

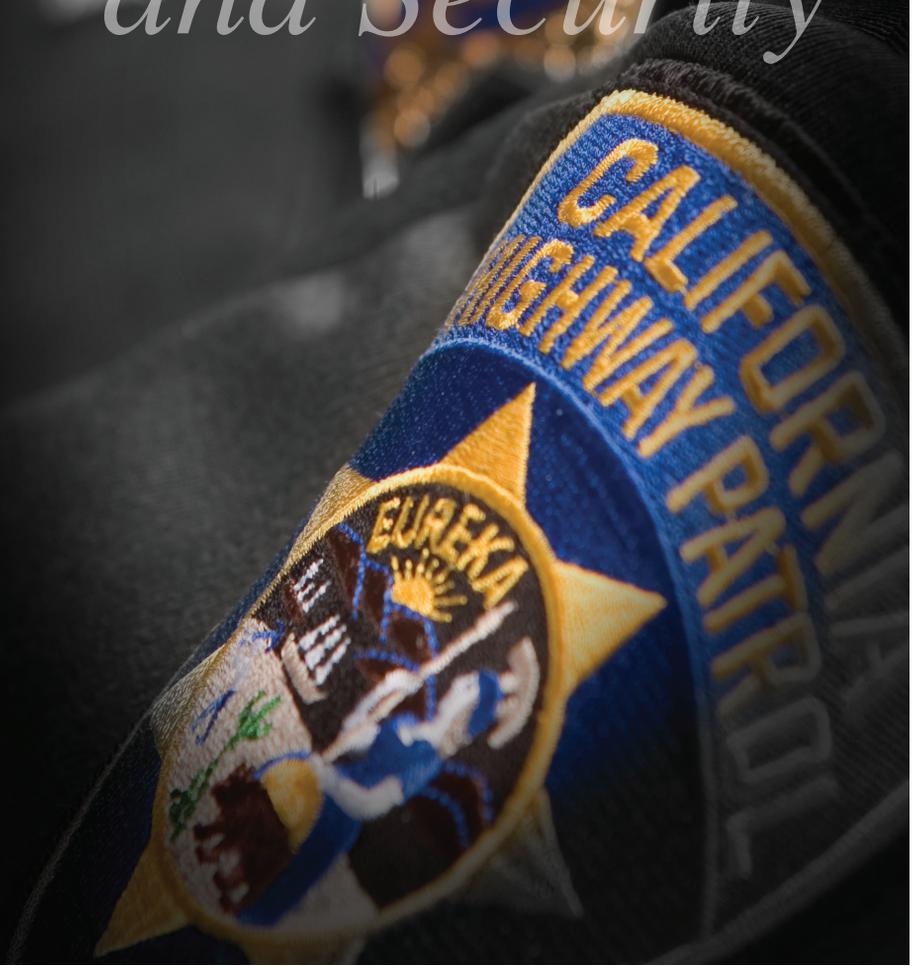


**YOUR FUTURE**

CALIFORNIA HIGHWAY PATROL



*Safety,  
Service,  
and Security*





# Table of Contents

<b>4</b>	CHP History	
<b>5</b>	What We Do	
<b>6</b>	Why the CHP	
	Rewards	
	Camaraderie	
	Reputation	
	Respect	
	Representation	
	Retirement	
<b>8</b>	How to Apply	
	Requirements	
	The Selection Process	
	Physical Ability Test	
	Qualifications Appraisal Panel (QAP) Interview	
	Background Investigation	
	Psychological Evaluation	
<b>11</b>	Preparing for the Academy	
	Proper Equipment Prevents Injuries	
	Good Nutrition	
<b>13</b>	Getting In Shape	
	Stretching, Warm-Up, Cool-Down	
	Exercises	
	Push-ups	
	Nose in the Ring	
	Shaping-up the Abdominals	
	Sit-ups	
	Muscle Strengthening	
	Bends and Thrusts	
	Pull-ups	
	Workout Schedule	
	Six Months Prior to Arrival	
	Three Months Prior to Arrival	
	One Month Prior to Arrival	
	Prior to Arrival	
<b>17</b>	The Academy	
	Reporting to the Academy	
	What to Wear to Cadet Training	
	Grooming Standards	
	What to Bring	
	Other Items to Bring	
	Getting a Head Start	
	Writing Format	
	Military Time	
	Phonetic Alphabet	
<b>23</b>	Life as a CHP Cadet	
	Mission Statement	
	Academy Rules and Regulations	
	Training Day	
	Drill	
	Inspections	
	Liberty	
	Meals	
	Salary/Pay	
	Housing	
	Emergencies	
	Personal Affairs	
	Medical Care	
	Mail/Mailing Address	
	Academy Chain of Command	
	Academy Training Lifestyle	
	Academics	
	Physical Training	
	Weapons Training	
	Emergency Vehicle Operations Course	
<b>31</b>	Graduation	
<b>32</b>	Assignment	
<b>33</b>	Down the Road	
<b>34</b>	Promotions	
<b>35</b>	Moving up the Ranks	
<b>36</b>	CHP PRIDE	
<b>37</b>	CHP Star	
<b>38</b>	CHP Geographical Organization	
<b>40</b>	Code of Honor	
<b>41</b>	Notes	

