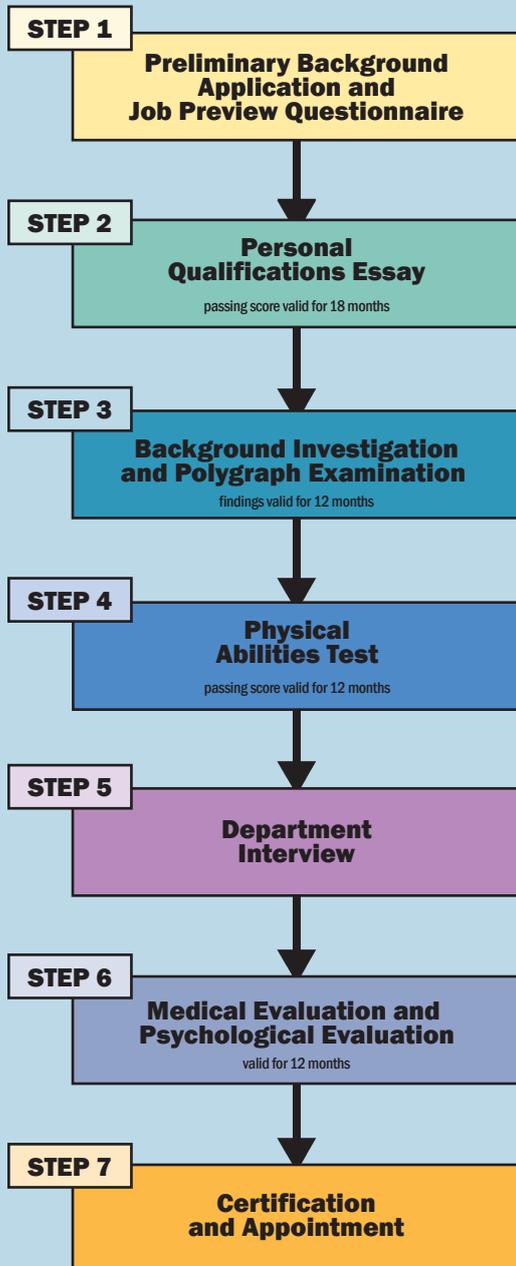


Police Officer Selection Process



STEP 1: All applicants must complete the online, interactive Preliminary Background Application (PBA) and Job Preview Questionnaire (JPQ) prior to taking the written test. Go to lacity.org/per/safety.html and click on "How to Apply." 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 online JPQ includes questions designed to help you better understand the nature of Police Officer work. Bring the printed results with you to the test site.

STEP 2: The Personal Qualifications Essay (PQE) consists of essay questions related to judgement and decision making and behavioral flexibility. Your written communication skills will also be evaluated. A passing score replaces you on the hiring list and is valid for 18 months. If you fail, you may retake the PQE every six months.

STEP 3: The Background Investigation begins with completion of a Personal History Statement, which requires compilation of extensive biographical information, fingerprinting, and an interview with a background investigator. The investigation will also include checks of employment, police, financial, education, and military records and interviews with family members, neighbors, supervisors, co-workers, and friends. The Polygraph examination is conducted to confirm information obtained during the selection process.

STEP 4: The Physical Abilities Test (PAT) consists of two portions. The first portion is designed to measure strength, agility, and endurance. The second portion measures aerobic capacity and it will be administered usually at the time of the medical evaluation. Passing the PAT only indicates the minimum physical ability required to undertake academy training.

STEP 5: The Department Interview will be conducted by a panel to assess your personal accomplishments, job motivation, instrumentality, interpersonal skills, continuous learning orientation, and oral communication skills. (Only those candidates who pass the interview will be scheduled for further testing.) If you fail, you may retake the Department Interview after three months. Beginning January 2010, candidates will be required to submit their Fitness Logs as part of the Department Interview, as it will be considered in your evaluation.

STEP 6: The Medical Evaluation is thorough and it is essential that you be in excellent health with no conditions, which would restrict your ability to safely do police work. Written psychological tests and the second portion of the PAT will also be administered at this time. The medical evaluation also includes a Psychological Evaluation that consists of an individual oral interview and evaluation by a City psychologist on factors related to successful performance in the difficult and stressful job of Police Officer. The information evaluated includes the written psychological tests as well as the background findings.

STEP 7: Certification and Appointment are the final steps in the selection process. To be considered for hiring, you must have successfully completed all steps in the selection process. When a candidate is appointed will depend on the next available class date, selection by LAPD management, and accordance with provisions of the Consent Decree.

**For more information go to:
JoinLAPD.com or LaCity.org/per/safety.html**