CORRECTIONAL HEALTH SERVICES
ADMINISTRATOR I, CORRECTIONAL FACILITY
California Correctional Health Care Services

OPEN – CONTINUOUS FILING

POSITION INFORMATION
Positions currently exist statewide with the California Correctional Health Care Services.

A Correctional Health Services Administrator I, CF under general administrative direction, has overall medical support services and administrative responsibility for a medium-sized health care program to include hospital, psychiatric, and dental services in a State correctional facility.

SALARY AND BENEFIT INFORMATION
Currently, as of July 1, 2018: $6,369 - $7,914 per month

For a summary of benefits, visit the California Department of Human Resources at: www.calhr.ca.gov/employees/pages/salary-and-benefits.aspx

WHO CAN APPLY
All applicants who meet the education and/or experience requirements as stated below may apply.

MINIMUM QUALIFICATIONS
Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as either “I,” or “II,” or “III,” etc. For example, candidates who possess qualifying experience amounting to 50% of the required time of Pattern I and additional experience amounting to 50% of the required time of Pattern II may be admitted to an examination as meeting 100% of the overall experience requirement.

Either I
One year of experience in the California state service in a major hospital administrative or management function, performing medical support services duties at least comparable in level of responsibility to those of Hospital General Services Administrator II, Supervising Nurse III, Pharmacist II, or Hospital Administrative Resident III.

Or II
Experience: Three years of progressively responsible experience in medical health care administration which must have included at least two years with responsibility for directing two or more administrative management and support services comparable to those found in a large hospital such as nursing, pharmacy, dietary, rehabilitation, laboratory, or administrative studies. (A post-Baccalaureate Degree in Hospital Administration or in a closely related field may be substituted for one year of experience.)
Correctional Health Services
Administrator I,
Correctional Facility

California
Correctional Health Care Services’ vision is to provide constitutionally adequate medical care to patient-inmates of the California Department of Corrections and Rehabilitation within a delivery system the State can successfully manage and sustain.

MINIMUM QUALIFICATIONS (Continued)
(Experience in the California state service applied to the Pattern II requirement must be of at least the level, duration, and type specified in Pattern I above.) And

Education: Equivalent to graduation from college with a major in hospital administration or in a related field. (Additional qualifying experience may be substituted for the required education on a year-for-year basis.)

Special Personal Characteristics: Demonstrated leadership ability and objective understanding of the problems of the California Department of Corrections and Rehabilitation; empathetic understanding of patients of a State correctional facility; willingness to work in a State correctional facility; alertness; keenness of observation; tact, patience; emotional stability; and willingness to accept and effectively carry out administrative responsibility.

Special Physical Characteristics: Persons appointed to positions in this class must be reasonably expected to have and maintain sufficient strength, agility, and endurance to perform during stressful (physical, mental, and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employees or that of inmates.

Assignments may include sole responsibility for the supervision of inmates and/or the protection of personal and real property.

EXAMINATION INFORMATION
This examination consists of a Training and Experience Assessment weighted 100%. In order to obtain a position on the eligible list, a minimum rating of 70% must be attained.

TRAINING AND EXPERIENCE ASSESSMENT
WEIGHTED 100%

Knowledge of:
1. Principles and practices of organization, supervision, and management;
2. Problems involved in administrative health services support programs of a hospital;
3. Program development and evaluation techniques;
4. Objectives of the treatment programs of a hospital;
5. The Department’s Equal Employment Opportunity (EEO) Program objectives;
6. A manager’s role in the EEO Program and the processes available to meet EEO objectives.
EXAMINATION INFORMATION (Continued)

Ability to:
1. Plan, organize, direct, and evaluate health services support and programs to meet treatment needs of the hospital, psychiatric, and dental program in a correctional facility;
2. Establish and maintain effective working relationships with medical and psychiatric professional staff and with others;
3. Collect and analyze data and make administrative studies and prepare clear, concise, and comprehensive reports;
4. Analyze situations accurately and take effective action;
5. Supervise, train, and motivate staff to achieve maximum effectiveness;
6. Communicate effectively;
7. Effectively contribute to the Department’s EEO Program objectives.