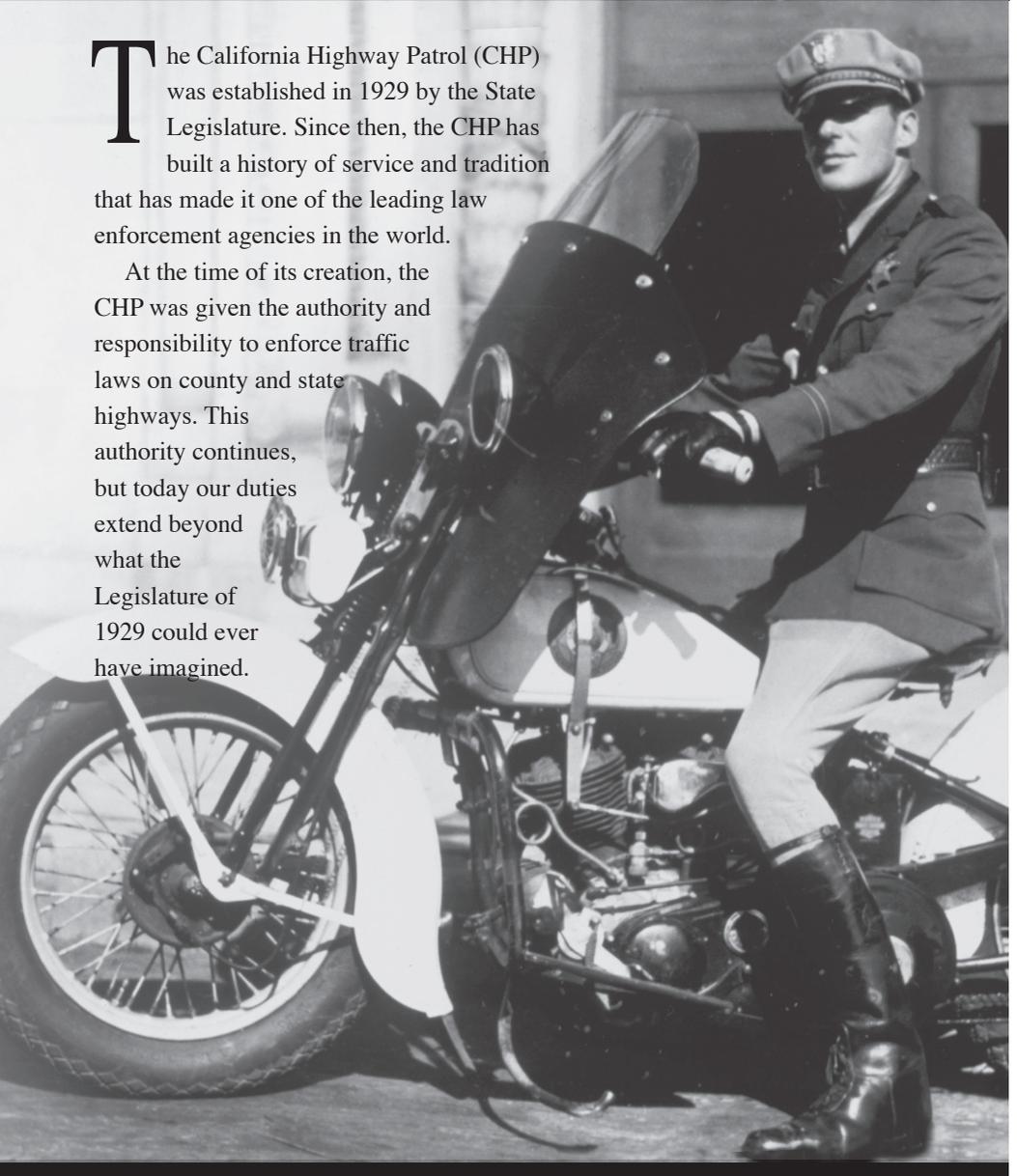
---



# CHP History

The California Highway Patrol (CHP) was established in 1929 by the State Legislature. Since then, the CHP has built a history of service and tradition that has made it one of the leading law enforcement agencies in the world.

At the time of its creation, the CHP was given the authority and responsibility to enforce traffic laws on county and state highways. This authority continues, but today our duties extend beyond what the Legislature of 1929 could ever have imagined.



# What We Do

Today the CHP has expanded far beyond its original mission. As a member of the CHP you are responsible for traffic enforcement and highway safety throughout the state. Our duties include issuing traffic citations, arresting alcohol and drug-impaired drivers, investigating traffic accidents and vehicle theft, and providing assistance to the motoring public. We also provide general law enforcement assistance to local agencies upon request.

Special assignments include canine narcotic enforcement, commercial vehicle inspection, fixed wing or helicopter operations (pilots and paramedics), patrolling the State Capitol on horseback or bicycle, Special Weapons and Tactics

(SWAT), auto theft investigators, computer crimes, and dignitary protection. The assignments in the CHP are as diverse as the state itself.

CHP officers work on a daily basis in a hazardous environment. From patrolling busy freeways on a motorcycle, to providing protection for the Governor, our job, like that of any public safety provider, can be hazardous. While our emphasis on safety is always present and constantly reinforced by our training, ours is still a dangerous profession. Since our inception in 1929, over 200 of the 19,000 officers to wear the CHP uniform have paid the ultimate price while serving the people of California.



# Why the CHP

## REWARDS

A career with the CHP has many rewards: generous salary and benefits, upward mobility, and unique assignments statewide. You earn an excellent salary, with comprehensive benefits that include health, dental, and vision care. In addition, you also earn paid vacation days and uniform allowance. The CHP offers incentive pay for a college degree, bilingual skills, or work in specialized fields.

## CAMARADERIE

Throughout your career you will find people are there for you. As a cadet, you

will work in a team with other cadets. Upon graduation and promoting to officer, you will report to your first Area office, where you will meet your fellow officers who you can count on to be there when you need them. They will know they can count on you as well.

## REPUTATION

The CHP has built a reputation of excellence known worldwide. People throughout the world have witnessed our officers in action at fires, floods, earthquakes, and riots. It is this reputation that draws agencies from all over the world to study our methods.





Motorcycle/EVOC Training

## RESPECT

The CHP has always been on the forefront in officer training and tactics. As a CHP officer, you will work side-by-side with local law enforcement agencies. The level of excellence you display every day will reinforce the respect and reputation for which the CHP is known.

## REPRESENTATION

As an officer in the CHP, you represent the best your community has to offer. You and your fellow officers are a polished reflection of the communities you serve.

## RETIREMENT

Uniformed members of the CHP hired during 2013 and later have a defined benefit retirement plan based on the average of their three final year's base salary. For every year worked you will receive 2 percent of this average at age 50 up to 2.7 percent at age 57. The formula is (Years of Service) X (Appropriate percentage) X (Final Three Year Average Base Salary) equals (Annual Retirement). In addition, uniformed members who are injured in the line of duty and cannot return to duty are eligible for an Industrial Disability Retirement. Full health and dental benefits are provided with both of these retirement options.



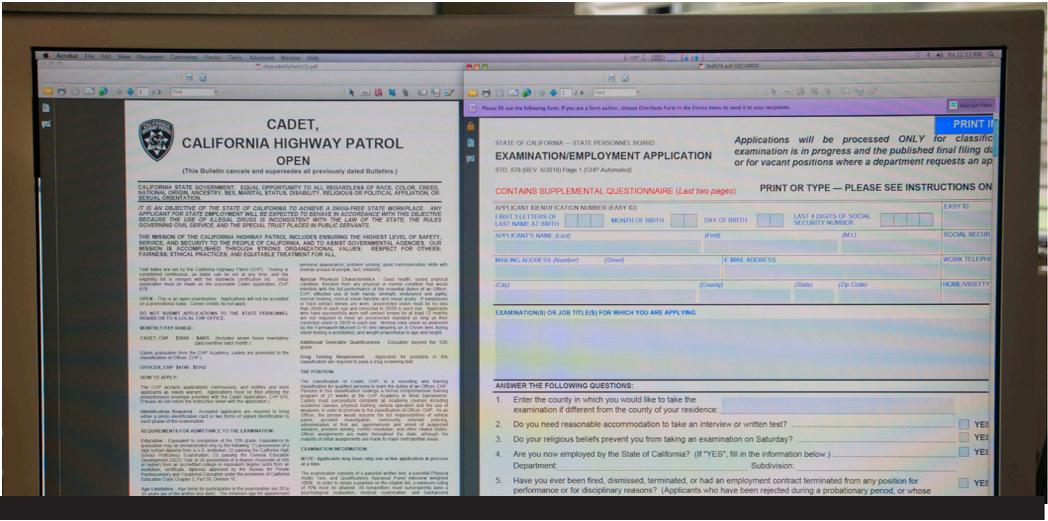
# How to Apply

## REQUIREMENTS

There are certain minimum requirements to apply to become a CHP cadet. They are:

- Age: 20-35 years as of the written test. (Military age waiver: The military age waiver only applies to active duty military personnel. Military personnel who apply must have taken and passed the written test prior to their 36th birthday, and be participating in the selection process when they are activated for military duty. In such cases, applicants would be able to defer an Academy date until their military term is completed. Depending on the circumstances, the deference could last up to eight years.)

