Position: Adult Detention Officer
Schedule: Full-time with Benefits
Department: Cascade County Sheriff's Office

Salary: $21.63 per hour
Closing Date: Open Until Filled

Applications available at the Cascade County Human Resources Dept., www.cascadecountymt.gov or Job Service.

Applicants are required to provide the following:
- Completed Cascade County Employment Application;
- Complete signed and notarized supplemental forms with PREA signature sheet;
- Copy of a picture ID;
- Copy of Diploma, GED or HSE;
- Signed copy of Job Description (acknowledges you have read and understand the duties);
- Detailed resume of work experience.

Please note, all portions of the hiring process, up to and including the Application itself, are subject to evaluation and scoring for ranking and selection of potential employees. The successful applicant must meet the following requirements:
- Graduation from High School or High School Equivalency (HSE) or GED and;
- Must be at least 18 years of age at the time of employment;
- Recruitment & selection processes will involve an oral interview, extensive criminal background check, and physical evaluation;
- Employees must have successfully completed and passed the required tests.

Certifications:
- Successful completion of the Montana State Law Enforcement Academy Corrections/Detention Officer Basic required within one (1) year of employment;
- First Aid and CPR Certification required within one (1) year of employment;
- Taser Certification required within one (1) year of employment;
- Ability to obtain additional licenses and/or certifications as required by the position. Officer's that have been trained in Detention/Corrections at an out of State academy may be allowed to take the equivalency test provided at MLEA if the State the Officer was trained in has reciprocity.

Successful applicants will receive on the job training and certifications through the CCSO.

An Adult Detention Officer (Officer) attends the Montana Corrections, Detention Officer Basic and the Montana Law Enforcement Academy (MLEA) within one (1) year of their employment. Upon completion of MLEA and a one (1) year probationary period an Officer may be assigned or apply to train new or less experienced Officers, apply for special assignments such as Field Training Officer or become firearms certified. Officers with two (2) years of employment may apply for promotion up to the rank of Corporal, for other special assignments such as Transport Officer, Training Officer, Religious/Grievance Coordinator, Security Threat Group Coordinator or other special assignments. Officers completing three (3) years of employment may apply for the rank of Sergeant. Other promotional opportunities may be available to Officers maintaining an excellent work performance and longevity. 8am-5pm Monday-Friday schedules may be available.

Sheriff’s Office Employment Statement:
Any individual with a felony conviction, domestic violence conviction or outstanding warrants is ineligible for consideration for employment by the Cascade County Sheriff’s Office. Other types of convictions will be considered on a case by case basis. CCSO employees are strictly prohibited from using medical and/or recreational marijuana or any other illegal drugs.
with others both orally and in writing, prepare accurate, reliable and grammatically correct written reports containing findings, recommendations and legal terminology, proficiently operate a computer and a variety of office equipment to complete required job duties, exercise sound judgment within established policies and procedures, consider the relative costs and benefits of potential actions to choose the most appropriate one, multi-task and maintain concentration during frequent interruptions, handle inmate complaints, settle disputes, resolve grievances or conflicts or otherwise engage in dispute resolution with others, inspect equipment, structures or materials to identify cause of errors or other problems or defects, provide personal assistance, medical attention or personal care to others such as coworkers, customers or patients, perform heavy manual labor, including bending, stooping, reaching, carrying and lifting heavy objects weighing up to 50 lbs., use manual dexterity of both hands and feet to perform activities such as lifting overhead, twisting, climbing ladders and stairs, repetitive arm motion below, at, and above shoulder level, walk 5-7 miles per day on a variety of surfaces such as concrete, pavement, dirt and grass, work while wearing required personal safety equipment which includes gloves, safety glasses, etc. as needed, work collaboratively with management and co-workers and independently or as a team member, be honest, ethical, reliable, responsible, dependable and fulfill obligations, observe work hours and demonstrate punctuality, observe established Chain of Command, accept constructive criticism, identify problems that adversely affect the organization and its functions and offer suggestions for improvement, work extended hours, nights, weekends and holidays as needed.

The successful applicant must possess a valid Montana Driver’s License. The successful applicant shall serve a 1-year probationary period and have a DPHHS and criminal background check conducted. The results thereof may disqualify the applicant from consideration for employment with the County.

This position is covered and subject to the Collective Bargaining Agreement by and between Cascade County, Montana and AFSCME MT Council 9 Local #28.

Notice to Applicants: Applicants who are claiming Veteran’s or Handicap Preference must provide a DD-214 Document (Part 4) or DPHHS Handicap Certification and Employment Preference Form with their application for employment so Cascade County may apply the preference during the selection process.

