



Pentagon Force Protection Agency



Police Officer Applicant

# FAQ

*What you need to  
know about becoming  
a Pentagon Police  
Officer*

# Application & Hiring Process

## What is the application process to become a Pentagon Police Officer?

**Answer:** Once you have completed the application on USAJOBS.com and the announcement closes, all applications will be reviewed to ensure that the applicants meet the minimum requirements for the job. The applications that pass the initial screening are sent to the hiring official (PFPA) for review. PFPA reviews the applications and conducts a pre-employment check. Those applicants who pass the pre-employment check will receive an email invitation to PFPA Test Day at the Pentagon. This process takes about one month from the announcement closing date.

## How long before I may receive a tentative job offer?

**Answer:** Police Officer applicants will receive a tentative job offer approximately two weeks after successfully passing a Physical Ability Test (PAT), the National Police Officer Selection Test (POST), and Oral Board Interview. Following the tentative job offer, the applicant will be required to pass both law enforcement and reference checks, as well as, a medical exam, security clearance, and drug screening. Generally, the process, from application to tentative job offer, takes about three to four months.



# Professionalism

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Is there anything that I should pay attention to when applying to a job vacancy and specifically, is there anything I need to ensure that my resume contains?

**Answer:** Yes. You must include the hours worked per week and the dates of employment for each job listed on your resume, in order for Human Resources to accurately determine your qualifications. If your resume does not contain hours worked per week and dates of employment, your application will be marked as incomplete and you will not receive consideration for the position.

You should consider using the USAJOBS.gov resume builder, which requires you to enter work hours for each job you list. For more information regarding what you should include in your federal resume, visit: <https://www.usajobs.gov/Help/faq/application/documents/resume/what-to-include/>



How many times will I have to come to the Pentagon to complete the hiring process?

**Answer:** The Recruitment Branch requires all applicants to attend a full one-day session for testing and an interview at the Pentagon. A Physical Ability Test (PAT), the National Police Officer Selection Test (POST), and an oral board interview will be done on that day.

# Application & Hiring Process

## What will my starting pay be as a PFPA Police Officer?

**Answer:** Please refer to the job announcement for a salary range. Your salary is determined by the grade for which you qualify and are selected. This information is typically provided at the time you receive a tentative offer of employment. If you possess prior creditable service as a Police Officer with the D.C. Metropolitan Police Department, United States Secret Service Uniformed Division or United States Park Police, you may be eligible for a salary offer above the minimum step of the grade of which selected.

## Does PFPA hire people with disabilities?

**Answer:** Yes. All individuals, including those with disabilities, are encouraged to apply. If an applicant needs a reasonable accommodation during the hiring process, he/she should promptly contact the PFPA Recruitment Branch at (703) 571-8000 to make their request.

Upon receipt of a tentative offer of employment from PFPA, an individual will undergo a medical examination to evaluate whether they can safely and effectively perform the full range of the essential duties of a PFPA Police Officer, with or without reasonable accommodations.







If I have a medical issue, will that prevent me from becoming a police officer?

**Answer:** Not necessarily. The mere presence of one or more medical conditions is not determinative. No matter what medical conditions an individual may have, the PFPA encourages you to apply and go through the hiring process. If you receive a tentative offer of employment, you will be required to undergo a medical examination and the PFPA Medical Review Officer will evaluate whether, notwithstanding the presence of one or more medical conditions, you can safely and effectively perform the full range of essential duties, with or without reasonable accommodations.

NOTES:

# Accountability

# Required Testing Prior to Job Offer

## What is the PAT?

**Answer:** The PAT is a physical ability test that all PFPA applicants are required to pass. Taking the PAT is not only a condition of initial employment - all incumbent employees must take (and pass) the PAT annually as a condition of continued employment. The PAT consists of 19 push-ups (in 2 minutes or less) and 1½ mile run (in 17 minutes, 30 seconds or less).

