



# ORANGE COUNTY

## CIVIL SERVICE EXAMINATION OPEN TO THE PUBLIC

Written Test to Be Held  
JUNE 24, 2023

Last Filing Date  
APRIL 26, 2023

### Examination No. and Title

### Salary

### Processing Fee

#61221 PROBATION OFFICER 1 TRAINEE

\$30.9618/HR

\$25.00

This examination is being held to establish an eligible list in the above title for Orange County **Department of Probation**. The resulting eligible list will be used to fill future vacancies.

A **\$25.00 non-refundable** application processing fee is required. Check or money order payable to the **Commissioner of Finance** must accompany application. A \$20.00 service charge will be imposed for checks returned for insufficient funds or like reasons. Please refer to the General Information section on the reverse of this page for information regarding eligibility for waiver of application processing fees.

Applications received without the required fee **will be returned to you unprocessed**. If you wish to re-file, your application and the appropriate fees must be **postmarked no later than the last filing date noted above**. Please **compare your qualifications carefully** with the requirements for admission and file only if you are clearly qualified. Application processing fees are **non-refundable**. If you are disqualified from or fail to appear for the examination, **your fee will not be refunded**.

**Minimum Qualifications Required for Admission to the Exam** - Your application **must clearly indicate** possession of the following requirement as of the last filing date noted above:

Bachelor's Degree or higher with at least thirty (30) credit hours in the social or behavioral sciences.

**Note: Social science** includes areas of study concerned with humans living in relation to other humans in a social environment and such as anthropology, criminal justice, economics, geography, history, political science, psychology and sociology.

**Behavioral science** is a subset of social science characterized by observation of the behavior of living organisms and focused on human social behavior such as psychology, sociology, anthropology, counseling, criminal justice, gerontology, human behavior, social work/social welfare and vocational rehabilitation.

**RESIDENCY REQUIREMENTS:** Appointees are required to be a resident of New York State and must become a resident of Orange County or a resident of a county within the State of New York contiguous to the County of Orange within six (6) months of appointment and residency must be maintained for the duration of employment.

### **SPECIAL REQUIREMENTS:**

Candidates must possess at time of application and maintain throughout employment a valid New York State driver's license. **Please submit a copy of your New York State driver's license with your application.**

Candidates must be eligible to carry a firearm at the time of appointment.

### **NOTES:**

- Candidates will be fingerprinted for purpose of criminal records check.
- Probation Officer 1 Trainees/Probation Officers 1 are Peace Officers pursuant to the Criminal Procedure Law (CPL) Article 2, Section 2.10, Subsection 24, and are required to be certified as Peace Officers following New York State mandated training, within a reasonable time period after appointment to the title of Probation Officer 1 Trainee/Probation Officer 1. **Applicants should be aware that training may require extensive travel away from Orange County for a period which may typically be three to four months.**
- Candidates will be required to complete two weeks of hands on defensive tactics training.
- As Peace Officers, Probation Officer 1 Trainees/Probation Officers 1 who are legally authorized to carry a weapon must also participate in and be certified in firearms training pursuant to Criminal Procedure Law (CPL), Article 2, Section 2.30.

**Note:** The class specifications including the minimum qualifications for positions in Probation Departments are established by rule and regulations of the Division of Criminal Justice Services. These class specifications are found in Title 9 NYCRR Part 347, Appendix H-10, Standard Specifications for Professional Probation Positions.

**Note:** This position is allocated to the competitive class pursuant to Executive Law Section 257(1).

You must submit a **complete application**. A resume may **NOT** be submitted in lieu of completing the application. Applications that do not clearly indicate the required qualifications **will be disapproved**.

You should submit **transcript(s)** with your application or within thirty (30) days of filing an application. **Transcripts downloaded from the internet, grade reports or copies that do not identify the educational institutions are unacceptable for purposes of qualification** Note: Your degree or credits must have been awarded by a college or university accredited by a regional, national, or specialized agency recognized as an accrediting agency by the U.S. Department of Education/U.S. Secretary of Education. (If your degree was awarded by an educational institution outside the United States and its territories, you must provide independent verification of equivalency. A list of acceptable companies who provide this service can be found on the Internet at <http://www.cs.ny.gov/jobseeker/degrees.cfm>. You must pay the required evaluation fee.)

