



Lateral Incentive Program

City of Tacoma | Tacoma Police Department

Resolution 41756 & Ordinance 29052

City Council
September 9, 2025



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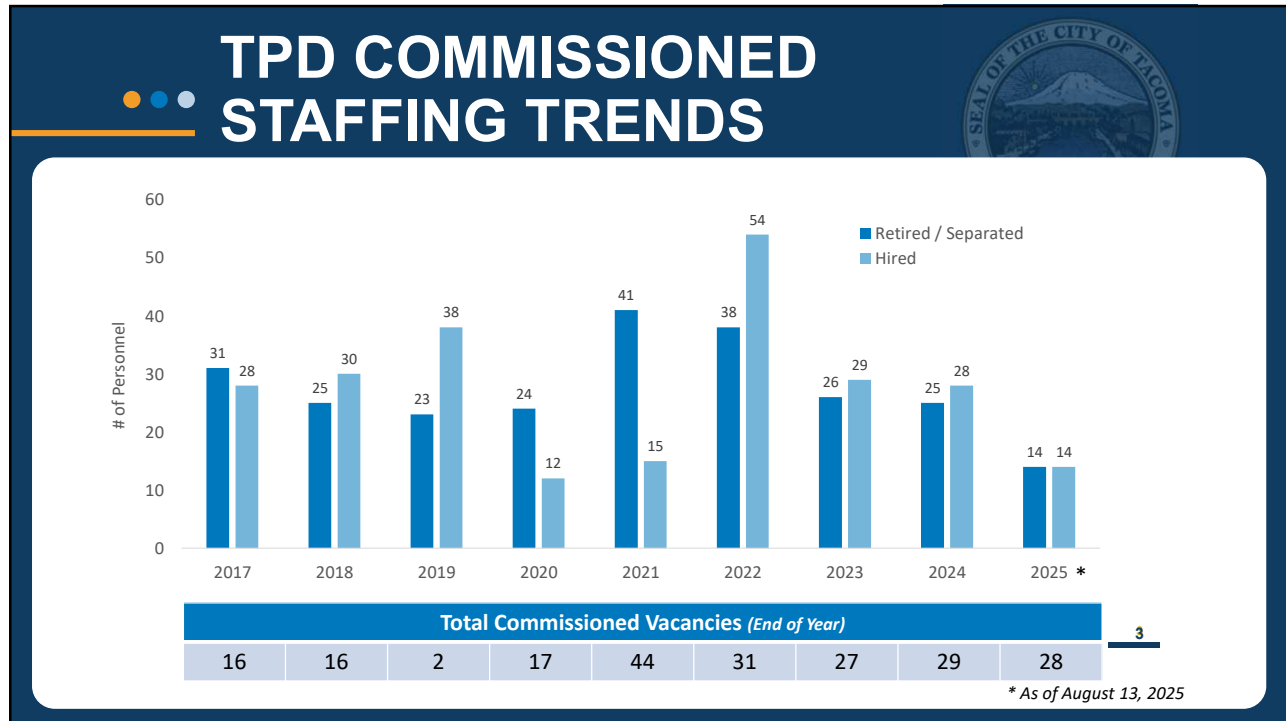
OVERVIEW



