ATTACHMENT A

CITY OF PHOENIX | POLICE DEPARTMENT

PHX PD

RECRUITMENT, HIRING, AND ATTRITION

OCTOBER 7, 2026

AUGUST 2026 DATA

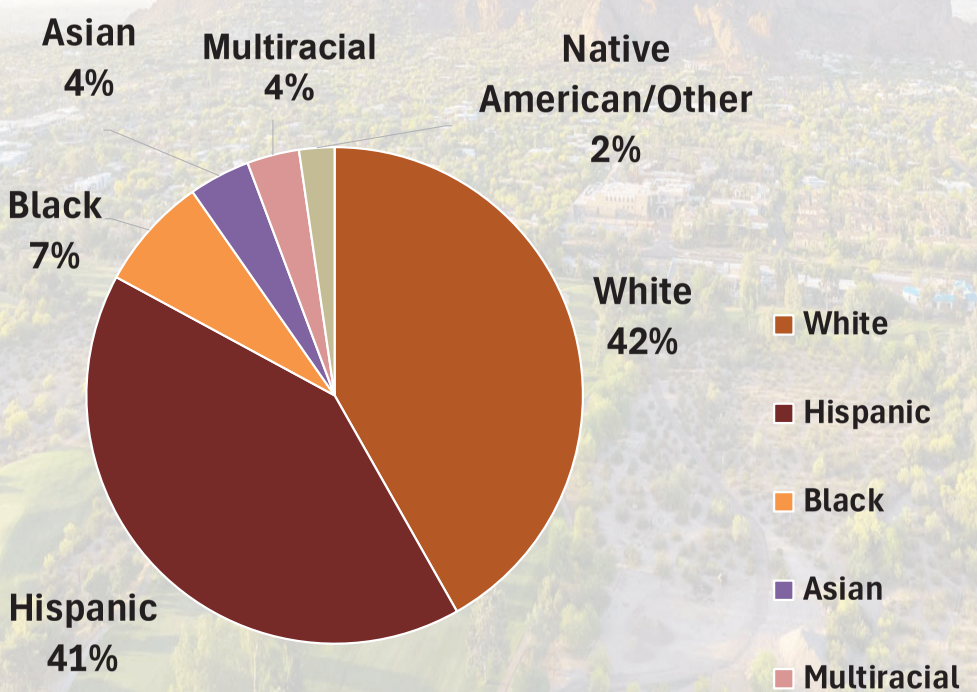
Total Filled Sworn Positions 2024-2026

	August 2024	August 2025	August 2026
Sworn Hiring Target	3,125	3,125	3,125
Recruits in the Academy	83	148	141
Total Filled Sworn Positions	2,516	2,501	2,466
Total Filled Sworn Positions and Recruits	2,599	2,649	2,607

