

Airport Police Officer, Port Police Officer and General Services Police Officer Selection Process

1. Preliminary Background Application (PBA)

All candidates are encouraged to complete the on-line, interactive PBA prior to taking the written test. Go to www.lacity.org/per/safety.htm and click on the Preliminary Background Application for Police. The online PBA will identify issues that you should resolve before beginning the selection process and tell you if you have a realistic chance of success in the background investigation portion of the selection process. Bring the printed results to the test site.

2. Written Test

The written test consists of multiple choice questions and is valid indefinitely. If you fail the written test, you may try again in 6 months.

3. Personal Qualifications Essay (PQE)

The PQE consists of essay questions relating to your qualifications and life experiences. A passing score places you on the hiring list and is valid for 18 months. Only candidates with the very highest scores will continue to the next step in the selection process. You may retake the PQE once every 12 months.

4. Physical Abilities Test (PAT)

Based on your ranking on the hiring list, you may be eligible to proceed to the PAT. This test measures agility, strength and endurance. It is a pass/fail test that is normally offered twice monthly. You may take it 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.

5. Initial Background Review

An initial Background Review will be conducted based on the background information you provide. The forms you fill out for this review will take up to four hours to complete.

6. Review of Candidate Qualifications

This review will be conducted by members of the hiring department(s) to assess your qualifications for a job in their department. Your testing and background materials will be reviewed. Only those candidates identified as having the highest probability of success will be scheduled for further processing.

1. Preliminary Background Application

2. Multiple-Choice Written Test

3. Personal Qualifications Essay

4. Physical Ability Test

5. Initial Background Review

6. Review of Candidate Qualifications

7. Background Investigation

8. Department Review

9. Medical Evaluation

10. Psychological Evaluation

11. Certification and Appointment

7. Background Investigation

While not every candidate will be selected for further processing, if you are 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.

8. Department Review

Following the completion of your background investigation, the hiring department will review your suitability for the job based on your test results, overall qualifications and the background findings. If you are identified to be among the most qualified by the hiring department, you will receive a conditional job offer. Departments will constantly redefine the number of candidates they need based on expected hiring levels. If you do not receive a conditional job offer the first time your candidacy is reviewed, your name will remain under consideration for future hiring.

9. Medical Evaluation

Conducted by a City physician, the medical exam requires that you be in excellent health with no conditions that would limit your ability to do police work.

10. Psychological Evaluation

Candidates must complete a written and an oral psychological evaluation to determine your suitability for the stressful job of police work.

11. 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, 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.