



# Selection Process

California Department of Corrections and Rehabilitation



# Begin Your Future Today

It has been called “the greatest entry-level job in California” —and for good reason. Our officers earn a great salary, and a retirement package you just can’t find in private industry. We even pay you to attend our academy. There has never been a better time to join. We’re the largest law enforcement agency in California, and we’re growing. So apply today, and discover why thousands of men and women are proud to wear our uniform.

**[cdcr.ca.gov/jobs](http://cdcr.ca.gov/jobs)**  
**1-866-232-JOBS**



Thank you for considering a career opportunity as a Peace Officer with the California Department of Corrections and Rehabilitation (CDCR). The selection process takes approximately six months to one year to complete. Prompt responsiveness and timely participation by the candidate will help to meet this timeframe. To be eligible for appointment, candidates must be successful in each of the following selection components:

Supplemental Application  
Written Test  
Written Peace Officer Psychological Examination  
Physical Abilities Test  
Vision Test  
Pre-investigatory Interview  
Background Investigation  
Oral Peace Officer Psychological Examination  
Pre-Employment Medical Examination  
Appointment Process  
Academy Assignment



**Supplemental Application** (Pass/Fail) To start the application process, when filing period is open, you will need to submit an Application with a Supplemental Application (SA) online at [www.joincdcr.com](http://www.joincdcr.com). If you achieve a passing score on the SA, you will be scheduled for the appropriate written examination.

**Written Test** (Weighted 100%) The initial written examination is designed to evaluate your skills in the area of grammar, spelling, punctuation, reading comprehension, and basic mathematics. Study guides for governmental examinations are available at libraries and bookstores.

**Written Peace Officer Psychological Evaluation** (POPE) This evaluation consists of a series of questions whereby you respond based upon your personal preference. The information will be used in the Oral POPE.

**Vision Test** (Pass/Fail) If you do not have 20/20 vision in each eye, you will need a written certification from your optometrist or ophthalmologist indicating that your vision is correctable to 20/20 in each eye. For further detail please see Vision Requirements Fact Sheet at:

[http://www.cdcr.ca.gov/Career\\_Opportunities/POR/Documents.html](http://www.cdcr.ca.gov/Career_Opportunities/POR/Documents.html)



[www.JOINCDCR.com](http://www.JOINCDCR.com)

**Physical Abilities Test (PAT) (Pass/Fail)** The purpose of the various PAT tests utilizing a stationary bike and exercise equipment are to determine the applicant's ability to sprint 100 yards in no more than 19 seconds, to complete a 500-yard run in two minutes and twenty seconds, to determine the candidate's ability to drag an unconscious person weighing approximately 165 pounds 20 feet in 20 seconds or less after running 500 yards and to pick up and carry a stretcher containing a person weighing approximately 185 pounds, with the assistance of one other person.

**Background Investigation (Pass/Fail)** The background investigation begins with a Pre-investigatory Interview with a Background Investigator reviewing your Personal History Statement (PHS) with you to ensure information is complete and accurate and to identify any issues that may lead to a candidate's disqualification. It takes approximately 90 days to complete the background investigation. A complex background investigation, or a background investigation with serious issues, may exceed this timeframe. The PHS can be found at the following web-link:

[http://www.cdcr.ca.gov/Career\\_Opportunities/POR/Documents.html](http://www.cdcr.ca.gov/Career_Opportunities/POR/Documents.html)



**The Greatest Entry Level Job In California**

**Oral Peace Officer Psychological Evaluation (POPE) (Pass/Fail)** Once your background investigation has been cleared, the information is sent to the State Personnel Board (SPB) to schedule your Oral POPE interview. You will be contacted by a member of the SPB, Psychological Screening Unit, to schedule your Oral POPE interview.

**Pre-Employment Medical Examination (PEM) (Pass/Fail)** This is a complete physical exam conducted by medical doctors under contract to the CDCR to evaluate your overall physical health.

### **Appointment Process**

After successfully completing all of the aforementioned selection components, candidates are placed on a certification list, which gives them eligibility to be appointed to the next upcoming Academy.

### **Institution Assignment**

Assignment to one of the CDCR adult or juvenile institutions is based on departmental need; whenever possible, candidates are assigned to an institution close to their home.



**Where Do You Fit In?**

Please visit our web site at [www.joincdcr.com](http://www.joincdcr.com) for additional information on the CDCR and Peace Officer positions.

You may also call our TOLL-FREE telephone number, **(866) 232-JOBS (5627)**, to speak with our Customer Service Staff.

For information regarding all other CDCR employment opportunities, please contact

Call (888) 232-4584 or  
Email [careers@cdcr.ca.gov](mailto:careers@cdcr.ca.gov)

For information about other jobs with the State Of California, contact:  
[www.spb.ca.gov](http://www.spb.ca.gov)



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