

2024 Correction Officer I

This examination is being administered by the Human Resources Division (HRD) to create an eligible list from which to fill Correction Officer I vacancies in the Massachusetts Department of Correction (DOC).

Written Examination Date: January 20, 2024

Application Period Begins: October 20, 2023

Application Deadline: December 12, 2023*

Examination Fee: \$75

*There is an additional \$50 late fee for applications received after this date. Applications will not be accepted after December 19, 2023.

Written Examination Locations: Various sites across the Commonwealth

Examination Information

Application: All applications and examination processing fees must be received by December 19, 2023. 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 December 19, 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 or who have received certain state or federal public assistance, or unemployment insurance during any portion of the twelve months leading up to the examination date, January 20, 2024. Fee Waiver Forms are available on 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 December 12, 2023.

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 submit an application and examination processing fee and request a makeup examination in writing, with a copy of your military orders attached on or before December 19, 2023. 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 December 19, 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. For more information, visit .

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 examination application by the application deadline but are unable to appear for the examination 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 by December 12, 2023. 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 examinations 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).

Minimum Qualifications & Requirement

Examination Requirements:

Examples of Essential Duties:

Example of Essential Duties for a Correction Officer: 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 [Examination Preparation Guides and Reading Lists](#) page of our website

Age Requirement: 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.

Education Requirement: 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.

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. 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 a Correction Officer I, including dates of service and, if part time, total number of hours worked. The supporting documentation must be on original letterhead with an original signature from the hiring authority where the employment or experience occurred. Credit for employment or experience is applicable only to individuals who achieve a passing score on the examination, and cannot be added to a failing 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. Supporting documentation must be submitted no later than January 27, 2024. Note: Resumes will not be accepted as sufficient supporting documentation.

Preference Claims for Correction Officer:

Candidates can submit a claim for the following preferences.

- **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.

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:** DOC 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 DOC 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 DOC 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](#).

It is your responsibility to review the [Certification Order of Lists](#) on our website. Upon request, candidates must provide original supporting documentation to verify any copies submitted and claims made.

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](#).

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

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.

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

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