



City of Tacoma
Police Department

HIRING STANDARDS

The following violation of standards **SHALL** be disqualifying:

- Adult felony convictions, regardless of jurisdiction where either offense or conviction occurred.
- Juvenile felony conviction within 60 months, regardless of jurisdiction where either offense or conviction occurred.
- Conviction of any crime involving fraud, perjury, dishonesty, false statement or moral turpitude (which refers to any conduct that is believed to be contrary to community standards of honesty, justice, or good moral values).
- Applicants with a history of violence will not be hired. Any applicant considered for employment with a history of committing violence such as domestic violence, child abuse, elder abuse, stalking, animal cruelty, or sexual assaults, or threats related to same, will not be hired.
- Conviction of any crime after date of application for law enforcement officer.
- Any disclosure that the applicant used the internet as an adult (18 years of age or older) to intentionally search for and/or access images or videos depicting minors engaged in sexually explicit conduct.
- Dishonorable discharge from any branch of the military.
- Intentionally lying to investigators.
- Deliberately withholding/providing misleading information.

The following **MAY** be disqualifying (these standards will require more in-depth investigation to put them into proper context and shall be discussed with direct supervisor).

- Poor suitability for law enforcement profession as indicated by department-approved pre-offer history and psychological assessments.
- Conviction of crimes involving dishonesty or false statement, regardless of the punishment (if any).
- Adult or juvenile domestic violence offenses.
- Misdemeanor crime convictions whether in Washington or any other state (within 24 months).
- Cheating.
- Pattern of physical fighting, or threats of same, whether in the workplace or elsewhere.
- Adverse employment history, including, but not limited to, a pattern of poor performance, formal or informal adverse work-related history, including, but not limited to, suspension and/or termination
- Pattern of insubordination.
- Maintaining friendships/living with individuals engaged in criminal activity.
- Failure to take responsibility for actions and/or minimizing events.
- Refusal to allow viewing of social network history in the presence of an investigator.

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- Inadequate communication and/or inadequate responsiveness during hiring process
- A pattern of irresponsibility or poor decisions, which may jeopardize the public trust in the law enforcement profession. These may include, but are not limited to:
 - Failure to exercise financial responsibility, including, but not limited to, failure without good cause to meet financial obligations, lack of organization or attention to personal financial obligations, including, but not limited to, multiple bankruptcies, having current financial obligations for which legal obligations have not been satisfied (for example, auto insurance, auto registration, selective service registration, IRS requirements, and/or child support obligations).
- Disclosure of criminal behavior or any questionable behavior which does not meet the “Shall” disqualifiers above. These disclosures will be examined individually based upon the totality of disclosures (including, but not limited to, what type of crime or behavior committed, effects on victim); frequency in which it was committed; and the time since the last commission.

Signed by:

Chris Karl

05/05/2026

Assistant Chief Chris Karl

Date

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3701 South Pine Street – Tacoma, Washington 98409