

# Certification by Wavier (CBW) Minimum Qualifications/Standards

## 2018

Below are the minimum standards/requirements for rehire and participation in the Certification by Wavier program with the New Mexico Corrections Department:

### Re-hire (Less than one-year break in service)

**Break-in-Service: Less than one (1) year**

An applicant who was previously certified as a correctional officer with the NEW MEXICO CORRECTIONS DEPARTMENT, with a one (1) year or less break-in-service from the duties of a full time correctional officer, **is not required** to attend the CBW or basic academy. Instead, they must contact the facility where they wish to work and complete the process with that facility including all paperwork, medical/drug testing, and other processes required to re-hire a former officer; the process will only be completed after the facility has documentation that the Director of Adult Prisons has approved the re-hire of said applicant. The receiving facility must provide the academy with the applicant's name for review of certification, prior to hire, in order to review previous psychological and polygraph screening against any sustained discipline and predictability of future occurrences. Normally, **no psychological or polygraph screening** will be conducted; however, this will be at the discretion of the Academy Director or their designee. There will be **no physical agility test required** for this specifically identified re-hire applicant.

### CBW Candidate – Prior NMCD Officer

**Break-in-Service: more than one (1) year, less than three (3) years**

An applicant who was previously certified as a correctional officer with the NEW MEXICO CORRECTIONS DEPARTMENT, with more than one (1) year, but less than three (3) years of separation or a break-in-service from the duties of a full-time correctional officer, **will be required** to attend the Certification by Wavier program. Normally, no psychological or polygraph screening will be conducted; however, this will be at the discretion of the Academy Director or their designee. There will be **no physical agility test required** for this specifically identified applicant.

**CBW Candidate – Prior NMCD Officer**

**Break-in-Service: more than three (3) years, less than eight (8) years**

An applicant who was previously certified as a correctional officer with the NEW MEXICO CORRECTIONS DEPARTMENT, with more than three (3) years, but less than eight (8) years of separation or a break-in-service from the duties of a full-time correctional officer, **will be required** to attend the CBW program. **They shall be required to undergo a psychological and polygraph evaluation.** There **will be no** physical agility test required for this specifically identified applicant.

**CBW Candidate – Out of State Correctional and Detention Officers, New Mexico Detention Officers**

Any New Mexico detention officer, out of state detention officer, or out of state correctional officer who has attended **at least** a 160 hour basic training academy, **will be required to undergo a psychological and polygraph evaluation** and they **must attend the CBW program.** There **will be no** physical agility test required for this specifically identified applicant. **It is incumbent upon the applicant to provide the curriculum from the academy they attended, as well as a copy of their certificate of completion.**

**More than eight (8) years break in service**

Any previously certified correctional or detention officer, whether in-state or out-of-state, with more than eight (8) years of separation, or a break-in-service from the duties as a full-time correctional officer, **will be required to attend the FULL eight (8) week basic training academy.** Additionally, they will be required to complete a psychological and polygraph evaluation and must meet the current physical agility screening standards established by the New Mexico Corrections Training Academy.

**Important Note:**

The New Mexico Corrections Training Academy reserves the right to evaluate each candidate application on a case-by-case basis for selection to attend the CBW course. The final selection or denial of an applicant to attend the training and participate in any screening requirements rests solely with the Academy Director or their designee.