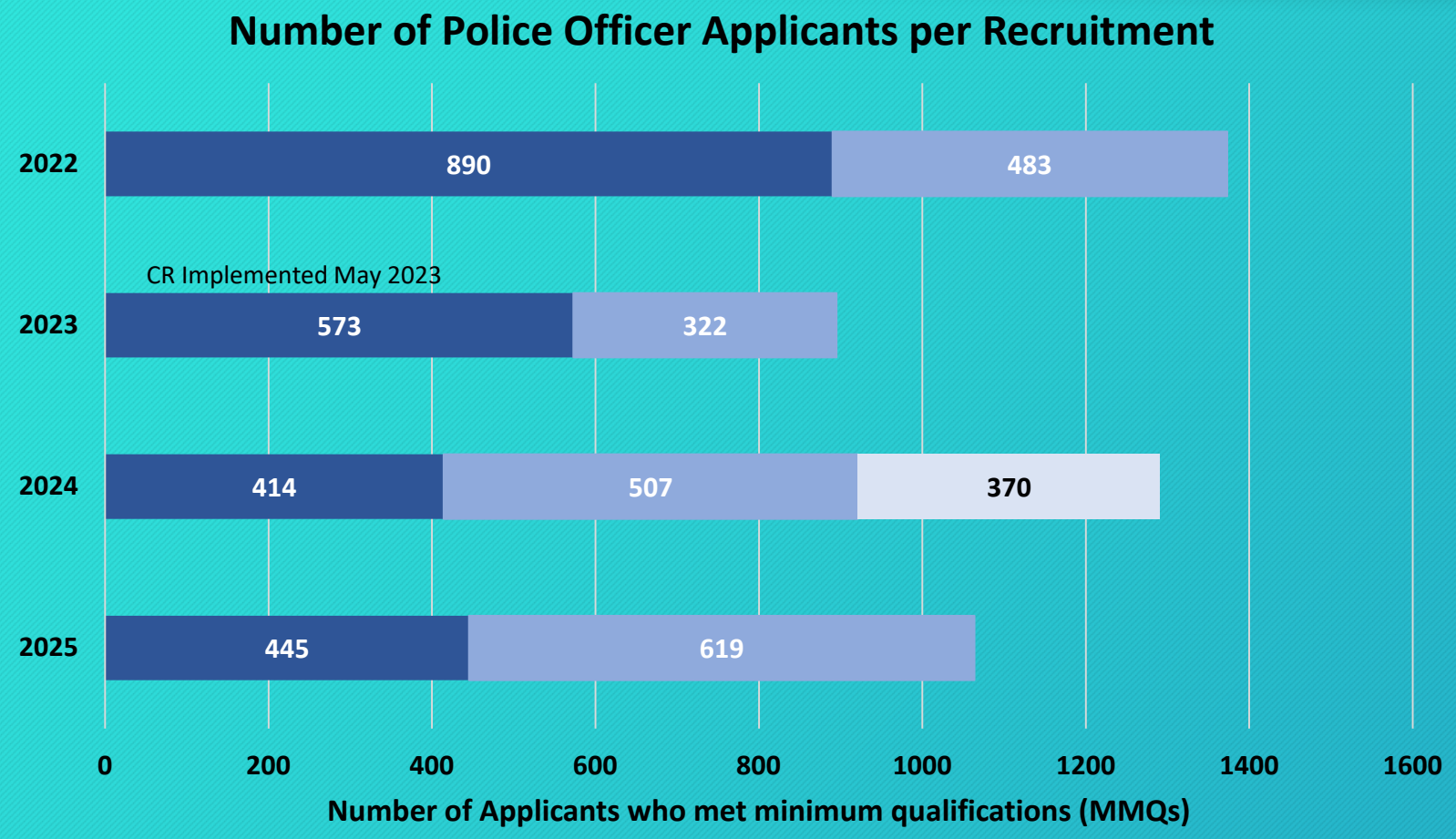
Update on Police Officer Recruiting and Hiring (9-9-25)

City of Milwaukee

Fire and Police Commission (FPC)

Testing and Recruitment Committee

Number of Police Officer Applications per Recruitment



2024 Total Entry-Level:

- 1,291 MMQs
  - Approx. 27/week

2025 Total Entry-Level (as of 8/31/25):

- 1,064 MMQs
  - Approx. 33/week

Number of Police Officer Applications since May 2025

Since Safeguard launched its ad campaign in late July, applications have notably increased:

- 290 MMQs (7/29 – 8/31/25)
  - Approx. 58/week

Safeguard Ad Campaign

Number of Police Officer Recruits per Class

Year	Recruit Class	Budgeted No.	Actual No. Appointed	Actual No. Graduated	%
2021	Class 1 - 2021	30	30	26	87%
2022	Class 1 - 2022	65	59	50	85%
	Class 2 - 2022	65	62	51	82%
2023	Class 1 - 2023	65	65	51	78%
	Class 2 - 2023	50	51	41	80%
2024	Class 1 - 2024	65	46	37	80%
	Class 2 - 2024	65	35	25	71%
	Class 3 - 2024	65	29	25	86%
2025	Class 1 - 2025	65	31	26*	-
	Class 2 - 2025	65	45	39*	-

* Currently remaining in the Academy

- **116 new hires in 2023**
  - Applicants from this recruitment had a **9%** hire rate
- **110 new hires in 2024**
  - Applicants from this recruitment had a **8%** hire rate
- **For Class 2-2025**
  - **42** entry-level candidates (11% hire rate)
    - Plus **1** lateral, **1** police aide, and **1** reappointee
- **3 additional Laterals started on 9/2/25**

Police Officer Recruitment: Applicant to Hire

		Class 1-2024	Class 2-2024	Class 3-2024
1	Applicants invited to written exam:	568	808	974
2	Applicants took written exam:	203	127	108
3	Applicants passed written exam:	189	99	96
4	Applicants submitted PHQ:	115	104	76
5	Applicants passed oral & PRT:	91	60	46
6	Eligible list sent to pre-employment:	89	59	46
			322 new applicants	414 new applicants
		6 failed oral 9 failed PRT	8 failed oral 10 failed PRT	18 failed oral 22 failed PRT
		23 failed background 22 failed psych	9 failed background 14 failed psych	10 failed background 14 failed psych
		46 Hired (8% hire rate)	35 Hired (11% hire rate)	29 Hired (7% hire rate)

Police Officer Recruitment: Applicant to Hire

	Class 1-2025	Class 2-2025
1 Applicants invited to written exam:	1059	1429
2 Applicants took written exam:	132	132
3 Applicants submitted the PHQ:	132	129
4 Applicants passed the written exam:	121	108
5 Applicants passed oral & PRT:	58	66
6 Eligible list sent to pre-employment:	58	66
	507 new applicants	370 new applicants
	102 scheduled PRT	103 scheduled PRT
	7 failed oral 35 failed PRT	3 failed oral 24 failed PRT
	13 failed background 9 failed psych	57 passed background and psych
	31 Hired (6% hire rate)	42 Hired 11% hire rate

MPD Target Staffing Levels

- Since the passage of **Act 12** in **2023**, MPD has slowly increased the size of its officer corps
  - In **2023**, MPD's average adjusted sworn strength (excluding recruits and grant funded officers) was **1,454.7 FTEs**
  - In **2024**, MPD's average adjusted sworn strength was **1,465.4**, an increase of **10.7 FTEs**
  - To date in **2025** (thru PP17), MPD's average adjusted sworn strength is **1,469.5**, an increase of **4.1 FTEs**
  - There are also currently an additional **50** officers funded through a COPS grant (which will expire in March 2026) and **65** recruits who cannot be counted yet for purposes of Act 12
- Per Act 12, the city must employ **1,725** law enforcement officers (including **175** detectives) by 2034