Cascade County makes reasonable accommodations for any known disability that may interfere with the applicant’s ability to compete in the recruitment and selection process or an employee’s ability to perform the essential duties of the job. For Cascade County to consider such arrangements, the applicants must make known any needed accommodations.

CASCADE COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER
CASCADE COUNTY
EMPLOYMENT APPLICATION
AN EQUAL OPPORTUNITY EMPLOYER

The information contained on this form is sought in good faith. It will not be used in any way to discriminate against any applicant for employment in violation of state and federal law. Published on June 7th, 2013.

IMPORTANT: Please type or print in ink. You may respond to sections 4, 5, and 9 on separate sheets of paper if all relevant blocks are completed and the same format is followed. On each sheet, write your name and the job title of the position(s) for which you are applying. You may submit a legible photocopied application. If you photocopy your application, leave sections 1, 2, and 3 blank and complete these sections each time you apply. You must sign and date, in ink, each application you submit. LATE, INCOMPLETE or UNSIGNED applications will not be considered.

PLEASE READ THE JOB VACANCY ANNOUNCEMENT CAREFULLY TO FIND: (a) what attachments must be submitted (supplement questions, transcript, Employment Preference Form, etc.); (b) where to submit your application; (c) the required special qualifications or licenses; (d) the closing date for receipt of applications. An application tailored to the position is to your advantage.

Under state and federal law, qualified applicants with disabilities are entitled to reasonable accommodations. Modifications or adjustments may be provided to assist applicants to compete in the recruitment and selection process, to perform the essential duties of the job, or to enjoy equal benefits and privileges of employment available to other employees. An applicant must request an accommodation when needed. A description of the selection process and the essential job duties is included in the vacancy announcement.

Employment Preference: The Veterans' Employment Preference Act and the Persons with Disabilities Employment Preference Act provide preference in public employment for certain military veterans and people with disabilities, or the eligible relatives thereof. An applicant claiming employment preference must complete an Employment Preference Form, available through Human Resources or your local Montana Job Service. The applicant must indicate at the bottom of page five (5) that the necessary documentation is attached. Contact your local Montana Vocational Rehabilitation Services Office (Department of Public Health and Human Services) for detail on obtaining disabilities preference certification. For more information, contact your local Job Service.

1. Name: ____________________________
   Last   First   M.I.

2. Position: ____________________________

3. Address: ____________________________
   Street ____________________________

4. City ____________________________ State ____________________________ Zip Code ____________

5. Phone Number: ____________________________
   Work ____________________________ Home ____________________________ Cell ____________________________

6. Have you ever been convicted of a crime involving theft, abuse, neglect, or mistreatment of an individual or any other felony/misdemeanor (except routine traffic violations)? A conviction will not necessarily disqualify you for the position.
   ☐ Yes ☐ No If yes, list on a separate sheet of paper the convictions.

7. My signature below certifies that all information on this and all attached pages (checked below) are true, correct and complete to the best of my knowledge and contain no willful falsifications or misrepresentations. Falsifications or misrepresentations may disqualify me from consideration for employment with Cascade County or, if hired, may be grounds for termination at a later date. Employers may be contacted as references. In the spaces below, I have checked attachments, including those required in the job vacancy announcement. I understand that, if I am the final applicant for the applied position, a criminal background check may be conducted and the results thereof may disqualify me from consideration for employment with the County.
   ☐ Responses to Supplemental Questions ☐ Transcript ☐ DD-214 ☐ Resume ☐ DPHHS Certification
   ☐ Typing/Ten-key Certification ☐ Other (specify) __________________________________________

Signature: ____________________________ Date: ____________________________
5. **EDUCATION**: You may respond to this section on a separate sheet of paper (on each sheet write your name and job title for which you are applying) if all relevant blocks are completed and the same format is followed.

High School Name and Address: 

<table>
<thead>
<tr>
<th>College, University, Other Schools &amp; Training Courses Name and Location</th>
<th>Dates Attended</th>
<th>Did you receive a degree or certificate?</th>
<th>Date Received</th>
<th>Major or Minor Field</th>
<th>Credits Earned - Indicate Quarter or Semester Hours</th>
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6. **List current** Professional Licenses, Registrations, or Certifications (engineering, medical, CPA, etc.)

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<tr>
<th>Licensing Agency Name and Location</th>
<th>Type of License</th>
<th>Endorsement/Restriction (if applicable)</th>
<th>Date Issued</th>
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7. If applying for skilled crafts jobs, are you a recognized journey level worker?  
   - Yes  - No

   If Yes, what apprenticeship?  
   Number of years:

8. Special skills - check the skills you possess. Specify speed/errs where requested.

   - Typing  /  
   - Data Entry  /  
   - Ten-Key  /  
   - Legal Terminology  
   - Medical Terminology

   Other:

Computer Programming Languages (specify):

Computer Software:

Equipment - List types of equipment you can operate and specify name or model you have used:
9. EXPERIENCE: List your work and/or volunteer experience with emphasis on experience that is relevant to the position which you are applying. Begin with your present or most recent experience. Include military service that would help you qualify. List each promotion as a separate position. You may respond to this section on a separate sheet of paper if all questions in the blocks are answered and the same format is followed. On each sheet write your name and follow the same format as below. On each sheet write your name and job title for which you are applying.

