



COMMISSION ON CORRECTIONAL PEACE OFFICER
STANDARDS AND TRAINING

GENERAL STANDARD 021

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PRE-EMPLOYMENT & SELECTION

STANDARD

All correctional peace officer candidates must undergo a thorough selection process to include written examination, physical fitness test, background investigation, psychological, and medical screening to identify the candidate's ability to perform essential job functions.

COMPONENTS

The components of this standard are as follows:

1. Prior to appointment as an entry level correctional peace officer with the California Department of Corrections and Rehabilitation, the following aspects will be evaluated in keeping with requirements of Federal, California State Law, as well as standards recommended by the Peace Officer Standards and Training Commission (POST). A complete review of a candidate's life history to determine suitability, determine if they possess the ability to work with diverse individuals and do not have detectable disqualifying biases. This review process will include:
 - a. Written examination
 - b. Physical fitness test
 - c. Live Scan
 - d. Background investigation
 - e. Psychological screening
 - f. Medical screening

AUTHORITY

California Penal Code 13601 (a)(1)

California Penal Code 13601 (d)

BACKGROUND

California Correctional Peace Officers uphold federal and state laws as well as departmental policy and procedure and must perform in an exemplary manner beyond reproach. A peace officer's behavior, both on and off the job, is held to a high standard. The basic qualifications for a peace officer require exacting standards in physical fitness, behavior, moral character, literacy, and communication while using an understanding of cultural differences and different perspectives.

A thorough vetting process is necessary to recruit and hire suitable candidates to fulfill the Department's hiring needs. The pre-employment selection process should be both interactive and transparent to the candidate while protecting and respecting a right to privacy.

REFERENCES AND CITATIONS

<http://www.post.ca.gov/POST-regulations>

<http://www.cdcr.ca.gov/regulations/cdcr-regulations/dom-toc/>