



FEDERAL LAW ENFORCEMENT TEACHER AND TRAINING INSTRUCTOR CAREERS FCI MENDOTA, CALIFORNIA

AN AGENCY OF THE U.S. DEPARTMENT OF JUSTICE

Do Your Career Justice!

Why is it Great to Work for the Federal Bureau of Prisons? The Bureau of Prisons requires high standards of safety, security, sanitation, and discipline, which promotes a physical and emotionally sound environment for both staff and inmates. "All" Bureau of Prisons staff share a common role as "Correctional Workers First", requiring a mutual responsibility for maintaining safe and secure institutions regardless of one's position, tenure or other factors.

The Federal Bureau of Prisons (BOP) is a diverse, well-trained, and career-oriented team with the finest corrections professionals in the country. The BOP has 37,000 highly-motivated individuals working in 117 facilities throughout the United States, including Hawaii and Puerto Rico. We encourage you to explore our website at www.bop.gov and consider a career in corrections with the BOP.



The Federal Correctional Institution (FCI) and Satellite Prison Camp located in Mendota, California, houses medium and minimum security male offenders. FCI Mendota is located approximately

one hour West of Fresno and two hours North of Bakersfield. It is a newly constructed federal prison that is in the activation period.

Vacation, Sick Leave, and Holidays:

Annual or vacation leave is earned on the basis of years of federal service, including creditable military service. Full-time employees with 15 years or more of creditable military service accrue 26 days of annual leave per year; those with more than 3 but less than 15 years earn 20 days; and those with less than three years earn 13 days. All full-time employees earn 13 sick days per year. There are ten paid federal government holidays during the calendar year.

Life and Health Insurance: A variety of health insurance plans are available to federal employees, with the government paying about 60 to 72 percent of the cost and the employee paying 28 to 40 percent, depending on the health plan. Basic life insurance is automatic and effective on the first workday the employee is in pay and duty status. The government pays one-third of the cost for basic life insurance. Basic life insurance is the employee's salary, rounded to the next higher \$1,000, plus \$2,000. The employee pays 15 cents per \$1,000. Optional life insurance is available for purchase.

Retirement: An employee who has completed 20 years of service in a position covered by "hazardous duty" law enforcement retirement provisions (this includes any full-time job working within a prison) is eligible to retire at age 50. Employees with 25 years of law enforcement service may retire under the Federal Employees Retirement System (FERS) at any age.

Thrift Savings Plan (TSP): TSP is a retirement savings and investment plan for federal employees. The purpose of TSP is to provide retirement income. TSP offers federal civilian employees the same type of savings and tax benefits that many private corporations offer their employees under the "401(K)" plans.

Age Requirement: Age requirements may be waived for Physician Assistant, Medical Officer, Dental Officer, Registered Nurse, Nurse Practitioner and Psychologist.

At time of appointment, applicants must not have reached their 37th birthday. Qualified preference eligibles (Veterans) may apply and be considered for vacancies regardless of whether they exceed the maximum age requirements.

Background Investigation:

Employment with the BOP is subject to the satisfactory completion of a background investigation to determine suitability for employment as a law enforcement official. Its scope includes law enforcement and criminal record checks, credit checks, and inquiries with previous employers and personal references. Suitability determinations are based upon an individual's character or conduct that may affect how the agency accomplishes its duties or responsibilities.

Training: The Staff Training Academy (STA) is located at the Federal Law Enforcement Training Center (FLETC), in Glynco, Georgia. The BOP is one of more than 75 federal law enforcement agencies currently offering training at FLETC. The STA offers a three-week in-residence course of instruction called



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“Introduction to Correctional Techniques” (ICT). Attendance at this course is required for all new institution employees within 60 days of joining the BOP.

The Department of Justice provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the hiring/servicing personnel office. The decision of granting a reasonable accommodation will be on a case-by-case basis. Selection will be made without discrimination for any non-merit reason such as race, color, religion, national origin, age, physical disability, marital and/or parental status, membership in an employee organization, sex, or sexual orientation.

The Bureau of Prisons is an Equal Opportunity Employer.

A 17% recruitment bonus will be paid to qualified selectees. Additionally, a 14% retention incentive may be paid each subsequent year. Upon completion of the recruitment service agreement, retention incentives will be initiated. Basic pay does not include shift work, holiday pay, Sunday premium pay, night differential pay or overtime pay.

FCI Mendota staff commuting from outlying areas can receive transit subsidy benefits. Van pools and ride sharing are currently originating from Chowchilla, Clovis, Fresno, Kerman, Lemoore, Madera and Merced.

TEACHER – GS-1710-09/11.

In the Education Department at a federal correctional facility, a Teacher provides integrated programs in educational training to inmates, and will be primarily required to teach Literacy, General Educational Development (GED), and English-as-a-Second-Language (ESP).

Teachers must be able to teach inmates including those having environmental, cultural, and economic disadvantages. Special requirements and skills are necessitated by the learning objectives employed to teach particular disadvantaged groups.

A Teacher plans and conducts an individualized instructional program based on assessment data, knowledge of teaching strategies, learning styles, and availability of resources. Selects appropriate individualized teaching techniques, and select, order and use a wide diversity of instructional materials based on student needs and abilities. Designs, develops and implements curricula to meet the diverse learning needs of inmates.

Along with all other correctional institution employees, a Teacher is charged with the responsibility for maintaining the security of the institution. The staff correctional responsibilities precede all others required by this position and are performed on a regular and recurring basis. Salary could range from \$49,029 to \$74,628.



Training Instructors administer the vocational training program for inmates

in correctional institutions. He or She serves as a training instructor in a vocational or occupational training program, and may also serve as a program coordinator for other vocational/occupational training programs. A Training Instructor selects and/or develops curriculums which focus on the appropriate vocational training area. This position has direct responsibility for the delivery of classroom training for courses in the following fields or trade: Culinary Arts, General Construction, Carpentry, Electrician, HVAC, Plumbing, Automotive Repair, or Inventory Management. Along with all other correctional institution employees, a Training Instructor is charged with the responsibility for maintaining the security of the institution. The staff correctional responsibilities precede all others required by this position and are performed on a regular and recurring basis. Salary could range from \$38,619 to \$55,605.

Contact Information

Explore career opportunities with the Bureau of Prisons at www.bop.gov and questions can be answered by contacting the following email address: MEN/Recruiter@bop.gov

TRAINING INSTRUCTOR (VOCATIONAL TRAINING INSTRUCTOR) – GL-1712-05/07/9/11.