This information must be completed even if a resume is submitted.

Notice to applicants: Information you provide on this application is subject to verification. Previous employers may be contacted as references.

May we contact your present employer?  □ Yes  □ No

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<th>Name &amp; Complete Address of Employer</th>
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</table>

Your Job Title: ______________________ Dates Employed: ______ / ______ to ______ / ______

Immediate Supervisor: ______________________ Avg. Hrs. Per Week: ______ Total Time Employed: ______

Phone Number: ______________________ □ Full-time  □ Part-time  □ Volunteer

Describe your duties in detail: (knowledge, skills, abilities required, employees supervised, accomplishments)

Reason for Leaving:

<table>
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<th>Name &amp; Complete Address of Employer</th>
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Your Job Title: ______________________ Dates Employed: ______ / ______ to ______ / ______

Immediate Supervisor: ______________________ Avg. Hrs. Per Week: ______ Total Time Employed: ______

Phone Number: ______________________ □ Full-time  □ Part-time  □ Volunteer

Describe your duties in detail: (knowledge, skills, abilities required, employees supervised, accomplishments)

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<td>Immediate Supervisor:</td>
<td>Avg. Hrs. Per Week:</td>
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<tr>
<td>Phone Number:</td>
<td>[ ] Full-time [ ] Part-time [ ] Volunteer</td>
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</table>

**Describe your duties in detail:** (knowledge, skills, abilities required, employees supervised, accomplishments)

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**Describe your duties in detail:** (knowledge, skills, abilities required, employees supervised, accomplishments)

<table>
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<tr>
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</table>
**APPLICANT SURVEY**

Title VII of the U.S. Civil Rights Act requires Cascade County to "make and keep records relevant to the determinations of whether unlawful employment practices have been or are being committed." This is also a requirement of the Montana Human Rights Act and state and federal laws providing employment opportunities for veterans and persons with disabilities. The following survey helps to fulfill these requirements.

This survey information will be separated from the application, kept confidential, and used only for statistical reports, background checks, and other lawful uses. Analysis of the information you and others provide may be used to monitor recruitment and selection practices in County government.

10. Name: __________________________________________  Job Applied For: __________________________

   Social Security Number: ____________________________  Department __________________________

      Job Title __________________________  Location __________________________

11. How did you first learn of this position?

   □ Newspaper ad  □ Job Service Posting

   □ A friend/employee  □ Internet Listing

   □ Posted in County Building  □ Professional Publication

   □ Walk-in  □ Other (specify) __________________________

12. □ M (Male)  □ F (Female)  Date of Birth (month/day/year): ______ / ______ / _____

13. RACE/ETHNICITY

   Please check the one box that best describes your race / ethnicity:

   □ AMERICAN INDIAN or ALASKAN NATIVE

   □ ASIAN

   □ PACIFIC ISLANDER

   □ BLACK or AFRICAN AMERICAN

   □ HISPANIC or LATINO

   □ WHITE

   □ TWO OR MORE RACES

14. VETERAN or DISABILITY STATUS

   Person with a disability: □ Yes  □ No  (if yes, please see below)

   Veteran Status:

   Check the one box that best describes your veteran status:

   □ Disabled Vietnam Era Veteran  □ Vietnam Era Veteran  □ Veteran of Persian Gulf War

   □ Disabled Veteran of Other Campaign/War Era  □ Veteran of Other Campaign/War Era

   □ Other Disabled Veteran  □ Other Veteran

   Check the one box that best describes your status as a preference eligible relative:

   □ A Spouse of Disabled Veteran  □ Mother of a Veteran  □ Spouse of totally (100%) Disabled Person

   □ Unremarried Surviving Spouse of a Veteran or Disabled Veteran

   Do you have certification from the Montana Department of Public Health and Human Services for Persons with Disabilities Employment Preference? □ Yes  □ No
Please provide 3 PROFESSIONAL REFERENCES

(A professional reference is a reference from a person who can vouch for your qualifications for a job. A professional reference is typically a former employer, a colleague, a client, a vendor, a supervisor, or someone else who can recommend you for employment.)

Please print legibly

1.

Name: 

Address: 

City, State, Zip: 

Phone, Cell Phone: 

E-mail: 

2.

Name: 

Address: 

City, State, Zip: 

Phone, Cell Phone: 

E-mail: 

3.

