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Apply now Here are seven steps you'll need to go through during the selection process and some useful tips on how best to approach each step. To be included in the qualifying list, a final average score of 70% or higher is required and all stages of the selection process are successfully completed. However, eligibility does not guarantee an offer of employment. Seven Steps Step 1 - Online Application Step 2 - Personal Qualification Essay (PQE) Step 3 - Background Study and Polygraph Exam Step 4 - Physical Fitness Qualifier Step 5 - Department Interview Step 6 - Medical and Psychological Assessment Assessment Step 7 - Certification and deadline Step 1 - Online application The online application consists of two (2) parts: Information registered - information about the application personal application questionnaire - information about the recruitment source Section 1-2 will take you about 5 minutes. Before processing your application, you must complete both sections, then print the application online and take it with you for a written test. [back to top] Step 2 – Personal Qualifications Essay (PQE) Personal Qualifications Essay (PQE) is provided on the written test page. PQE requires writing essays in response to questions about demonstrating personal qualifications for a police officer. The essays will be evaluated on the basis of written communication skills and demonstrate effectiveness in evaluation and decision-making and behavioral flexibility. Candidates are not successful in PQE for a number of reasons, including the following: Using poor examples, which do not show their skills and potential Failure to provide enough details that make essays clear and easier to understand No need to stay on the subject (i.e. wandering, too much detail or irrelevant information) Failure to provide all the information required in essay questions (i.e. not fully answer questions) Lack of adequate written skills (i.e. English, grammar, spelling, punctuation, etc.) If you think you may need to improve your written communication skills, we encourage you to take steps to improve in this area. Consider studying in Business English and/or writing an essay. Below are some courses offered through the Los Angeles Community College District that may be of interest to you.\* Course Name Course Number Description Business English Business 31 (or CACT 31) Knowledge of English Grammar and Punctuation Rules; practice in writing sentences and paragraphs of College Reading Skills English 20 Techniques to improve the literacy of clear, consistent compositions of College Reading and Composition I English 101 Develops proficiency in reading and writing at the college level through the practice of critical thinking and a well-developed logical exhibit \* Course names, numbers and descriptions from Los Angeles City College 06-07 Catalog For more information about the Los Angeles Community College District, call (213) 891-2000 or visit . Factors assessed during the assessment of PQE Skills of written communication Police officers are required to fill out many different forms, logs and reports. Accordingly, police officers must write legibly and clearly and have good working knowledge of English grammar, sentence structure, vocabulary and spelling. Police officers must be concise, descriptive and accurate in all written documents. Read your questions carefully to make sure the answers are relevant to your questions. Judgment and decision-making It's long been part of what a police officer does every day. Police officers should recognize small problems and solve them before they become big problems. They must pay attention to trends and develop preventive solutions for potential long-term problems. Think about the problems you've had in the past and how you approached them. Why did you do what you did? Would you do it again? Behavioral flexibility police officers must be able to work independently, responsible only for their own actions; with the partner where responsibility is shared; as a member of the team, capable of following the orders of others and cooperating with other members of the team; or as a leader, taking control of the situation and directing or assisting others. Officers must be able to accept these different responsibilities in a timely manner and as circumstances change, often during a single shift of work, or even during a single incident. Plan to talk about your past behavior and how it prepared you to adapt to this behavioral flexibility. What to think before taking PQE There are no proper or wrong answers to your questions. You will be asked to provide the information you need to evaluate your qualifications for each of the factors discussed above. Each candidate's response will be unique to that candidate, based on their life experience. Before PQE, you can take the time to review the many events and incidents that make up your personal story and that have helped make you who you are today. Which of these many experiences has prepared you for the position of police officer and the factors on which you will be assessed? Your PQE score For PQE parts is 75% or more and your score is valid for 18 months. If you don't pass, you can take PQE once every three months. Your score determines your rank in the qualifying list and what's next. The city can only consider candidates in the order of their outcome on the list. The highest scoring candidates will be scheduled for additional tests, with the lowest score will no longer be considered. If your score is in the middle, middle, further testing, but there is no guarantee that it will eventually succeed. The number of candidates needed (and the result is high enough to be called upon for further processing) depends on two main factors - the number of expected nominations