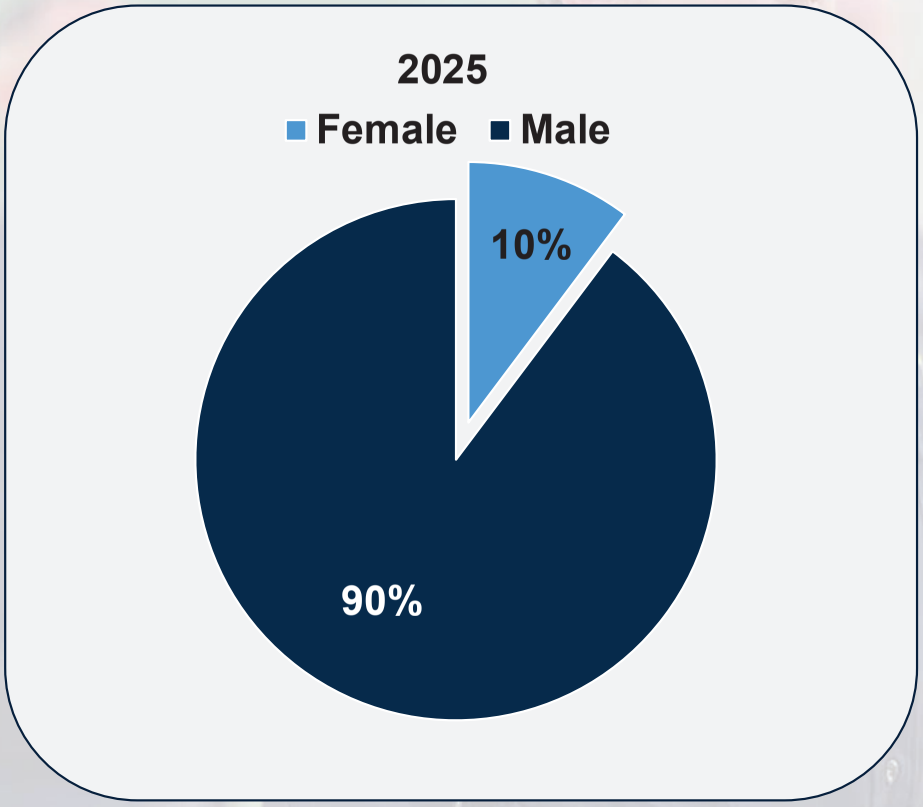
2026 Total Police Sworn Hires by Race

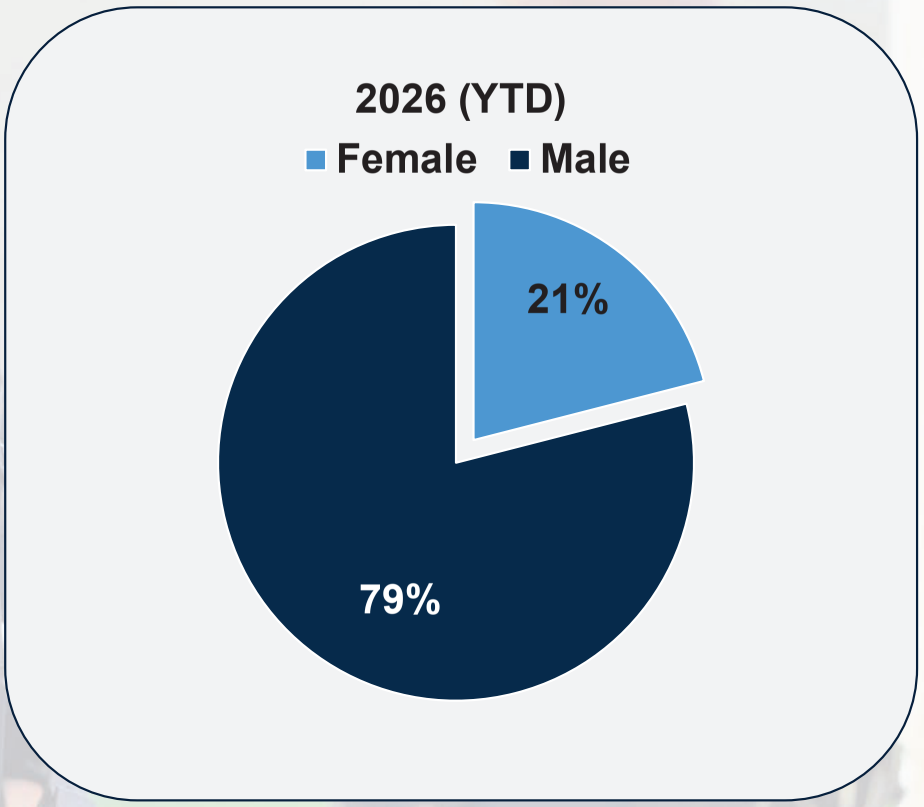
	Ethnic Group	Hired
	American Indian	0%
	American Indian/Black	0%
	American Indian/White	0%
	Asian	2%
	Asian/White	1%
	Black	6%
	Black/White	3%
	Hispanic	40%
	Other Blend	1%
	Pacific Islander	1%
	White	47%

