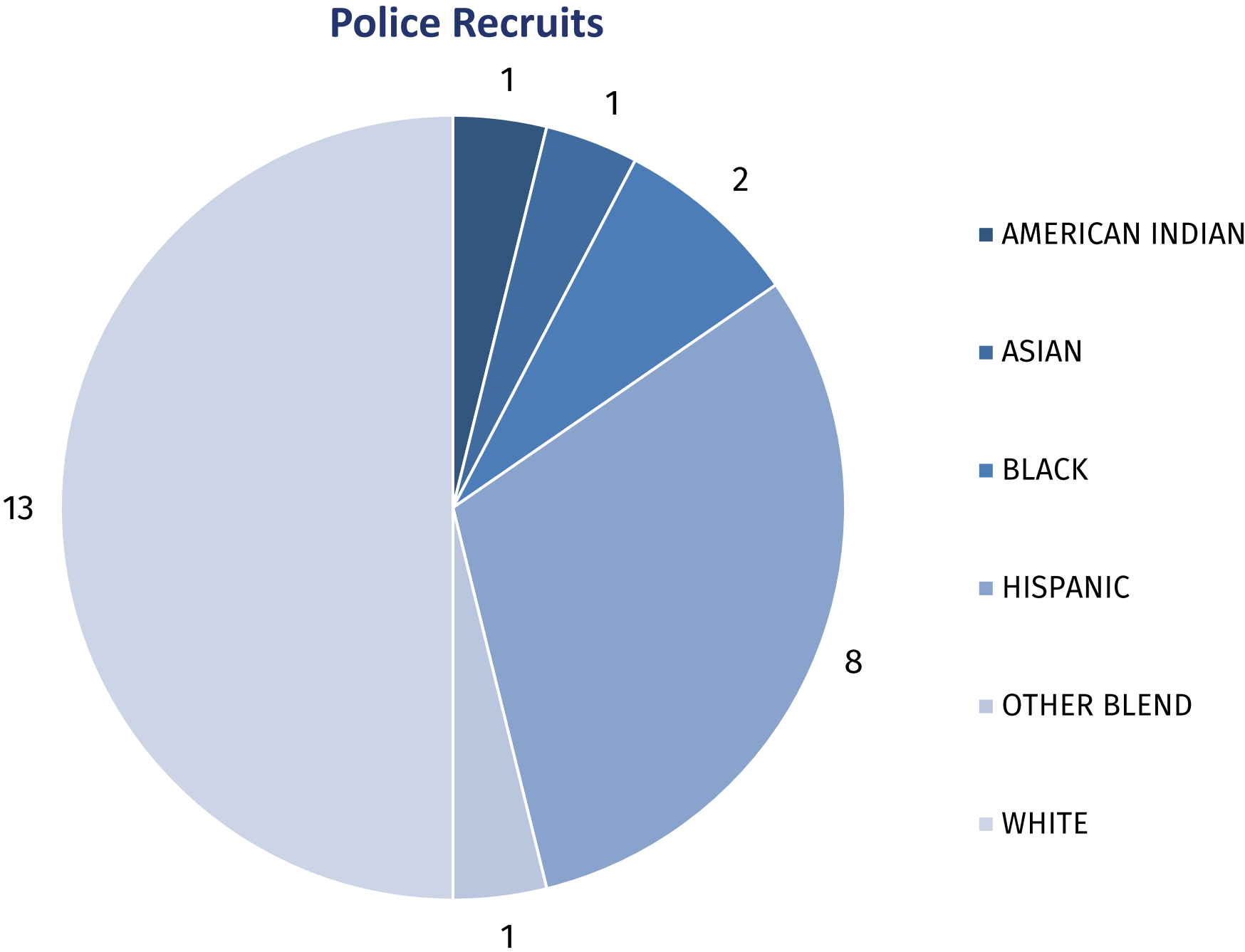


Total Sworn Hires by Gender Year-to-Date as of February 28, 2025

- 3 Females
- 25 Males



### Police Recruits & Lateral/Reinstatements Hired by Race Year-to-Date as of February 28, 2025



# Phoenix Police Department

## Recruitment, Hiring and Attrition Report



### Total Sworn and Recruit Employees by Rank and Gender as of February 28, 2025

Police Chief	Total	Percentage	Sergeant	Total	Percentage
Male	1	0.04%	Female	25	0.97%
<b>Total Police Chief</b>	<b>1</b>	<b>0.04%</b>	Male	340	13.16%
Chief	Total	Percentage	<b>Total Sergeant</b>	<b>365</b>	<b>14.13%</b>
Male	6	0.23%	Officer	Total	Percentage
<b>Total Chief</b>	<b>6</b>	<b>0.23%</b>	Female	289	11.19%
Commander	Total	Percentage	Male	1709	66.16%
Female	6	0.23%	<b>Total Officer</b>	<b>1998</b>	<b>77.35%</b>
Male	18	0.70%	Recruit	Total	Percentage
<b>Total Commander</b>	<b>24</b>	<b>0.93%</b>	Blank	1	0.04%
Lieutenant	Total	Percentage	Female	17	0.66%
Female	7	0.27%	Male	86	3.33%
Male	78	3.02%	<b>Total Recruit</b>	<b>104</b>	<b>4.03%</b>
<b>Total Lieutenant</b>	<b>85</b>	<b>3.29%</b>	<b>Total:</b>	<b>2583</b>	<b>100.00%</b>

