

A CAREER WITH ENDLESS POSSIBILITIES



CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION

HIRING CORRECTIONAL OFFICERS

- The California Department of Corrections and Rehabilitation (CDCR) begins a new academy of Correctional Officers (CO) every six weeks.
- The current rate of attrition is approximately 1,700 annually, mostly due to retirement.

MINIMUM QUALIFICATIONS

A group of Border Patrol agents in tactical gear, including helmets and vests, are patrolling a border fence. The fence is made of chain-link and topped with multiple layers of barbed wire. The agents are walking along the fence, and the background shows a clear blue sky and some vegetation.

- 21 years of age (20 at time of application)
- U.S. high school diploma/GED or equivalent
- U.S. citizen or applied for U.S. citizenship
- No felony convictions
- Legally eligible to possess/own a firearm

PERSONAL CHARACTERISTICS

- Leadership ability
- Follow instructions
- Emotional maturity
- Neat appearance
- Courage
- Integrity
- Stability
- Dependability
- Good judgment
- Communicate effectively
- Accept the role of an authority figure
- Think and act quickly in an emergency
- Ability to work cooperatively with others
- Interpret and enforce rules and regulations
- Willingness to work varying shifts and days

SELECTION PROCESS

Apply online

www.JOINCDJR.com

1. Written Test
2. Physical Fitness Test (PFT)
3. Personal History Statement (PHS), Computerized Voice Stress Analysis (CVSA) Exam, and Background Investigation
4. Written Psychological Exam (POPE) and Psychological Exam (Oral Psych.)
5. Pre-Employment Medical (PEM)
6. Appointment Certification (CERT) and Academy and Institution Assignment



VETERANS' PREFERENCE

**1. Apply for Veteran's preference at:
jobs.ca.gov/Job/VeteransInformation**

**2. Complete a Veteran's Preference
Application Form (SPB 1093)**

**3. Submit copies of the completed SPB
1093 Form and DD214:**

**California Department of Human
Resources**

ATTN: Examination Unit

1515 S. Street

Sacramento, CA 95811

**4. Provide a copy of your approval letter
to the testing office that administered
the examination**



GI BILL BENEFITS



“Helping California’s Heroes Get Hired”



www.workforwarriors.org
[Facebook.com/TeamWFW](https://www.facebook.com/TeamWFW)

apply@workforwarriors.org
Office: 916-854-4426

AN EMPLOYMENT INITIATIVE OF



STATE OF CALIFORNIA
MILITARY DEPARTMENT

CDCR'S BASIC CORRECTIONAL OFFICER ACADEMY (BCOA)



- Assigned to a paid academy before reporting to institution
- Located in Galt, CA (24 miles south of Sacramento)

CDCR'S BASIC CORRECTIONAL OFFICER ACADEMY (BCOA)

- The BCOA offers cadets who reside over 30 miles (one way) from the Correctional Training Center (CTC), the option of living on-grounds, as well as off-grounds at the cadet's own expense.
- 13-week training courses in laws of arrest, search and seizure, firearms, chemical agents, and more.
- Each successful graduate from the academy will participate in a two-year apprenticeship program.



