



## FISH AND GAME WARDEN CADET OPEN DEPARTMENTAL EXAMINATION CONTINUOUS

**CUT-OFF DATES: LAST DAY OF EVERY MONTH**

### **REQUIRED DOCUMENTATION**

The following items must be emailed or mailed together for the application to be considered complete. See filing instructions below.

- Examination / Employment Application-Form STD. 678  
<https://jobs.ca.gov/pdf/STD678.pdf>
- A Copy of your PELLETB T-Score (42 or higher)

*and if you qualify for Veterans' Preference*

- Application for Veterans Preference –  
<https://jobs.ca.gov/pdf/spb1093.pdf>  
*(this form is to be mailed directly to the California Department of Human Resources [CalHR])*

**NOTE:** Before submitting your application, please be sure to complete the Education section of the STD 678, including courses and units completed. Remember to sign your application. (See page four regarding this departments education minimum qualifications)  
**Failure to provide this information may result in rejection of your application.**

### **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 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 workplace. 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.

Candidates who are successful in receiving eligibility, but were not successful in their interviews, physicals, background investigations etc. will have the option to reapply 6 months after their eligibility date.

## **FILING INSTRUCTIONS**

Cut-Off Dates: The last day of each month.

**EMAILED APPLICATIONS ARE PREFERRED.** Submit your completed EXAMINATION/EMPLOYMENT APPLICATION (STD 678) along with a copy of your PELLETB T-score via email to [WildlifeCadetExamSubmission@wildlife.ca.gov](mailto:WildlifeCadetExamSubmission@wildlife.ca.gov)

Please include the Exam Code (8FG09) and the Title of the Examination (Fish and Game Warden Cadet) in the subject line of your email. The Examination/Employment Application (STD. 678) is available through your CalCareers Account or the internet at <https://jobs.ca.gov/pdf/STD678.pdf>. Once your application has been reviewed, you will be contacted for follow-up documents. **Please be sure to include your current email address on your application. Incomplete applications will not be accepted.**

There is no option for in-person delivery of your application. Email is preferred. If you choose to apply through hard copy submission, please send your application (STD 678 and T-score) via **certified mail** to the mailing address below:

### **MAIL TO:**

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

## **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

The starting salary for Fish and Game Warden Cadet is between \$4,077 - \$5,499 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 \$5,191 - \$6,364 or Range B \$5,916 - \$7,605). In addition to salary, Fish and Game Wardens can receive additional pay differentials as listed below:

**PAY DIFFERENTIAL 142- Geographic Differential:** Employees headquartered and residing in one of the following 17 designated high-cost counties receive a monthly differential of \$220 for Range A or \$300 for Range B.

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			

**PAY DIFFERENTIAL 245- Longevity Pay:** All employees who have peace officer status and 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 will be determined as follows:

17-18 Years	2 Percent
19 Years	4 Percent
20 Years	5 Percent
21 Years	6 Percent
22-24 Years	7 Percent
25 Years or more	9 Percent

**PAY DIFFERENTIAL 244- 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:

- Intermediate 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 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 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 continuous 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 six-month period. 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 minimum qualifications by the cut-off 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**

Equivalent to completion of two years (60 semester units) of college with 18 semester units in any related courses. **(Students who have 30 semester units of college and have 18 semester units completed in the related fields and meet all other MQ's will have their application accepted but must produce evidence of completion of 60 semester units before they can be considered eligible for appointment.)**

**NOTE:** The Department has determined that "related fields" include, but are not limited to: accounting, agriculture, animal science, anthropology, astronomy, biological sciences, botany, business, chemistry, computer science, communication, conservation, criminal justice, ecology, economics, English, entomology, environmental management, environmental science, environmental studies, ethnic studies, fisheries or wildlife management, forestry, geography, geology, herpetology, history, law enforcement, life science, mammalogy, marine biology, marketing, statistics, military transfer credits, multidisciplinary studies, natural resources conservation, oceanography, ornithology,

physics, police science, psychology, plant taxonomy, political science, public administration, social studies, sociology and all social sciences, water quality management, wilderness survival, and zoology.