Greater Metro Phoenix Area Demographics

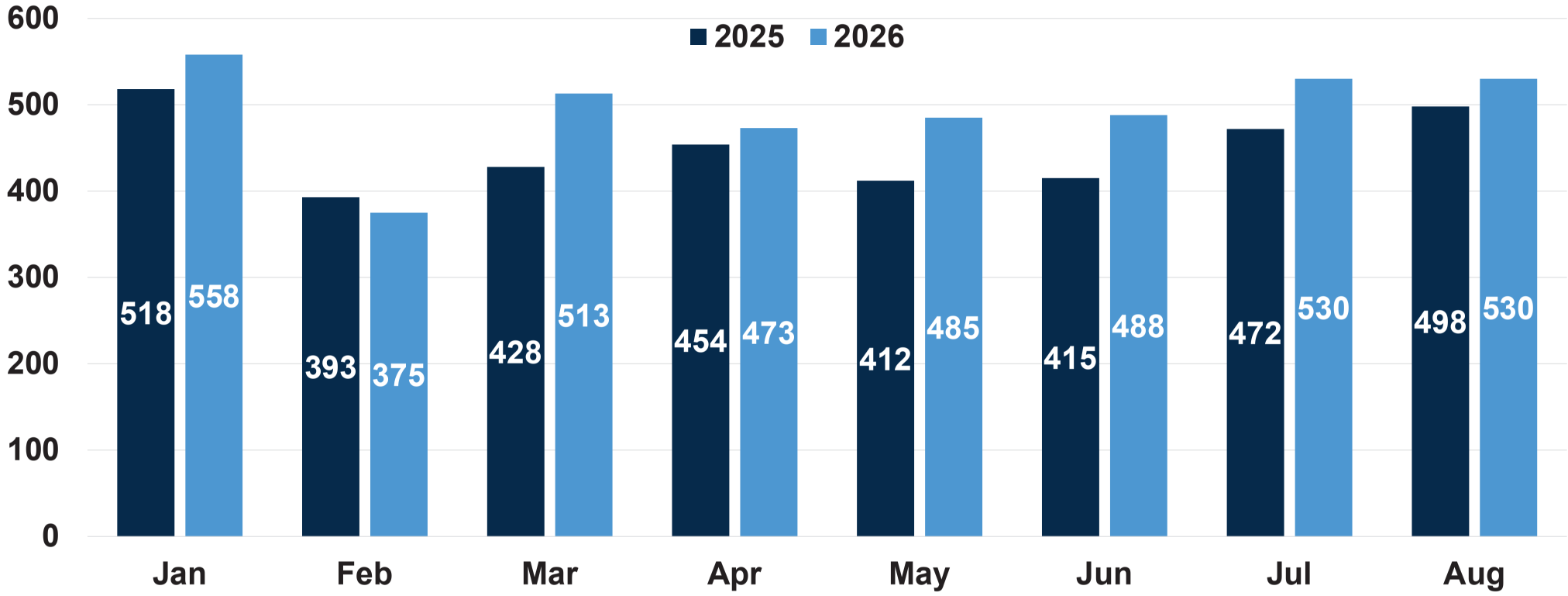


Total Sworn Hires by Gender for 2025 and 2026

