

Environmental Police Officer D

Experience, Training and Education (E&E) Scoring Guide

This guide will serve as a reference for you to understand the point allocation for answers to each question on the E&E component of the Environmental Police Officer D examination.

Please note that the information contained in this E&E scoring guide is applicable only to the Environmental Police Officer D examination administered December 14, 2024. HRD reserves the right to change the point allocation or E&E categories for any future exam. All questions were scored based upon experience, education, and specialized trainings as of December 14, 2024.

Category and Maximum Allowable Points

The following chart displays the E&E categories and the maximum points available for each category. The available points for each category are capped at that amount. As you review the point allocation for answers to each question, you may notice that the sum of the points you can earn for a category may exceed the maximum points available for that category. Please note that you may not be given more than the maximum available points for a category, even if your total points exceed that capped amount.

Environmental Police Officer D	Category	Maximum Points Available
Police Time	Job Experience	46
Outside Experience		
Supervisory Time		
Specialized Trainings	Certifications and Training	24
Academic Schooling	Education	30

As you review the points allocated to each potential response, you will see that they are not distributed equally across the years of experience. This is because similar to the previous E&E, the new E&E gives a greater weight to more recent experience. Experience or education that is more relevant or important to the position is given a higher point value. Point values for experience are displayed to 2 decimal places.

Questions and Allocated Points

Q1: Asked candidate to select 'yes' if they have been approved as eligible to take this exam.

Q2: Asked whether the candidate understood the instructions for the Experience portion of the claim.

Q3-Q7: Job Experience

Q3: Indicate how many year(s) you have served in the rank of EPO A/B in your current department. Do not include time served after your first rank promotion.

No Experience	0
1 year	0.96
2 years	1.90
3 years	2.82
4 years	3.71
5 years	4.58
6 years	5.43
7 years	6.25
8 years	7.04
9 years	7.82
10 years	8.57
11 years	9.29
12 years	9.99
13 years	10.67
14 years	11.33
15 years	11.96
16 years	12.56
17 years	13.15
18 years	13.71
19 years	14.24
20 years	14.75
21 years	15.24
22 years	15.70
23 years	16.15
24 years	16.56
25 years	16.95
26 years	17.32
27 years	17.67
28 years	17.99
29 years	18.29
30 years	18.56
31 years	18.81
32 years	19.04
33 years	19.24
34 years	19.42
35 years	19.57
36 years	19.70
37 years	19.81
38 years	19.89
39 years	19.95
40 years	19.99

Q4: Indicate how many year(s) you have served in the rank of EPO C in your current agency.

No Experience	0
1 year	2.03
2 years	4.00
3 years	5.89
4 years	7.73
5 years	9.49
6 years	11.19
7 years	12.82
8 years	14.39
9 years	15.88
10 years	17.32
11 years	18.68
12 years	19.98
13 years	21.21
14 years	22.38
15 years	23.48
16 years	24.51
17 years	25.47
18 years	26.37
19 years	27.20
20 years	27.97
21 years	28.67
22 years	29.30
23 years	29.87
24 years	30.37
25 years	30.80
26 years	31.17
27 years	31.47
28 years	31.70
29 years	31.87
30 years	31.97

Q5: Indicate the amount of experience you have as an acting, provisional and/or temporary after certification EPO D in your current department.

No acting/provisional	0
1 month up to 2 months	1.96
3 months up to 4 months	2.91
5 months up to 6 months	3.86
7 months up to 8 months	4.52
9 months up to 10 months	5.17
11 months up to 12 months	5.83
13 months up to 18 months	6.78
19 months up to 24 months	7.73

25 months up to 30 months	8.64
31 months up to 36 months	9.56
37 months up to 42 months	10.44
43 months up to 48 months	11.32
49 months up to 54 months	12.17
55 months up to 60 months	13.02
61 months or more	13.84

Q6: Indicate how many year(s) of environmental experience you have outside of the EPO agency in a related environmental field or as a Natural Resource Officer, Environmental/Conservation Law Enforcement Officer or Game Warden.

Related Environmental Fields: Wildlife/fisheries conservation or management, natural resource conservation or management, biological or environmental science, or environmental protection work.

