

REFLECT

TACOMA

PROTECT

TACOMA

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.



\$25,000 signing bonus
\$52.53/hr + incentives



Medical, Dental,
and Vision



Paid Leave
Paid Holidays



Take-home
Vehicle



Deferred
Compensation

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.



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 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)



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PAY + BENEFITS

LATERAL OFFICER BASE PAY

In-state lateral officer	\$52.53/hr
Out-of-state lateral officer	\$50.08/hr

NEW OFFICER BASE PAY

New Recruit	0-6 months	\$39.88/hr
Commissioned	7-9 months	\$45.53/hr
Commissioned	10+ months	\$50.08/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/paycheck ¹

INSURANCE

We provide benefits to you, your spouse/² 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.



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