and the number of candidates. These numbers can change dramatically over time, and new candidates test every week, making it impossible to accurately predict what will happen to you. A continued evaluation of these external factors is performed to determine what results will be needed to complete the expected Academy classes. If you have one of the highest scores, you can expect it to be scheduled to take the Physical Abilities Test (PAT) and complete the Personal History Statement (PHS). If you have one of the lowest passing scores, you won't hear any further from the city, but you can re-sconcesji (see below) to try to improve your score. If you are in the middle ranges, you will be notified by post if further processing is available to candidates with your score. It is your responsibility to make sure that your contact details are up to date. Call (213) 473-9060 to change your address or other contact information. Simple to talk about this test part: Read the essay questions and make sure you answer the questions that are asked. Re-read the answers and look for careless errors. You will be taking this paper test and pencil. You won't be able to rely on spell checking. It is not enough that you know how to write or have created excellent written documents in the past - you need to demonstrate your skills on the day of the test. Test Day Tips When you write your essays, consider a thoughtful answer to your question before you start writing. Read the question carefully and answer the question as it is asked. Save time to review your essays and correct any careless grammatical or spelling errors you may find. It is not enough to know the right grammar and how to write - you need to demonstrate your knowledge on the day of the test. Do not be too confident - check your work. [back to top] Step 3 - Background test and polygraph exam Before the initial background you will need to fill out a Statement of Personal History, which requires the compilation of extensive biographical information. On the day of the initial background, the background researcher will review the Personal History Statement and interrogate you about any recorded issues. If, based on the information obtained, you find that you can meet the city's standards, a thorough field investigation will be conducted. Field investigations include employment, police, finance, education and military records checks, and interviews with family members, neighbors, supervisors, colleagues and friends. It may take between 60 and 180 days for the investigation to complete. You will be evaluated based on your behaviour and the extent to which positive qualities that support your candidacy for a police officer. The results of the background investigation are valid for 12 months. Simple to talk about this test part: Honesty is the best policy. Everyone has done things that he is not proud of, but the worst possible action is to try to cover it up. Before you begin, you should carefully assess your origin and experience. Click here to see what types of things can negatively impact your progress. Quick Tips Check the background information flyer to see the types of things that are not fitting for a police officer. Get ready to address anyone that might apply to you. You need to do the research necessary to provide accurate answers in each area. I do not remember is not an acceptable response to your Personal Historical Statement. Click here for frequently asked questions about the background investigation process. You must complete the Personal Historical Statement (PHS) before the initial background interview. Don't leave blank spaces in any section, especially email addresses for references. You need to do the research necessary to provide accurate answers in each area. I don't remember not being an acceptable answer. The basic standards of public safety standards in the city of Los Angeles reflect the very high standards required of candidates to classify public safety positions and security-sensitive positions in the city service. They are designed to identify the types of behavior that are required of public safety officers serving citizens of the city of Los Angeles. Each candidate's previous choices, judgments and behaviours will be compared with those demanding standards. Candidates who do not consistently demonstrate sound decision-making, maturity and responsible behaviour in the past in each of these areas will no longer be considered for employment in these critical positions. Each standard is an area that is essential for the success of public safety employment. Positions such as police officer, police specialist, port police officer, special officer and firefighter, along with other public safety posts appointed by the Director-General, are positions of special public trust for which these stringent standards have been designed. The city identifies and selects only those who are most likely to succeed in training and continuing to work in these critical positions. Candidates are asked to critically assess their experience in the light of these standards before starting the examination process. STANDARDS OF INTERPERSONAL SKILLS, SENSITIVITY AND RESPECT FOR OTHER PUBLIC SAFETY OFFICERS MUST BE ABLE TO DRAW extraordinary levels of hem and diplomacy to achieve their goals by addressing the diverse population of the City of Los Angeles. They must be able to benefit from advice, advice, persuasion to engage with the public. In addition, they must be able to work effectively individually or as a member of a larger team. Each candidate must demonstrate an understanding of the skills necessary to deal effectively with others in a cooperative and courteous manner. Desirable behaviors may include, but are not limited to: understanding the impact of words and behavior on others and modifying one's behavior, comments