Name: 

Address: 

City, State, Zip: 

Phone, Cell Phone: 

E-mail:
--READ CAREFULLY--

-- Do Not Write On This Page--

Please make sure all required information is included (see Job Vacancy Announcement).

1. Did you sign and date your application (page 1)?

2. Have you read the Job Vacancy Announcement to see what attachments must be submitted?

3. Have you checked boxes in Section 3 or 4 (page 1) to indicate what attachments you have included?

4. Did you indicate the specific Position Title in Sections 2 (page 1) and 10 (page 5)?

5. Did you include a complete address for each employer listed in Section 9 (pages 3 and 4)?

6. If you are claiming Veterans' Employment Preference or Persons with Disabilities Employment Preference, have you completed and attached the Employment Preference Form and Documentation (see information on page 1)?

7. Did you provide 3 professional references (page 6)?

8. Did you attach all the application materials required by the Job Vacancy Announcement?
SUPPLEMENTAL FORMS MUST BE SIGNED IN FRONT OF A NOTARY & BE NOTARIZED
CONFIDENTIALITY

I, ___________________________________________ understand the MCA
(print name)

Statutes, the Cascade County Policy and Sheriff's Office mandate concerning confidentiality. I
understand that violation of these statutes and policies will result in disciplinary action, to include
dismissal.

I understand that law enforcement information derived from investigations is confidential. This includes
criminal investigative information, intelligence information, fingerprints and photographs and any other
information or records made so by law.

I understand that employees should hold confidential all information deemed not for public
consumption. That confidentiality of information obtained while in the performance of my duties will
be respected and used responsibly and only disseminated to person(s) as directed by the Sheriff or his
designee.

I understand that information gained through conducting administrative duties, as a member of an
administrative board, administrative decision-making entity or the daily processing of the administrative
decision-making information is confidential, and is not general knowledge to be released, unless
authorized by the Sheriff or his designee.
PRE-EMPLOYMENT INVESTIGATION DISCOVERY WAIVER

As an applicant to the CASCADE COUNTY SHERIFF'S OFFICE for the position of

__________________________, I recognize that an employing law enforcement agency has a legal, as well as a moral obligation, to take every reasonable effort to ensure that persons employed by them as peace officers, or in other positions, conform to the very highest standards.

Therefore, I release and hold harmless the CASCADE COUNTY SHERIFF'S OFFICE and their officers, agents, or assigns, now and in the future, from any claim or damages in law or inequity on behalf of myself, my heirs, and assigns, for their refusal to make available any and all of the information contained in this pre-employment investigation, including, but not limited to, the identity(ies) of any person(s) and / or organization(s) which may have supplied information in the course of this investigation, as well as the substance of any information supplied.

I hereby waive my right, now and in the future, to examine, review, or otherwise discover the contents of this investigation and all related documents thereto.

Dated this ______ day of ______________________, 20____

Signature of Applicant ________________________________

State of Montana
County of ________________________

This instrument was acknowledged before me on ________________________ by __________________________.

Print Name of Signer ____________________________

Notary Signature
(Montana Notaries must complete the following, if not part of the stamp)

Printed Name _____________________________
Notary Public for the State of _______________________
Residing at _____________________________
My Commission Expires: ______________________, 20____
LETTER OF UNDERSTANDING

I am applying for a position with the CASCADE COUNTY SHERIFF'S OFFICE therefore I understand that there are certain requirements I must meet before I can be accepted into this position. I understand that I must submit to an extensive background investigation at a minimum, which consists of the following areas of concern:

- Review of my completed Personal History Statement
- Thorough criminal background checks
- Examination of my personal credit / financial report
- Evaluation of a Johnson, Roberts Personal History Questionnaire
- Thorough examination of prior employment

A Hiring Review Board will evaluate the results of this investigation and make a preliminary decision as to my potential suitability for employment. I may at this point receive a conditional offer of employment which will be followed by completion of some or all of the following tests, depending upon position being sought:

- Drug Screening Test
- Psychological evaluation
- Standard medical examination
- Physical abilities test
- Hearing test
- Firearms aptitude evaluation

The aforementioned tests will be administered in a manner selected by the CASCADE COUNTY SHERIFF’S OFFICE. I understand that the results of the tests are property of the agency to which I have applied, and that I will not receive copies of the reports nor any information contained in them, except as it may relate to a serious condition discovered by the examining physician.

A second Hiring Review Board will evaluate all tests in considering the requirements of the job, along with previous information and will make a final decision as to my suitability for employment, before making recommendations to the Sheriff. The Sheriff will make the final selection(s).

