SPECIALTY ASSIGNMENTS

TRAFFIC UNIT

The Traffic Unit is a four-member team who serves the Richland community in all phases of traffic enforcement, collision investigation, public education, and collision prevention efforts.

S.W.A.T.

MAJOR INCIDENT RESPONSE TEAM

M.I.R.T. is a six-member team of patrol officers who have received additional training to assist the Criminal Investigations Division with crime scene processing and major collision investigation.

BENEFITS & SALARY

$105,158-$136,273

STARTING SALARY (DOQ)

LATERAL OFFICERS: $110,627 - $136,273

- Paid Training
- Medical, Dental & Vision
- Paid Life and AD&D Insurance
- State Pension & Retirement/ Deferred Compensation Plan with 4.5% Match
- Retirement Health Savings (FOP)
- Vacation, Sick Leave & Comp Time
- 10 Paid Holidays (2.5x Regular Pay)
- PTO Cash Out (Up to 100 Hours Annually)
- Uniforms & Equipment Supplied
- LEOFF II Pension Plan in lieu of Social Security Contributions

INCENTIVES

$136,273 TOP SALARY WITH MAX INCENTIVES*

- Education (within the police field) - AA 5% / BA 10%
- Longevity - 10 years 2% / 20 years 12%
- Detective Pay – 6%
- Street Crimes Unit Detective Pay – 6%
- Specialty Pay: 3%
  - SWAT
  - Bomb Squad
  - Bilingual
  - Drone Team
  - M.I.R.T – Major Incident Response Team (6% while activated)
  - Instructors (7% while instructing)
- 21 Days Paid Military Leave Per Year

Top step for lateral can be reached within 18 months

Incentives can be stacked to 18%

APPLY TODAY:

WEARERICHLAND.ORG

REV 10/2025

JOIN OUR TEAM

TEAMWORK ▪ INTEGRITY ▪ EXCELLENCE

STREET CRIMES UNIT

The Street Crimes Unit focuses on criminal apprehension, non-conventional investigations, and proactive, intelligence-based policing. Partnering with CID, Patrol, and our neighboring and regional partners, SCU addresses high risk, repeat offenders and works to disrupt the criminal element in the region.

BOMB SQUAD

We have a fully trained and equipped Bomb Squad that responds to explosives calls across the entire southeast Washington region.

DETECTIVES

Our Criminal Investigation Division handles all types of complex investigations from child abuse to homicides. We have our own highly equipped computer forensic lab where work is done within the agency. Additionally, RPD has detectives represented in the Tri-Cities Metro Drug Task force.

SOUTHEAST REGIONAL INTERNET CRIMES AGAINST CHILDREN TASK FORCE (SER-ICAC)

The SER-ICAC task force is a collaborative law enforcement effort dedicated to combating the proliferation of internet crimes against children in the Southeast region.

USE OF FORCE INSTRUCTORS

We have a progressive training division that is dedicated to incorporating reality-based training on as many levels as we can. We have embraced the Gracie Survival Tactics system for our defensive tactics, and we also have partnered with a local Jiu-Jitsu academy for additional training for our officers.

MENTOR PROGRAM

Our mentor program pairs every new officer with an experienced officer to guide them. Building these mentor relationships helps our new officers thrive as they become part of the RPD family.

DRONE PROGRAM

APPLY TODAY:
WEARERICHLAND.ORG

WHY CHOOSE RICHLAND PD?

"I chose RPD for not only the benefits and career opportunities, but for the opportunity to serve a community that cares a great deal about their officers, and a department that upholds its values and places emphasis on career longevity. I have been humbled to work with the outstanding officers and personnel at RPD and could not be more satisfied with my decision to join this department."

– OFFICER AMBER ANDERSON
Transferred from California in 2022

"One of the things I love most about RPD is the resiliency of our officers and their willingness to work through difficult situations and keep pushing forward. I am 100% confident that our officers are some of the best in the nation."

– OFFICER JORY PARISH
Transferred from Idaho in 2010

CITY OF RICHLAND, WA

Richland, located along the Columbia River, is renowned for its numerous parks and abundant recreational opportunities. Our city features a diverse range of industries, particularly in STEM fields, and offers excellent schools. With low crime rates and a family-friendly atmosphere, Richland is an ideal place to live.