



SENIOR YOUTH CORRECTIONAL COUNSELOR

Department of Corrections and Rehabilitation

Departmental Promotional
Examination Code: 1CE06

Final Filing Date: September 17, 2021

EQUAL OPPORTUNITY EMPLOYER

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right of 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.

TESTING DEPARTMENTS

California Department of Corrections and Rehabilitation (CDCR)

Excluding:

California Prison Industry Authority (CALPIA)

California Correctional Health Care Services (CCHCS)

CLASSIFICATION DETAILS

Salary Range:

\$ 7,642.00 - \$9,623.00 per month

View the [classification specification](#) for the Senior Youth Correctional Counselor classification.

WHO SHOULD APPLY

COMPETITION LIMITED TO STATE EMPLOYEES

Applicants must have a permanent civil service appointment with CDCR OR must be: 1) a current or former employee of the Legislature for two or more years as defined in Government Code § 18990; OR 2) a non-elected exempt employee of the Executive Branch for two or more consecutive years as defined in Government Code § 18992; OR 3) a person retired from the United States Military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code § 18991. Under certain circumstances, other employees may be allowed to compete under provisions of Rules 234, 235 and 235.2.

NOTE: Applicants applying under Government Code § 18991 must provide documentation of retirement or honorable discharge from the United States Military.

HOW TO APPLY

All applicants must complete and submit an [Examination Application \(STD. 678\)](#) **and** [Criminal Record Supplemental Questionnaire](#)

By mail to:

**Department of Corrections and Rehabilitation
Office of Workforce Planning
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: Office of Workforce Planning, 211S**

For all peace officer examinations, a Criminal Record Supplemental Questionnaire **must** be submitted with an Examination Application (STD. 678).

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If you are personally delivering your application and Criminal Record Supplemental Questionnaire, 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 final filing date to the same street address as listed above.

Completed applications and all required documents must be received or postmarked by the Final Filing Date in order to be considered. If an application is received after the final filing date with a late or missing postmark, the application is considered late. It is the applicant's responsibility to submit their application on time and to ensure the envelope is postmarked if applying by way of U.S. mail or contains proof of timely deposit with a parcel delivery or courier service. Dates printed on Mobile Bar Codes, such as the Quick Response (QR) Codes available at the United States Postal Service (USPS), are not considered Postmark dates for the purpose of determining timely filing of an application.

Criminal Record Supplemental Questionnaires are available at CDCR's internet website at [CDCR Career Opportunities](#) or in person at the street address listed above.

NOTE: Only applications with an original signature will be accepted.

SPECIAL TESTING ARRANGEMENTS

If you require special testing arrangements due to a verified disability or medical condition, mark the appropriate box on your Examination Application (STD. 678) and you will be contacted to make specific arrangements. You may also contact the Office of Workforce Planning at (916) 322-2545.

APPLICATION DEADLINES/REQUIREMENTS

September 17, 2021 is the final filing date. Applications postmarked, personally delivered, or received via interoffice mail after this date will not be accepted for any reason.

All applicants must meet the minimum qualifications for this examination by the final filing date.

TEST DATE

It is anticipated that Qualifications Appraisal Interviews will be held during **November/December 2021.**

MINIMUM QUALIFICATIONS

Either 1:

In the California state service:

1. Three years' experience performing the duties of a Youth Correctional Counselor. **or**
2. Three years' experience performing the duties of a Youth Correctional Officer and one year experience performing the duties of a Youth Correctional Counselor. **or**
3. Two years' experience performing the duties of a Youth Correctional Officer and two years' experience performing the duties of a Youth Correctional Counselor. **and**

Completion of the Youth Correctional Counselor California Correctional Peace Officers Apprenticeship Program. (Exception: Any current employee hired prior to the California Correctional Peace Officers Apprenticeship Program, July 1, 1985, will be allowed to participate in the examination if all other requirements are met.) **and**

Education: Successful completion of 60 semester units from an accredited college or university.

Or 2:

Experience: Two years' experience performing the duties of a Sergeant, Youth Authority. **and**

Education: Successful completion of 60 semester units from an accredited college or university.

