



COMMONWEALTH OF MASSACHUSETTS
invites applications for:

2020 Correction Officer I

SALARY: Biweekly

OPENING DATE: 01/08/20

CLOSING DATE: 04/28/20 11:59 PM

DESCRIPTION:
2020 Correction Officer I

Written Examination Date: April 18, 2020
Application Deadline: March 10, 2020*
Examination Fee: \$100

***There is an additional \$50 late fee for applications received after this date. Applications will NOT be accepted after March 17, 2020.**

Written Examination Locations: Various sites across the state

This examination is being held to create an eligible list from which to fill vacancies in this classification in the Massachusetts Department of Correction. Candidates must take and pass this examination in order to be placed on the eligible list.

Note: Although the online application system allows candidates to elect to receive notification by email or regular mail, please be advised that the Human Resource Division utilizes **only email** for all notices to candidates.

Applications for this examination will be available from January 8, 2020 through March 10, 2020.

EXAMPLES OF ESSENTIAL DUTIES:

Duties: Under direct supervision of Correction Officers or other employees of higher grade: Maintains custodial care and control of inmates by escorting or transporting them under restraint, patrolling facilities, making periodic rounds, head counts and security checks of buildings, grounds and inmate quarters, monitoring inmates' movements and whereabouts, and guarding and directing inmates during work assignments to maintain order and security in a correctional institution; observes conduct and behavior of inmates; develops working relationships with inmates by referring individuals to appropriate supportive services; prepares monthly evaluation reports; performs related operational duties and performs related work as required.

Working Conditions: Correction Officers may work in a correctional facility, alone in an isolated area; may work varied shifts, weekends, holidays, or nights and are subject to a standby (on call) work status; may be subjected to verbal and physical abuse from others; may be required to interact with people who are under physical and/or emotional stress; stand and walk for prolonged periods of time; are subject to injury from firearms; may work under exposure to adverse weather conditions; may travel for job-related purposes; and may be required to furnish private transportation for reimbursable job-related travel.

Written Examination: The written examination will be designed to test, where practicable, the following abilities which have been established as qualifications for the position: ability to gather information; ability to read, understand, explain and apply the laws, rules, regulations; ability to

write concisely and accurately to extract facts; ability to analyze and determine the applicability of quantitative and qualitative data; ability to maintain accurate records in Inmate Management System (IMS). A [Preparation and Practice Booklet](#) is available.

TYPICAL QUALIFICATIONS:

ENTRANCE REQUIREMENTS:

Age: This examination is open to persons who have reached the age of nineteen as of the date of the examination; however you must be 21 years of age in order to be appointed. (Massachusetts General Laws, Chapter 125, Section 4). Candidates must provide proof of birth date to satisfy this requirement prior to consideration for appointment.

Credit for Employment/Experience: Pursuant to the provisions of MGL Ch. 31, § 22, individuals may apply to receive credit for employment or experience in the position title of Correction Officer I. If you believe you are eligible for this credit, you must claim this credit by completing the applicable section of the application. All claims must be verified by supporting documentation, which must provide specific details of any employment or experience you have in the examination title as the result of service as a Correction Officer I, including dates of service and total number of hours worked. The supporting documentation must be on original letterhead with an original signature from the appointing authority where the employment or experience occurred. Please note, credit for employment or experience is applicable only to individuals who achieve a passing score on the written examination, and cannot be added to a failing written examination score. Claims must be submitted during the application period; supporting documentation must be scanned and attached to your application or sent to civilservice@mass.gov. Documentation must be submitted within 7 calendar days of the written examination.

Certification Requirements: Candidates must have graduated from high school or must possess an equivalency certificate issued by the Massachusetts Department of Education; or must have served at least three years in the armed forces of the United States and the last discharge or release from service must have been under honorable conditions.

Application: All applications must be received by the application deadline, and accompanied by an examination fee. You will receive two confirmation emails when you have completed the process: one email confirming your application has been received, and one email confirming your payment has been received. Your application is not complete until you have received both confirmation emails. If you have not submitted payment of the examination processing fee on or before March 10, 2020, your application will not be accepted. Once your application is successfully submitted, you will see a "click to pay" button. Click on "click to pay" to pay for the examination.

