



**Fish and Game Warden Cadet**  
**Open Departmental Examination**  
**FINAL FILING DATE – CONTINUOUS**  
**Cut-Off Date: July 31**

**REQUIRED DOCUMENTATION**

The following items must be mailed or filed in person at the California Department of Fish and Wildlife by the Cut-Off Date in order to be considered for this examination (see filing instructions below).

- STD. 678** – <https://jobs.ca.gov/pdf/STD678.pdf>
- Copy of college transcripts (Unofficial transcript is acceptable)**
- Criminal Record Supplemental Questionnaire (CRSQ)** – <https://jobs.ca.gov/pdf/crsq.pdf>

*If you qualify for Veterans' Preference, mail this form separately to the California Department of Human Resources (CalHR).*

- Application for Veterans' Preference** – <https://jobs.ca.gov/pdf/spb1093.pdf>

**INTRODUCTION**

Why not work to benefit California's environment? Want to work with dedicated people who value and enjoy their work?

Our employees are committed to managing and protecting California's diverse wildlife and the habitats upon which they depend. Join us and begin a meaningful new career.

For more information on the State examination and hiring process, visit the California Department of Fish and Wildlife website at <https://www.wildlife.ca.gov/Employment>.

**EEO**

An equal opportunity employer to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation.

**DRUG FREE STATEMENT**

It is an objective of the State of California to achieve a drug-free state work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the state, the rules governing civil service and the special trust placed in public servants.

## WHO SHOULD APPLY?

Candidates who meet the minimum qualifications as stated below may apply for this examination. All applicants must meet the education and/or experience requirements as stated on this examination announcement by the written test date.

## FILING INSTRUCTIONS

**Cut-Off Date: July 31**

**STD. 678 Application, CRSQ, copies of college transcripts and PELLETB results may be filed in person or by mail at:**

### DROP OFF:

Department of Fish and Wildlife  
Attention: Exam Unit  
1416 Ninth Street, Room 1217-B  
Sacramento, CA 95814

### MAIL TO:

Department of Fish and Wildlife  
Attention: HR – Exam Unit  
P.O. Box 944209  
Sacramento, CA 94244

Applications must be POSTMARKED no later than the Cut-off Date for the current administration. Applications postmarked, personally delivered, or received via inter-office mail after the Cut-off Date for the current administration will be held until the next administration.

**NOTE:** All applicants are required to fill out the "[Criminal Record Supplemental Questionnaire](#)" and mail it back to the Department of Fish and Wildlife. You can access the questionnaire at <https://jobs.ca.gov/pdf/crsq.pdf>. Please mail your "Criminal Record Supplemental Questionnaire" to the address listed above. If you do not return this form, you **will not** be considered for this exam.

## SPECIAL TESTING ARRANGEMENTS

If you have a disability and need special testing arrangements mark the appropriate box on the application. The exam unit will contact you to make specific arrangements.

## REQUIRED IDENTIFICATION

Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.

## SALARY INFORMATION

\$3641- \$4910

The starting salary is \$3641 per month. After graduation to a Fish and Game Warden as explained in the "Position Statement," you advance to Fish and Game Warden (Range A \$3991 - \$5342 or Range B \$4760 - \$6415). In addition to salary, Fish and Game Wardens can receive additional pay differentials as listed below:

### General Recruitment and Retention

All wardens and other law enforcement classifications employed by the Department of Fish and Wildlife receive an additional salary of \$175 per month.

## **Geographic Recruitment and Retention**

Employees headquartered and residing in one of the following 17 designated high cost counties receive a monthly differential of \$220, \$300, or \$350 depending on the employee's classification.

|              |               |                 |            |
|--------------|---------------|-----------------|------------|
| Alameda      | Napa          | San Luis Obispo | Santa Cruz |
| Contra Costa | Orange        | San Mateo       | Solano     |
| Los Angeles  | San Diego     | Santa Barbara   | Sonoma     |
| Marin        | San Francisco | Santa Clara     | Ventura    |
| Monterey     |               |                 |            |

|   |       |
|---|-------|
| Fish and Game Warden, Range A             | \$220 |
| Fish and Game Warden, Range B             | \$300 |
| Warden Pilot, Department of Fish and Game | \$350 |
| Fish and Game Lieutenant (Specialist)     | \$350 |
| Fish and Game Lieutenant (Supervisor)     | \$350 |
| Fish and Game Captain                     | \$350 |
| Fish and Game Assistant Chief             | \$350 |

