

# CALIFORNIA PRISON INDUSTRY AUTHORITY

## PRISON INDUSTRIES SUPERINTENDENT I (AGRICULTURE) 8PIJA PRISON INDUSTRIES SUPERINTENDENT II (AGRICULTURE) 8PIJB

**OPEN**

**CONTINUOUS FILING**

AN EQUAL OPPORTUNITY EMPLOYER TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, ANCESTRY, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE, OR SEXUAL ORIENTATION.

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE WORKPLACE. ANY APPLICANT FOR 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.

<b>POSITIONS EXIST AT</b>	<b>Adult correctional facilities located throughout the State.</b>
<b>WHO SHOULD APPLY</b>	Applicants who meet the minimum qualifications (entrance requirements). This is an <b>open examination</b> . Applications will not be accepted promotional basis. Career credits are not granted in open exams.
<b>HOW TO APPLY</b>	Applications (Form 678) are available, and must be filed by mail or in person, with the California Prison Industry Authority (CALPIA), Examination Unit, 560 East Natoma Street, Folsom, CA 95630-2200. <b>DO NOT SEND APPLICATIONS TO THE STATE PERSONNEL BOARD</b> <b>Note: If you meet the minimum qualifications for both the Superintendent I and Superintendent II with the same filing date, you may apply for both examinations using the same application. Please indicate this on your application.</b>
<b>FINAL FILING DATE</b>	The CALPIA establishes test dates. Testing is considered <b>continuous</b> as dates can be established at anytime and eligible lists are merged.
<b>SALARY</b>	<b>Prison Industries Superintendent I (Agriculture) \$4308-\$5191</b> <b>Prison Industries Superintendent II (Agriculture) \$4728-\$5698</b>
<b>SPECIAL TESTING ARRANGEMENTS</b>	If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Examination Application". You will be contacted to make specific arrangements.
<b>ELIGIBLE LIST INFORMATION</b>	A candidate cannot be tested more than once in a 12-month period. Names of successful competitors are merged on to the list in order of final scores, regardless of dates. The names will remain on the eligible list for a period of 12 months after it is established.
<b>POSITION DESCRIPTION</b>	The Prison Industries Superintendent I & II (Agriculture) is responsible for the supervision of free staff and inmates while overseeing all phases of a crops farm and/or dairy enterprise within a correctional setting. Crops Farm enterprises include, planting, growing, and harvesting of a large variety of crops, including corn, alfalfa, oats, winter forages, small grains, and almonds, grown for livestock and/or human consumption at State institutions or public sale. Dairy enterprises include dairy husbandry practices required in the management of a modern dairy and milk processing plant.  <b><u>Prison Industries Superintendent I (Agriculture)</u></b>  A Prison Industries Superintendent I (Agriculture) supervises or assists in dairy, crops farm and orchard enterprises; plans and schedules labor, material, and equipment for production; coordinates and/or supervises installation, operation, maintenance, and repair of equipment; makes recommendations to increase production, efficiency, and product quality; assists in the development, preparation for production, and marketing of new products; selects, trains, counsels, and supervises staff and inmates in production work; is responsible for quality control, production control, inventory control, methods analysis, cost control, material research, procurement, safety, and personnel development; evaluates performance of staff and inmates and takes or

