



Update on Police Officer Recruiting and Hiring (1-13-26)

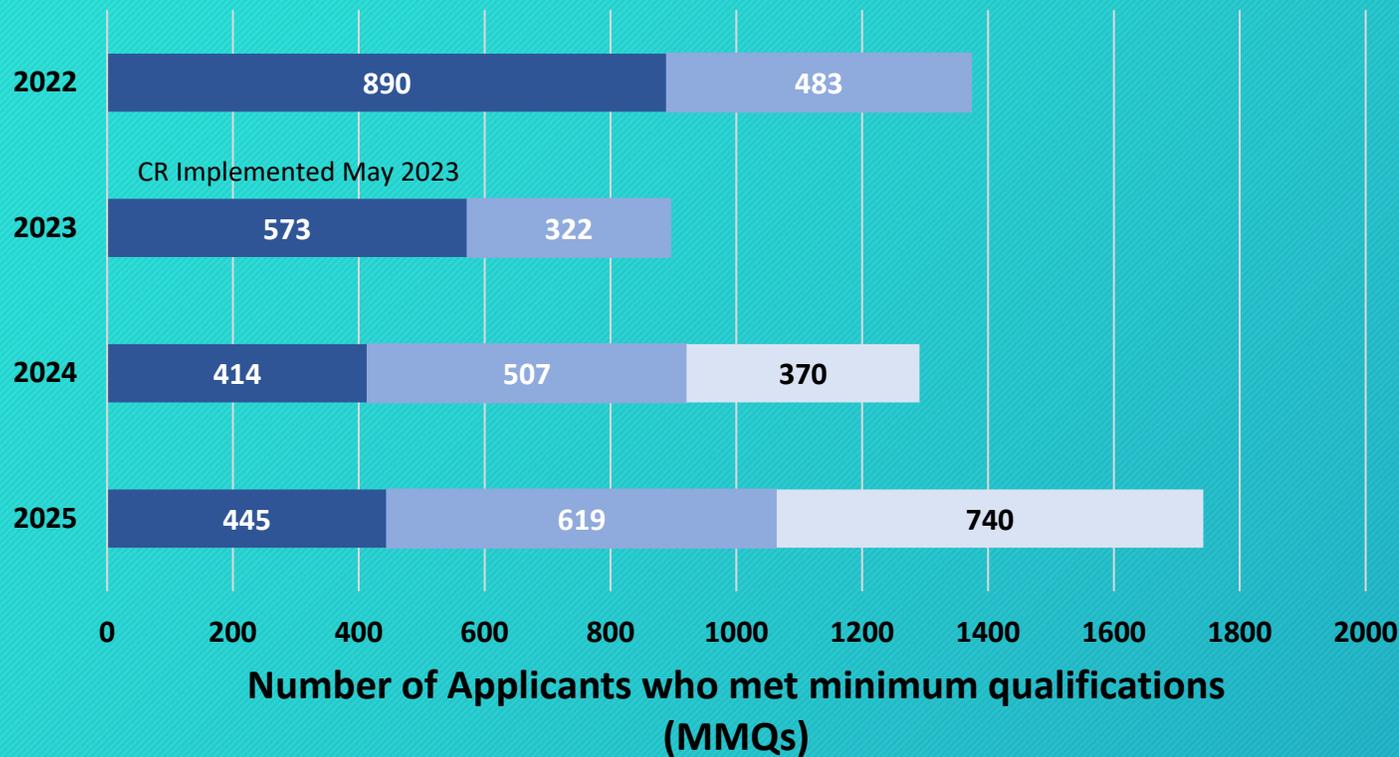
1

**City of Milwaukee
Fire and Police Commission (FPC)
Testing and Recruitment Committee**

Number of Police Officer Applications per Recruitment

2

Number of Police Officer Applicants per Recruitment



2024 Total Entry-Level:

- 1,291 MMQs
 - Approx. 27/week

2025 Total Entry-Level:

- 1,804 MMQs
 - Approx. 39/week

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	25	81%
	Class 2 - 2025	65	45	37*	-
	Class 3 - 2025	65	35	30*	-

