



# CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION

## CORRECTIONAL OFFICER

### OPEN STATEWIDE EXAMINATION

**Final Filing Date: Continuous**

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

#### **THE POSITION**

A **Correctional Officer (CO)** is an entry-level peace officer responsible for protecting the public, staff, and inmates while enforcing State and Federal laws, rules and regulations. In a correctional environment, correctional peace officers are expected to model ethical behavior in such a way that facilitates and promotes the Department's rehabilitative programs. A CO provides a service which can substantially impact the success of the various treatment programs in which an offender may participate. COs are required to maintain safety and security efforts to prevent escapes; respond to emergencies; supervise inmate conduct; utilize de-escalation/communication techniques; assume an armed post and/or patrol grounds. COs are required to conduct these duties with the understanding that safety and security duties facilitate and support the Department's rehabilitative efforts and contribute to the public safety of the state. COs are required to transport inmates; conduct criminal and administrative investigations; maintain equipment and firearms qualifications. COs are required to document any incidents per policy and procedures and perform additional duties as required. Positions are located throughout the State of California and institutions operate 24 hours a day, 365 days per year.

Visit our Department website at [www.joincdcr.com](http://www.joincdcr.com) for more information.

#### **MINIMUM REQUIREMENTS**

**Education:** Equivalent to completion of the twelfth grade. Demonstrated by: (1) possession of a high school diploma issued by a U.S. institution; (2) passing the California High School Proficiency test; (3) passing the General Education Development (GED) test meeting California high school graduation standards; or (4) possession of a college degree (Associate of Arts or higher) from an accredited college or university.

**IMPORTANT: Accreditation shall be from an accrediting association recognized by the Secretary of the United States Department of Education.**

**NOTE:** Any accreditation or approval shall be from a state or local government educational agency using local or state government approved accreditation, licensing, registration, or other approval standards, a regional accrediting association holding full membership in the National Council for Private School Accreditation (NCPSA), an organization holding full membership in the Commission on International and Trans-Regional Accreditation (CITA), an organization holding full membership in the Council for American Private Education (CAPE), or an accrediting association recognized by the National Federation of Nonpublic School State Accrediting Associations (NFNSSAA).

**Citizenship Requirements:** Existing law provides that, in order to be appointed to a peace officer position, a person **must** either be a U.S. citizen or a permanent resident alien who is eligible for **and** has applied for citizenship at the time of application. Denial of an application for citizenship shall result in disqualification from or termination of employment.

**Drug Testing Requirements:** Applicants for positions in this class are required to pass a drug screening test. (The drug screening test will be waived for employees who are currently in a designated "Sensitive" class for which drug testing is required under State Personnel Board Rule 213.)

#### **Additional Requirements:**

- At least 20 years of age at time of application and 21 years of age at the time of appointment.
- History of law-abiding behavior.
- Legally eligible to own, possess and have custody/control of any firearm or other weapon authorized by the CDCR.
- Driver License- Possession of a valid Class C driver license issued by the California Department of Motor Vehicles is required. Applicants who do not possess a license will be admitted to the examination, but must secure the license prior to appointment.

**FELONY DISQUALIFICATION:** Per Government Code Section 1029, any person convicted of a felony is disqualified from being employed as a peace officer if: (1) You have been convicted of a felony in California or any other state; (2) you have been convicted of any offense in any other state which would have been a felony if committed in California; (3) you have been charged with a felony and adjudged by a superior court to be mentally incompetent; (4) you have been adjudged addicted or in danger of becoming addicted to narcotics, convicted, and committed to a State institution. If you have been convicted of a felony, you may be allowed to participate in this examination if your conviction(s): (1) Has/have been sealed under Penal Code Section 851.7, 851.8, 1203.45, or Health and Safety Code Section 11361.5; (2) has/have been expunged or is/are expunge able pursuant to Health and Safety Code Section 11361.5 regarding marijuana offenses; (3)

was/were stipulated or designated to be a lesser included offense of marijuana possession under Health and Safety Code Section 11557 or 11366.

### **DISTINGUISHING CHARACTERISTICS**

Emotional maturity and stability; sympathetic and objective understanding of persons in custody; satisfactory record as a law-abiding citizen; leadership ability; tact; good personal and social adjustment for correctional work; neat personal appearance; courage; alertness; willingness to work day, evening, or night shifts, weekends, and holidays, and to report for duty at any time emergencies arise.

