

Correction Officer III- Lieutenant

Experience and Education (E&E) Scoring Guide

This guide will serve as a reference for you to understand the point allocation for answers to each question on the E&E component of the 2024 Correction Officer III Promotional Exam administered on November 16, 2024.

Please note that the information contained in this E&E scoring guide is applicable to only the Correction Officer III Exam administered on November 16, 2024 (which includes the Technical Knowledge Test and Situational Judgment Test). This guide should not be relied upon for any other exam administered on November 16, 2024, or any future exam administered by HRD. HRD reserves the right to change the point allocation or E&E categories for any future exam. All questions were scored based upon experience and education as of the exam date: November 16, 2024

Category and Maximum Allowable Points

The following chart displays the E&E categories and the maximum points available for each category. The available points for each category are capped at that amount. As you review the point allocation for answers to each question, you may notice that the sum of the points you can earn for a category may exceed the maximum points available for that category. Please note that you may not be given more than the maximum available points for a category.

Category	Section	Maximum Points Available
Job Experience	Time In Department	75
	Specialty Experience	
	Time Outside Department	
	Outside Supervisory Time	
Education	Academic Schooling	25

As you review the points allocated to each potential response, you will see that they are not distributed equally across the years of experience. This is because similar to the previous E&E, the new E&E gives a greater weight to more recent experience. Experience or education that is more relevant or important to the position is given a higher point value. Point values for experience are displayed to 2 decimal places.

Questions and Allocated Points

Q1: 2024 Correction Officer III Eligibility: If you have been approved as eligible to take this exam, select YES. If you have not been approved, please exit this application immediately and contact your employing department.

Q2: Asked whether the candidate understood the instructions for the Experience portion of the claim.

Q3- Q10 Job Experience

Q3: Current Department Experience: Indicate how many year(s) you have served in the rank of Correction Officer in your current department. Do not include time served after your first rank promotion.

Current Department Experience: Correction Officer I	
No Experience	0
1 year	2.17
2 years	4.28
3 years	6.34
4 years	8.35
5 years	10.31
6 years	12.21
7 years	14.05
8 years	15.85
9 years	17.59
10 years	19.27
11 years	20.91
12 years	22.49
13 years	24.01
14 years	25.48
15 years	26.90
16 years	28.27
17 years	29.58
18 years	30.84
19 years	32.04
20 years	33.19
21 years	34.29
22 years	35.34
23 years	36.33
24 years	37.26
25 years	38.15
26 years	38.98
27 years	39.75
28 years	40.48
29 years	41.15

30 years	41.76
31 years	42.32
32 years	42.83
33 years	43.29
34 years	43.69
35 years	44.04
36 years	44.33
37 years	44.57
38 years	44.76
39 years	44.89
40 years	44.97

Q4: Current Department Experience: Indicate how many year(s) you have served in the rank of Correction Officer II in your current department.

Current Department Experience: Correction Officer II	
No Experience	0
1 year	3.81
2 years	7.49
3 years	11.05
4 years	14.48
5 years	17.79
6 years	20.98
7 years	24.04
8 years	26.97
9 years	29.78
10 years	32.47
11 years	35.03
12 years	37.46
13 years	39.77
14 years	41.96
15 years	44.02
16 years	45.95
17 years	47.76
18 years	49.45
19 years	51.01
20 years	52.45

21 years	53.76
22 years	54.94
23 years	56.00
24 years	56.94
25 years	57.75
26 years	58.44
27 years	59.00
28 years	59.44
29 years	59.75
30 years	59.94

Q5: Current Department Experience: Indicate the amount of experience you have as a provisional and/or temporary after certification Correction Officer III in your current department.

Current Department Experience: Temporary/provisional time	
No experience	0
1 month up to 2 months	2.41
3 months up to 4 months	4.83
5 months up to 6 months	7.24
7 months up to 8 months	8.47
9 months up to 10 months	9.70
11 months up to 12 months	10.93
13 months up to 18 months	12.71
19 months up to 24 months	14.48
25 months up to 30 months	16.20
31 months up to 36 months	17.92
37 months up to 42 months	19.57
43 months up to 48 months	21.23
49 months up to 54 months	22.82
55 months up to 60 months	24.41
61 months or more	25.94

Q6: Specialty Unit Experience: If you have served in any of the following specialty units, indicate which unit(s) you served in. If you have not served in any specialty units, please select no experience.

