The Commission on Correctional Peace Officer Standards and Training
Parole Agent I, Adult Parole Occupational Analysis – Executive Summary

OVERVIEW

The Commission on Correctional Peace Officer Standards and Training (CPOST) acquired the services of CPS HR Consulting (CPS HR) to conduct an occupational analysis of the Parole Agent I, Adult Parole classification as used throughout the various geographical regions/assignments of the California Department of Corrections and Rehabilitation (CDCR).

Occupational analysis is a systematic study of a group of similar jobs for the purpose of identifying the work behaviors common across all of the jobs, which may vary somewhat in their responsibilities, and exist at multiple locations or even different organizations.

The goal of this study was to:
1. Identify the important job tasks and the relative importance of each task, on average, for Parole Agent I's, Adult Parole as used in all geographical regions/assignments within CDCR;
2. Identify the knowledge, skills, and abilities (KSAs) that are required for successful performance of those job tasks and the relative importance of each KSA, on average, for Parole Agent I's, Adult Parole, in all geographical areas/assignments within CDCR;
3. Determine if each important KSA must be first possessed either
    a. Upon entrance to the Basic Parole Agent Academy, or
    b. On the first day on the job as a Parole Agent I working in an assigned geographical area/assignment, or
    c. Sometime after day one on the job at the Parole Agent I's, Adult Parole, assigned geographical area/assignment.

	Occupational Analysis Steps	Description of Activity
Data Collection Phase	**Step One:** Literature Review	The first step in an occupational analysis is to review existing literature regarding the job. The CPS HR staff reviewed the Parole Agent I's, Adult Parole, classification specifications, duty statements, previous job analytic information, and listing of the geographic regions/assignments that Parole Agent I's, Adult Parole are assigned in order to gain an initial understanding of the job, and to develop a preliminary list of tasks and corresponding KSAs.
	Step Two: Conduct Site Visits/Ride Alongs	Site visits/ride alongs allow analysts to obtain first-hand knowledge of a job and its requirements, as well as the work context and physical environment in which the work is performed. CPS HR staff conducted multiple site visits/ride alongs in various geographical regions in which Parole Agent I's, Adult Parole work.
	Step Three: Develop Task and KSA Statements with SMEs	A key element of an occupational analysis is the involvement of Subject Matter Experts – individuals, usually performing and/or supervising the job, who are thoroughly knowledgeable about the job and requirements for successful job performance. The CPS HR Consultant worked with current incumbents and supervisors to develop, review, and revise the task and KSA statements.
	Step Four: Obtain SME Task and KSA ratings	An occupational analysis questionnaire was sent to all current incumbents and their supervisors to rate the task and KSA statements.
Results	**Step Five:** Data Analysis	The task and KSA ratings were analyzed to identify the frequently performed and important tasks, and the KSAs that are necessary for successful job performance, when they are first needed, and if they are positively related to job performance.
	Step Six: Assess the Task/KSA Relationships	A linkage process was conducted to obtain SME judgments regarding which important tasks require each of the retained KSAs, and to identify the relationships between the KSAs identified in this study, and the KSAPCs (knowledge, skills, abilities and personal characteristics) listed in the state classification specification.

Step Seven: Prepare a Technical Report	An occupational analysis report provides a detailed record of the methodology and results of the analysis. Additionally, proper documentation is necessary for demonstrating the content validity of selection procedures developed using the occupational analysis results. This technical report was developed for the above purposes following all applicable professional standards.

Data collection included site visits and ride alongs at six geographical sites (which consisted of multiple interviews of Parole Agent I's, Adult Parole and direct supervisors), inclusive of ride alongs between August 13 and 19, 2019; focus group sessions in Northern and Southern California totaling twelve incumbent subject matter experts and four supervisor subject matter experts; and responses from a survey that was sent to all current Parole Agent I's, Adult Parole, and their supervisors.

By establishing a common job performance domain across all positions in the Parole Agent I, Adult Parole, classification, and identifying the point in time at which the KSAs needed for successful job performance must first be possessed by Parole Agent I's, Adult Parole, the results of this study can be used for examining and updating the current Parole Agent I, Adult Parole, training standards, establishing criteria for selection into, and exit from, the academy, and developing hiring exams for the classification.

