

## A COMPARISON OF THE OLYMPIA, LACEY AND TUMWATER POLICE DEPARTMENTS

Category (1)	Olympia Police Department	Lacey Police Department	Tumwater Police Department
Governing laws	OMC Chapter 2.36 & RCWs	LMC Chapter 2.48 & RCWs cited	TMC Chapter 2.10.040, 9.00 & RCWs
Authority to hire/fire	City Manager Jay Burney	City Manager Scott Spence	Mayor Pete Kmet
Population	52,700	44,000	24,040
2019-20 Dept. budget (2)	\$20,961,296	\$12,737,107	\$7,860,304
As a percent of general fund	21% (increased from prior year)	24% (increased from prior year)	24% (increased from prior year)
Bargained contracts (3)	Police Sergeants Association	Police Management Association	One agreement covers both levels
	Police Officers' Guild	Police Officers' Guild	See above
Total employees	110.5	Unable to discover	42
Officers	70	53	33
Salary & Compensation			
Range of pay 2018	\$71,210 - \$188,530 (actual amounts paid 2018)	Missing	\$56,460 – 164,218 (actual annual amt paid 2018)
First yr vacation accrual	21 days	12 days	12 days
Open positions 2020	6 entry level officers	5 officers, 2 admin	3 officers
Minimum qualifications	Age 21, HS grad/GED, WDL, qualify for firearm.		Age 21, WDL, no felony convictions
Minimum starting salary	\$6,592/month	\$5,832/month	\$5,420/month
Initial training	19.5 wks Police Academy Burien	Not separately indicated	18 wks Police Academy + 3 mos field

(1) Information in this chart comes from city web pages (finance, police department, municipal code) using the most current postings, usually 2018-19 so figures may vary slightly from those in other sources. (2) Different jurisdictions have given police departments a variety of roles not typically understood as “policing” and budgets may reflect such differences. (3) Police working conditions and salaries are governed by contracts that are posted on line. The contracts establish base pay for all officers and provide for percentage increases to the base for “premium” and “special” assignment,” incentive bumps for education and fitness, for longevity among other opportunities to exceed base salaries. In addition to other benefits, each contract contains grievance procedures, a “bill of rights” and many, many other stipulations useful for understanding the status of our police. (4) Annually, the Olympian posts a “Searchable Salaries” database for cities in Thurston County. The figures here are for maximum and minimum gross actual pay for 2018 for Olympia and Tumwater officers. The data for Lacey 2018 was missing. D