HOW TO APPLY AND TEST
Submit a State Application (Std. Form 678) and Training and Experience Assessment (T&E) for this examination either by mail or in person to the address listed below. The Std. Form 678 can be found at www.jobs.ca.gov. The T&E for this examination can be found on the last pages of this examination bulletin.

By mail:
California Correctional Health Care Services
Examination Services, Bldg. D1
P.O. Box 588500
Elk Grove, CA 95758

In person:
California Correctional Health Care Services
8280 Longleaf Drive
Suite 101 Drop Box
Elk Grove, CA 95758

If you are personally delivering your application, you must do so between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday. Do not submit applications to the California Department of Human Resources.

Only applications with an original signature will be accepted.

The testing period for this examination is six (6) months. Once you have taken the examination, you may not retest for six (6) months.

If you have a disability and need special testing arrangements, please contact the California Correctional Health Care Services’ Examination Services at (916) 691-5894 to make specific arrangements.
ELIGIBLE LIST INFORMATION
The resulting eligible list will be established to fill vacancies within the California Correctional Health Care Services. Names of successful candidates are merged onto the list in order of final scores, regardless of date. Eligibility expires 12 months after it is established, unless the needs of the service and conditions of the list warrant a change in this period. Competitors must then retake the T&E to re-establish list eligibility.

VETERAN'S PREFERENCE AND CAREER CREDITS
Veteran’s Preference will be awarded in this examination. All persons who successfully pass this examination, who qualify for, and have requested Veteran’s Preference will be placed in Rank 1 of the respective eligibility list, regardless of score. Career credits will not be granted in this examination.

Correctional Health Services
Administrator I,
Correctional Facility

California
Correctional Health
Care Services’ vision is to provide constitutionally adequate medical care to patient-inmates of the California Department of Corrections and Rehabilitation within a delivery system the State can successfully manage and sustain.
Applications are available at the State’s career website at jobs.ca.gov, local offices of the Employment Development Department, the California Correctional Health Care Services, and at the California Department of Corrections and Rehabilitation.

If you meet the requirements stated in this bulletin, you may take this examination, which is competitive. Possession of the entrance requirement(s) does not assure a place on the eligible list. All candidates who pass the examination described in this bulletin will be ranked according to their scores.

Eligible Lists: Eligible lists established by a competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional; 2) departmental promotional; 3) multi-departmental promotional; 4) service wide promotional; 5) departmental open; 6) open. When there are two lists of the same kind, the older must be used first.

The California Correctional Health Care Services reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revisions will be in accordance with civil service laws and rules and all competitors will be notified.

General Qualifications: Competitors must possess essential personal qualifications including integrity, initiative, dependability, good judgment, ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, an investigation may be made of employment records and personal history, and fingerprinting may be required.

High School Equivalence: Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Educational Development (GED) test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis (high school is four years).

Veteran’s Preference: California law allows the granting of Veteran’s Preference to any veteran, widow, or widower of a veteran, or spouse of a 100% disabled veteran who achieves a passing score in any Open examination to be ranked in the top rank of the resulting eligibility list. Directions to apply for Veteran’s Preference are on the Veteran’s Preference Application (CalHR 1093) which is available from Department of Human Resources at jobs.ca.gov/CalHRPublic/Landing/Jobs/VeteransInformation.aspx and the California Department of Veterans Affairs at www.calvet.ca.gov/home. Veteran’s Preference is not granted once a person achieves permanent civil service status.

It is an objective of the State of California to achieve a drug-free work place. Any applicant for State employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service, and the special trust placed in public servants. Only individuals lawfully authorized to work in the United States will be hired.

For Current Examination Information, call (916) 691-5894 or 1-877-793-4473

California Relay Service for the Deaf or Hearing Impaired: 1-800-735-2929

This bulletin cancels and supersedes all previously issued bulletins.
PLEASE READ INSTRUCTIONS CAREFULLY

This Training and Experience Assessment (T&E) will be used to measure your experience, training, and/or education relevant to the Correctional Health Services Administrator I, Correctional Facility. It will ask you to rate yourself on the experience, training, and/or education that you will bring to the job with California Correctional Health Care Services (CCHCS).

