



BACKGROUND INVESTIGATION

Candidates who pass the Physical Performance Test will receive an email inviting them to register and schedule for Event 1 of the Background Investigation process through their PAN account.

Background Investigation: \$40 fee is required; this fee will be waived for those who were previously granted a payment waiver as a U.S. Military Veteran, Spouse of a Deceased or Disabled Military Veteran, or for financial hardship.

Background Investigation:

Employment as a Port Authority Police Officer is a public trust. Therefore, a comprehensive background investigation is conducted to ensure applicants possess:

- Integrity
- Sound moral character
- Responsibility
- Sense of service
- Honor
- Ethical judgement
- Commitment

Prior to completing the application ask yourself if your personal experience demonstrates these fundamental characteristics. If you cannot confidently answer yes, please consider not continuing further.

The below list represents disqualifiers for those seeking a position at the PAPD. Please read the list and understand that each case will be viewed independently, and consideration will be made on a case-to-case basis.

Disqualifiers:

- Convicted of a serious criminal act. (i.e., felony in NY or an indictable offense in NJ).
- Convicted of or plea agreement to any offense that would preclude applicant from legally owning and/or carrying a firearm. This would include any pre-trial intervention agreement that results in being legally precluded from owning/carrying a firearm.
- Convicted of any offense involving domestic violence.
- Currently on probation for a felony or indictable offense or has been on probation for a felony or indictable offense at any time within the past twelve months.
- Dishonorably discharged from any branch of military service.
- Convicted more than once of any offense of driving while impaired or refusal within the last five years.
- Guilty of any motor vehicle *moving* violation five or more times within the past two years.
- Bench warrant issued for failing to appear in court for a motor vehicle charge or criminal charge on more than two occasions.
- Driving privileges suspended on more than two occasions on more than two dates.
- Convicted of selling, manufacturing, or distributing any illegal controlled dangerous substance.
- Terminated from any law enforcement agency for disciplinary reasons.
- Adjudicated by a court or found by an employer to have violated any person's civil rights.



- Candidates may also be disqualified if they demonstrate a history of disregard for the law, a tendency toward violence, termination from a job for poor behavior, or not adjusting to discipline.

Candidates who are recommended to proceed in the process by a Police Review Board will be made a contingent offer of employment and invited to the Medical/Psychological evaluation process.

MEDICAL & PSYCHOLOGICAL EXAMINATION

Successful completion of Medical and Psychological examinations is required. Prior to taking the medical and psychological exams, a contingent offer of employment as a police recruit to the Port Authority Police Academy is tendered to an applicant. It will be conditional upon successful completion of the medical and psychological examinations. Each potential police recruit will be required to authorize access to all health records. If the Office of Medical Services determines that an applicant is unable to perform the essential functions of the position, the contingent offer of employment will be withdrawn.

Body Mass Index (BMI): Candidates with a BMI of 30 or greater will be referred for further testing to evaluate cardiovascular endurance and to rule out any related health risks.

- (1) Visual acuity will be measured using an industry standard vision screener to assess near /far vision, and visual fields. All candidates must have vision better than or equal to 20/30 in each eye and 20/30 in both eyes. If the candidate must use corrective lenses (glasses or contacts) in order to satisfy the 20/30 vision standard, then the candidate's uncorrected vision should be no worse than 20/100 in each eye and 20/100 in both eyes. If the vision test is deemed unacceptable, the candidate will be sent for further evaluation to an ophthalmologist chosen by the Office of Medical Services.
- (2) Field of Vision shall be no less than 70 degrees in the horizontal meridian in each eye.
- (3) Depth perception shall be sufficient to demonstrate normal stereo depth perception to the correctable standard of 100 ARC seconds.
- (4) For color perception, the Fansworth D-15 color test will be performed. Moderate and severe Protan, Deuteran and Tritan color deficiencies are regarded as deficient. If the candidate's color perception test is deemed unacceptable, the candidate will be sent for further evaluation to an ophthalmologist chosen by the Office of Medical Services.
- (5) Hearing acuity will be tested from 500 Hz to 6000 Hz using a calibrated digital audiometer that meets or exceeds American National Standard Institute Specification (ANSI) requirements. The candidate must have an average hearing loss of less than or equal to 25dB at 500Hz, 1000Hz and 2000Hz in each ear. The difference in hearing between the better and poorer ear shall not be greater than 15dB at 500Hz, 1000Hz or 2000Hz. The use of hearing aids is disqualifying.

All medical conditions will be evaluated on a case-by-case basis to determine if it will interfere with the candidate's ability to perform the essential functions of a Port Authority Police Officer.



POLICE ACADEMY TRAINING PROGRAM

Candidates selected into the Police Academy will be required to meet academic, physical fitness (see below) and other standards. Only those candidates who meet the required achievement standards will graduate from the Academy and be considered for appointment to the Port Authority Police Force.

Using the points table scoring below, a Police Recruits must attain a total score of 210 points across the three tests (300 Meter Run, Push-Ups, 1.5 Mile Run) and achieve 70 points or more on each test to meet academy graduation standards. Failure to do so by the third formal physical performance test of Academy Training (around week 16) will result in dismissal.

Points	300 Meter Run (Seconds)	Push-Ups (Number Completed)	1.5 Mile Run (Minutes:Seconds)
0	69 or slower	24 or less	14:25 or slower
70	68-67	25-27	14:24-14:15
75	66-62	28-38	14:14-13:07
80	61-57	39-49	13:06-11:59
85	56-51	50-61	11:58-10:51
90	50-45	62-73	10:50-9:43
95	44-39	74-85	9:42-8:35
100	38 or faster	86 or more	8:34 or faster

Based on the information above, at minimum, by the third formal PAPD Academy physical performance test, you must be able to:

- Complete the 300 Meter Run in 68 seconds or faster:
- Complete 25 or more Push Ups
- Complete the 1.5 Mile Run in 14 minutes and 24 seconds, or faster.

Note: The Physical Performance Test is currently under review. Thus, the Physical Performance Test events and standards are subject to change.

Please consider your motivation and ability to meet this and other graduation standards before proceeding with the application process.