



**POLICE LIEUTENANT**  
**Salary: \$10,230-\$12,943/monthly**

**Applications must be received by 5pm, February 26**

The City of Camas is seeking a candidate to fill a newly created Police Lieutenant position. This middle management position is part of the key leadership team and is responsible for assuming supervisory responsibility for patrol services and activities and providing administrative and operational support. The Lieutenant will supervise six patrol sergeants including two new night shift sergeants and report to the Police Captain. This position will act in the capacity of the Police Captain or Police Chief, in the absence of the same. The position will work a 40-hour work week (5/8, 4/5/9 or 4 10's at the discretion of the Chief) with shiftwork dependent upon department needs.

This recruitment process establishes a two-year eligibility list with the possibility of hiring another Lieutenant during that time frame to assist with administrative functions in the department.

*Tentative date for an in-person assessment center for selected candidates is March 19, 2026.*

Minimum Qualifications:

- Education to the completion of the twelfth grade supplemented by two years of college level coursework
- Six years of increasingly responsible law enforcement experience including two years of administrative and supervisory responsibility
- Two years minimum at Sergeant or higher level
- Possession of a valid driver's license
- Possession of a certification of completion from an accredited state police academy as approved by the Washington State Criminal Justice Training Commission
- Possession of, or ability to obtain, appropriate specialized training as required for the position

Out of state applicants must be able to successfully complete a two-week equivalency academy after hire as required by the Washington State Criminal Justice Training Commission.

This position is non-represented, FLSA-exempt and receives a full benefits package and additional benefits as outlined in the non-represented handbook including:

- **Premium pay on base pay including:**
  - Master Patrol Officer Pay – 4.5%-6.5% dependent on years of sworn experience (minimum 6 years) and completion of Camas probationary period
  - Education Incentive – 2% for Associates, 4% for Bachelor and above
  - Accreditation – 1% added for department maintaining State Accreditation
- **Retirement** - Membership in Washington State DRS LEOFF System
- **Administrative Leave** - 40 hours/calendar year to be used at employee's discretion
- **PTO** – Starting accrual dependent on years of service (ranges from 12-22/hours per month)
- **Holidays** - 11 paid holidays plus 3 floating holidays to be used at employee's discretion
- **Health Insurance** - Medical, dental and vision insurance for employee and dependents including domestic partners. Employee pays 10% of medical premium
- **Life Insurance** - \$50,000 policy
- Additional benefits can be found on the following page:  
<https://www.cityofcamas.us/hr/page/salaries-and-benefits>

**Applicants are required to submit a cover letter and resume with the application.**

**Apply online at [www.cityofcamas.us/jobs](http://www.cityofcamas.us/jobs)**