



HENRICO POLICE PERSONNEL STATISTICS

Workforce & Recruitment Demographic Data FY25

(July 1, 2024 – June 30, 2025)

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Strategies in Recruiting for Diversity

Henrico Police is striving for a workforce reflective of the diverse makeup of Henrico County. As we continue to approach recruitment with vigor, collaboration and a spirit of inclusion, we're encouraged by the results thus far and committed to even more progress moving forward. Here are a few ways Henrico Police is attracting, engaging and recruiting more diverse police applicants:

Strategic Partnerships & Community Input

The Henrico County Police Division continues to recruit new applicants through personal interactions and strategic online marketing. During the 2024 calendar year, the Division achieved the highest number of police officer applications since 2014. This is a result of the dedicated efforts by our Personnel Unit to utilize all resources and partnerships available to them.

The Division enhanced its advertising abilities through Indeed, which remains our biggest resource for attracting applicants, and partnered with LAMAR advertising for the use of billboards across the county. Our Personnel also made valuable connections with leadership at local malls (Chesterfield Towne Center, Short Pump Town Center) where recruiting advertisements were on display.

The Personnel Unit continues to partner with the Henrico County Public Safety Media Relations Team, formerly the Division's Office of Public Affairs. Despite the reallocation of this team to Henrico County's Public Relations Office, this group remains monumental for the creation of digital and printable assets as well as Division promotion on social media.

Members of the Personnel Unit attended numerous career events hosted by military bases and colleges/universities located throughout Virginia. These connections are invaluable, and our recruiters will continue to expand those interactions in the coming year.

Personnel Staff continue to seek ways of getting our youth interested in a career in law enforcement. There is a proposal for a Public Safety Aide

position which would help our Patrol Bureau shortages, while also providing an entry-level position within the Police Division. This position would be open for anyone ages 18-20, similar to the Chesterfield County Police Service Aides program. Members of the Personnel Unit conducted ride-alongs with Chesterfield's program to obtain valuable information that will help with further development/implementation of the Division's own program in the future.

Overcoming Police Recruitment Obstacles

Due to manpower challenges within different units of the Henrico County Police Division, the Personnel Unit lost one of its full-time recruiters in FY25 due to a transfer. To address this difficult obstacle, the unit established an approved and vetted list of 12 intern recruiters to assist with recruiting efforts. This list is comprised of officers with former military experience, college alumni and those not native to the Richmond Metro Area.

Henrico Police, like surrounding agencies, continues to face several challenges in recruiting the next generation of police. The Personnel Unit remains determined to use a combination of resources available to address these challenges while seeking innovative new ideas for how other law enforcement agencies are addressing this issue.

The Personnel Unit intends to utilize its military partnerships and efforts with the 30x30 initiative in FY26 to help hire future police recruits.

