

VIRGINIA BEACH SHERIFF'S OFFICE



# HIRING NOW



JOIN THE VIRGINIA BEACH SHERIFF'S  
OFFICE AND BE A PART OF THE CHANGE

**THE VIRGINIA BEACH SHERIFF'S OFFICE IS LOOKING  
FOR QUALIFIED APPLICANTS TO JOIN OUR TEAM. VISIT  
[WWW.VBSO.NET](http://WWW.VBSO.NET) OR SCAN THE QR CODE FOR  
ADDITIONAL INFORMATION.**

CALL 757-385-8808 TO SPEAK WITH A  
RECRUITER





# We're ready for you.

**STARTING SALARY**  
**\$49,790**

---

**STEP 1 - Submit an application at [vbgovcareers.com](http://vbgovcareers.com)**

**STEP 2 - Pass the written and physical ability tests**

**STEP 3 - Complete and notarize the Personal History Questionnaire**

**STEP 4 - Pass the background investigation**

**STEP 5 - Start your new career in public safety!**



**APPLY TODAY AT**  
**[VBGovCareers.com](http://VBGovCareers.com)**

The Virginia Beach Sheriff's Office is hiring full-time Deputy Sheriffs. Starting pay is \$48,571 plus benefits: paid time off, life insurance, retirement, access to health insurance and much more! Additional information is available at [www.vbso.net](http://www.vbso.net).

#### MINIMUM STANDARDS:

- Must be at least 18 years of age
- Be a U.S. Citizen with a good employment, credit and police record
- Produce original high school diploma, GED or high school transcripts
- Produce original Social Security Card, birth certificate and, if applicable, an original DD-214 (member copy 4)
- Possess a valid driver's license



# HIRING NOW

**The Virginia Beach Sheriff's Office is hiring full-time Deputy Sheriffs. Starting pay is \$49,790 plus benefits: paid time off, life insurance, retirement, access to health insurance and much more! Additional information is available at [www.vbso.net](http://www.vbso.net).**

## **Minimum standards:**

- Must be at least 18 years of age
- Be a U.S. Citizen with a good employment, credit and police record
- Produce original high school diploma, GED or high school transcripts
- Produce original Social Security Card, birth certificate and, if applicable, an original DD-214 (member copy 4)
- Possess a valid driver's license

The first step in our hiring process is to apply online at [vbgovcareers.com](http://vbgovcareers.com) and then participate in the physical and written testing.

## **Frequently Asked Questions:**

### **How do I apply?**

1. Go to [vbgovcareers.com](http://vbgovcareers.com) (or scan the QR code).
2. Create a log-in and search for "Deputy Sheriff Recruit (State)".
3. Fill in the pertinent data online and submit.



**Who can test?** Anyone who is ready to apply as a full-time Deputy Sheriff and meets the minimum requirements outlined in the job posting.

**What happens after I apply?** A member of VBSO will contact you to schedule your testing date and will give further instructions.

**When is the test?** The next test is scheduled for \_\_\_\_\_.

**What is included in the test?** A written test and Physical Ability Test (PAT). The written test will cover four key areas: reading comprehension, counting accuracy, inductive reasoning and deductive reasoning. The Physical Ability Test is measured as a pass/fail test (each component of the test must be passed). The minimum scores are as follows:

- Push-ups: 11 completed using proper form
- Sit & Reach: 5.33 centimeters
- Trunk Pull: 72 pounds of pressure
- 300 Meter Run: 112 seconds

**What if I don't pass the tests?** If you fail the written test, you will not participate in the Physical Ability Test and must wait six months to retest. If you pass the written test, but fail the Physical Ability Test, you will need to wait 90 days before retesting. In this case, you will not need to retake the written portion (unless you fail the PAT a second time).

**What happens if I pass both of the tests?** You will be required to fill out a Personal History Questionnaire for the background investigator(s) and will then be given further information for the hiring process.



# PAY & BENEFITS



## BENEFITS

### HEALTH

- Health, vision & dental insurance
- Flexible spending account (FSA) or health savings account
- Life insurance
- Long-term care
- Short- & long-term disability
- Employee Assistance Program (EAP)

### LEAVE

- Paid time off
- Six weeks of paid parental leave
- Court & jury leave
- Family medical leave
- Funeral Leave
- 14 paid holidays (11 state/federal holidays & 3 flex holidays)
- Military leave with pay

### RETIREMENT

- Virginia Retirement System
- Deferred Compensation

### ADDITIONAL

- Tuition reimbursement
- Education incentive
- Language & fitness stipends
- Credit union
- Legal resources & identity theft protection
- Veterans reemployment rights
- Veterans benefit (GI Bill), if qualified
- Uniforms & equipment supplied

## PAY

Deputy recruits are paid **\$49,790** and receive an automatic **5% pay increase to \$52,280** when they graduate from the Basic Academy. City Council provides regular annual pay increases (amount varies). Deputies are eligible for career progression increases (from Deputy I to Deputy II after three years).

| RANK             | MIN. SALARY | MAX. SALARY |
|------------------|-------------|-------------|
| Deputy Recruit   | \$49,790    | \$52,282    |
| Deputy I         | \$52,280    | \$81,034    |
| Deputy II        | \$54,894    | \$85,085    |
| Master Deputy    | \$60,520    | \$93,807    |
| Master Deputy II | \$63,546    | \$98,497    |
| Sergeant         | \$70,060    | \$108,593   |
| Lieutenant       | \$77,241    | \$119,724   |
| Captain          | \$89,416    | \$138,595   |
| Chief Deputy     | \$108,686   | \$168,464   |