COUNTY OF LOS ANGELES
PROBATION
DEPARTMENT

FREQUENTLY ASKED QUESTIONS

Is a Bachelor's Degree required?
Yes, a conferred bachelor's degree from an accredited four-year college or university is required for the Deputy Probation Officer I position.

Is there a specific field needed for the degree?
No, a bachelor's degree in any field will suffice.

Is a conferred Bachelor's Degree needed at the time I apply?
Yes, a conferred bachelor's degree is required at the time of application. If you are still working on achieving your bachelor's degree, please apply once the accredited college/university has conferred your degree.

How can I tell if my college or university is accredited?
Qualifying degrees or coursework must be completed at a college or university accredited by any accrediting association recognized by the United States Department of Education.

You can also check to see if your coursework is accredited by visiting: ope.ed.gov/dapip/#/home

I earned my bachelor's degree outside the U.S. Will that be acceptable?
Foreign transcripts must be evaluated for equivalency to U.S. standards by one of the approved organizations listed by the National Association of Credential Evaluation Services (NACES) www.naces.org/members or the Association of International Credential Evaluators, Inc. (AICE) aice-eval.org. These organizations are private enterprises who charge a fee for their services.

Does work experience supplement a Bachelor's Degree?
No, work experience does not supplement a bachelor's degree.

Can I still apply if I have no work experience?
Yes, no work experience is required. However, you must have a conferred bachelor's degree from an accredited four-year college or university at the time you apply.

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Do you offer a higher education bonus?
As an employee, Deputy Probation Officers are eligible to receive a two percent (2%) bonus if you have a conferred master's degree or higher from an accredited college/university. The employee is required to provide written proof in the form of official (sealed) transcripts from the conferring university to the Human Resources Division (HRD) with a completed form.

Do I need to be a U.S. Citizen to apply for this position?
Applicants must be legally authorized to work in the United States under federal law.

Do you provide visa sponsorship?
At the current moment, we do not provide visa sponsorships.

Do you offer relocation assistance?
The department does not provide relocation assistance.

What is the minimum age to apply?
You must be at least 21 years of age at the time of appointment or start of the job.

What is the maximum age limit to apply?
There is no maximum age limit as long as you meet all the requirements.

Do we need a California driver's license to apply?
Yes, you will need a valid California Class C Driver License before you complete the background process.

Is this a sworn position?
This is a sworn Peace Officer position within Los Angeles County Probation.

If I have a Felony Conviction, can I apply for this position?
It depends. Typically, applicants must not have been convicted of a felony to be eligible for this position. However, it might be different if your conviction has been dismissed by the courts or pardoned by a government official, or if you were convicted as a minor for a juvenile offense. Our background investigators will make that determination. Please apply.

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If I have a Misdemeanor Conviction, can I apply for this position?
It depends on the type of misdemeanor conviction, how long ago it occurred, and how many you have. Our background investigators will make that determination. Please apply.

What is the primary reason candidates are disqualified from the background process?
The primary reason candidates are disqualified from the background process is falsification. Please ensure you answer all questions truthfully because Integrity is one of the characteristics of the CORE values set by Los Angeles County Probation.

If I am disqualified from the background investigation process, when can I reapply?
If you are disqualified from the background process, you must wait 12 months from the date of your disqualification letter to reapply.

Will I be disqualified for having tattoos?
Tattoos are not necessarily a disqualifying factor. However, it depends on the nature of the tattoo(s). All tattoos will be evaluated on a case-by-case basis. Candidates with tattoos who are subsequently hired must ensure that the tattoos are not visible to the public while on-duty.

What are the grooming requirements?
All staff are required to be neat, clean, well-groomed and must conform to considerations of safety, professionalism, and modesty. Facial hair shall be neatly groomed.

What credit score is needed to qualify?
There is no minimum credit score required. Eligibility is determined on a case-by-case basis, and the Background Unit will review your information to make that determination.

Could you please confirm how many years of employment history are required for the background process?
The Personal History Statement (PHS) states to list all work history.

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What is the schedule of the training academy?
The Academy is composed of eight (8) weeks of paid Juvenile Correctional Officer Core (JCOC) training, and two (2) weeks of paid JCOC to Probation Officer (PO) training, which is held at the Probation Department's Training Center in Pico Rivera, CA. The schedule would be Monday through Friday, 7 a.m. to 4 p.m. Recruits do not reside at the academy.

Where is the training academy located?
LACP Training Academy Center is located at 3300 Sandoval Ave, Pico Rivera, CA 90660.

What if I can't do the physical aspects at the training academy?
The Physical Agility Test (PAT) is designed to assist prospective Los Angeles County Probation applicants in preparing for the physical demands of academy training and meeting the state and department requirements. The program aligns with the Cooper Fitness Test 30th percentile standards and emphasizes safe, progressive conditioning. Applicants are encouraged to train above the minimum standards to improve academy readiness and reduce injury risk. Applicants will take a pre-Physical Agility Test (PAT) once in the academy to determine their standing.

Does LA County Probation offer shadowing or ride along opportunities during the recruitment or training process?
The Facility Training Program (FTP) is a structured transition program for entry level Deputy Probation Officers. After graduating from the Juvenile Corrections Officer Core Academy, new officers begin an immersive, supervised training experience at their assigned facility. The program bridges classroom learning with real world practice and ensures every new officer receives strong support, mentorship, and guidance as they develop into confident, competent, and highly professional peace officers.