or of course actions Concern for the feelings and perspectives of others Demonstrate impartiality in solving problems of age, gender, sexual orientation, race or ethnicity, religion and cultural diversity Use of tact and diplomacy to achieve goals, resolve disputes and disseminate or de-escalate conflicts Ability to work effectively as a team member, making an appropriate contribution and recognizing the achievements of others examples of potentially disqualifying evidence of domestic violence; verbal or physical abuse or violence against others, indicating a lack of self-control; inability to get along with others in their professional or personal life; not listening effectively; using derogant stereotypes in jokes or everyday language; making rude and/or patronising remarks to others or others; the use of physical force to settle disputes; over-reaction to criticism; inability to work effectively as a team player; destructive/disputing authority; harassment, threats or intimidation in order to gain benefits. DECISION-MAKING AND JUDGMENTS Public safety officers must have extremely good sense and must demonstrate through their prior behaviour that they can quickly analyse the situation, make sensible and responsible decisions and take appropriate action. Desired behaviors may include, but are not limited to, the ability to: Critically analyze options and determine the right course of action in a given situation Act assertively and without hesitation, but without overreay Make quick, responsible decisions under pressure Convince others to your own point of view or to the desired course of action I know when to make an exception; exercise appropriate discretion Prioritizing competing requirements Simultaneously and properly solving multiple tasks Making the right choices without constant supervision or detailed instructions Creatively develop innovative solutions to problems Examples of potentially disqualifying evidence Making bad choices taking into account known circumstances; indecision when options are not unambiguous; failure to act where appropriate or to demonstrate insecurity in decision-making; behaviour indicating poor assessment or failure to take appropriate options; failure to learn from past mistakes; inability or reluctance to position; rigid compliance with the rules without taking into account alternative information; information; to see or consider all options; peer pressure. MATURITY and Discipline Public safety officers must present experience that demonstrates maturity and willingness to do so. Their early choices must be free from inappropriate behaviour to the desired position. A significant degree of personal discipline should be demonstrated to ensure that candidates can consistently refrain from taking actions that may be detrimental to their own health and well-being or the well-being of others. They need to be able to stay calm and stay in control in critical situations, maintain a positive attitude and accept constructive criticism without becoming defensive. Desirable behavior may include, but are not limited to, the ability to: Refrain from engaging in by its very nature, will misunderstood the city and limit the ability of a public safety official to perform his work effectively By adhering to legal and social restrictions and conduct requirements Given the consequences before taking action Take responsibility for past actions and mistakes Take appropriate precautions and avoid unnecessarily risky behavior Using constructive criticism to improve productivity Work well in situations unstructured with minimal supervision Examples of potentially disqualifying evidence the use of illicit drugs; abuse of alcohol or prescription drugs; failure to respect all rights and common rules of conduct; assuading with violaters; argumentative, defensive or blaming others (or circumstances) for mistakes made; behaviour in the past which indicates a tendency to resort to the use of force to obtain targets; overbearing in the problem-solving approach; unnecessarily confrontational taking of unnecessary personal risks; putting others at risk through their own actions; responding childishly or angrily to criticism or disappointment. INTEGRITY, INTEGRITY AND PERSONAL ETHICS Public safety officials are required to demonstrate the highest possible personal integrity through their honesty and ethical conduct. They must be able to maintain high standards of personal conduct, obey the law, and exhibit characteristics such as truthfulness and honesty in their relationships with others. Each candidate must demonstrate readiness to work within the system. Examples of behavior that meet this standard include, but are not limited to: It is truthful in dealing with other Fully Cooperating and is entirely closest in the selection process before hiring Admission and understanding of past mistakes Refrain from using employment power position for personal gain Refrain from bending the rules or otherwise trying to defeat the system of taking responsibility for your own actions Examples of potentially disqualifying evidence Makes false and/or misleading statements statements deliberately omits relevant information; intentionally withholds information; minimizes past errors or errors; blames others/justifies errors; attempts to trick others into providing false information; bends the rules or uses the position of power for personal gain; refuses to accept responsibility for inappropriate actions; condone the unethical behavior of others through silence; engages in illegal or immoral activities of a nature that would be offensive to modern standards of community decency; theft; Scam. SETTING AND ACHIEVING OBJECTIVES Public safety officers shall demonstrate their ability to set and achieve personal and professional objectives. Candidates for public safety