



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 in accordance with city driving standards.

2. What is 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.

3. Does the police department have a tattoo policy?

- 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 (i.e. hands, arms, neck etc.).

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

- Yes. General and Uncharacterized discharges from military service will be evaluated on a case-by-case basis.

5. 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

6. How long is the Chesapeake Police Academy?

- The academy is approximately 6 months long.

7. When I attend the Chesapeake Police Academy, do I 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 with little to no notice, depending on training needs.

8. What are the automatic disqualifiers?

- *Disqualifiers are based off state law, department and city policies and special certification restrictions.*
- More than two convictions involving any moving violation **within the last 12 months.**
- Convictions that indicate the valid driver's license is/was denied, suspended or revoked **during the past two years** for any reason other than failure to pay fines or other non-drug or alcohol related administrative reason(s).
- Drug or alcohol related driving convictions **within the past three years.**
- More than one conviction of reckless driving or driving 20 or more miles over the speed limit **within the past three years.**
- Convictions which are so egregious that they could be deemed negligent in the City's duties to the public may be addressed separately through the City's Disciplinary Policy or may result in disqualification of an applicant, intern, or volunteer. The date of conviction and anticipated date of hire will be used when determining eligibility under this policy.
- Convicted of, plead guilty to, or no contest to **any felony.**
- Convicted of, plead guilty to, or no contest to a **misdemeanor involving acts of moral turpitude (i.e. lying, cheating, and stealing).**
- Convicted of, plead guilty to, or no contest to a **misdemeanor sex offense.**
- Convicted of, plead guilty to, or no contest to **domestic assault.**
- Conviction of possession, manufacture, and/or distribution of **illegal drugs, excluding possession of marijuana or any cannabis derivative.**
- **Use of Cocaine, LSD, PCP, or any type of hallucinogenic drug in the last five years**, unless the candidate (i) has successfully completed a supervised drug rehabilitation program, or (ii) is participating in a supervised drug rehabilitation program and is no longer engaging in the illegal use of drugs. Proof of successful completion of or active participation in a supervised drug rehabilitation program must be furnished to the Police Department.
- **Dishonorable discharge, Bad conduct/Misconduct discharge, and Other than Honorable discharges from military service.** General and Uncharacterized discharges from military service will be evaluated on a case-by-case basis.
- Untruthfulness or the withholding of pertinent information **during any phase of the application process** (e.g. application, interview, paperwork etc.).
- **Cheating on any examination or testing associated with the process.**

9. When will my salary and benefits start?

- Your salary would start on the date of hire, typically the first day of the academy. Benefits may 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?

- We start academies in March and October of each year. The application process may take anywhere from 4 to 12 months depending on when you apply. You may apply for an academy in which you would be available for hire (i.e. on terminal leave or later). *You may be eligible for our new SkillBridge Program!* Complete [Skillbridge Candidate Information Form](#) and notify our Recruiter via email CPDrecruiting@CityOfChesapeake.net

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 to request a copy.

14. What happens if I omit important information or I am 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?

- You may apply if you have used **Marijuana**.
- **Use of Cocaine, LSD, PCP, or any type of hallucinogenic drug in the last five years** is an automatic disqualification, unless the candidate (i) has successfully completed a supervised drug rehabilitation program, or (ii) is participating in a supervised drug rehabilitation program and is no longer engaging in the illegal use of drugs. Proof of successful completion of or active participation in a supervised drug rehabilitation program must be furnished to the Police Department.

16. How many academy sessions are held each year?

- We typically start a Basic Law Enforcement Academy Session on the first Monday in March and October of 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 four 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 only complete our Physical Ability Course during the Physical Ability Testing and are required to submit additional training, evaluation and certification documentation. They 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. Certified Police Officer applicants are evaluated on a case-by-case basis. Contact our Recruiter for further details. **Email:** 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 hiring process.

21. What does the Physical Ability Testing consist of?

- **Physical Ability Course:** *(Trainee and Certified Applicants)*
 - 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:** *(Trainee Applicants Only)*
 - After you successfully complete the Physical Ability Course, you will then be required to complete 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. How many applicants are typically hired for the academy?

- Typically, between 15-30 applicants.

23. What happens if I fail the Physical Ability Testing?

- Applicants who are unable to successfully pass the Physical Ability Course on their initial attempt, will be permitted to retest on that same day. Applicants must complete all testing on their initial test date to continue in our hiring process.

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

- Continue or start a functional fitness workout routine. Attend a [“CPD Physical Fitness Coaching Session”](#) 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.

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

- Most uniforms and equipment are provided by the department.

26. 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 and a mental health written exam later in the process after receiving a conditional offer of employment.

27. Does the department offer take-home cars?

- Yes, based on availability. After 4 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 4 years, depending on your assignment within the department and regardless of where you reside.

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

- Yes, you should complete your Personal History Statement and submit it within 14 days of applying online. This must be done before being invited to complete the Physical Ability Test (PAT). Other required documents should be submitted with your PHS or no later than your PAT date.

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 full-time sworn officers and 4 part-time 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
- Quality of Life/Cost of Living: <https://chesapeakeva.biz/livinghere/>

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

- Visit our resource links page: <https://flow.page/joincpd>
- 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)
- Follow us on Facebook: [@ChesapeakeVAPolice](#)
- Follow us on Twitter: [@CPD_Careers](#)
- Follow us on LinkedIn: [@Chesapeake Police Department](#)
- Attend a Recruiting Event <https://cpdrecruiting.eventbrite.com/>
- **Contact our Recruiter**
 - **Officer Dupree Foster, Master Police Recruiter**
 - **Call/Text:** (757) 647-8458
 - **Email:** CPDrecruiting@cityofchesapeake.net
 - **Schedule a meeting:** <https://calendly.com/cpdrecruiting>