Do we get significant holidays off?
Our facilities are open 24 hours a day / 7 days a week, and coverage is needed at all times. You will be working on a 40-hour shift with 2 days off per week.

What are the shifts available?
There are three (3) shifts available: 6 am - 2 pm, 2 pm - 10 pm, and 10 pm - 6 am.

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FREQUENTLY ASKED QUESTIONS

Is overtime required, or can you ask for it?
Overtime can be planned or unplanned based on operational needs. You could be required to stay over after your shift is complete.

Can we choose our work location and hours?
Locations and schedules are based on operational needs.

What are the current juvenile facilities?

- Barry J. Nidorf (Sylmar, CA)
- Camp Afflerbaugh (La Verne, CA)
- Camp Paige (La Verne, CA)
- Camp Rockey (San Dimas, CA)
- Campus Kilpatrick (Malibu, CA)
- Dorothy Kirby Center (Commerce, CA)
- Los Padrinos (Downey, CA)

What is the difference between Juvenile Halls and Camps?
Juvenile halls are short term detention facilities that house youth while they await court proceedings, whereas camps are residential treatment facilities where youth serve their dispositions after adjudication.

What age group do the Deputy Probation Officers supervise?
Deputy Probation Officers supervise both youth and adult clients.

How long does the process take before you can get hired?
Many factors can influence the amount of time it takes to get hired, but on average, it takes 4 to 6 months from the date of application. Part of the process depends on you! If you submit your paperwork quickly and show up to appointments, the process can be expedited.

As a Probation Officer, do we carry firearms?
Only specialized units carry firearms. This is usually a requirement for Deputy Probation Officer II (Field Officers).

Is this job represented by a union?
Yes, this position is union-represented.

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FREQUENTLY ASKED QUESTIONS

Do you accrue vacation time and sick time?
Employees accrue both vacation and sick time.

What are some military benefits?
You can purchase Military Service credit, yielding additional years of pension-related service on top of your County service credit when you retire.

The County has Military Leave (e.g., 30-calendar days of paid military leave for reservists activated for more than one year). You can roll your Military Thrift Savings Plan into the 457(b) AND get up to a 4% dollar-for-dollar match for future contributions. For additional information, please visit www.lacera.gov (pension) and countyla.empower-retirement.com (457(b)) for questions.

Do you offer a pension plan?
Yes, we offer the Los Angeles County Employee Retirement Association (LACERA) – Plan G Pension. It includes a percentage of salary and health care coverage based on age and accumulated service credit upon retirement. Reciprocity is available (service years transferred to/from qualified public agencies). Please visit: www.lacera.gov

Can you apply to multiple county probation departments at the same time?
Yes, you may submit applications to different county probation departments at the same time, as each county runs its own hiring process.

Where can I apply?
You can apply at www.joinlacountyprobation.com.

What does the examination process consist of?
This examination process will consist of a multiple-choice and/or simulation assessment(s), weighted 100%, assessing:

- Written English
- Following Instructions
- Numerical Calculation
- Achievement
- Professional Potential
- Responsibility
- Teamwork

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What are the passing requirements for the examination content?
Applicants must meet the requirements and receive a passing score of 70% or higher in order to be placed on the eligible list.

Are there any tools to help prepare for the exam?
Study guides and other test preparation resources are available to help candidates prepare for employment tests.

An interactive Online Test Preparation System is available at hr.lacounty.gov.

Click “Find A Job” → “Job Search Toolkit” then scroll to the “Employment Test Assistance” section to access test preparation resources.

You can also access test preparation for the computerized portion of the test at: www.shldirect.com/en-us/practice-tests

If I recently applied and did not pass the test, is it possible to take it again?
You must wait 12 months to reapply.

Who can I contact if I have questions regarding my application status?
Please reach out to our Los Angeles County Probation Examinations Unit by sending your email inquiry to examinations@probation.lacounty.gov.

What is the probationary period upon being hired?
The probationary period is 12 months.

Do we pay out of pocket for the uniform?
Officers will receive an allowance every year to purchase and maintain their uniforms.

Does LACP offer tuition reimbursement to continue higher education and become a DPO II?
At the current time, we are not offering any type of reimbursement for higher education.

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Do you offer bilingual pay, including American Sign Language (ASL)?
Yes. Employees who are employed in positions that require the continuous and frequent use of a second language, including American Sign Language (ASL), may be eligible for bilingual pay.

Does working for the county qualify for loan forgiveness?
County employees may be eligible for the Public Service Loan Forgiveness (PSLF) Program. The program continues to provide opportunities for student loan forgiveness.

What measures does the department take to protect the physical and emotional well-being of employees?
Probation offers Probation Support Services (PSS) to support employee well being. PSS continues the services previously provided by the Los Angeles County Sheriff's Department, offering resources that promote both mental and physical wellness. We also offer the County's Employee Assistance Program (EAP), which provides free, confidential counseling and referral services for grief and a wide range of personal or job related concerns.

What are the Department's rules regarding sworn probation officers engaging in outside business or consulting work?
Approval for outside employment or activities is not granted when disqualifying conditions exist, including any outside work that requires more than 24 hours per week for full time employees.

FOR MORE INFORMATION, PLEASE CONTACT:

(562) 940-2659

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