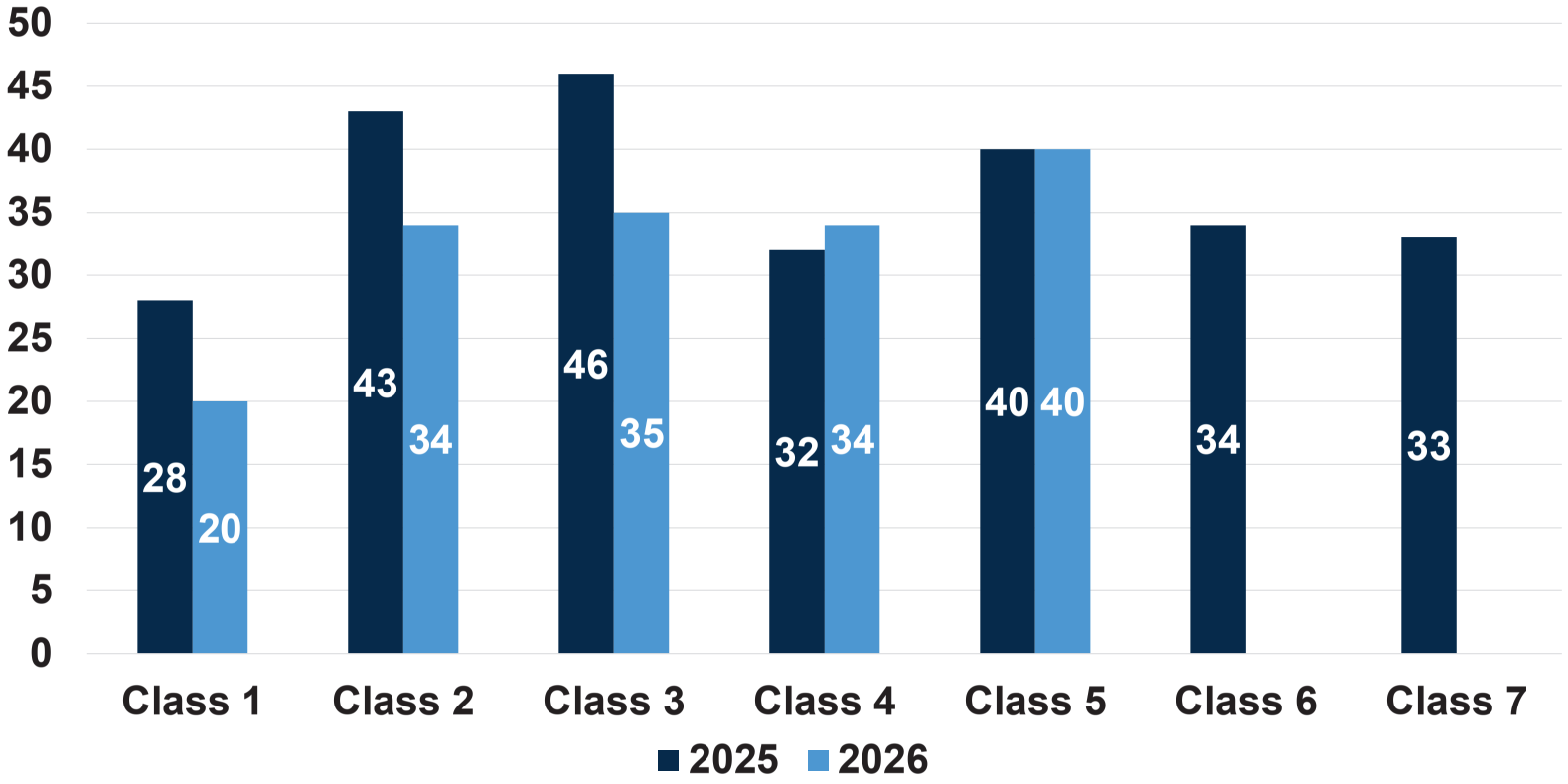




Total Recruit Applicants 2025 and 2026 YTD



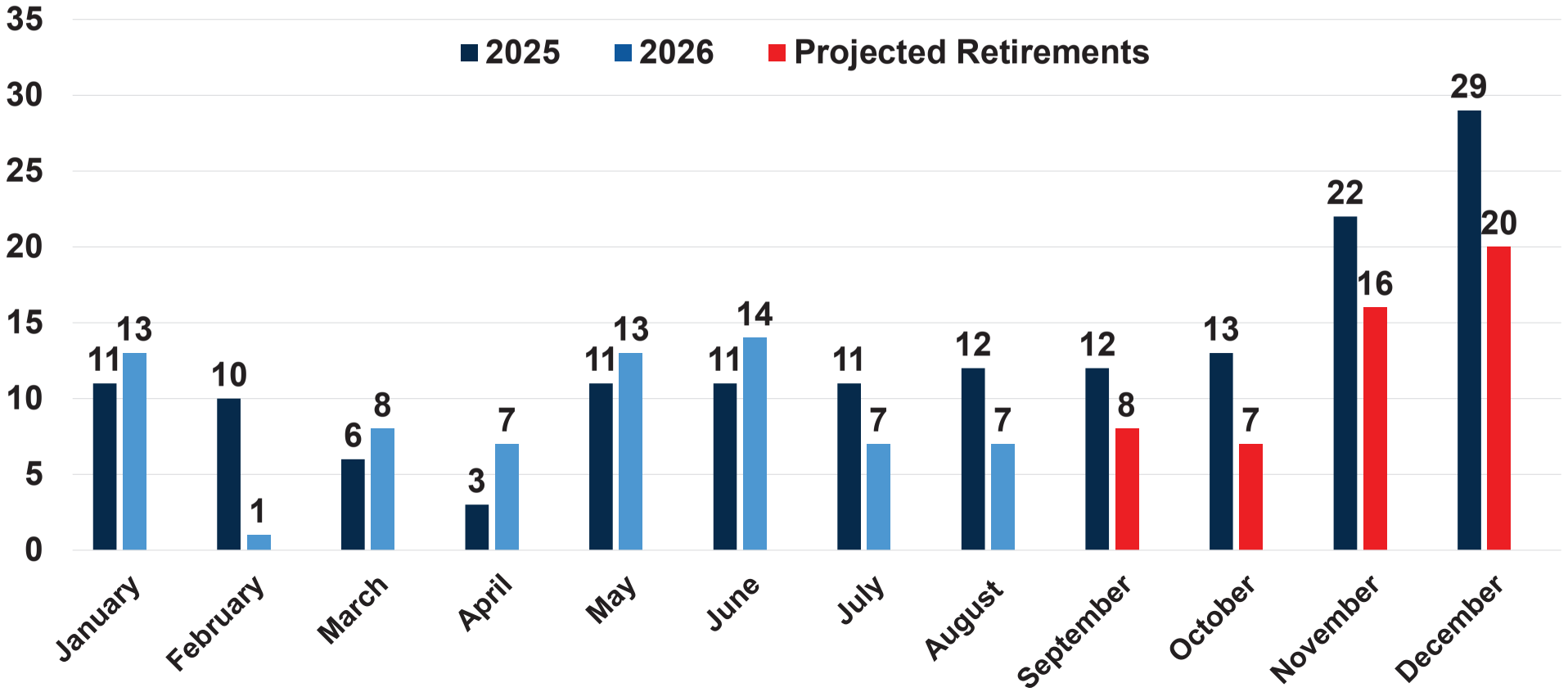
