



NEW MEXICO CORRECTIONS DEPARTMENT

Secretary
Alisha Tafoya Lucero

CD-030200 Recruitment, Selection, and Hire
Of Correctional Officers, Correctional Officer
Specialists and Probation and Parole Officers

Issued: 08/21/92
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Reviewed: 4/24/26
Revised: 03/20/26

Alisha Tafoya Lucero, Cabinet Secretary

Original Signed and Kept on File

AUTHORITY:

- A. Americans with Disabilities Act.
- B. NMSA 1978, Section 33-1-6, 33-1-11, as amended.
- C. Policy *CD-000100*.

REFERENCES:

- A. ACA Standards 2-CO-1C-13, 2-CO-1C-18, and 2-CO-1C-19, *Standards for the Administration of Correctional Agencies*, 2nd Edition.
- B. ACA Standards 5-ACI-1C-10, 5-ACI-1C-14 and 5-ACI-1C-15, *Performance Based Standards and Expected Practices for Adult Correctional Institutions*, 5th Edition.
- C. ACA Standards 1-CTA-1C-04 and 1-CTA-1C-06, *Standards for Correctional Training Academies*, 2nd Edition.
- D. ACA Standards 4-APPFS-3A-02 and 4-APPFS-3A-03, *Performance Based Standards for Adult Probation and Parole Field Services*, 4th Edition.
- E. Policy *CD-031100*.

PURPOSE:

To establish criteria, procedures and responsibilities for the recruitment, selection, and hire, of Correctional Officers, Correctional Officer Specialists (CO Specialists) and Probation and Parole Officers for the New Mexico Corrections Department (NMCD).

APPLICABILITY:

New Mexico Corrections Department employees, and private prison facilities and staff contracted with NMCD specifically those responsible for the recruitment, selection, and hire of Correctional Officers, CO Specialists and Probation and Parole Officers.

FORMS:

- A. **Employee Physical Examination Record** form (*CD-030201.1*)

ATTACHMENTS:

None

DEFINITIONS:

- A. NCIC: National Crime Information Center; a national criminal justice information system located at the Federal Bureau of Investigations headquarters in Washington, D.C.
- B. Screening Committee: Consists of the Director of Adult Prisons or designee, Director of Probation and Parole or designee & Director of the Academy or designee.
- C. Tattoo Review: Applicant's tattoos will be reviewed. Tattoos suspected to be gang affiliated or deemed a security threat will be reviewed by a member of the Security Threat Intelligence Unit, for final determination. Tattoos that are visible in uniform that exhibit nudity, are sexually explicit, display vulgar language, artwork, phrases, or language that depict discriminating beliefs or are a potential safety concern will need to be removed or covered.

POLICY:

- A. Recruitment, selection and hiring of Correctional Officers, CO Specialists and Probation and Parole Officers are the responsibility of each facility Warden or Region Manager with support from the Corrections Academy.
- B. Qualified candidates will be selected, as Cadets, by qualification analysis, examinations, measurement against established standards, and compliance with specified pre-employment requirements.
- C. All employees who have direct contact with offenders shall receive an appropriate physical examination prior to job assignment. All other employees receive medical screening prior to job assignment. Employees receive re-examinations according to a defined need or schedule. **[2-CO-1C-19] [5-ACI-1C-15] [4-APPFS-3A-03]**
- D. All selection, retention and promotion shall be based on merit and specified qualifications including all personnel covered by merit systems, civil service regulations, or union contracts. **[2-CO-1C-13] [1-CTA-1C-04] [5-ACI-1C-10]**
- E. In accordance with state and federal statutes, a criminal record check shall be conducted on all new employees, contract personnel, interns, and volunteers prior to assuming their duties to identify whether there are criminal convictions that have a specific relationship to job performance or delivery of services. If this record check returns comprehensive identifier information on matters with potential terrorism connections is returned on a desirable applicant, it is forwarded to the local Joint Terrorism Task Force (JTTF) or another similar agency. **[2-CO-1C-18] [5-ACI-1C-14] [4-APPFS-3A-02] [1-CTA-1C-06]**
- F. Any requests for exceptions to this policy shall be made in writing and must be approved by the Secretary.