Or 3:

Experience: Three years of experience in social casework or teaching experience with youthful offenders. This experience must have been in an institutional program and be at a level equivalent to an Academic Teacher (Various Specialties), Correctional Facility. **and**

Education: Equivalent to graduation from an accredited college or university or equivalent degree (units from an institution) (certificate) (diploma) approved by the Bureau for Private Postsecondary and Vocational Education under the provisions of California Education Code Division 10, Part 59, Chapter 3.

NOTE: Equivalent to graduation from college refers to a Bachelor's degree. Applicants must have the number of semester or quarter credits, as well as the required coursework necessary to be awarded a four year Bachelor's degree.

Qualifying experience may be combined on a proportionate basis if the requirements stated above include more than one pattern and are distinguished as "Either" 1, "or" 2, "or" 3, etc. For example, candidates who possess qualifying experience amounting to 50% of the required time of Pattern 1, and additional experience amounting to 50% of the required time of Pattern 2, may be admitted to an examination as meeting 100% of the overall experience requirement.

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OUT-OF-CLASS EXPERIENCE: A "completion of an out-of-class assignment" memorandum, dated within one year of assignment completion, is required to use as out-of-class experience to meet the minimum qualifications for examination purposes. Employees may obtain this documentation from his/her Institutional Personnel Officer/Personnel Liaison. Out-of-class experience without required documentation will not be considered for examination purposes.

SPECIAL PERSONAL CHARACTERISTICS

Emotional maturity and stability; demonstrated leadership ability; empathetic and objective understanding of the problems of youthful offenders in custody; honesty; integrity; tact; patience; high moral standards; neat personal appearance; keenness of observation; a continuing satisfactory record as a law-abiding citizen; willingness to work impartially with and accept the various racial, ethnic, and cultural differences of staff and the youthful offenders in custody; punctuality and willingness to work various shifts, including weekends and holidays, and to report for duty at any time emergencies arise; sound physical, mental, and emotional condition; strength, endurance, and agility necessary to meet the demands of the job; visual acuity and hearing sufficient to meet the demands of the job; and willingness to travel

POSITION DESCRIPTION AND LOCATION(S)

A **Senior Youth Correctional Counselor (SYCC)**, under the direction of the Treatment Team Supervisor in the California Department of Corrections and Rehabilitation, Division of Juvenile Justice; in a correctional setting, plan, organize, train, supervise, and direct the work of employees responsible for the counseling, supervision, and custody of youthful offenders. The SYCC is directly responsible for ensuring staff carry out the Integrated Behavior Treatment Model (IBTM) through the daily Program Service Day (PSD) schedule and all planned counseling programs on a living unit.

Position(s) exist statewide within CDCR.

EXAMINATION PLAN

This examination will consist of a Qualifications Appraisal Interview only. The interview may be conducted via a computer-based video/voice chat telecommunications application, such as Microsoft Teams or Skype. The interview will include a number of predetermined job-related questions. In order to obtain a position on the eligible list, a minimum rating of 70.00% must be attained in the interview. **CANDIDATES WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.**

Qualifications Appraisal -- Weighted 100.00%

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

Knowledge of:

1. Principles and techniques of individual and group treatment of youthful offenders.
2. Group counseling.
3. Procedures employed in the routine maintenance of living quarters and grounds and of sanitation standards.
4. Principles and techniques of custody and individual and group supervision of youthful offenders.
5. Use and techniques of arts and crafts, and athletic activities.
6. Purpose, organization, and administrative practices of the Division of Juvenile Justice.
7. Training and motivational techniques for subordinate staff.
8. Principles and techniques of personnel management and employee supervision.
9. Departmental and institutional policies.
10. Psychology of youthful offenders.
11. Diverse racial and cultural characteristics of youthful offenders and how these characteristics impact the correctional setting.
12. A supervisor's responsibility for promoting equal opportunity in hiring, employee development and promotion, and for maintaining a work environment which is free of discrimination and harassment.
13. The departmental health and safety program.
14. Characteristics of the youthful offender population of the Department.
15. Provisions and procedures of the DDMS and youthful offender grievance system.
16. Court decisions affecting the rights of youthful offenders in the Department.
17. Administration of collective bargaining agreements and grievance handling.
18. The principles and practices of the Department's labor-management relations policies.
19. The principles and practices of organization administration including program planning, monitoring, evaluating, and budgeting.
20. Basic investigative and interviewing techniques and procedures.
21. Report writing.
22. Preparation of concise and complete work.

