

## 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



Submit Application to:

Human Resources  
City of Mountlake Terrace  
23204 58<sup>th</sup> Ave W  
Mountlake Terrace, WA 98043  
(425) 744-6225  
[HRCity@ci.mlt.wa.us](mailto:HRCity@ci.mlt.wa.us)  
[www.cityofmlt.com](http://www.cityofmlt.com)



## JOIN THE MOUNTLAKE TERRACE POLICE DEPARTMENT



## LATERAL AND ENTRY LEVEL OFFICER RECRUITMENT



### **About City of Mountlake Terrace:**

The city has a population of 21,000, and growing. Located less than 14 miles from downtown Seattle and on the I-5 corridor, the city is booming with building projects, the addition of a light rail stop and a new Civic Center. The future Mountlake Terrace will include a multi-storied Town Center. The City is in Snohomish County, on the border of King County.

### **About the Mountlake Terrace Police Department:**

The department has 31 sworn personnel and 8 civilian staff. Specialty positions are a Narcotics K-9, SWAT Team Members, a Narcotics Detective and a Drug Recognition Expert. Being surrounded by other jurisdictions, we have a close working relationship with municipal, countywide and regional agencies: North Sound Metro SWAT, Snohomish County Drug Task Force, Target Zero Traffic Safety, Snohomish Multi-Agency Response Team, Crimes Against Children Task Force to name a few. The department is fully accredited with the Washington Association of Sheriffs and Chiefs of Police. We have a respectful and mutually supportive relationship with our community.

### **About Becoming a Mountlake Terrace Officer:**

We are an Equal Opportunity Employer. Candidates must pass a thorough Background Investigation which includes drug and medical screening; have no Felony or Domestic Violence convictions, must possess a Washington State Driver's license and be a US Citizen. Entry Level Officers must 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 State Academy or pass the out-of- State Equivalency.

### **About Being a Mountlake Terrace Officer:**

Entry Level for 2020 is \$5,685-\$6,519 a month, and for 2021 is \$5,841-\$6,698 a month.

Lateral pay range is \$6,710-\$7,417 a month, and for 2021 is \$6,895-\$7,611 a month.

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

Medical, Dental and Vision insurance for employee and family

Deferred compensation program, MEBT Retirement program, Life Insurance

12 hour shifts, with 3 on and 3 off. 11 paid Holidays that can be banked.