- Vision: For eyeglasses or hard contact lens wearers - uncorrected vision no less than 20/40 and corrected to 20/20. Successful soft contact lens wearers (12 months or more) are not required to meet an uncorrected standard if corrected vision is 20/20. Normal color vision is required.
- Education: High School graduate or GED.
- Citizenship: Under the provisions of Vehicle Code Section 2267, no person shall be appointed as a member of the CHP who is not a citizen of the United States. Persons who are not citizens may compete in examinations for



this class, but must show proof of citizenship before appointment can be made.

- Background: No felony convictions.

The California Highway Patrol will only be accepting online applications in each CHP Division during limited Pacific Standard Time periods. You can determine the open filing period date and times by visiting [www.chpcareers.com](http://www.chpcareers.com) and checking the Cadet Testing Schedule. If you need help with the cadet online application, call us at 1-888-4A-CHP-JOB or 1-888-422-4756 during normal business hours during open filing periods.

## THE SELECTION PROCESS

Once your application is received, you will be scheduled for the next available written test, provided you meet the minimum requirements. The written test is designed to measure your writing and reading comprehension skills. A minimum 12th grade reading level is desired. The test consists of approximately 125 multiple choice questions on reading comprehension, grammar, and word usage skills. This is not a test of law enforcement knowledge. The test is scheduled to last two and a half hours. The test is graded pass/fail, and you must pass to continue in the selection process. Ten days following the written test, you will be notified by mail of your results.

Upon successful completion of the written test, you will continue in the

hiring process which includes each of the following:

## PHYSICAL ABILITY TEST (PAT)

The PAT determines whether the applicant is able to perform the minimum physical standards required of a CHP officer.

- 1.5 Mile Run - Applicants are required to run 1.5 miles in 13 minutes 35 seconds or less.
- 300 Meter Run - Applicants are required to run 300 meters in 70 seconds or less.
- Sit-Ups - Applicants are required to complete 31 or more sit-ups in one minute.
- Push-Ups - Applicants are required to complete 24 or more push-ups in one minute.

Grading the PAT. Each portion of the PAT test is pass/fail. The applicant must pass all four portions successfully to complete the PAT.

## QUALIFICATIONS APPRAISAL PANEL (QAP) INTERVIEW

The purpose of the QAP interview is to determine the overall suitability of a candidate for the position of cadet and, eventually, officer. The members of the QAP panel will ask you questions concerning your personal background and history, what you know about the CHP, and what you have done that would prepare you to become a CHP officer. You may also be asked what you would do in a hypothetical situation.

The QAP interview is the only part of the testing process which is not pass/fail. A passing QAP score is 70 or above. However, based upon the needs of the Department, only the most competitive scores will be selected to continue on into the background investigation phase. Candidates wishing to achieve a more competitive score are encouraged to reapply, provided they meet the minimum requirements.

## VETERANS' PREFERENCE CREDITS

Applicants who have served in the United States Armed Forces as defined in Government Code Section 18540, and who qualify as a veteran, are entitled to veterans' preference points added to their Qualifications Appraisal Panel (QAP) interview score. You must apply for points at [www.calhr.ca.gov](http://www.calhr.ca.gov). Veterans' Preference will be awarded to qualifying Veterans who are successful in the QAP interview. All individuals awarded Veterans' Preference will be certified to continue to the background investigation portion of the California Highway Patrol, Cadet hiring process.

## BACKGROUND INVESTIGATION

There will be an initial and a final interview with your background investigator, who will review your completed Personal History Questionnaire. Your investigator will ask about your education, finances, employment, arrest and citation record, military record, and any other relevant issues. During your background investigation, you will be scheduled for a medical examination and a Computer Voice Stress Analysis (CVSA). The CVSA will verify the information the applicant provides to the background investigator.

Once you have successfully completed all phases of the selection process, you will be invited to attend the next available CHP Academy class.

## PSYCHOLOGICAL EVALUATION

This is a two-part evaluation. The first part consists of three multiple choice questionnaires. The second part of the evaluation is a scheduled interview with a psychologist.



*Recruitment Seminar*

# Preparing for the Academy

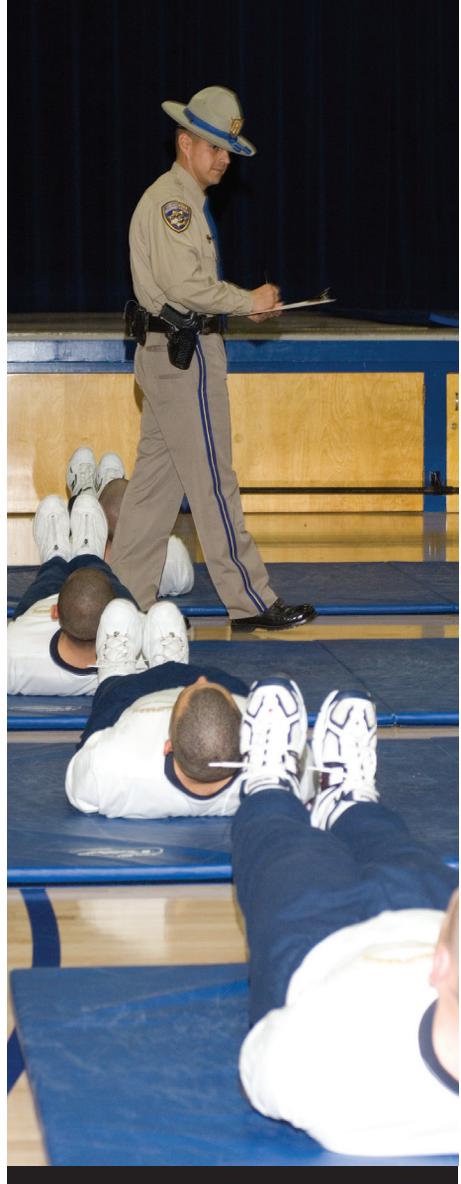
The time to prepare for the Academy is now. During your first week at the Academy you will receive an orientation to the Physical Training Program which includes participation in a complete strenuous calisthenics floor workout, immediately followed by a formation run.

Ideally, a future cadet should be able to perform several sets of push-ups, sit-ups, and crunches. These sets should be done in repetitions of 15-25.

Your successful completion of the Academy training will be directly attributed to how well you prepared yourself. Many cadets are unable to successfully complete the academic (classroom) portion of Academy training due to their inability to withstand the physical demands placed on them on a daily basis.

Use the information provided in this booklet to assist you in your preparation. Do not wait until two weeks prior to your arrival to begin a workout program.

Our ultimate goal is to receive healthy individuals who are motivated enough to prepare themselves for a career with the California Highway Patrol.



## PROPER EQUIPMENT PREVENTS INJURIES

If you have not been actively preparing for the rigors of the Academy physical training, you need to consult a physician. The future cadet should also consult sports professionals who will assist you in obtaining the proper equipment for the training activity. Making the proper selections/decisions early will prevent injuries (i.e., shin splints, knee pains, hip problems) which could interrupt or terminate your pre-Academy training.

## GOOD NUTRITION

Avoid fad diets and you should consult a doctor and/or a nutritionist prior to starting a diet program. Nutrition

and a proper diet are essential to staying healthy, and should be included in the preparation for Academy training.

If you feel you have a weight problem, you need to evaluate your diet and make the proper adjustments to reduce your caloric intake. A rule of thumb is to not consume more than 30-40 grams of fat per day, 1.502 grams of protein per pound of body weight, and 1-1.5 grams of carbohydrates per pound of weight.