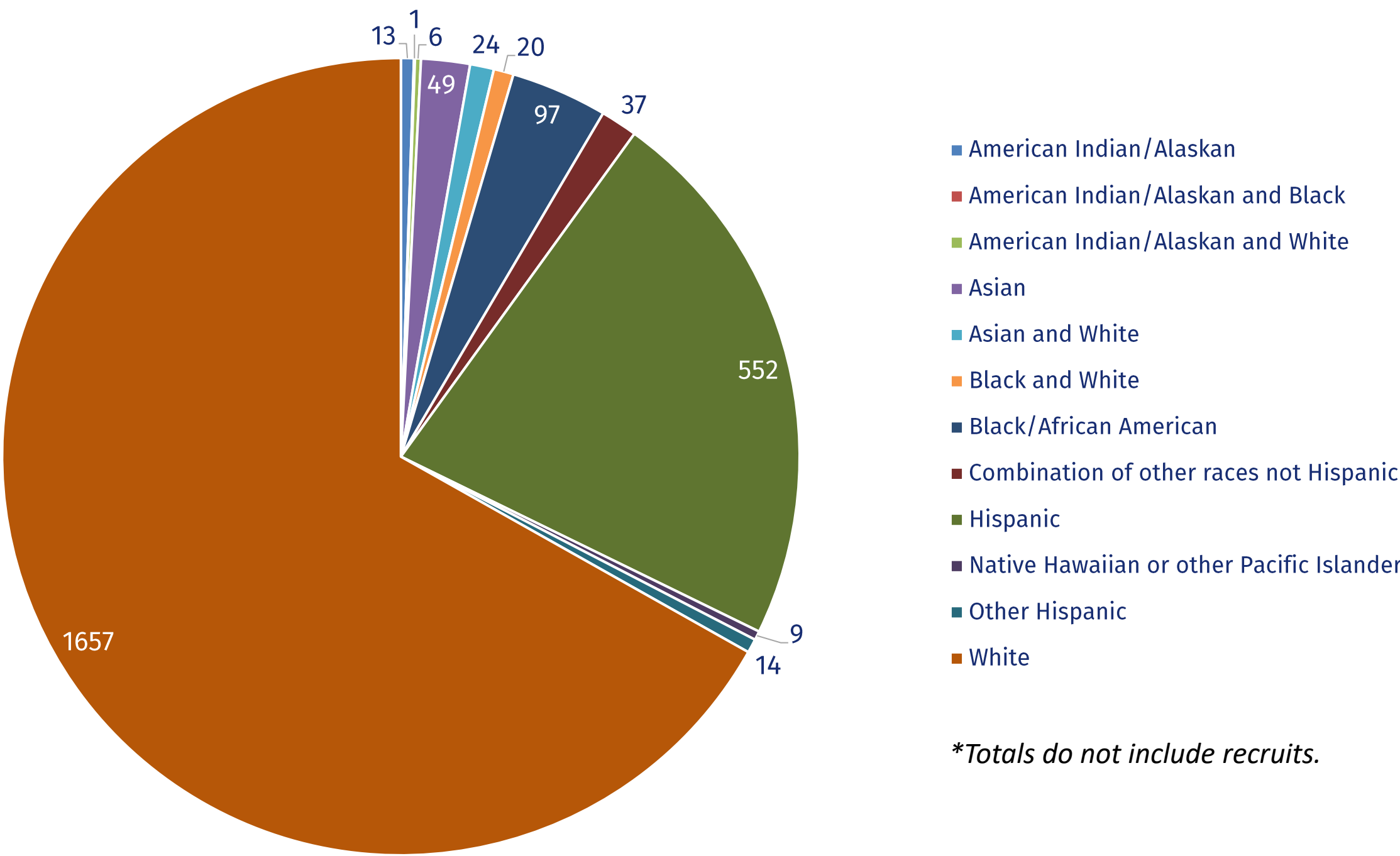


# Phoenix Police Department

## Recruitment, Hiring and Attrition Report



Total Current Sworn by Race as of February 28, 2025



*\*Totals do not include recruits.*

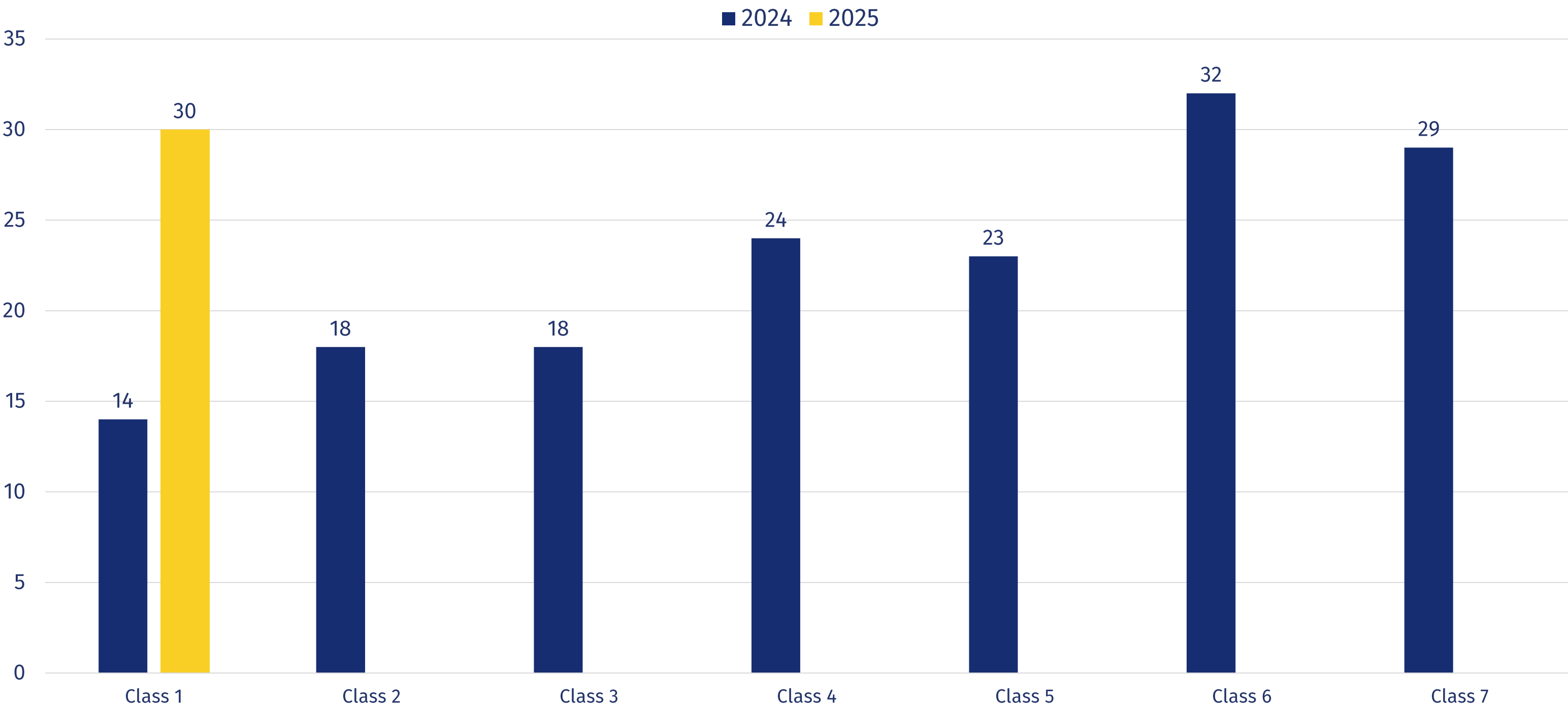
Race	Total	Percentage
American Indian/Alaskan	13	.52%
American Indian/Alaskan and Black	1	.04%
American Indian/Alaskan and White	6	.24%
Asian	49	1.98%
Asian and White	24	.97%
Black and White	20	.81%
Black/African American	97	3.91%
Combination of other races not Hispanic	37	1.49%
Hispanic	552	22.25%
Native Hawaiian or other Pacific Islander	9	.36%
Other Hispanic	14	.56%
White	1657	66.84%

