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.
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)

REFLECTANDPROTECT.ORG

PAY + BENEFITS

LATERAL OFFICER BASE PAY

<table>
<thead>
<tr>
<th>Type</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>In-state lateral officer</td>
<td>$52.53/hr</td>
</tr>
<tr>
<td>Out-of-state lateral officer</td>
<td>$50.08/hr</td>
</tr>
</tbody>
</table>

NEW OFFICER BASE PAY

<table>
<thead>
<tr>
<th>Type</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Recruit 0-6 months</td>
<td>$39.88/hr</td>
</tr>
<tr>
<td>Commissioned 7-9 months</td>
<td>$45.53/hr</td>
</tr>
<tr>
<td>Commissioned 10+ months</td>
<td>$50.08/hr</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Years</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>5–9 years</td>
<td>+2%</td>
</tr>
<tr>
<td>10–14 years</td>
<td>+4%</td>
</tr>
<tr>
<td>15–19 years</td>
<td>+6%</td>
</tr>
<tr>
<td>20+ years</td>
<td>+8%</td>
</tr>
<tr>
<td>25+ years (mentor)</td>
<td>+10%</td>
</tr>
</tbody>
</table>

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.