

Thank you for your interest in the LAPD. We are hiring approximately 480 Entry-Level Police Officers this fiscal year (July 1, 2009 to June 30, 2010). Listed below are some of the benefits that officers with the LAPD enjoy:

A) LAPD Annual Salaries Effective January 1st, 2010

Full salary pay and benefits are provided during Academy Training

\$45,226 with a High School Diploma or Equivalent GED, CHSPE

\$47,043 with a 60 college units or Associate Degree

\$48,880 with a Bachelors or Masters Degree or Ph.D.

Starting Salary for Military experience with Honorable Discharge:

2 years start at \$47,043

4 years start at \$48,880

6 years start at \$51,615

B.) Great health and dental coverage

C.) Paid vacation

D.) Pension plan

E.) Compressed work schedule (3/12's or 4/10's)

F.) Paid military leave

G.) Military & Government time buy back program available, up to 5 yrs if eligible; GI Bill benefits during academy training, if eligible

Minimum Requirements:

You must be 20 ½ to begin the selection process and at least 21 years old at time of hiring. There is no maximum age limit. You must be a US citizen or have applied for citizenship. You must have a High School diploma or GED or equivalent from an U.S. institution. A California High School Proficiency Examination (CHSPE) certificate will also be accepted. A two or four year college degree from an accredited U.S. or foreign institution may be substituted for the high school requirement.

Expedited Testing:

Expedited Testing has reopened and is ONLY for Out of State and Out of Area (over 150 miles from downtown Los Angeles) candidates. There are No exceptions. Military Personnel that meet the requirements MUST be within six months of separation in order to be scheduled. There will be no appointments for December 2009.

There is a limited amount of testing dates. DO NOT schedule an appointment if you are not committed to process with the LAPD.

Expedited testing provides an opportunity for candidates to take most of the below listed test parts within two trips to Los Angeles.

Part 1 of Expedited Testing (1st Trip, Five days):

- Day 1: Personal Qualification Essay (90 min)
- Day 2: Physical Abilities Test
- Day 3: Initial Background Interview
- Day 4: Polygraph
- Day 5: Department Interview and Written Psychological Evaluation

Part 2 of Expedited testing (Second trip, Two days)

- Day 1: Medical Evaluation, Treadmill
- Day 2: Oral Psychological Evaluation.

Contact the Public Safety Bureau at 213) 473-9060 ext.1 to verify your eligibility for expedited testing and to schedule appointments.

Hiring process (listed below):

- 1.) Preliminary Background Application" and "Job Preview Questionnaire" (complete online at www.JOINLAPD.com).
- 2.) Personal Qualification Essay (POE) consists of essay questions related to judgement, decision making and behavioral flexibility. If you fail the written test you must wait three months to retest. The test is offered almost every day of the week at various locations in Los Angeles. We occasionally do "outreach testing" at colleges and military bases throughout Southern California. Visit www.joinlapd.com, upcoming testing and event link for more information.
- 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 a month. The second part consists of a treadmill run and will 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.) Initial Background Review. The Initial Background Review begins with the Personal History Form, which requires extensive biographical information. You will also complete additional questionnaires, and a background interview. Findings are valid for 12 months.
- 5.) Review of Candidate Qualifications. This review will be conducted by members of the LAPD to assess your qualifications for a job with the LAPD. Only those candidates identified as having the highest probability of success will be scheduled for further processing.
- 6.) Polygraph Examination. A polygraph is conducted to confirm information obtained during your background interview.

- 7.) **Background Investigation.** While not every candidate will be selected for further processing, if you are selected you will undergo a background investigation. The fieldwork for this investigation will take anywhere from one to six months, depending on the complexity on the investigation.
- 8.) **Department Interview.** A panel interview will be conducted to assess your personal accomplishments, job motivation, instrumentality, interpersonal skills, and oral communications skills. Information developed in the background investigation may also be discussed with you at this time. Only those candidates who are selected during this part of the process will receive a conditional job offer.
- 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 and treadmill physical abilities test. Results are valid for up to twelve months.
- 10.) **Written Psychological and Psychological Interview.** Candidates must complete a written and an oral psychological evaluation to determine 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, and possess a valid conditional job offer in order to be certified for hiring consideration.

It usually takes six months to complete the hiring process depending on background issues.

The LAPD offers 250 different jobs. To qualify for specialized units such as SWAT it may take at least 8 years on the job. With stellar police performance you may be considered for SWAT. Aside from SWAT, we have a variety of other exciting and rewarding jobs with our department such as K-9, Metro, Narcotics, Bicycle, Vice, and many other exciting assignments.

Lateral Program:

A lateral entry program is available to candidates that have a valid **California Basic Peace Officer Standards and Training (POST) Certificate**. Lateral candidates must meet all requirements for police officer and complete all test parts (except the written test). The lateral program includes an expedited testing process and abbreviated training. For additional information refer to www.post.ca.gov.