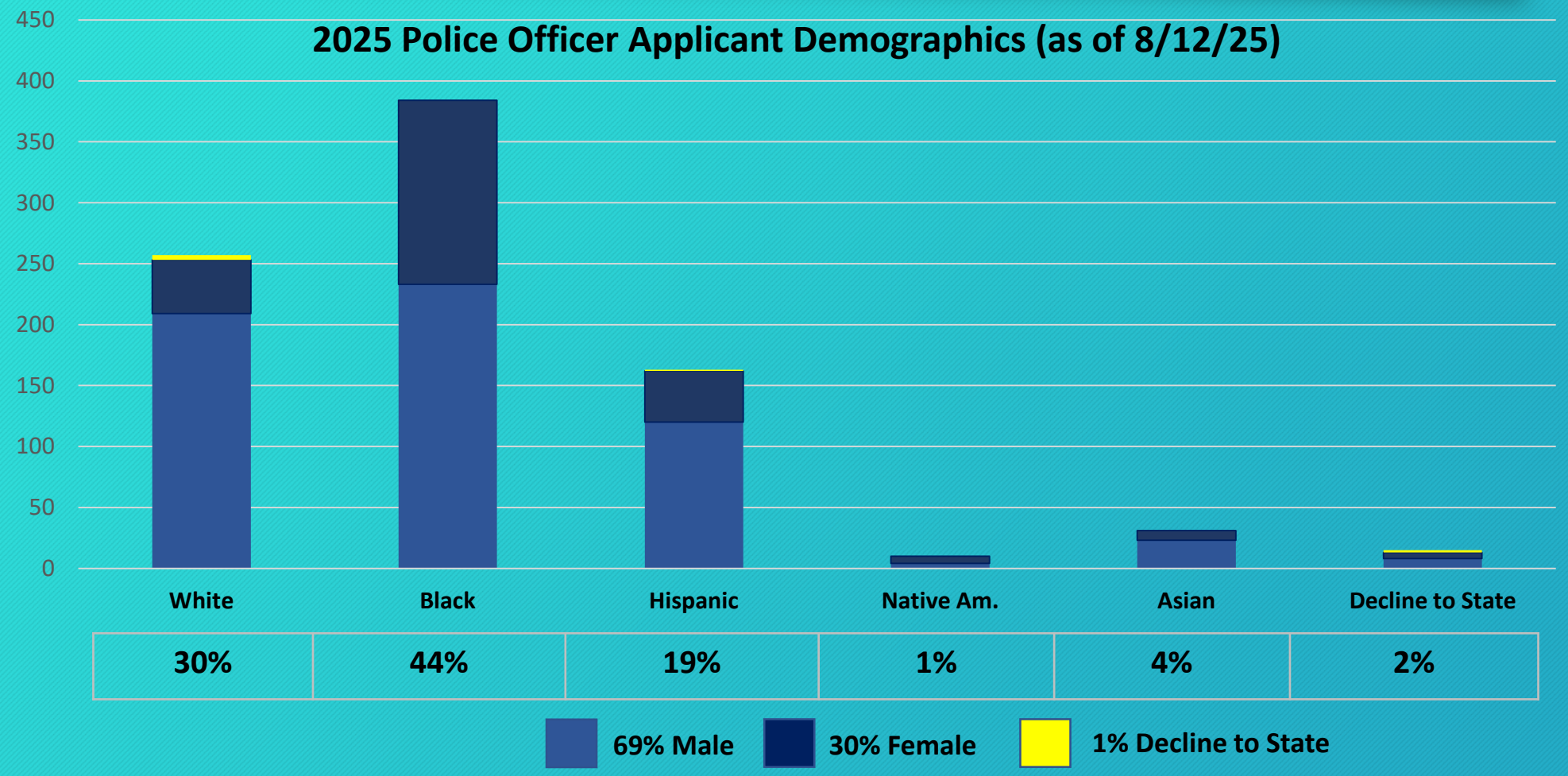
Total Sworn Law Enforcement Positions

- **1,725** – Act 12 target
- **1,587** – Actual (as of PP17)
  - **138** – variance

