



**CALIFORNIA DEPARTMENT OF CORRECTIONS & REHABILITATION
TALENT ACQUISITION – EXAMINATION SERVICES UNIT**

CAPTAIN, ADULT INSTITUTION

WRITTEN EXAMINATION – April 27 – May 3, 2026

EXAMINATION PREPARATION TIPS AND SAMPLE QUESTIONS

GENERAL INFORMATION

This orientation packet provides information specific to the 2026 Captain, AI written examination. You should review this information prior to participating in the examination.

This study guide has been developed to help you respond to job related questions. The Captain, AI examination covers all of the essential knowledge, skills, and abilities of the Captain, AI classification. This examination gives competitors the opportunity to demonstrate their competency and potential to perform in this classification. The study guide consists of the following two sections:

- Tips for preparing for a Written Examination
- Sample questions for the Written Examination

GENERAL DESCRIPTION OF THE WRITTEN EXAMINATION

The **Written Examination** requires knowledge of principles, techniques, rules and regulations and functions of the California Department of Corrections and Rehabilitation (CDCR). Therefore, it is recommended that you review the most updated CDCR Departmental Operations Manual (DOM) and State of California Code of Regulations, Title 15, Crime Prevention and Corrections.

The written test consists of **one** segment of multiple choice test items designed to assess the critical knowledge, skills, and abilities required for successful on-the-job performance in the Captain, AI classification.

GENERAL TIPS FOR PREPARING FOR YOUR CAPTAIN, AI EXAMINATION

- Review the Job Analysis for the Captain, AI. The most critical and frequently performed tasks are identified in the job analysis in addition to the knowledges, skills and/or abilities for the classification. The Job Analysis can be found on the CDCR website at [CDCR - Job Analysis](#).
- Review and study the State Personnel Board (SPB) job specification. This is the legal document for the classification and states how the classification is used in general, identifies the knowledge, skills and/or abilities required and lists any other pertinent classification information. The specification can be found at [Captain, AI classification specification](#).
- Find out how and where the classification is being used to broaden your understanding of the classification. Talk to an incumbent currently in the position and request copies of duty statements. Individuals currently performing the duties of the classification can provide you with insight of actual on-the-job tasks. Please note that positions exist within the **Office of Correctional Safety and Office of Internal Affairs** within CDCR.
- Acquaint yourself with the Department at the [CDCR Website](#) (www.cdcr.ca.gov). In the top left-hand corner, click the **About** tab and click “About CDCR”. Here you will find information regarding the Department’s Mission Statement and Strategic Plan, as well as various Divisions, Offices, and other Programs.
- Acquaint yourself with the State of California Code of Regulations, Title 15 Division 3 (Adult Institutions, Programs and Parole) located on CDCR’s website at [Title 15, Division 3, Chapter 1](#).
- Acquaint yourself with the Department of Correction’s and Rehabilitation’s (CDCR) Department Operations Manual located on CDCR’s website at [Department Operations Manual](#).

WRITTEN EXAMINATION TIPS

- Read specific segment instructions carefully to ensure you are answering the question correctly.
- Read the question in its entirety before you look at the answers.
- Read all choices carefully before choosing your answer.
- Immediately eliminate answers you know are wrong.
- Do not keep changing your answer; usually your first choice is the right one.
- Do not skip around from section to section. This may cause you to get confused and need additional time to finish.
- Do not spend too much time on questions that you are unable to answer. Move on and come back to those questions.
- Pace yourself. Make sure you allow yourself time to get back to any unanswered questions.

There are many areas that are covered in this examination. The examination is a competitive process. While you are not expected to know everything, the more prepared you are, the more competitive you should be. Do your research and allow time for preparation. Good luck!

Continue to next page for Sample Questions

SAMPLE QUESTIONS

The following is a brief description and examples of the critical performance areas measured by the examination. The critical performance areas are based on the knowledge, skills, and abilities indicated on the examination bulletin and job specification.

This test is designed to measure your knowledge with departmental policies and procedures.

SEGMENT 1 – DEPARTMENTAL POLICIES

Sample Question #1

INSTRUCTIONS: Read the following excerpt and choose the one response that most appropriately answers the situation or topic covered.

1. The Department's Use of Force Policy is based upon which of the following?
 - A. California Penal Code and case decisions.
 - B. The Madrid vs. Gomez decision.
 - C. Case factors to determine when non-deadly or deadly force is used.
 - D. Penological interests as well as staff and incarcerated person(s) safety.

The correct answer is A. This is according to Title 15, Section 3268 Use of Force
The purpose of this section is to set forth Department of Corrections and Rehabilitation (CDCR) policy governing the use of force. The policy has its foundation in California Penal Code statutes and relevant case decisions.

Sample Question #2

2. You are a Captain, Adult Institution at an institution where a continuing state of emergency exists. Your Correctional Lieutenant places three incarcerated persons in a Restricted Housing Unit. Under these circumstances, how soon should you hold the Administrative Review of the Restricted Housing Unit Placement Order (CDC 114D)?
 - A. Within 24 hours.
 - B. Up to 72 hours.
 - C. Within one business day.
 - D. Upon termination of the state of emergency.

The correct answer is D. This is according to Title 15, Section 3383 (d)(e).
