

## VISION STATEMENT

Serve • Support • Defend

## MISSION STATEMENT

The mission of the City of Mountlake Terrace Police department is to “Serve” the community with professionalism and integrity, “Support” the Constitution, Laws, and Core Values as set forth by its citizens and “Defend” the individual rights, human dignity, and quality of life for all who live, visit, and work within Mountlake Terrace.

## FROM THE CHIEF OF POLICE

The Mountlake Terrace Police Department is a progressive organization which values and encourages community engagement.

We embrace the vision put forth by former President Obama’s Task Force on 21st Century Policing:

- Building Trust and Legitimacy.
- Policy and Oversight.
- Technology and Social Media.
- Community Policing and Crime Reduction.
- Officer Training and Education.
- Officer Safety and Wellness.

Our goals are to reduce crime, maintain a vigilant presence in the community, and build trust through transparency and accountability.

If you want to be a part of a great team and make a positive difference, join us.

Pete Caw  
Chief of Police



## Application Process:

The Mountlake Terrace Police Department uses PublicSafetyTesting.com for initial candidate testing. All Candidates must take a written exam and physical ability test to be eligible for employment.

Public Safety Testing available in all 50 States!

# JOIN THE MOUNTLAKE TERRACE POLICE DEPARTMENT



## LATERAL AND ENTRY LEVEL OFFICER RECRUITMENT





**About the Mountlake Terrace Police Department:**

We are a Washington State Accredited Agency of 28 sworn officers and 9 civilian staff. Special assignment opportunities include Narcotics K9, Regional SWAT, Violent Offender Regional Task Force, sUAS pilot, Special Services, School Resource Officer and Detectives. We also maintain partnerships with additional regional teams such as the drug task force, Target Zero Traffic Safety and the Snohomish County Multi-Agency Response Team.

Our culture is welcoming and friendly, often referred to as being a like a family. We are supportive of one another and will do everything we can to help you achieve your individual goals while working as a team to achieve our organizational goals. One way we accomplish this is by maintaining a robust training program with both external and internal instructors of various expertise.

We enjoy a respectful and supportive partnership with our community. We are committed to outreach through many programs such as Cops & Clergy, our imbedded social worker, National Night Out and many more. We value individuals who realize the importance community support has to our success as an organization.

On average, our officers respond to approximately 18,000 calls for service annually. Although officers respond to a variety of incidents and stay busy, there will be discretionary time for you to pursue areas of interest. Whether training, looking for impaired drivers or engaging with the community through outreach, you will have time to take a few moments and focus on activities of your choosing.

**About Becoming a Mountlake Terrace Officer:**

We are an Equal Opportunity Employer. We are actively seeking applicants with diverse backgrounds. Candidates must pass a thorough background investigation which includes drug and medical screening, no Felony or Domestic Violence convictions, must possess a Washington State Driver's license and be a US Citizen.

Entry Level Officers will complete the Basic Law Enforcement Academy. Laterals must have worked in Law Enforcement as a paid full time officer for 24 of the last 36 months and be Certified by the CJTC or pass the State Equivalency Academy.

**About Being a Mountlake Terrace Officer:**

Entry Level salary for 2023 is \$76K-\$87 annually. Lateral salary for 2023 is \$90K-\$100K annually.

Incentive for college education is 4.5% for AA and 9% for a BA. There is a 3% Specialty pay for additional duties: K-9, Detectives and SRO.

Medical, Dental and Vision insurance for employee and family.

Deferred compensation program, MEBT Retirement program (mebt.org), Life Insurance.



**Contact Our Recruiter TODAY!**

[policecareers@mltwa.gov](mailto:policecareers@mltwa.gov)

425-670-8260