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PROCEDURES: [5-ACI-1C-10] [2-CO-1C-13] [1-CTA-1C-04]

A. Recruitment:

The Corrections Department will utilize outreach and recruitment methods such as use of the media, personal contact, walk-ins, referrals, job fairs, meetings, file searches, public forums, posting on the State Personnel Office website on the Employment Services page, etc.

B. Pre-Employment Screening:

1. Applicants for correctional officer, excluding correctional specialists, or probation and parole officer, shall:
 - a. Be citizens of the United States;
 - b. Be at least eighteen (18) years old;
 - c. have at least a high school education or its equivalent;
 - d. be of good moral character and not have been convicted of a felony or any infamous crime in the courts of this or any other state or in the federal courts; and
 - i. Felony charges resulting in a conditional discharge or deferred sentence will be reviewed on a case-by-case basis.
 - ii. Involvement in a pretrial or pre-prosecution diversion program will be reviewed on a case-by-case basis.
 - iii. Felony or misdemeanor arrests will be reviewed on a case-by-case basis.
 - iv. Individuals on any active supervision (whether felony or misdemeanor) will not be accepted for consideration.
 - v. Falsification of information during the application process may result in disqualification.
 - e. successfully pass any physical and aptitude examination the department may require.

2. Assessment and selection of Correctional Officer Cadets, Correctional Officer Specialists and Probation and Parole Officers is conducted through a two (2) phase screening process.
 - a. Phase I consists of a NCIC background check, courts and records check for all states the applicant has lived in, tattoo review and fingerprint submission [5-ACI-1C-14] [2-CO- 1C-18] [1-CTA-1C-06]
 - b. Phase II includes a medical physical examination completed by the applicant's physician (documented on the **Employee Physical Examination Record** form *CD-030201.1*. Corrections staff will provide the applicant with the position Job Description to be provided to the physician), drug screening urinalysis and a final documentation review. [2-CO-1C-19] [5-ACI-1C-15] [4-APPFS-3A-03]
3. Correctional Officer Cadet applicants required to attend the 320-hour academy must complete a psychological written examination and psychological interview. The psychological screening process may be administered at correctional facilities via an online platform or in person, with approval from the NMCTA Director or NMCTA Behavioral Health Therapist.
4. An applicant may be dismissed from the screening process upon approval of the NMCTA Director or their designee. All dismissals from the screening process shall be reviewed by the Screening Committee.
5. Pre-employment screening of Correctional Officer Cadets, Correctional Officer Specialists and Probation and Parole Officers may be conducted at correctional facilities and PPD District offices by facility and PPD staff. The screening process will meet the same standard as screening administered at the training academy.

C. Re-Employment Requests:

1. Applicants requesting re-employment with the New Mexico Corrections Department or any of NMCD private prison vendors, after having already been previously employed as a Correctional Officer must submit in writing their request to be re-employed to the respective Warden. The request must include previous dates of employment, facility previously employed at, reason for separation, and work history since separation from the Department along with supervisor names and phone numbers. The request shall also include the address and telephone number of the applicant.
2. The respective facility Human Resource Office shall review and obtain the applicant's employment history with the department and provide any information obtained to the facility Warden.
3. The Warden shall review the applicant's employment history and shall either:
 - a. Approve the request for re-employment and submit a memorandum to the Director of Adult Prisons with all pertinent information regarding the applicant's prior work history; or

- b. Disapprove the request for re-employment and provide a written notification to the applicant.
4. The Director of Adult Prisons shall approve or deny all re-employment requests and return that decision to the originating facility Human Resource Office, including the private vendor prison facilities.
5. Applicants with a break in service for less than one (1) year will be hired internally by the respective facility.
6. All approved re-employment applicants shall be referred to Human Resources and must successfully complete Phase I and Phase II (as outlined in paragraph B.2.) of the screening process, prior to an offer of employment.