ACADEMY LIFE

Physical Training Program



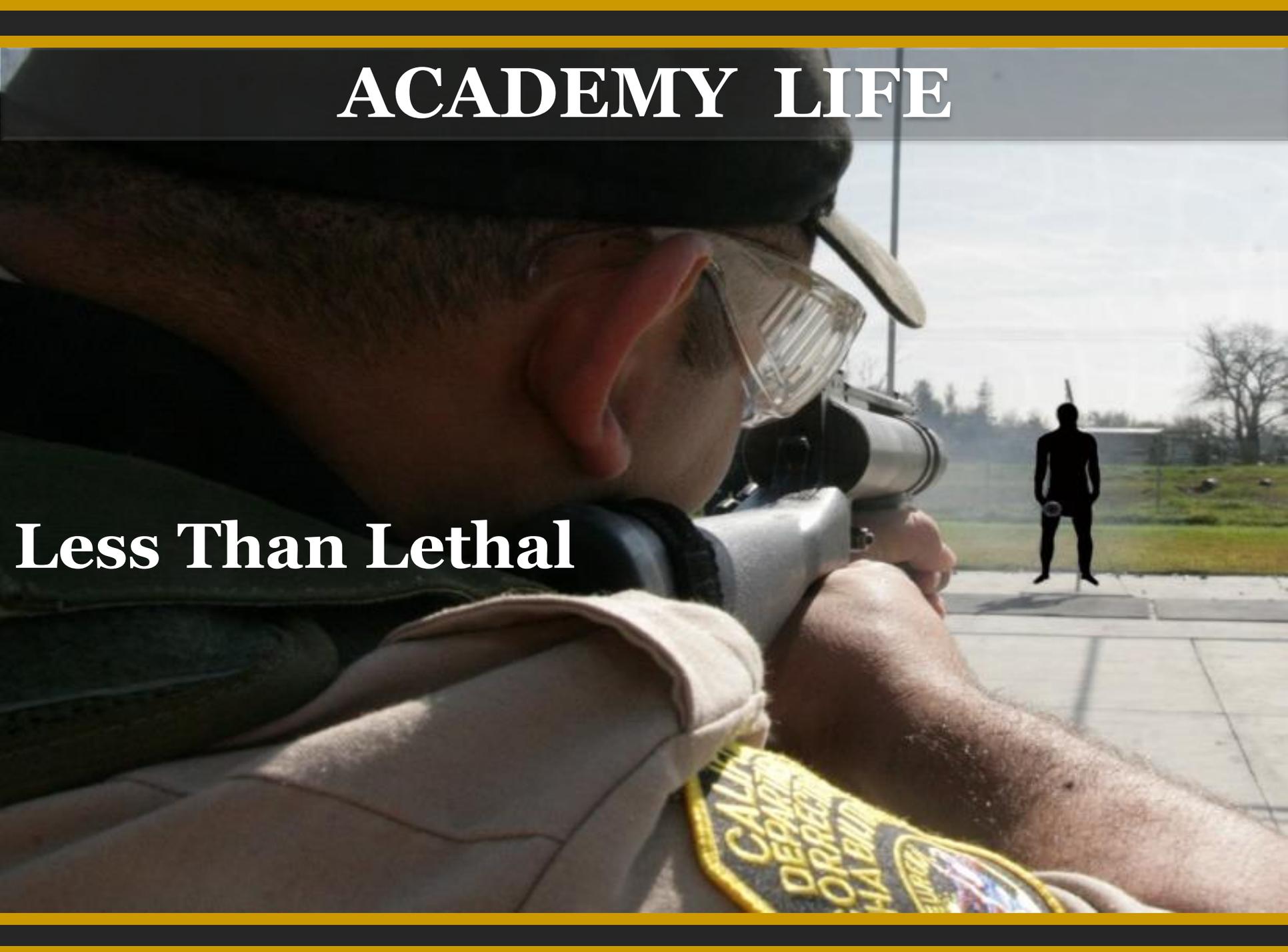
ACADEMY LIFE



**Chemical
Agents**

ACADEMY LIFE

Less Than Lethal



ACADEMY LIFE



Expandable Baton

ACADEMY LIFE



Firearms Training

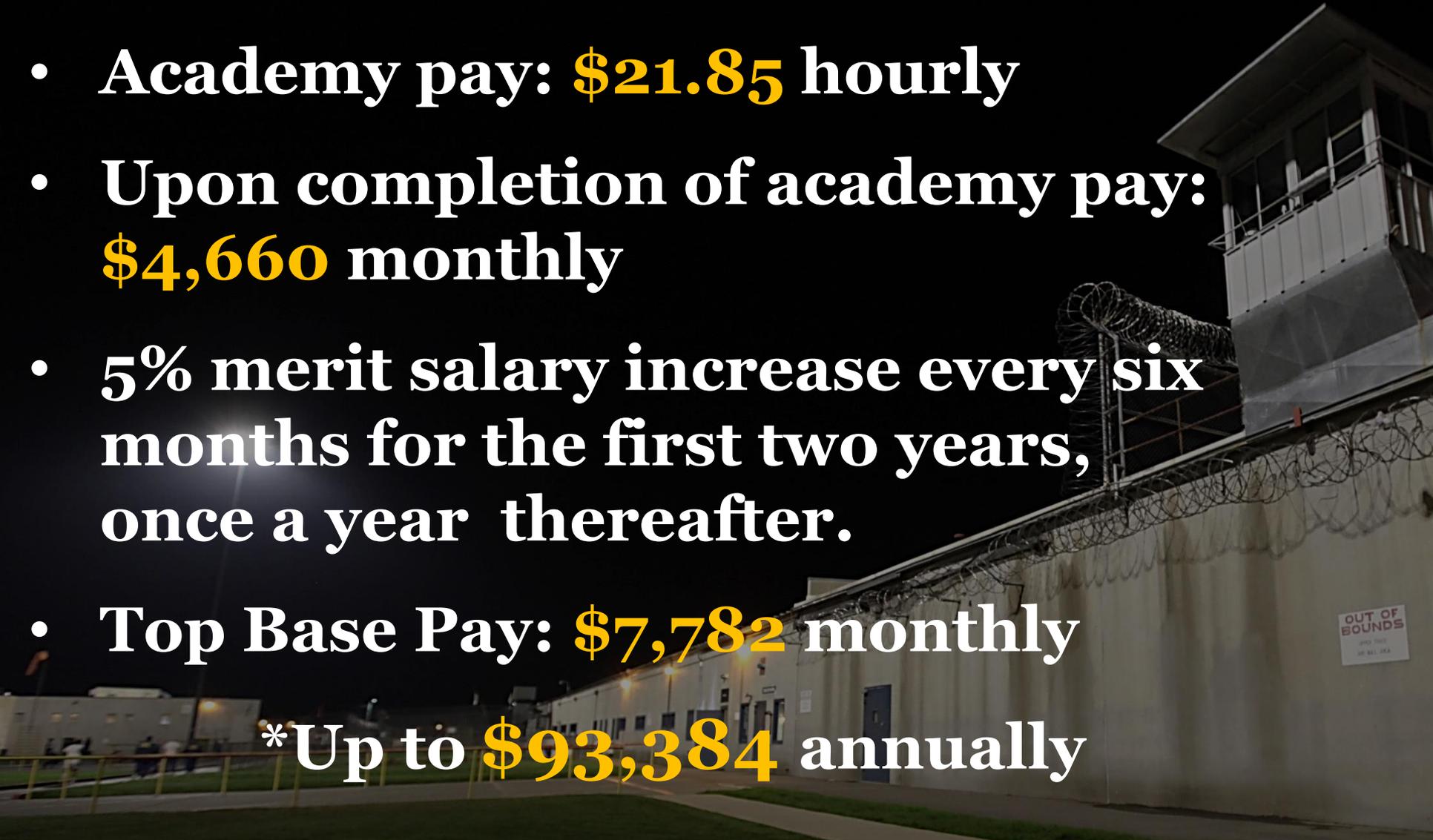
ACADEMY LIFE



Arrest and Control

CORRECTIONAL OFFICER SALARY

- Academy pay: **\$21.85** hourly
- Upon completion of academy pay: **\$4,660** monthly
- 5% merit salary increase every six months for the first two years, once a year thereafter.
- Top Base Pay: **\$7,782** monthly
*Up to **\$93,384** annually



INCENTIVE PAY

- Physical Fitness pay (added to base pay): **\$130 monthly**
- Educational Incentive pay: **\$100 - \$163 monthly** for 60 semester units (or the equivalent quarter units) from an accredited college or university
- Bilingual Certification pay (when departmental need is identified): **\$100 monthly**
- Uniform Allowance: **\$546 to \$1,000 annually**
- Weekend/Night Shift Differential pay: **\$.65 - \$.80** increase per hour
- Senior Peace Officer (Longevity) pay: **2% - 9%** monthly salary increase after 17 years



