

Correction Officer II- Sergeant

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 2026 Correction Officer II Promotional Exam administered on August 15, 2026.

Please note that the information contained in this E&E scoring guide is applicable to only the Correction Officer II Exam administered on August 15, 2026 (which includes the Technical Knowledge Test and Situational Judgment Test). This guide should not be relied upon for any other exam administered on August 15, 2026, 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: August 15, 2026

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: Correction Officer II 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 read the instructions for the Experience portion of the claim.

Q3- Q9 Job Experience

Q3: Current Department Experience: Indicate how many year(s) you have served in the rank of Correction Officer I in the MA DOC.

Current Department Experience: Correction Officer I	
No Experience	0
1 year	13.13
2 years	16.19
3 years	19.16
4 years	22.06
5 years	24.89
6 years	27.63
7 years	30.3
8 years	32.89
9 years	35.4
10 years	37.84
11 years	40.2
12 years	42.48
13 years	44.68
14 years	46.81
15 years	48.86
16 years	50.83
17 years	52.73
18 years	54.54
19 years	56.28
20 years	57.95
21 years	59.53
22 years	61.04
23 years	62.47
24 years	63.83
25 years	65.1
26 years	66.3
27 years	67.42
28 years	68.47
29 years	69.43

30 years	70.32
31 years	71.13
32 years	71.87
33 years	72.53
34 years	73.11
35 years	73.61
36 years	74.03
37 years	74.38
38 years	74.65
39 years	74.85
40 years	74.96

Q4: Current Department Experience: Indicate the amount of experience you have in the MA DOC as an Out of Grade Correction Officer II within 3 years of the exam date.

Current Department Experience: Temporary/provisional time	
No Out of Grade Experience	0
1 month up to 2 months	3.05
3 months up to 4 months	4.54
5 months up to 6 months	6.03
7 months up to 8 months	7.05
9 months up to 10 months	8.07
11 months up to 12 months	9.09
13 months up to 18 months	10.58
19 months up to 24 months	12.06
25 months up to 30 months	13.51
31 months up to 36 months	14.96

Q5: Specialty Unit Experience: If you have served in any of the following specialty units in the MA DOC, indicate which unit(s) you served in. If you have not served in any specialty units, please select no experience.

Q6: Specialty Unit Experience: Indicate how much time you have served in the specialty unit(s) previously selected in the MA DOC. If you have served in multiple specialty units, please add the time together and select the total time worked below. The same specified time period cannot be counted towards more than one specialty unit. Refer to the 2026 Correction Officer II E&E Exam Guide for a list of accepted supporting documents.

Specialty Unit Experience: Time Served	
No experience	0
6 months	0.5
1 year	1
1.5 years	1.5
2 years	2
2.5 years	2.5
3 years	3
3.5 years	3.5
4 years	4
4.5 years	4.5
5 years	5
5.5 years	5.5
6 years	6
6.5 years	6.5
7 years	7
7.5 years	7.5
8 years	8
8.5 years	8.5
9 years	9
9.5 years	9.5
10 or more years	10

Q7: Training Academy Instructor Experience: If you have taught at the Department of Correction Recruit Training Academy, indicate the number of different courses you have instructed. Do not include in-service workshops or classes, as these are not credited by HRD. If you have taught the same course multiple times, count it only once.

Training Academy Instructor Experience: Courses Taught	
No experience	0
1 course taught	0.5
2 courses taught	1
3 courses taught	1.5
4 courses taught	2
5 or more courses taught	2.5

Q8: Outside Experience: Indicate how many year(s) you have served in a Corrections setting in a Correctional role outside of the Massachusetts Department of Correction (e.g., out of state prison/correction facility, county jail, etc.).

Outside Experience: Corrections setting outside of Massachusetts Department of Correction	
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

Q9: Outside Experience: Indicate how many year(s) of supervisory experience you have outside of the Department of Correction. This includes military, maritime service and private companies. A completed Private Supervisor Verification Form or DD214 (military) is required to verify and support your claim. Refer to the 2026 Correction Officer II E&E Exam Guide for a list of accepted supporting documents.

Outside Experience: supervisory experience outside of the Department of Correction	
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

Q10: Education: As of the examination date, 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*. Below is a list of related degree fields.

Related Degree Fields: Behavioral Science, Communications, Counseling, Criminal Justice, Criminal Law, Criminology, Emergency Management, Law Enforcement, Management, Psychology, Sociology.

Non-Related Degree Fields: All other Fields.

*Note: The degrees below are listed in order of highest-ranked (Related Master's or higher Degree) to lowest-ranked (Unrelated Associate's Degree).

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 2026 Correction Officer II exam.

A candidate who failed to submit an E&E application by the deadline of August 22, 2026, 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".