



# CADET, CALIFORNIA HIGHWAY PATROL OPEN

(This Bulletin cancels and supersedes all previously dated Bulletins.)

**“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.”**

**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.**

**THE MISSION OF THE CALIFORNIA HIGHWAY PATROL INCLUDES ENSURING THE HIGHEST LEVEL OF SAFETY, SERVICE, AND SECURITY TO THE PEOPLE OF CALIFORNIA, AND TO ASSIST GOVERNMENTAL AGENCIES. OUR MISSION IS ACCOMPLISHED THROUGH STRONG ORGANIZATIONAL VALUES: RESPECT FOR OTHERS, FAIRNESS, ETHICAL PRACTICES, AND EQUITABLE TREATMENT FOR ALL.**

Test dates are set by the California Highway Patrol (CHP). Testing is administered based on the needs of the Department, as dates can be set at any time, and the eligibility list is merged with the statewide certification list.

**OPEN** - This is an open examination. Applications will not be accepted on a promotional basis. Career credits do not apply.

**DO NOT SUBMIT APPLICATIONS TO THE CALIFORNIA DEPARTMENT OF HUMAN RESOURCES OR TO A LOCAL CHP OFFICE.**

Applications shall be submitted online from the CHP Recruitment Web site at <https://chpmadeformore.com>.

**MONTHLY PAY RANGE:**

**CADET, CHP \$5536 - \$7095**

(Upon graduation from the CHP Academy, cadets are promoted to the classification of Officer, CHP.)

**OFFICER, CHP \$7755 - \$9620**

**HOW TO APPLY:**

The CHP accepts applications, notifies, and tests applicants as needs warrant. Applications shall be submitted electronically from the CHP Web site at <https://chpmadeformore.com>. Applications are currently being accepted on a continuous basis.

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

**REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION:**

**Education** - Equivalent to completion of the 12th grade. Effective January 1, 2009, equivalence to graduation may be demonstrated only by the following: (1) possession of a high school diploma; (2) pass the California High School Proficiency Examination; (3) pass the General Education Development (GED) test; or (4) have attained a two-year, four-year, or advanced degree from an accredited college or university. The high school shall be a United States public school, an accredited U.S. Department of Defense high school, or an accredited or approved public or nonpublic high school. Any accreditation or approval required by this paragraph shall be from a state or local government educational agency using local or state government approved accreditation, licensing, registration, or other approval standards.

**Age Limitation** - Age limits for participation in the examination are 20 to 35 years (**as of the Examination's Close Date**). The minimum age for appointment is 21 years.

**Citizenship Requirement** - Under the provisions of California Vehicle Code Section 2267, no person shall be appointed as a member of the CHP who is not a U.S. citizen. Persons who are not U.S. citizens may compete in the examination for this classification but must show proof of citizenship before an appointment can be made.

**Felony Disqualification** - Under the provisions of Government Code Section 1029(a), persons convicted of a felony are disqualified from employment as peace officers. Such persons are not eligible to compete for, or be appointed to, positions in this classification.

**ADDITIONAL REQUIREMENTS:**

**Driver License** - Possession of a valid Class C driver license issued by the California Department of Motor Vehicles is required. Applicants who do not possess a license will be admitted to the examination but must secure the license prior to appointment.

**Special Personal Characteristics** - Interest in law enforcement work; willingness to work throughout the state, at night and at unusual hours; willingness to work under strict discipline; satisfactory record as a law-abiding citizen; professional demeanor; keenness of observation; neat personal appearance; problem solving; good communication skills with diverse groups of people; tact; reliability.

**Special Physical Characteristics** - Good health, sound physical condition; freedom from any physical or mental condition that would interfere with the full performance of the essential duties of an Officer, CHP; effective use of both hands; strength, endurance and agility; normal hearing; normal vision function and visual acuity. If eyeglasses or hard contact lenses are worn, uncorrected vision must be no less than 20/40 in each eye and corrected to 20/20 in each eye. Applicants who have successfully worn soft contact lenses for at least 12 months are not required to meet an uncorrected standard as long as their corrected vision is 20/20 in each eye. Normal color vision as assessed by the Farnsworth-Munsell D-15 test (wearing an X-Chrom lens during vision testing is prohibited); and weight proportional to age and height.

**Additional Desirable Qualifications** - Education beyond the 12th grade.

**Drug Testing Requirement** - Applicants for positions in this classification are required to pass a drug screening test.

**THE POSITION:**

The classification of Cadet, CHP, is a recruiting and training classification for qualified persons to learn the duties of an Officer, CHP. Persons in this classification undergo a formal comprehensive training program of 28 weeks at the CHP Academy in West Sacramento. Cadets must successfully complete all Academy courses including academic classes, physical training, vehicle operation, and the use of weapons, in order to promote to the classification of Officer, CHP. As an officer, the person will assume the full responsibilities of vehicle patrol, accident investigation, community oriented policing, administration of first aid, apprehension and arrest of suspected violators, problem solving, conflict resolution, and other related duties. Officer assignments are made throughout the state, although the majority of initial assignments are made to major metropolitan areas.

**EXAMINATION INFORMATION:**

**NOTE: Applicants may have only one active application in process at a time.**

The examination consists of a pass/fail Physical Ability Test, and a written test weighted 100%. In order to obtain a position on the eligible list, a minimum rating of 70% must be attained. All competitors must subsequently pass a psychological evaluation, medical examination, and background investigation prior to appointment to the CHP Academy.

**Physical Ability Test – Pass/Fail**

**Scope:**

This test consists of physical ability exercises that measure endurance, flexibility, and strength.

**Written Test – Weighted 100%**

**Scope:**

The written test is designed to measure the competitor's ability to:  
1. Read and understand written communications.  
2. Write clearly, using correct grammar and spelling.

