



## GROUNDKEEPER, CORRECTIONAL FACILITY (CF) Qualifications Assessment

Department of Corrections and Rehabilitation

Departmental Open Examination  
Final Filing Date: Continuous

### EXAMINATION INFORMATION

This examination will provide you with an opportunity to demonstrate significant aspects of your qualifications for the **Groundskeeper, CF** classification with the California Department of Corrections and Rehabilitation (CDCR). The information you provide will be rated based on objective criteria created by Subject Matter Experts. The rating will be used to determine your final score in this examination. If successful, your name will be placed on an eligible list for the classification listed above. The list will be used to fill positions statewide with CDCR. A "Conditions of Employment" section is included in this examination which will allow you to select the time bases and location(s) you are interested in working. Please print out, **personally complete**, and sign this examination form.

Read the instructions below carefully before completing the assessment. Failure to do so may result in an inability to process your assessment and disqualification from this examination.

### AFFIRMATION STATEMENT

I hereby certify that the information provided on this Qualifications Assessment is true and correct to the best of my knowledge and contains no willful misrepresentations or falsifications. I also understand that if it is later discovered that I have made any false representations, I may be removed from the examination and/or the eligible list resulting from this examination, have adverse action taken against me which could result in loss of state employment, and/or suffer loss of right to compete in any future state examinations.

Name (Printed): \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip Code: \_\_\_\_\_

Home Telephone Number: \_\_\_\_\_

Work Telephone Number: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## FILING INSTRUCTIONS

All applicants must complete and submit the following examination materials:

- [Examination Application \(STD. 678\)](#)
- Qualifications Assessment

By mail to:

**Department of Corrections and Rehabilitation  
Talent Acquisition and Career Services  
P.O. Box 942883  
Sacramento, CA 94283-0001**

Or in person at:

**Department of Corrections and Rehabilitation  
1515 S Street  
Sacramento, CA 95811-7243  
Attn: Talent Acquisition and Career Services, 101N**

If you are personally delivering your application and Qualifications Assessment, you must do so between the hours of **8:00 a.m.** and **5:00 p.m.**, Monday through Friday, excluding holidays, on or before the cut-off date to the street address listed above.

### NOTE:

- All examination materials must have original signatures.
- Be sure your envelope has adequate postage if submitting via mail.
- Faxed or emailed copies will **NOT** be accepted under any circumstances.
- Make and keep a photocopy of the completed Qualifications Assessment for your records.

## GENERAL INSTRUCTIONS

This Qualifications Assessment is the sole component of the examination. To obtain a position on the eligible list, a minimum score of 70% must be achieved. Therefore, please be sure to review and follow all instructions carefully as missing or incomplete information may result in disqualification or a lower score.

This examination is comprised of the following areas:

- Affirmation Statement (page 1)
- Filing Instructions / General Instructions (page 2)
- Prior State Employment / Conditions of Employment (pages 3 - 4)
- Rating Instructions (page 5)
- Knowledge & Experience Assessment (pages 6 - 10)
- Recruitment Questionnaire (pages 11 - 12)

## YOUR RESPONSES ARE SUBJECT TO VERIFICATION

Please keep in mind that all information provided on this Qualifications Assessment will be subject to verification at any time during the examination process, hiring process, and even after gaining employment. Anyone who misrepresents his/her experience will be subject to adverse consequences, which could include the following action(s):

- Removal from the examination process
- Removal from the eligible list / certification list
- Loss of State employment
- Loss of rights to compete in any future state examinations

## PRIOR STATE EMPLOYMENT INFORMATION

Complete this next section **ONLY** if you have been previously dismissed from California State Civil Service employment by punitive action or as a result of disciplinary proceedings. **IF THIS DOES NOT APPLY TO YOU, please skip this question.**

Do you have written permission from the California Department of Human Resources (CalHR) to take this examination?

☐ YES

☐ NO

State Personnel Board, Rule 211 provides that a dismissed state employee may only participate in State Civil Service examinations if he/she has obtained prior consent from the State Personnel Board.

## CONDITIONS OF EMPLOYMENT

**PLEASE MARK THE APPROPRIATE BOX(ES) OF YOUR CHOICE.**

If you are successful in this examination, your name will be placed on an active employment list and referred to fill vacancies Statewide according to the conditions you specify on this form.

### TYPE OF APPOINTMENT YOU WILL ACCEPT

Please mark the appropriate box(es) - you may check "(A) Any" if you are willing to accept any type of employment.

☐ (D) Permanent Full-Time    ☐ (R) Permanent Part-Time    ☐ (K) Limited-Term Full-Time    ☐ (A) Any

If all are marked and you receive an appointment other than permanent full-time, your name will continue to be considered for permanent full-time positions.