# Phoenix Police Department

## Recruitment, Hiring and Attrition Report



Phoenix Police Academy Recruit Class Totals for 2024 and Year-to-Date as of February 28, 2025

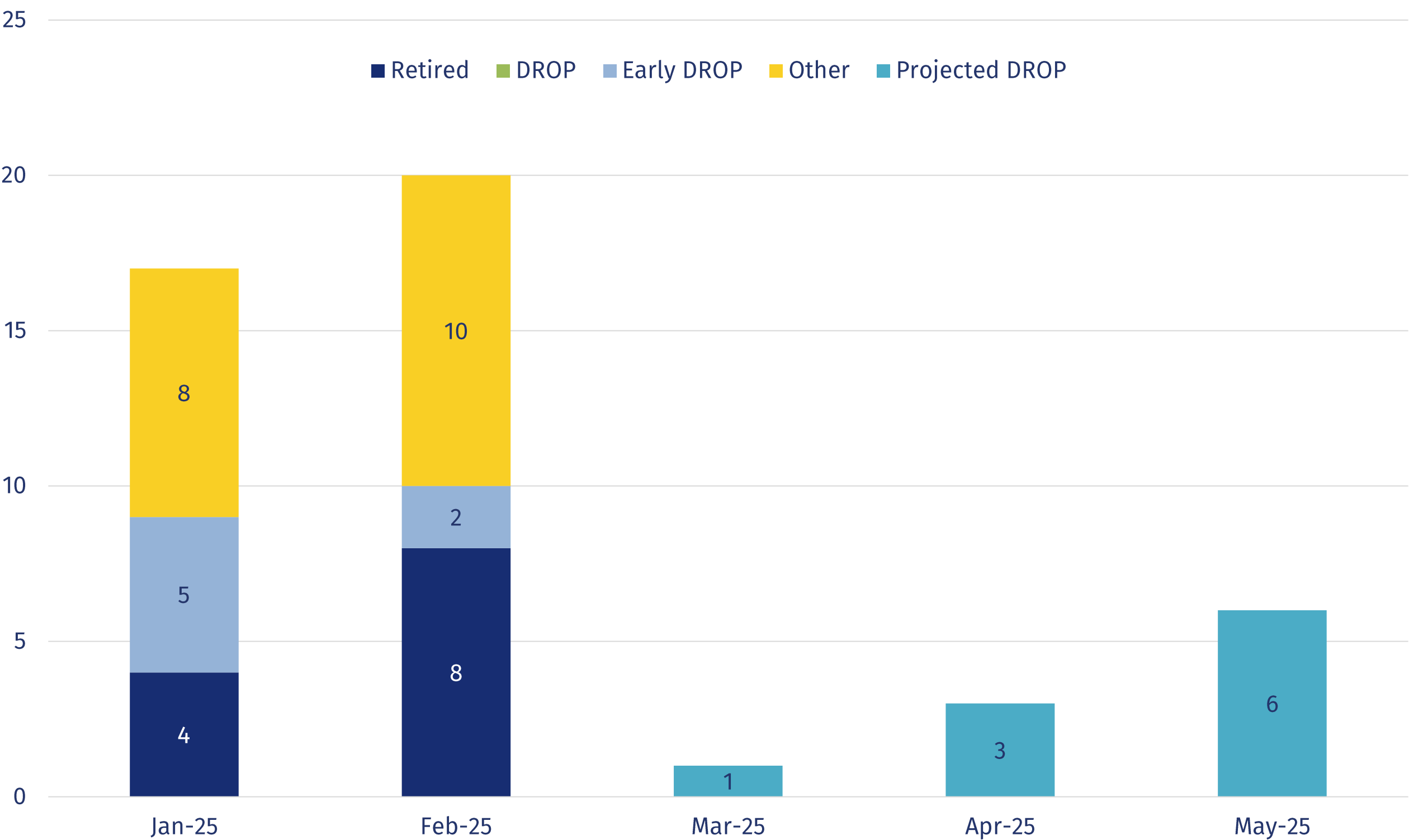


# Phoenix Police Department

## Recruitment, Hiring and Attrition Report



Current and Projected Attrition as of February 28, 2025



SEPARATIONS BY YEARS OF SERVICE YEAR-TO-DATE	
10	< 1
6	1 to 5
2	6 to 10
0	11 to 15
5	16 to 20
9	21 to 25
5	26+