Testing Accommodations for People with Disabilities: If you need special accommodations due to a documented impairment, you must submit a letter of support from a qualified professional detailing what type of accommodation you require at the exam site, and such letter must be scanned and attached to this application. Without such a letter, we cannot guarantee that we will be able to grant your accommodation. This information is requested only to provide reasonable accommodation for exams, and will not be used for any other purposes.

Candidates can submit a claim for the following preferences prior to the examination date, during the application period. Preferences are only available to individuals who receive a passing score on the examination, and cannot be applied to a failing examination score.

- **Preference For The Children Of Correction Officers:** The son or daughter of a Correction Officer employed in Massachusetts who was killed or died of injuries received in the performance of duty, or who was permanently disabled as a result of injuries received in the performance of duty, is entitled to certification preference under the provisions of [Chapter 402 of the Acts of 1985](#). If you believe you are eligible for this preference, you must claim this credit by completing the applicable section of the application.
- **Veteran's Preference:** Click on this link for further information- [Veteran's Preference Information](#).

- **Disabled Veteran Status:** Click on this link for further information- [Disabled Veteran's Preference Information](#).

During the HRD review process or during the life of the applicable eligible list(s), candidates must make original supporting documentation available should the issue of authenticity arise with any submitted document copies.

Current Military Personnel: All military personnel who, in connection with current service, have military orders that indicate their unavailability due to military service on the examination date, must file an application and examination fee during the application period and request a makeup examination in writing, with a copy of your military orders attached. Please include in your request your e-mail address, daytime base phone number and/or name and phone number of a friend or family member with whom you have regular contact and entrust with your personal communication. Visit our website for more information: [Military Information](#)

No Make-Up Examination: With the exception of current military personnel, no candidate has a right to a make-up examination due to personal or professional conflicts on the testing date. Candidates are advised to consider this BEFORE applying for the examination. If you file an exam application by the application deadline, but are unable to appear for the exam on the examination date due to an emergency or unanticipated hardship, you may request a make-up examination by filing a written request with verifiable documentation to HRD no later than 7 calendar days from the original written examination date. HRD reserves the right to approve or deny your request. HRD may require an additional processing fee upon approval of your request.

Notice to Appear: Notices to Appear including time and location of exam will be emailed to candidates after the close of the application period, and prior to the examination date.

Identification at the Examination Site: At the examination site, candidates must present current and valid government issued photo identification with signature (e.g., driver's license, passport, military ID).

Updating Information: Candidates are responsible for maintaining accurate contact information. Failure to keep your records up-to-date may jeopardize opportunities for employment. For information on how to update your information, click on [Update my Profile or Eligible List Information](#).

Refunds: There will be no refunds of the examination processing fee unless the examination is cancelled by HRD.

Fee Waiver: The examination fee may be waived for candidates receiving certain state or federal public assistance, or unemployment insurance. Fee Waiver Forms are available in the Applicant Forms section of our website ([Fee Waiver Form](#)). This Form should be completed and supporting documentation must be scanned and attached to this application. All Fee Waiver forms must be submitted on or before March 10, 2020.

Salary: Inquiries concerning salary should be directed to the appointing authority at the time of the employment interview.

Private School or Service: HRD does not recommend or endorse any private school, service, or publisher offering preparation and/or publications for examinations and is not responsible for their advertising claims.

OTHER REQUIREMENTS AFTER PASSING THE WRITTEN EXAMINATION AND PRIOR TO AN APPOINTMENT:

- **Firearms Permit and Special State Police Commission:** Certification as a Correction Officer requires that the candidate be able to satisfy and maintain the eligibility requirements for obtaining a license to carry a firearm - pursuant to [MGL, Ch. 140 § 131](#)