**What the Job is Like** - This is a one-year traineeship used to appoint individuals to an entry-level Probation Officer 1 position in a probation department responsible for the care of adults and juveniles subject to probation supervision or intake services which require them to meet certain standards of conduct. A Probation Officer 1 Trainee is responsible for participating in a continuous in-service training program regarding the investigative, supervision, counseling and coaching duties and responsibilities of a Probation Officer 1 and, under close and on-going supervision, performs such duties and exercises such responsibilities in a limited nature. Probation Officer 1 Trainee work is performed under the direct supervision of a probation professional. Upon successful completion of the one-year traineeship the incumbent is appointed to the position of Probation Officer 1 without further examination. A Probation Officer 1 Trainee is a Peace Officer pursuant to Criminal Procedure Law Section 2.10 and may be authorized to carry a firearm in the performance of his/her duties. Incumbent does related work as required.

**Subject of Examination** - (Entry and Upper Level Probation Series) A test designed to evaluate knowledge, skills and /or abilities in the following areas:

**Advising and Interacting with Others** - These questions test for the ability to interact with other people in order to gather and present information and to provide assistance and advice in a courteous and professional manner.

**Preparing Written Material** - These questions test for the ability to write the kinds of reports and correspondence required in criminal justice settings such as probation and parole. Some questions test for the ability to present information clearly and accurately. Others test for the ability to organize paragraphs logically and comprehensibly.

**Evaluating Conclusions in Light of Known Facts** - These questions will consist of a set of facts and a conclusion. You must decide if the conclusion is proved by the facts, disproved by the facts or if the facts are not sufficient to prove or disprove the conclusion. The questions will not be specific to a particular field.

**Applying Written Information** - These questions evaluate a candidate's ability to read, interpret and apply rules, regulations, directives, written narratives and other related material. You will be required to read a set of information and to appropriately apply the information to situations in various settings. All information needed to answer the questions is contained in the rules, regulations, etc. which are cited.

The New York State Department of Civil Service has not prepared a test guide for this examination. However, candidates may find information in the publication 'General Guide to Written Tests' helpful in preparing for this test. This publication is available online at: <https://www.cs.ny.gov/testing/testguides.cfm>.

**- USE OF CALCULATORS IS RECOMMENDED -**

Langdon C. Chapman, Commissioner of Human Resources

Date of Issue: 4/7/23

**- AN EQUAL OPPORTUNITY EMPLOYER -**

## GENERAL INFORMATION - PLEASE READ CAREFULLY

When the examination is prepared and rated by the New York State Department of Civil Service in accordance with 23.2 of the Civil Service Law, the administration of this examination, including rating and review, is governed by the provisions of New York State Civil Service Rules and Regulations. The passing grade for this examination is 70.

**APPLICATIONS:** Candidates, may apply online for exams with a “login” button. Candidates wishing to obtain a hard copy may print the application, by visiting [www.orangecountygov.com](http://www.orangecountygov.com), or by visiting the Department of Human Resources between normal business hours. For applicants not able to print a copy or visit this office, you may request a paper application by sending a self-addressed, stamped, legal-sized envelope to the Orange County Department of Human Resources at 255 Main Street, Goshen, NY 10924.

**HOW TO APPLY:** If applying by US Postal Mail, completed applications must be postmarked no later than the last filing date shown on the front of this announcement or, if not mailed, must be received in the Department of Human Resources no later than 4:59 PM on the last filing date established for this examination. Candidates applying online must submit their application online by 11:59 p.m. eastern standard time on the last filing date shown of the front of this announcement. It is recommended that you not wait until the last moment to apply in case a problem may arise during your submission process. The burden of ensuring a timely application is received rests solely on the candidate. The date imprinted by a postage meter is NOT construed as a postmark. The application is part of the testing process: It must be completely filled out, with all pertinent information provided, or disapproval may result. Reference is not made to applications already on file. False or deliberately exaggerated statements may result in disqualification. Do not submit a resume in lieu of an application. Ambiguity and vagueness will not be resolved in your favor. If your application is disapproved, you will be so notified and given an opportunity to submit qualifying information. Failure to furnish such information or other requested information within the time frame specified may be cause for disapproval. Applications faxed or emailed to this office will not be accepted.