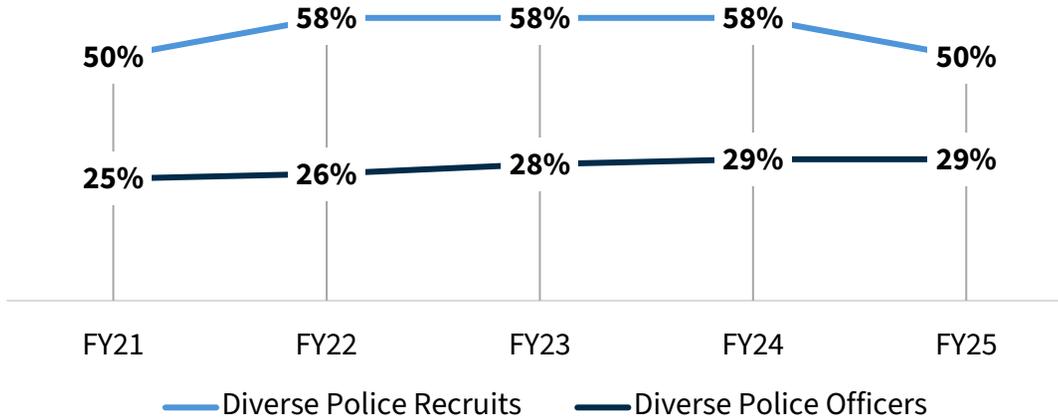
Results to Date

As a result of our efforts, 50% of police recruits hired in FY25 are of diverse races, ethnicities and gender. Since FY21, the percentage of diverse officers hired has remained consistent. In turn, the diversity of our total sworn complement in FY25 has increased 4% since FY21. As of July 3, 2025, 36% of our total workforce and 29% of our sworn police officers are of diverse races, ethnicities and gender.



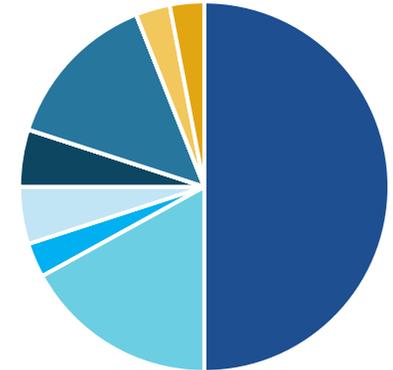
FY25 HENRICO POLICE PERSONNEL STATISTICS DIVERSITY RECRUITING OUTCOMES

PERCENT OF DIVERSE POLICE RECRUITS AND SWORN PERSONNEL BY FISCAL YEAR



FY25 POLICE RECRUITS BY RACE, ETHNICITY & GENDER

- White Male (50%)
- White Female (17%)
- Black Male (3%)
- Black Female (5%)
- Asian Male (5%)
- Asian Female (0%)
- American Native Male (0%)
- American Native Female (0%)
- Hispanic Male (14%)
- Hispanic Female (0%)
- Pacific Islander Male (0%)
- Pacific Islander Female (0%)
- Two+ Races Male (3%)
- Two+ Races Female (3%)



TOTAL DIVERSITY OF POLICE RECRUITS BY FISCAL YEAR

FISCAL YEAR (July 1 – June 30)	DIVERSE RECRUITS	TOTAL RECRUITS	% TOTAL OF DIVERSE RECRUITS
FY21 (7/1/20-6/30/21)	23	46	50%
FY22 (7/1/21-6/30/22)	29	50	58%
FY23 (7/1/22-6/30/23)	22	41	54%
FY24 (7/1/23-6/30/24)	14	24	58%
FY25 (7/1/24-6/30/25)	18	36	50%

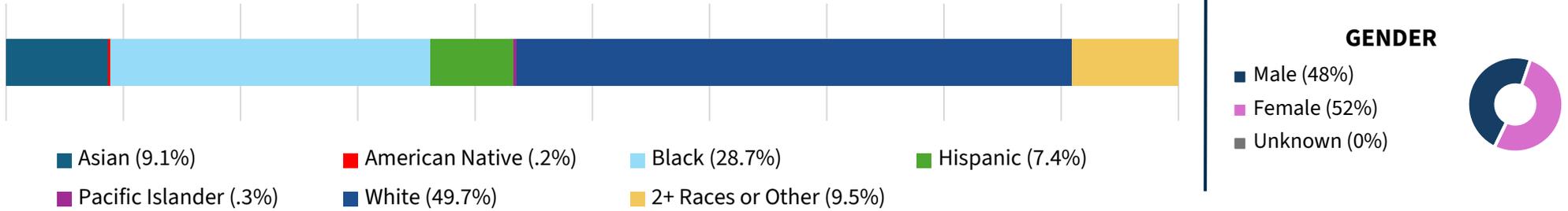
TOTAL DIVERSITY OF POLICE OFFICERS BY FISCAL YEAR

FISCAL YEAR (July 1 – June 30)	DIVERSE POLICE OFFICERS	TOTAL POLICE OFFICERS	% TOTAL DIVERSE POLICE OFFICERS
FY21 (7/1/20-6/30/21)	161	655	25%
FY22 (7/1/21-6/30/22)	172	653	26%
FY23 (7/1/22-6/30/23)	185	656	28%
FY24 (7/1/23-6/30/24)	186	642	29%
FY25 (7/1/24-6/30/25)	183	627	29%



