

ARTICLE 2. Minimum Standards for Selection

§ 130. Purpose of Article.

The purpose of this article is to set forth the minimum selection standards which will assure and/or increase the level of competence of persons selected for entry probation officer positions, entry juvenile counselor positions, and entry corrections officer positions.

NOTE: Authority cited: Section 6035, Penal Code. Reference: Section 6036, Penal Code.

§ 131. Minimum Selection Standards.

(a) In addition to the requirements set forth in Section 830 et seq. of the Penal Code and Section 1029 et seq. of the Government Code, the standards set forth below shall apply. These standards for entry probation officer positions, entry juvenile counselor positions, and entry corrections officer positions shall include but not be limited to the following:

- (1) Basic abilities and other characteristics important for successful job performance as demonstrated by passing the Board's written examination. An alternative examination may be substituted pursuant to Section 132.
 - (2) Competence in oral communication as demonstrated in an interview.
 - (3) Past behavior compatible to job requirements as demonstrated by a background investigation.
 - (4) Competence in the knowledge, skills and abilities necessary for entry-level job performance, as demonstrated by successful completion of the required core curriculum.
 - (5) Competence in the performance of entry-level duties as demonstrated by successful completion of the probationary period.
 - (6) The ability to perform the essential job functions of the position as demonstrated by meeting the Board's current guidelines for Vision, Hearing, and Medical Screening.
 - (7) A minimum of 18 years of age prior to appointment.
- (b) The level of competence in (a)(2) and (a)(3) above shall be commensurate with the needs of the individual job classifications of each county or city. The level of competence in (a) (1) above shall be commensurate to the cutoff score that is chosen by the county or city and is consistent with research validation.

NOTE: Authority cited: Section 6035, Penal Code. Reference: Section 6036, Penal Code.

§ 132. Counties and Cities with Existing Selection Standards.

- (a) Counties and cities maintaining standards that meet or exceed the minimum selection standards shall be deemed to be in compliance with the minimum standards. Those agencies choosing an alternative selection examination must:
- (1) ensure the examination measures the knowledge, skills, abilities and other personal characteristics identified by the Board as necessary for successful job performance.
 - (2) have validated that the examination tests for the knowledge, skills, abilities and other personal characteristics.
 - (3) verified that the examination meets the fairness doctrines of the Federal Uniform Guidelines for Selection Procedures, and
 - (4) have established a cutoff score within a range that is consistent with their validation research study.
- (b) Each county and city is encouraged to maintain or improve standards that exceed the minimum selection standards consistent with the goal of increased competency.

NOTE: Authority cited: Section 6035, Penal Code. Reference: Section 6036, Penal Code.

§ 133. Effective Term of Selection Standards.

The selection standards described in Section 131 shall remain in effect until modified by the Board. The Board may modify the selection standards consistent with future job analyses data collection, revalidation research, and selection procedure development.

NOTE: Authority cited: Section 6035, Penal Code. Reference: Section 6036, Penal Code.