**APPLICATION PROCESSING FEE:** If an application processing fee is specified on the front of this announcement it must accompany the application. A check or money order payable to the Commissioner of Finance is the only acceptable form of payment if applying by mail or in person. Write the examination number and your social security number on the check or money order. Do not send cash. Online exam application submission requires a debit/credit card payment or an approved fee waiver. As APPLICATION PROCESSING FEES ARE NOT REFUNDABLE, you are urged to compare your qualifications carefully with the requirements for admission and file only for those examinations for which you are clearly qualified.

**APPLICATION PROCESSING FEE WAIVER:** Application processing fees may be waived for those candidates who are unemployed and primarily responsible for the support of a household. Individuals who can be claimed as a dependent on any other person’s tax return are NOT eligible for waiver as head of household. In addition, fees may be waived if you are determined eligible for Medicaid, or receiving Supplemental Security Income (SSI) payments, or Public Assistance (Temporary Assistance for Needy Families/Family Assistance or Safety Net Assistance) or are certified Job Training Partnership Act/Workforce Investment Act eligible through a state or local social service agency. **All claims for application fee waiver are subject to verification.** Candidates who are not approved for a fee waiver will be notified and have (2) two business days from notification of unacceptance to submit payment in the form of a check or money order. Failure to submit payment will result in your application being unprocessed. Candidates interested in this waiver must submit a “Request for Application Fee Waiver and Certification” form with their application by the last filing date noted on the announcement. Waiver forms can be obtained from the Orange County Department of Human Resources, Civil Service Unit, 255 Main Street, Goshen, NY 10924 or on the web at [www.orangecountygov.com](http://www.orangecountygov.com).

**MULTIPLE EXAMINATIONS:** If you have applied for another Civil Service Examination with New York State or other local government jurisdiction scheduled for the same date as this exam, **you must** notify all civil service agencies involved of the dual candidacy. You must make arrangements to take all exams at one test site as soon as possible, in any event no later than two weeks before the exam date. For all examinations for positions in New York State you have to sit at a State examination center. The maximum time allowed for any combination of exams is eight hours.

**REASONABLE ACCOMMODATIONS, SPECIAL ARRANGEMENTS, ALTERNATE TEST DATES, MILITARY PERSONNEL:** If you require reasonable accommodations as a disabled person, or special testing arrangements as one in need of religious accommodation, or are an alternate test date candidate (in accordance with Alternate Test Date Policy), or an active member of the military away from the area on the scheduled test date, clearly indicate this fact on the application. All such requests must be supported by appropriate documentation.

**VERIFICATION OF QUALIFICATIONS:** In reviewing applications for open-competitive and promotional examinations, where a year or more of experience is minimally required, a tolerance of thirty (30) days is allowed in meeting said requirements. The amount of experience required in the minimum qualifications is based upon the presumption of a thirty-five (35) hour workweek. Part-time experience is pro-rated, unless otherwise specified on this announcement. Unpaid, verifiable volunteer experience may be substituted for an equivalent amount of the required experience unless the minimum qualifications specify otherwise. To be credited as experience of the type specified in the qualifications, the major function and primary emphasis of the duties performed must be of that type. Duties incidental to a person’s job may not be credited. An applicant who has falsified or misrepresented any information, or who is found to lack any of the established requirements for admission to the exam or for appointment from the resultant eligible list, may be denied the opportunity to be examined. After examination, such a candidate may not be included on the eligible list, or may be removed or restricted from the eligible list.

**CREDENTIALS:** Only college transcripts may be used to demonstrate possession of claimed post-secondary academic credentials. Thirty (30) credit hours equals one year of college in evaluating a candidate’s qualifications. Foreign post-secondary educational achievement must be independently evaluated to ascertain equivalency to education attained in the United States.

