

# Police Officer / Police Specialist Selection Process

## 1. Preliminary Background Application (PBA) and Job Preview Questionnaire (JPQ)

All candidates must complete the on-line, interactive PBA and JPQ prior to taking the written test. The PBA and JPQ are available online at [www.lacity.org/per/safety.htm](http://www.lacity.org/per/safety.htm) under "How to Apply" for LAPD. The online PBA will identify issues that you should resolve before beginning the selection process and will tell you if you have a realistic chance of success in the background investigation portion of the selection process. The JPQ will help you better understand the nature of police officer work. Bring the printed results to the test site.

## 2. Personal Qualifications Essay (PQE)

The PQE consists of essay questions related to judgement and decision making and behavioral flexibility. Your written communication skill will also be evaluated. A passing score places you on the hiring list and is valid for 18 months. You may retake the PQE once every 3 months.

## 3. Physical Abilities Test (PAT)

The PAT consists of two parts. The first part measures agility, strength, and endurance. It is a pass/fail test that is normally offered twice per month. The second part consists of a treadmill test and will usually be administered at the time of the Medical Evaluation. You may take both parts as often as necessary to pass, but you must pass this test before proceeding in the selection process. A passing score is valid for 12 months.

## 4. Background Investigation

The investigation begins with completion of a Personal History Form, which requires compilation of extensive biographical information, completion of additional questionnaires, fingerprinting, and a background interview. While not every candidate will be selected you will undergo a background investigation. The field work for this investigation will take anywhere from one to six months, depending on the complexity of the investigation.

1. Prelim.  
Background  
Application and Job  
Preview Questionnaire

2. Personal  
Qualifications  
Essay

3. Physical  
Abilities Test

4. Background  
Investigation

5. Polygraph  
Examination

6. Department  
Interview

7. Medical  
Evaluation /  
Psychological  
Evaluation

8. Certification and  
Appointment

## 5. Polygraph Examination

A polygraph is conducted to confirm information obtained during the selection process.

## 6. Department Interview

A panel interview will be conducted to assess your personal accomplishment, job motivation, instrumentality, interpersonal skills, continuous learning orientation, and oral communication skills. Only those candidates who are selected during this part of the process will be scheduled for further testing. If you fail, you may reenter the selection process by attending a Department Interview Preparation Seminar. Otherwise you must wait 3 months to retake the interview.

## 7. Medical Evaluation / Psychological Evaluation

Conducted by a City physician, the medical evaluation requires that you be in excellent health with no conditions that would limit your ability to do police work. Results are valid for up to 12 months. Part of the medical evaluation includes a psychological evaluation by a City psychologist. This evaluation consists of written tests and an individual oral interview to determine your suitability for the stressful job of police work. Written psychological test results are valid for up to 24 months. Oral psychological evaluation results are valid for 12 months. For candidate safety, the second portion of the PAT (treadmill test) will be conducted after receiving a medical clearance.

## 8. Certification and Appointment

This is a highly competitive process. Candidates must demonstrate their positive attributes at each step of the selection process. You must pass all test parts (including a pre-employment substance screening) be identified as the most qualified candidate by the hiring department, and possess a valid conditional job offer in order to be certified for hiring consideration.