KEY FINDINGS

Job Tasks
The study identified 106 job tasks that are performed by the majority of Parole Agent I's, Adult Parole, and considered at least "important" to the job, meaning that an inability to perform the task would adversely affect overall job performance. Forty-three (41%) of these tasks were rated between "important" and "very important" (inability to perform the task will likely result in failure on the job and may result in negative consequences); 63 tasks (59%) were rated between "very important" and "critical" (inability to perform the task will lead to significant failure on the job and serious negative consequences).

The tasks were grouped into the following job dimensions based on the similarity of the tasks or the overall purpose of the work activity:

1. Casework (24 KSAs)
2. Supervising and Monitoring Parolees (18 KSAs)
3. Internal Communication (5 KSAs)
4. External Communication and Collaboration (17 KSAs)
5. Hearings and Court (5 KSAs)
6. Investigations, Search and Seizure (11 KSAs)
7. Safety and Security (10 KSAs)
8. Apprehension and Arrest (7 KSAs)
9. Administrative Duties (9 KSAs)

Important KSAs
The study identified 128 KSAs that are necessary for performing the job tasks, and are considered "important" to job performance, meaning that a lack of the KSA is likely to have a noticeable effect on overall job performance. Forty-four (34%) of these KSAs were rated between "important" and "very important" (lack of the KSA will likely result in failure on the job and may result in negative consequences); 84 KSAs (66%) were rated between "very important" and "critical" (lack of the KSA will lead to significant failure on the job and serious negative consequences).

**The Commission on Correctional Peace Officer Standards and Training
Parole Agent I, Adult Parole Occupational Analysis – Executive Summary**

The KSAs were grouped into the following competencies based on their similarity to other KSAs, similarity of the tasks requiring the KSAs, and similarities in the work context in which the KSAs are applied on the job:

1.   Job Knowledge - Laws and Regulations (12 KSAs)
2.   Job Knowledge - Casework Procedures and Methods (17 KSAs)
3.   Job Knowledge - Working with Parolees (10 KSAs)
4.   Job Knowledge – Safety (6 KSAs)
5.   Analytical Thinking and Reasoning (13 KSAs)
6.   Case Management (5 KSAs)
7.   Investigations, Search and Seizure (5 KSAs)
8.   Safety and Security (6 KSAs)
9.   Interpersonal (6 KSAs)
10.   Oral Communication (12 KSAs)
11.   Written Communication (7 KSAs)
12.   Professional Demeanor (11 KSAs)
13.   Other Personal Characteristics (8 KSAs)
14.   Physical (10 KSAs)

Pre-Academy KSAs
An important aspect of this study was to determine when each of the KSAs needed for successful job performance must first be possessed by Parole Agent I's, Adult Parole. Survey respondents were asked to indicate if each KSA must first be possessed prior to attending the Basic Parole Agent Academy prior to being placed in the job of a Parole Agent I, Adult Parole, or on the first day on the job at a Parole Agent I's, Adult Parole assigned geographical region/assignment, or sometime after being on the job.

Thirteen KSAs in the following competencies were determined to be first needed prior to attending the academy:

- Case Management (1 KSA)
- Oral Communication (1 KSA)
- Written Communication (3 KSAs)
- Professional Demeanor (1 KSA)
- Physical (7 KSAs)

First Day on the Job KSAs
Sixty-six KSAs in the following competencies were determined to be first needed on the first day on the job (post academy) in an assigned geographical region/assignment:

- Job Knowledge - Laws and Regulations (11 KSAs)
- Job Knowledge - Casework Procedures and Methods (14 KSAs)
- Job Knowledge - Working with Parolees (6 KSAs)
- Job Knowledge – Safety (6 KSAs)
- Analytical Thinking and Reasoning (2 KSAs)
- Case Management (2 KSAs)
- Investigations, Search and Seizure (5 KSAs)
- Safety and Security (6 KSAs)
- Interpersonal (4 KSAs)

- Oral Communication (4 KSAs)
- Written Communication (1 KSA)
- Professional Demeanor (2 KSAs)
- Other Personal Characteristics (1 KSA)
- Physical (2 KSAs)

After Hire KSAs

Four KSAs in the following competencies were determined to be first needed sometime after day one on the job:

- Job Knowledge - Casework Procedures and Methods (2 KSAs)
- Job Knowledge - Working with Parolees (2 KSAs)

RECOMMENDATIONS ON UTILIZING REPORT RESULTS

The results of this occupational analysis can be used for a variety of purposes related to training and employment practices. The important KSAs outlined as first needed pre-academy are recommended to be used as the foundation for developing and validating selection examinations, inclusive of assessing minimum qualifications, for the Parole Agent I, Adult Parole, classification given that selection into the classification occurs pre-academy. The KSAs identified as needed first day on the job at one's assigned geographical region/assignment are recommended to be utilized as the foundation for assessing academy training standards, and to be used to develop and review academy curriculum, as well as used to develop tests to assess academy progress and successful completion.

