

REFLECT

T A C O M A

PROTECT

T A C O M A

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.



Medical, Dental,
and Vision



Paid Leave
Paid Holidays



Take-home
Vehicle



Deferred
Compensation



Wellness
Programs

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.

MINIMUM REQUIREMENTS

Tacoma Police Officers must meet or exceed the following criteria. You must:

- ☐ Be a United States citizen or permanent resident
- ☐ Have a high school diploma (or GED)
- ☐ Be at least 21 years old by date of appointment
- ☐ Meet physical requirements
- ☐ Meet medical standards



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TACOMA
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PAY + BENEFITS

LATERAL OFFICER BASE PAY

| | |
|--|------------|
| In-state lateral officer | \$59.83/hr |
| Out-of-state lateral officer | \$56.98/hr |

NEW OFFICER BASE PAY

| | | |
|--------------|----------------------|------------|
| New Recruit | 0-6 months | \$45.34/hr |
| Commissioned | 7-9 months | \$51.68/hr |
| Commissioned | 12+ months | \$56.98/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 Training Officer | +4% |
| MSU/Dive Team | +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. | \$238/paycheck ¹ |

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 \$238 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 \$238 per paycheck.

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