I agree to assist in the expeditious conclusion of these reviews and examinations. I understand that successful completion of this process does not guarantee employment with the CASCADE COUNTY SHERIFF’S OFFICE only that I will be considered for positions as they become available, pursuant to established rules and regulations of the CASCADE COUNTY SHERIFF’S OFFICE. I have read and understand the content and purpose of this Letter of Understanding. I agree to abide by these requirements as a condition of employment with the CASCADE COUNTY SHERIFF’S OFFICE.

Signature of Applicant

State of Montana
County of

This instrument was acknowledged before me on ________ by ___________________________.

Print Name of Signer

Notary Signature
(Montana Notaries must complete the following, if not part of the stamp)

Printed Name
Notary Public for the State of
Residing at
My Commission Expires: ________, 20__

- A LEGACY OF SERVICE SINCE 1887 -
AUTHORIZATION TO RELEASE INFORMATION

Name of Applicant ___________________________________________

Aliases ______________________________________________________

Date of Birth ______________________ SSN# __________________________

As an applicant for a position with the CASCADE COUNTY SHERIFF’S OFFICE I am required to furnish information for use in determining my qualifications and suitability. I realize that this agency will not release the information provided to them to any person, including myself. The information submitted to this agency is confidential and will be used only for investigating my suitability for law enforcement or related employment.

Toward this end, I authorize the release of any and all information that you may have concerning me, including information of a confidential or privileged nature. I hereby authorize all my previous employers, physicians, and professionals who may have examined or treated me, friends, acquaintances, credit reporting services public agencies, and all others, to furnish the CASCADE COUNTY SHERIFF’S OFFICE any and all information they may have concerning me.

I hereby release you, your organization, or others, from liability or damage which may result from furnishing the information requested. I further authorize that a photocopy of this form shall be for all intents and purposes, as valid as the original. I authorize you to retain a copy of this form in your files.

This release is valid for any information supplied within one (1) year of the date of my signature.

Signature of Applicant ________________________________

State of Montana
County of ______________________

This instrument was acknowledged before me on ____________________ by ______________________________.

Print Name of Signer

Notary Signature
(Montana Notaries must complete the following, if not part of the stamp)

Printed Name
Notary Public for the State of ______________________
Residing at ______________________
My Commission Expires: ________________ 20____

- A LEGACY OF SERVICE SINCE 1887 -
PREA:

(1) Have you engaged in sexual abuse in a prison, jail lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997);
(2) Have you been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force or coercion, or if the victim did not consent or was unable to consent or refuse; or
(3) Have you been civilly or administratively adjudicated to have engaged in the activity described in paragraph (2).

Yes__________ No__________
If yes, please list on a separate sheet of paper and attach.
Date ______________________
Signature ______________________
CRIMINAL HISTORY AUTHORIZATION

The Cascade County Sheriff’s Office is considering the application of the person named below for employment: as a volunteer within the Cascade County Adult Regional Correctional Facility; or an employee with the Sheriff’s Office; or a contract worker within the facility. Any information relating to a criminal history check, traffic record, or any information you may have as to the character and integrity of the person is requested.

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<th>First Name</th>
<th>Middle</th>
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<th>Date of Birth</th>
<th>Social Security #</th>
<th>Phone #</th>
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Reason for Requesting Access into secured facility:

What Agency: ____________________________________________
What Position: __________________________________________
Contact Person in this Facility: __________________________

I, __________________________, the above-named person, do hereby authorize any disclosure of information you may have regarding me, to the office of the Sheriff/Coroner, Cascade County, Montana.

HAVE YOU EVER BEEN ARRESTED FOR OR CONVICTED OF A CRIME OR FOUND GUILTY IN A COURT-MARTIAL PROCEEDING?

( ) Yes  ( ) No

IF YES, PLEASE COMPLETE THE FOLLOWING (Exceptions: minor traffic violations) (Attach additional sheet if necessary):

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<tr>
<th>City</th>
<th>State</th>
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(page 1 of 2)

- A LEGACY OF SERVICE SINCE 1887 -
DO YOU HAVE A CLOSE RELATIVE INCARCERATED AT THIS FACILITY?  

(_)_ YES  (_)_ NO

DO YOU HAVE ANY PERSONAL INVOLVEMENT IN INSTITUTIONAL SEXUAL ABUSE, SEXUAL ABUSE IN THE COMMUNITY OR SEXUAL MISCONDUCT?  

(_)_ YES  (_)_ NO

PLEASE ATTACH A PHOTO ID.