## **Longevity Pay**

All peace officers having at least 17 years of State service receive a monthly differential based on a percentage of their base pay. Prior State service in classifications other than a peace officer may be included. Longevity pay is determined as follows:

|                  |           |
|------------------|-----------|
| 17-18 Years      | 2 Percent |
| 19 Years         | 3 Percent |
| 20 Years         | 4 Percent |
| 21 Years         | 5 Percent |
| 22-24 Years      | 6 Percent |
| 25 Years or more | 8 Percent |

## **19.28 Education Incentive Pay**

- A. The State agrees to pay employees to attain the POST certificates listed below, as certified by the Department, or the appropriate college degree, as follows:
- Immediate POST Certificate or equivalent – fifty dollars (\$50)
  - AA or AS Degree – seventy-five dollars (\$75)
  - Advanced POST Certificate or equivalent – one hundred dollars (\$100)
  - BA or BS Degree – one hundred twenty-five dollars (\$125)
- B. The Degrees must be obtained from an accredited college, or university.
- C. The above educational incentives are non-cumulative. Employees are only eligible to receive the single largest incentive for which they qualify.
- D. Employees who submit proof of attainment shall begin receiving the Educational Incentive Pay effective with the pay period following the month in which proof was submitted.

## POSITION STATEMENT

Fish and Game Warden Cadet is the recruiting and training level for persons interested in a career as a Fish and Game Warden. Under close supervision, Cadets participate in a Department sponsored Peace Officer Standards and Training (POST) approved basic law enforcement academy.

Upon successful completion of the required academy training the Cadet advances to Fish and Game Warden and becomes a sworn California Peace Officer. The Warden is then required to successfully complete a field training program.

## **AS A PEACE OFFICER, YOU ARE REQUIRED TO CARRY AND USE FIREARMS.**

Participants who fail to successfully complete the academy or the field training program are rejected during probation. **Positions are located statewide with the Department of Fish and Wildlife.**

## ELIGIBLE LIST INFORMATION

A departmental eligible list will be established for the Department of Fish and Wildlife. This examination will be administered on a once a year and continuous filing basis. Eligibility expires 24 months after it is established unless the needs of the service and conditions of the list warrant a change in this period. Competitors will have the option of retesting after a 12-month period with CDFW. Competitors choosing to retest and who are successful in the examination will be merged onto the list in order of final score regardless of date. The highest score takes precedence regardless of examination date.

## REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION

All applicants must meet the education and/or experience requirements by the written test date.

## MINIMUM QUALIFICATIONS

Possession of a valid driver license of the appropriate class issued by the Department of Motor Vehicles. Applicants who do not possess this license will be admitted to the examination but must secure the license prior to appointment.

### And

**Education:** Equivalent to completion of two years (60 semester units) of college with 18 semester units in the biological sciences, police science or law enforcement, natural resources conservation, ecology, or related fields. (Students who have 30 semester units of college, and have 18 semester units completed in the required or related fields, will be admitted to the examination, but must produce evidence of completion of 60 semester units before they can be considered eligible for appointment.)

The Department has determined that "related fields" are but are not limited to: Animal Science, aeronautics, botany, chemistry, conservation, ecology, entomology, environmental management, environmental science, environmental studies, fisheries or wildlife management, forestry, geography, geology, herpetology, life science, mammalogy, marine biology, natural resources, oceanography, ornithology, physics, psychology, plant taxonomy, soil science, water quality management, wilderness survival and zoology.

**NOTE:** You must list the 18 semester units of completed course work in one or a combination of the fields listed above. Include course title; number of units received for each course, and date course was completed. You may attach a separate sheet of paper or a copy of your transcripts (unofficial copy of transcripts is acceptable). **This information is required or your application will be rejected.**

Applications require employment history information including “to” and “from” dates (month/day/year), time base, and, if applicable, civil service class titles. Applications received without this information **MAY BE REJECTED** because of incomplete information.

