

# ALAMEDA POLICE DEPARTMENT

## JOURNEY GUIDE

GET  
RECRUITED

## MISSION

Effectively respond, continuously improve, compassionately serve. We, the members, proudly serve our community with honor, courage and commitment. This is the standard by which we live.

### SUBMIT

Submit Application through Government Jobs- application is screened by HR for minimum qualifications (MQ) and must include passing PELLET B or NTN score of 45

### ORAL BOARD

Once MQ's are met, applicant is scheduled for an oral board.

### PHS

Upon successful completion of the oral board, the applicant will receive a PDF copy of the Personal History Statement. Accurate and thorough completion of the PHS is required by the due date.

### ORDERLINESS

Orderliness, thoroughness, and attention to detail are required. If an applicant is not conscientious throughout the entire process it may result in a disqualification.

### IN PERSON PHS REVIEW

After the PHS is reviewed and if selected to move forward, the applicant will be invited for an in-person PHS review. It is recommended the applicant present a passing WSTB/PAT (323 min score) at this meeting.

### LIVESCAN

At this meeting the applicant will be Livescanned and Pre-Employment notarized waivers will be completed.

### PHQ

If selected to move forward, applicant will be sent an email advising them of such along with a link to complete the Personal History Questionnaire.

### PHQ REVIEW

Once the applicant advises they have completed the PHQ, the questionnaire responses will be reviewed and if approved the applicant will be scheduled to complete a polygraph.

### POLYGRAPH

The polygraphers report will be reviewed, and a decision will be made if the applicant will be forwarded to a background investigator.

### BACKGROUND INVESTIGATION

The applicant will need to be responsive and promptly deliver any required documentation to their BGI. The background investigation can take anywhere from six weeks to twelve weeks depending on the applicant's history. The completed background will be reviewed internally by a few key members of the agency.

### COMMANDER INTERVIEW

If the background is met with approval the candidate will be scheduled for Commander's Interviews.

### MED/PSYCH EXAM

If selected the candidate will be given a Conditional Job Offer, pending the successful completion of POST medical and psychological examination.

### READY FOR HIRE

Once medically and psychologically cleared the applicant is now eligible