### LOCATION(S) YOU ARE WILLING TO WORK

☐ **5 ANYWHERE IN THE STATE** – If this box is marked, no further selection is necessary

### NORTHERN REGION

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> 0100 – Alameda County      | <input type="checkbox"/> 2100 – Marin County         | <input type="checkbox"/> 4500 – Shasta County   |
| <input type="checkbox"/> 0200 – Alpine County       | • CSP, San Quentin                                   | <input type="checkbox"/> 4600 – Sierra County   |
| <input type="checkbox"/> 0300 – Amador County       | <input type="checkbox"/> 2300 – Mendocino County     | <input type="checkbox"/> 4700 – Siskiyou County |
| • Mule Creek State Prison                           | <input type="checkbox"/> 2500 – Modoc County         | <input type="checkbox"/> 4800 – Solano County   |
| <input type="checkbox"/> 0400 – Butte County        | <input type="checkbox"/> 2800 – Napa County          | • California Medical Facility                   |
| <input type="checkbox"/> 0500 – Calaveras County    | <input type="checkbox"/> 2900 – Nevada County        | • CSP, Solano                                   |
| <input type="checkbox"/> 0600 – Colusa County       | <input type="checkbox"/> 3100 – Placer County        | <input type="checkbox"/> 4900 – Sonoma County   |
| <input type="checkbox"/> 0700 – Contra Costa County | <input type="checkbox"/> 3200 – Plumas County        | <input type="checkbox"/> 5100 – Sutter County   |
| <input type="checkbox"/> 0800 – Del Norte County    | <input type="checkbox"/> 3400 – Sacramento County    | <input type="checkbox"/> 5200 – Tehama County   |
| • Pelican Bay State Prison                          | • CSP, Sacramento                                    | <input type="checkbox"/> 5300 – Trinity County  |
| <input type="checkbox"/> 0900 – El Dorado County    | • Folsom State Prison                                | <input type="checkbox"/> 5500 – Tuolumne County |
| <input type="checkbox"/> 1100 – Glenn County        | • Richard A. McGee Correctional Training Center      | • Sierra Conservation Center                    |
| <input type="checkbox"/> 1200 – Humboldt County     | <input type="checkbox"/> 3800 – San Francisco County | <input type="checkbox"/> 5700 – Yolo County     |
| <input type="checkbox"/> 1700 – Lake County         | <input type="checkbox"/> 3900 – San Joaquin County   | <input type="checkbox"/> 5800 – Yuba County     |
| <input type="checkbox"/> 1800 – Lassen County       | • California Health Care Facility                    |   |
| • High Desert State Prison                          | <input type="checkbox"/> 4100 – San Mateo County     |   |

## CENTRAL REGION

- ☐ 1000 – **Fresno County**
  - Pleasant Valley State Prison
- ☐ 1400 – **Inyo County**
- ☐ 1500 – **Kern County**
  - California City Correctional Facility
  - California Correctional Institution
  - Kern Valley State Prison
  - North Kern State Prison
  - Wasco State Prison
- ☐ 1600 – **Kings County**
  - Avenal State Prison
  - CSP, Corcoran
  - CA Substance Abuse Treatment Facility
- ☐ 2000 – **Madera County**
  - Central California Women's Facility
  - Valley State Prison
- ☐ 2200 – **Mariposa County**
- ☐ 2400 – **Merced County**
- ☐ 2600 – **Mono County**
- ☐ 2700 – **Monterey County**
  - Correctional Training Facility
  - Salinas Valley State Prison
- ☐ 3500 – **San Benito County**
- ☐ 4000 – **San Luis Obispo County**
  - California Men's Colony
- ☐ 4300 – **Santa Clara County**
- ☐ 4400 – **Santa Cruz County**
- ☐ 5000 – **Stanislaus County**
- ☐ 5400 – **Tulare County**

## SOUTHERN REGION

- ☐ 1300 – **Imperial County**
  - Calipatria State Prison
  - CSP, Centinela
- ☐ 1900 – **Los Angeles County**
  - CSP, Los Angeles County
- ☐ 3000 – **Orange County**
- ☐ 3300 – **Riverside County**
  - California Rehabilitation Center
  - Chuckawalla Valley State Prison
  - Ironwood State Prison
- ☐ 3600 – **San Bernardino County**
  - California Institution for Men
- ☐ 3700 – **San Diego County**
  - California Institution for Women
  - RJ Donovan Correctional Facility
- ☐ 4200 – **Santa Barbara County**
- ☐ 5600 – **Ventura County**

## ADDRESS OR EMPLOYMENT CHANGES

After list release, successful candidates may update any address and/or availability for employment preference information by accessing their [CalCareer Account](http://www.calcareers.ca.gov) (www.calcareers.ca.gov) on the California Department of Human Resources (CalHR) website.