Total Police Recruit Hires by Class 2025 and 2026 YTD



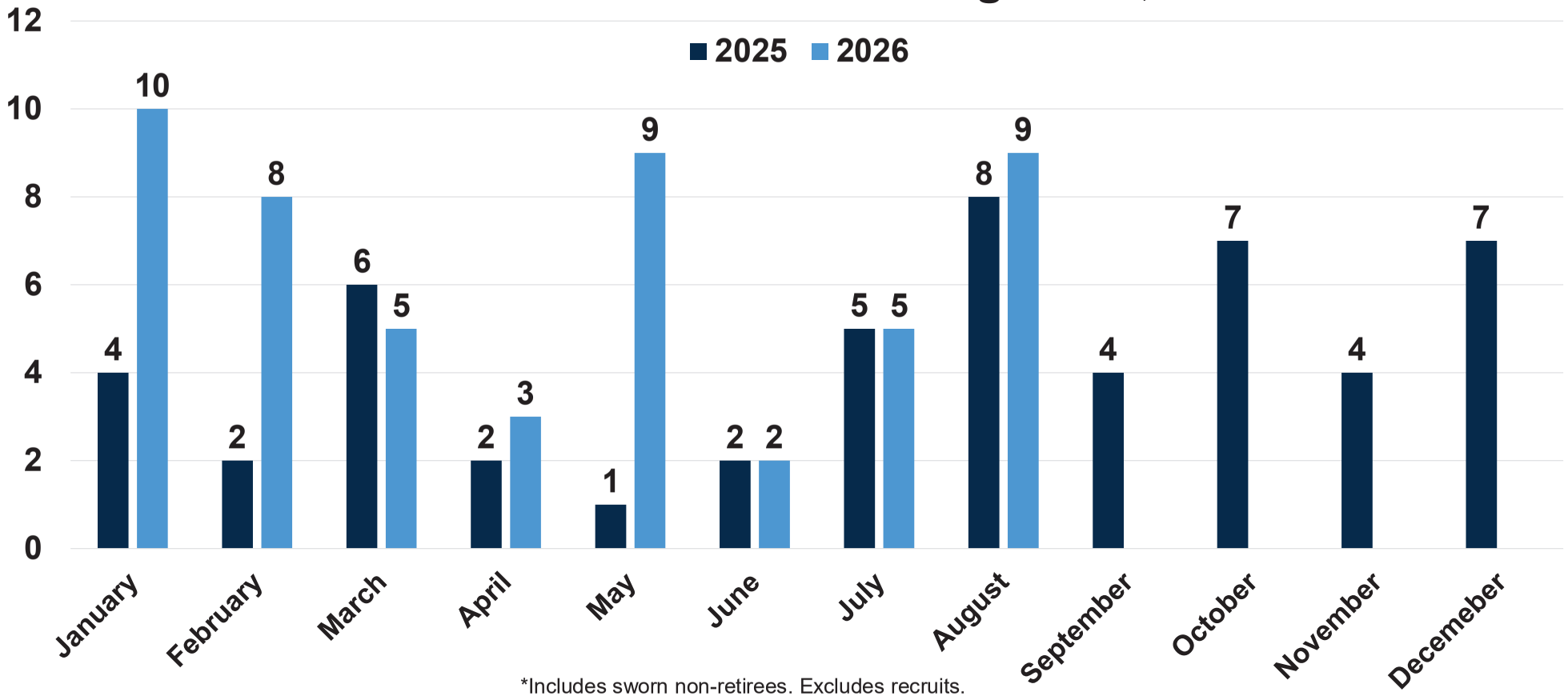
Totals
2025: 256 Hires
2026 (YTD): 162 Hires