The Correctional Officer class is an entry level and training class. Persons selected as Correctional Officers undergo a formal training program at the California Department of Corrections' Training Academy and apprenticeship program pursuant to the standards developed by the Commission on Correctional Peace Officer Standards and Training (CPOST) per Penal Code sections 13600 and 13601.

In carrying out the primary duty of public protection, the Correctional Officer class is expected to demonstrate high ethical standards consistent with other state peace officer classifications and perform in such a way that facilitates and promotes the Department's rehabilitative programs, policies, and public safety efforts. The Correctional Officer class performs duties that vary among institutions and among designated posts within an institution due to varying security levels of inmates, design of correctional facilities, geographical location, watch assignment, and the number of inmates. Assignments for this class include duty in towers, housing units, reception centers, kitchens, outside crew supervision, search and escort, control booths, yard, gun posts, and transportation.

### **SPECIAL PHYSICAL CHARACTERISTICS**

Good physical health; sound mental and emotional condition; freedom from any physical or mental condition that would interfere with the full performance of the duties of a Correctional Officer; strength, endurance and agility; hearing sufficient to perform the essential functions of the job; a visual acuity of 20/20 or better in each eye, an uncorrected visual acuity of 20/60 or better in each eye, ability to pass a color vision test comparable to the Farnsworth D-15 without the use of an X-Chrome lens or other colored filters, and a peripheral field of view of at least 120 degrees of horizontal extent and 100 degrees of vertical extent with no evidence of scotomas (nonseeing areas) within the full visual field of each eye.

### **SALARIES**

<b>Salary During Basic Academy:</b>	\$20.82 per hour
<b>Correctional Officer (After Academy):</b>	\$4,438 – 7,411 per month

The rate of \$20.82 is for cadets who have never worked in state service, or state employees who make less than \$20.82.

Salary rates paid beyond \$4,438 are dependent upon time-in-grade, completion of the apprenticeship program and job performance. Detailed salary information will be provided after application or can be obtained at [www.cdcr.ca.gov](http://www.cdcr.ca.gov).

An additional \$200 per month will be paid to persons accepting positions at the Correctional Training Facility, Salinas Valley State Prison, and San Quentin State Prison for Bargaining Unit 6. Persons accepting positions at Avenal, Calipatria, Centinela, Chuckawalla Valley, High Desert, Pelican Bay, California Correctional Center, and Ironwood State Prisons (see contract for exclusions) will receive an additional \$2,600 (two payments of \$1,300). The first payment will be after completion of six qualifying pay periods. The second payment will be after completion of an additional six consecutive qualifying pay periods.

### **HOW TO APPLY**

To participate in this examination, you must submit your application via the Internet at [www.joincdcr.com](http://www.joincdcr.com). Under "Peace Officer Careers", click on the "Apply Now" button. If you do not have Internet access, there are public access Internet terminals in over 150 California public libraries. Contact your local library for information as to where the nearest Internet terminal is located and the policies related to usage.

Applications submitted by mail or in person will NOT be accepted. Applicants will complete their application online and respond to questions regarding their ability to meet the minimum qualifications.

**PLEASE NOTE: YOU CAN ONLY HAVE ONE ACTIVE APPLICATION IN PROCESS AT A TIME. SHOULD YOU SUBMIT ANOTHER APPLICATION, IT WILL NOT BE PROCESSED AND YOU WILL BE NOTIFIED.**

### **THE SELECTION PROCESS**

Candidates must be successful in each of the selection components listed to be eligible for a CO appointment. **Valid photo identification (valid driver license or DMV identification card, civil service ID, military ID or passport) is required for admittance into each component.** Failure to complete any of the required forms or failure to appear on time for the scheduled components may result in elimination from the selection process. All information submitted for consideration at every phase of the selection process must be accurate, complete and truthful and will be subject to verification. Any inaccuracy and/or omission may be considered intentional and may be cause for elimination from the examination and/or

appointment process.

This examination will consist of a Written Test weighted 100%. Candidates must achieve a score of 70 or greater to pass the Written Test.

### **WRITTEN TEST (WEIGHTED 100%)**

The Written Test consists of multiple choice and true or false questions designed to measure cognitive ability, situational judgment, reading comprehension, job knowledge, and problem solving/decision making skills.