Remember that increased activity may require you to increase your caloric intake and that as your body becomes more efficient in burning fuel (calories) and you begin to lose weight, you will need to re-evaluate your diet.

# Getting in Shape

## STRETCHING, WARM-UP, COOL-DOWN

Proper stretching and warm-up before any physical activity are extremely important in reducing the possibility of injury.

Remember to stretch and warm up those muscles you plan on using for that particular session. This will allow your muscles and joints to prepare for the added demands that you will be placing on them.

Just as important as stretching and warming up, is cooling down after your exercise routine. Cool down stretches should be aimed at the muscle groups targeted in the conditioning period (e.g., after running, the stretching should focus

on the legs, hips, and lower back). Proper cool down and stretching will reduce the likelihood of injury.

## EXERCISES

The exercises that you will be required to perform while you are attending the Academy will be push-ups, sit-ups, nose in the ring, bends and thrusts, and pull-ups.

**PUSH-UPS** - Back straight, feet together, hands flat on ground and slightly wider than shoulder width. From the up position lower your body until it is approximately 3-4 inches from the ground, then push yourself back to the up position. Do not allow your back to bend or sway.



**NOSE IN THE RING** - Place your feet slightly wider than shoulder width apart, bend at the waist and place your hands on the ground. Form a ring placing both index fingers and thumbs together. Bend your elbows lowering your head towards the ring and place your nose in the ring. Return to the starting position to complete one repetition.

## SHAPING-UP THE ABDOMINALS

**SIT-UPS** - Back straight, knees bent, feet flat on the ground, hands placed to the side of your head (do not wrap hands behind head), knees and ankles together. Starting from the down position (back flat on ground) and while keeping your back straight, use your abdominal muscles to raise your upper body.

Allow your elbows to touch your knees and/or legs. Do not allow your torso to make contact with legs. Bouncing or arching of the lower back is not allowed.

## MUSCLE STRENGTHENING

### **BENDS AND THRUSTS**

**(4 COUNT)** - Stand straight, feet flat on the ground approximately shoulder width apart, hands on your hips. Bend your knees and lower your body to the ground. Place your palms on the ground and thrust both legs backwards. You should now be in a push-up position with both feet together and palms slightly more than shoulder width apart. Now bring legs back under body and stand back up to the up position.

**PULL-UPS** - With an over-grip (palms facing forward), hang from the pull-up bar in the down position. Cross your ankles. Without using your legs to assist you, pull your chin over the top of the pull-up bar. Do not bend your knees, and keep your back straight. Slowly lower yourself to the down position.





## WORKOUT SCHEDULE

Listed is a general workout schedule that you may use to assist you in your preparation. These are only suggestions and it will be up to you to gauge your progress and push yourself daily. If you have not been physically active for some time, consult a physician before starting this or any physical training program.

### SIX MONTHS PRIOR TO ARRIVAL

#### *Calisthenics:*

20-25 minutes, 3 times per week

1 set of 15-20 push-ups

1 set of 15-20 sit-ups

1 set of 15-20 crunches

1 set of 10 bends and thrusts

1-2 pull-ups

#### *Running/Walk-Jog:*

1-2 miles, 3 times per week.

Walk-Jog 30-45 minutes or run at a 10-minute-per-mile pace.

### THREE MONTHS PRIOR TO ARRIVAL

#### *Calisthenics:*

try to perform 20-25 minutes with no rest--constant movement, 3 times per week

1-2 sets of 20 push-ups

1-2 sets of 20 sit-ups

1-2 sets of 20 crunches

1 set of 10 bends and thrusts

2-3 pull-ups

#### *Running:*

1-2 miles 3 times per week at a 9-minute-per-mile pace.



## ONE MONTH PRIOR TO ARRIVAL

### ***Calisthenics:***

20-25 minutes with no rest--constant

movement, 3-4 times per week

2-3 sets of 25 push-ups

2-3 sets of 25 sit-ups

2-3 sets of 25 crunches

2 sets of 15 bends and thrusts

2-3 pull-ups

### ***Running:***

2-3 miles, 3-4 times per week at an

8-minute-per-mile pace.

## PRIOR TO ARRIVAL

You may incorporate some weight training into this program, but remember the ultimate goal is to make you an overall fit individual and not to “bulk-up.”

Remember not to increase your weekly running miles by more than 10 percent per week. Increases above 10 percent may make you susceptible to injuries.

Remember to properly warm up prior to each workout session and properly cool down after each session. If you do experience pain and/or discomfort attributed to your training, consult a physician immediately.

# The Academy

**W**elcome to the CHP Academy. You have made the decision to become part of a remarkable organization. The CHP is known as one of the finest law enforcement agencies in the world.

The road to becoming an officer will be a challenging one. You will be tested mentally, physically, and emotionally on a daily basis. The purpose of the training regimen is to instill pride and discipline in each cadet.

Each cadet is faced with a number of obstacles during the training. Most cadets have difficulty with the regimentation and

some with the physical testing, yet most cadets have one thing in common: they failed to prepare themselves properly for the rigors of the Academy lifestyle.

The goal of the Academy is to produce highly trained officers that will uphold the traditions and dedication to the highest ideals of public service.

The CHP is often described as a “paramilitary” Department, and that is true. The uniforms, ranks and insignias, chain of command, and the long-standing traditions resemble a military organization.



*CHP Academy - West Sacramento, CA*



## REPORTING TO THE ACADEMY

You will need to arrive at the Academy for your first day by 0730 hours. You will be greeted by an officer from the Academy, who will have you form a line by alphabetical order of your last name. Next, you will be greeted by officers from the Staff Office. They will be with you for the remainder of the day.

## WHAT TO WEAR TO CADET TRAINING

Male and female cadets should report to the Academy in appropriate business attire.

### *Males*

- A business suit or sport coat and slacks, tie, dress shoes.

### *Females*

- A business suit, dress shoes (skirts or dresses, high heel shoes are not recommended).

Uniform items will be issued after





Uniform Pickup/Dormitory Assignments



meeting the staff officers. You will be required to be in uniform for the remainder of the day. (Bring enough “proper attire” for at least three days, as the cadet uniform may not be ready.)

## GROOMING STANDARDS

### *Males*

- Hair - Short.
- Face - Clean shaven.

### *Females*

- Hair - Short and/or off the collar.
- No make-up.
- Fingernails – Short.
- No colored polish.

## WHAT TO BRING

As a cadet, the most important item to take to training is a positive attitude. It is imperative that each cadet possess certain documents and information for the first day processing.

1. Driver license.
2. At least two blank checks, with \$500 in account to cover checks.
3. Social Security numbers of beneficiaries.
4. Emergency contact information.
5. Vehicle information - License plate number, color, make, and model.

