



**Fish and Game Warden  
Open Departmental Examination  
FOR CURRENT PEACE OFFICERS ONLY  
FINAL FILING DATE – CONTINUOUS  
Cut-Off Date: July 31**

**REQUIRED DOCUMENTATION**

The following items must be mailed or filed in person by the Cut-Off Date in order to be considered for this examination.

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

*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])* – <https://jobs.ca.gov/pdf/spb1093.pdf>

**NOTE:** Before submitting your application, please be sure to complete Section 13 regarding your education including courses and units completed, and Section 14 listing your completed POST Basic Peace Officer certificate. **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 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<sup>st</sup>**

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 - Exam Unit  
P.O. Box 944209  
Sacramento, CA 94244

Completed applications and all required documents must be received or POSTMARKED no later than the Cut-off Date for the current administration in order to be considered for the current administration. 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 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 <http://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

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 <http://hrmanual.calhr.ca.gov/Home/ManualItem/1/2113>. Please refer to the section California Statewide Law Enforcement Association (CSLEA) – Bargaining Unit 7.

**Range A - \$4,762 - \$5,839** – This range shall apply to incumbents who do not meet the criteria for payment in Range B.

**Range B - \$5,427 - \$6,977** – This range shall apply to those persons: (1) who have satisfactorily completed the equivalent of 24 months of Range A; or (2) who have received a Baccalaureate Degree in Law Enforcement or the biological sciences or a closely related field and who have satisfactorily completed two years of full-time paid law enforcement or technical fish and wildlife experience; or (3) who have two years (60 semester units) of college with a concentration in law enforcement or the biological sciences or a closely related field and who have satisfactorily completed four years of full-time paid law enforcement or technical fish and wildlife experience. Alternate range criteria cannot be combined for movement from Range A to Range B.

In addition to salary, Fish and Game Wardens can receive additional pay differentials as listed below:

**General Recruitment and Retention:** The additional salary of \$175 per month is for all Wardens and other law enforcement classifications employed by the Department of Fish and Wildlife.

**Geographic Recruitment and Retention:** Employees headquartered and residing in one of the following 17 designated high cost counties receive a monthly differential of \$220 or \$300.

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

**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	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

This is the first working and journey level of the series. Under general supervision, incumbents perform patrol and investigative duties and may be assigned a geographic area; enforce laws relating to fish and wildlife conservation; issue citations; make arrests; collect evidence and complete crime reports; testify in court; investigate reported Fish and Wildlife violations; perform patrol duties aboard a Fish and Wildlife vessel; respond to and investigate pollution, oil, and hazardous material spills; act as Incident Commander in minor oil and hazardous material spills; develop and enforce Streambed alteration agreements; explain the Department's programs before groups; work as field training officers (FTOs); and assist other law enforcement agencies. Incumbents may be assigned special administrative assignments performing the less difficult analysis and staff work such as the initial review of a legislative bill analysis. Incumbents may be required to work out of their home and maintain a home office, and in remote locations.

A Fish and Game Warden is a State of California sworn Peace Officer who is required to carry and use a firearm as part of his/her job. The warden will participate in an eight-week training program covering firearms/defensive tactics, policies, procedures, Department of Fish and Wildlife related laws and regulations, and Fish and Wildlife specific enforcement issues. After completing the eight-week training, the warden will begin a 12-week field-training program. Upon completion of this training, the warden will begin work as a solo warden in his/her assigned position. Participants who fail to complete the required training will be rejected during their one-year probationary period.

## 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 12 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 education and/or experience requirements by the written test date.

## ADDITIONAL REQUIREMENTS

### Requirements for Appointment

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 the 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; Learning Ability; Observation Skills.

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.

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

A medical examination, a visual acuity and color vision test, and a physical performance test that measures strength and endurance.

## **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, 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.] **AND**

### **EITHER I**

Successful completion of a California POST accredited Law Enforcement Academy, possession of a valid California POST basic peace officer certificate, and currently employed as a peace officer within the State of California at time of application.

### **OR II**

Successful completion (within the last 12 months) of a California POST accredited law enforcement academy prescribed by the Department of Fish and Wildlife, and possession of a valid California POST basic academy certificate.

**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.**

## **EXAMINATION INFORMATION**

### **Written Examination – Weighted 100%**

This examination consists of a written examination weighted 100.00%. To obtain a position on the eligible list, you must attain a minimum rating of 70.00%.

COMPETITORS WHO DO NOT APPEAR FOR THE WRITTEN EXAM 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.

**Written test dates: Testing will be held during the month of September.**

Exam Locations: Written tests and oral interviews are ordinarily scheduled in Sacramento, Ontario, Napa, Redding, and Fresno; however, locations may be limited or extended as the number of candidates and conditions warrant.

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

## **SCOPE OF EXAMINATION**

### **Written Test – 100.00%**

1. Knowledge of basic law enforcement practices and terms.
2. Use of correct spelling, grammar, punctuation, paragraph structure and reading comprehension.
3. Interpretation and application of Fish and Wildlife laws and regulations and biological information.

## **KNOWLEDGE AND ABILITIES**

### **Knowledge of:**

1. Investigation techniques and procedures.
2. Rules of evidence and court procedures.
3. Laws of arrest, search and seizure and legal rights of citizens, and service of legal process.
4. State and applicable Federal laws.
5. Basic principles and techniques of natural resources management.
6. Habits, life histories, ecological relationships, and geographical distribution of sport and commercial fishes and wildlife in California.

7. Sport and commercial fishing and hunting practices and equipment; and current court decisions.

**Ability to:**

1. Gather and analyze facts.
2. Reason logically, draw valid conclusions, and make appropriate recommendations.
3. Follow instructions.
4. Communicate effectively and write clearly and concisely.
5. Establish and maintain effective working relationships with those contacted in the work.
6. Learn rules and regulations.
7. Interpret, apply, and enforce Fish and Wildlife laws.
8. Read and interpret maps.
9. Analyze situations accurately, think and act quickly in emergencies and take effective action.
10. Establish and maintain tactful and effective relations with the public.
11. Learn safety and proficiency with firearms, peace officer protective equipment, and other equipment used on the job and administer first aid treatment.
12. Assist in the interpretation and application of biological information and laws and regulations to specific situations.
13. Participate effectively in investigations and interviews.
14. Work on field assignments without close supervision and primarily on own initiative.
15. Train and act as a lead over new Fish and Game Wardens.
16. Prepare accurate and concise reports.

## **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.

## **SPECIAL PHYSICAL REQUIREMENTS**

Sound physical condition, ability to swim, and 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 (nonseeing areas) within the full visual field of each eye.

## **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.

## **SPECIAL 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.

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

## **MEDICAL AND PHYSICAL PERFORMANCE TEST**

A medical examination, a visual acuity and color vision test, and a physical performance test that measures strength and endurance.

### **CONTACT INFORMATION**

If you have any questions concerning the Fish and Game Warden examination 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 <https://www.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 [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.

**The testing department** 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 laws and rules and all competitors will be notified.

**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.

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.

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**