

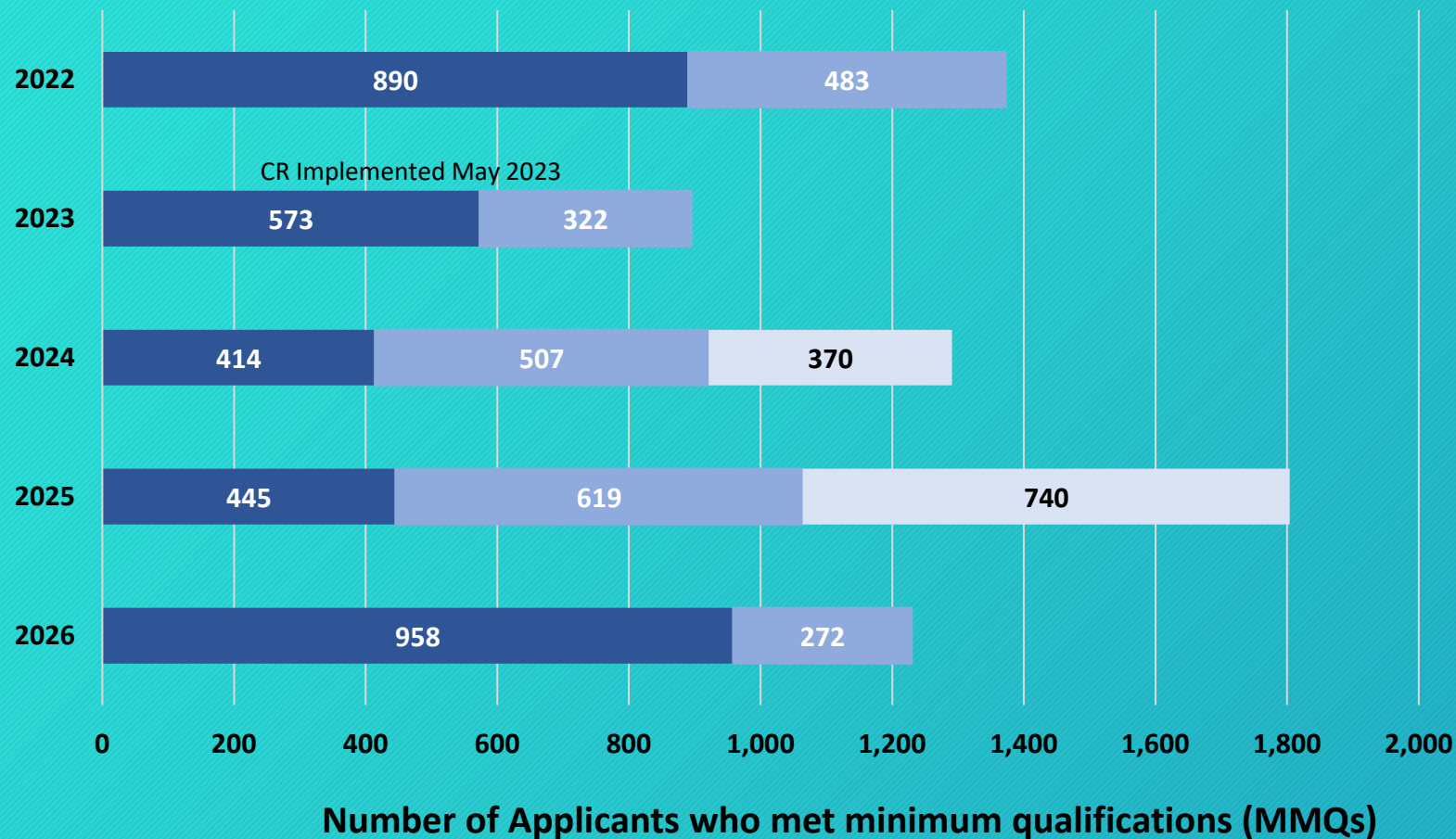


# Update on Police Officer Recruiting and Hiring (7-7-26)

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**City of Milwaukee  
Fire and Police Commission  
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:

- 1,804 MMQs
  - Approx. 39/week

## 2026 Total Entry-Level:

- 1,230 MMQs YTD
  - Approx. 47/week

# Number of Police Officer Recruits per Class

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Year	Recruit Class	Budget #	Actual # Appointed	Actual # 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	25	81%
	Class 2 - 2025	65	45	35	78%
	Class 3 - 2025	65	35	24	69%
2026	Class 1 - 2026	65	40	31*	-

- **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
- **114 new hires in 2025**
  - Includes 3 laterals hired in Sept. 2025
  - Applicants from this recruitment had a 8% hire rate

