• $4914-$6206 base salary that rises in 5 steps over 4 years
• Incentive pay includes:
  o Investigator = 5%
  o Specialty (SWAT, MSU, NPO, Traffic Inv) = 3%
  o Educational = 1% AAS, 3% Bachelor
  o City Residency = 1%
  o Foreign Language = 3% (for the month it is used)
  o 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
• 209-329 Hours of Combination Leave
• 10 Days 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:
  o 10 Detective Positions
  o 14 Sergeant Positions
  o 5 Lieutenant Positions
• Specialty Assignment Opportunities:
  o 14 Investigator Positions
  o 3 Neighborhood Policing Positions
  o 7 Traffic (includes Advanced and Recon)
  o 4 Motors
  o 3 Task Force Positions
• Additional Duty Assignment Opportunities:
  o SWAT
  o Clandestine Lab
  o Marine Services Unit
  o Honor Guard
  o Civil Disturbance Team
  o Gang and Drug Patrol Response (Tip Team)
  o EVOC Instructor
  o Firearms Instructor
  o Defensive Tactics Instructor
  o Peer Support