SCOPE: Emphasis in the examination will be on measuring competitively, relative to job demands, each candidate's:

A. Knowledge of:

1. Purposes and methods of discipline as applied to persons in custody.
2. Duties of a Correctional Officer.
3. Correct grammar and spelling.
4. Proper use and care of firearms.
5. Basic arithmetic.

B. Ability to:

1. Control, direct, and instruct inmates or parolees individually and in groups.
2. Remember names and faces.
3. Interpret and enforce institutional rules and regulations with firmness, tact, and impartiality.
4. Read and interpret written material accurately and rapidly.
5. Communicate effectively.
6. Prepare accurate and objective written reports using good grammar, composition and correct spelling.
7. Promote socially acceptable attitudes and behavior of inmates or parolees.
8. Rate the conduct and productivity of inmates or parolees accurately and impartially.
9. Think and act quickly in emergencies.
10. Reason logically and communicate effectively.
11. Make simple arithmetic computations.
12. Correctly follow oral/written directions.
13. Accept the requirements of the Department and institution.
14. Accurately distinguish inmates and correctional staff from a tower or elevated position.
15. Accept role as authority figure.
16. Make appropriate use of disciplinary options.
17. Interact tactfully and professionally with the public, inmates, and staff.
18. Follow chain of command.
19. Climb ladders and stairwells on a routine and emergency basis.
20. See in dim/bright light situations.
21. Operate departmental vehicles and equipment, including firearms and mobile radio.
22. Physically perform a variety of tasks including carrying accident victims and subduing combative inmates.
23. Analyze situations accurately and adopt an effective course of action.
24. Make satisfactory progress in the prescribed academic and practical work in an approved apprenticeship program for the Correctional Officer.

### **CANDIDATES MUST ALSO BE SUCCESSFUL IN THE FOLLOWING COMPONENTS**

- **PHYSICAL FITNESS TEST (PASS/FAIL)**  
The Physical Fitness Test (PFT) evaluates a candidate's strength, endurance, and agility to satisfactorily perform the essential duties and functions of a CO. Candidates will be allowed one attempt at the PFT.
- **COMPUTERIZED VOICE STRESS ANALYSIS (CVSA) PASS/FAIL**  
The Computerized Voice Stress Analysis (CVSA) process shall be administered to all candidates for Peace Officer positions. Failure or refusal by a candidate to submit to the CVSA process shall result in the candidate's withhold from certification. The CVSA process is comprised of three steps: the pre-examination discussion, the examination, and the post examination discussion. During the pre-examination discussion, the candidate is asked questions related to their personal history. These questions are derived from the Personal History Statement and are asked of every candidate. The CVSA shall be audio recorded. Additional examinations may be administered to resolve specific issues which may arise during the initial CVSA process.
- **BACKGROUND INVESTIGATION (PASS/FAIL)**  
As a minimum requirement, a thorough background investigation must be conducted prior to a candidate's appointment or training as a Correctional Peace Officer. Relevant information concerning a candidate's integrity, past behavior, unlawful activities, job performance and other topics are explored during the investigation. Information obtained during the background investigation is relevant because a candidate's conduct reflects his/her character, credibility and moral values. Background investigations typically take about 90 days to complete, however, a complex background investigation, or a background investigation with complex issues, may exceed 90 days.

- **VISION SCREENING (PASS/FAIL)**

This test checks a candidate's visual acuity. The candidate must also pass an acceptable color vision test administered by the Department. If the candidate does not demonstrate 20/20 vision in each eye, a written certification is required from an optometrist or ophthalmologist indicating that vision is correctable to 20/20 in each eye. Candidates who are worse than the uncorrected visual acuity standard of 20/60 in each eye must qualify and provide verification of correction with soft contact lenses (SCL). More detailed information regarding vision requirements may be found on the Vision Requirements Fact sheet located at [www.joincdcr.com](http://www.joincdcr.com).

**Note:** 1) If your vision is NOT 20/20 or better in each eye, or 2) if you use any type of corrective lenses, you need to print out the Peace Officer Vision Verification Form (OPOS 201) and have it filled out by your eye doctor. The form is available at [www.joincdcr.com](http://www.joincdcr.com) and you are encouraged to bring the completed form with you on your scheduled vision test date.

- **PEACE OFFICER PSYCHOLOGICAL EVALUATION (POPE) (PASS/FAIL)**

This evaluation consists of a series of questions candidates respond to based upon their personal preferences. The information will be used during an in-person interview with a psychologist.

