

## Salary Scales

There are 26 bi-weekly pay periods each year. The following pay scales are based on a 40 hour work week. Maximum pay at each grade is attained after 20 years.

### Employee Benefit Summary

**POLICE OFFICER**                      **\$54,511— \$88,793** \*

\*ENTRY-LEVEL SALARY MAY BE NEGOTIABLE WITHIN PAY GRADE BASED UPON RELEVANT PAY INCENTIVES; COLLEGE DEGREE, PRIOR LAW ENFORCEMENT AND MILITARY EXPERIENCE; AND FOREIGN LANGUAGE PROFICIENCY UP TO \$69,571.

### Career Development

Officers are eligible for promotion to Police Officer First Class (PFC) after two years of satisfactory sworn service. Officers at the rank of PFC and above may compete for an extensive range of specialized assignment opportunities.

Promotion to Master Police Officer is a competitive process open to PFC's with five years of satisfactory sworn service. Promotion to Sergeant, a supervisory position, is a competitive process open to PFC's with four years of satisfactory sworn service.

#### Some Assignment/Positions include:

Crime Prevention and Community Outreach  
Detective - Criminal Investigations  
Neighborhood Patrol/Bike Team  
Crime Scene and Forensics  
School Resource Officer  
Helicopter Flight Crew  
Motorcycle Officer  
Organized Crime  
SWAT Operator

## Police Officer Application Process

The selection process ensures that only qualified candidates are selected. The following components of the police officer selection process must be completed and passed by every applicant. The entire hiring process may take four months or more.

### Hiring Process

- Online Application
- Personal History Statement
- Polygraph
- Physical Abilities Test
- Background Interview
- Psychological Evaluation
- Medical Examination
- Background Investigation
- Criminal History Check



Fairfax County Police Department is an EEO employer committed to non discrimination and to diversity in the workplace. To request reasonable ADA accommodations, contact 703-324-4900 for assistance; TTY 703-222-7314.

Persons with disabilities are encouraged to apply.

EEO/AA/TTY [www.fairfaxcounty.gov/police/employment.htm](http://www.fairfaxcounty.gov/police/employment.htm) This document is available in an alternate format upon request



# FAIRFAX COUNTY POLICE DEPARTMENT



**READY TO SERVE? OPEN THE DOOR  
TO YOUR CAREER TODAY.**

12099 Government Center Pkwy, 7th Floor  
Fairfax, Virginia 22035

Personnel Resources Division  
Recruiting and Testing Section  
(703) 246-7560  
[JoinFCPD.org](http://JoinFCPD.org)

## Necessary Qualifications

To be considered for employment, you must be able to meet the following standards:

- Must be a citizen of the United States; or a permanent resident alien with an application for naturalization filed and pending with the U.S. Citizenship and Immigration Services may be considered.
- Any combination of education, experience, and training equivalent to a high school diploma or a GED Certificate issued by a Board of Education and recognized by the Commonwealth of Virginia.
- Must be 20 1/2 years old, or within 180 days of 21st birthday at time of application.
- Illegal drug use will be reviewed with respect to recent use, type of drug, and frequency of use.
- Possess a valid driver's license at the time of appointment.
- Must have never committed, been involved in, pleaded guilty or no contest, or been convicted of a felony or serious misdemeanor offense, to include domestic violence or any crime of moral turpitude as an adult. A juvenile arrest will be considered on a case-by-case basis.
- Must be of good character and reputation.
- Ability to perform essential job functions with or without a reasonable accommodation.
- Ability to successfully complete our 6-month Criminal Justice Academy.
- Ability to successfully complete our Field Training Program.

# ANSWER THE CALL



## FIND YOUR PURPOSE



## A Professional Organization

The Fairfax County Police Department is the largest local law enforcement agency in Virginia, with more than 1,300 sworn police officers and over 300 civilian personnel. The Department is highly regarded and has a national and international reputation for excellence and effectiveness steeped in tradition since 1940.

Officers of the Fairfax County Police Department work in partnership with the members of the County's diverse communities, demonstrating respect and fairness for every individual.

As a member of the Fairfax County Police Department, you will be provided the training, skills and opportunities to make a difference every day.

### What are your pay incentives?

- Associate or higher college degree.
- Prior law enforcement or military experience.
- Current law enforcement officer certification in the Commonwealth of Virginia.
- Professional working proficiency, or higher, in a foreign language or American Sign Language (Proficiency level to be evaluated).



Contact A Recruiter  
[FCDPRecruit@fairfaxCounty.gov](mailto:FCDPRecruit@fairfaxCounty.gov)