- **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

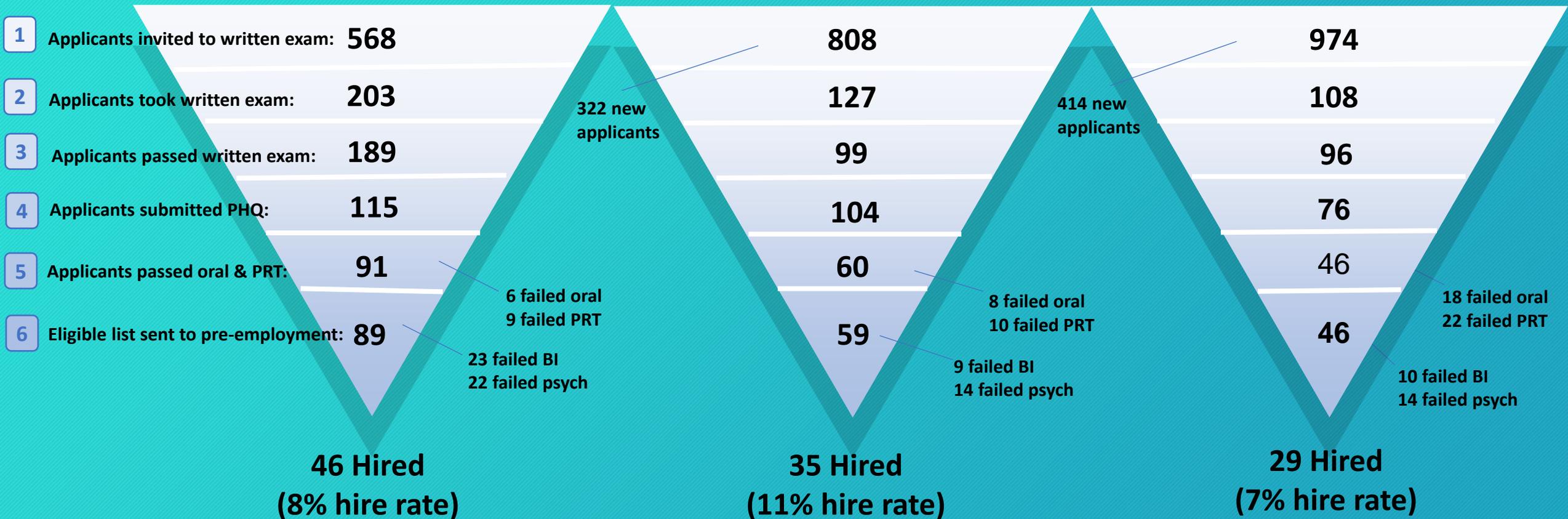
Police Officer Recruitment: Applicant to Hire

