

CAREER OPPORTUNITIES WITH CIVIL SERVICE
HERKIMER COUNTY DEPARTMENT OF PERSONNEL

Announces

Promotion Examination

Open to qualified Herkimer County Probation Department employees

SENIOR PROBATION OFFICER

Examination Number 70001780

Date of Examination: June 28, 2025

Filing Deadline

Applications must be received or postmarked by: May 9, 2025

Refer to General Instructions, Filing Fee Information, and Application Fee Waiver

A NON-REFUNDABLE FILING FEE MUST ACCOMPANY EACH APPLICATION

\$15.00 MONEY ORDER ONLY - payable to Herkimer County Personnel.

Cash accepted only if paying in person; you must have the exact dollar amount.

Personal checks will NOT be accepted.

2025 Base Salary: \$53,188 per year

Vacancy: The eligible list established as a result of this examination will be used to fill all appropriate vacancies as they exist/occur under the jurisdiction of the Herkimer County Personnel Department.

HERKIMER COUNTY RESIDENCY IS WAIVED FOR THIS PROMOTIONAL EXAMINATION

DUTIES: This is a senior professional position in a probation department responsible for the control, supervision and care of adults and juveniles subject to probation investigation, supervision or intake services which require them to meet certain standards of conduct. The incumbent performs all the duties and exercises all the responsibilities of a Probation Officer; however he/she is responsible for more complex assignments than those assigned a Probation Officer and exercises specialized skills regarding evaluating the conduct of probationers, analyzing data, making recommendations regarding court decisions and counseling and coaching probationers. He/she normally is assigned as the lead worker of a unit or a team leader of professional and para-professional probation personnel when a team approach is used. He/she may also be assigned special programs and/or projects. The work is performed under the general supervision of a Probation Supervisor with limited leeway allowed for the use of independent judgement in carrying out the details of the work. Supervision is not a characteristic of this position. The position varies from that of a Probation Officer by the complexity of the cases assigned, possible responsibility for special projects and responsibility as a lead worker position. A Senior Probation Officer is 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. The incumbent will perform all related duties as required.

Minimum Qualifications: Candidates must meet the following requirements on or before the date of the written test:

One (1) year of permanent competitive class service as a Probation Officer.

SPECIAL REQUIREMENT: Where required, possession of a current driver's license or the ability to otherwise meet the transportation requirements of the position.

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.

ANTICIPATED ELIGIBILITY REQUIREMENTS:

Candidates must meet the above requirements by **at least December 31, 2025**. Passed candidates who are admitted to the exam under anticipated eligibility may not be certified/approved until they meet the announced minimum qualifications.

According to Civil Service Law, section 54 which became effective September 4, 2024, applicants who are within 12 months of meeting the minimum age or attaining the minimum educational requirements following the date of examination, may take the civil service exam, but will be restricted from certification until such a time that the minimum age or educational requirements are met.

POINTS FOR SENIORITY WILL BE ADDED TO AN ELIGIBLE SCORE AS FOLLOWS: Seniority points will be added on promotional exam scores to all passing candidates. Seniority rating is based on the length of continuous classified service in the jurisdiction in which you are employed as follows:

Less than 1 year	0 points
1 year up to 6 years	1 point
Over 6 years up to 11 years	2 points
Over 11 years up to 16 years	3 points
Over 16 years up to 21 years	4 points
Over 21 years up to 26 years	5 points

Subjects of examination:

A written 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.

Principles and practices of offender counseling and supervision

These questions test for the knowledge and application of principles and practices of offender counseling and supervision in a law enforcement setting. Questions present situations typically encountered while establishing and maintaining working relationships with offenders, such as obtaining information from offenders, exploring offenders' social, psychological, or legal problems, and supervising offender rehabilitation. Candidates will be required to choose the best analysis of, solution to, or approach for handling the problem described. Specific knowledge of laws, rules, regulations, or procedures regarding offender counseling and supervision is not required to answer these questions.

Interviewing

These questions test for knowledge of the principles and practices employed in obtaining information from individuals through structured conversations. These questions require you to apply the principles, practices, and techniques of effective interviewing to hypothetical interviewing situations. Included are questions that present a problem arising from an interviewing situation, and you must choose the most appropriate course of action to take.

Use of calculators is RECOMMENDED**Test guide:**

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 on line at: <https://www.cs.ny.gov/testing/testguides.cfm>.