The T&E is the exam and it will be weighted 100% of your score. In order to obtain a position on the eligible list, a minimum rating of 70% must be attained. The eligible list resulting from this exam will be used by CCHCS to fill our existing and/or future vacancies. A “Conditions of Employment” form is included in this T&E that will allow you to select the location(s), tenure(s), and time base(s) that you are interested in working.

Please follow all instructions carefully and completely.

THIS AFFIRMATION MUST BE COMPLETED

I hereby certify and understand that the information provided by me on this exam is true and complete to the best of my knowledge and contains no willful misrepresentation or falsifications. I also understand that if it is discovered that I have made any false representations, I will be removed from the list resulting from this exam and may not be allowed to compete in future exams for State employment. If already hired from the result of this exam, I may have adverse action taken against me, which could result in dismissal.

SIGNATURE:________________________________________________________________________DATE:______________
LAST FOUR DIGITS SOCIAL SECURITY NUMBER:_____________________
NAME (PRINTED):__________________________________________________________
ADDRESS:____________________________________________________________________________________
CITY:_____________________________STATE:________________ZIP CODE:________
WORK PHONE NUMBER:_________________________HOME PHONE NUMBER:________________________

FILING INSTRUCTIONS:

Please submit 1.) a State application (STD. 678) (Go to: https://jobs.ca.gov/pdf/std678.pdf for a copy of the State application.) and 2.) this Completed Training and Experience Assessment as follows:

By mail to: California Correctional Health Care Services
California Correctional Health Care Services
Examination Services, Bldg. D1
8280 Longleaf Drive
P.O. Box 588500
Suite 101 Drop Box
Elk Grove, CA 95758
Elk Grove, CA 95758

In person to:
MINIMUM QUALIFICATIONS

You must meet the Minimum Qualifications by the date the application is signed. If not, your application will be rejected and your T&E exam will not be scored. Please ensure that your State application (STD. 678) clearly indicates your experience, training, and/or education relevant to the Correctional Health Services Administrator I, Correctional Facility Minimum Qualifications as stated below:

Either I

One year of experience in the California state service in a major hospital administrative or management function, performing medical support services duties at least comparable in level of responsibility to those of Hospital General Services Administrator II, Supervising Nurse III, Pharmacist II, or Hospital Administrative Resident III.

Or II

Experience: Three years of progressively responsible experience in medical health care administration which must have included at least two years with responsibility for directing two or more administrative management and support services comparable to those found in a large hospital such as nursing, pharmacy, dietary, rehabilitation, laboratory, or administrative studies. (A post Baccalaureate Degree in Hospital Administration or in a closely related field may be substituted for one year of experience.)

(Experience in the California state service applied to this requirement must be of a least the level, duration, and type specified in Pattern I above.)

And

Education: Equivalent to graduation from college with a major in hospital administration or in a related field. (Additional qualifying experience may be substituted for the required education on a year-for-year basis.)
<table>
<thead>
<tr>
<th>Job Requirement</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Are you willing to work at California Department of Corrections and Rehabilitation’s correctional facilities with the California Correctional Health Care Services?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Are you willing to treat inmate-patients in a professional, ethical, and tactful manner?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Are you willing to follow institutional safety and security policies?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Are you willing to maintain privacy and confidentiality regarding individual inmate-patient health information?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Are you willing to promote positive, collaborative, professional working relationships among co-workers and peace officers?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Are you willing to comply with tuberculosis screening requirements?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Are you willing to work around peace officers armed with chemical agents and/or weapons?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Are you willing to follow the institutional dress code?</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### DEGREES/EXPERIENCE

Please indicate if you have any of the following degrees and/or experience.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>Post-Baccalaureate degree in hospital administration, health management administration, or a closely related field</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Bachelor’s or Master’s Degree in Business Administration</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Registered Nursing Degree</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Pharmacy Degree</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Experience as a Business Manager in a large health care facility and/or correctional facility</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**MANAGERIAL EXPERIENCE**

Please indicate whether you have provided administrative management functions for the following program areas.