\* Currently remaining in the Academy

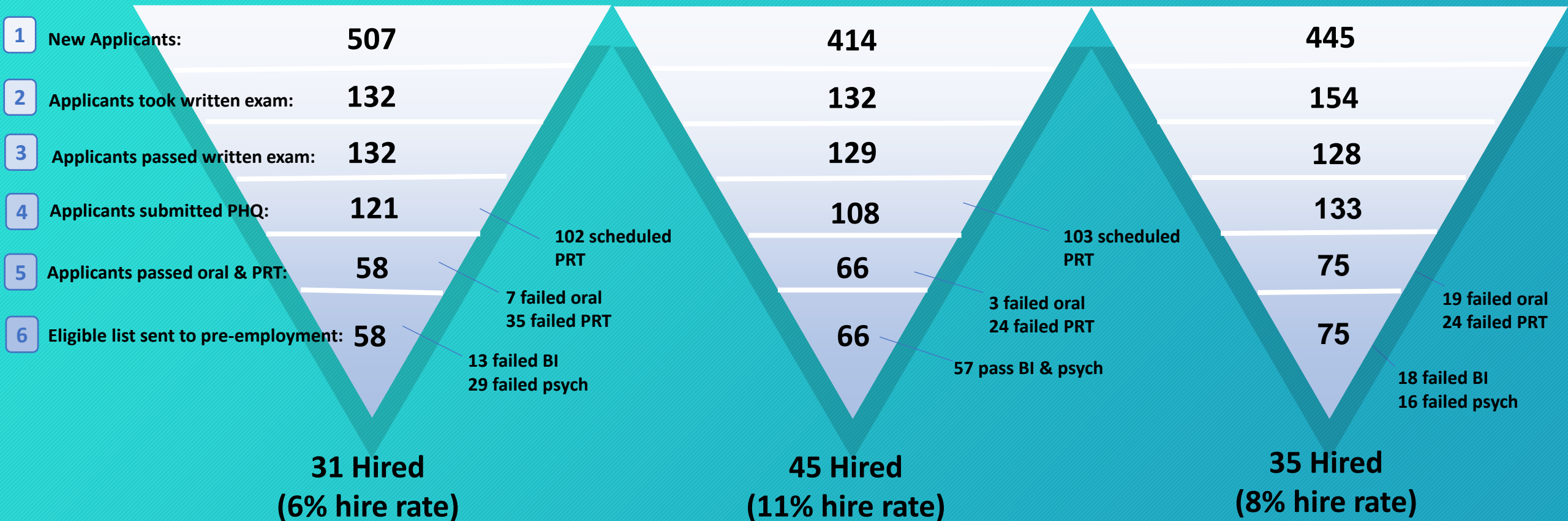
# Police Officer Recruitment: Applicant to Hire

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## Class 1-2025

## Class 2-2025

## Class 3-2025



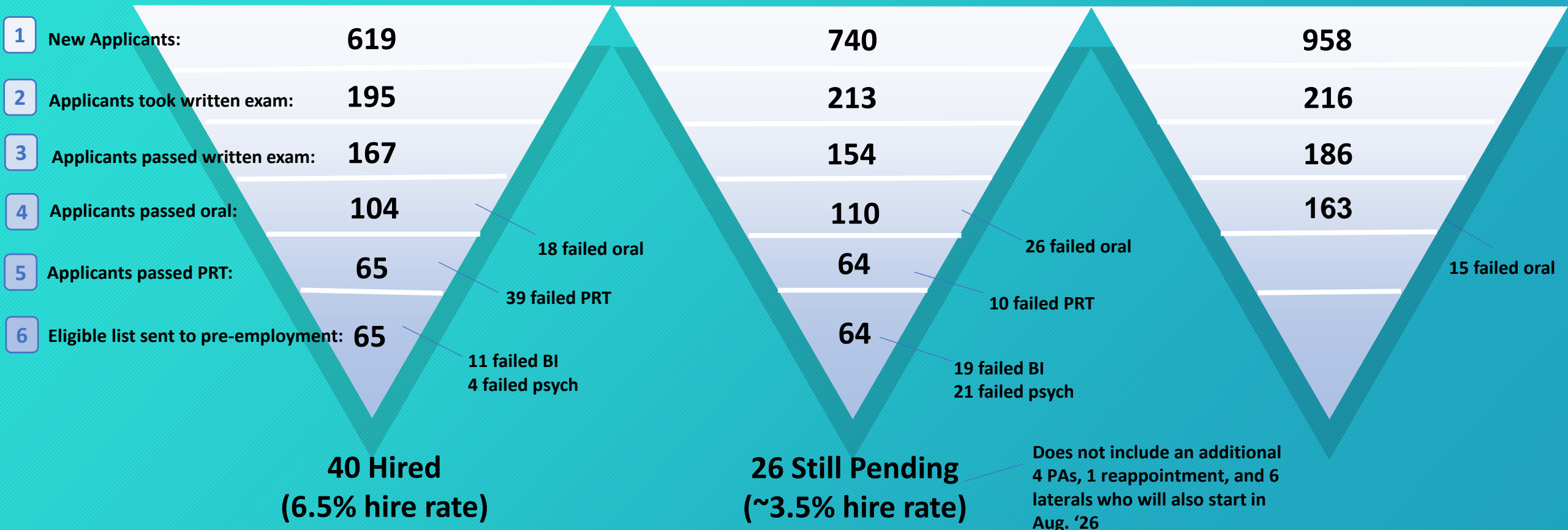
# Police Officer Recruitment: Applicant to Hire

