

# CALIFORNIA PRISON INDUSTRY AUTHORITY

**INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (DAIRY) 5PI08**

**OPEN**

AN EQUAL OPPORTUNITY EMPLOYER TO ALL REGARDLESS OF AGE, ANCESTRY, COLOR, DENIAL OF FAMILY AND MEDICAL CARE LEAVE, DISABILITY, GENDER IDENTITY OR EXPRESSION, GENETIC INFORMATION, MARITAL STATUS, MEDICAL CONDITION, MILITARY AND VETERAN STATUS, NATIONAL ORIGIN, POLITICAL AFFILIATION, RACE, RELIGION, SEX, OR SEXUAL ORIENTATION OF ANY PERSON.

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>POSITION(S) EXIST IN</b>	California State Prison Corcoran (Corcoran, Ca) and Deuel Vocational Institution (Tracy, Ca)
<b>WHO SHOULD APPLY</b>	Applicants, who meet the minimum qualifications (entrance requirements).  This is an <b>OPEN – EXAMINATION</b> .
<b>HOW TO APPLY</b>	State Applications (Form STD 678) 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.  <i>Your State Application <b>must indicate</b> the above “Exam Title” and “Exam Code” in order to be processed. <b>Applications without this information may be subject to rejection.</b></i>  <b>DO NOT SEND APPLICATIONS TO THE CALIFORNIA HUMAN RESOURCES DEPARTMENT (CalHR)</b>
<b>FINAL FILING DATE</b>	State Applications (Form 678) must be <b>POSTMARKED</b> no later than 5:00 pm on <b>April 3, 2015</b> . Faxed or emailed applications will not be accepted. Applications postmarked, personally delivered or received via interoffice mail after the final filing date will not be accepted for any reason.
<b>SALARY</b>	\$3924 - \$4962
<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>	Names of successful competitors are <b>merged</b> into the list in order of final scores, regardless of dates. A candidate cannot be tested more than once in a 12-month period. The list will be abolished 24 months after is established unless the needs of the service and conditions of the list warrant a change in this period.
<b>POSITION DESCRIPTION</b>	<p>This enterprise involves multiple aspects of the dairy industry including dairy husbandry practices such as feeding, milking, medicating, breeding, and the daily operations of a dairy. In addition it involves the processing of the milk including standardizing, pasteurizing, packaging and preparing shipments of fluid milk for delivery.</p> <p>An Industrial Supervisor, Prison Industries (Dairy) plans and schedules production including labor, materials, and equipment; coordinates and/or supervises installation, operation, maintenance, and repair of equipment and/or machinery; makes recommendations to increase production efficiency and product quality; trains, counsels, and supervises inmates or residents in production work, quality control, safety, and personnel development; evaluates their performance and recommends appropriate action; assists in budget preparation and makes recommendations for needed materials, labor, and equipment; supervises preparation of records and reports on production, processing, and inventories; 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 and searches inmates or residents for contraband, such as weapons or illegal drugs; and does other related work.</p>

<b>REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION</b>	<p><b>Note:</b> All applicants must meet the education and/or experience requirements for this examination by the <b>Final Filing</b> date. Your signature on your application indicates that you read, understand, and possess the minimum qualifications required. <b>Applications/resumes received without this information will be rejected.</b> Resumes will not be accepted in lieu of the completed state application (STD. 678) form.</p> <p><b>Note:</b> All applications/resumes <b>must include</b> “to” and “from” employment dates (month/day/year), hours per week; time base; official employment title/job classification and duties performed. <b>Applications/resumes received without this information will be rejected.</b></p>
<b>MINIMUM QUALIFICATIONS</b>	<p>Two years of production experience in a dairy enterprise or trade and <b>possession of a valid State of California General Milk Pasteurizer’s License.</b> (Applicants who do not possess a valid State of California General Milk Pasteurizer’s License must secure the required license within six months of date of appointment.) (Education, such as trade school, vocational education, or a major in the trade at the community college, college, or university level, may be substituted for the required experience on the basis that two years of education is equal to one year of the required experience. Such education must include two years of course work in the specified industrial operation.)</p> <p><b>Promotional Candidate:</b> Promotional candidates, including employees on training-and-development assignments, who are within six months of meeting the “Minimum Qualifications” for the specified promotional class, will be admitted to the examination, but first must complete the required experience before they can be eligible for appointment.</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>Supervisory experience; education equivalent to completion of the twelfth (12) grade; and assertiveness.</p>
<b>EXAMINATION INFORMATION</b>	<p style="text-align: center;"><b>SUPPLEMENTAL APPLICATION – WEIGHTED 100%</b></p> <p><b>This examination will consist of a Supplemental Application. Interviews will not be held.</b></p> <p>Candidates that are accepted in the examination and meet the “Minimum Qualifications” will be mailed a Supplemental Application designed to obtain a range of specific information regarding each candidate’s knowledge, abilities, and potential to effectively perform the duties relative to the classification. The Supplemental Application will be evaluated competitively by a rating committee using pre-established rating criteria. To obtain a position on the eligible list, candidates must receive a score of 70% on the Supplemental Application.</p> <p><b>RETURN OF THE SUPPLEMENTAL APPLICATION IS MANDATORY.</b> Candidates who do not return the completed Supplemental Application will be eliminated from this examination.</p>
<b>SCOPE</b>	<p><b>A. Knowledge of (with particular reference to dairy operations):</b></p> <ol style="list-style-type: none"> <li>1. Methods, materials, machinery, processes, tools, and equipment used in industrial operations to carry out assignments.</li> <li>2. Production scheduling and control to complete projects and assignments in a timely manner.</li> <li>3. Quality standards and control to ensure integrity of end product.</li> <li>4. Safety practices to ensure a secure workplace.</li> <li>5. Materials handling techniques to operate safely, efficiently and effectively.</li> <li>6. Principles of personnel management and supervision to minimize negative outcomes.</li> <li>7. Basis computer skills, including document creation, spreadsheets and CALPIA computer operating systems to ensure efficient record keeping.</li> </ol>