______________________________  
Signature

______________________________  
Date

NCIC/CJIN RESPONSE: ____________________________  
By: ____________________________

ZUERCHER: ____________________________

APPROVED/DENIED: ____________________________  
Date: ____________________________

(page 2 of 2)

- A LEGACY OF SERVICE SINCE 1887 -
Cascade County
Job Description

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Adult Detention Officer</th>
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</thead>
<tbody>
<tr>
<td>Department</td>
<td>Sheriff’s Office</td>
</tr>
<tr>
<td>FLSA</td>
<td>Non-Exempt</td>
</tr>
<tr>
<td>Date</td>
<td>January 2021</td>
</tr>
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**Job Summary**

The Adult Detention Officer (Officer) oversees and supervises the care, custody and control of inmates incarcerated at the Cascade County Regional Detention Facility (Facility) in accordance with Montana Department of Corrections and Facility policies and procedures and as directed and required for public safety. Officers may oversee, escort and supervise inmates in transit between the Facility, Courthouse, Prison, medical facilities or other points of destination. Under the direct supervision of the Shift Supervisor or general supervision of the Facility Command Staff, Officers are responsible for maintaining a secure detention/correctional facility and the safe care, custody and control of all inmates. Officers perform a variety of technical and administrative tasks associated with Facility operations and the care, custody and control of inmates that includes the observation and accompaniment of inmates inside and outside the Facility and related inmate record keeping requirements. Officers may be assigned to work various shifts and perform other related duties as required or assigned.

**Distinguishing Class Features**

Officers in this class require patience and an appropriate level of assertiveness in frequent contact with non-violent and violent inmates and inmates who are suicidal, mentally or emotionally disturbed or combative. Officers are also subjected to hazards associated with detention and correctional work including exposure to various hazards such as noise, a variety of physical conditions, close quarters and exposure to human body fluids.

**Essential Job Duties and Responsibilities**

(These are examples only; any one position may not include all of the listed examples nor do the listed examples include all functions, which may be found in positions of this class.)

- Oversees and supervises the care, custody and control of inmates incarcerated at the Facility in accordance with Montana Department of Corrections and Facility policies and procedures and as directed and required for public safety;
- May oversee, escort and supervise inmates in transit between the Facility, Courthouse, Prison, medical facilities or other points of destination;
- Conducts headcounts to ensure each inmate is present;
- Conducts suicide checks on inmates;
- Monitors conduct of inmates in cellblocks or during work or recreational activities according to established policies and procedures to prevent escape or violence;
- Inspects conditions of locks, window bars, grills, doors, gates and other physical aspects of the Facility to ensure and maintain safety and security of the Facility and to prevent inmate escapes;
- Records information such as inmate identification, incidences of inmate disturbance and maintains daily logs of inmate activity;
- Enters, transcribes, records, stores or maintains information in written or electronic/magnetic form;
- Ensures paperwork is accurate, complete and filed accordingly;
- Searches inmates, vehicles and conducts searches of cells for valuables and contraband, such as weapons or drugs;
- Collects and inventories inmate’s property in accordance with established policies and procedures;
- Observes, receives and otherwise obtains information from relevant sources;
- Engages in conflict resolution to settle disputes/issues between inmates;
- May have to use taser, OC spray, handcuffs and physical force to maintain custody, order and control of inmates;
- Inspects mail and property for the presence of contraband;
- Conducts fire, safety and sanitation inspections;
- Observes meal distribution and medication pass;
- Conducts equipment and tool inventories at the workstation and in the cellblocks (material safety data sheet);
- Attends training, meetings, conferences and workshops as requested and authorized;
- Accepts new responsibilities and challenges;
- Adheres to and complies with strict confidentiality guidelines;
- Performs other related duties as required or assigned.

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<th>Required Knowledge and Abilities</th>
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**Knowledge and understanding of:**

- Relevant equipment, policies, procedures, strategies to promote effective local, state or national security operations for the protection of people, data, property and institutions;
- Laws, legal codes, court procedures, precedents, government regulations, executive orders and agency rules;
- Legal and law enforcement terminology;
- Prison Rape Elimination Act (PREA);
- Prisoner custody, restraint and transportation techniques and procedures;
- First Aid and CPR;
- Behavior modification techniques;
- Use of Force policies, techniques and procedures;
- Self-defense techniques;
- Basic computer hardware and software, including Word, Excel, Outlook, PowerPoint and AS400;
- Recordkeeping, report preparation, filing methods and records management techniques;
- Safety rules, procedures and practices.

**Skills in:**

- Using tact, discretion, initiative and independent judgment within established guidelines;
- Reacting in an emergency and making sound, rational decisions, demonstrating good judgment;
- Monitoring/assessing inmate performance and making improvements or taking corrective action;
- Social perceptiveness – being aware of others’ reactions and understanding why they react as they do;
- Critical thinking using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems;
- Active listening, written and verbal communication;
- Maintaining composure, keeping emotions in check, controlling anger and avoiding aggressive behavior, even in very difficult situations;
- Leadership and educating and encouraging others to follow practices and procedures to accomplish work objectives.

