



**CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION  
OFFICE OF WORKFORCE PLANNING  
QUALIFICATIONS ASSESSMENT**

**SENIOR ESTIMATOR OF BUILDING CONSTRUCTION**

This examination will provide you with an opportunity to demonstrate significant aspects of your qualifications for the **Senior Estimator of Building Construction** classification with the California Department of Corrections and Rehabilitation (CDCR). The information you provide will be rated based on objective criteria created by Subject Matter Experts. The rating will be used to determine your final score in this examination. If successful, your name will be placed on an eligible list for the classification listed above. The list will be used to fill positions in Sacramento County. A "Conditions of Employment" form is included in this examination which will allow you to select the time bases you are interested in working. It is **required** that you **personally complete** this examination accurately and without assistance.

**You will be evaluated based on your ability to follow directions and read, interpret, and respond appropriately to the questions in this Qualifications Assessment. Candidates who fail to follow the instructions will be eliminated from this examination.**

**THIS AFFIRMATION MUST BE COMPLETED.**

I hereby certify that the information provided on this Qualifications Assessment Questionnaire is true and correct to the best of my knowledge and contains no willful misrepresentations or falsifications. I also understand that if it is later discovered that I have made any false representations, I may be removed from the examination and/or the eligible list resulting from this examination, have adverse action taken against me which could result in loss of state employment, and/or suffer loss of right to compete in any future state examinations.

Name (Printed): \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip Code: \_\_\_\_\_

Home Telephone Number: \_\_\_\_\_

Work Telephone Number: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

YOUR COMPLETED QUALIFICATIONS ASSESSMENT AND EXAMINATION APPLICATION (STD. 678) MUST INCLUDE YOUR ORIGINAL SIGNATURE. COMPLETED QUALIFICATIONS ASSESSMENTS AND EXAMINATION APPLICATIONS MUST BE MAILED OR DELIVERED TO THE FOLLOWING LOCATION:

**Mail to:**

Department of Corrections and Rehabilitation  
Office of Workforce Planning  
P.O. Box 942883  
Sacramento, CA 94283-0001

or

**Deliver in Person to:**

Department of Corrections and Rehabilitation  
1515 S Street  
Sacramento, CA 95811-7243  
Attn: Office of Workforce Planning, Room 101N  
(916) 322-2545

**NOTE:**

- Candidates whose Qualifications Assessment and Examination Application are postmarked, personally delivered or received via interoffice mail after the due date will be eliminated from the examination.
- Be sure your envelope has **adequate postage** if submitting via mail.
- Facsimiles (FAX) will **NOT** be accepted under any circumstances.
- Make and keep a photocopy of the completed Qualifications Assessment for your records.

## GENERAL INSTRUCTIONS

This process is the entire examination for the above classification. Therefore, please be sure to review and follow all instructions carefully as missing or incomplete information may result in disqualification or a lower score.

The examination is intended to provide candidates the opportunity to demonstrate their knowledge and experience in a variety of areas. It is not expected that you will have experience in all areas.

The following areas comprise the complete examination for the Senior Estimator of Building Construction classification. You must ensure that you have reviewed each of the following areas:

- Affirmation Statement (page 1)
- General Instructions / Prior State Employment (page 2)
- Conditions of Employment (page 3 - 4)
- Rating Instructions (page 6)
- Knowledge & Work Experience – Senior Estimator Of Building Construction (pages 7 -14)
- Recruitment Questionnaire/Mailing Instructions (page 15)

### **YOUR RESPONSES ARE SUBJECT TO VERIFICATION**

Please keep in mind that all information provided on this Qualifications Assessment will be subject to verification at any time during the examination process, hiring process, and even after gaining employment. Anyone who misrepresents his/her experience will be subject to adverse consequences, which could include the following action(s):

- Removal from the examination process
- Removal from the eligible list / certification list
- Loss of State employment
- Loss of rights to compete in any future state examinations

## PRIOR STATE EMPLOYMENT INFORMATION

Complete this next section **ONLY** if you have been previously **dismissed** from California State Civil Service employment by punitive action or as a result of disciplinary proceedings. **IF THIS DOES NOT APPLY TO YOU, please skip this question.**

Do you have written permission from the Department of Human Resources (CalHR) to take this examination?