Once logged into your CalCareer Account, from the **My Account** page:

- Update your personal information (name, address, phone number) by selecting “Contact Information” under **Account Management**.
- Update your employment preference information (tenure, time base, location preferences) by selecting “Exam / Assessment Records” under **Exams / Assessments**, then selecting the list you have eligibility on, then selecting “Change Conditions of Employment” under **Eligibility Record Actions**.

## **RATING INSTRUCTIONS**

Rate your knowledge and experience performing specific job-related actions, using the rating scale(s) below.

Respond to each statement, beginning on the following page, by indicating how the statement applies to you. You are required to respond to every statement by marking one option for each of the two scales provided. Responses may not be changed or added once submitted to Talent Acquisition and Career Services. Missing responses will result in a lower score.

In responding to each statement, you may refer to your FORMAL EDUCATION, FORMAL TRAINING COURSES, and/or WORK EXPERIENCE whether paid or not paid.

### **SCALE #1 - KNOWLEDGE RELATED TO PERFORMING THIS ACTION**

#### **Extensive Knowledge**

I possess an expert knowledge level to the extent that I have effectively performed tasks related to this knowledge in the most difficult and complex situations **and** I have instructed others on specific aspects of this knowledge.

#### **Moderate Knowledge**

I possess an advanced knowledge level to the extent that I could effectively perform this task under the majority of circumstances or situations encountered.

#### **Basic Knowledge**

I possess a sufficient knowledge level that would allow me to perform this task successfully in routine situations.

#### **Limited Knowledge**

I have some knowledge of how to perform this task, but I may require additional instruction to apply my knowledge effectively.

#### **No Knowledge**

I have no knowledge of how to perform this task or what it may entail.

### **SCALE #2 - EXPERIENCE RELATED TO PERFORMING THIS ACTION**

#### **Extensive Experience**

I have more than 2 years of experience in regularly performing this action **and** I have instructed others on this specific action.

#### **Moderate Experience**

I have more than 1 year, but less than 2 years of experience performing this action **and** I can perform it independently.

#### **Basic Experience**

I have more than 6 months, but less than 1 year of experience performing this action **and** I have performed it regularly with minimal or no assistance.

#### **Limited Experience**

I have less than 6 months of experience in performing this action **and** I may require assistance for successful performance.

#### **No Experience**

I have never performed this action.

1. Plant shrubs, hedges, trees, and flowers throughout a large area (e.g. school grounds or new residential development.)

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

2. Cultivate shrubs, hedges, trees, and flowers to enhance the aesthetics of the area.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

3. Prevent and control weeds, insects, and plant diseases using herbicides and pesticides.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

4. Propagate and/or relocate trees, shrubs, and flowers to new areas without compromising plant health.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

5. Prune shrubs, hedges, and trees to reduce fire hazards and visual obstruction.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

6. Maintain plants, shrubs, and hedges by removing brush, weeds, and other debris to enhance appearance.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

7. Perform general grounds keeping related maintenance work using rakes, leaf blowers, and other related equipment.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

8. Treat soils in the preparation of planting to promote health plant and flower growth.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

9. Lead, teach, and train unskilled workers on the proper use of tools and equipment.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

10. Keep greenhouses and nurseries free from plant diseases and pests to promote a sustainable plant environment.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

11. Perform preventative maintenance to landscaping equipment to ensure safe and continuous operation.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

12. Trim trees, hedges, and shrubs by using hand and power tools to promote plant growth and development.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

13. Erect tree supports for saplings and cuttings to promote proper growth and development.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

14. Perform general laboring tasks related to grounds and garden maintenance work to keep grounds clean and orderly.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

15. Oversee the work of a large group of unskilled laborers (10 or more) in the completion of assigned duties.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience



16. Promote a safe and secure working environment.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

17. Maintain safety and security of work materials.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

18. Inspect premises upon completion of tasks to ensure completion of work.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

19. Maintain accountability of tools, keys, and power equipment used in the performance of required duties.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

20. Install, repair and adjust irrigation systems to efficiently distribute water to landscaped areas.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

21. Install and maintain proper drainage systems to prevent erosion, flooding, saturation, and injury.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

22. Repair invasive root damage to underground pipes, roads, and sidewalks.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

23. Maintain accountability of hazardous materials such as fertilizers, herbicides, and pesticides.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

24. Recognize common species of ornamental shrubs, trees, and flowers to provide for their care and maintenance.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

25. Apply proper methods and techniques to control unwanted vegetation.

**Knowledge related to performing this action**

- ☐ Extensive Knowledge
- ☐ Moderate Knowledge
- ☐ Basic Knowledge
- ☐ Limited Knowledge
- ☐ No Knowledge

**Experience related to performing this action**

- ☐ Extensive Experience
- ☐ Moderate Experience
- ☐ Basic Experience
- ☐ Limited Experience
- ☐ No Experience

**THIS CONCLUDES THE EXAMINATION**

**REVISION DATE:** 07/27/2023 – CM