City of Phoenix

Report

Agenda Date: 10/7/2026, **Item No.** 5

Phoenix Police Department Recruitment, Hiring, and Attrition Update - Citywide

This item includes a report on Phoenix Police Department's hiring and recruitment efforts as well as an overview of the department's recent attrition figures.

THIS ITEM IS FOR INFORMATION ONLY.

Summary

The Police Department's Recruitment, Hiring, and Attrition Report is included for review as **Attachment A.** Below is a glossary of terms used in the report for reference:

- **Sworn Hiring Target** - The authorized number of sworn officers the department aims to employ. For Phoenix PD, the target is 3,125 sworn positions, representing full operational capacity.
- **Recruit** - An individual hired by the department and attending the Police Academy for initial training before becoming a sworn officer. Recruits in the academy are tracked as part of the hiring pipeline.
- **Sworn Positions -** Roles held by certified officers at all ranks who have taken an oath. Includes patrol officers, officers in training (Field Training), detectives, supervisors, and executives.
- **DROP (Deferred Retirement Option Plan)** - A benefit for employees hired before Jan. 1, 2012, allowing eligible officers to work while earning salary and accumulating pension benefits, DROP lasts five years, with an optional two-year extension. Attrition from this category includes those completing the basic five year DROP or completing the extended DROP.
- **Early DROP** - Officers who leave before completing the DROP period or during any part of its extension. This is an attrition category tracked in the report.
- **Retired** - Officers who have completed their service and separated from the Department and City. Officers who are in this category retire at the following various points of service. This is a primary attrition category tracked in the report.

Responsible Department

This item is submitted by Assistant City Manager Lori Bays and the Police Department.