<p><b>SCOPE (CONTINUED)</b></p>	<p><b>B. Ability to (with particular reference to dairy operations):</b></p> <ol style="list-style-type: none"> <li>1. Set up, repair, maintain, adjust and operate required equipment to support CALPIA programs.</li> <li>2. Make labor and material estimates to deliver products and services on time.</li> <li>3. Instruct and supervise inmates in production techniques and safety practices to ensure productivity and well-being in the workplace.</li> <li>4. Maintain firm, impartial, and consistent discipline to ensure cooperation and accomplish goals and objectives.</li> <li>5. Understand rules, regulations, laws, and procedures to ensure compliance with CALPIA regulations.</li> <li>6. Analyze situations accurately and take effective action to efficiently and effectively carry out assignments.</li> <li>7. Keep records and prepare reports to generate, analyze and evaluate data.</li> <li>8. Communicate effectively at a level required for successful job performance to convey information and concepts clearly and concisely.</li> </ol>
<p><b>VETERANS' PREFERENCE/CAREER CREDITS</b></p>	<p>Effective January 1, 2014, in accordance with Government Code 18793.1 and 18973.5, whenever any veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran achieves a passing score on an open examination, he or she shall be ranked in the top rank of the resulting eligibility list. This section shall not apply to any veteran who has been dishonorably discharged or released.</p> <p>Due to changes in the law, which were effective January 1, 1996, VETERANS WHO HAVE ACHIEVED PERMANENT CIVIL SERVICE STATUS ARE NOT ELIGIBLE TO RECEIVE VETERANS' CREDITS.</p> <p>Career Credits are not granted in "OPEN" exams.</p>
<p><b>QUESTIONS</b></p>	<p>If you have any questions concerning this announcement, please contact 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 CALPIA 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 CalHR, local offices of the Employment Development Department, CALPIA and at [www.calpia.ca.gov](http://www.calpia.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.

CALPIA 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: 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.

General Qualifications: Candidates must possess essential personal qualifications, including integrity, initiative, dependability, good judgment, and 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. Any limitation which restricts a person from safely performing the essential functions of the position may constitute the basis for removal of the candidate's name from the eligible list.

Background Investigation: If you are successful in this examination, you may be required to complete a background investigation form disclosing information on arrests and driving violations. Candidates will be fingerprinted to search fingerprint files to disclose any criminal record. The hiring agency will use this information to determine your suitability to become a CALPIA employee. Information collected for a background investigation is distinct from that required on the Examination Application (STD Form 678) which is completed prior to the examination. You will be required to divulge arrest and/or conviction information on the background investigation document that is not required when completing the Examination

Application.

Veterans' Preference Credits: Effective January 1, 2014, in accordance with Government Code 18793.1 and 18973.5, whenever any veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran achieves a passing score on an open examination, he or she shall be ranked in the top rank of the resulting eligibility list. This section shall not apply to any veteran who has been dishonorably discharged or released. Veteran status is verified by the California Department of Human Resources (CalHR). Directions to apply to Veterans' Preference are on the Veterans' Preference Application (Std. Form 1093), which is available at <http://jobs.ca.gov/Job/VeteransInformation>, and the Department of Veterans Affairs.

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: CALPIA 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.

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560 EAST NATOMA STREET \* FOLSOM, CA 95630-2200 - WWW.CALPIA.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