Additionally, all tasks and KSAs can be used for reviewing training standards, however, particular focus should be placed on the KSAs that were determined to be needed at some point in time after the first day on the job, as these KSAs are necessary to be acquired in either a formal or informal manner after hire, after academy completion, and while on the job. The remaining tasks and KSAs can all be used, however, to guide the process of reviewing, developing, or revising the ongoing training standards for Parole Agent I's, Adult Parole, to ensure that the standards are based on the most up to date information regarding the requirements for successful job performance.

Parole Agent I, Adult Parole – OAQ RESPONDENT GROUP

Total Respondents per Respondent Group

Respondent Group	Number of Respondents
Parole Agent I, Adult Parole	517
Parole Agent II, Adult Parole Supervisor	70
Parole Agent III, Adult Parole Supervisor	79
Other*	15
Total	681

*Other responses: BPH Notice Agent; CTP PAII Sup; Former PAI, PAII, Current PAIII @BPH; none of the above; NOTICE AGENT; OCS-FAT; OOC PAII; OOC PAIII; PA II Supervisor Division HQ (Do not supervise PAI); PA3 over PA2 Supervisors; PAII acting position; PAII SUPV-ERO; Parole Agent II, Specialist (2); Parole Agent III BPH HQ

Gender, Ethnicity, Age, Time in Rank and Education by Respondent Group

Gender	PA I, AP	% of Group *	PA II	% of Group	PA III	% of Group	Other	% of Group
Male	383	74.1%	52	74.3%	58	73.4%	9	60.0%
Female	124	24.0%	15	21.4%	20	25.3%	5	33.3%
Selected "Prefer Not to Answer"	10	1.9%	3	4.3%	1	1.3%	1	6.7%
Ethnicity	**PA I, AP**	**% of Group**	**PA II**	**% of Group**	**PA III**	**% of Group**	**Other**	**% of Group**
African American	76	14.7%	9	12.9%	11	13.9%	1	6.7%
Asian/Pacific Islander	44	8.5%	7	10.0%	8	10.1%	2	13.3%
Caucasian	131	25.3%	15	21.4%	23	29.1%	4	26.7%
Hispanic	193	37.3%	31	44.3%	28	35.4%	4	26.7%
Native American	6	1.2%	0	n/a	0	n/a	0	n/a
Other	24	4.6%	2	2.9%	4	5.1%	3	20.0%
Selected "Prefer Not to Answer"	43	8.3%	6	8.6%	5	6.3%	1	6.7%
Age	**PA I, AP**	**% of Group**	**PA II**	**% of Group**	**PA III**	**% of Group**	**Other**	**% of Group**
18-19	0	n/a	0	n/a	0	n/a	0	n/a
20-24	0	n/a	0	n/a	0	n/a	0	n/a
25-29	8	1.5%	0	n/a	0	n/a	0	n/a
30-34	32	6.2%	0	n/a	0	n/a	0	n/a
35-39	113	21.9%	4	5.7%	6	7.7%	1	6.7%
40-44	118	22.8%	13	18.6%	13	16.7%	4	26.7%

