Entry-Level Police Officer Position Information

About the City's Police Department. The Battle Ground Police Department is a family focused, community oriented full-service law enforcement agency consisting of 30 commissioned law enforcement staff.

The Battle Ground Police Department works out of a modern police facility that includes an armory, fitness room, defensive tactics room and a state-of-art Emergency Operations Center. The facility supports department members as they train and work in partnership with the community to provide the highest level of service while protecting the peace and upholding the law with fairness.

The City of Battle Ground is located in the heart of Clark County, Washington just six miles east of Interstate 5. Battle Ground is a full-service City that functions as the social and commercial hub for central and north Clark County. The City is surrounded by scenic and pristine landscape and offers its residents an excellent quality of life.

Our Mission

The Battle Ground Police Department will work in partnership with the community to provide the highest level of service while protecting the peace and upholding the law with fairness.

Our Values

Integrity: The integrity of the individual member and of the department must always be above reproach. Citizens of our community must always trust their Police Department and every member of our department has an obligation to uphold that trust.

Quality Service: Our responsibility is to provide quality service to all persons, in a professional and efficient manner, and without bias.

Respect: We value human life and have considerate and courteous regard for all persons. We follow, honor, and defend the constitution of this country.

Accountability: We accept responsibility for our decisions and actions.

MINIMUM QUALIFICATIONS

- Be at least 21 years of age upon hire
- Be a United States citizen, lawful permanent resident or deferred action for childhood arrivals (DACA) recipient.
- Have a High School Diploma or General Equivalency Diploma
- Have a valid Driver's License
- Must live within 60 minutes of the Battle Ground Police Department

SALARY –
Range: Step 1 at $7,698.93 per month*

**Note: An employee who is hired prior to beginning the Basic Law Enforcement Academy (BLEA) shall receive 80% of the Step 1 salary until such time as the employee begins the BLEA.*

BENEFITS – *The City of Battle Ground offers excellent benefits:*

1. Eight (8) hours of vacation leave per month to start, with an increase in accrual rate as employee gains years of service.
2. Eight (8) hours of accrued sick leave per month.
3. Eleven (11) paid holidays computed at the time and one half pay rate. These are paid out annually in November.
4. Membership in the WA Department of Retirement Systems LEOFF 2 Plan.
5. Excellent benefit package, including medical, dental, and vision insurance for employees and eligible family members.
6. $10,000 basic term life insurance policy, as well as a long-term disability policy.
7. City provided uniforms and equipment for officers.
8. Educational Incentives: 2% for associate degree and 4% for bachelor's degree.
9. Specialty Assignment opportunities with 3% incentive pay while assigned.
10. Longevity Incentive: 2% at 7 – 10 years of service, 4% at 11 – 14 years of service, 6% at 15 – 19 years of service, and 8% at 20+ years of service.
11. One-hour of on duty officer wellness time each full work shift.
12. Peer support program within the department.

PROCESS – *includes but is not limited to*:
Note: Candidates must pass / meet standards at each step of the process to advance to the next step.

1. Written Exam & Physical Agility Testing
2. Application

3. Oral Board Interview
4. Interview with Chief of Police
4. Background Investigation
5. Polygraph
6. Psychological Evaluation
7. Pre-Employment Medical Exam & Drug Screening
8. Successful completion of the Basic Law Enforcement Equivalency Academy *(if applicable)*
9. Successful completion of the Field Training Officer (FTO) program