## OTHER ITEMS TO BRING

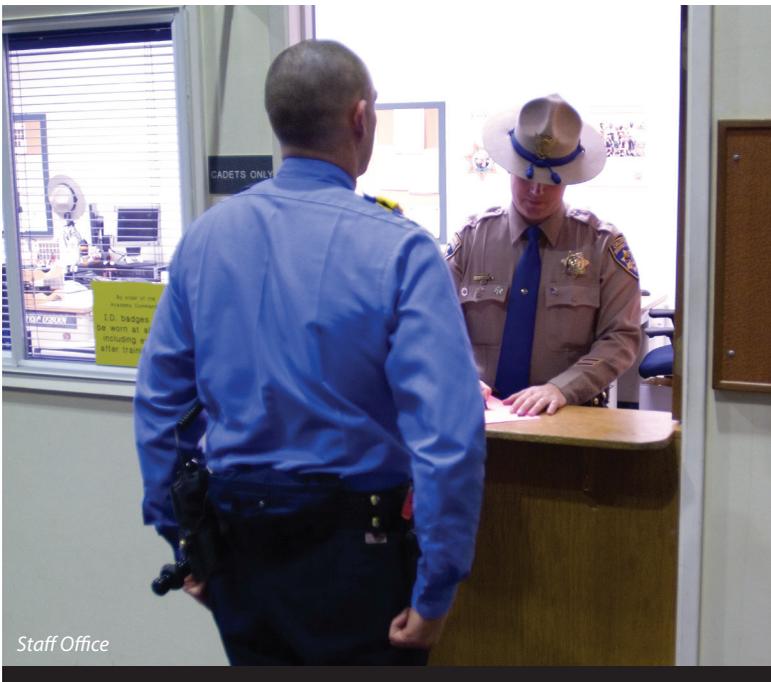
- One clock radio.
- Dusting supplies (furniture polish/cleaner, dust rags, etc.).
- Shoe polishing items.
- Plain white crew neck T-shirts.
- A minimum amount of civilian attire.
- Swimsuit.

- Toiletries (prescription medications).
- Boots/Shoes - black, all leather must accept a shine.
- A pair of running shoes and non-marking court shoes.

The following are some customs for cadets to become familiar with:

1. When called upon by a staff member or any person on the Academy grounds, state “Sir or Ma’am, Cadet (your last name).”
2. When speaking to a staff member or any person, state “Yes, Sir or Ma’am.” “No Sir or Ma’am.”

3. Upon contacting, meeting, passing any person on the Academy grounds, make eye contact and state “Good morning, afternoon, or evening, Sir or Ma’am.”
4. When reporting to any office or officer, state “Sir or Ma’am, Cadet (your last name) reporting as ordered.”
5. Any time you report to a staff member, and before leaving, you will assume the position of attention and remain in that position until told otherwise.



Staff Office



## GETTING A HEAD START

The following is information you will be required to know as a cadet. You may wish to get a head start by preparing now.

“CHP cadets do not lie, cheat or steal, nor do they tolerate those who do.”

This is the motto that all cadets are expected to live by. Cadets must conduct themselves honorably and are held to higher standards of conduct both on and off duty.

Physical fitness is a must, so start getting into shape now and be at your best when you report. The ability to organize your time and manage many tasks is essential for survival at the Academy.

## WRITING FORMAT

As a cadet you will write numerous reports and complete a variety of tests and forms. Printing shall be in upper case, block letters, using six digit dates and military time.

Example: "1700 HOURS ON 022898"  
"VEHICLE #1 SUSTAINED MAJOR FRONT END DAMAGE."

## MILITARY TIME

0100 - <b>Zero one hundred</b>	1:00 a.m.
0200 - <b>Zero two hundred</b>	2:00 a.m.
0300 - <b>Zero three hundred</b>	3:00 a.m.
0400 - <b>Zero four hundred</b>	4:00 a.m.
0500 - <b>Zero five hundred</b>	5:00 a.m.
0600 - <b>Zero six hundred</b>	6:00 a.m.
0700 - <b>Zero seven hundred</b>	7:00 a.m.
0800 - <b>Zero eight hundred</b>	8:00 a.m.
0900 - <b>Zero nine hundred</b>	9:00 a.m.
1000 - <b>Ten hundred</b>	10:00 a.m.
1100 - <b>Eleven hundred</b>	11:00 a.m.
1200 - <b>Twelve hundred</b>	12 noon
1300 - <b>Thirteen hundred</b>	1:00 p.m.
1400 - <b>Fourteen hundred</b>	2:00 p.m.
1500 - <b>Fifteen hundred</b>	3:00 p.m.
1600 - <b>Sixteen hundred</b>	4:00 p.m.
1700 - <b>Seventeen hundred</b>	5:00 p.m.
1800 - <b>Eighteen hundred</b>	6:00 p.m.
1900 - <b>Nineteen hundred</b>	7:00 p.m.
2000 - <b>Twenty hundred</b>	8:00 p.m.
2100 - <b>Twenty one hundred</b>	9:00 p.m.
2200 - <b>Twenty two hundred</b>	10:00 p.m.
2300 - <b>Twenty three hundred</b>	11:00 p.m.
2400 - <b>Twenty four hundred</b>	12 midnight
0005 - <b>Zero zero zero five</b>	12:05 a.m.

The Department uses standard military time on most documents. Military time has no colon to separate hours and minutes. The hours are numbers 1 through 24, a zero precedes the hours 1 through 9.

## PHONETIC ALPHABET

<b>A</b> - Adam	<b>N</b> - Nora
<b>B</b> - Boy	<b>O</b> - Ocean
<b>C</b> - Charles	<b>P</b> - Paul
<b>D</b> - David	<b>Q</b> - Queen
<b>E</b> - Edward	<b>R</b> - Robert
<b>F</b> - Frank	<b>S</b> - Sam
<b>G</b> - George	<b>T</b> - Tom
<b>H</b> - Henry	<b>U</b> - Union
<b>I</b> - Ida	<b>V</b> - Victor
<b>J</b> - John	<b>W</b> - William
<b>K</b> - King	<b>X</b> - X-ray
<b>L</b> - Lincoln	<b>Y</b> - Yellow
<b>M</b> - Mary	<b>Z</b> - Zebra



# Life as a CHP Cadet

## MISSION STATEMENT

The Department's mission is to provide safety, service, and security to the public as they utilize the highway transportation system and to assist local government during emergencies when requested. The Department has established the following values to accomplish its mission: respect for others, fairness, ethical practices, and equitable treatment for all.

## ACADEMY RULES AND REGULATIONS

The Academy is designed to be very stressful, testing each cadet's ability to adapt to various situations and manage stress. You must be prepared to handle a tremendous workload while being able to maintain your appearance, demeanor, and professionalism.

When you first report to the Academy, you will feel overwhelmed by the amount of studying and physical exercise





*Fountain Ceremony*

you will perform. From the beginning, you are held to the highest of standards. The staff will push you to perform and assist you if and when you need it.

## TRAINING DAY

The Academy is a live-in training facility that will accommodate 480 students. This will be your home for the next several months. Your training day will typically begin at 0730 hours and end at approximately 1700 hours. You will be required to remain on the Academy grounds after training hours.

## DRILL

Cadets learn the drill procedures necessary to participate in ceremonies and tactical formations, such as riots and civil disturbances. Drill Instructors provide instruction in the proper techniques of marching. You will have many opportunities to practice marching while in training. This is the first area you will notice your class working as a team.

## INSPECTIONS

Personnel and dorm inspections are held at various intervals in your training. This will ensure that each cadet adheres to the high standards of the Department. You will be responsible for maintaining the cleanliness and appearance of both your dormitory room and your uniform. These inspections are important in your overall performance evaluation.

## LIBERTY

You will receive liberty on Wednesday nights and weekends, contingent on your passing the tests each week and absent any disciplinary actions.