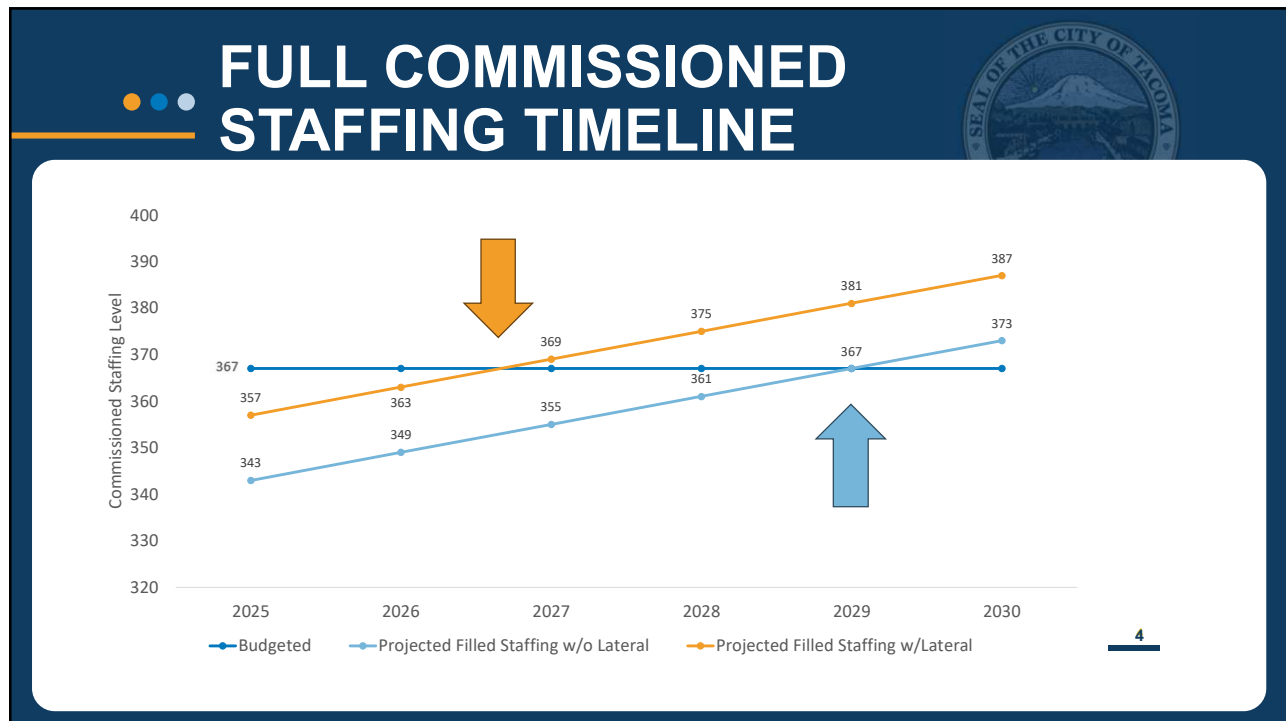
- ▲ **Problem:** TPD has a chronic staffing shortfall, which has compelled the heavy reliance on overtime expenditures simply to meet essential service levels. This approach places a strain on the wellbeing of officers and on our ability to consistently deliver the level of service our community expects and deserves.
- ⌘ **Proposal:** Introduce an **in-state lateral incentive program** to increase the rate of hiring and target new officers eligible for faster deployment in the community.

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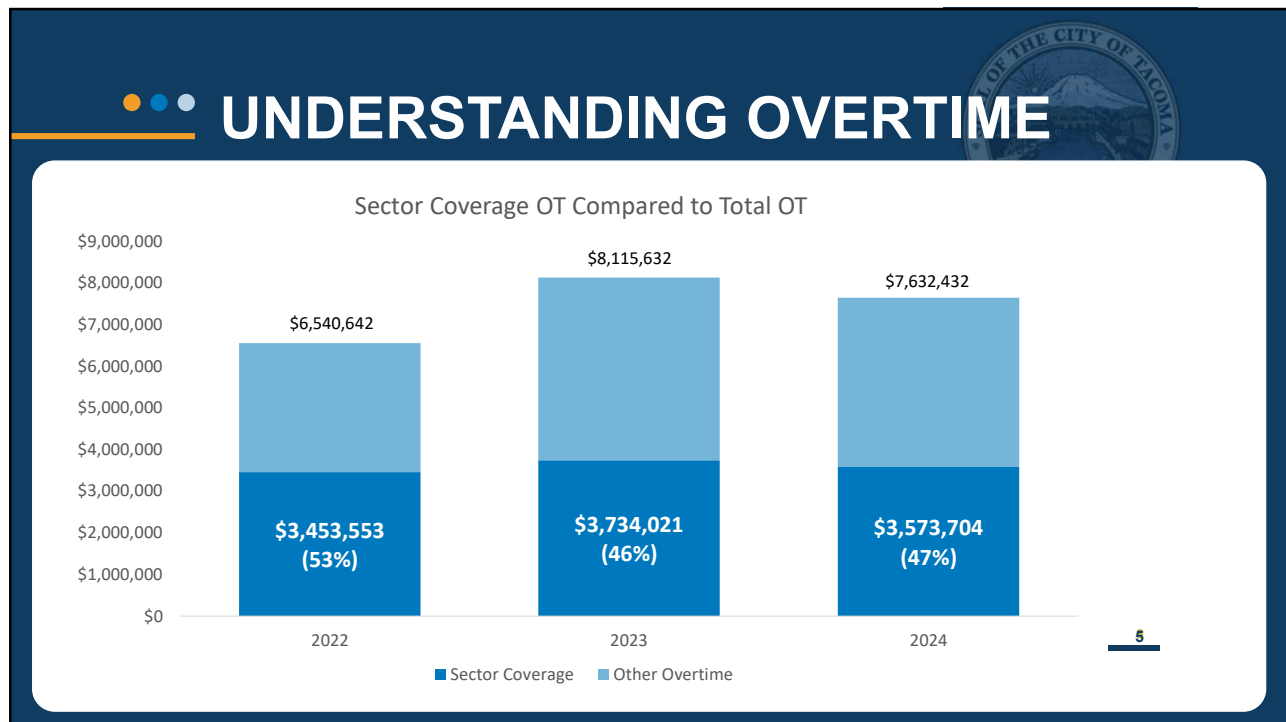
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LATERAL INCENTIVE PROGRAM



