

**TOUGHER.
STRONGER.
WORTH IT.**

**YOUR
CAREER
BEGINS
HERE**



**A L A B A M A
D E P A R T M E N T
O F C O R R E C T I O N S**

WHY WORK WITH US?

THE ALABAMA DEPARTMENT OF CORRECTIONS is the largest law enforcement agency in Alabama, and we're looking for tough, strong and motivated individuals like you. Our team trusts that your determination and passion will help fuel the ADOC's ongoing mission of promoting public safety and providing meaningful rehabilitation. Working with the ADOC is not only a rewarding career with extremely competitive benefits—it is a chance for you to be a part of something bigger than yourself.

OPEN SECURITY POSITIONS

BASIC CORRECTIONAL OFFICER

BCO

The Basic Correctional Officer (BCO) is an entry-level position. BCOs work many posts inside the facilities, and their primary responsibilities include supervising inmates and dormitories, conducting searches, working dining halls, managing functions requiring inmate supervision and promoting rehabilitation.

REQUIREMENTS:

- 19 years of age
- High school diploma or GED
- Valid driver's license
- U.S. Citizen
- Clean drug screen and background check
- No felony or domestic violence convictions
- The nature of any discharge from the U.S. Armed Forces must be honorable. In some cases, general or uncharacterized discharges may be accepted.

TRAINING:

BCOs must complete the six-week ADOC Training Academy to receive ADOC certification.

COMPENSATION:

- Starting salaries are as follows:
- HS/GED: \$31,468.80
 - Assoc. Degree: \$33,081.60
 - Bach. Degree: \$34,761.60

CORRECTIONAL OFFICER TRAINEE

COT

The Correctional Officer Trainee (COT) is an entry-level position that prepares employees to become correctional officers. COTs are responsible for the same tasks as BCOs; however, firearms certification allows them to work additional posts, such as transferring inmates, manning towers and operating perimeter trucks.

ADDITIONAL REQUIREMENTS:

- College degree or BAT/ACT Workkeys test results
- Must pass a physical ability test
 - 1.5 mile run in 15 minutes, 28 seconds
 - 22 push-ups in 60 seconds
 - 25 sit-ups in 60 seconds
- Psych evaluation

TRAINING:

COTs must complete the 10-week APOSTC Academy to receive APOSTC certification.

COMPENSATION:

- Starting salaries are as follows:
- HS/GED: \$33,081.60
 - Assoc. Degree: \$34,761.60
 - Bach. Degree: \$36,492.00
- COT's working in medium or close security facilities will be eligible for location differential.*

BENEFITS

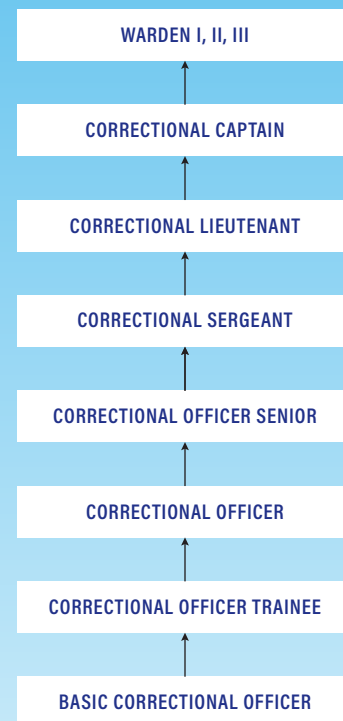
- Health and Dental Insurance
- 13 Annual Leave Days
- 13 Annual Sick Leave Days
- 13 Paid Holidays
- Longevity Bonus after five years of State Service
- APOSTC certified employees are eligible for subsistence pay
- 21 days of Paid Military Leave Annually
- Probationary, Promotional and Annual Merit Salary Raise Opportunities
- State Retirement Plan and Supplemental Retirement Investment Programs
- Furnished Uniforms
- Training and Professional Development Programs

BONUSES

APOSTC certified employees are eligible for up to \$7,500 in bonuses upon meeting career milestones.

ADVANCEMENT OPPORTUNITIES

Working with the ADOC is more than a job—it's a career. There are several potential **career pathways** for **Correctional Officers**.



Among other advancement opportunities would be positions in the K-9 corps or training division.

HOW TO APPLY

Your path to a secure and rewarding career with the ADOC begins at one of the Department's COT On-Sites or BCO Open Houses, occurring at facilities throughout the state. A current list of upcoming hiring events can be found at <http://www.doc.state.al.us/Employment#schedule>. You can expect the following activities at on-sites or open houses:

	COT	BCO
<input type="checkbox"/> Drug Screening	✓	✓
<input type="checkbox"/> Law Enforcement Services Division Interview	✓	✓
<input type="checkbox"/> Personnel Document Review	✓	✓
<input type="checkbox"/> ADOC Physical Fitness Assessment	✓	
<input type="checkbox"/> Fingerprinting	✓	
<input type="checkbox"/> Medical Examination	✓	

HOW TO GET STARTED

To begin the Correctional Officer application process, visit <https://adocjobs.us> or contact one of our recruiters:

Devon Straughan
Recruiting Division
devon@adocjobs.us
(205) 769-3228

Chris Barnette
Recruiting Division
chris@adocjobs.us
(205) 769-3383

Gerald Brown
Recruiting Division
gerald@adocjobs.us
(205) 769-3484

Capt. Napoleon Goodson
Recruiting Division
Napoleon.Goodson@doc.
alabama.gov
(205) 288-1034

Lt. Joey Craig
Recruiting Division
joey.craig@doc.alabama.gov
(334) 850-0893

Lt. Timothy Ensor
Central Region Recruiting Division
timothy.ensor@doc.alabama.gov
(334) 850-0656

Lt. Darryl Finch
Recruiting Division
Darryl.finch@doc.alabama.gov
(334) 850-4274

OTHER CAREER OPPORTUNITIES

The ADOC has many non-security opportunities available in addition to our Correctional Officer positions, including the following:

- Steward I
- Steward II
- Steward III
- Maintenance Repairer
- Laundry Worker I
- Laundry Manager I
- Administrative Support Assistant I
- Administrative Support Assistant II
- Administrative Support Assistant III
- Canteen Clerk



ALABAMA
DEPARTMENT
OF CORRECTIONS



NEW CORRECTIONAL OFFICER TRAINEE

Represents up to 34% salary increase in less than 3 years, plus bonuses.

CLASSIFICATION	SALARY
Basic starting salary <i>without post-high school education or location differential pay</i>	\$33,081
COT salary upon attaining status as COT (approx. 6 months from hire)	\$34,761
Salary upon promotion to CO (approx. 7 months from hire)	\$36,492
Salary upon attaining status as CO (approx. 13 months from hire)	\$38,335
Salary upon promotion to CO, Senior (approx. 14 months from hire)	\$40,286
Salary upon attaining merit system status as CO, Senior (approx. 20 months from hire)	\$42,290
Salary after next annual raise date (approx. 32 months from hire):	
2.5% raise	\$43,346
5% raise	\$44,404

Plus up to \$7,500 in Bonuses

- \$1,500 after completing the APOSTC Academy
- \$1,500 upon attaining status as a CO
- \$1,875 upon attaining merit system status as a CO, Senior
- \$2,625 upon one-year anniversary of attaining status as a CO, Senior