<b>POSITION DESCRIPTION (cont.)</b>	<p>recommends appropriate action; assists in budget preparation and makes recommendations for needed materials and equipment; supervises preparation of records and reports on production, processing, and inventories; dictates correspondence and prepares reports; maintains order and supervises the conduct of persons committed to the Department of Corrections and Rehabilitation; prevents escapes and injury by these persons to themselves or others or to property; maintains security of working areas and work materials; inspects premises and searches inmates or wards for contraband, such as weapons or illegal drugs.</p> <p><b><u>Prison Industries Superintendent II (Agriculture)</u></b></p> <p>A Prison Industries Superintendent II (Agriculture) is directly responsible for supervising dairy, crops farm and orchard enterprises ; plans and schedules labor, material, and equipment for production; coordinates and/or supervises installation, operation, maintenance, and repair of equipment; makes recommendations to increase production, efficiency, and product quality; assists in development, preparation for production, and marketing of new products; selects, trains, counsels, and supervises staff and inmates in production work; is responsible for quality control, production control, inventory control, methods analysis, cost control, material research, procurement, safety, and personnel development; evaluates performance of staff and inmates and takes or recommends appropriate action; assists in budget preparation and makes recommendations for needed materials and equipment; supervises preparation of records and reports on production, processing, and inventories; dictates correspondence and prepares reports; maintains order and supervises the conduct of persons committed to the Department of Corrections and Rehabilitation; prevents escapes and injury by these persons to themselves or others or to property; maintains security of working areas and work materials; and inspects premises and searches inmates or wards for contraband, such as weapons or illegal drugs.</p>
<b>REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION</b>	<p><b>NOTE:</b> Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination. Applicants must meet the education and/or experience requirements for this examination by the final filing date. <b>All applications/resumes must include “to” and “from” employment dates (month/day/year), time-base, and official employment titles. Applications/resumes received without this information will be rejected.</b></p>
<b>MINIMUM QUALIFICATIONS</b>	<p><b><u>Prison Industries Superintendent I (Agriculture)</u></b>  <b>Either I</b></p> <p>One year of experience in the California State service performing the duties of an Industrial Supervisor, Prison Industries (Crops Farm) or (Dairy) in a California Prison Industry Authority agricultural enterprise.</p> <p><b>Or II</b></p> <p>Three years of production experience in a crops farm or dairy enterprise, at least one year of which shall have been in a supervising capacity.</p> <p><b><u>Prison Industries Superintendent II (Agriculture)</u></b>  <b>Either I</b></p> <p>One year of experience in the California state service performing the duties of Prison Industries Superintendent I (Agriculture) in a California Prison Industry Authority agricultural enterprise.</p> <p><b>Or II</b></p> <p>Two years of experience in the California state service performing the duties of an Industrial Supervisor, Prison Industries (Crops Farm) or (Dairy) in a California Prison Industry Authority agricultural enterprise.</p> <p><b>Or III</b></p> <p>Four years of production experience in a crops farm or dairy enterprise, at least two years of which shall have been in a supervising capacity.</p>
<b>SPECIAL PERSONAL CHARACTERISTICS</b>	<p>Tact, patience, and ability to work with persons confined in a correctional institution.</p>
<b>SPECIAL PHYSICAL CHARACTERISTICS</b>	<p>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 during tour of duty may include sole responsibility for the supervision of inmates and/or the protection of personal and real property.</p>

<b>ADDITIONAL DESIRABLE QUALIFICATIONS</b>	<p><b><u>Prison Industries Superintendent I (Agriculture)</u></b> Education equivalent to completion of graduation from college; assertiveness; experience in a correctional institution; supervisory experience; and possession of a General Milk Pasteurizer's License.</p> <p><b><u>Prison Industries Superintendent II (Agriculture)</u></b> Education equivalent to completion of graduation from college; assertiveness; experience in a correctional institution; and possession of a General Milk Pasteurizer's License.</p>
<b>EXAMINATION INFORMATION</b>	<p>This examination will consist of a qualifications appraisal interview. During their interview, competitors should be prepared to answer questions relating to areas shown under scope. In order to obtain a position on the eligible list, a minimum rating of <b>70%</b> must be attained in the interview. <b>COMPETITORS WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.</b></p> <p style="text-align: center;"><b>QUALIFICATIONS APPRAISAL – WEIGHTED 100%</b></p>
<b>SCOPE</b>	<p>A. <b>Knowledge of</b> (with particular reference to their specialty):</p> <ol style="list-style-type: none"> <li>1. Methods, materials, machinery, processes, tools, and equipment used in industrial operations</li> <li>2. Production scheduling and control</li> <li>3. Quality standards and control</li> <li>4. Safety practices and orders</li> <li>5. Materials handling techniques</li> <li>6. Principles of personnel management and supervision, budget preparation, and cost control</li> <li>7. The Department's equal employment objectives</li> <li>8. A manager's/supervisor's responsibility for promoting equal opportunity in hiring and employee development and promotion and for maintaining a work environment that is free of discrimination and harassment</li> </ol> <p>B. <b>Ability to</b> (with particular reference to their specialty):</p> <ol style="list-style-type: none"> <li>1. Set up, repair, maintain, adjust, and operate required equipment</li> <li>2. Make labor and material estimates</li> <li>3. Instruct and supervise staff, inmates, or residents in production techniques and safety practices</li> <li>4. Maintain firm, impartial, and consistent discipline</li> <li>5. Understand rules, regulations, laws, and procedures</li> <li>6. Analyze situations accurately and take effective action</li> <li>7. Keep records and prepare reports</li> <li>8. Read and write English at a level required for successful job performance</li> <li>9. Effectively promote equal opportunity in employment and maintain a work environment that is free of discrimination and harassment</li> </ol>
<b>VETERANS' PREFERENCE/CAREER CREDITS</b>	<p>Veterans' Preference Credits will be added to the final score of all competitors in this examination who qualify for the credits and successfully complete all part(s) of the examination. Due to changes in the law, which were effective January 1, 1996, <b><u>VETERANS WHO HAVE ACHIEVED PERMANENT CIVIL SERVICE STATUS ARE NOT ELIGIBLE TO RECEIVE VETERANS' CREDITS.</u></b> Career Credits are not granted in "Open" exams.</p>
<b>QUESTIONS?</b>	<p>If you have any questions concerning this announcement, please contact the California Prison Industry Authority (CALPIA), Examination Unit, 560 East Natoma Street, Folsom, CA 95630-2200 at (916) 358-2696.</p>

