



# LAW ENFORCEMENT CAREERS 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](http://www.bop.gov) and consider a career in corrections with the BOP.

**Qualifications:** To qualify for a Correctional Officer you must have successfully completed at least one of the following: A full 4-year course of study in any field leading to a Bachelor's Degree from an accredited school or possession of a Bachelor's Degree; or the equivalent of at least 3 years of full-time general experience performing duties such as providing assistance, guidance, and direction to individuals; counseling individuals; responding to emergency situations; supervising or managing; teaching or instructing individuals; or selling products or services (persuasive commissioned sales).

Examples of occupations where general experience may have been gained: teacher or instructor, counselor, worker with juvenile delinquents, parole/probation worker, welfare/social worker, firefighter, nurse, clergyman, emergency medical technician, air traffic controller, supervisor or manager, persuasive salesperson in commissioned sales (automobile, insurance, etc.), security guard, or children's day care facility worker. Pertinent unpaid or volunteer experience is acceptable.

**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 three 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 (10) 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:** 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. Age requirements may be waived for Physician Assistant, Medical Officer, Dental Officer, Registered Nurse, Nurse Practitioner, Psychologist, and Catholic, Islamic, and Jewish Chaplains.

**Background Investigation:** Employment with the Federal Bureau of Prisons 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



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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 Bureau of Prisons 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 "Introduction to Correctional Techniques" (ICT). Attendance at this course is required for all new institution employees within 60 days of joining 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 1 hour West of Fresno and 2 hours North of Bakersfield. It is a newly activated federal prison.

**Salary:** Salaries are based on the position and location of the job you are selected to fill. The Law Enforcement Special Salary Rate and Locality pay scale may vary from the General Schedule and Locality pay scale. You can apply for Correctional Officer at FCI Mendota, CA, today by searching the nationwide job announcement BOP-N-0007-001 at [www.USAJOBS.gov](http://www.USAJOBS.gov)

### Correctional Officer - GL-007-05/06:

Correctional Officers are the largest part of the workforce. All BOP institutions routinely have vacancies for this position. Correctional Officers enforce the regulations governing the operation of a correctional institution. We are currently recruiting Correctional Officers and/or medical personnel for Mendota, California.

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 location salaries for Correctional Officer range from **\$38,619 - \$55,605**. Basic pay does not include shift work, holiday pay, Sunday premium pay, night differential pay or overtime pay. After one year of successful performance, salary increases to GL-6. After one year of successful performance at GL-6 level, salary increases to GL-7. The following are examples of additional career opportunities available in the Federal Bureau of Prisons: Accountant, Accounting Technician, Contract Specialist, Correctional Treatment Specialist, Drug Treatment Specialist, Employee Services Assistant, Employee Services Specialist, Information Technology Specialist, Legal Instruments Examiner, Recreation Specialist, Safety Specialist, Secretary, Teacher, Training Instructor, Air Conditioning Equipment Mechanic (HVAC), Automotive Mechanic, Carpenter, Electrician, Fabric Worker, Food Service Foremen, Maintenance Mechanic, Plumber, Sheet Metal Mechanic, Upholsterer, Utility Systems Repair-Operator, Clinical Psychologist, Dental Hygienist, Dental Officer, Health Systems Administrator, Medical Officer, Medical Records Technician, Registered Nurse, Nurse Practitioner, Pharmacist, Physical Therapist, Physician Assistant, Correctional Counselor, Case Manager, and more.

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.

### Contact Information

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