## GENERAL INFORMATION (continued)

**ADMISSION TO EXAM:** Accepted candidates will be notified by letter approximately one week prior to the exam date when and where to appear for the exam. You should call this office if you do not receive a notice three days prior to the exam. You may not be admitted to the exam room without official notice, or more than one half hour after an exam has begun. Unless otherwise notified, candidates are permitted to use quiet, hand-held, solar or battery operated basic calculators. Cell phones, programable or graphing calculators and devices with typewriter keyboards, spell-checkers, personal digital assistants, address books, language translators, dictionaries and any electronic and/or communication device (e.g., smart watch, Fitbit, iPad, tablet, headphones, etc.) or any similar devices are strictly prohibited. You may NOT bring books or other reference materials.

**SPECIAL REQUIREMENT FOR APPOINTMENT IN SCHOOL DISTRICTS AND BOCES:** Per Chapter 180 of the Laws of 2000, and by Regulations of the Commissioner of Education, to be employed in a position designated by a school district or BOCES as involving direct contact with students, a clearance for employment from the State Education Department is required.

**BACKGROUND INVESTIGATION:** Applicants may be required to undergo extensive investigation of criminal history and background, which will include a fingerprint check, to determine suitability for appointment. Costs related to such investigation may be borne by the applicant. Failure to meet the standards of investigation may result in disqualification.

**ELIGIBLE LIST:** Eligible lists will be established on the basis of passing grades received by the candidates in the competitive portions of the examination. Medical, physical and other appropriate non-competitive qualifying tests may be conducted as the need for certification from the eligible list may require. The resulting eligible list will be used to fill appropriate vacancies as they occur in the agencies listed on the face of this announcement. Lists resulting from promotion exams are certified first.

**VETERANS:** Non-disabled and disabled war veterans who are eligible for additional credits added to an earned passing score must submit an application for veterans credits in conjunction with each application filed. Candidates who wish to claim veterans credits should request an application and information sheet from this office, or from the monitor at the examination site. Completed forms, including proof of war service (Form DD-214), must be received before the eligible list for the examination is established. An applicant currently in the Armed Forces may request and receive additional credit, but must meet all criteria for such credit prior to its use.

**CHANGE OF ADDRESS:** It is the candidate's responsibility to notify this department of any changes of name and/or address. Please include examination number on all correspondence.

**RESIDENTIAL PREFERENCE:** There is no residence requirement for exam, unless specified on the front of this announcement. Preference in appointment from open-competitive lists may be given to residents of the jurisdiction making the appointment. In accordance with law or resolution, you may be required to become a resident to secure appointment. All appointments will be made pursuant to applicable laws including but not limited to NYS Public Officers Law and the local laws of Orange County.

**ADDITIONAL EXAMINATION CREDIT TO CHILDREN OF FIREFIGHTERS AND POLICE OFFICERS KILLED IN THE LINE OF DUTY:** Children of firefighters and police officers killed in the line of duty shall be entitled to receive an additional ten points in a competitive examination for original appointment in the same municipality in which his or her parent has served. If you are qualified to participate in this exam and are a child of a firefighter or police officer killed in the line of duty in this municipality, please inform this office of this matter when you submit your application. A candidate claiming such credit has a minimum of two months from the application deadline to provide documentation to verify additional credit eligibility. No credit may be added after the eligible list has been established.

**NEPOTISM:** Executive Order #1 of 1983 holds that no one in the immediate family of anyone employed by Orange County Government shall hold a position of employment in direct line of supervision as his or her relation.

**EQUAL OPPORTUNITY:** It is the County's policy to ensure equal employment opportunities to all county employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, military or veteran status, sexual orientation or any other protected characteristic or conduct in accordance with applicable federal, state and local laws.

**WARNING:** Anyone found unlawfully possessing or disclosing questions or answers from civil service exams, or giving or taking test information from another candidate during the exam, or anyone found taking a civil service exam for someone else or enlisting another person to take an exam for another, will be subject to being disqualified from that exam and may be barred from taking any further exam with the Orange County Department of Human Resources and may be subject to other penalties as prescribed by law.

**For further information call or visit:  
Orange County Department of Human Resources  
255 Main Street  
Goshen, NY 10924  
(Tel: 845-291-2707)  
Hours: 9:00 A.M. to 5:00 P.M. Monday through Friday  
Website: [www.orangecountygov.com](http://www.orangecountygov.com)  
Email: [Civilserviceexams@orangecountygov.com](mailto:Civilserviceexams@orangecountygov.com)**