## GENERAL INFORMATION

For an examination without a written feature, it is the candidate's responsibility to contact the California Prison Industry Authority at (916) 358-2696 three weeks after the final filing date if he/she has not received a progress notice.

If a candidate's notice of oral interview or performance test fails to reach him/her prior to the day of the interview, due to a verified postal error, he/she will be rescheduled upon written request.

Applications are available at State Personnel Board offices, local offices of the Employment Development Department, and the Department noted on the front, and at [www.pia.ca.gov](http://www.pia.ca.gov)

If you meet the requirements stated on the reverse, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination described on the other side of this bulletin will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

**The California Prison Industry Authority** 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 revision will be in accordance with civil service law and rules and all competitors will be notified.

**Examination Locations:** When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. Ordinarily, oral interviews are scheduled at Folsom headquarters and correctional institutions throughout the State. However, locations of interviews may be limited or extended as conditions warrant.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) Subdivisional promotional, 2) departmental promotional, 3) multi-departmental, 4) service-wide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in from one to four years unless otherwise stated on this bulletin and under certain circumstances may be extended beyond that time.

**Career Credits:** In open, non-promotional examinations, career credits are granted to: 1) State employees with permanent civil service status, 2) full-time employees of the State who are exempt from State civil service pursuant to the provisions of Section 4 of Article VII of the California Constitution, and who meet all qualification requirements specified by the Board and have 12 consecutive months of service in an exempt position, and 3) individuals who have served one full year in or are graduates of the California Conservation Corps (eligibility shall expire 24 months after graduation from the California Conservation Corps). Three points are added to the final test score of those candidates who meet the above criteria and who are successful in the examination, such examinations cannot be for managerial positions described in Government Code Section 3513. Competitors not currently employed in State civil service who have mandatory reinstatement rights may also be eligible for career credits, but they must explain their civil service status in the appropriate section of the application Form 100-678. (Section 4 of Article VII of the California Constitution is posted at the State Personnel Board, 801 Capitol Mall, Sacramento, CA.

**Veterans' Preference Credits:** California Law allows granting of Veterans' Preference Credits in Open examinations and Open Non-Promotional exams. Credit in open entrance examinations is granted as follows: 10 points for veterans, widows and widowers of veterans and spouses of 100%-disabled veterans; and 15 points for disabled veterans. Credit in Open Non-promotional examinations is granted as follows: Five (5) points for veterans; and 10 points for disabled veterans. Directions for applying for Veterans' Preference Credits are on the Veterans' Preference application (Form 10093), which is available from State Personnel Board Offices written test proctors, and the Department of Veterans Affairs, P. O. Box 942895, Sacramento, CA 94295-0001, and by contacting CALPIA.

**High School Equivalence:** Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Education 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 accounting classes, substitution of business college work in place of high school on a year-for-year basis.

**Policy of Nondiscrimination on the Basis of Disability and Equal Employment Opportunity Statement:** The California Prison Industry Authority does not discriminate on the basis of disability in employment or in the admission and access to its program or activities. The Equal Employment Opportunity Office has been designated to coordinate and carry out this agency's compliance with the nondiscrimination requirements to Title II of the Americans with Disabilities Act (ADA). Information concerning the provisions of the ADA, and the rights provided thereunder, is available from the ADA Coordinator at 560 East Natoma Street, Folsom, CA 95630-2200.

CALIFORNIA PRISON INDUSTRY AUTHORITY  
560 EAST NATOMA STREET \* FOLSOM, CA 95630-2200-WWW.PIA.CA.GOV  
CALIFORNIA RELAY (TELEPHONE) SERVICE FOR THE DEAF OR HEARING-IMPAIRED:  
FROM TDD PHONES: 1-800-735-2929 FROM VOICE PHONES: 1-800-735-2922