Out of state law enforcement experience can also be applied towards your California POST certification. An out of state police officer may lateral to the LAPD but they **must** obtain a California Basic Post Waiver. The waiver is obtained from California POST. For further information on obtaining a POST Waiver contact California POST at (916) 227-3909 or www.post.ca.gov.

Pension:

Maximum pension with the LAPD is 90% with 33 years of service. Vesting is at 20 years. Minimum pension for members is 50% at 20 years.

Preliminary Background Questionnaire (PBQ):

To determine if your background may be suitable for the position of police officer, a Preliminary Background Questionnaire (PBO) is available online at www.JOINLAPD.com. By completing this form, you will be immediately informed of the common background issues that may affect you in the selection process (financial history, driving record, past employment, drug and alcohol use, etc...). The "Job Preview Questionnaire" will help you better understand the nature of police work. Bring the printed results of the Preliminary Background Application and the Job Preview Questionnaire with you to the written test.

The LAPD offers a physical preparation class every Tuesday, Thursday and Saturday to help you physically prepare for our academy.

LAPD officers generally work with partners when performing police functions. This greatly increases our "officer Safety" out there on the streets.

You can choose to live wherever you want. On the other hand, you have to be able to show up on time for duty and court days.

We have 21 geographic divisions/stations in Los Angeles you could be assigned to. Such as Hollywood Division, Pacific Division, and Harbor Division.

Body Fat Requirements:

As a Police Officer Candidate, your body fat will be evaluated during the medical examination. Although there is no weight requirement, a candidate must not exceed the body fat guidelines listed below:

A.) Females- 30%

B. Males- 22%

Test Locations: (for more locations, please review www.joinlapd.com, Upcoming Events & Testing Locations)

The written test is offered at 5 locations throughout the week (except holidays and holiday weekends):

- 1.) Every Saturday the testing is held at 8 AM. The testing is held at our City Personnel Building located at 700 East Temple Street, Los Angeles, Cal, 90012.
- 2.) Every Monday the testing is at 7:00 P.M. The testing is held at the San Pedro Municipal Building, Conference room 452, 638 S. Beacon Street, San Pedro Cal, 90731.
- 3.) Every Tuesday the testing is held at 7:00 PM at the Marvin Braude Constituent Center, Conference room 1A, 6262 Van Nuys Boulevard, Van Nuys, Ca, 91401.
- 4.) The first Monday of each month the testing is held at 7:00 PM. The testing is held at the Constituent Service Center located at 8475 South Vermont Ave, LA, Cal, 90044.
- 5.) Every Wednesday the testing is held at 7:00 p.m. at the L.A. Personnel Building, 700 East Temple Street, LA, Cal, 90012.

6.) Every Thursday the testing is held at 7:00 p.m. at the Hollywood Community Center, Community Room, 6501 Fountain Ave, LA, Cal, 90028

7.) Every Fourth Saturday of each month the testing is held at 9:30 AM. The testing is held at the Metropolitan Community Church, 8714 Santa Monica Blvd, West Hollywood, Cal, 90069

8.) Every Third Monday of each month the testing is held at 6:00 PM. The testing is held at the Baldwin Hills Crenshaw Plaza, Community Room, 3605 West Martin Luther King Jr. Bld., LA, Cal, 90008

Mentor Program

The LAPD has a dedicated group of mentors that are actual Police Officers. These Police Officers maintain professional standards of the highest caliber, while delivering enthusiastic service in a respectful, courteous, and friendly manner. Mentors are available to provide assistance in filling out documents, preparing for tests, updates on selection process status, and much more. Mentors are available Monday-Thursday, 6:00 AM-8:30 PM, Friday-Saturday, 6:00 AM-4:30 PM., at (213) 473-3450 or toll free 866-444-LAPD.

The phone number for LAPD Recruitment Section is (213) 473-3450. We have an excellent web site at www.JOINLAPD.com. You are encouraged to sign up for our LAPD e-newsletter. By signing up for our e-newsletter you can stay up to date with current hiring trends and recruitment information. Go to www.JOINLAPD.com to register.

The department offers various civilian support positions. Some of these positions include 911 Operators, Criminalists, Fingerprint Experts, Correctional Nurses, Detention Officers, and Polygraph Examiners. For additional information, please contact the LA City Personnel Office at (213) 473-9311.

The department has a LAPD Reserve Corps. LAPD Reserve Officers volunteer to serve the community of Los Angeles approximately two work shifts a month. A Reserve Orientation meeting takes place the first and third Thursday of every month. During this meeting the Reserve program is outlined in detail. The Los Angeles Police Department provides all training free of charge. For more information contact Volunteer Services Section at, (213) 473-3444 or www.JoinLAPDReserves.com

Commonly asked for phone numbers:

City personnel: (213) 473-9060 ext.1

Schedule Expedited Testing (213) 473-9060 ext.5

Backgrounds Department: (213) 847-8143

Medical Department: (213) 473-6960

Feel free to contact LAPD Recruitment with any other questions you may have at:

Office (213) 473-3450 or toll free 866) 444-LAPD

Go to our Website at www.JOINLAPD.com

Best regards,
Officer Howell