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>14. Nursing</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15. Psychiatric</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16. Dental</td>
<td></td>
<td></td>
</tr>
<tr>
<td>17. Pharmacy</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18. Radiology</td>
<td></td>
<td></td>
</tr>
<tr>
<td>19. Clinical Laboratory</td>
<td></td>
<td></td>
</tr>
<tr>
<td>20. Dietary</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21. Rehabilitation Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>22. Medical Records</td>
<td></td>
<td></td>
</tr>
<tr>
<td>23. Fiscal Management</td>
<td></td>
<td></td>
</tr>
<tr>
<td>24. Recruitment and Administrative Assistance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>25. Personnel</td>
<td></td>
<td></td>
</tr>
<tr>
<td>26. Policy/Program Development</td>
<td></td>
<td></td>
</tr>
<tr>
<td>27. Procurement or Contract Management</td>
<td></td>
<td></td>
</tr>
<tr>
<td>28. Hospital Environmental Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29. Medical Supplies/Warehouse</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30. Medical Appeals</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**CORRECTIONAL HEALTH SERVICES ADMINISTRATOR I, CORRECTIONAL FACILITY**  
Training and Experience Assessment

Name: ________________________________

<table>
<thead>
<tr>
<th>TASKS</th>
<th>RECNENCY</th>
<th>FREQUENCY</th>
<th>LEVEL OF SKILL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Instructions:</strong> Please read instructions carefully. For Items 31 – 40, please indicate the following:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Recency:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Check this box if you have performed this task within the last 24 months. If you have not performed this task within the last 24 months, leave blank and skip to the next columns.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Frequency:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Check <strong>only one</strong> box to indicate the frequency in which you have performed this task.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Level of Skill:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Check <strong>only one</strong> box to indicate the level of skill you have in performing this task.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>31. Plan, organize, and direct the work of staff in the health services support discipline for a medium sized (or larger) inpatient health care program and/or outpatient medical, psychiatric, or dental program.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>32. Work closely with custodial and/or security services to ensure safety and efficiency in the delivery of health care.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>33. Plan, organize, and direct the administrative activities of a health care program.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>34. Review and evaluate health care policies, procedures, and new programs.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>35. Develop, implement, and monitor health care policies, procedures, and new programs.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>36. Consult with outside medical specialists on long-range and short-range medical programs.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>37. Oversee the fiscal program of a health care facility.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>38. Coordinate and/or develop health education programs.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>39. Participate in and/or oversee the recruitment and selection of health care professional or support staff.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>40. Manage, supervise, and participate in the training and development of health services professional and/or support staff.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Instructions
Please read instructions carefully. For Items 41 – 44, please indicate the following:

### Recency:
- Check this box if you have performed this task within the last 24 months. If you have not performed this task within the last 24 months, leave blank and skip to the next columns.

### Frequency:
- Check only one box to indicate the frequency in which you have performed this task.

### Level of Skill:
- Check only one box to indicate the level of skill you have in performing this task.

<table>
<thead>
<tr>
<th>TASKS</th>
<th>REENCY</th>
<th>FREQUENCY</th>
<th>LEVEL OF SKILL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Performed task within the last 24 months</strong></td>
<td>Daily</td>
<td>Monthly</td>
<td>Annually</td>
</tr>
<tr>
<td><strong>Daily or Weekly</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Monthly</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Bi-monthly or Quarterly</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Annually</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Performed less than one year</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Performed more than one year, but less than three years</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Performed over three years</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| 41. Conduct studies, research, gather data, and prepare reports and/or special projects. | [ ] | [ ] | [ ] | [ ] | [ ] | [ ] |
| 42. Oversee procurement for a health care facility. | [ ] | [ ] | [ ] | [ ] | [ ] | [ ] |
| 43. Perform fact-finding investigations related to patient/inmate allegations and/or staff complaints to obtain factual data and make recommendations. | [ ] | [ ] | [ ] | [ ] | [ ] | [ ] |
| 44. Facilitate and/or manage contracts with local providers, jurisdictions, and/or community correctional facilities within the service area. | [ ] | [ ] | [ ] | [ ] | [ ] | [ ] |
**INSTRUCTIONS**

Please mark the appropriate box(es) of your choice - you will not be offered a job in locations not marked.

Please mark the appropriate box(es) - you may check “Any” if you are willing to accept any type of employment.

- Any
- Permanent Full-Time
- Limited-Term Full-Time
- Permanent Part-Time
- Limited-Term Part-Time
- Permanent Intermittent

If all are marked and you receive an appointment other than Permanent Full-Time, your name will continue to be considered for Permanent Full-Time positions.

