



JOIN LBPD

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BECOME A LONG BEACH POLICE OFFICER
JOIN LBPD

Contact Info:

RECRUITMENT OFFICE
(562) 570-5390
(Do not call for an emergency response)

TESTING PROCESS OVERVIEW

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ENTER THE ACADEMY!

STEP 1: APPLY

You will need to meet the minimum requirements and policies of the Long Beach Police Department to continue past this step

MINIMUM REQUIREMENTS:

- Be at least 20 1/2 years of age or older at the time the application is filed
- US High School Diploma or GED equivalency
- Have no physical or mental limitations that might prevent the completion of any duty assignment
- Have vision correctable to 20/20
- Possess a valid driver's license
- Be a United States citizen or a permanent resident alien who is eligible for and has applied for citizenship (1031.5 Government Code)
- Cannot be on court ordered probation at the time of application or hire
- No felony convictions

DRUG POLICY:

The Long Beach Police Department hiring standard concerning drug usage is as follows:

- Marijuana - any use of marijuana in the last two years will result in disqualification from the current hiring process. This is not a life-time disqualification; just until a two-year period of no marijuana use has passed.
- Other illegal drug use (other than marijuana or hard drugs listed below) in the last three years will result in disqualification from the current hiring process. This is not a life-time disqualification; just until a three-year period of no illegal drug use has passed.
- No use of hallucinogens LSD and Mushrooms within the last 10 years.
- Certain hallucinogenic drugs (PCP, Bath Salts, etc.) and illegal intravenous drugs (heroin, methamphetamine, etc.) are an automatic disqualification from this process. This is a life-time ban.

All other drug use will be assessed on a case-by-case basis and a determination will be made based on the applicant's overall qualifications.

TATTOO POLICY:

- No tattoos may be visible while wearing the police uniform (this includes during the recruit training at the academy). Visible tattoos on the neck, face, head, tongue, lips, scalp, or hands are not authorized. A single-band tattooed ring, on one finger, on one hand, is authorized and does not require covering.
- Any tattoo, scarification, or brand, regardless of its location, depicting offensive, racist, hateful, illegal, sexually explicit acts, or other obscene material; advocates discrimination; depicts gang, supremacist, or extremist group affiliation is not permitted
- No intentional body modifications (scarifications, enlarged piercings, abnormal shaping of the eyes, nose, ears and teeth, etc.) are permitted to be visible while in uniform. Body modification that is not visible while in uniform will be decided on a case-by-case basis.
- Tattoos that extend below the elbow can be covered by a compression sleeve similar in color to the uniform shirt being worn. Tattoos smaller than a 3-inch square on the arm or leg can be covered with one adhesive patch of a color as close to the employee's skin color as reasonably available.

STEP 2: WRITTEN EXAMINATION

THIS STEP IN THE TESTING PROCESS IS MANAGED BY THE CIVIL SERVICE DEPARTMENT

To successfully complete this step, you will need to pass a written examination.

We accept scores from either of the following written examinations:

The California [POST Entry-Level Law Enforcement Test Battery](#) (PELLETB)

– OR –

[The “FrontLine National” written examination](#) (NTN)

NOTE: If you have already received a passing score, the score is valid for up to one year.

POST Entry-level Law Enforcement Test Battery (PELLETB) Exam

Qualified applicants will be provided with a testing date. Testing dates will be determined by the Civil Service Department and will be limited to availability.

There is no cost to take the PELLETB Exam.

Applicants taking the PELLETB exam must meet the following **minimum score**:

- o T-Score – 45

National Testing Network Entry Level Law Enforcement Test – “FrontLine National”

Applicants must schedule a testing date through nationaltestingnetwork.com.

NTN **charges a fee** to take the FrontLine National examination. Practice test available for an extra fee.

FrontLine National examination consists of:

- Video-based human relations test
- Reading test
- Incident observation and report writing test

A limited number of **fee waivers are available** through the City of Long Beach, on a first come, first served basis. *Proof of financial need is required.*

NOTE: You do not need to fill out a Personal History Questionnaire (PHQ) or take a Physical Ability Test (PAT) through NTN as these two processes are administered through the Long Beach Police Department at a later date.

Applicants taking the written exam with NTN must meet the following **minimum score(s)**:

- o Video – 65
- o Reading – 70
- o Writing – 70

STEP 3: ORIENTATION (PHYSICAL ABILITIES TEST)

Applicants invited to orientation should be aware that the Police Department Academy Staff begins the screening and selection process as soon as they see a candidate enter the Academy grounds. Applicants should keep this in mind and conduct themselves accordingly.