### SWET Totals Year-to-Date as of February 28, 2025



**213**  
Total SWET participants

- 95 Females
- 118 Males



**4**  
Total SWET graduates from the academy



**25**  
SWET participants currently in the academy

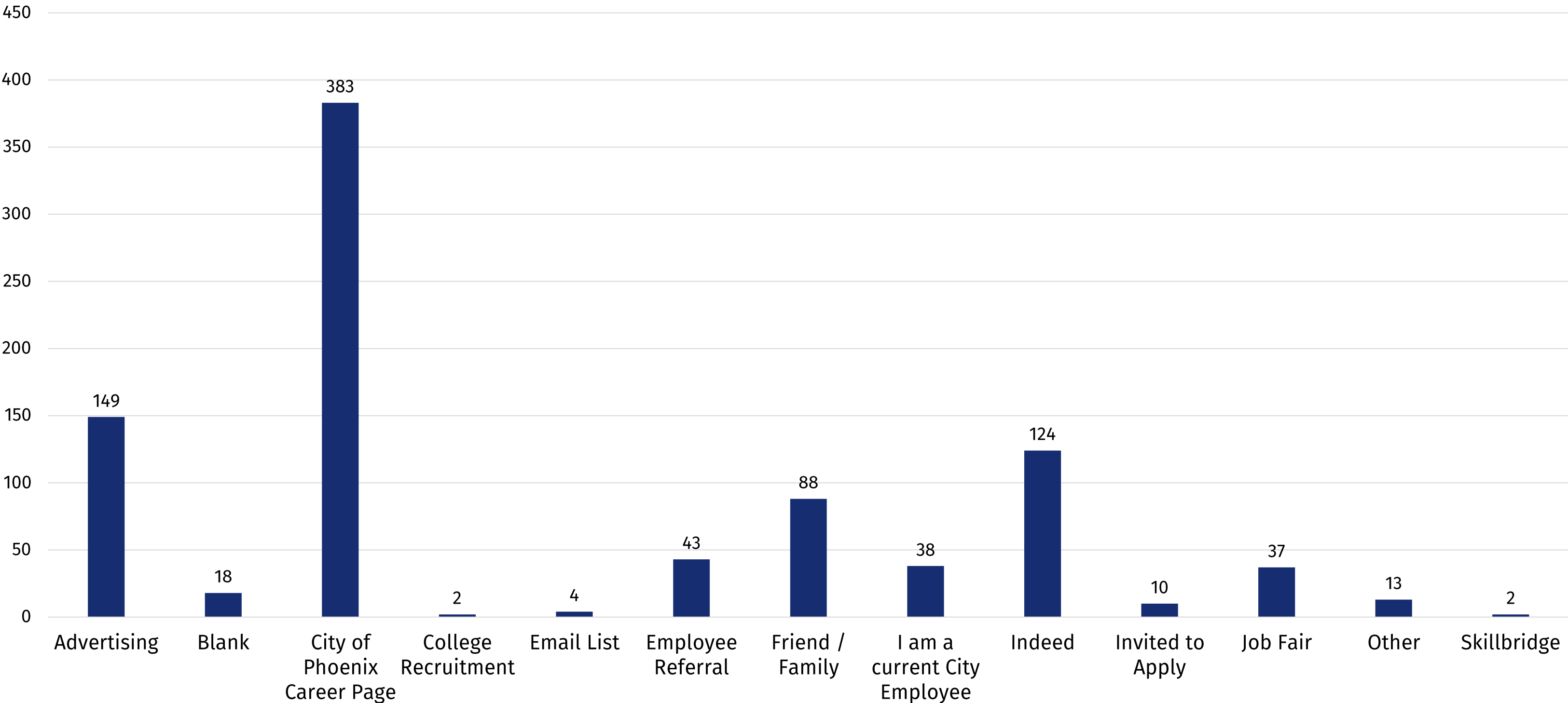


# Phoenix Police Department

## 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.