The Tacoma Police Department is on a mission to reflect and protect our community. We are actively working to hire new and experienced officers who reflect the diversity of our city.

If you’re considering police work as a career or you’re an experienced officer with a heart to do first-rate community protection, we invite you to apply. Come be a part of the changing face of Tacoma Police.

- $50.03/hr + incentives
- Medical, Dental, and Vision
- Paid Leave, Paid Holidays
- Take Home Vehicle
- Deferred Compensation
- Insurance Plans
Policing has a big impact on society, so our hiring process is longer and more in-depth than most civilian jobs. But don’t count yourself out. If you’re a caring and hard-working person who wants a career that asks you to perform at your physical, mental and relational best, we’re looking for people just like you.

$25,000 BONUS
Effective March 14, 2022, qualified lateral officers who join Tacoma Police Department will receive:
• $10,000 in their first paycheck
• $7,500 upon completing probation
• $7,500 upon completing one year of service (after probation)

ReflectAndProtect.com

PAY + BENEFITS

LATERAL OFFICER BASE PAY
In-state lateral officer .......... $50.03/hr
Out-of-state lateral officer .... $47.69/hr

NEW OFFICER BASE PAY
New Recruit 0-6 months ....... $37.98/hr
Commissioned 7-9 months .... $43.37/hr
Commissioned 10+ months .... $47.69/hr

BONUS PAY
LEOFF II Dis./Ret. ................. +1%
TPD Accreditation ............... +2%
Bi-Lingual ....................... +2%
Education or Military .......... +2%
Swing Shift Differential ....... +3%
CJTC Training Officer .......... +3%
Night Shift Differential ........ +5%
SWAT Team ..................... +5%
Lab Team ........................ +5%
Search & Rescue Team .......... +5%
Motorcycle Officer ............. +5%
Bomb Technician ................ +5%
K-9 Officer ...................... +5%
Police Patrol Specialist ....... +5%
Police Training Officer ....... +5%

LONGEVITY PAY
5–9 years ........................ +2%
10–14 years ...................... +4%
15–19 years ...................... +6%
20+ years ....................... +8%
25+ years (mentor) .............. +10%

ADDITIONAL BENEFITS
Uniform Allowance ............. $690/year
Shooting Pay .................... $120/year
Deferred Compensation ...... $211/paycheck¹

INSURANCE
We provide benefits to you, your spouse/domestic partner², and children up to age 26.
• Medical Coverage
• Dental Coverage
• Vision Coverage
• Officer Wellness

¹. The City of Tacoma matches up to $211 per paycheck. For instance, if you contribute $100 per paycheck, the City will match $100 per paycheck. If you contribute $300 per paycheck, the City will contribute $211 per paycheck.

². Domestic partners must be registered with or recognized by the state of Washington.