## EXAMINATION INFORMATION

This examination consists of a written test weighted **100.00%**. In order to obtain a position on the eligible list, you must attain a minimum rating of **70.00%**. **COMPETITORS CAN SUBMIT THEIR POST ENTRY-LEVEL LAW ENFORCEMENT TEST BATTERY, PELLETB WRITTEN EXAMINATION DATED WITHIN THE LAST 12 MONTHS OR ATTEND THE CDFW EXAMINATION.**

### Written Test: POST Entry-Level Law Enforcement Test Battery, (PELETB)

**Knowledge of:** Basic grammar and spelling as required in preparing reports and records.

**Ability to:** Read, write and understand the English language in order to complete assigned tasks.

For Test preparation tips, please review the practice guide available on the POST website at: <http://lib.post.ca.gov/publications/powrittenpracticetest.pdf>

The (POST) PELLETB exam will be administered to anyone who meets the minimum qualifications and does not provide evidence of a T-score of 42 or higher obtained within 12 months prior to July 31. Contact law enforcement agencies and/or basic training academies in your area to determine if they are giving the PELLETB exam (some agencies also refer to it as the “POST Reading and Writing Test”). You can find the [list of police POST academies](#) that offer the exam and take it at a location near you for your convenience. Proof of T-scores must be postmarked or delivered in person to the Department of Fish and Wildlife no later than the written test date.

**Note:** Applicants can only compete in one Commission on Peace Officer Standards and Training (POST) PELLETB exam in a 30-calendar-day period.

**Written Test Date:** The (POST) PELLETB test will be held in November.

**Exam Locations:** Written tests will be scheduled in Northern and Southern California however, locations may be limited and seeking other [PELETB exam locations](#) is encouraged.

**Please note: Cell phones will not be permitted in the exam room.**

## KNOWLEDGE AND ABILITIES

### Written Test – 100%

Reading and Writing ability:

1. Clarity
2. Spelling
3. Vocabulary
4. Reading Comprehension
5. CLOZE (see practice guide for an explanation of the CLOZE sub-test)

## BENEFITS

To learn more about the comprehensive benefit package please visit our website at <http://www.calpers.ca.gov>.

## **VETERANS PREFERENCE**

Veterans' Preference will be granted to all competitors who are successful in this examination and who qualify for, and have requested preference through the California Department of Human Resources (CalHR), <https://www.jobs.ca.gov/CalHRPublic/Landing/Veterans.aspx>.

**Veterans who have achieved permanent civil service status are not eligible to receive veterans' preference.**

## **SPECIAL PERSONAL CHARACTERISTICS**

Willingness to work unusual hours and on Saturdays, Sundays, and holidays; willingness to live and work throughout the State; satisfactory record as a law-abiding citizen; neat personal appearance; tact; reliability; keenness of observation; and interest in and aptitude for fish and wildlife conservation and law enforcement work.

## **ADDITIONAL REQUIREMENTS**

### **CITIZENSHIP REQUIREMENT**

Pursuant to Government Code Section 1031(a), in order to be a peace officer, a person must be either a U.S. citizen or be a permanent resident alien who is eligible for and has applied for U.S. citizenship. Candidates who were born in the US will provide birth certificates from their birth county of record as proof of citizenship. Per 22 US Code 2705, a valid US passport issued by the State Department has "the same force and effect as proof of US Citizenship as certificates of naturalization...". US passports or passport cards will now meet the citizenship requirement.

Denial of an application for citizenship shall result in termination of employment.

### **DRUG TESTING REQUIREMENT**

Applicants for positions in this class are required to pass a drug screening test. Drug testing of current State employees who are applicants in an examination or who are transferring is permitted only if the person does not have current appointment to a class for which drug testing is a requirement.