positions can best position for positive consideration through continuous achievements in the workplace, educational environment, voluntary activities and/or community engagement. Each candidate must demonstrate initiative and ability to fulfill all obligations without constant supervision and detailed instructions. Candidates shall have the opportunity to demonstrate their ability to set and achieve objectives, ability to work diligently, reliably, and conscientiously, in accordance with detailed rules and policies, as well as their readiness for and involvement in public service through: Promotion in the workplace through promotion or increased responsibility Performing work as required and in accordance with the schedule Meeting high standards of punctuality and attendance Fulfillment of family responsibilities Educational achievements Involvement in voluntary activities or actions to improve the community Easy fulfillment of unpredictable or unexpected challenges Examples of potentially disqualifying evidence of non-compliance with work, school, family, volunteering or social activities. THE REGISTRATION of persons applying for public security posts shall be maintained in accordance with strict standards of conduct in all aspects of their lives. Candidates can expect a specific inquiry into their past behavior regarding: exercising fiscal responsibility and accepting responsibility for financial obligations Hiring safe driving practices Maintaining stable employment Compliance with regulations, rules, regulations and orders Military achievements Examples of potentially disqualifying evidence Overdue bills, waived debts, late payments, debt collection accounts, civil judgments and/or bankruptcy, failure to comply with a tax liability commensurate with income, non-compliance with all traffic regulations; numerous moving and unrelated infringements; due to road traffic accidents; termination or suspension of work; reprimand or advice for poor performance (including military service); non-compliance (e.g. auto insurance, automatic registration, selective registration of services, IRS requirements, maintenance obligations, etc.); Law Enforcement arrests and convictions (where applicable); other than honorary discharge from the military. It is in each candidate's best interest to be completely forthcoming and truthful during the background investigation process. Many candidates are disqualified during part of the selection process as a result of dishonesty. These candidates deliberately omit information that they believe will remove them from the selection process when this was not the case. When this information is later discovered during a background investigation, the candidate is disqualified, but not necessarily for conduct that he or she did not disclose. On the contrary, a candidate is disqualified for not providing complete, accurate and fair information about his or her character. A polygraph examination shall be carried out to confirm the information obtained during the selection process. Simple to talk about this test part: For some, this is the most frightening part of the study. Relax, be yourself and tell the truth. Quick tips You must have at least 6 hours of sleep the night before the exam. Eight is better! If it takes more than an hour to get to Los Angeles, consider coming to the city the day before the meeting and staying at a local hotel or arriving long before the meeting. You need to be well rested for the exam. They ate a good meal. Hunger and thirst can distract you. Do not wear a suit, tie, long sleeves, jeans or high heels. Dress comfortably. Wear a polo shirt/blouse with short sleeves. (Business Casual) In case of evening meetings, please report to the guard. Do not take a polygraph test if you are sick. Be sure to relax and be honest. Do not take steps to help yourself pass or try to beat the polygraph. Listen only to the examiner's instructions during the polygraph. [back to top] Step 4 - Physical fitness qualification valid from 1 October 2017. Physical Ability Test 1 has been eliminated and replaced with PFQ on a consultancy basis. To better prepare for the exam and physical requirements of the academy, you must participate in the Candidate Development Program (CAP) and complete your Physical Fitness Qualification (PFQ). Your score on PFQ is advisory. PFQ should be performed at least once before the deadline. We invite you to re-PFQ as many times as you like and the result is valid for 12 months. If you score less than 50 on PFQ, you are strongly encouraged to participate more regularly in the CAP and re-pfq. Being part of CAPs will greatly increase your success in the academy. The CAP will also greatly facilitate the transition to life in the Academy. If you currently live more than 150 miles from the Los Angeles area, you should contact your mentor to arrange pfq when you are in town completing other test parts. For information on the CAP and PFQ, click here. For a PFQ presentation, click here. Prepare for PFQ with the Candidate Development Program (CAP). The ACADEMY's physical training program is intense and demanding, and the first physical fitness test takes place in the first week of the Academy. Therefore, it is important that candidates do not wait until they are in the Academy to get into good physical condition. It is recommended that you start a physical conditioning program as soon as you apply. For tips on physical preparation to help candidates who want to have a job on their own, click here. To help you track your fitness, click here to download your fitness log. PFQ consists of four events: 1) maximum squats in a minute, 2) sprint 300 meters, 3) maximum push-ups in a minute, and 4) 1.5 mile-run. This is the same fitness test that the academy recruits on the third day of the police academy. Treadmill test This