- **PRE-EMPLOYMENT MEDICAL EXAMINATION (PEM) (PASS/FAIL)**

This is a complete physical exam conducted by medical doctors under contract with the CDCR to evaluate a candidate's overall physical health, including hearing test and Respiratory FIT mask test, to determine medical suitability to perform the essential functions of the job. All candidates going through PEM will undergo a "visual genitourinary system examination." In addition, candidates age 50 and over will be required to undergo a rectal examination.

**PLEASE NOTE THAT IF YOU ARE UNABLE TO APPEAR TO ONE OF YOUR SELECTION COMPONENTS, YOU MUST CONTACT YOUR ASSIGNED SELECTION CENTER TO RESCHEDULE NO LATER THAN THE DAY OF YOUR APPOINTMENT.**

### **PLACEMENT ON THE ELIGIBILITY LIST**

Candidates who pass the Written Test are placed on the eligibility list. Candidates who clear the background investigation are given a conditional offer of employment, contingent upon successful completion of the remaining selection components. Candidates are encouraged to visit CDCR's website at [www.joincdcr.com](http://www.joincdcr.com) for more detailed information regarding these selection components.

### **ASSIGNMENT PROCESS**

- Applicants who receive conditional job offers and who have successfully completed all selection components will be assigned to institutions based on departmental needs. Candidates may be given the option to select the institution to which they prefer assignment; however, institution assignment location is not guaranteed. **NOTE:** If you are contacted for an assignment and you are unwilling to accept the assignment, you will be charged a waiver. After three such waivers, your name may be permanently removed from the employment list.

### **BASIC CORRECTIONAL OFFICER ACADEMY (BCOA)**

- Candidates receiving and accepting assignments as COs must complete a 13-week, comprehensive training program at the BCOA located in Galt, a suburb of Sacramento, California.
- Candidates are encouraged to refresh/develop their analytical, writing and memory retention skills; maintain their physical fitness; and take a weapons course prior to reporting to the BCOA.
- Failure to pass the BCOA will result in rejection during probation from the CO classification.
- Upon successful completion of the BCOA, COs report directly to their assigned institution/facility.

### **VETERANS' PREFERENCE:**

California law allows the granting of Veterans' Preference in any Open examination. In accordance with Government Code Sections 18973.1 and 18973.5, Veterans' Preference will be awarded as follows: 1) any veteran, widow or widower of a veteran, or spouse of a 100% disabled veteran, who achieves a passing score in an open examination, shall be ranked in the top rank of the resulting eligibility list. Any veteran who has been dishonorably discharged or released is not eligible for Veterans' Preference; 2) Veterans' Preference is not granted once a person achieves permanent civil service status.

Directions to apply for Veterans' Preference are available at the CDCR website by clicking on the following link: [https://www.cdcr.ca.gov/career\\_opportunities/por/veterans.html](https://www.cdcr.ca.gov/career_opportunities/por/veterans.html). Additional information can also be found at the California Department of Veterans Affairs at [www.calvet.ca.gov/veteran-services-benefits/employment](http://www.calvet.ca.gov/veteran-services-benefits/employment).

### **DISQUALIFICATION:**

Candidates who fail or do not appear for the **Written Examination, Physical Fitness Test, or the Written Psychological Examination** will be disqualified from the selection process. Candidates who have been disqualified from these components are eligible to reapply 6 months from the date of disqualification. Candidates who are disqualified during the **Background Investigation, Pre-employment Medical Examination, or Peace Officer Psychological Examination** will be eligible to reapply 12 months from the date of disqualification.

### **ELIGIBLE LIST INFORMATION:**

Names of successful competitors are placed on the employment list in order of Written Test score. List eligibility expires **24 months** after it is established.

The California Department of Corrections and Rehabilitation reserves the right to revise the examination plan to better meet the needs of the Department if the circumstances under which this examination was planned are changed. Such revisions will be in accordance with civil service

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laws and rules and all competitors will be notified.

**DRUG FREE WORKPLACE:**

It is the objective of the State of California to achieve a drug-free workplace. Any applicant for State employment will be expected to behave in accordance with this objective because the use of drugs is inconsistent with the law of the State, the rules governing State civil service, and the special trust placed in public servants.

TDY is a telecommunications device **used by the hearing impaired and may be reached by calling TDY at (800) 735-2929 or voice phone at (800) 735-2922.**