Ability to:

1. Apply principles and techniques of individual and group supervision of youthful offenders.
2. Train, evaluate, and discipline subordinate staff.
3. Supervise, plan, organize, and direct the work of others.
4. Gain the interest, respect, and cooperation of subordinate staff and youthful offenders.
5. Understand youthful offenders' case histories and interpret their recommendations to Youth Correctional Counselors.
6. Maintain custody and fair and firm discipline.
7. Plan and conduct recreational activities.
8. Keep records and prepare reports.
9. Analyze situations accurately and take effective action.
10. Think and act quickly in emergencies.
11. Use consultation and supervision constructively.
12. Effectively promote equal opportunity in employment and maintain a work environment that is free of discrimination and harassment.
13. Establish and maintain positive working relationships.
14. Communicate effectively at a level necessary for successful job performance.
15. Represent the Department's position on collective bargaining agreements.

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16. Interpret and apply collective bargaining agreements and effectively respond to employee grievances.
17. Interpret and apply the departmental health and safety program.
18. Effectively conduct interviews

The Job Analysis identifies job duties and job requirements for the classification and may be referenced in preparing for the examination. The Job Analysis for the Senior Youth Correctional Counselor is available on the CDCR website at: [CDCR Job Analysis](#).

Note: To ensure a fair and equitable opportunity for all competitors, CDCR does not authorize the gathering of informal study groups or the distribution of informal sample test questions to prepare for examinations. Additionally, pursuant to California Government Code Sections 19680 and 19681, candidates are not to obtain or discuss test questions and/or answers from current or prior examinations to prepare for upcoming examinations.

ELIGIBLE LIST INFORMATION

A departmental promotional eligible list will be established to fill vacancies for CDCR.

Eligibility may be abolished after **12** months of establishment, with no further notice to the eligible. For future examinations, visit [CalCareer Website](#).

VETERANS' PREFERENCE/CAREER CREDITS

Veterans' Preference and career credits are not granted in promotional examinations.

SPECIAL REQUIREMENTS

Firearm Requirement: Any person prohibited by State or Federal law from possessing, using, having in his/her custody or control any firearm, firearm device, or other weapon or device authorized for use by the California Department of Corrections and Rehabilitation is not eligible to compete for, be appointed to, or continue employment in this classification.

Felony Disqualification: Any person convicted of a felony is disqualified from being employed as a peace officer under Government Code Section 1029, an applicant with a felony conviction is not eligible to compete for, or be appointed to, positions in the class.

In completing the Criminal Record Supplemental Questionnaire, you may answer "NO" to the question "Have you ever been convicted by any court of a felony?" if:

- (1) The record of such an incident has been sealed in accordance with Penal Code Sections 851.7, 861.8, 1000.5, 1203.45; or
- (2) The record of such an incident has been or can be expunged pursuant to Health and Safety Code Section 11361.5, which pertains to various marijuana offenses; or
- (3) The conviction was under Health and Safety Code Section 11557 or its successor 11366, when that conviction was stipulated or designated to be a lesser included offense of the offenses of possession of marijuana.

However, you must list the conviction if you have received a release (per Penal Code Section 1203.4 or 1203.4a or Welfare and Institutions Code Section 1179 or 1772) or a pardon (per Penal Code Section 4852.16).

Background Investigation: If you are successful in this examination, you may be required to complete a background investigation form disclosing (with the exception of the three items numbered above) information on arrests regardless of conviction, felony and non-felony convictions, and driving violations. Candidates for peace officer positions will be fingerprinted for search of local, State, and national fingerprint files to disclose any criminal record. The hiring agency uses this information to determine your suitability to become a peace officer.