- Wednesday - 1700 to 2359 hours.
- Weekends - 1700 hours Friday to 2359 hours Sunday.

Cadets are required to be in appropriate civilian attire when leaving and returning from liberty.

## MEALS

Meals are served between 0645-0730, 1145-1230, and 1645-1730 hours Monday through Saturday, and 0800, 1200, and 1700 hours on Sunday. The cafeteria provides a variety of prepared foods. You will be responsible for choosing your meals appropriately. Cadets not meeting the body composition requirements will be placed on the training table and must adhere to a strict diet.



*Room Inspection*



*Liberty Signout*



*Dining Facility*



## SALARY/PAY

Cadet pay warrants will be issued after the first of every month. Keep in mind that you will only receive one pay warrant per month, so plan your finances accordingly.

## MONTGOMERY G.I. BILL

Cadets who are eligible will receive benefit pay in one lump sum for their Academy time once they graduate from Academy training. The benefit pay will vary depending on branch of service, military time served, etc.

## HOUSING

Each cadet is assigned to a dormitory quad upon arrival to the Academy. Eight to twelve cadets will be assigned to each quad, sharing common restrooms and showers. You will share a room with other cadets from your class and will be responsible for maintaining its appearance.

## EMERGENCIES

Cadets may receive emergency telephone calls once an emergency is verified. You should tell your family and friends that you cannot receive any other

telephone calls during your training, other than when phone use is authorized.

## PERSONAL AFFAIRS

Cadets should have their personal affairs in order prior to reporting to the Academy. Be prepared to be separated from your family for several months. Personal and family conflict (marriage problems, being homesick, etc.) is the main cause for early separation from cadet training.

## MEDICAL CARE

You will have medical and dental benefits provided after your first thirty days of training. Should you become ill during the first thirty days of training, you will be responsible for any medical costs. Treatment for injuries that you suffer as a result of training will be covered by the Department.

## MAIL / MAILING ADDRESS

Incoming mail is delivered to the Academy on a daily basis, except Sundays and holidays. You will need to inform all correspondents to address your mail:

Cadet (Your last name)

C.T.C. (Your cadet class year, example III-10)

California Highway Patrol Academy  
3500 Reed Avenue  
West Sacramento, CA 95605-1677

## ACADEMY TRAINING LIFESTYLE

Your cadet training will range from academics and physical training to enforcement tactics, weapons training, and vehicle operations. You will be required to meet the standards set forth by the Commission on Peace Officer Standards and Training (POST) and the Academy. The following descriptions will give you a brief overview of the type of training and what you should expect of yourself in each phase.

## ACADEMICS

Academically, you will be responsible for 67 “learning domains” (LDs) mandated by POST, in addition to agency specific policies and procedures. During your approximately six-month program, you will receive over 1,000 hours of



## ACADEMY CHAIN OF COMMAND

### OFFICE OF THE ASSISTANT COMMISSIONER - STAFF

Responsible for the overall planning, organization, direction, and control of the Academy.

### ACADEMY COMMANDER

Captain in charge of the Academy.

### TACTICAL PROGRAM MANAGER, LIEUTENANT

Responsible for all tactical training at the Academy.

### INSTRUCTIONAL SERVICES PROGRAM MANAGER, LIEUTENANT

Responsible for all academic training at the Academy.

### STAFF OFFICE SUPERVISOR

Supervises the staff officers, and controls all actions of the Staff Office.

### STAFF OFFICER or COUNSELOR

Directly responsible for cadet supervision and evaluation.



training. You will be trained by officers and sergeants who are experienced in training cadets. If you fail to pass any LD examination, you will be required to take a remedial examination in addition to serving a weekend restriction. Failure of the remedial examination will result in termination from cadet training.

You are also required to complete and pass an Accident Investigation course, Vehicle Code training, and Criminal Law courses. You will also be certified as an Emergency Medical Responder during your Academy training.

## PHYSICAL TRAINING

You have chosen to become a member of the finest law enforcement agency in the world. Becoming an officer of this Department will be physically

and mentally challenging. You will be expected to give 100 percent effort during all aspects of training, especially the rigorous physical training program.

The law enforcement career you have chosen will place extreme demands on your body. The Academy Physical Training (PT) Unit will not only prepare you for a physically demanding job, but assist you in preparing to meet the challenge, pass the required tests, and ultimately graduate maintaining lifetime fitness.

The Academy Physical Training Program is based on a military style of basic training. The PT Staff will motivate you to push your body beyond its limits. You will be expected to perform and pass a variety of physical fitness and physical performance tests. Failure to successfully



complete tests could result in termination from cadet training.

Physical training is the most demanding phase of training for most cadets attending the Academy. For the first 18 weeks of your training you will be required to fully participate in physical training at least three to four times per week, starting at 0530.

Initially you will be expected to perform 20 minutes of calisthenics floor exercises (i.e., jumping jacks, push-ups, sit-ups, crunches) then participate in a mile and one-half class run. As your training progresses, the PT Staff will get you in proper condition for running distances which will gradually increase to a four and one-half mile run.

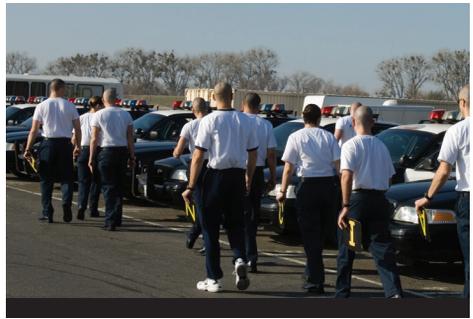
## WEAPONS TRAINING

The program is realistic weapons training that prepares officers to meet the challenge of “real world” encounters.

Each cadet will be instructed in the safe handling and effective use of the Department’s general duty weapons: Smith & Wesson model 4006-TSW, semi-automatic pistol, and Remington model 870 shotgun, both in daylight and night conditions. Each cadet will also complete a firing course to familiarize him/herself with the Colt AR15A2 rifle.

Also covered in the weapons portion of training is the proper use of Oleoresin Capsicum “pepper spray,” operations in a chemical environment (CS gas), and basic recognition and handling of confiscated and clandestine weapons.





## EMERGENCY VEHICLE OPERATIONS COURSE

The Emergency Vehicle Operations Course is famous throughout the world as the finest law enforcement driver training program available. You will be trained in enforcement driving at the Emergency Vehicle Operations Course. You will receive a minimum of 20 hours of lecture on vehicle dynamics, performance driving techniques, and departmental policy.

You will also receive a minimum of 16 hours of hands-on driver training. This training includes vehicle placement, skid control techniques, performance driving, defensive driving, and Code-3 pursuit driving.

Each cadet will be required to meet minimum performance objectives during each phase of hands-on training, as well as showing knowledge by successfully completing a written examination.

# Graduation



Graduation will be a proud day for you and your family. On graduation day, the Academy grounds will be opened to families and friends accompanied by graduating cadets.

Cadets who excel in training are recognized during the graduation ceremony. The cadets who achieve the highest point score in Academics, Physical Training, and Weapons Training will receive awards. Awards will also be given to the cadet(s) selected as the Most Inspirational Cadet and the Outstanding Cadet in each class. Each cadet receiving an award will have his/her name permanently displayed in the Recreation Building.

Badge numbers will be assigned based upon the overall Academy performance.



*Badge Pinning*

The highest point total will be assigned the first badge number for that class.