	PA I, AP	% of Group	PA II	% of Group	PA III	% of Group	Other	% of Group
45-49	112	21.7%	30	42.9%	39	50.0%	6	40.0%
50-54	82	15.9%	16	22.9%	15	19.2%	3	20.0%
55-59	39	7.5%	2	2.9%	4	5.1%	1	6.7%
60-64	8	1.5%	2	2.9%	1	1.3%	0	n/a
65+	0	n/a	0	n/a	0	n/a	0	n/a
Selected "Prefer Not to Answer"	5	1.0%	3	4.3%	0	n/a	0	n/a
Time in Rank	**PA I, AP**	**% of Group**	**PA II**	**% of Group**	**PA III**	**% of Group**	**Other**	**% of Group**
Less than 6 months	7	1.4%	4	5.7%	10	12.7%	3	20.0%
6 months to 1 year	44	8.5%	13	18.6%	5	6.3%	1	6.7%
1 to 3 years	189	36.6%	28	40.0%	35	44.3%	4	26.7%
3 to 5 years	59	11.4%	12	17.1%	11	13.9%	3	20.0%
5 to 7 years	24	4.6%	6	8.6%	7	8.9%	1	6.7%
7 to 9 years	27	5.2%	4	5.7%	2	2.5%	1	6.7%
9 to 11 years	61	11.8%	1	1.4%	6	7.6%	0	n/a
11 to 13 years	44	8.5%	0	n/a	2	2.5%	1	6.7%
13 to 15 years	22	4.3%	0	n/a	0	n/a	1	6.7%
More than 15 years	40	7.7%	2	2.9%	1	1.3%	0	n/a
Education	**PA I, AP**	**% of Group**	**PA II**	**% of Group**	**PA III**	**% of Group**	**Other**	**% of Group**
High School	4	.8%	0	n/a	0	n/a	0	n/a
Some college but no degree	60	11.6%	14	20.0%	7	9.0%	2	13.3%
Associate's Degree or equivalent (vocational program, etc.)	98	19.0%	5	7.1%	16	20.5%	1	6.7%
Bachelor's Degree	270	52.2%	38	54.3%	36	46.2%	9	60.0%
Graduate Degree	77	14.9%	12	17.1%	18	23.1%	3	20.0%
Selected "Prefer Not to Answer"	8	1.5%	1	1.4%	1	1.3%	0	n/a

Number of Respondents by District/Region/Unit and Respondent Group

District/Region/Unit*	PA I, AP	% of Group	PA II	% of Group	PA III	% of Group	Other	% of Group
NR – Sierra District – Auburn & Sierra GPS	12	2.3%	1	1.4%	1	1.3%	0	n/a
NR – Sierra District – Redding	4	.8%	1	1.4%	1	1.3%	0	n/a
NR – Sierra District – Red Bluff	5	1.0%	0	n/a	1	1.3%	0	n/a
NR – Sierra District – Chico	2	.4%	1	1.4%	1	1.3%	0	n/a
NR – Sierra District – Woodland	9	1.7%	1	1.4%	1	1.3%	0	n/a

The Commission on Correctional Peace Officer Standards and Training
Parole Agent I, Adult Parole Occupational Analysis – Executive Summary

NR – NR CPAT – Greater Sacramento Area	3	.6%	1	1.4%	1	1.3%	0	n/a
NR – NR CPAT – Greater Stockton Area	2	.4%	0	n/a	0	n/a	0	n/a
NR – NR CPAT – Greater Fresno Area	2	.4%	0	n/a	1	1.3%	0	n/a
NR – NR CPAT – Greater Alameda Area	2	.4%	0	n/a	0	n/a	0	n/a
NR – NR CPAT – Greater Santa Clara Area	3	.6%	1	1.4%	0	n/a	0	n/a
NR – Delta District – Stockton	22	4.3%	1	1.4%	2	2.5%	2	13.3%
NR – Delta District – Ceres & Modesto 2	7	1.4%	1	1.4%	1	1.3%	0	n/a
NR – Delta District – Merced	8	1.5%	1	1.4%	0	n/a	0	n/a
NR – Southern District – Bakersfield 2 & 3 GPS	16	3.1%	1	1.4%	0	n/a	0	n/a
NR – Southern District – Bakersfield 5 & 6	13	2.5%	1	1.4%	1	1.3%	0	n/a
NR – Southern District – Visalia & Hanford	16	3.1%	3	4.3%	1	1.3%	0	n/a
NR – Central District - Fresno (Central GPS; Fresno 2/5/7; & CCU)	30	5.8%	3	4.3%	4	5.1%	0	n/a
NR – Capitol District – Sacramento Metro 1 & 4	6	1.2%	1	1.4%	2	2.5%	0	n/a
NR – Capitol District – Sacramento Metro 2 & 3 GPS	8	1.5%	0	n/a	1	1.3%	0	n/a
NR – Capitol District – Sacramento Natomas & North	10	1.9%	2	2.9%	2	2.5%	0	n/a
NR – East Bay District – Berkeley	3	.6%	0	n/a	0	n/a	0	n/a
NR – East Bay District – East Bay GPS	4	.8%	0	n/a	1	1.3%	0	n/a
NR – East Bay District – Oakland	12	2.3%	0	n/a	1	1.3%	0	n/a
NR – East Bay District – Contra Costa	7	1.4%	1	1.4%	2	2.5%	0	n/a
NR – South Bay District – San Jose	14	2.7%	1	1.4%	2	2.5%	0	n/a