*

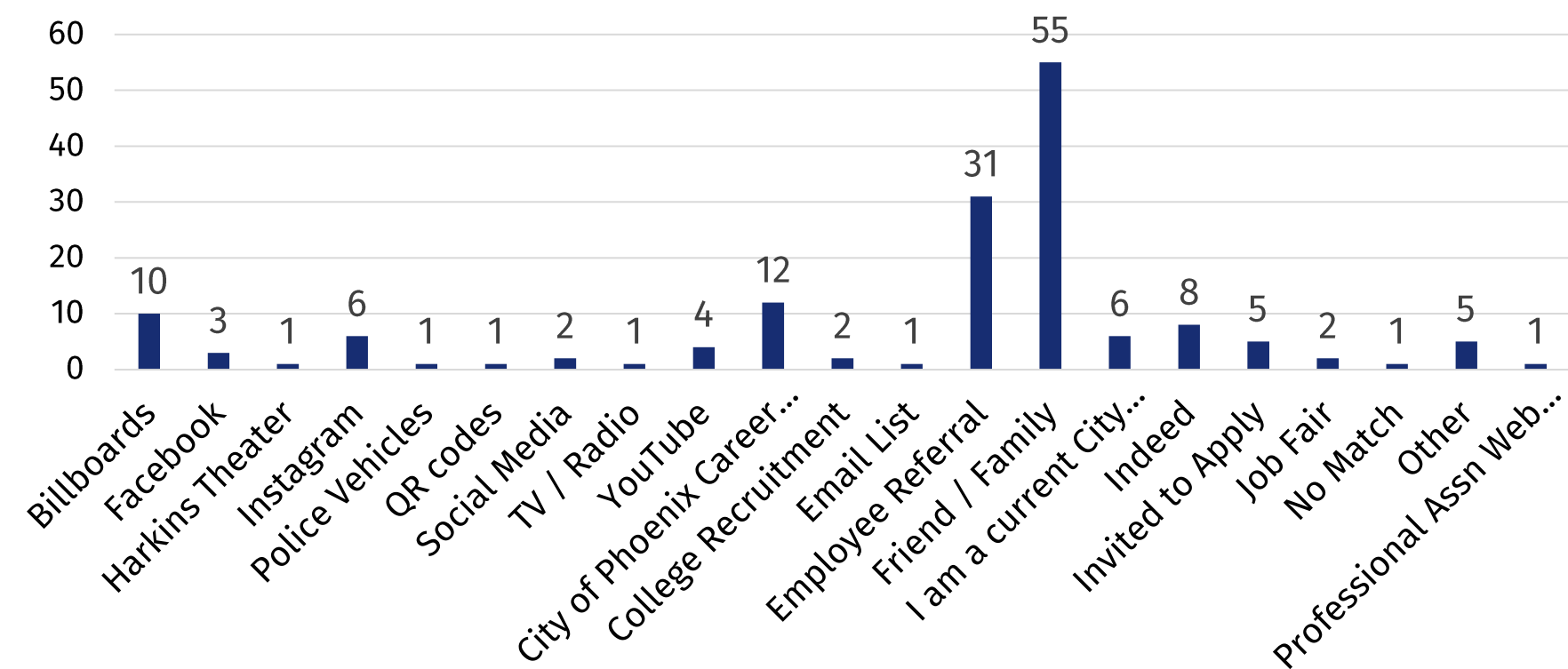


# Phoenix Police Department

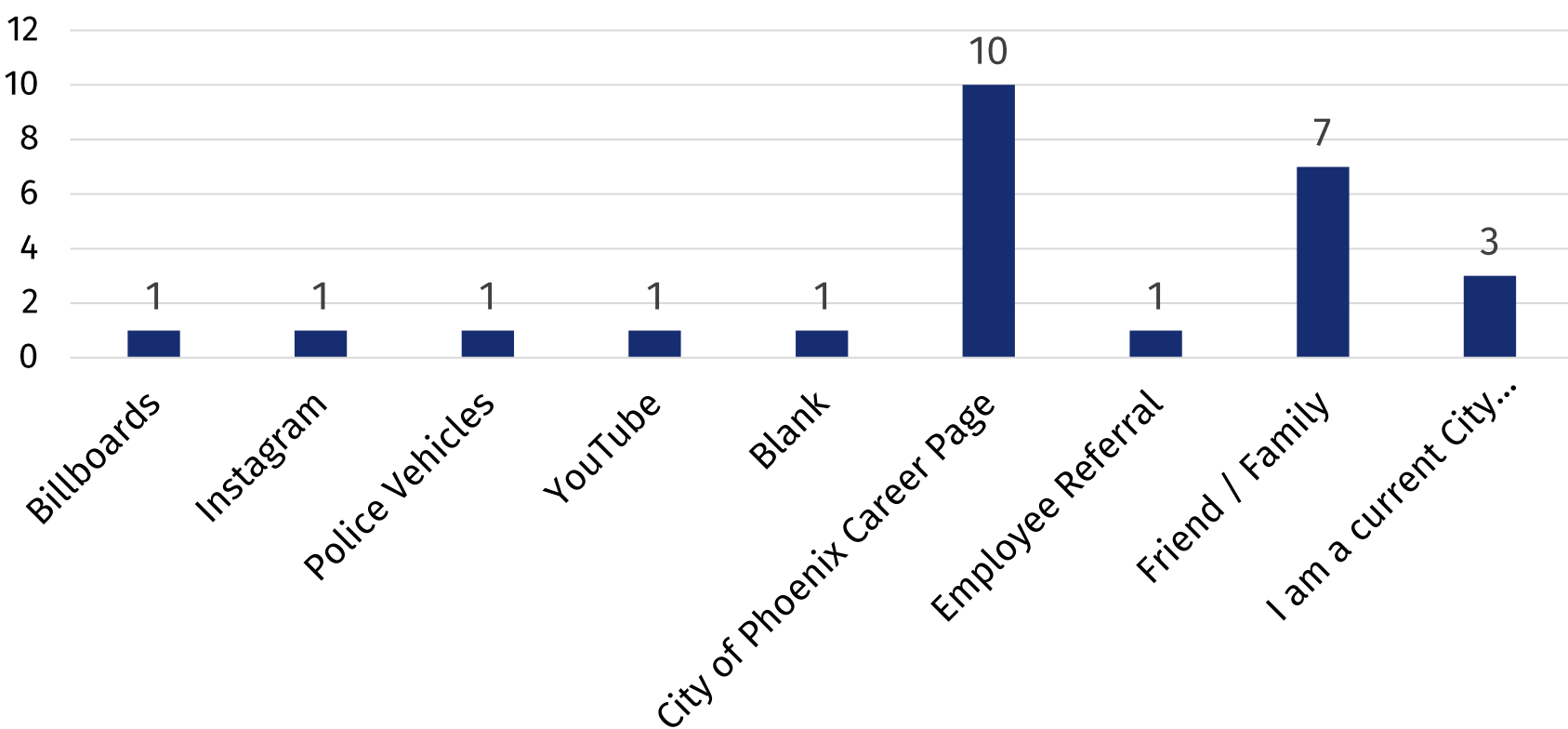
## Recruitment, Hiring and Attrition Report