### **AGE LIMITATION**

Minimum age of 18 years of age  
Maximum age of 65 years of age

### **BACKGROUND INVESTIGATION**

A personal history statement and a background investigation covering the following areas; Personal Information; Relatives and References; Experience and Employment; Education; Residences; Military Service; Motor Vehicle Operation; Legal; Financial; and General Information. **Use of marijuana within one year prior to an applicant's application date shall be grounds for disqualification during the background investigation.**

A fingerprint card must be filled out for submission to the California Department of Justice and FBI to check for criminal history.

A voice stress analyzer is used to verify the information submitted by each applicant during the background process.

**All California Peace Officers must meet the following POST job dimensions:**

Integrity; Impulse Control/Attention to Safety; Substance Abuse and Other Risk-Taking Behavior; Stress Tolerance; Confronting and Overcoming Problems, Obstacles, and Adversity; Conscientiousness; Interpersonal Skills; Decision-making and Judgment; Communication Skills; and Learning Ability.

**PSYCHOLOGICAL SCREENING**

A POST required psychological evaluation. The evaluation will measure maturity level, impulse control, and suitability for work as a Fish and Game Warden.

**MEDICAL AND PHYSICAL ABILITY TEST**

A Physical Ability Test that measures strength, endurance, and swimming ability. A POST required medical examination. Candidates must be in sound physical condition and have hearing adequate to perform the duties of the position; visual acuity of not less than 20/40 in each eye without correction and corrected to not less than 20/20 in each eye; normal color vision as measured by the Ishihara Pseudoisochromatic Plate Test or for persons failing the Ishihara, the Farnsworth D-15 Arrangement Test; and a peripheral field of view of at least 120 degrees of horizontal extent and 100 degrees of vertical extent, with no evidence of scotomas (non-seeing areas) within the full visual field of each eye. Applicants who have had eye surgery to correct their vision to within acceptable standards **must** be 12 months or one year post-surgical recovery.

**DISQUALIFICATION**

Existing law provides that persons convicted of a felony or convicted of a misdemeanor crime of domestic violence are disqualified from employment as peace officers. Such persons are not eligible to compete for or be appointed to positions in these classes.

You are disqualified from being employed as a peace officer under Government Code 1029 if (1) you have been convicted of a felony in this State or any other state; (2) you have been convicted of any offense in any other state which would have been a felony if committed in this State; (3) you have been charged with a felony and adjudged by a superior court to be mentally incompetent; (4) you have been found not guilty by reason of insanity of any felony; (5) you have been determined to be a mentally disordered sex offender; or (6) you have been addicted or in danger of becoming addicted to narcotics, convicted, and committed to a State institution.

You are disqualified from being employed as a peace officer under the Gun Control Act (GCA) of 1968 as amended by the Federal Omnibus Consolidated Appropriations Act of 1997, which makes it unlawful for any person convicted of a misdemeanor crime of domestic violence to ship, transport, possess, or receive firearms or ammunition. A misdemeanor crime of domestic violence means an offense that (1) is a misdemeanor under Federal or State law; and (2) has, as an element, the use or attempted use of physical force, or the threatened use of a deadly weapon, committed by a current or former spouse, parent, or guardian of the victim, by a person with whom the victim shares a child in common, by a person who is cohabiting with or has cohabited with the victim as a spouse, parent, or guardian, or by a person similarly situated to a spouse, parent, or guardian of the victim. This definition includes all misdemeanors that involve the use or attempted use of physical force and is true whether or not the State statute or local ordinance specifically defines the offense as a domestic violence misdemeanor.

Use of "hard" drugs (e.g., heroin, cocaine, or hallucinogenic) subsequent to applicant's 18th birthday and prior to his or her twenty-third birthday, shall be grounds for disqualification from the examination unless 5 years elapsed from the date of the disclosed or revealed use of the drug. If any such disclosed or revealed use has occurred on or after the applicant's twenty-third birthday, he or she shall be disqualified from the examination in which he or she is competing until 10 years have

elapsed from the date of the disclosed or revealed use. The disqualification period shall begin on the date that the drug was used, and not on the date that the drug use was disclosed or revealed.

## ADDITIONAL DESIREABLE SKILLS

Ability to use word processing software on Department computers; ability to make minor vehicle repairs when service is not available; and ability to safely operate Fish and Wildlife vessels.

