



CASTLE ROCK POLICE DEPARTMENT

THE CASTLE ROCK CIVIL SERVICE COMMISSION IS CURRENTLY ACCEPTING APPLICATIONS FOR:

LATERAL AND ADVANCED ENTRY POLICE OFFICER

\$5000 SIGNING BONUS (LATERAL)

(\$2500 ON START DATE AND \$2500 AFTER 90 DAYS)

\$2500 SIGNING BONUS (ADVANCED ENTRY LEVEL)

(\$1250 ON START DATE AND \$1250 AFTER 90 DAYS)

**THIS APPLICATION PROCESS IS BEING USED TO ESTABLISH AN ELIGIBILITY LIST FOR AN EXPECTED
POSITION TO BE HIRED WITHIN 45 DAYS OF CLOSING.**

APPLICATION PERIOD CLOSSES SEPTEMBER 18, 2025 AT 1700HRS.

The Agency: The Castle Rock Police Department consists of 5 commissioned officers, 8 reserve officers, and one support staff. Castle Rock is a vibrant community of over 2,400 people located on the Interstate 5 corridor, approximately 30 miles north of Vancouver, WA, the Gateway to Mt. St. Helens. The Police Department enjoys strong community support. The department was awarded the Exemplary Collaboration Award from the Washington State Department of Social & Health Services. Patrol officers work a 4/5-5/4 work schedule, 10-hour shifts. Shift assignments generally rotate every 6 weeks, day shift and night shift. Additional opportunities within the department for positions on the regional SWAT team, regional Major Crimes Team, Federal Task Force positions, and other specialties (instructor, FTO, Drone Operator, etc.).

Benefits: Salary- \$5224-\$6146 per month (2025 rate). Officers reach the top step of the pay scale at the start of the 4th year. There is premium pay for longevity as well as an education incentive. Officers are assigned individual, take-home cars and receive an annual uniform allowance check (\$1000) at the beginning of each year (2025 rate). Officers receive 12 paid holidays and 2 floating holidays per year.

Time Off: Ten hours of sick leave accrued per month. Vacation is accrued based on longevity starting at 40 hours per year, maxing at 200 hours per year, with the ability to bank up to 280 hours.

Medical/Dental/Vision: The City of Castle Rock provides medical, dental and vision coverage for the employee, spouse and legal dependents.

Retirement: Commissioned Officers for the Castle Rock Police Department work under the LEOFF 2 Retirement System. Supplemental retirement is also offered through the Oregon Teamsters Pension Fund.

Qualifications: An applicant must be a Citizen of the United States, have the ability to read and write the English language, be at least 21 years of age at the time of application, possess a high school diploma or GED. Potential applicants must meet the criteria listed in the Civil Service qualifications listed on the



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department website at www.crpolicy.org . Out of state applicants are encouraged to apply and verify that they qualify for the Washington BLEA equivalency program.

To Apply: Contact Civil Service Secretary Bryan Keatley at bkeatley@crschools.org or at (360) 274-4711 to request information. Applications may be obtained at the Castle Rock Police Department, 141 A St. SW, Castle Rock, WA 98611 or on the Castle Rock Police Department website at www.crpolicy.org . Completed applications must be received at the Castle Rock Police Department or the Castle Rock Finance Department (same address as above) no later than 5 PM on September 18, 2025. Successful applicants will be invited to the civil service examination.