FY25 HENRICO POLICE PERSONNEL STATISTICS COMPARATIVE WORKFORCE DEMOGRAPHICS

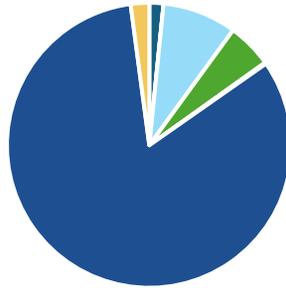
HENRICO COUNTY POPULATION BY RACE & ETHNICITY



According to the latest 2023 U.S. Census population data, Henrico County is made up of a diverse group of residents: 9.1% Asian, .2% American Native, 28.7% Black, 7.4% Hispanic, .3% Pacific Islander, 49.7% White and 9.5% two races or more/other.

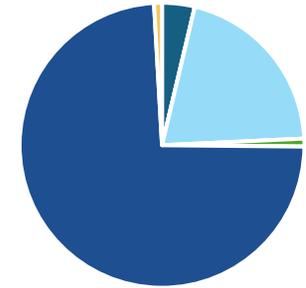
RACE & ETHNICITY OF HENRICO POLICE SWORN OFFICERS (As of July 3, 2025)

- Asian (1.6%)
- American Native (0%)
- Black (8.4%)
- Hispanic (5.1%)
- Pacific Islander (.16%)
- White (82.4%)
- Two+ Races or Other (2.1%)



RACE & ETHNICITY OF HENRICO POLICE PROFESSIONAL STAFF (As of July 3, 2025)

- Asian (3.7%)
- American Native (0%)
- Black (20.5%)
- Hispanic (.9%)
- Pacific Islander (0%)
- White (73.8%)
- Two+ Races or Other (.9%)



HENRICO POLICE SWORN OFFICERS BY GENDER

- Male (85%)
- Female (15%)



HENRICO POLICE PROFESSIONAL STAFF BY GENDER

- Male (34.5%)
- Female (65.4%)





FY25 HENRICO POLICE PERSONNEL STATISTICS WORKFORCE DEMOGRAPHICS

POLICE OFFICER DEMOGRAPHICS BY RACE, ETHNICITY & GENDER (As of July 3, 2025)

GENDER & TOTAL	ASIAN	AMERICAN NATIVE	BLACK	HISPANIC	PACIFIC ISLANDER	WHITE	2+ RACES OR OTHER	TOTAL
MALE	10	1	45	24	1	444	8	533
FEMALE	0	0	8	8	0	73	5	94
TOTAL	10	1	53	32	1	517	13	627
% TOTAL	1.59%	.16%	8.45%	5.10%	.16%	82.46%	2.07%	-

PROFESSIONAL STAFF DEMOGRAPHICS BY RACE, ETHNICITY & GENDER (As of July 3, 2025)

GENDER & TOTAL	ASIAN	AMERICAN NATIVE	BLACK	HISPANIC	PACIFIC ISLANDER	WHITE	2+ RACES OR OTHER	TOTAL
MALE	3	0	5	0	0	29	0	37
FEMALE	1	0	17	1	0	50	1	70
TOTAL	4	0	22	1	0	79	1	107
% TOTAL	3.74%	0%	20.56%	.93%	0%	73.83%	.93%	-

TOTAL HENRICO POLICE WORKFORCE DEMOGRAPHICS BY RACE, ETHNICITY & GENDER (As of July 3, 2025)

TOTALS	ASIAN	AMERICAN NATIVE	BLACK	HISPANIC	PACIFIC ISLANDER	WHITE	2+ RACES OR OTHER	TOTAL
TOTAL	14	1	75	33	1	596	14	734
% TOTAL	1.91%	.14%	10.22%	4.50%	.14%	81.2%	1.91%	-