5

## Class 1-2026

## Class 2-2026

## Class 3-2024



# MPD Target Staffing Levels

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- Per **Act 12**, the city must employ **1,725** total law enforcement officers (including **175** detectives) by **2034**
- Since the passage of **Act 12** in **2023**, MPD has been slowly increasing 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 grew to **1,465.4**, an increase of **10.7 FTEs**
  - In **2025**, MPD's average adjusted sworn strength grew to **1,466.8**, an increase of **1.4 FTEs**
  - An additional **50** officers who were previous funded through a COPS grant can now be counted for purposes of Act 12, effective March 19, 2026

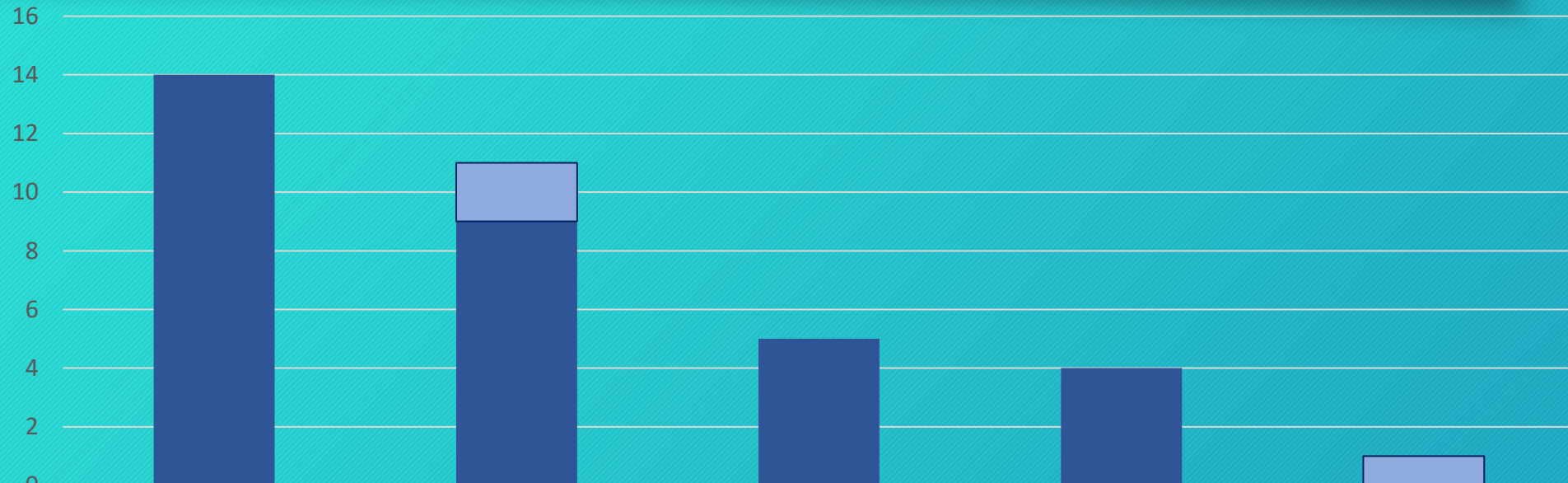
## Total Sworn Law Enforcement Positions

- **1,725** – Act 12 target
- **1,550** – Actual (as of 2026 PP12)
  - **175** – variance

## Detective Positions

- **175** – Act 12 target
- **142** – Actual (as of 2026 PP12)
  - **33** – variance

# Class 1-2026 Police Officer Demographics



	White	Black	Hispanic	Asian	Decline to State
Decline to State	0	0	0	0	0
Female	0	2	0	0	1
Male	14	9	5	4	0
<b>Percentage</b>	<b>40%</b>	<b>31.4%</b>	<b>14.3%</b>	<b>11.4%</b>	<b>2.9%</b>

82% Male 15% Female

# New Recruitment & Hiring Initiatives

- Social media campaign with **Safeguard Recruiting** has significantly improved application numbers
- Launched **new recruitment website** and **video** in Feb. 2026
- First **MKE Badge Bound** event held in Feb. 2026; second in July 2026
- New **Express Exam** for the initial written test went live in June 2026
- Bifurcated scoring system for **PRT entrance standards** will start in July 2026
- New, more inclusive **Psych Vendor (NTN)** will start this summer
- **Employee Engagement Survey** currently underway to help improve workplace culture and retention