Q7: Specialty Unit Experience: Indicate how much time you have served the specialty unit(s) previously selected. Please submit full documentation to verify time served. If you have served in multiple specialty units, please add the time together and select the total time worked below.

Outside Department Experience: Specialty Unit	
No experience	0
6 months up to 11 months	1
12 months up to 17 months	2
18 months up to 23 months	3
24 months up to 29 months	4
30 months up to 35 months	5
36 months up to 41 months	6
42 months up to 47 months	7
48 months up to 53 months	8
54 months up to 59 months	9
60 months up to 65 months	10
66 months up to 71 months	11
72 months up to 77 months	12
78 months up to 83 months	13
84 months up to 89 months	14
90 months up to 95 months	15
96 months up to 101 months	16
102 months up to 107 months	17
108 months up to 113 months	18
114 months up to 119 months	19
120 months or more	20

Q8: Specialty Unit Experience - Training Academy: If you have served in the Training Academy specialty unit, indicate the number of courses you have taught in the Department of Correction recruit training academy. HRD does not credit teaching in-service workshops or classes. Do not count the same course more than once if you have instructed it on more than one occasion.

Specialty Unit Experience – Training Academy	
No experience	0
1 course taught	1
2 courses taught	2
3 courses taught	3
4 courses taught	4
5 or more courses taught	5

Q9: Outside Experience: Indicate how many year(s) you have served in a Corrections setting outside of Massachusetts Department of Corrections (e.g., out of state prison/correction facility, county jail, etc.).

Outside Experience: Corrections setting outside of Massachusetts Department of Corrections	
No Experience	0
1 year	0.95
2 years	1.87
3 years	2.76
4 years	3.62
5 years	4.45
6 years	5.24
7 years	6.01
8 years	6.74
9 years	7.45
10 years	8.12
11 years	8.76
12 years	9.37
13 years	9.94
14 years	10.49
15 years	11.00
16 years	11.49
17 years	11.94
18 years	12.36
19 years	12.75
20 years	13.11
21 years	13.44
22 years	13.74
23 years	14.00
24 years	14.24
25 years	14.44
26 years	14.61
27 years	14.75
28 years	14.86
29 years	14.94
30 years	14.98

Q10: Outside Experience: Indicate how many year(s) of supervisory experience you have outside of the Department of Corrections. This includes military, maritime service and private companies.

Outside Experience: supervisory experience you have outside of the Department of Corrections	
No Experience	0
1 year	0.63
2 years	1.25
3 years	1.84
4 years	2.41
5 years	2.97
6 years	3.50
7 years	4.01
8 years	4.50
9 years	4.96
10 years	5.41
11 years	5.84
12 years	6.24
13 years	6.63
14 years	6.99
15 years	7.34
16 years	7.66
17 years	7.96
18 years	8.24
19 years	8.50
20 years	8.74
21 years	8.96
22 years	9.16
23 years	9.33
24 years	9.49
25 years	9.63
26 years	9.74
27 years	9.83
28 years	9.91
29 years	9.96
30 years	9.99

Q11: Education: As of November 16, 2024, if you have a related and/or unrelated conferred degree(s) from a regionally accredited college or university, choose the highest-ranked degree you have obtained.

Education	
Related Master's or higher Degree	25
Related Bachelor's Degree	21
Related Associate's Degree	17
Unrelated Master's or higher Degree	13
Unrelated Bachelor's Degree	9
Unrelated Associate's Degree	5
No degree	0

Scoring methodology:

You will receive an E&E score notice that will indicate the total points you earned in each category. In addition, the score notice will list any categories that you claimed but were not credited due to a lack of supporting documentation or errors in calculation. The final E&E score that will appear on your score notice will be derived through a standardization and weighting process. In addition, the E&E exam component as a whole is weighted relative to the Technical Knowledge Test and Situational Judgement Test exam components. You cannot add up the points based on the information in this guide to obtain the score that will represent 20% of your total overall score on the 2024 Correction Officer III exam.

A candidate who failed to submit an E&E application by the deadline of November 23, 2024, will receive a score of "Incomplete". A candidate who failed to submit any supporting documentation to their E&E application will receive a score of "Incomplete".