<input type="checkbox"/>	YES
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<input type="checkbox"/>	NO
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**State Personnel Board, Rule 211 provides that a dismissed state employee may only participate in State Civil Service examinations if he/she has obtained prior consent from the State Personnel Board.**

**CONDITIONS OF EMPLOYMENT INFORMATION FOR  
 SENIOR ESTIMATOR OF BUILDING CONSTRUCTION**

<b>EXAMINATION TITLE:</b>	<b>EXAMINATION CODE:</b>
<b>NAME (PLEASE PRINT –LAST, FIRST, MI):</b>	<b>IDENTIFICATION NUMBER (COPY FROM IDENTIFICATION LETTER):</b>

PLEASE MARK THE APPROPRIATE BOX(ES) OF YOUR CHOICE - YOU WILL NOT BE OFFERED A JOB IN LOCATIONS NOT MARKED.  
 If you are successful in this examination, your name will be placed on an active employment list and referred to fill vacancies according to the conditions you specify on this form. You may choose up to 15 different locations. If you choose more than 15, you will be certified for anywhere in the State.

**TYPE OF APPOINTMENT YOU WILL ACCEPT**

Please mark the appropriate box(es) - you may check "(A) Any" if you are willing to accept any type of employment.

- (D) Permanent Full-Time**     
  **(R) Permanent Part-Time**     
  **(K) Limited-Term Full-Time**     
  **(A) Any**

If all are marked and you receive an appointment other than permanent full-time, your name will continue to be considered for permanent full-time positions.

**PLEASE SEE REVERSE FOR MAP**

<input type="checkbox"/> 0005	<b>ANYWHERE IN THE STATE - If this box is marked, no further selection is necessary.</b>
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**NORTHERN REGION**

<input type="checkbox"/> 0100 <b>Alameda County</b>	<input type="checkbox"/> 0200 <b>Alpine County</b>	<input type="checkbox"/> 0300 <b>Amador County</b>
<input type="checkbox"/> 0400 <b>Butte County</b>	<input type="checkbox"/> 0500 <b>Calaveras County</b>	<input type="checkbox"/> 0600 <b>Colusa County</b>
<input type="checkbox"/> 0700 <b>Contra Costa County</b>	<input type="checkbox"/> 0800 <b>Del Norte County</b>	<input type="checkbox"/> 0900 <b>El Dorado County</b>
<input type="checkbox"/> 1100 <b>Glenn County</b>	<input type="checkbox"/> 1200 <b>Humboldt County</b>	<input type="checkbox"/> 1700 <b>Lake County</b>
<input type="checkbox"/> 1800 <b>Lassen County</b>	<input type="checkbox"/> 2100 <b>Marin County</b>	<input type="checkbox"/> 2300 <b>Mendocino County</b>
<input type="checkbox"/> 2500 <b>Modoc County</b>	<input type="checkbox"/> 2800 <b>Napa County</b>	<input type="checkbox"/> 2900 <b>Nevada County</b>
<input type="checkbox"/> 3100 <b>Placer County</b>	<input type="checkbox"/> 3200 <b>Plumas County</b>	<input type="checkbox"/> 3400 <b>Sacramento County</b>
<input type="checkbox"/> 3800 <b>San Francisco County</b>	<input type="checkbox"/> 3900 <b>San Joaquin County</b>	<input type="checkbox"/> 4100 <b>San Mateo County</b>
<input type="checkbox"/> 4500 <b>Shasta County</b>	<input type="checkbox"/> 4600 <b>Sierra County</b>	<input type="checkbox"/> 4700 <b>Siskiyou County</b>
<input type="checkbox"/> 4800 <b>Solano County</b>	<input type="checkbox"/> 4900 <b>Sonoma County</b>	<input type="checkbox"/> 5100 <b>Sutter County</b>
<input type="checkbox"/> 5200 <b>Tehama County</b>	<input type="checkbox"/> 5300 <b>Trinity County</b>	<input type="checkbox"/> 5500 <b>Tuolumne County</b>
<input type="checkbox"/> 5700 <b>Yolo County</b>	<input type="checkbox"/> 5800 <b>Yuba County</b>	