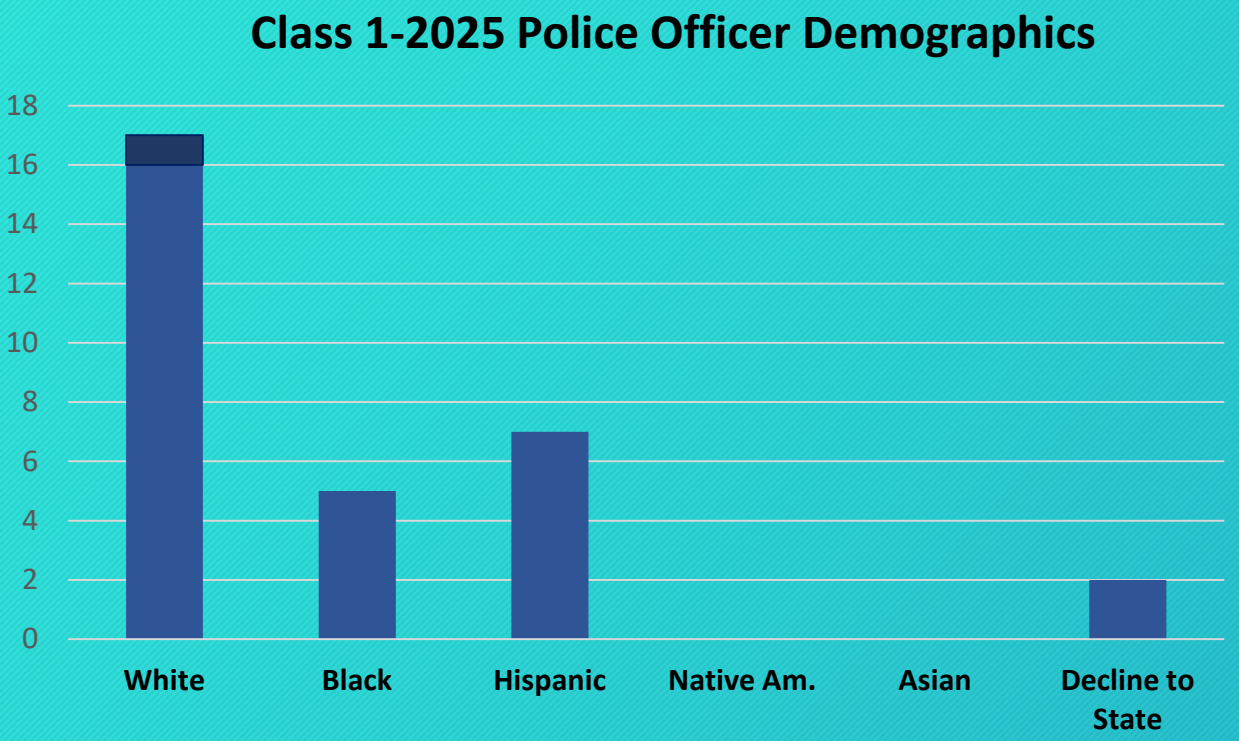
Detective Positions

- **175** – Act 12 target
- **145** – Actual (as of PP17)
  - **30** – variance

2025 Police Officer Applicant Demographics

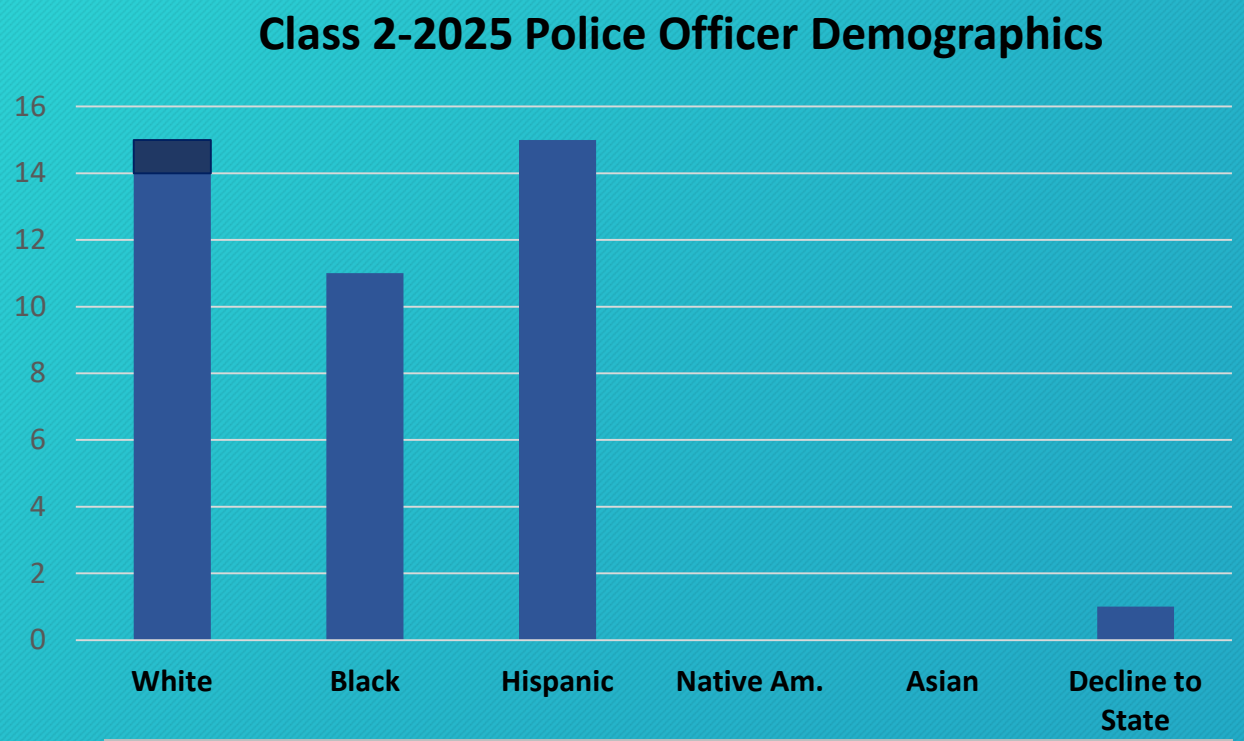


2025 Police Officer Class Demographics



White	Black	Hispanic	Native Am.	Asian	Decline to State
55%	16%	23%	0%	0%	6%

97% Male 3% Female 0% Decline to State



White	Black	Hispanic	Native Am.	Asian	Decline to State
36%	26%	36%	0%	0%	2%

98% Male 2% Female 0% Decline to State