Cadets should prepare to relocate and report to any area within California. The assignments will be given prior to graduation day.



*Graduating Class*

# Assignment



Shortly after graduation, you will report to your Area office and meet your first commander. Upon arrival, you will be shown around the office, receive briefings about procedures and policies, and meet key personnel.

Upon reporting to your first command, you will also meet your field training officer (FTO) and begin your field training. Each new officer works with three different FTOs during their first 55 days of 'break-in' training.

Your FTOs will help you apply the knowledge and training you gained at the Academy to real life situations. FTOs ensure that all new officers are capable of performing the job, keeping officer safety paramount, with a high emphasis on service to the public.

The training you receive from your FTOs will remain with you your entire career. Every FTO has his/her own unique style. A new officer takes the best from

each FTO and then tries to improve on those qualities.

Upon successful completion of the 55-day training, you will finally be off 'break-in.' Once you are on your own, you will be assigned to a shift.

Once you are out on your beat, you will make traffic stops, conduct DUI investigations, and make arrests. You will investigate traffic accidents, assist stranded motorists, and direct traffic as appropriate.

You will assist your beat partners, and other CHP officers. You will answer radio calls and respond to anything that comes your way. You will gain experience and knowledge from the other officers with whom you work.

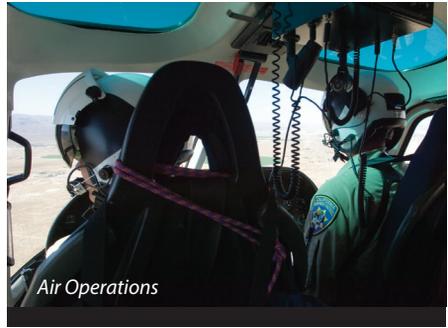


# Down the Road

Upon completing your first year with the CHP, you are eligible to transfer, based on your seniority, to other Area offices anywhere in the state. You now may apply for special assignments as well.

Special assignments are not based on seniority, but on skills and abilities, and are applied for by resume.

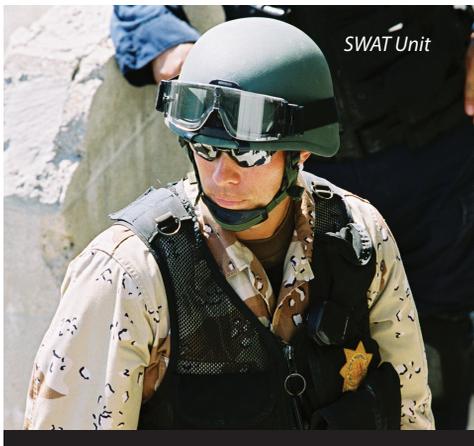
Some of the assignments available include auto theft investigation, MAIT (Multidisciplinary Accident Investigation Team), motorcycle patrol, air operations (fixed wing or helicopter, pilot or observer), bicycle patrol, equestrian patrol, canine narcotic enforcement teams, and commercial vehicle enforcement. The opportunities are endless...



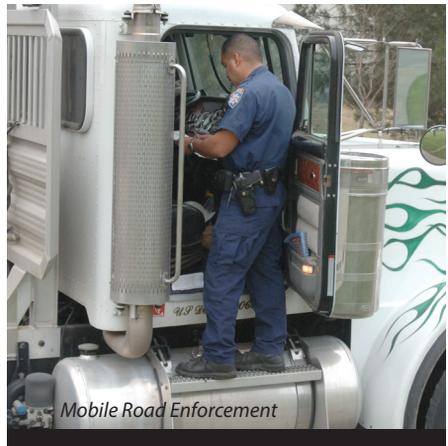
*Air Operations*



*Equestrian Patrol*



*SWAT Unit*



*Mobile Road Enforcement*

# Promotions



**L**ife as a CHP officer is exciting and rewarding; however, someday you will want to excel even further and promote. You will be eligible to promote to the next higher classification after 36 months in grade. All promotions in the CHP are based on merit. You can truly go as far as your skills will take you, from officer to Commissioner.

The sergeant's examination consists of:

- Written test
- Essay
- Oral interview

The lieutenant's examination consists of:

- Written test
- Oral Interview

Promotions to the rank of Captain, CHP, through Chief, CHP, are facilitated by examination, while Assistant Commissioners are appointed by the CHP Commissioner. The Deputy Commissioner and Commissioner are appointed by the Governor of California.

# Moving up the Ranks



**Commissioner:** The executive officer of the CHP, responsible for the overall planning, organization, and direction.



**Deputy Commissioner:** Second in the chain of command, responsible for day to day operations of the CHP.



**Assistant Commissioner:** These two positions head the Staff and Field operations of the CHP.



**Chief:** Division commander, responsible for the overall planning, organization, direction, and control of each Division.



**Assistant Chief:** Supports Division chief, and responsible for assigned commands or headquarters sections.



**Captain:** Area office or section commanders, responsible for daily operations of Area offices or staff sections.



**Lieutenant:** Assists in operations in Area offices. Some Areas are commanded by a lieutenant.



**Sergeant:** The front line supervisor, providing leadership and guidance to officers.

**Officer:** The backbone of the CHP, the officer is on the beat, providing public service and assistance and enforcing the laws.



# CHP Pride

**C** **OURAGE:** Stand for what is right despite the threat of adversity.

**H** **ONESTY:** Uphold the truth, and maintain the trust and confidence placed upon us by the citizens of California.

**P** **ROFESSIONALISM:** Constantly strive for quality and excellence.

**P** **RINCIPLES:** Adhere to the highest conduct which promotes moral and ethical ideals.

**R** **ESPECT:** Display a positive, service oriented attitude towards the public and each other.

**I** **NTEGRITY:** Be honorable, open, and fair; this is the cornerstone of our profession.

**D** **EDICATION:** Commit to the mission of the Department and our oath.

**E** **SPRIT DE CORPS:** Encourage personal and organizational success through group effort and team spirit.

# CHP Star



The California Highway Patrol “Star” has seven points, each

point representing the qualities that each member of this Department must possess.

*CHARACTER*

*INTEGRITY*

*KNOWLEDGE*

*JUDGMENT*



*HONOR*

*LOYALTY*

*COURTESY*



# CHP Geographical

## 101 NORTHERN DIVISION

### REDDING

120 Crescent City  
125 Humboldt  
126 Garberville  
130 Red Bluff  
131 Cottonwood I.F.\*  
135 Redding  
140 Susanville  
145 Yreka  
146 Mt. Shasta  
147 Dunsmuir Grade I.F.\*  
150 Ukiah  
151 Clear Lake  
155 Williams  
160 Willows  
165 Quincy  
170 Alturas  
175 Trinity River

## 201 VALLEY DIVISION

### SACRAMENTO

214 Sacramento Comm. Center  
220 Auburn  
221 Gold Run  
222 Truckee  
223 Donner Pass I.F.\*  
230 Grass Valley  
240 Oroville  
241 Chico  
245 Placerville  
246 South Lake Tahoe  
250 North Sacramento  
252 South Sacramento  
255 San Andreas  
260 Rancho Cordova  
265 Stockton  
266 Tracy  
280 Woodland  
285 Yuba-Sutter  
295 Amador