- **Driver's License:** A current and valid Massachusetts Class D Motor Vehicle Operator's license or the equivalent from another state is required.
- **Job Interview:** An appointing authority will conduct an oral interview prior to appointment.
- **Medical Exam:** Candidates must pass a medical examination, psychological evaluation, and drug screening before appointment.
- **Training** – Candidates must be able to complete satisfactorily the Department of Correction's training program for Correction Officers during their nine-month probationary period ([MGL, Ch. 125 § 9](#), as amended by Chapter 468, Acts of 1979).
- **Smoking Prohibition** – Pursuant to Chapter 697, Acts of 1987, persons appointed as a result of this examination will be prohibited from smoking tobacco products after their appointment. Violators are subject to termination of employment.
- **Prior Convictions/Incarcerations** – No person who has been convicted of a felony, convicted of a misdemeanor, or has been confined in any jail or house of correction for said conviction shall be appointed. ([MGL, Ch. 125 § 9](#)). Furthermore, candidates cannot have felony convictions, to include any actions defined in 5 U.S.C. 301; U.S.C. 509,510; 42 U.S.C. 15601-15609. The Massachusetts Department of Correction shall not hire anyone who may have direct contact with offenders, who has engaged in sexual abuse in a prison or other institution as defined in 42 U.S.C. 1997; or has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force or coercion, or if the victim did not consent or was unable to consent or refuse, or has been civilly or administratively adjudicated to have engaged in the activity described in the above paragraph. The agency shall consider any incidents of sexual harassment in determining whether to hire anyone who may have contact with offenders or residents.
- **Physical Abilities Test** – For more information, refer to the [Department of Correction](#)

SUPPLEMENTAL INFORMATION:

Women, minorities, veterans, and people with disabilities are encouraged to apply.

For more information about this and other civil service examinations, see www.mass.gov/civilservice or email the Civil Service Unit at civilservice@mass.gov.

Inquiries may be made to HRD during normal business hours at the following numbers:

Boston area: (617) 878-9895

Within Massachusetts: 1-800-392-6178

TTY Number: (617) 878-9762

APPLICATIONS MUST BE FILED ONLINE AT:
<http://www.mass.gov/civilservice>

Position #200418COI
2020 CORRECTION OFFICER I
HC

100 Cambridge Street
6th Floor
Boston, MA 02114

civilservice@mass.gov

2020 Correction Officer I Supplemental Questionnaire

* 1. Will you be 19 years of age or older on April 18, 2020?

☐ Yes ☐ No

* 2. The son or daughter of a Correction Officer employed in Massachusetts who was killed or died of injuries received in the performance of duty, or who was permanently disabled as a result of injuries received in the performance of duty, is entitled to certification preference

under the provisions of Chapter 402 of the Acts of 1985. Selecting the "Yes" response below will enter your claim for this preference; please note that supporting documentation is required to verify all claims. Select the "No" response below if you do not qualify for this preference.

☐ Yes, I qualify for this preference.

☐ No, I do not wish to claim this preference.

- * 3. Correction Officer I Claim for Employment/Experience Credit: Credit will be given only for experience in the position title for which the examination is conducted. In other words, since you are taking the examination for Correction Officer I, you can claim any experience you have had performing work ONLY as a Correction Officer I. While HRD may hold military make-up exam session(s) after April 18, 2020. HRD will not grant credit for experience accumulated after April 18, 2020. CALCULATING EMPLOYMENT/EXPERIENCE CREDIT: You will receive 0.02 points for each month of creditable employment/experience as a Correction Officer I. One month equals 172 work hours or 16 or more work days. Part-time work employment/experience will be prorated on the basis of a 40-hour workweek. Your Employment/Experience Credit is added to your final mark. VERIFYING EMPLOYMENT/EXPERIENCE CLAIMS: 2020 Correction Officer I Employment and Experience documentation must be provided in the form of a dated letter, signed by the appointing authority or your employer (past or present), identifying the position title, type of job responsibilities, dates of experience, whether the experience was full or part-time and other pertinent information concerning your experience. If the experience was less than full-time, the verification must include the actual time worked, e.g., number of hours. Letters of verification must be on original, official letterhead or stationery, with an original signature. Employment and Experience documentation must be scanned and attached to your application or emailed to civilservice@mass.gov within 7 calendar days of the written examination. EMPLOYMENT/EXPERIENCE CLAIM APPEALS: Employment/Experience Claims will only be calculated for individuals who achieve a passing score.

☐ Yes, I am eligible for Employment Experience Credit, and will provide supporting documentation as instructed above

☐ No, I am not eligible to claim Employment Experience Credit

* Required Question