



City of Tacoma
Police Department

July 9, 2014

Mr. Herb Dempsey
27001 86th Avenue East
Graham, WA 98338

Dear Mr. Dempsey:

I have received your letter inquiring about gender equity issues. The short answer is far more males apply for the position of police officer than females. We work the candidates from a civil service list provided by Human Resources after the initial physical and written testing. This list is ranked and we work our way down the list as required by law.

We conduct targeted recruiting to entice under-represented populations to apply. We also conduct hiring workshops prior to testing to prepare candidates for success in the testing process.

Law enforcement in general is not attractive as a career choice for many younger folks. Far fewer people are applying for positions in this field than in decades past.

If you have any other questions please email me at pcribbin@cityoftacoma.org.

Sincerely,

Assistant Chief Peter Cribbin
Administrative Services Bureau

PC/bb

3701 South Pine Street – Tacoma, Washington 98409-5735

To create a safe and secure environment in which to live, work, and visit by working together with the community, enforcing the law in a fair and impartial manner, preserving the peace and order in our neighborhoods, and safeguarding our constitutional guarantees.