## CONTACT INFORMATION

If you have any questions concerning the Fish and Game Warden Cadet Examination or the testing process, you may contact Elena Cano, Exam Analyst with the California Department of Fish and Wildlife, Human Resources Branch at (916) 653-8120 or visit the California Department of Fish and Wildlife website at [www.wildlife.ca.gov](http://www.wildlife.ca.gov).

For more information on a career as a Fish and Game Warden, visit <https://www.wildlife.ca.gov/Enforcement/Career>.

## GENERAL INFORMATION

**For Written Examinations:** If you haven't received your examination notice three days prior to the written test date, it is your responsibility to contact the California Department of Fish and Wildlife, Human Resources Branch at (916) 653-8120.

**Examination Locations:** When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. However, locations of interviews or performance evaluations may be limited or extended as conditions warrant.

**Applications are available** at <https://www.jobs.ca.gov/>, State Personnel Board offices, local offices of the Employment Development Department and the testing department on this job bulletin.

**Remember, Examinations are Competitive:**

If you possess the entrance requirements stated on this bulletin, you may take this competitive examination; however, you aren't assured a place on the eligibility list. Your performance in the examination is compared to established rating criteria. All candidates who pass are ranked according to their scores.

**Candidates needing special testing arrangements** due to a disability must mark the appropriate box on the application and/or contact the testing department.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) departmental promotional, 3) multi-departmental promotional, 4) service-wide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on the bulletin.

**If High School Equivalence is Required:** Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Educational Development (GED) Test; 2) completion of 12 semester units of college work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis. **NOTE: For peace officer classifications please refer to the testing department for special requirements.**

**Veterans Preference:** Government Code Section 18973.5(a) defines an entrance examination, for purposes of awarding veterans preference credits in Open and Open, Non-promotional examinations, as "...any open competitive examination other than one for a classification having a requirement of both college graduation AND two or more years of experience." Government Code Section 18973.5(b) requires that veterans preference credits be awarded in all qualifying entrance examinations in which a veteran competes and that no veterans credits shall be allowed once a veteran achieves permanent civil service status (successful completion of the probationary period for the classification of hire).



Assembly Bill 372, signed into law by Governor Brown on August 12, 2013, changes the way the Veterans Preference process is administered by the State of California.

**Veterans Preference will be awarded as follows, starting on January 1, 2014:**

1. Any veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran, who achieves a passing score in an entrance examination, shall be ranked in the top rank of the resulting eligibility list. Any veteran who has been dishonorably discharged or released is not eligible for veteran's preference.
2. An entrance examination is defined, under the law, as any open competitive examination.
3. Veterans Preference is not granted once a person achieves permanent civil service status.

Directions to apply for Veterans' Preference Points are on the Veterans' Preference Application (STD. Form 1093), which is available at <https://www.jobs.ca.gov/Public/Jobs/Veterans.aspx> or from the California Department of Human Resources (CalHR), 1515 S Street, Sacramento, CA 95811, and the Department of Veterans Affairs website at <https://www.calvet.ca.gov/>.

**Felony Disqualification:** You are disqualified from being employed as a peace officer if: (1) You have been convicted of a felony in California or any other state; (2) you have been convicted of any offense in any other state which would have been a felony if committed in California; (3) you have been charged with a felony and adjudged by a superior court to be mentally incompetent; (4) you have been adjudged addicted or in danger of becoming addicted to narcotics, convicted, and committed to a State institution. If you have been convicted of a felony, you may be allowed to participate in this examination if your conviction(s): (1) has/have been sealed under Penal Code Section 851.7, 851.8, 1203.45, or Health and Safety Code Section 11361.5; (2) has/have been expunged or is/are expugnable pursuant to Health and Safety Code Section 11361.5 regarding marijuana offenses; (3) was/were stipulated or designated to be a lesser included offense of marijuana possession under Health and Safety Code Section 11557 or 11366.

**Miscellaneous Information:** The California Department of Fish and Wildlife reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

**TTY** is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TTY Device.

**California Relay (Telephone) Service for the Deaf or Hearing-Impaired**  
**From TDD phones: 1-800-735-2929**  
**From voice phones: 1-800-735-2922**