4

Class 1-2024

Class 2-2024

Class 3-2024

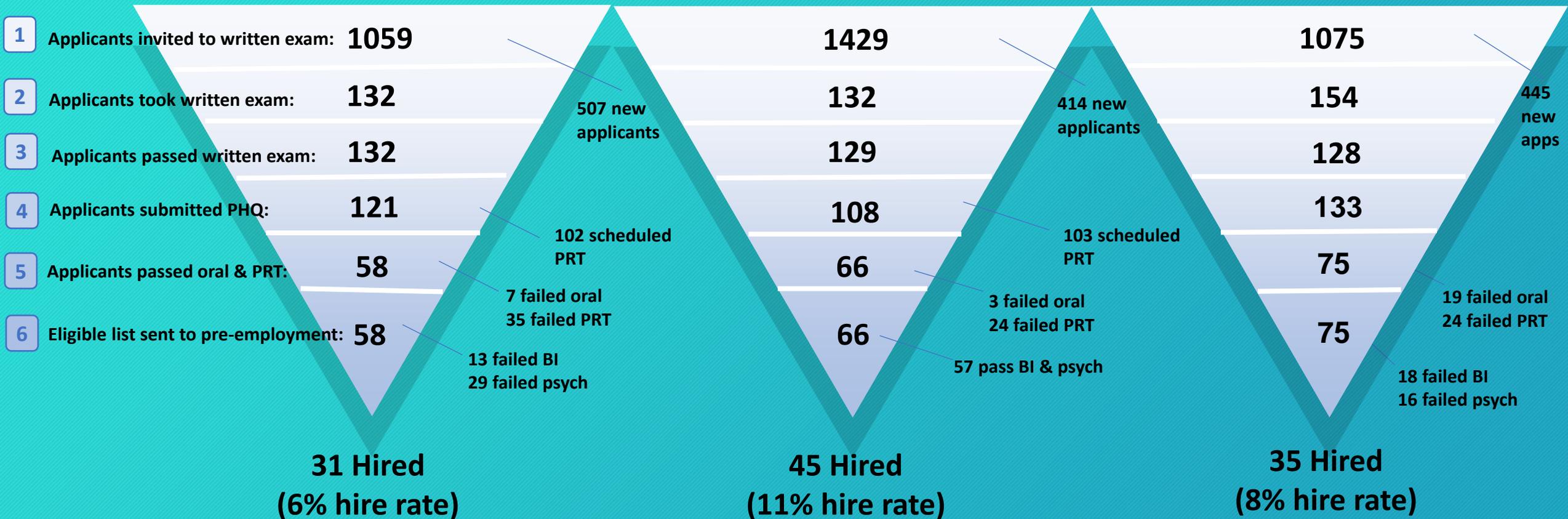


Police Officer Recruitment: Applicant to Hire

Class 1-2025

Class 2-2025

Class 3-2025



MPD Target Staffing Levels

6

- 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 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 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**
 - There are also currently an additional **50** officers funded through a COPS grant (which will expire in March 2026) and approximately **67** recruits who cannot be counted yet for purposes of Act 12

Total Sworn Law Enforcement Positions

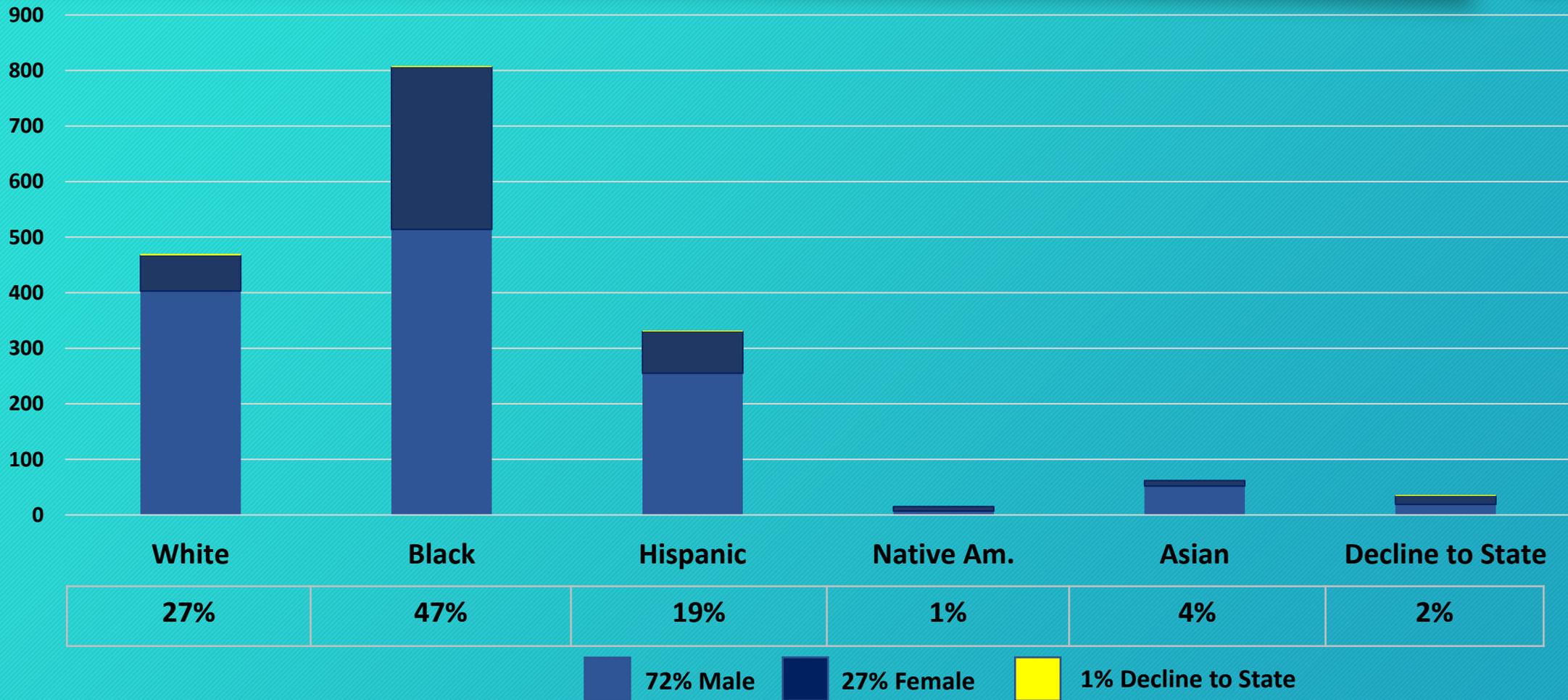
- **1,725** – Act 12 target
- **1,575** – Actual (as of 2025 PP26)
 - **150** – variance

