



## **Mate, Fish and Game Vessel Departmental Open - Statewide FINAL FILING DATE – June 25, 2021**

### **INTRODUCTION**

Department of Fish and Wildlife employees are committed to managing and protecting California's diverse wildlife and the habitats upon which they depend.

California is one of the most biodiverse places on the planet. As such, The Department of Fish and Wildlife values diverse employees working together to protect nature for all Californians. CDFW is committed to fostering an inclusive work environment where all backgrounds, cultures and personal experiences can thrive and connect others to our critical mission.

Join us and begin a meaningful new career.

### **EEO**

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and 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 on this examination announcement.

### **FILING INSTRUCTIONS**

**Final Filing Date: June 25, 2021**

Due to the recent impact of COVID-19 and for the safety of our employees and customers, the drop off location for applications will be temporarily closed. In order to ensure we receive your application, please send your application certified mail to the mailing address indicated on the announcement. The State Examination Application (Form STD 678) may be filed by mail:

## MAIL TO:

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

Completed applications and all required documents must be received or POSTMARKED no later than the final filing date. Dates printed on Mobile Bar Codes, such as the Quick Response (QR) Codes available at the USPS, are not considered Postmark dates for the purpose of determining timely filing of an application. Applications postmarked or received via inter-office mail after the final-filing date will not be accepted for any reason.

### 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.

### SALARY INFORMATION

\$4,231 - \$4,871

NOTE: Salaries do not reflect reductions arising from the COVID-19 pandemic. Information for actual reductions is available in the Human Resources Manual, Section 2113, Personal Leave Program (PLP) at <https://hrmanual.calhr.ca.gov/Home/Manualltem/1/2113>.

### POSITION STATEMENT

Under general supervision, directs the crew-members of: (1) a fisheries research vessel in the construction, repair, and preservation of fishing nets and other fishing and deck gear, and in the maintenance and repair of a fisheries vessel above deck; or (2) a marine patrol vessel in the proper handling and storage of fishing nets and other commercial and sport fishing gear and equipment, and in the maintenance and operation of the vessel, including auxiliary equipment; operates a Fish and Game vessel as necessary; and does other related work.

### ELIGIBLE LIST INFORMATION

Eligibility expires 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.

### REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION

All applicants must meet the minimum qualifications by **June 25, 2021**.

### MINIMUM QUALIFICATIONS

Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as Either "I", "II", or "III", etc. for example, candidates possessing qualifying experience amounting to 50% of the required time in Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience.

Applications and any attached resumes require employment history information including "to" and "from" dates (month/day/year), time base, and if applicable, civil service class titles. Applications and any attached resumes received without this information **MAY BE REJECTED BECAUSE OF INCOMPLETE INFORMATION**.

**Either I:** Two years of experience performing the duties of a Deckhand, Fish and Game Boat, on vessels at least 30 feet in length operated by the Department of Fish and Game.

**OR II:** Three years of commercial fishing experience on seagoing vessels at least 30 feet in length which shall have included extensive experience in handling, repairing and constructing specialized fishing gear and tow nets.

**OR III:** Three years of experience operating and maintaining a commercial or government vessel at least 30 feet in length.

## **EXAMINATION INFORMATION**

This examination consists of a **Performance Test Weighted 100%**. To obtain a position on the eligible list, you must attain a minimum rating of 70%. **COMPETITORS WHO DO NOT APPEAR FOR THE PERFORMANCE TEST WILL BE DISQUALIFIED.**

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

It is anticipated that the performance test will be held in the month of July/August in Antioch.

## **KNOWLEDGE AND ABILITIES**

### **Knowledge of:**

1. Construction and use of various types of commercial fishing gear used on the Pacific Coast.
2. Construction, hanging, mending, and storage of nets of all types.
3. Principles of coastal navigation.
4. Seamanship, including the rigging, splicing, and tying of ropes and cables.
5. Rules of the road.
6. Principles of effective supervision and directing the work of others.

### **Ability to:**

1. Identify, repair, and properly store nets of all types.
2. Direct the work of others.
3. Think and act quickly in emergencies.
4. Assist in non-enforcement patrol or marine research duties.
5. Cut, sew, bind, and maintain canvas.
6. Operate and maintain diesel and gasoline- powered boats up to 115 feet in length including auxiliary equipment.
7. Follow oral and written directions.
8. Row a boat.
9. Communicate effectively both orally and in writing.

## **DISTINGUISHING CHARACTERISTICS**

**SPECIAL PERSONAL CHARACTERISTICS:** Satisfactory record as a law-abiding citizen; reliability, willingness to work unusual hours and on Saturday, Sundays, and holidays; willingness to go on extended sea cruises.

**SPECIAL PHYSICAL CHARACTERISTICS:** Physical agility and strength; ability to swim at least 50 yards and stay afloat at least five minutes, and immunity from seasickness.

## BENEFITS

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

## VETERAN'S PREFERENCE

Veterans' Preference will be granted to all competitors who are successful in this examination and who qualify for, and have requested, Veteran's Preference through the California Department of Human Resources (CalHR),

<https://iobs.ca.gov/CalHRPublic/Landing/Jobs/VeteransInformation.aspx>.

**Veterans who have achieved permanent civil service status are not eligible to receive Veteran's Preference credits.**

## CONTACT INFORMATION

If you have any questions concerning the Mate, Fish and Game Vessel or the testing process, you may contact Matthew Hom, Recruitment and Selection Analyst with the Department of Fish and Wildlife, Human Resources Branch at (916) 653-8120 or visit the Department of Fish and Wildlife website at [www.wildlife.ca.gov](http://www.wildlife.ca.gov).

## GENERAL INFORMATION

**For an examination without a written feature**, it is the candidate's responsibility to contact the California Department of Fish and Wildlife three weeks after the final filing date if he/she has not received his/her notice.

**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 [www.jobs.ca.gov/pdf/std678.pdf](http://www.jobs.ca.gov/pdf/std678.pdf), California Department of Human Resources (CalHR) offices, local offices of the Employment Development Department and the testing department on this examination bulletin.

**Remember, Examinations are Competitive:** If you possess the entrance requirements stated on this bulletin, you may take this competitive examination; however, you are not 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.

**Veterans' Preference:** Will be awarded in this examination, pursuant to Government Code Section 18973.1, effective January 1, 2014, as follows: (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.

**How to Apply for Veterans' Preference:**

The California Department of Human Resources (CalHR) has information on how to apply for Veterans Preference on their website at <https://jobs.ca.gov/CalHRPublic/Landing/Jobs/VeteransInformation.aspx> and on the Application for Veterans' Preference form ([CalHR 1093](#)). Additional information is also available at the Department of Veterans Affairs website at [www.cdva.ca.gov](http://www.cdva.ca.gov).

**Miscellaneous Information:** The 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**