**Those who meet the above Minimum Qualifications are encouraged to apply.** As of 3/2/23, college transcripts are no longer required at the time of application. Transcripts will be verified after you submit your application.

## **EXAMINATION INFORMATION**

This examination consists of a written test weighted 100.00%. In order to obtain a position on the eligibility list, you must attain a minimum T-score of 42. Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.

**APPLICANTS CAN SUBMIT THEIR POST ENTRY-LEVEL LAW ENFORCEMENT TEST BATTERY(PELLETB) SCORE DATED WITHIN THE LAST THREE YEARS. It does not matter which agency or training center/academy administered the PELLETB. If you are interested in taking the PELLETB through CDFW, send an inquiry to [ledwardenhiringunit@wildlife.ca.gov](mailto:ledwardenhiringunit@wildlife.ca.gov).**

**Written Test:** POST Entry-Level Law Enforcement Test Battery (PELLETB)

**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:

[https://post.ca.gov/portals/0/post\\_docs/publications/poWrittenPracticeTest.pdf](https://post.ca.gov/portals/0/post_docs/publications/poWrittenPracticeTest.pdf)

**Note:** Applicants can only compete in one PELLETB exam in a 30-calendar-day period.

## **ADDITIONAL REQUIREMENTS**

### **AGE LIMITATION**

Must be 21 years of age at time of appointment to peace officer (completion of academy)  
Maximum age of 65 (Government Code Section 21132- mandatory retirement  
age of 65 years for state peace officers)

### **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.

### **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.

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**

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

### **MEDICAL AND PHYSICAL ABILITY TEST**

There is a Physical Ability Test (PAT) that measures strength, endurance, and swimming ability. The specifications for the PAT may be found at <https://nrm.dfg.ca.gov/FileHandler.ashx?DocumentID=165927&inline>. A POST required medical examination will confirm that candidates are in sound physical condition and have hearing and vision adequate to perform the duties of the position. Further information may be found in the POST Medical Screening Manual <https://post.ca.gov/medical-screening-manual>.

### **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.

As of 3/2/23, the Criminal Record Supplemental Questionnaire (CRSQ) is no longer required at the time of application. The CRSQ will be required later in the hiring process. The CRSQ may be found at <http://jobs.ca.gov/pdf/crsq.pdf>.

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) after the applicant’s 18th birthday and prior to his or her 23rd birthday, shall be grounds for disqualification from the examination unless 5 years have elapsed from the date of the drug use.. If any such drug use occurred on or after the applicant’s 23rd birthday, he or she shall be disqualified from the examination unless 10 years have elapsed from the date of the drug 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.

## **KNOWLEDGE AND ABILITIES**

### **WRITTEN TEST:**

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

## **BENEFITS**

To learn more about the comprehensive benefit package please visit CalPERS and CalHR websites at <http://www.calpers.ca.gov> and <https://www.calhr.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, Veteran’s Preference through the California Department of Human Resources (CalHR), <https://jobs.ca.gov/CalHRPublic/Landing/Jobs/VeteransInformation.aspx>.

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

## **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 DESIRABLE QUALIFICATIONS

Ability to use word processing software on personal 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 application process, you may contact [Chandler.Florez@Wildlife.ca.gov](mailto:Chandler.Florez@Wildlife.ca.gov), Recruitment and Selection Analyst with the Department of Fish and Wildlife, Human Resources Branch or visit the Department of Fish and Wildlife website at <https://wildlife.ca.gov/Enforcement/Career/Apply>.

Questions about the background and hiring process or about a career as a warden can be sent to the Law Enforcement Recruiter at [becomeagamewarden@wildlife.ca.gov](mailto:becomeagamewarden@wildlife.ca.gov)

## GENERAL INFORMATION

**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 <http://jobs.ca.gov>, California Department of Human Resources (CalHR), 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:** 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.

The California Department of Human Resources (CalHR) has information on how to apply for Veterans Preference on their website at [www.jobs.ca.gov](http://www.jobs.ca.gov) 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).

**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 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**