- Class 5 started on August 31, 2026
- Class 6 and 7 will start in October and December

Retired Sworn Attrition as of July 31, 2026

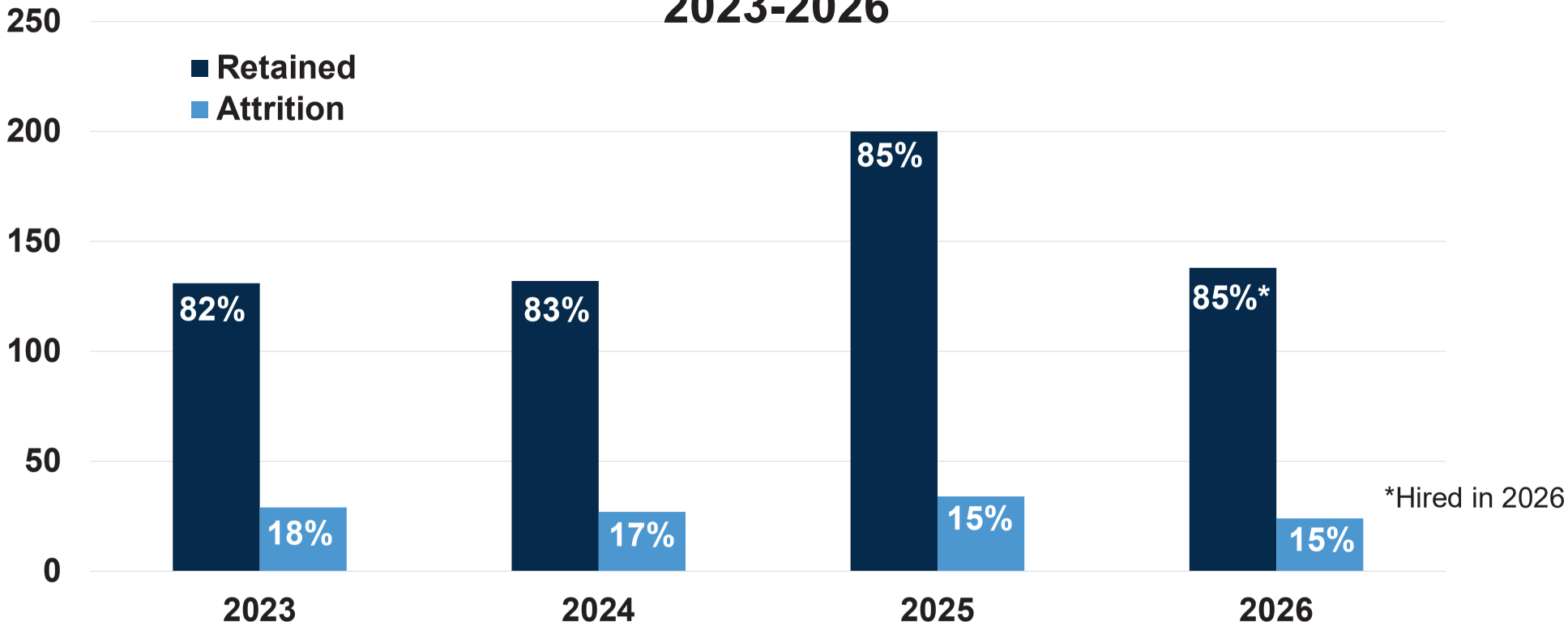
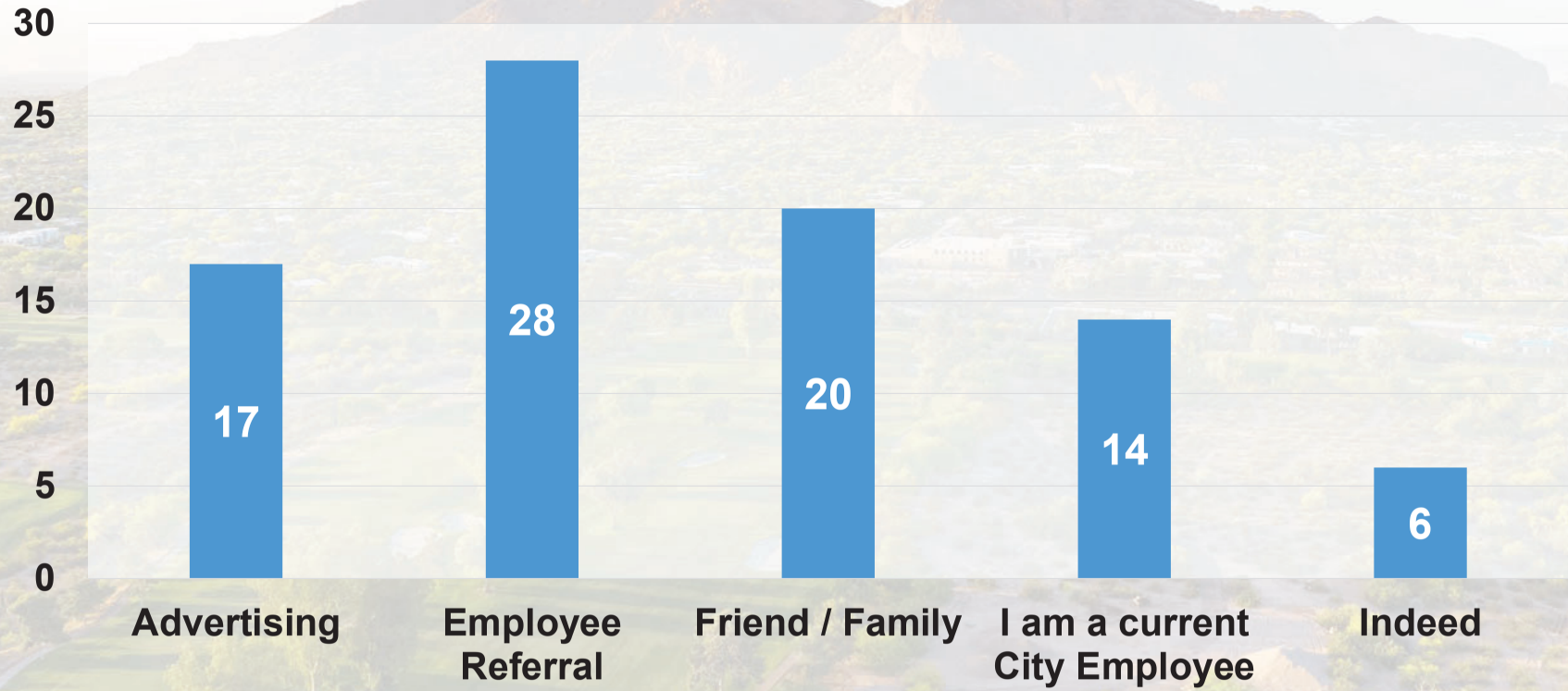


Other Sworn Attrition as of August 31, 2026



*Includes sworn non-retirees. Excludes recruits.

Phoenix Police Academy Recruit Retention & Attrition 2023-2026



2026 Police Recruit Hires by Top 5 Sources