PEACE OFFICER BENEFITS

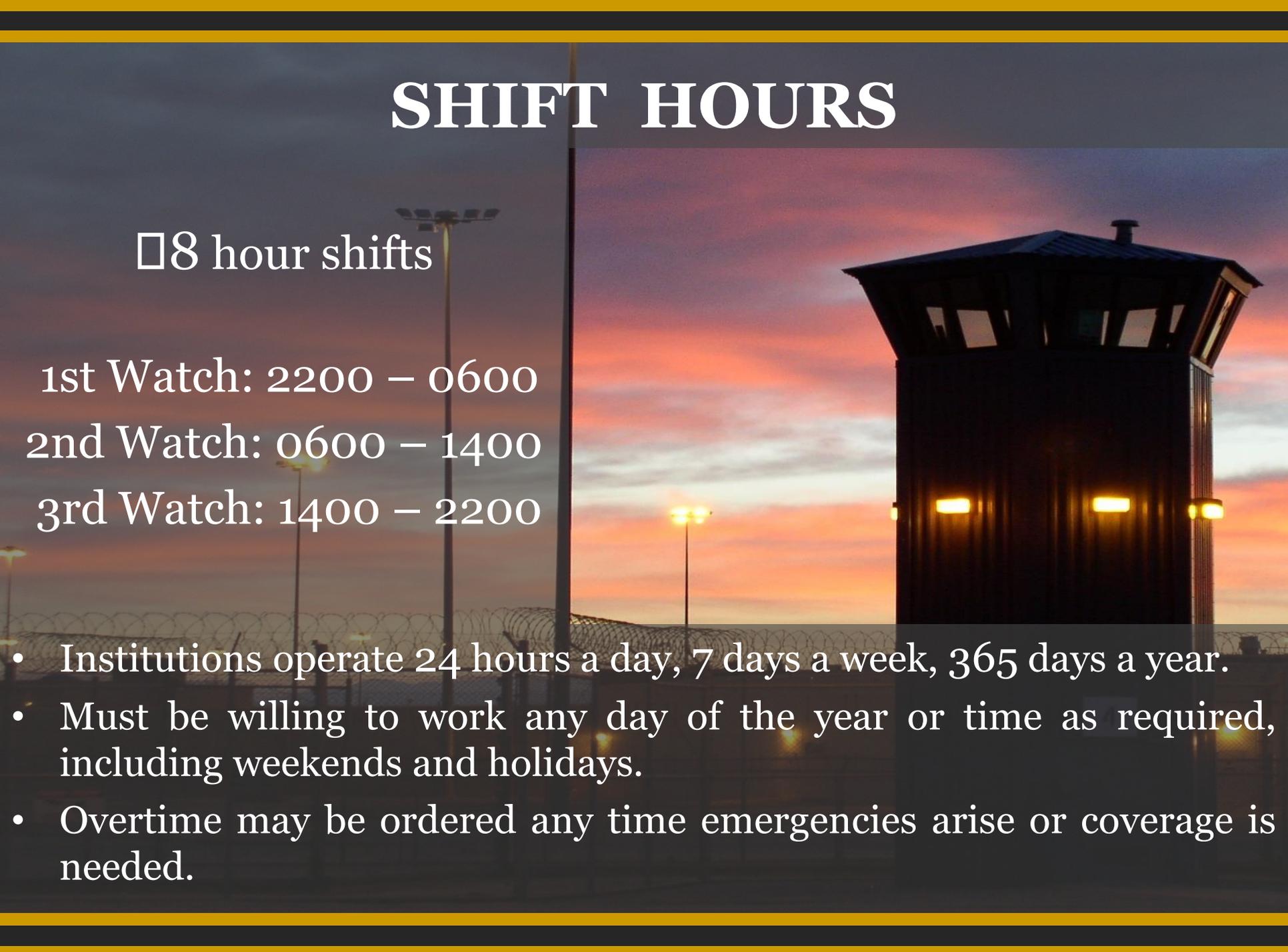


- Medical Coverage
- Dental Coverage
- Vision Benefits



- Vacation: 12 to 22 paid vacation days per year
- Sick Leave: 12 paid sick leave days per year
- Holidays: 11 paid Holidays per year
- Personal Development Day: 2 paid per year

SHIFT HOURS



□ 8 hour shifts

1st Watch: 2200 – 0600

2nd Watch: 0600 – 1400

3rd Watch: 1400 – 2200

- Institutions operate 24 hours a day, 7 days a week, 365 days a year.
- Must be willing to work any day of the year or time as required, including weekends and holidays.
- Overtime may be ordered any time emergencies arise or coverage is needed.