Eligibility

Law Enforcement Officers

- Currently working in Washington State
- Fully commissioned by the Criminal Justice Training Commission
- Must pass rigorous recruitment process




\$50,000 Payment

Staggered over two years

- \$25,000 upon hire
- \$12,500 after year 1
- \$12,500 after year 2

Must remain continuously employed for two full years



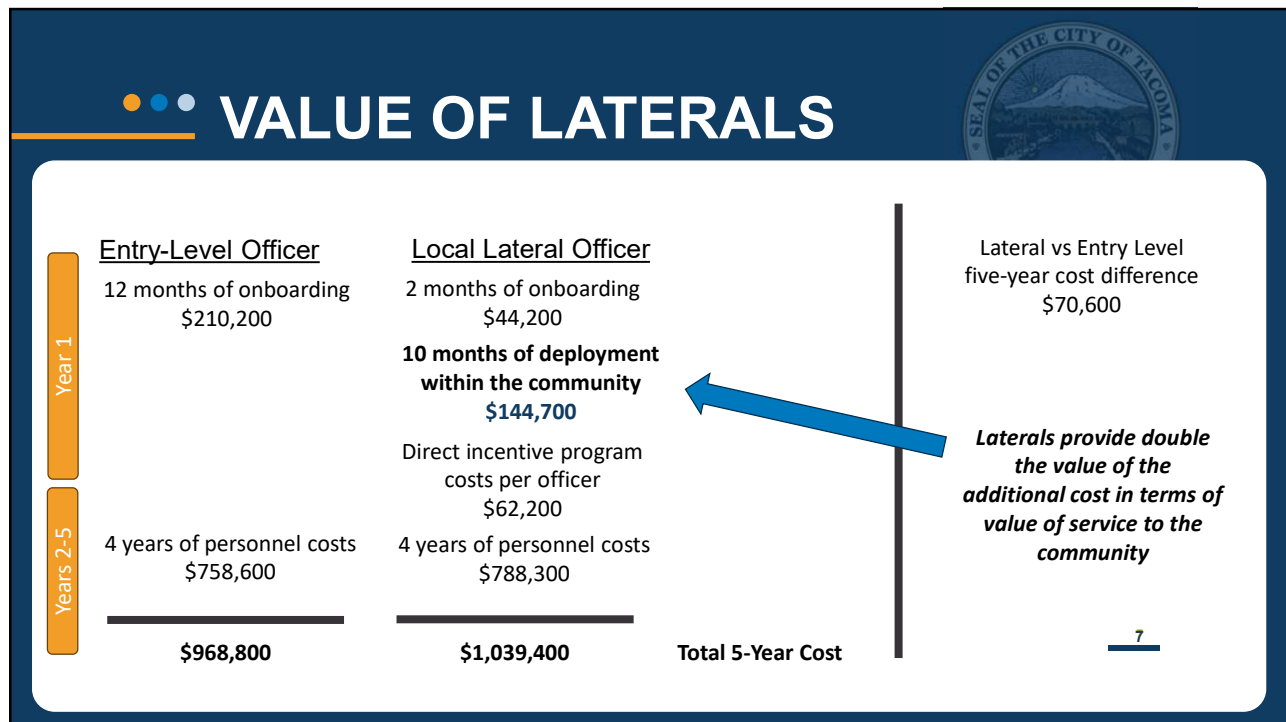
Leave Benefits

Up to 120 of Floating Holiday hours, depending on the date of hire

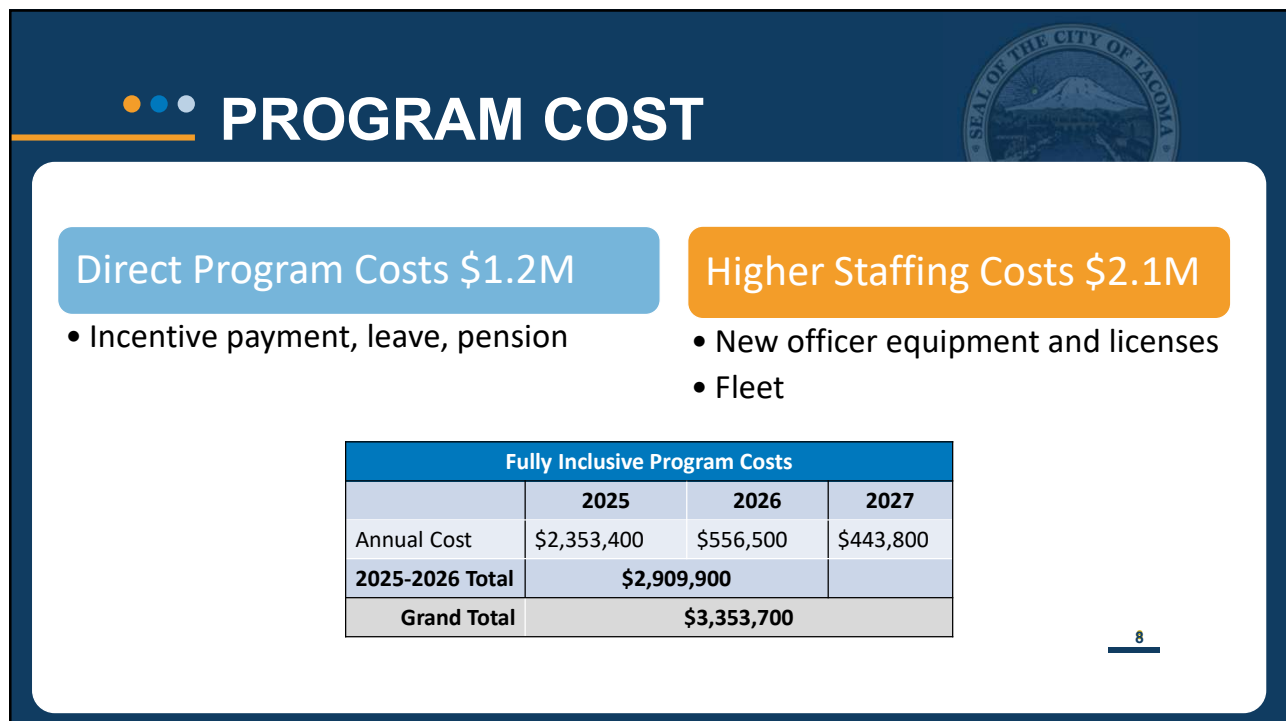
80 hours for 2026

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Next Steps

- September 9: First and Final Reading*
- October: Mid-biennium Modification



**Seeking Emergency Ordinance for immediate effective date*

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PROGRAM DIRECT COST



Lateral Incentive Program Direct Costs				
<u>Item</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>Total Cost</u>
\$50,000 Incentive Payment	500,000	250,000	250,000	1,000,000
Leave Deposits (40 Hours P/Y)	50,300	105,500		155,800
Overtime	20,500	6,800		27,300
Pension Impacts	29,300	18,900	13,300	61,500
Total Costs	600,100	381,200	263,300	1,244,600

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FULL PROGRAM COST



Lateral Incentive Program Direct Costs				
	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>Total Cost</u>
Total Costs	600,100	381,200	263,300	1,244,600

Costs to Support Rapid Increase in Staffing Levels				
<u>Item</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>Total Cost</u>
New Officer Equipment	233,100			233,100
New Officer Licenses	13,300	13,700	14,100	41,100
Existing Vehicle Fleet Maint.	156,900	161,600	166,400	484,900
New Vehicles (15)	1,350,000			1,350,000
Total Costs	1,753,300	175,300	180,500	2,109,100

2025-2026 Budget 2,909,900
Total
2027 Total 443,800
Grand Total 3,353,700

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OTHER REGIONAL INCENTIVES



Many municipalities in Washington State and across the nation offer hiring incentives for laterals. A few regional examples include:

- Pierce County offers a \$25,000 hiring incentive and 160 hours combined of sick and vacation leave
- King County offers a \$25,000 hiring incentive
- Seattle offers a \$50,000 hiring incentive
- Mercer Island offers a \$40,000 hiring incentive
- Thurston County offered a \$25,000 incentive and 80 hours of combined sick and vacation leave (the program was amended in June to remove the hiring bonus)
- Spokane offers a \$25,000 hiring incentive

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