



Correctional Officer

DIVISION: Correctional Institutions Division

POSITION TITLE:	SALARY GROUP:
Correctional Officer I	A14
Correctional Officer II	A15
Correctional Officer III	A16
Correctional Officer IV	A18

I. Job Summary

Work involves the direct supervision of inmate work groups in their daily assigned duties; preventing escapes; and maintaining discipline in conformance with strict rules, regulations, and standard operating procedures.

Correctional Officer I: Performs routine correctional work involving the care and custody of inmates. Works under moderate supervision, with limited latitude for the use of initiative and independent judgment.

Correctional Officer II: Performs moderately complex correctional work involving the care and custody of inmates. Works under general supervision, with moderate latitude for the use of initiative and independent judgment.

Correctional Officer III: Performs highly complex correctional work involving the care and custody of inmates. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment.

Correctional Officer IV: Performs advanced correctional work involving the care and custody of inmates. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment.

II. Essential Functions

- A. Assumes a high level of responsibility for the care and custody of inmates assigned to agricultural duties through knowledge of and adherence to laws, rules, regulations, and standard operating procedures governing the Texas Department of Criminal Justice (TDCJ).
- B. Searches for contraband and provides security; counts, feeds, and supervises inmates in housing, work, and other areas accessed by stairs; and maintains security of assigned areas involving long periods of sitting and standing, climbing stairs and ladders to reach assigned areas, and working at heights.
- C. Provides custody and security of inmates including observing actions of inmates, squatting, and bending to conduct "pat" and "strip" searches of inmates, restraining and securing sometimes assaultive inmates, and transferring and transporting inmates by walking or riding in various vehicles such as trailers, vans, buses, and other forms of transportation.

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- D. Supervises and provides security of inmates performing technical skills such as construction, maintenance, laundry, food service, and in varied industrial and agricultural operations which involve climbing stairs and ladders and climbing around the inside or outside of buildings; works outdoors and indoors without air conditioning; works around motorized or moving equipment and machinery; and is subject to all types of weather.
 - E. Ability to work protracted, irregular, and overtime hours as required; must be willing to travel and work at other facilities as needed; responds to emergencies, including climbing stairs and ladders while searching for escaped inmates, hearing calls for and calling for help, giving first aid at the emergency site, carrying an injured or unconscious inmate or employee various distances to safety up or down stairs and ladders; and uses force and deadly force, including the use of chemical agents and firearms, to control inmates.
 - F. Reads, reviews, and properly applies information found in inmate records which is related to the inmate's health and safety and to the security of the facility; provides leadership and technical guidance to other staff; complies with policies, procedures, rules, and regulations; enforces inmate disciplinary rules; and prepares and maintains records, forms, and reports.
- * Performs a variety of marginal duties not listed, to be determined and assigned as needed.

III. Minimum Qualifications

A. Education, Experience, and Training

Correctional Officer I:

- Graduation from an accredited senior high school or equivalent or GED.
- Successful completion of an accredited Texas Department of Criminal Justice (TDCJ) approved college Correctional Officer Training program or TDCJ Correctional Officer Pre-Service Training Academy.

Correctional Officer II:

- Seven months full-time, wage-earning experience as a Correctional Officer, Supervisor of Correctional Officers, Correctional Food Service Manager, Correctional Laundry Manager, Law Enforcement, or Jailer within the last 10 years.

Correctional Officer III:

- Thirteen months full-time, wage-earning experience as a Correctional Officer, Supervisor of Correctional Officers, Correctional Food Service Manager, Correctional Laundry Manager, Law Enforcement, or Jailer within in the last 10 years.

Correctional Officer IV:

- Seventy-three months full-time, wage-earning experience as a Correctional Officer, Supervisor of Correctional Officers, Correctional Food Service Manager, Correctional Laundry Manager, Law Enforcement, or Jailer within the last 10 years.
- * Continued employment is contingent upon passing exams and skills test.
- * Must meet the minimum requirements of a Correctional Officer II for each position.

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B. Knowledge and Skills

1. Knowledge of agency and departmental organizational structure, policies, procedures, rules, and regulations preferred.
2. Skill to interpret and apply rules, regulations, policies, and procedures.
3. Skill to communicate ideas and instructions clearly and concisely.
4. Skill to coordinate with other staff, departments, officials, agencies, organizations, and the public.
5. Skill to prepare and maintain accurate records, files, and reports.
6. Skill in correctional methods, technical guidance to other staff.
7. Skill in the supervision of inmates.

IV. Additional Requirements with or without Reasonable Accommodation

- A. Ability to walk, stand, sit, kneel, push, stoop, crawl, twist, reach above the shoulder, grasp, pull, bend repeatedly, climb stairs, steps, and ladders, identify colors, hear with aid, see, write, count, read, speak, analyze, alphabetize, lift and carry 45 lbs. and over, perceive depth, operate a motor vehicle, operate motor equipment, perform tactile discernment, and restrain assaultive persons.
- B. Conditions include working inside and outside, working around machines with moving parts and moving objects, radiant and electrical energy, working closely with others, working alone, working protracted or irregular hours, excessive heat, cold, humidity, dampness and chill, dry atmosphere, excessive or intermittent noise, constant noise, dust, fumes, smoke, gases, grease, oils, slippery or uneven walking surfaces, working at heights, working on ladders or scaffolding, using chemical agents, and traveling by car, van, bus, and airplane.
- C. Equipment (machines, tools, devices) used in performing only the essential functions may include computer and related equipment, calculator, copier, fax machine, telephone, radio, firearms, handcuffs, waist and leg restraints, turn cranks on manual doors, tear gas canisters, and weapons, cameras, various locking systems, tractor, trailer, dolly, and automobile.

CERTIFICATION: I certify that, to my knowledge, this is an accurate and complete description of the essential functions and the conditions required for this position.

APPROVED BY: Eric Guerrero DATE: 05/21/2025

POSITION #: 033408