NR – South Bay District – South Bay GPS	3	.6%	1	1.4%	1	1.3%	0	n/a
NR – South Bay District – Redwood City	4	.8%	0	n/a	0	n/a	0	n/a
NR – Central Coast District – Salinas	8	1.5%	0	n/a	1	1.3%	0	n/a
NR – Central Coast District – San Luis Obispo	4	.8%	0	n/a	0	n/a	0	n/a
NR – Central Coast District – Ventura	6	1.2%	1	1.4%	1	1.3%	1	6.7%
NR – Central Coast District – Ventura Training Center	2	.4%	1	1.4%	0	n/a	0	n/a
NR – Central Coast District – Atascadero sub-unit	1	.2%	0	n/a	0	n/a	1	6.7%
NR – Central Coast District – San Luis Obispo store front	1	.2%	0	n/a	0	n/a	0	n/a
NR – West Bay District – San Francisco 1	4	.8%	1	1.4%	0	n/a	0	n/a
NR – West Bay District – San Francisco 4	2	.4%	1	1.4%	1	1.3%	0	n/a
NR – West Bay District – Santa Rosa	4	.8%	0	n/a	1	1.3%	0	n/a
NR – West Bay District – Ukiah	8	1.5%	1	1.4%	1	1.3%	0	n/a
NR – West Bay District – Eureka	2	.4%	0	n/a	0	n/a	0	n/a
NR – West Bay District – Vallejo	3	.6%	1	1.4%	0	n/a	0	n/a
SR – El Monte District – El Monte 1	5	1.0%	1	1.4%	1	1.3%	0	n/a
SR – El Monte District – El Monte 2	2	.4%	1	1.4%	0	n/a	1	6.7%
SR – El Monte District – El Monte 3	2	.4%	1	1.4%	1	1.3%	0	n/a
SR – El Monte District – El Monte 4	1	.2%	0	n/a	0	n/a	0	n/a
SR – El Monte District – El Monte GPS 1	5	1.0%	0	n/a	0	n/a	0	n/a
SR – El Monte District – El Monte GPS 2	2	.4%	0	n/a	0	n/a	0	n/a
SR – Harbor District – Compton 1	1	.2%	1	1.4%	1	1.3%	0	n/a
SR – Harbor District – Compton GPS	5	1.0%	0	n/a	0	n/a	0	n/a
SR – Harbor District – Long Beach 1	0	n/a	1	1.4%	0	n/a	0	n/a

SR – Harbor District – Long Beach 2	6	1.2%	0	n/a	1	1.3%	0	n/a
SR – Harbor District – Long Beach 4	3	.6%	1	1.4%	0	n/a	0	n/a
SR – High Desert – Antelope Valley 1	1	.2%	1	1.4%	0	n/a	0	n/a
SR – High Desert – Antelope Valley 4	4	.8%	0	n/a	1	1.3%	0	n/a
SR – High Desert – Antelope Valley GPS	7	1.4%	1	1.4%	1	1.3%	0	n/a
SR – High Desert – Victorville 1	3	.6%	0	n/a	0	n/a	0	n/a
SR – High Desert – Victorville 2	6	1.2%	0	n/a	1	1.3%	0	n/a
SR – High Desert – Victorville GPS	3	.6%	0	n/a	0	n/a	0	n/a
SR – Los Angeles – LA Central 1	3	.6%	1	1.4%	1	1.3%	0	n/a
SR – Los Angeles – LA Central 2	7	1.4%	1	1.4%	1	1.3%	0	n/a
SR – Los Angeles – LA Central 3	3	.6%	0	n/a	1	1.3%	0	n/a
SR – Los Angeles – LA Central 4	2	.4%	0	n/a	0	n/a	0	n/a
SR – Los Angeles – LA Central GPS	4	.8%	0	n/a	0	n/a	0	n/a
SR – Mid-City District – Mid-City 1	4	.8%	1	1.4%	0	n/a	0	n/a
SR – Mid-City District – Mid-City 3	4	.8%	0	n/a	1	1.3%	0	n/a
SR – Mid-City District – Mid-City 4	4	.8%	0	n/a	0	n/a	0	n/a
SR – Mid-City District – Mid-City GPS	3	.6%	0	n/a	1	1.3%	0	n/a
SR – Mid-City District – Huntington Park GPS	4	.8%	1	1.4%	1	1.3%	0	n/a
SR – Riverside District – Moreno Valley 1	5	1.0%	0	n/a	1	1.3%	0	n/a
SR – Riverside District – Riverside 1	5	1.0%	0	n/a	1	1.3%	0	n/a
SR – Riverside District – Riverside GPS	5	1.0%	1	1.4%	0	n/a	0	n/a
SR – Riverside District – Palm Springs	3	.6%	0	n/a	0	n/a	0	n/a
SR – Riverside District – Indio Palm Springs GPS	7	1.4%	1	1.4%	1	1.3%	0	n/a
SR – San Bernardino District – San Bernardino 1	4	.8%	0	n/a	0	n/a	0	n/a