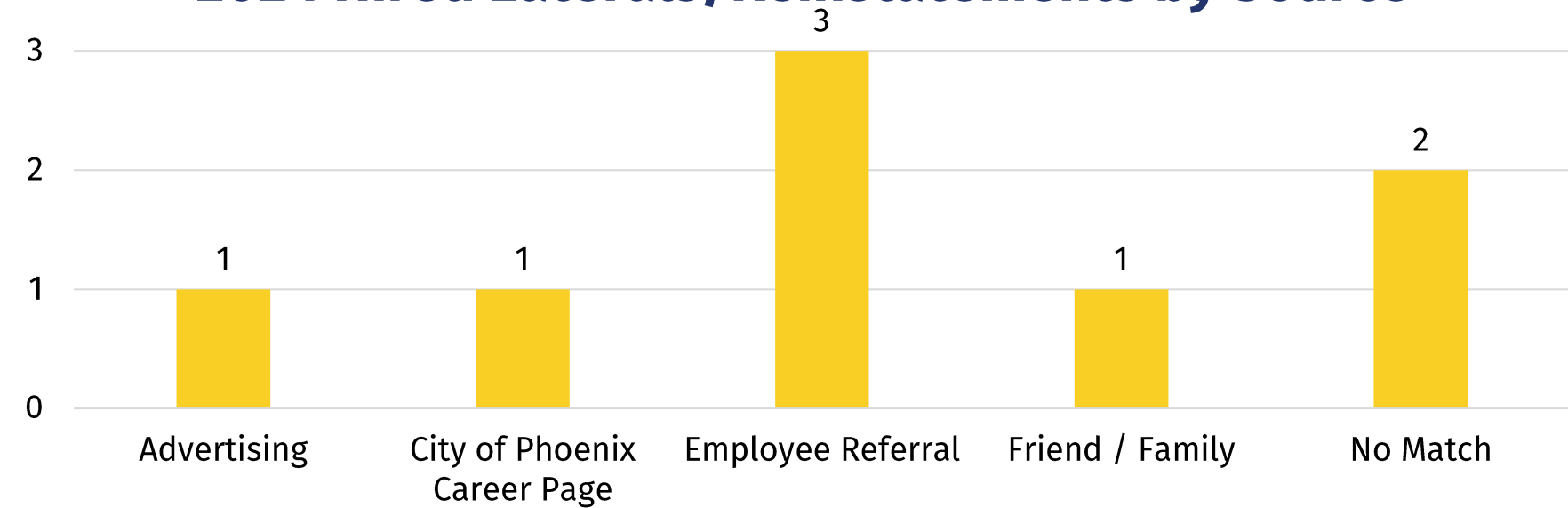
2024 Hired Recruits by Source



2025 Hired Recruits by Source as of February 28, 2025



2024 Hired Laterals/Reinstatements by Source



2025 Hired Laterals/Reinstatements by Source as of February 28, 2025

- 2 – checked the box “I am a current City employee”

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