**CENTRAL REGION**

<input type="checkbox"/> 1000 <b>Fresno County</b>	<input type="checkbox"/> 1400 <b>Inyo County</b>	<input type="checkbox"/> 1500 <b>Kern County</b>
<input type="checkbox"/> 1600 <b>Kings County</b>	<input type="checkbox"/> 2000 <b>Madera County</b>	<input type="checkbox"/> 2200 <b>Mariposa County</b>
<input type="checkbox"/> 2400 <b>Merced County</b>	<input type="checkbox"/> 2600 <b>Mono County</b>	<input type="checkbox"/> 2700 <b>Monterey County</b>
<input type="checkbox"/> 3500 <b>San Benito County</b>	<input type="checkbox"/> 4000 <b>San Luis Obispo County</b>	<input type="checkbox"/> 4300 <b>Santa Clara County</b>
<input type="checkbox"/> 4400 <b>Santa Cruz County</b>	<input type="checkbox"/> 5000 <b>Stanislaus County</b>	<input type="checkbox"/> 5400 <b>Tulare County</b>

**SOUTHERN REGION**

<input type="checkbox"/> 1300	<b>Imperial County</b>	<input type="checkbox"/> 1900	<b>Los Angeles County</b>	<input type="checkbox"/> 3000	<b>Orange County</b>
<input type="checkbox"/> 3300	<b>Riverside County</b>	<input type="checkbox"/> 3600	<b>San Bernardino County</b>	<input type="checkbox"/> 3700	<b>San Diego County</b>
<input type="checkbox"/> 4200	<b>Santa Barbara County</b>	<input type="checkbox"/> 5600	<b>Ventura County</b>		



**ADDRESS OR AVAILABILITY FOR EMPLOYMENT CHANGES**

After list release, successful candidates may promptly update any address and/or availability for employment preference information by accessing their CalCareer account on the California Department of Human Resources (CalHR) website at [www.jobs.ca.gov](http://www.jobs.ca.gov) or notifying CDCR at the following address:

California Department of Corrections and Rehabilitation  
Division of Human Resources  
Office of Workforce Planning  
P.O. Box 942883  
Sacramento, CA 94283-0001  
Attn: Certification Unit

## INSTRUCTIONS:

Using the rating scale(s) below, rate your knowledge and experience performing specific job-related actions.

Respond to each of the following statements (1 - 24) by indicating how the statement applies to you. You are required to respond to every statement by marking one option for each of the 2 scales provided.

In responding to each statement, you may refer to your FORMAL EDUCATION, FORMAL TRAINING COURSES, and/or WORK EXPERIENCE whether paid or not paid.

### **SCALE #1 - KNOWLEDGE RELATED TO PERFORMING THIS ACTION:**

#### **Extensive Knowledge**

I possess an expert knowledge level to the extent that I have effectively performed tasks related to this knowledge in the most difficult and complex situations **and** I have instructed others on specific aspects of this knowledge.

#### **Moderate Knowledge**

I possess an advanced knowledge level to the extent that I could effectively perform this task under the majority of circumstances or situations encountered.

#### **Basic Knowledge**

I possess a sufficient knowledge level that would allow me to perform this task successfully in routine situations.

#### **Limited Knowledge**

I have some knowledge of how to perform this task, but I may require additional instruction to apply my knowledge effectively.

#### **No Knowledge**

I have no knowledge of how to perform this task or what it may entail.

### **SCALE #2 - EXPERIENCE RELATED TO PERFORMING THIS ACTION:**

#### **Extensive Experience**

I have more than 5 years of experience in regularly performing this action **and** I have instructed others on this specific action.

#### **Moderate Experience**

I have more than 4 years, but less than 5 years of experience in this action **and** I can perform it independently.