SR – San Bernardino District – San Bernardino 2	2	.4%	0	n/a	2	2.5%	0	n/a
SR – San Bernardino District – San Bernardino GPS	2	.4%	0	n/a	0	n/a	0	n/a
SR – San Bernardino District – Foothill GPS	4	.8%	0	n/a	0	n/a	0	n/a
SR – San Bernardino District – Rialto	3	.6%	0	n/a	1	1.3%	0	n/a
SR – San Diego District – Chula Vista 1	4	.8%	1	1.4%	0	n/a	0	n/a
SR – San Diego District – Chula Vista 2	4	.8%	1	1.4%	0	n/a	0	n/a
SR – San Diego District – El Cajon	4	.8%	0	n/a	0	n/a	0	n/a
SR – San Diego District – East San Diego GPS	3	.6%	0	n/a	0	n/a	0	n/a
SR – San Diego District – Seaport GPS	3	.6%	0	n/a	1	1.3%	0	n/a
SR – San Diego District – El Centro	2	.4%	1	1.4%	0	n/a	0	n/a
SR – San Fernando Valley District – San Fernando Valley 1	3	.6%	0	n/a	1	1.3%	0	n/a
SR – San Fernando Valley District – San Fernando Valley 2	3	.6%	0	n/a	1	1.3%	0	n/a
SR – San Fernando Valley District – Van Nuys 2	8	1.5%	0	n/a	0	n/a	0	n/a
SR – San Fernando Valley District – Van Nuys GPS	3	.6%	1	1.4%	1	1.3%	0	n/a
SR – San Fernando Valley District – Pasadena 1	2	.4%	1	1.4%	1	1.3%	0	n/a
SR – San Gabriel Valley District – Pomona 1	4	.8%	0	n/a	1	1.3%	0	n/a
SR – San Gabriel Valley District – San Gabriel Valley 1	3	.6%	0	n/a	0	n/a	0	n/a
SR – San Gabriel Valley District – Fontana	3	.6%	1	1.4%	0	n/a	0	n/a
SR – San Gabriel Valley District – Santa Fe Springs	1	.2%	0	n/a	1	1.3%	0	n/a

SR – San Gabriel Valley District – San Gabriel Valley GPS	5	1.0%	1	1.4%	1	1.3%	0	n/a
SR – South Coast – Fullerton	0	n/a	0	n/a	1	1.3%	0	n/a
SR – South Coast – Orange	5	1.0%	0	n/a	1	1.3%	0	n/a
SR – South Coast – Santa Ana 1	3	.6%	0	n/a	1	1.3%	0	n/a
SR – South Coast – Santa Ana 3	5	1.0%	0	n/a	1	1.3%	0	n/a
SR – South Coast – South Coast	5	1.0%	1	1.4%	1	1.3%	0	n/a
SR – South Coast – Orange GPS	5	1.0%	0	n/a	0	n/a	0	n/a
SR – Tri City District – Escondido 1	3	.6%	1	1.4%	1	1.3%	0	n/a
SR – Tri City District – Escondido 2	2	.4%	1	1.4%	1	1.3%	0	n/a
SR – Tri City District – Inland GPS	2	.4%	0	n/a	0	n/a	0	n/a
SR – Tri City District – Moreno Valley 2	1	.2%	0	n/a	0	n/a	0	n/a
SR – Tri City District – Riverside 3	5	1.0%	0	n/a	1	1.3%	0	n/a
Other*	20	3.9%	17	24.3%	11	13.9%	10	66.7%

