



COMMONWEALTH OF MASSACHUSETTS
invites applications for:

2023 Correction Officer I

SALARY: Not Displayed

OPENING DATE: 01/05/23

CLOSING DATE: 04/25/23 11:59 PM

DESCRIPTION:

2023 Correction Officer I

Written Examination Date: June 3, 2023

Application Period Begins: February 21, 2023

Application Deadline: April 18, 2023*

Examination Fee: \$75

***There is an additional \$50 late fee for applications received after this date. Applications will not be accepted after April 25, 2023.**

Written Examination Locations: Various sites across the Commonwealth

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

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). The following study material is available on the [Preparation and Practice Booklet](#) page of our website.

TYPICAL QUALIFICATIONS:

Application: All applications must be received by the application deadline, and accompanied by the examination processing 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 April 25, 2023, your application will not be accepted.

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

Fee Waiver: The examination processing fee may be waived for candidates receiving certain state or federal public assistance, or unemployment insurance. Fee Waiver Forms are available in the Candidate Forms section of our website ([Fee Waiver Form](#)). This Form should be completed and supporting documentation must be scanned and attached to the application. All Fee Waiver forms must be submitted on or before April 18, 2023.

Entrance Requirements:

- **Age:** Pursuant to the provisions of Massachusetts General Law (MGL) [Ch. 31, § 22](#), this examination is open to persons who have reached the age of 19 as of the date of the examination; however you must be 21 years of age in order to be appointed. Candidates must provide proof of birth date to satisfy this requirement prior to consideration for appointment.
- **Certification:** 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.

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 Examination:** 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** – For more information, refer to the [Department of Correction](#)

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 the application or sent to civilservice@mass.gov. Documentation must be submitted within seven calendar days (by June 10, 2023) of the written examination.

Candidates can submit a claim for the following preferences. 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:** Visit the [Veteran's Preference](#) page on our website for more information.
- **Disabled Veteran Status:** Visit the [Disabled Veteran's Preference](#) page on our website for more information.

During the Human Resources Division (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 processing 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 email 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. Requests filed after the last filing date (April 25, 2023), must be accompanied by a DD214 showing discharge within six months of the request and dates of active service that include the entire application period. Visit the [Military Information](#) page on our website.

Makeup Examination: With the exception of current military personnel, no candidate has a right to a makeup 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 makeup examination by filing a written request with verifiable documentation to HRD no later than seven calendar days from the original

written examination date. HRD reserves the right to approve or deny your request. HRD may require an additional examination processing fee upon approval of your request.

Reasonable Accommodations: 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 or emailed to civilservice@mass.gov. 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.

Notice to Appear: Notices to Appear including the time and location of the examination 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 current may jeopardize opportunities for employment. For information on how to update your information, visit the [Update Your Account](#) page on our website.

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

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

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.

SUPPLEMENTAL INFORMATION:

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

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

Inquiries may also be made to HRD, Monday through Friday, 8:45am – 5:00pm, 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 #230603COI
2023 CORRECTION OFFICER I
HC

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