**NOTE:** Applicants can only compete in one Commission on Peace Officer Standards and Training (POST) Entry Level Law Enforcement Test Battery exam in a 30-calendar-day period.

**Eligible List** – Competitors' eligibility expires after 24 months.

**SEE REVERSE SIDE FOR ADDITIONAL INFORMATION**

**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 Veterans' 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.

#### HIRING INFORMATION

**Competitors receiving the highest scores in the POST written examination may continue in the selection process and will be required to pass each of the following components of the selection process:**

**Background Investigation:** The CHP conducts a complete background investigation to determine the competitor's suitability to become a peace officer. Information collected for a background investigation is distinct from that required on the application form which is submitted online prior to the examination. Competitors will be required to divulge arrest and conviction information on the background investigation form that is not required when completing the online application, and the Examination/Employment Application ([STD 678](#)) that you submit for the interview. Fingerprints of competitors are also taken as part of the background investigation.

**Truth Verification:** In the initial stage of the background investigation, all competitors will be required to undergo a truth verification examination during which Computer Voice Stress Analysis will be utilized to verify the integrity and accuracy of the information submitted regarding the use of controlled substances; driving, criminal, medical, and employment history; and other job-related factors.

**Medical Examination:** The medical examination is performed by a licensed physician. Because of the essential duties of the position, there are several potential causes for medical disqualification: back defects revealed by x-ray, history of back difficulty, problems with digestion, any cardiovascular abnormality, pelvic bone or tissue abnormalities, or any nervous or emotional disorder.

**Psychological Evaluation:** The psychological evaluation ensures competitors are free from any mental or emotional conditions which would impair job performance. The evaluation consists of objective written exercises and a clinical interview with a psychologist or a physician.

**Physical Fitness Evaluation (PFE):** Prior to an Academy offer, competitors must successfully pass the PFE. This evaluation consists of physical ability exercises to ensure competitors meet the Academy physical fitness standards. If a competitor is not able to pass the PFE, the Academy offer will be postponed until the competitor can successfully pass this evaluation.

#### GENERAL INFORMATION

**Application:** Individuals meeting the requirements stated on the reverse may file for this competitive examination. Cadet applications shall be submitted from the CHP Web page. Possession of the entrance requirements does not assure a place on the eligible list. Each competitor's performance in this examination will be compared with the performance of others taking this examination, and each competitor who achieves a passing score will be ranked according to their scores. Applications ([STD 678](#)) are available at the California Department of Human Resources (CalHR), and the CalHR Web site at [www.calhr.ca.gov](http://www.calhr.ca.gov), and CHP offices. If you have questions about the position, or the procedures to be followed in this examination, you should contact your local CHP Area office for information.

The CHP reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which the examination was planned change. Such revision will be in accordance with the civil service law and rules and all competitors will be notified.

**General Qualifications:** Competitors must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and the ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the classification.

**Examination Locations:** The written test is given in several locations throughout California as the number of competitors and conditions warrant.

**Veterans' Preference:** Effective January 1, 2014, in accordance with Government Codes 18973.1 and 18973.5, Veterans' Preference will be awarded 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 Veterans' Preference. 2) An entrance examination is defined, under the law, as any open competitive examination. And 3) Veterans' Preference is not granted once a person achieves permanent civil service status. Veteran status is verified by CalHR.

Directions to apply for Veterans' Preference are on the Veterans' Preference Application Form ([CalHR 1093](#)), which is available on the following Web sites:

- The CHP Careers Web site at <https://www.chp.ca.gov/chp-careers/officer/military-recruiting>.
- The CalCareers Web site at <https://calcareers.ca.gov/CalHRPublic/Landing/Jobs/VeteransInformation.aspx>.
- The California Department of Veterans Affairs at <https://www.calvet.ca.gov/VetServices/Pages/State-Employment.aspx>.

The **California Relay Service** enables a person with a Telecommunications Device for the Deaf (TDD) to communicate over telephone lines with another person who does not have a TDD. To use the **California Relay Service**, call the following telephone numbers: if you have a TDD, call 1-800-735-2929; if you do not have a TDD, call 1-800-735-2922.

#### AUTOMATIC DISQUALIFICATION CRITERIA

During the selection process for the Cadet, CHP, classification, each candidate will be evaluated to determine whether the candidate possesses the personal characteristics that are required for employment as a law enforcement officer. Such an evaluation requires that job-relevant inquiries be conducted to provide insight regarding the candidate's personal history. During this evaluation process, questions relating to driving, drug usage, and arrests and convictions will be asked of each candidate to help determine whether the candidate possesses the qualifications that are required to become a law enforcement officer.

The recency of an indiscretion is a critical consideration in evaluating whether a candidate has matured or learned from the experience. To ensure that all candidates are evaluated according to the same standard, automatic disqualification criteria have been established for various acts that are in direct conflict with the duties of an Officer, CHP. The following is a list of derogatory issues that may warrant automatic disqualification from the selection process for Cadet, CHP.

**Drug Use:** Use of any controlled substance deemed to be unlawful under the statutes of the State of California may be cause for automatic disqualification. An automatic disqualification for drug use is based primarily on the type of substance and the timeframe involved.

**Misdemeanor Conviction:** Conviction of a misdemeanor violation relating to driving while under the influence of alcohol and/or drugs may warrant automatic disqualification. This disqualification criterion may apply even in the case of a reduction of a charge of Driving Under the Influence of alcohol/drugs to Reckless Driving.

**Felony Conviction:** Any felony conviction is cause for automatic disqualification. A conviction that has been expunged and/or sealed could or may be cause for automatic disqualification.

For further information relating to automatic disqualification criteria, please contact the CHP, Cadet Hiring Unit at (916) 843-3760.