In the event an applicant fails to complete the 19 push-ups (in 2 minutes or less), they will be given the opportunity to complete a “Dummy Drag” (25 feet in 15 seconds or less). In order to pass the PAT and continue the hiring process, applicants must meet the 1½ mile run, as well as, either the 19 push-ups or the Dummy Drag requirement.

## Am I required to pass the National Police Officer Selection Test (POST) to qualify for a Police Officer position?

**Answer:** Yes. Every applicant is required to undergo the same testing process, which includes the POST.

## What is the POST and how long will it take to complete?

**Answer:** The POST is a timed, written test that measures the basic skills - reading, writing, grammar, and mathematics. These skills are considered necessary to successfully perform the duties of a PFPA Police Officer. Each applicant is given 90 minutes to complete the POST.

**NOTE:** If an applicant has a disability that requires an accommodation, that applicant may be given more time to complete the POST. If an applicant has a disability that requires an accommodation, they must immediately contact the PFPA Recruitment Branch at (703) 571-8000 to coordinate the appropriate reasonable accommodation for the applicant.







Will I have to take a POST if I have already taken one for another agency?

**Answer:** Yes. There are several different versions of the POST administered by various employing agencies. PFPA does not accept the test results from other agencies.

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Integrity

# Required Training Received Once a Final Job Offer is Extended

## What kind of training do Pentagon Police Officers receive?

**Answer:** All new recruits begin their employment at the Agency with two weeks in-processing. During this time recruits will be issued their uniforms, IDs, receive preliminary training, and complete required paperwork.

Recruits will then attend three months of basic training at the Uniformed Police Training Program (UPTP) at the Federal Law Enforcement Training Center (FLETC) in either Glynco, Georgia or Artesia, New Mexico.

Recruits who successfully graduate from FLETC, will attend 25 days of Agency Specific Basic Training (ASBT) at FLETC's training facility located in Cheltenham, Maryland. After completion of ASBT, police officer recruits complete a six-week Field Training and Evaluation Program (FTEP) at the Pentagon under the guidance of a PFPA Field Training Officer.

## If I am already a police officer do I have to attend the Federal Law Enforcement Training Academy (FLETC) for basic police training?

**Answer:** PFPA will consider waivers for those individuals who have completed the Uniformed Police Training Program (UPTP) administered at FLETC or a Federal Law Enforcement Training Accreditation (FLETA) accredited academy.



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## Will PFPA provide housing during FLETC training?

**Answer:** Yes. PFPA provides housing for recruits while they attend the Uniformed Police Training Program (UPTP) training at the Federal Law Enforcement Training Center in Georgia or New Mexico.

PFPA does not provide housing for incoming recruits during the Agency's two week in-processing before they leave for UPTP at FLETC in Georgia/New Mexico.

PFPA does not provide housing during Agency Specific Basic Training (ASBT) and Field Training and Evaluation Program (FTEP), which occurs after recruits complete FLETC Uniformed Police Training Program (UPTP) and return to the National Capitol Region.

We encourage you to arrange housing prior to your start date with the PFPA.

## NOTES:

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# Vigilance



# Information for Veterans



## Will my military time count towards my civilian retirement?

**Answer:** The Recruitment Branch encourages you to contact PFPA's Human Capital Program Management Division once you have completed your required training and are on duty. If a response is needed prior to your entry on duty, please contact the Human Resources Specialist listed on your tentative job offer.

