



CHIEF OF POLICE  
Brian F. Layton

**FREDERICKSBURG POLICE DEPARTMENT**  
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## **Frequently Asked Questions 911 Communications Officer**

### **What happens if I fail the skills test?**

Failing the skills test will require a 3 month waiting period, from the date of testing, before you can apply again.

### **What additional training is required upon being hired?**

You will need to attend the Rappahannock Regional Criminal Justice Academy (RRCJA) to obtain your DCJS Communications Basic certification. The course is 2 weeks long and you will receive your full salary while in the academy. The fee for you to obtain this training is paid for by the Fredericksburg Police Department. You will also need to obtain a CPR and Emergency Medical Dispatch (EMD) certification; the Fredericksburg Police Department will also pay for this training.

### **Do I need to buy my own uniforms?**

No. The Fredericksburg Police Department outfits each 911 Communications Officer with their uniforms. 911 Communications Officers wear black or khaki pants and a polo shirt.

### **How does the retirement work?**

The City of Fredericksburg is a participating member of the Virginia Retirement System (VRS). Being a full-time salaried 911 Communications Officer means you are eligible for the VRS Hybrid Retirement Plan. Find out more about VRS by clicking [HERE](#).

### **What type of shift will I work?**

911 Communications Officers are considered essential personnel, which means you will be expected to work your full shift even if the City is closed for a reason such as inclement weather or a holiday. Shifts are 12 hours and can vary between a permanent day, evening, or night shift.

### **How long does the hiring process take?**

Typically it can take anywhere from 3-5 months to complete the hiring process from the time of your initial test.

### **What is your tattoo policy?**

911 Communications Officers may display tattoos while in uniform as long as they are not on the face, neck, or head, and are not considered offensive.