DUTIES

- Count inmates
- Supervise inmates
- Emergency Response
- Search inmates, facility, and grounds
- Transport inmates
- Write reports
- Visual surveillance
- Listen and watch for unusual sights or sounds that may indicate illegal activity



POSITIONS

- Housing Unit
- Culinary
- Search and Escort
- Yard Coverage
- Tower
- Control Booth
- Transportation
- Gate/Entrance
- Visiting
- Medical/Hospital Coverage



SPECIALIZED ASSIGNMENTS



- **Transportation Unit**
- **Camp Officers**
- **Range Masters**
- **Honor Guard**



SPECIALIZED UNITS

- Investigative Services Unit (ISU)
- Security and Investigations (S&I)
 - Drug Interdiction
 - K-9 Handlers
 - Crime Scene Investigators
 - Evidence Officers
 - Tool Control



SPECIALIZED UNITS



- **Security Threat Group Investigators (STGI)**
 - Identify, document, validate suspected gang members or associates
- **Crisis Response Team (CRT), tactical response, and Negotiations Management Team**
 - Respond as one team to defuse incidents

PROMOTIONAL OPPORTUNITIES

Correctional Sergeant

* \$8,702

Correctional Lieutenant

* \$9,781

Correctional Captain

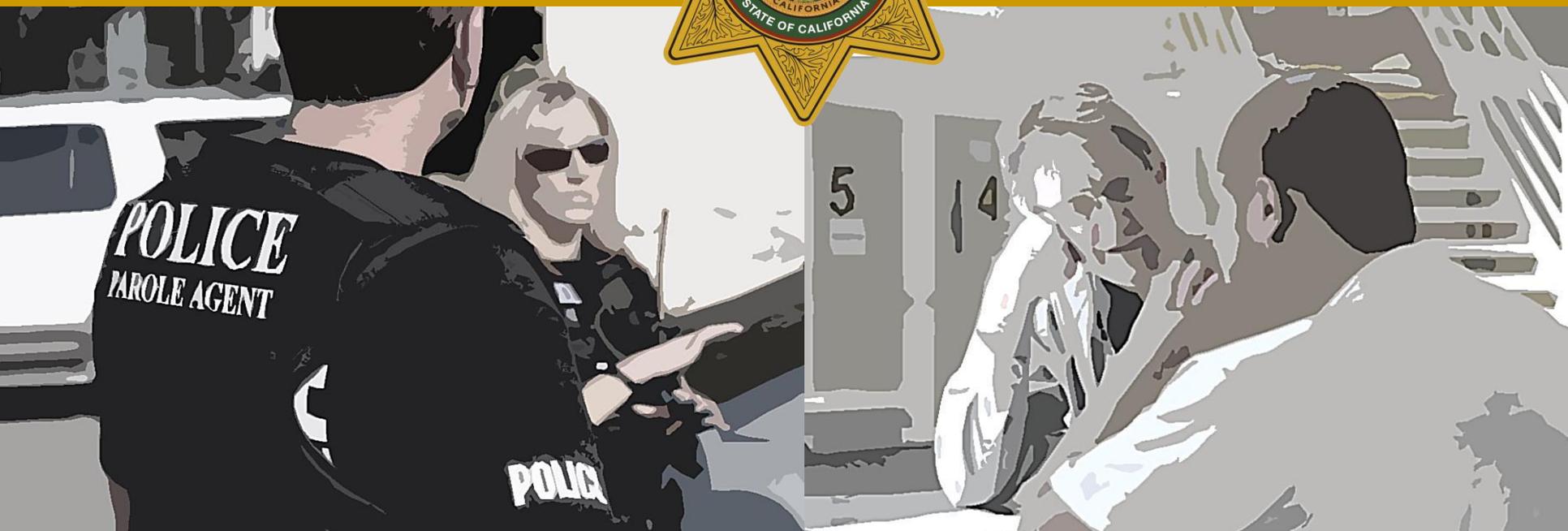
* \$11,421

*Top of pay scale



ADDITIONAL PEACE OFFICER CAREER OPPORTUNITIES

Correctional Counselor • Parole Agent • Special Agent



RETIREMENT PACKAGE

**Peace Officers
may retire at age
57 at 2.5%**

- Vested after 5 years of service with CDCR
- 401K - Diversified Savings Plus (optional)
- 457 plan - Deferred Compensation (optional)
- After 20 years of earned state service, the employee is vested for 100% of state contribution towards retiree health benefits

LOCATIONS

Facility Type Key

- ★ Adult Institutions
- ◆ Juvenile Institutions
- ▲ Youth Conservation Camps



- CDCR operates 35 State Prisons

- 42 Conservation Camps

- Opportunities are available throughout the state.



ONE TEAM, ONE MISSION



Apply online
www.JOINCDCR.com

1 (866) 232-JOBS (5627)

recruit@cdcr.ca.gov