## 301 GOLDEN GATE DIVISION

### VALLEJO

318 Golden Gate Comm. Center  
320 Contra Costa  
325 Napa  
330 Redwood City  
335 San Francisco  
340 San Jose  
345 Hayward  
347 Nimitz I.F.\*  
350 Marin  
360 Santa Rosa  
365 Solano  
366 Cordelia I.F.\*  
370 Oakland  
375 Castro Valley  
390 Dublin  
391 Mission Grade I.F.\*

## 401 CENTRAL DIVISION

### FRESNO

420 Bakersfield  
424 Grapevine I.F.\*  
425 Sonora  
426 Buttonwillow  
430 Fort Tejon  
435 Fresno  
440 Hanford  
450 Madera  
455 Mariposa  
456 Oakhurst  
460 Merced  
461 Los Banos  
464 Chowchilla River I.F.\*  
465 Modesto  
480 Visalia  
481 Porterville  
495 Coalinga

## 501 SOUTHERN DIVISION

### LOS ANGELES

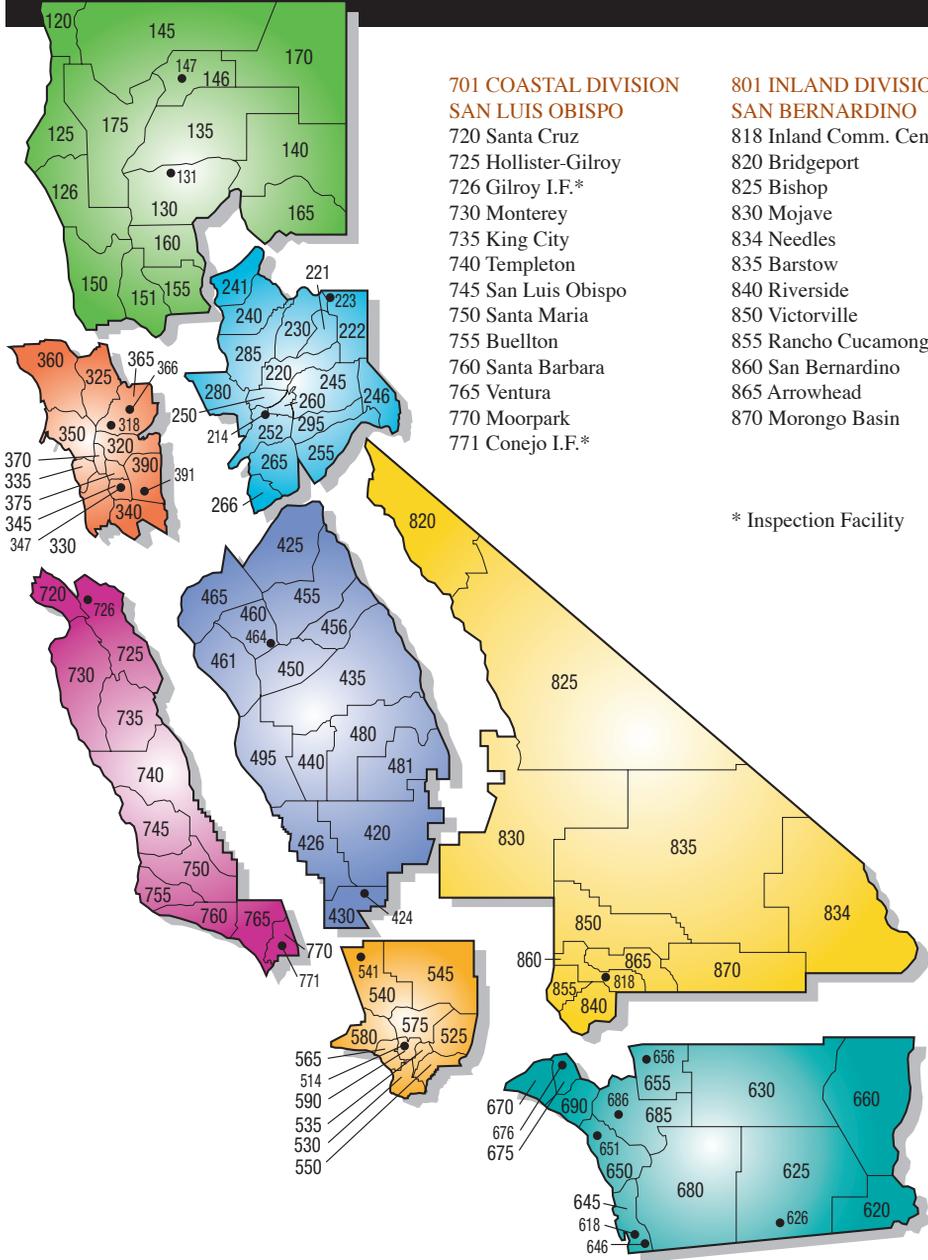
514 Los Angeles Comm. Center  
525 Baldwin Park  
530 South Los Angeles  
535 East Los Angeles  
540 Newhall  
541 Castaic I.F.\*  
545 Antelope Valley  
550 Santa Fe Springs  
565 West Los Angeles  
575 Altadena  
580 West Valley  
590 Central Los Angeles

## 601 BORDER DIVISION

### SAN DIEGO

618 Border Comm. Center  
620 Winterhaven  
625 El Centro  
626 Calexico I.F.\*  
630 Indio  
645 San Diego  
646 Otay Mesa I.F.\*  
650 Oceanside  
651 San Onofre I.F.\*  
655 San Geronio Pass  
656 Desert Hills I.F.\*  
660 Blythe  
670 Westminster  
675 Santa Ana  
676 Orange County Comm.  
Center  
680 El Cajon  
685 Temecula  
686 Rainbow I.F.\*  
690 Capistrano

# Organization



**701 COASTAL DIVISION  
SAN LUIS OBISPO**

- 720 Santa Cruz
- 725 Hollister-Gilroy
- 726 Gilroy I.F.\*
- 730 Monterey
- 735 King City
- 740 Templeton
- 745 San Luis Obispo
- 750 Santa Maria
- 755 Buellton
- 760 Santa Barbara
- 765 Ventura
- 770 Moorpark
- 771 Conejo I.F.\*

**801 INLAND DIVISION  
SAN BERNARDINO**

- 818 Inland Comm. Center
- 820 Bridgeport
- 825 Bishop
- 830 Mojave
- 834 Needles
- 835 Barstow
- 840 Riverside
- 850 Victorville
- 855 Rancho Cucamonga
- 860 San Bernardino
- 865 Arrowhead
- 870 Morongo Basin

\* Inspection Facility



# Code of Honor

**I**, a member of the California Highway Patrol, subscribe in word and deed to the following:

“To serve the United States of America and the State of California honestly, and conscientiously; and fulfill my oath as a soldier of the law;

To uphold and maintain the honor and integrity of the California Highway Patrol;

Be loyal to my fellow officers; respect and obey my seniors in rank; and enforce the law without fear, favor or discrimination;

Assist those in peril or distress, and, if necessary, lay down my life rather than swerve from the path of duty;

My personal conduct shall at all times be above reproach and I will never knowingly commit any act that will in any way bring discredit upon the California Highway Patrol or any member thereof;

To all this I do solemnly pledge my sacred honor as an Officer of the California Highway Patrol.”







California Highway Patrol  
RECRUITMENT PROGRAM

1.888.4A CHP JOB

[www.chp.ca.gov](http://www.chp.ca.gov)

**CHP**careers.com 