**Ability to:**

- Interact and communicate in a professional and effective manner with co-workers, inmates and the general public.
- Maintain an effective and professional working relationship with co-workers, supervisors, other County employees, other agency personnel and citizens of varied and diverse backgrounds contacted during the course of work and out of work;
- Analyze situations quickly and objectively, to recognize actual and potential danger and to determine a proper course of action;
- Effectively cope with stressful situations, tactfully and with respect to the rights of others;
- Display sound judgment and decision-making skills within established policies and procedures and under stressful situations;
- Deal effectively with stressful situations in a professional manner, which includes (suicides/attempted suicides, deaths, the mentally unstable, drunks, drug addicts; fighters);
- Read, interpret and communicate laws, ordinances, rules and regulations and apply such in the course of the work;
- Read and comprehend materials, analyze and compile information and pay attention to detail and accuracy;
- Follow oral and written directions and use active listening skills;
- Communicate information clearly and concisely with others both orally and in writing;
- Prepare accurate, reliable and grammatically correct written reports containing findings, recommendations and legal terminology;
- Proficiently operate a computer and a variety of office equipment to complete required job duties;
- Exercise sound judgment within established policies and procedures;
- Consider the relative costs and benefits of potential actions to choose the most appropriate one;
- Multi-task and maintain concentration during frequent interruptions;
- Handle inmate complaints, settle disputes, resolve grievances or conflicts or otherwise engage in dispute resolution with others;
- Inspect equipment, structures or materials to identify cause of errors or other problems or defects;
- Provide personal assistance, medical attention or personal care to others such as coworkers, customers or patients;
- Perform heavy manual labor, including bending, stooping, reaching, carrying and lifting heavy objects weighing up to 50 lbs.;
- Use manual dexterity of both hands and feet to perform activities such as lifting overhead, twisting, climbing ladders and stairs, repetitive arm motion below, at, and above shoulder level;
- Walk 5-7 miles per day on a variety of surfaces such as concrete, pavement, dirt and grass;
- Work while wearing required personal safety equipment which includes gloves, safety glasses, etc. as needed;
- Work collaboratively with management and co-workers and independently or as a team member;
- Be honest, ethical, reliable, responsible, dependable and fulfill obligations;
- Observe work hours and demonstrate punctuality;
- Observe established Chain of Command.
- Accept constructive criticism;
- Identify problems that adversely affect the organization and its functions and offer suggestions for improvement;
- Work extended hours, nights, weekends and holidays as needed.

**Reporting Relationships**

General supervision is provided by a Corporal or a higher level of personnel depending upon assignment; Chain of Command Corporal, Sergeant, Lieutenant, Commander, Undersheriff and Sheriff.

**Decision-making Authority:**
May exercise independent judgment in prioritizing emergency situations.

**Challenges and Problems:**
Challenged to prioritize work orders and jobs and being able to respond to emergency and security situations.
Minimum Qualifications

Education/Experience/Training:
➢ Graduation from High School, GED or HSE required.
➢ Must be at least of 18 years of age at the time of employment.
➢ Recruitment and selection processes will involve a written test regarding personal history, oral interview, extensive criminal background check, psychological and physical evaluation.
➢ The employer shall supply any shots necessary to the employees at the employer’s expense. Shots include TB Test, Hepatitis A and B or any other shots deemed necessary by the employer for the employee’s safety

Desired Qualifications:
➢ Previous experience in a detention setting.

Certifications:
➢ Successful completion of the Montana State Law Enforcement Academy Corrections/Detention Officer basic within one (1) year of employment;
➢ First Aid and CPR certification required within one (1) year of employment;
➢ OC and Taser certification required within six (6) months of employment.

Sheriff’s Office Employment Statement:
Any individual with a felony conviction, domestic violence conviction or outstanding warrants is ineligible for consideration for employment by the Cascade County Sheriff’s Office. Other types of convictions will be considered on a case by case basis.

CCSO employees are strictly prohibited from using medical and/or recreational marijuana or any other illegal drugs.

Job Performance Standards

Evaluation of this position will be based primarily on performance of the preceding areas of accountability and performance. To perform the job successfully, an individual should demonstrate the following Valued Work Behavior Competencies:

- **Adaptability**: Adapts to changes in the work environment, manages competing demands, changes approach or method to best fit the situation, able to deal with frequent change, delays or unexpected events.
- **Attendance/Punctuality**: Is consistently at work and on time, ensures work responsibilities are covered when absent, arrives at meetings and appointments on time.
- **Change Management**: Develops workable implementation plans, communicates changes effectively, builds commitment and overcomes resistance, prepares and supports those affected by change, monitors transition and evaluates results.
- **Communication**: Speaks clearly and persuasively in positive or negative situations, listens and acquires clarification, responds well to questions, demonstrates group presentation skills, participates in meetings.
- **Customer Service**: Manages difficult or emotional customer situations, responds promptly to customer needs, solicits customer feedback to improve service, responds to requests for service and assistance and meets commitments.
- **Dependability**: Follows instructions, responds to leadership direction, takes responsibility for own actions, keeps commitments, completes tasks on time or notifies appropriate person with an alternate plan.
- **Diversity**: Shows respect and sensitivity for cultural differences and educates others on the value of diversity, promotes a harassment free environment.
- **Ethics**: Treats people with respect, keeps commitments, inspires the trust of others, works with integrity and ethically, upholds organizational values.
• **Fiscal Responsibility:** Develops cost saving measures that are approved by management.
• **Initiative:** Undertakes self-development activities, looks for and takes advantage of opportunities, asks for and offers help when needed.
• **Innovation:** Displays original thinking and creativity, meets challenges with resourcefulness, generates suggestions for improving work and develops innovative approaches and ideas.
• **Interpersonal:** Focuses on solving conflict, not blaming, maintains confidentiality, listens to others without interrupting, keeps emotions under control, remains open to others’ ideas and tries new things.
• **Judgment:** Displays willingness to make decisions, exhibits sound and accurate judgment, supports and explains reasoning for decisions, includes appropriate people in the decision-making process, makes timely decisions.
• **Leadership:** Exhibits confidence in self and others, inspires and motivates others to perform well, effectively influences actions and opinions of others, inspires respect and trust, accepts feedback from others, provides vision and inspiration, gives appropriate recognition to others, displays passion and optimism, mobilizes others to fulfill the vision, makes self available to staff, provides regular performance feedback, develops staffs’ skills and encourages growth.
• **Motivation:** Sets and achieves challenging goals, demonstrates persistence and overcomes obstacles, measures self against standard of excellence.
• **Organizational Support:** Follows policies and procedures, supports Cascade County’s mission, vision and values.
• **Problem Solving:** Identifies and resolves problems in a timely manner, gathers and analyzes information skillfully, develops alternative solutions, works well in group problem solving situations, uses reason even when dealing with emotional topics.
• **Professionalism:** Approaches others in a tactful manner, reacts well under pressure, treats others with respect and consideration regardless of their status or position, accepts responsibility for own actions, follows through on commitments.
• **Quality:** Demonstrates accuracy and thoroughness, looks for ways to improve and promote quality, applies feedback to improve performance, monitors own work to ensure quality.
• **Safety and Security:** Observes safety and security procedures, determines appropriate action beyond guidelines and reports potentially unsafe conditions.
• **Teamwork:** Exhibits objectivity and openness to others’ views, gives and welcomes feedback, supports everyone’s efforts to succeed.
• **Technical Skills:** Assesses own strengths and weaknesses, pursues training and development opportunities and strives to continuously build knowledge and skills, shares expertise with others.
• **Written Communication:** Writes clearly and informatively, edits work for spelling and grammar, varies writing style to meet needs, presents numerical data effectively, able to read and interpret written information.

### Essential Physical Abilities

**Essential Physical Abilities:**
The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of the job, the employee is required to sit for extended periods;
- Must be able to control, restrain and subdue individuals and defend against an attack;
- Frequently required to stand and walk; climb stairs, reach with hands and arms, stoop, kneel, crouch or crawl, speak and hear, lift and/or move up to, but not limited to 50 lbs.;
- Occasionally required to walk and/or run on slippery and/or uneven surfaces;
- Walk 5-7 miles per day on a variety of surfaces such as concrete, pavement, dirt and grass;
- Work while wearing required personal safety equipment which includes gloves, safety glasses, etc. as needed;
- Personal mobility which permits the employee to hear voice conversation and to communicate;
- Specific vision abilities required by this job include close and far vision, the ability to adjust focus while operating computers and viewing into monitors, to read paper documents and operate motor vehicles;
- Manual dexterity that permits the employee to operate a personal computer;
- Personal mobility that permits the employee to enter, operate and exit motor vehicles.

**Working Conditions:**
The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.
- Rotating shift work is required;
- Potential exposure to smoke, noxious odors, fumes, chemicals, needles, drugs, infectious diseases, blood borne pathogens, body fluids and toxic substances are additional hazards of the position;
- Exposure to potentially hazardous situations, which involve physically violent persons or interviewing mentally or emotionally disturbed persons;
- May be required to return to duty during an emergency situation;
- The noise level in the work environment varies from low to sporadically loud.

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Employee Signature _______________________________ Date __________

Detention Facility Immediate Supervisor Signature _______________________________ Date __________

Human Resource Signature _______________________________ Date __________

Approved: January 2021