



## Chesapeake Police Recruiting FAQs



### **1. What are the minimum requirements to become a Chesapeake Police Officer?**

- Must be a United States Citizen
- Must be at least 21 years of age by academy graduation
  - *At least 20 years of age to apply*
- Must have a high school diploma or G.E.D. certificate
- Must possess a valid driver's license

### **2. What's the age cut off to apply?**

- There is no specific age cut off to apply although the maximum age of retirement is 70 years of age. Many officers started the academy in their 20's or 30's, however some officers have started their career in law enforcement above that age, as a second career.

### **3. Where do I find a list of automatic disqualifiers?**

- Disqualifiers are based off of state law, department and city policies and special certification restrictions.
- A list of automatic disqualifiers may be found on our Chesapeake Police Department employment webpage [www.chesapeakepolice.com](http://www.chesapeakepolice.com).

### **4. Does the police department have a policy on tattoos?**

- There is no specific policy on tattoos. However, you will be required to disclose if you have any gang related tattoos or body markings. We have many officers who have visible tattoos and are not required to cover them.

### **5. I was discharged from the military with a general discharge under honorable or uncharacterized conditions. Can I still apply for the Chesapeake Police Department?**

- No. Applicants with Other than Honorable discharges, General discharges and/or Dishonorable discharges from any military service will not be considered for employment. Uncharacterized discharges will be evaluated on a case-by-case basis. Candidates discharged for "conduct" reasons will not be considered for employment.

### **6. May I get the address to the Police Department?**

- Chesapeake Police Headquarters
  - 304 Albemarle Drive, Chesapeake, VA 23322
- Chesapeake Law Enforcement Training Academy
  - 1080 Sentry Drive, Chesapeake, VA 23323

**7. How long is the Chesapeake Police Academy?**

- The academy is approximately 6 - 7 months long.

**8. When I attend the Chesapeake Police Academy, do I have to live at the academy?**

- No, Police Officer Trainees attend the academy each day. There are no barracks at our academy. The academy is typically Monday thru Friday from about 7:45 AM – 4:15 PM. However, times may vary at little to no notice, depending on training needs.

**9. When does my salary and benefits start?**

- Your salary would start on the date of hire, typically the first day of the academy. Benefits generally start within 30 days or so from your date of hire.

**10. Are there residency requirements to serve with the Chesapeake Police Department?**

- No, many officers choose to reside in the City of Chesapeake. However, some officers live in surrounding cities or just inside the state of North Carolina.

**11. I am currently serving active duty in the military, when can I apply?**

- You may wish to apply as early as 6 months prior to your official end of service date from active duty in the military.

**12. When I graduate from the academy what happens?**

- Once you have completed the academy, you will be sworn in at your graduation. You may start field training within three days of graduation. Field training will be for at least 14 weeks to include no less than 60 actual training days with your assigned Field Training Officer.

**13. May I do a ride-along if I am in the application process?**

- Yes, ride-alongs are encouraged! You may apply to do a ride-along in person at the Public Safety Building (Police Headquarters) located at 304 Albemarle Drive; Chesapeake, VA 23322.
- Upon request, the Recruiter may send you an application via email.
- Email: [CPDrecruiting@cityofchesapeake.net](mailto:CPDrecruiting@cityofchesapeake.net) to request a copy.

**14. What happens if I omit important information or I'm deceptive in the hiring process regarding my background history?**

- Any untruthfulness or the withholding of pertinent information on any application, interview or paperwork associated with the application process (omission of requested information in your Personal History Statement) may disqualify you from further consideration. A polygraph test will be administered as a condition of employment.

**15. Can I apply if I have used marijuana or other drugs/narcotics in the past?**

- Applicants must not have used cocaine, LSD, PCP or any type of hallucinogenic drug within the last 5 years and/or used **Marijuana within the last 3 years** from date of application.
- You will be required to take a drug test as a condition of employment.

**16. How many academy sessions are held each year?**

- We typically start 1 to 2 basic law enforcement academy sessions each year.

**17. As an out of state applicant how many visits will I need to make to Chesapeake during the hiring process?**

- While we attempt to limit the number of visits as much as possible the number of needed visits varies. A minimum of four (4) visits may be needed.

**18. How long does the hiring process generally take?**

- The process may take three to twelve months. This time varies greatly, based on when you specifically apply in relation to the start of the next academy that you may be eligible to attend.

**19. I am already a certified law enforcement officer, is the hiring process different for me?**

- The hiring process is the same for all applicants however, VIRGINIA certified law enforcement officers wishing to be hired as a Certified Police Officer will be required to submit additional training, evaluation and certification documentation and may be hired quicker than applicants who may have to wait for the next full academy session.
- **VIRGINIA Certified Law Enforcement Officers**, selected to be hired as a Certified Police Officer, once hired, typically spend approximately two (2) weeks at our academy followed by a modified field training period of at least 30 days. Certified Police Officer applicants are evaluated on a case-by-case basis. Contact the Recruiting Unit for further details.
- Email: [CPDrecruiting@cityofchesapeake.net](mailto:CPDrecruiting@cityofchesapeake.net)

**20. I have been disqualified or was previously disqualified from the hiring process. How long will it be before I can re-apply?**

- This is based on the Automatic Disqualifiers. All eligible applicants may re-apply during the next opening.