**LOCATIONS YOU ARE WILLING TO WORK**

- (0005) ANYWHERE IN THE STATE – If this box is marked, no further selection is necessary.

**NORTHERN REGION**

- (0300) Mule Creek State Prison
  - Ione, Amador County
- (0800) Pelican Bay State Prison
  - Crescent City, Del Norte County
- (1800) California Correctional Center
  - Susanville, Lassen County
- (1800) High Desert State Prison
  - Susanville, Lassen County
- (2100) San Quentin State Prison
  - San Quentin, Marin County
- (3400) Headquarters
  - Elk Grove, Sacramento County
- (3400) Folsom State Prison
  - Represa, Sacramento County
- (3400) CSP, Sacramento
  - Represa, Sacramento County
- (3900) Deuel Vocational Institution
  - Tracy, San Joaquin County
- (3900) California Health Care Facility/DeWitt Correctional Facility
  - Stockton, San Joaquin County
- (4800) California Medical Facility
  - Vacaville, Solano County
- (4800) CSP, Solano
  - Vacaville, Solano County
- (5500) Sierra Conservation Center
  - Jamestown, Tuolumne County

**CENTRAL REGION**

- (1000) Pleasant Valley State Prison
  - Coalinga, Fresno County
- (1500) North Kern State Prison
  - Delano, Kern County
- (1500) Kern Valley State Prison
  - Delano, Kern County
- (1600) Avenal State Prison
  - Avenal, Kings County
- (1600) CSP, Corcoran
  - Corcoran, Kings County
- (1600) California Substance Abuse Treatment Facility
  - Corcoran, Kings County
- (2000) Central California Women’s Facility
  - Chowchilla, Madera County
- (2000) Valley State Prison
  - Chowchilla, Madera County
- (2700) Correctional Training Facility
  - Soledad, Monterey County
- (2700) Salinas Valley State Prison
  - Soledad, Monterey County
- (4000) California Men’s Colony
  - San Luis Obispo, San Luis Obispo County

**SOUTHERN REGION**

- (1300) Calipatria State Prison
  - Calipatria, Imperial County
- (1300) Centinela State Prison
  - Imperial, Imperial County
- (1500) California Correctional Institution
  - Tehachapi, Kern County
- (1500) Wasco State Prison
  - Wasco, Kern County
- (1500) California City Correctional Facility
  - California City, Kern County
- (1900) CSP, Los Angeles County
  - Lancaster, Los Angeles County
- (3300) California Rehabilitation Center
  - Norco, Riverside County
- (3300) Chukawalla Valley State Prison
  - Blythe, Riverside County
- (3300) Ironwood State Prison
  - Blythe, Riverside County
- (3600) California Institution for Men
  - Chino, San Bernardino County
- (3600) California Institution for Women
  - Corona, San Bernardino County
- (3700) R.J. Donovan Correctional Facility
  - San Diego, San Diego County

If you would like to change your address, phone number(s), email address, and/or locations and tenure/time-base preferences, please log into your CalCareer Account, and click on the ‘Eligibilities’ tab.
RECRUITMENT QUESTIONNAIRE

HOW DID YOU HEAR ABOUT THE CORRECTIONAL HEALTH SERVICES ADMINISTRATOR I, CORRECTIONAL FACILITY EXAM?

The questions below are not part of the exam and are for informational purposes only.

1. Check the box(es) that best describes how you found out about the Correctional Health Services Administrator I, Correctional Facility exam.

☐ College Recruitment
☐ CDCR Employee/Relative
☐ CDCR Website
☐ Job Fair/Career Event (California)
☐ Job Fair/Career Event (Outside of California)
☐ Advertisement in Magazine/Journal
☐ Mailer
☐ Newspaper
☐ Internet Search (Career Builder, Google, AOL, etc.)
☐ California Department of Human Resources (CalHR)

2. Check the box(es) that best describes the reason for selecting CCHCS as your place of employment.

☐ Competitive Salary
☐ Benefits
☐ Retirement
☐ Career Challenge
☐ Gain Experience in a Correctional Setting
☐ Flexible Shifts
☐ Opportunity
☐ All of the Above