

ENTRY-LEVEL POLICE OFFICER RECRUITMENT

City of Lexington, Virginia

START YOUR CAREER WITH PURPOSE

Lexington Police Department

Are you looking for a career that truly makes a difference? A place where you are supported, valued, and given the opportunity to grow?

The **Lexington Police Department (LPD)** is seeking motivated, service-minded individuals to join our team as Police Officers. Whether you are just beginning your career or looking for a meaningful change, Lexington offers a unique opportunity to serve in a close-knit community where your work matters every day.

THE OPPORTUNITY

A career in law enforcement is more than a job—it's a calling. At the Lexington Police Department, you'll have the opportunity to build a rewarding career grounded in service, teamwork, and personal growth.

As a Police Officer in Lexington, you will:

- Serve a community that values and supports its police department
- Work alongside a close-knit team where your contributions are recognized
- Gain experience across a wide variety of police functions
- Participate in meaningful community engagement and outreach
- Develop your skills through training, mentorship, and hands-on experience

LPD offers a **balanced and fulfilling work environment**, where officers are encouraged to grow professionally while maintaining a strong work-life balance.

THE COMMUNITY

Located in the heart of the Shenandoah Valley, Lexington is one of Virginia's most scenic and historic communities. With a population of approximately 7,300 residents, Lexington offers the charm of a small town combined with a vibrant and engaged community.





Home to Washington and Lee University and Virginia Military Institute, the city benefits from a strong educational and cultural presence. The downtown area is walkable and welcoming, filled with local shops, restaurants, and historic landmarks.

Outdoor recreation is abundant, with nearby access to the Maury River, hiking trails, and the Blue Ridge Parkway. Community events—from parades and festivals to university activities—create a lively and connected environment.

Most importantly, Lexington is a place where people know and support their police officers. As an officer here, you won't just serve the community—you'll be a part of it.

THE POLICE DEPARTMENT

The Lexington Police Department is a professional, community-oriented agency committed to building strong relationships with the people it serves.

A core philosophy of LPD is fostering a **positive partnership between officers and the community**. Programs such as:

- Community walks
- Junior Police Camps
- Public events and outreach

...help build trust and ensure officers are visible and approachable.

Officers in Lexington are involved in a wide range of activities—from patrol and investigations to event management and community engagement. Whether assisting at a downtown parade or responding to a call for service, LPD officers play a vital role in maintaining safety and quality of life.

WHAT YOU'LL DO

As a Police Officer with LPD, your responsibilities will include:

- Patrolling assigned areas to ensure public safety
- Responding to calls for service and conducting investigations
- Enforcing traffic laws and maintaining roadway safety
- Assisting with public events and crowd management

- Preparing reports and maintaining accurate records
- Engaging with residents and providing community support

This role offers variety, challenge, and the opportunity to make a meaningful impact every day.

WHAT WE'RE LOOKING FOR

We are seeking individuals who are:

- **Service-Oriented:** Motivated by helping others and making a difference
- **Dependable and Ethical:** Committed to integrity and accountability
- **Team Players:** Able to work collaboratively with fellow officers and community members
- **Calm Under Pressure:** Able to think clearly and act decisively in dynamic situations
- **Eager to Learn:** Open to training, feedback, and professional development
- **Community-Focused:** Comfortable building relationships and engaging with the public

No prior law enforcement experience is required for entry-level candidates—we will provide the training you need to succeed.

MINIMUM QUALIFICATIONS

- High School Diploma or GED
 - Minimum age of 21
 - U.S. citizenship
 - Valid driver's license (or ability to obtain a Virginia license)
 - Good physical and mental health
 - No felony convictions or disqualifying misdemeanors
 - Successful completion of application, testing, and background process
-

PHYSICAL REQUIREMENTS

This position requires physical readiness and the ability to perform demanding tasks, including lifting, running, climbing, and responding to emergencies in a variety of environments.

Officers must be able to:

- React quickly and effectively in high-stress situations
 - Perform duties in both indoor and outdoor conditions
 - Meet vision and hearing requirements
 - Safely operate vehicles and equipment
-

SALARY & BENEFITS

Non-Certified Officers:

- Starting Salary: \$51,287
- Increases to \$55,000 after academy completion and certification

Certified Officers:

- Starting Salary: \$55,000 (negotiable based on experience)

Sign-On Bonus:

- \$5,000 for certified officers
- \$1,500 for non-certified recruits

Benefits Include:

- Take-home car
- Medical Insurance
- Virginia Retirement System (VRS)
- Paid Leave
- Night Differential
- Wellness and fitness facilities
- Additional fringe benefits

WHY LEXINGTON PD?

- Supportive, team-oriented environment
- Strong community relationships
- Opportunities for growth and advancement
- Meaningful, visible impact on the community
- A place where you are valued—not just as an officer, but as a person

APPLY TODAY

The application process includes multiple steps and may take several months to complete. Each phase must be successfully completed to move forward.

To begin your career in law enforcement with the Lexington Police Department:

[Click Here to Apply](#)

Please contact Captain Burks or Chief Doll at 540-462-3705 for additional details or any questions.

EQUAL OPPORTUNITY EMPLOYER

The City of Lexington is an Equal Opportunity Employer and values diversity in its workforce.