Benefits Summary

- $4,771-$6,025 base salary that rises in 5 steps over 4 years
- Incentive pays include:
  - Investigator = 5%
  - Specialty (SWAT, MSU, NPO, Traffic Inv) = 3%
  - Educational = 1% AAS, 3% Bachelor
  - City Residency = 1%
  - Foreign Language = 3% (for the month it is used)
  - Longevity (MPO) = up to 6% earned in increments over 20 years
- Take Home Vehicle (30 mile radius from city limits)
- All uniforms and equipment are issued
- Non-uniformed assignments receive a clothing allowance on top of issued equipment
- Social Security Replacement (401A)
- LEOFF 2 Retirement Plan
- Medical/ Dental/ Vision Insurance
- Life Insurance
- Long Term Disability Insurance
- 120-240 hours of Combination Leave
- 64 hours of Major Medical Leave
- 100 hours of Holiday Leave
- Volunteer Section 125 Flexible Spending Account
- Matching 457 Deferred Compensation Plan
- Patrol works 5 on, 4 off; 5 on, 4 off; 5 on, 5 off.
- Shifts are bid by seniority every year in 6 month increments
- Opportunity for extra duty work once off probation
- Promotional opportunities:
  - 10 Detective positions
  - 14 Sergeant positions
  - 5 LT positions

- Specialty Assignment opportunities:
  - 14 Investigator positions
  - 3 Neighborhood Policing positions
  - 7 Traffic (includes Advanced and Recon)
  - 4 Motors
  - 3 Task Force positions

- Additional Duty Assignment opportunities:
  - SWAT
  - Clandestine Lab
  - Marine Services Unit
  - Honor Guard
  - Civil Disturbance Team
  - Gang & Drug patrol response (tip team)
  - EVOC instructor
  - Firearms instructor
  - Defensive Tactics instructor
  - Peer Support