D. Certification by Waiver (CBW) requirements:

1. Applicants with previous correctional officer, probation and parole officer or other law enforcement experience may be eligible to attend a certification by waiver course if they meet certain criteria. This process considers the training, service and experience of a correctional officer or probation and parole officer. It is a three (3) week, 120-hour course. Applicants with previous experience as a certified law enforcement officer will be considered on a case-by-case basis, provided they meet the other conditions listed below.
2. To qualify for a CBW course applicants must:
 - a. Successfully complete Phase I & II of the screening process and;
 - b. Have a break in service as a correctional officer, probation parole officer (or other law enforcement officer) that is less than five (5) years and;
 - c. Meet at least one of the following requirements:
 - i. Previously graduated from the New Mexico Corrections Academy or;
 - ii. Provide proof that they attended and successfully completed a correctional officer, probation parole officer or other law enforcement academy that was 160 hours or more in length or;
 - iii. Previously worked as a correctional officer, probation parole officer or other law enforcement officer for at least one year and are eligible for rehire from their previous agency.

E. Direct hires from outside law enforcement agencies:

1. Applicants with prior qualifying law enforcement experience and less than one (1) year break in service may be eligible for direct hire; however, such employees must complete either the Certification by Waiver program or the full New Mexico Corrections Academy, as determined by the Department based on the applicants experience and training, within one (1) year of hire as a condition of employment.
2. The facility Human Resource Office shall review and obtain the applicant's law enforcement employment history and any available training records and provide any information obtained to the facility Warden.

3. The Warden shall review the applicant's employment history and training records, and if appropriate, submit a request for direct hire to the Director of Adult Prisons with all pertinent supporting documentation, including a recommendation regarding whether the applicant should complete the CBW program or the full academy.
4. The Director of Adult Prisons shall approve or deny all direct hire requests and determine the required training pathway (CBW or full academy). The decision shall be returned to the facility Warden.
5. All approved direct hire applicants shall be referred to Human Resources and must successfully complete Phase I and Phase II of the screening process (as outlined in paragraph B.2.).
6. Employees hired under the direct hire provision:
 - a. Shall complete 40 hours of onsite orientation and on the job training (OJT) training prior to independently performing assigned duties;
 - b. Shall not be assigned to an armed post until all required weapons training and qualifications are successfully completed; and
 - c. Shall complete all required training in accordance with Paragraph E.1 within one year of hire.
7. If a request for direct hire is denied, the applicant will be processed for hire through standard procedures and, if selected, shall be required to complete either the CBW program (if eligible) or the full Correctional Officer Basic Training Academy.
8. Portions of the Correctional Officer Basic Training Academy training may be waived by the NMCTA Director or their designee based on the applicant's prior training and experience; however, such waivers shall not reduce the total required training below a minimum of 120 hours.

F. Correctional Officer Training and Staff Development Requirements

Detailed course requirements, after employment is approved, can be referenced in *CD-031000, Correctional Officer Training and Staff Development Requirements*.

G. Transfer from Non-Custody to Custody Position Requests:

If a current non-custody Corrections Department employee, who previously held the rank of Correctional Officer, Sergeant, Lieutenant, Captain, or Major, requests to be placed back into a Correctional Officer position, the employee must submit their request in writing to the hiring authority and must complete any applicable requirements listed in the above paragraphs.

H. New Mexico Corrections Training Academy Completion:

Employees who fail to successfully complete the New Mexico Corrections Training Academy course required for employment within one (1) year of hire are subject to separation from employment in accordance with applicable laws, rules and Department policy.