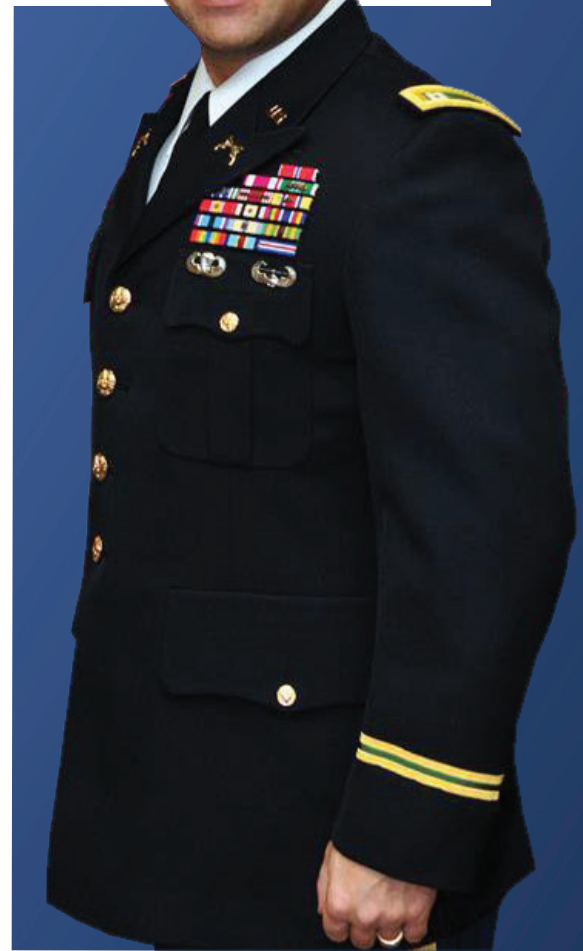
## Who qualifies for a Veterans Recruitment Act (VRA) appointment?

**Answer:** The VRA is a special authority by which agencies can appoint eligible veterans without competition to positions at any grade level through General Schedule (GS) 11 or equivalent. To be eligible for a VRA appointment, you must have separated from the armed forces under honorable conditions and be one of the following:

- A disabled veteran;
- Or in receipt of a campaign badge for service during a war or in a campaign or expedition;
- Or in receipt of an Armed Forces Service Medal (AFSM) for participation in a military operation;
- Or you are a recently-separated (e.g. a veteran who was separated within the last three years).

Please contact PFPA Recruitment Branch at (703) 571-8000 with any questions regarding your eligibility under VRA or for additional information.

## Protecting Those Who Protect Our Nation





## Who qualifies under the Veterans Employment Opportunity Act (VEOA)?

**Answer:** The Veterans Employment Opportunities Act (VEOA) of 1998 provides that agencies must allow preference eligibles or eligible veterans to apply for positions announced under merit promotion procedures, when the agency is recruiting from outside its own workforce. VEOA eligibles are rated and ranked with other merit promotion candidates under the same assessment criteria. Veterans' preference is not applied in this instance. The appointing official may select any candidate from those who are among the best qualified.

To be eligible for a VEOA appointment, an applicant must meet one or more of the following:

- Be a preference eligible.
- A veteran separated from the armed forces after three or more years of continuous active service, and performed under honorable conditions.
- A veteran released shortly before completing a three-year tour is considered to be eligible.

Please contact PFPA Recruitment Branch at (703) 571-8000 with any questions regarding your eligibility under VEOA or for additional information.

## For the purpose of VEOA eligibility, what is a preference eligible veteran?

Preference eligibles are veterans who are disabled or who served on active duty in the Armed Forces during certain specified time periods or in military campaigns. The definition of "preference eligible" is further defined in 5 CFR 211.102.

# Additional Information

## Will I receive additional compensation for speaking a foreign language?

**Answer:** Currently, PFPA does not offer additional compensation for speaking a foreign language.

## I have a Top Secret security clearance with my agency. Will PFPA use that information instead of doing a complete background check? Will that help speed up the background process?

**Answer:** The background check that PFPA conducts as a part of its hiring process is multi-faceted. For this reason, having an active security clearance at the time of your application will not help speed up PFPA's hiring process. PFPA's investigators conduct their own checks for each applicant that is separate from the background security clearance investigative process performed by the Office of Personnel Management (OPM).

# Selfless Service



Call a PFPA recruiter today:  
**703-571-8000**