Information collected for a background investigation after the examination is distinct from that required on the Examination Application (STD. 678) and the Criminal Record Supplemental Questionnaire which is filled out prior to the examination. You will be required to divulge arrest and/or conviction information on the background investigation document that is not required of you when completing the Examination Application and the Criminal Record Supplemental Questionnaire.

Age Limitation - minimum age for appointment: 21 years. (Applicants must state their birth date on the Examination Application.)

Citizenship Requirement: Existing law provides that peace officers be either a U.S. citizen or a permanent resident alien who is eligible for and has applied for citizenship. Permanent resident aliens who have not applied for citizenship will be permitted to take an examination, but cannot be appointed to a peace officer classification until they have applied for citizenship. Denial of an application for citizenship shall result in termination of employment. In addition, failure to attain citizenship within three years after filing an employment application because the applicant has not cooperated in processing the application for citizenship shall result in termination of employment.

Drug Testing Requirement: Applicants for positions in this classification are required to pass a drug screening test. An applicant's experimental use of marijuana or other drugs may not be a disqualifying factor. Illegal drug activity will be evaluated to determine suitability for employment as a peace officer, based on how recent, how frequent and the specific circumstances. The drug screening test will be waived for CDCR's employees who are currently in a designated "sensitive" class for which drug testing is required under State Personnel Board, Rule 213.

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Pre-Employment Medical Examinations: Physical and psychological suitability examinations are conducted prior to appointment. Tests include TB skin test, urinalysis, complete blood count, blood chemistry panel, VDRL, a general physical examination, and other tests if necessary. Any limitation which restricts a person from safely performing the essential functions of the position may constitute basis for removal of the candidate's name from the eligible list.

Training Requirement: Under the provisions of Penal Code Section 832, successful completion of a training course in laws of arrest, search and seizure, and in firearms and chemical agents is a requirement for permanent status in this classification.

High School Equivalence for Peace Officer Classifications: Equivalence to completion of the 12th grade may be demonstrated by: 1) passing the California High School Proficiency Test; 2) passing the General Educational Development (GED) test indicating high school graduation level; or 3) possession of a degree (Associate of Arts or higher) from an accredited college. No other equivalency is accepted for Peace Officer classifications.

Pursuant to Penal Code Section 6065, prior to training any peace officer who is selected to conduct internal affairs investigations, the Department shall conduct a complete and thorough background check. This background check shall be in addition to the original background screening that was conducted when the person was hired as a peace officer. Each person shall satisfactorily pass the second background check. Any person who has been the subject of a sustained, serious disciplinary action, including, but not limited to, termination, suspension, or demotion, shall not pass the background check.

DIVERSITY AND INCLUSION

The California Department of Corrections and Rehabilitation and the California Correctional Health Care Services are committed to building an inclusive and culturally diverse workplace. We are determined to attract and hire more candidates from diverse communities and empower all employees from a variety of cultural backgrounds, perspectives, and personal experiences. We are proud to foster inclusion and drive collaborative efforts to increase representation at all levels of the Department.

DRUG-FREE STATEMENT

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

GENERAL INFORMATION

It is the candidate's responsibility to contact CDCR's Office of Workforce Planning at (916) 322-2545 three weeks after the final filing date if he/she has not received a progress notice.

Applications are available at CDCR, California Department of Human Resources (CalHR), local offices of the Employment Development Department, and through your [CalCareer Account](#).

The Department of Corrections and Rehabilitation reserves the right to revise the examination plan to better meet the needs of the service, if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all applicants will be notified.

Examination Locations: If this examination requires a written test and/or oral interview, they will be scheduled throughout the State at the correctional institutions, youth facilities, and/or parole regions. However, locations of the written test and/or oral interview may be limited or extended as conditions change.

If you meet the requirements stated on this examination bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described in this bulletin will be rated against a predetermined job-related rating, and all applicants who pass will be ranked according to their score.

General Qualifications: Applicants must possess essential personal qualifications including integrity, initiative, dependability, good judgement, the ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination and fingerprinting may be required. In open examinations, investigation may be made of employment records and personal history.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) departmental promotional, 3) multi-departmental promotional, 4) servicewide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on the bulletin.

CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION
OFFICE OF WORKFORCE PLANNING
EXAMINATION SERVICES UNIT
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