**NEW MEXICO CORRECTIONS DEPARTMENT
 Employee Physical Examination Record**

Name: _____ Date of Birth: _____

NOTIFY IN CASE OF EMERGENCY:

Name: _____ Relationship: _____

Address: _____ Telephone Number: _____

APPLICANT: Have you had any of the following? (Please check)

YES NO

| | | | |
|-------------------|-----|-----|---------------|
| Operations | ___ | ___ | Specify _____ |
| Fractures | ___ | ___ | Specify _____ |
| Head Injury | ___ | ___ | Specify _____ |
| Back Injury | ___ | ___ | Specify _____ |
| Knee Injury | ___ | ___ | Specify _____ |
| Foot Injury | ___ | ___ | Specify _____ |
| Other Injuries | ___ | ___ | Specify _____ |
| Chronic Back Pain | ___ | ___ | Specify _____ |
| Tuberculosis | ___ | ___ | Specify _____ |
| Heart Trouble | ___ | ___ | Specify _____ |
| Stomach Trouble | ___ | ___ | Specify _____ |
| Fainting Spells | ___ | ___ | Specify _____ |
| Epilepsy | ___ | ___ | Specify _____ |
| Mental Disease | ___ | ___ | Specify _____ |
| Jaundice | ___ | ___ | Specify _____ |
| Rheumatism | ___ | ___ | Specify _____ |
| Asthma | ___ | ___ | Specify _____ |
| Sinus Trouble | ___ | ___ | Specify _____ |
| Skin Disease | ___ | ___ | Specify _____ |
| Hernia | ___ | ___ | Specify _____ |
| Cancer | ___ | ___ | Specify _____ |
| Other | ___ | ___ | Specify _____ |

I certify that I have had no injury, illness, or ailment other than as specifically noted above. Any falsification or misrepresentation will be sufficient ground for release from employment.

Applicants Signature: _____ Date: _____

NEW MEXICO CORRECTIONS DEPARTMENT
Employee Physical Examination Record

Name: _____ Date: _____
(Last, First, Middle Initial)

Temperature (F) _____ Height _____ Inches _____ Bilateral Visual Activity:

Pulse _____ Reg. _____ Irreg. _____ Weight _____ Pounds _____ Glasses OO OS OU

Respiration _____ Hair Color _____ With
Blood Pressure _____ Eye Color _____ Without

Current RX Medications Taken: _____

1. General Appearance: _____
2. Head, Face, Scalp: _____
3. Skin: a) Lesions: _____
b) Tattoos: _____
c) Scars & others: _____
4. Eyes: a) Bilateral Pupils: _____
b) Conjunctiva, Sclera, Lids: _____
c) Ocular Movements: _____
5. Ears: a) Pannae, Canals, Drums: _____
b) Gross hearing (if abnormal, obtain audiometry and attach report) _____
6. Nose, Mouth, and Throat: _____
7. Neck: Rom, Thyroid: _____
8. Lymph Nodes: _____
9. Breasts: _____
10. Lungs: _____
11. Heart: a) PMI: _____
b) Sounds/Murmurs: _____
12. Abdomen: _____
13. Liver: _____
14. Spleen: _____
15. Groin: Nodes, Lesions, And Hernias: _____
16. Back: Rom, Scoliosis, And Stoop & Squat: _____
17. Peripheral Pulses x 4: _____
18. Extremities: Clubbing, Edema: _____
19. Joints: Deformities, Rom: _____
20. Neurologic: a) Mental Status: _____
b) Cranial Nerves: _____
c) Reflexes: _____

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Employee Physical Examination Record

- d) Cerebellar: _____
- e) Sensory: _____
- f) Motor: _____

Additional Comments:

I certify that the above-named applicant is approved for employment as a Cadet/Mentee/CO I and/or a PPO I.

Physician's Contact Information:

Printed Name: _____

Address: _____

Phone Number: _____

e-mail address: _____

Physician's Signature: _____ Date: _____