test measures aerobic capacity. The treadmill is programmed to SIMULATE driving 1.5 miles in 14 minutes on the track. During the test, the speed and slope of the machine will vary, resulting in an actual test time of 10 minutes and 20 seconds. The pass/failure result for this test is based on the completion of this test for a specified period of time; usually given after a medical assessment. [back to top] Step 5 - An interview in the Panel interview department will be conducted to assess personal achievements, motivation to work, orientation of continuous learning, instrumentality, interpersonal skills and oral communication skills. Only those candidates who are selected in this part of the process will receive a conditional job offer. If you don't, you can re-enter the conversation after 3 months. If you then attend the Orientation/Oral Prep Seminar, you won't have to wait 3 months for your next interview. Oral Prep is 2 Thursdays from 6-7:30 PM Personnel Department Building 700 E. Temple St., Los Angeles, CA 90012 [back to top] Step 6 – Medical evaluation and psychological evaluation Medical evaluation Medical examination is accurate and it is important to be in excellent physical, emotional and mental health without conditions that limit the ability to safely perform the basic functions of police officer work. Good physical condition is necessary because training at the Academy is rigorous. Lack of excellent physical condition can delay or disrupt training and lead to dismissal from the Academy. The results of medical examinations are valid for up to 12 months, at the discretion of the city's medical staff. Written psychological tests (valid for up to 18 months) and the second part of pat will be administered during this time. Body fat Each candidate will have their body fat percentage determined during the medical evaluation process. The candidate may not exceed the current. The current standard is: Female 33% and Male 22%. Vision Vision must be at least 20/30 in each eye with the following exceptions. If the glasses are worn, the vision must be at least 20/30 in each eye when wearing glasses and an uncorrected view of the distance must not exceed 20/70 in both eye, and the better eye must be at least 20/40. If soft contact lenses are worn, they must be worn for at least three months and vision must be at least 20/30 in each eye tested with contacts. If lasik surgery (refractive surgery) has been performed, vision must be at least 20/30 in each eye. In addition, candidates must be able to name colors accurately and quickly and must be free from other visual impairments that would limit the ability to perform law enforcement duties. Hearing candidates must be able to understand speech in noisy places, understand whispered speech, and locate sounds. Specialized testing methods are used to determine auditory abilities. Although the use of hearing aids is not automatically disqualifying, additional specialist tests will be carried out to determine whether the use of hearing aids will be allowed. Psychological evaluation Psychological evaluation consists of an individual oral interview and an assessment by an urban psychologist about the factors associated with successful execution in the difficult and stressful work of a police officer. The information evaluated shall include written psychological tests completed during the medical assessment together with the information obtained during the background examination. Psychological factors of concern Candidates with a history or prior diagnosis of mental or mental state, including learning difficulties or attention-deficit disorders, or who have been treated with psychotropic drugs or therapy, will be asked to provide appropriate medical records before the final psychological determination. Some conditions that have been suspected or diagnosed, such as most learning difficulties or attention-deficit disorders, with or without hyperactivity, may require additional research and review of appropriate medical records. In some cases, these conditions/diagnoses are accompanied by functional limitations that may require psychological

disqualification. Conditions such as bipolar disorder, recurrent depression, with or without psychotic traits or suicidal thoughts, repeated anxiety disorders, with or without panic attacks, obsessive/compulsive disorder, and most diagnoses leading to psychiatric hospitalization require a review of appropriate medical records. These conditions are often accompanied by functional limitations, which are difficult to control and, as a result, lead to psychological disqualification. . We assure you that each candidate receives assessment of their exceptional circumstances and does not disqualifying. Simple to talk about this test part: If you know you had previous treatment or serious injury, go to your doctor in advance and take your records with you for testing. [back to top] Step 7 - Certification and certification deadline and appointment are the final steps in the selection process. Before you can be considered, you must successfully complete all the steps in the process. A certificate of the name of a candidate for the Police Department does not guarantee appointment to the Police Academy. More names are provided to the Police Department than there are vacancies so that the Department can select the best qualified ones to be appointed based on the results of the interview and the test process. Nominations to the Police Academy are made by the Police Department from the list of civil service entitlements. According to the city's policy, a pre-employment examination of the substance may be required before employment for drugs and alcohol, since this classification has been designated as sensitive to safety. [back to top] top]

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