*NR=Northern Region, SR=Southern Region
** Other responses: Board of Parole Hearings (2); BPH; BPH HQ Sacramento; BPH, Offender Investigations Unit; Capitol/NR/Court Compliance; CPAT LA NORTH; CPAT LA SOUTH POMONA OFFICE; DAPO Division; DAPO Headquarters (2); DAPO HQ CTP; Division Headquarters (6); Division HQ, Division Training Unit; Division HQ-Parole Automation Unit; Division Parole HQ; EL MONTE; El Monte/ SR/ Court Compliance; Fontana; HQ; HQ DTU; HQ Lifer Reentry Unit; HQ/SR/DTU; HQ-EMU-South; none; NORTH; Northern Region Headquarters (6); Northern Region-CTP; Northern, Riverside Court Compliance; NR, Sierra, CCU; Riverside; Riverside Court Compliance/ Southern Reg; Riverside District, Southern Region, CPAT Unit; Sacramento; San Bernardino; San Diego (2); San Diego Escondido; So Reg Fullerton; Southern (2); Southern Region Court Compliance Unit (2); Southern Region CPAT Los Angeles (2); Southern Region HQ (4); SR – CPAT; SR CPAT - San Bernardino; SR, Imperial, San Diego and TriCity Districts; SR-Court Compliance Orange County (2); SR-CPAT NORTH; SR-CPAT-San Diego; SR-LA-DCCU; West Bay Court Compliance (2).

Assignment Representation (Total Respondent Group)

Assignment	Number of Respondents	% of Total Group
CA Parole Supervision Reintegration Model (CPSRM)	323	47.5%
GPS Gang	13	1.9%
GPS Sex Offender/PC 290	170	25.0%
GPS Non-Specialized Gang/Gang Feeder	5	.7%
Court Agent	17	2.5%
Notice Agent	19	2.8%
Lifer Agent	24	3.5%
Court Re-entry Agent	4	.6%
Gender Responsive	4	.6%

CA Parole Apprehension Team (CPAT)	30	4.4%
Enhance Outpatient Program (Specialized – EO or Non-Specialized)	3	.4%
Board of Parole Hearings	6	.9%
Other	62	9.1%

*Other responses: APU; As instructed; ASH/MDO/AGENT; AUS; CA Parole Supervision Reintegration Model (CPSRM) AND GPS Sex Offender PC 290 (Hybrid Unit); CCTRP, acting; Community Transition Program; COURT COMPLIANCE; CPOST; CPSRM & GPS Sex Offender; CPSRM AGENT; CPSRM GANG LIASON AGENT; CTP PAII Sup; DAPO HQ CTP; District Court Compliance Unit Supervisor; Division Training Unit; DVI/CHCF/SCC; Electronic Monitoring Unit and Correctional Intelligence Task Force; Employee Relations Officer (2); EMU-SAFE TASKFORCE; Fidelity Assurance and Outcomes Unit; Field Agent PA I; Gang Unit; GPS Supervisor; GPS/CPSRM/GR; HDSP/PBSP/CCC; Hybrid - Sex Offender and CPSRM; Hybrid Unit - CPSRM/PC290 GPS caseloads; Interstate Compact Unit; Interstate, Reentry Court, CPSRM Agent; INTERSTATE/EXTRADITION; Labor Relations; Lifer Agent/ Over flow; MCRP; Metro; OCC DA; OCS BAFAT; OCS-FAT; PA II Suop Lifer ReEntry Unit; PAII Supervisor Sierra District Court Compliance Unit; PAIII hybrid Unit; PAIII-EMU-South; Parole Administrator (A) (2); Parole Agent II; Parole Agent II - Hybrid Unit; Parole Agent II (Acting) Supervisor; Parole Agent II Supervisor (13); Parole Agent III; PVDTS Support; Reentry Coordination Program; Sacramento Division HQ; Special Assistant to the Director; stand caseload; SVP Agent; TRAINING; Unit Supervisor (3); Van Nuys 2

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Parole Agent I, Adult Parole Occupational Analysis – Executive Summary