#### **Basic Experience**

I have more than 3 years, but less than 4 years of experience in this action **and** I have performed it regularly with minimal or no assistance.

#### **Limited Experience**

I have less than 3 years of experience in performing this action **and** I may require assistance for successful performance.

#### **No Experience**

I have never performed this action.

1. Prepare conceptual cost estimates for construction project proposals to create an initial budget and determine overall project feasibility.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

2. Prepare preliminary cost estimates for approved construction projects to refine the scope of the project by revising or updating the conceptual budget.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

3. Prepare final costs estimates for approved construction projects to begin development of contract bid documents by revising or updating the preliminary budget.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

4. Complete quantity surveys of materials and labor required for construction projects to create accurate cost estimates.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

5. Direct construction projects via site visits to validate scope, schedule, and budget and determine the quality of work performed.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

6. Estimate material and labor costs of construction projects to create cost estimates during the different phases of projects.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience



7. Develop the total cost of construction projects by combining hard cost estimates with soft cost estimates (i.e. permits, fees, and taxes) to finalize project budget and contract bid documents.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

8. Review and negotiate cost of proposed project change orders submitted by contractors to ensure department is receiving fair market value.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

9. Prepare labor and material lists for construction projects to determine if all required materials are included in the bid.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

10. Prepare requisition documents for labor and materials required for project completion.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

11. Make valuation appraisals of existing infrastructure to determine feasibility of proposed project scope.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

12. Prepare written correspondence to provide or request project information from designers, contractors, stakeholders, etc.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

13. Document and track completed cost estimates associated with detailed costs for labor and materials.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

14. Reconcile project purchase orders to ensure project remains within approved budget.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

15. Review plans and specifications for construction projects to identify errors, discrepancies, or omissions.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

16. Act as lead estimator for construction projects to ensure projects are operating within scope, schedule, and budget.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

17. Conduct project site visits to review existing physical conditions to ensure a thorough understanding of project construction plans.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

18. Perform value engineering of plans and specifications for construction projects to determine areas of potential cost savings and ensure final cost estimates are within budget.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

19. Review official bid award documents to determine if the bids are within project scope.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

20. Interview the low bidder when a large discrepancy exists between their bid and the project estimate to identify reasons for the discrepancy.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

21. Communicate effectively with the project team and stakeholders to ensure all project requirements are met for scope, schedule and budget.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

22. Conduct a project close out inspection with the project team, contractors, and stakeholders to identify and document punch list items for corrective action.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

23. Attend meetings with the project team and stakeholders to receive and communicate updated information related to project scope, schedule, and budget.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

24. Assist with the training of estimators on various methods of developing cost estimates for construction projects.

**Knowledge related to performing this action**

- Extensive Knowledge
- Moderate Knowledge
- Basic Knowledge
- Limited Knowledge
- No Knowledge

**Experience related to performing this action**

- Extensive Experience
- Moderate Experience
- Basic Experience
- Limited Experience
- No Experience

## RECRUITMENT QUESTIONNAIRE

**These questions are not part of the examination. Responses are voluntary and will be used for recruitment statistics.**

### ***HOW DID YOU HEAR ABOUT THIS EXAMINATION?***

Check the appropriate box below.

- Newspaper/Magazine Advertisement
- Internet (Social Media)
- California Department of Corrections and Rehabilitation employee
- Recruitment Mailing
- College/School
- Job Fair/Career Fair
- Other: \_\_\_\_\_

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### **THIS CONCLUDES THE QUALIFICATIONS ASSESSMENT FOR SENIOR ESTIMATOR OF BUILDING CONSTRUCTION**

YOUR COMPLETED QUALIFICATIONS ASSESSMENT AND EXAMINATION APPLICATION (STD. 678) MUST INCLUDE YOUR ORIGINAL SIGNATURE. COMPLETED QUALIFICATIONS ASSESSMENTS AND EXAMINATION APPLICATIONS MUST BE MAILED OR DELIVERED TO THE FOLLOWING LOCATION:

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