Detective Positions

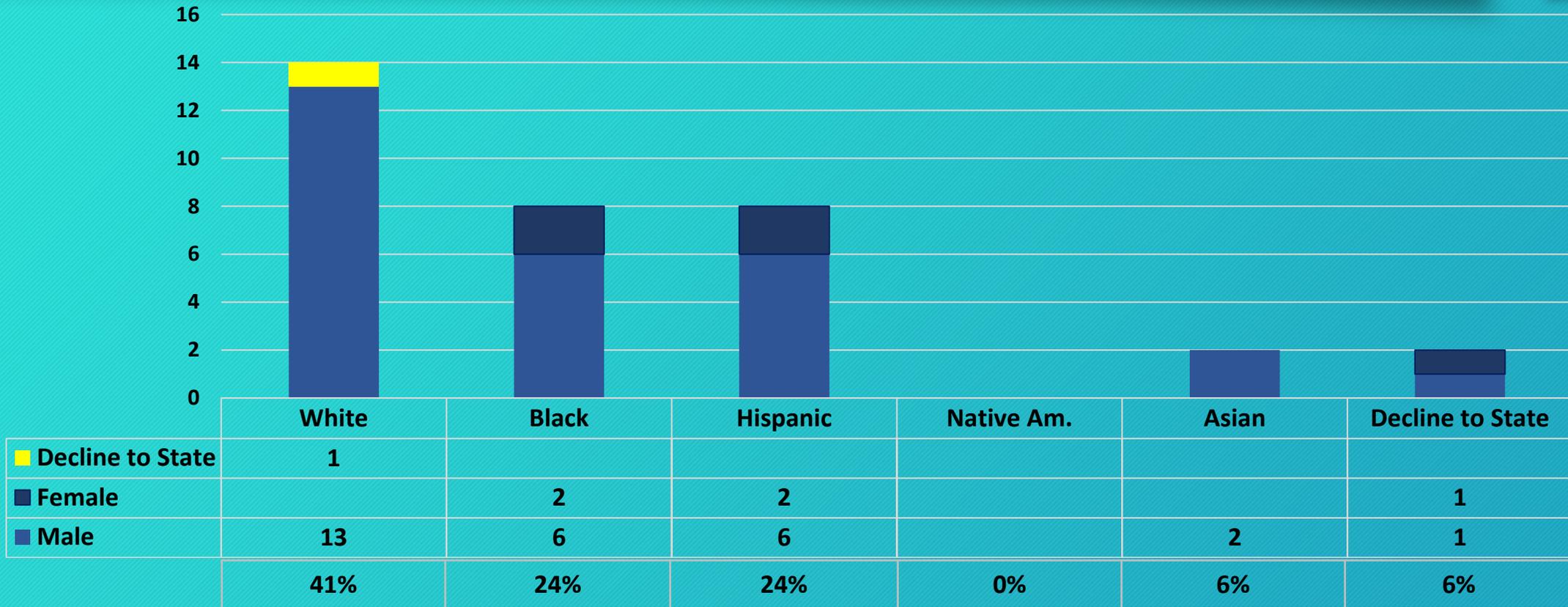
- **175** – Act 12 target
- **143** – Actual (as of 2025 PP26)
 - **32** – variance

2025 Police Officer Applicant Demographics

7



Class 3-2025 Police Officer Demographics



82% Male
 15% Female
 3% Decline to State