During the orientation, applicants will be given information on the various stages of the evaluation and background process, including a tentative hiring timeline. Applicants should plan to spend four to six hours at the Academy for the orientation and should be mentally and physically ready to start the process. Candidates will complete a background questionnaire and are required to complete an agility course, a timed 1.5 mile run, and demonstrate upper body and core strength:

Agility Course (must be completed within 2 minutes and 30 seconds):

- run 300 feet;
- scale a six-foot solid wall;
- run another 300 feet;
- drag a 165-pound dummy 50 feet

NOTE: This is a pass/fail event. Applicants unable to complete this course will be provided with an opportunity to retake the test within one week. Applicants that are unable to successfully complete the second PAT attempt, will be disqualified.

Timed Run (must be completed within 15 minutes and 30 seconds):

- 1.5 mile run on a flat, out and back course.

NOTE: Applicants who do not complete the run within 15 minutes and 30 seconds will be automatically disqualified.

Upper Body and Core Strength Assessment:

- Perform as many sit-ups as able (up to 40)
- 2 minutes of rest
- Perform as many push-ups as able (up to 40)

Do not wait until you are in the testing process to begin a physical fitness program!

Physical fitness needs to be maintained throughout the hiring process, at or above the standards above, to be successful in the Academy. Practice sessions may be available with the Academy Staff prior to the orientation.

NOTE: Make sure your fitness routine includes high-intensity interval training (HIIT), such as Tabata training. You can find more information on this type of training here:

<https://www.active.com/fitness/articles/what-is-tabata-training>

STEP 4: ORAL INTERVIEWS

Following the orientation presentation, candidates will be scheduled for a Chief's Oral Interview and a Background Assessment Interview (BAI).

The Chief's Oral Interview panel consists of one Long Beach Police Officer and one community member. Several structured questions will be posed to each applicant. The questions are designed to evaluate the applicant's knowledge of relevant topics and assess their communication skills. The better prepared applicant will have a good working knowledge of the City of Long Beach, its rich diversity, the Police Department, and the many events and attractions that make Long Beach great.

The BAI is conducted by Background Investigators. The investigators review the applicant's [Personal History Statement \(PHS\)](#) as well as all other required documents prior to the interview. Applicants are given an opportunity to explain areas of concern and it is expected that applicants will be candid and honest with their investigators during this interview and at all stages of the selection process. All information gathered during the BAI will be checked and verified during other stages of the background investigation. Dishonesty is grounds for immediate disqualification.

NOTE: All applicants are encouraged to order and retain their medical records associated with their current medical conditions and procedures, physical symptoms, limitations, restrictions, and the use of medications and drugs, immediately following their successful completion of this step.

STEP 5: PSYCHOLOGICAL/POLYGRAPH SCREENING

The Long Beach Police Department conducts an extensive and comprehensive background investigation on police recruit applicants beginning with a psychological and polygraph screening process in compliance with the California Commission on Peace Officer Standards and Training (POST). Applicants will take a polygraph and have a fingerprint examination done. The polygraph examiner and background investigation will make inquiries into areas including, but not limited to, illegal activity, recent or prolonged involvement with illegal drugs and other possible unlawful behavior. Candidates will also be required to pass a psychological screening designed specifically for the position of Police Recruit.

STEP 6: BACKGROUND INVESTIGATION

The Long Beach Police Department conducts an extensive and comprehensive background investigation on police recruit applicants in compliance with the California Commission on Peace Officer Standards and Training (POST). In addition to the psychological and polygraph screening, other areas that will be investigated as part of the background investigation include:

- **Personal**: name, aliases, birth date, social security number, tattoos, citizenship, etc. Relatives and acquaintances will be contacted regarding your suitability to be a police officer
- **Education**: high school, college, trade school, and any other sources of diplomas, certificates and degrees, received or in progress, will be verified through sealed official transcripts
- **Residences**: residences for the last 10 years will be verified
- **Employment**: all employment history, including part time and voluntary jobs, will be verified and inquiries will be made with current and past employers and co-workers
- **Military Service**: registration with the Selection Service System will be verified. Military service records will be evaluated, if applicable
- **Financial**: inquiries relative to responsibility, dependability, maturity, and liability as these related to meeting financial obligations will be evaluated. You will be required to submit a sealed Experian® credit profile as part of your required documentation
- **Legal**: criminal inquiries will be made at the local, state, national, and if necessary, international level. Investigation will be made into all possible and actual criminal conduct. Arrests and convictions will be evaluated on a case by case basis (a misdemeanor conviction in and of itself is not necessarily a disqualifying factor)
- **Motor Vehicle Operation**: behavior as it relates to driving ability and judgment will be reviewed, as well as, verification of required automobile insurance

Selection Standards

POST sets the minimum standards for peace officers in California. POST guidelines provide the following five (5) major categories that are considered during the hiring process:

1. **Moral Character**: integrity, impulse control/attention to safety, substance abuse and other risk taking behavior
2. **Handling Stress and Adversity**: stress tolerance as well as confronting and overcoming problems, obstacles, and adversity
3. **Work Habits**: conscientiousness, dependability, and attention to detail
4. **Interactions with Others**: interpersonal skills and teamwork
5. **Intellectually-Based Abilities**: decision making and judgment, learning ability, and communication skills

STEP 7: SELECTION

Applicants who pass all aspects of the background investigation phase of the hiring process are presented to the Selection Committee of the Long Beach Police Department. The most qualified candidates will be selected for entrance into the Long Beach Police Academy. A description of the requirements and standards can be found here:

<https://post.ca.gov/peace-officer-selection-requirements-regulations.aspx#c1954>

STEP 8: MEDICAL SCREENING

Applicants selected for the academy are required to pass a medical examination, which is in accordance with P.O.S.T. standards. As mentioned in “Step 3: Oral Interviews”, all applicants should have ordered and retained their medical records associated with their current medical conditions and procedures, physical symptoms, limitations, restrictions, and the use of medications and drugs, immediately following their successful completion of the BAI and Chief’s Oral Interview.

These records are only to be given to the City’s Medical Doctor’s or contracted doctors.

ENTER THE ACADEMY

Training

The Police Academy is a unique training experience designed to develop those persons seeking a profession in Law Enforcement. The Academy will provide recruits with an environment to learn and develop skills, abilities, and procedures related to police work. The recruit will be asked to perform learned skills under a controlled, simulated, and stressful environment to help replicate situations experienced by police officers. The Police Academy will challenge recruits to their mental, emotional, and physical limits to better prepare them for the demands of police work.

The Police Academy will require recruits to study provided information, complete and pass written examinations, and prepare uniforms and equipment for daily inspections. This can be a time-consuming process. Without a solid support system, a recruit may find it difficult to meet the standard requirements set by the California Police Officer Standards and Training.

Academy Expectations

Law Enforcement officers are entrusted by the community to enforce the law legally, morally, and ethically. Recruits are expected to perform with the highest level of character, integrity, and professionalism. While at the Police Academy, the recruit shall adhere to the following:

- Arrive on the first day in excellent physical condition, ready for rigorous physical activity
- Ability to be “coachable” and work in a team environment

LONG BEACH POLICE DEPARTMENT

COMPENSATION & BENEFITS *

STARTING SALARY:

\$34.71 per hour while in the Academy

\$38.56 - \$50.14 police officer hourly range

- 25.5 weeks of paid Academy training (40 hours a week)
- Retirement Plan (P.E.R.S.) - 2.7% for each year worked upon reaching 57 years of age
- 4/40 work schedule once graduated from the academy
- Eligible for GI benefits while in the Academy
- Military leave
- Medical and Dental Insurance
- Life Insurance
- Paid Vacation, Personal Holidays and Sick Leave
- Deferred Compensation
- Credit Union Membership
- Free Bus Transportation (Long Beach Transit)
- Flexible Spending Account

INCENTIVE PAY

The Long Beach Police Department provides a number of incentive pay opportunities as an added benefit to officers. Listed below are pay incentives that eligible officers receive in addition to their base salary.*

- Education Pay: Up to \$3.104 per hour
- Advanced POST Pay: \$4.776 per hour
- Wellness Pay: Amount varies based on participation
- Longevity Pay - 15 years (other agency experience considered): \$2.507 per hour
- Marksmanship Pay: Up to \$32.00 per month (one time annual payment in December)

In addition to the incentive pays listed above, the Long Beach Police Department also offers special assignment and skill-specific incentive pays to recognize officers for their individual skill set. Listed below are the various skill and assignment pays available to officers. If an eligible officer is assigned by the department to perform the applicable duties, the officer's hourly rate will be increased by the amount indicated.*

SKILL PAY

- Bilingual Pay: \$0.800 per hour
- Helicopter Pilot Pay: \$4.107 per hour
- Helicopter Observer Pay: \$1.962 per hour
- Motor Officer: \$2.498 per hour
- Detective Pay: \$2.144 per hour
- Canine Pay: \$2.497 per hour
- Port Security: \$2.497 per hour
- Dive Team Pay: \$2.865 per hour **(while training or activated)**
- S.W.A.T. Pay: \$4.776 per hour **(while training or activated)**
- One Officer Car: \$4.776 per hour
 - For hours worked as a single officer patrol unit between 4:30 pm and 7:30 am
 - Watch 1: 9.5 hours at this rate
 - Watch 2: 1 hours at this rate
 - Watch 3: 8.5 hours at this rate
- Field Training Officer **(while training)**: \$4.776 per hour