**21. What does the Physical Ability Testing consist of:**

- **Physical Ability Course:** *\*TIMED TEST\* -effective 8/15/19*
  - A timed 150-yard course that will measure stamina and cardiovascular fitness in the completion of various job related physical skills. The test simulates chasing a single suspect on foot, and encountering circumstances that could arise during the foot pursuit. The applicant must successfully complete all obstacles in succession.
  - *ALL applicants must successfully complete the course within 1:30 minutes or less.*
- **Physical Performance Test:** *\*NEW TESTING\* -effective 8/15/19*
  - After you successfully complete the Physical Ability Course, you will then be required to successfully pass the Physical Performance Test, on the same day, which consists of:  
(M=Male F=Female)

1. V-Sit & Reach	M 19 / F 22 centimeters or more.
2. 300 Meter Sprint	M 83 / F 110 seconds or less.
3. Sit Ups	M 30 / F 19 or more in 60 secs.
4. Push Ups	M 25 / F 8 or more (no time limit).
5. 1.5 Mile Run	M 15:28 / F 18:36 mins or less.

**22. What happens if I fail the Physical Ability Testing?**

- If you are unsuccessful in completing the Physical Ability Course or Physical Performance Test, you may be permitted to retest once, before being required to re-apply during the next opening for future employment consideration.

**23. How do I prepare for the Chesapeake Law Enforcement Academy?**

- Continue or start a functional fitness workout routine. Physical fitness is a very important component of the academy. Physical Training "PT" is done daily in the academy. In addition, fitness testing is conducted multiple times throughout the academy which consists of; v-sit and reach; 300 meter sprint, sit ups, push-ups and 1.5 mile run.

**24. Will I have to purchase my own gear or will the department pay for it?**

- Uniforms and equipment are provided by the department.

**25. Is there a written entrance exam?**

- There is no specific written entrance exam. There is a statistical analysis exam that is administered after applicants successfully pass the background investigations phase.

**26. Does the department offer take-home cars?**

- Yes, based on availability. After 5 years of being a Chesapeake Police Officer, you may be eligible for a Community Resident Vehicle "CRV" (take-home car) if you live in the City of Chesapeake. CRV's may be used on-duty and off-duty for personal errands within the City of Chesapeake. While off-duty, you may also choose to have family and friends ride with you.
- You may be eligible for an assigned car to use on-duty, sooner than 5 years, depending on your assignment within the department and regardless of where you reside.

**27. Do I need to submit all my documents prior to testing?**

- No, however you are required to complete your Personal History Statement and submit it as soon as possible prior to being invited to complete Physical Ability Testing. Other required documents will need to be submitted during the background investigations phase.

**28. How many applicants are typically hired for the academy?**

- Typically between 20-40 applicants.

**29. What are the uniform patrol shift hours?**

- Uniform patrol services are provided to the city 24/7 via three 8.5 hour uniform patrol shifts per day.
- Day Shift: 7:30 AM – 4:00 PM
- Evening Shift: 3:30 PM – 12:00 AM
- Midnight Shift: 11:30 PM – 8:00 AM
- Uniform Patrol Officers work 5 shifts then off 3 full days, then work 5 shifts and off 2 full days (repeat).
- Day shift and evening shifts rotate weekly.
- Midnight shift is permanent for 1 year at a time.

**30. Does the Chesapeake Police Department have overtime pay?**

- Yes, based on operational necessity.

**31. What do I wear for my interviews?**

- Business attire is recommended for all interviews unless otherwise instructed.

**32. How many sworn officers are in the Chesapeake Police Department?**

- We have an authorized force of 401 sworn officers.

**33. How long do I have to wait to join a specialty unit?**

- On average, most officers have to be a City of Chesapeake Police Officer for a minimum of two - three years before being eligible to join a specialty unit. This time may vary based on vacancies and specific specialty unit requirements.

**34. How may I learn about the City of Chesapeake?**

- You may learn more about the City of Chesapeake by going to the city website: [www.cityofchesapeake.net](http://www.cityofchesapeake.net)

**35. How may I learn more about the Chesapeake Police Department?**

- Visit our webpage: [www.chesapeakepolice.com](http://www.chesapeakepolice.com)
- Join the [Chesapeake Police Explorers](#) (Age 14 – 21)
- Attend the [Chesapeake Citizens Police Academy](#) (Residents, Age 18+)
- Participate in our Ride-Along program (Age 18+, contact Recruiter)
- Visit our Facebook Page: [@ChesapeakeVAPolice](#)
- Attend a Recruiting Event
- **Contact the Recruiter, Officer Duprée Foster**
  - **Phone:** (757) 382-1536
  - **Text:** (757) 647-8458
  - **Email:** [CPDrecruiting@cityofchesapeake.net](mailto:CPDrecruiting@cityofchesapeake.net)
  - **LinkedIn:** Duprée Foster