No Experience	0
1 year	0.63
2 years	1.25
3 years	1.84
4 years	2.41
5 years	2.97
6 years	3.50
7 years	4.01
8 years	4.50
9 years	4.96
10 years	5.41
11 years	5.84
12 years	6.24
13 years	6.63
14 years	6.99
15 years	7.34
16 years	7.66
17 years	7.96
18 years	8.24
19 years	8.50
20 years	8.74
21 years	8.96
22 years	9.16
23 years	9.33
24 years	9.49
25 years	9.63
26 years	9.74
27 years	9.83
28 years	9.91
29 years	9.96

30 years	9.99
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Q7: Indicate how many year(s) you have served as a sworn law enforcement officer* outside of the EPO agency in a non-related environmental field.

*A sworn law enforcement officer is defined as an individual with full police powers serving in a recognized federal, state or municipal police department.

No Experience	0
1 year	0.32
2 years	0.62
3 years	0.92
4 years	1.21
5 years	1.48
6 years	1.75
7 years	2.00
8 years	2.25
9 years	2.48
10 years	2.71
11 years	2.92
12 years	3.12
13 years	3.31
14 years	3.50
15 years	3.67
16 years	3.83
17 years	3.98
18 years	4.12
19 years	4.25
20 years	4.37
21 years	4.48
22 years	4.58
23 years	4.67
24 years	4.75
25 years	4.81
26 years	4.87
27 years	4.92
28 years	4.95
29 years	4.98
30 years	4.99

Q8: Indicate how many year(s) of supervisory experience you have in a non-Environmental Police Officer role. This includes military, maritime service and private companies.

No Experience	0
1 year	0.19

2 years	0.37
3 years	0.55
4 years	0.72
5 years	0.89
6 years	1.05
7 years	1.20
8 years	1.35
9 years	1.49
10 years	1.62
11 years	1.75
12 years	1.87
13 years	1.99
14 years	2.10
15 years	2.20
16 years	2.30
17 years	2.39
18 years	2.47
19 years	2.55
20 years	2.62
21 years	2.69
22 years	2.75
23 years	2.80
24 years	2.85
25 years	2.89
26 years	2.92
27 years	2.95
28 years	2.97
29 years	2.99
30 years	3.00

Q9-Q10: Education

Q9: Asked whether the candidate understood the instructions for the Education portion of the claim.

Q10: As of December 14, 2024, if you have a related and/or unrelated conferred degree(s) from a regionally accredited college or university, choose the highest-ranked degree you have obtained*. Below is a list of related degree fields.

Related Degree Fields: Biology, Communications, Computer Science, Conservation Law Enforcement, Criminal Justice, Criminal Law, Criminology, Ecology, Education, Environmental Science, Fisheries Management, Forensic Science, Forestry, Herpetology, Homeland Security, Ichthyology, Information Technology, Law, Law Enforcement, Legal Studies, Mammalogy, Natural Resource Management, Oceanography, Ornithology, Psychology, Public Administration, Wetland Science, Wildlife Management, Zoology.

*Note: the degrees below are listed in order of highest-ranked (Related Master's or higher Degree) to lowest-ranked (Unrelated Associate's Degree).

Related Master's or higher Degree	30
Related Bachelor's Degree	27
Related Associate's Degree	24
Unrelated Master's Degree	21
Unrelated Bachelor's Degree	18
Unrelated Associate's Degree	15
No degree	0

Q11: EMT License

Q11: Indicate if you hold a current EMT Basic, Advanced or Paramedic license as certified by the Massachusetts Department of Public Health (MDPH) or National Registry of Emergency Medical Technicians (NREMT) as of December 14, 2024. Please select the most appropriate response based on current licensure.

No license	0
Active EMT Basic/Advanced license	2
Active Paramedic license	2

Q12: Specialized Trainings

Q12: Select all of the training(s) you have successfully completed, as of December 14, 2024 from the options below (list of accepted trainings is included in the candidate preparation guide).

N/A	0
1 training completed	4.5
2 trainings completed	9
3 trainings completed	13.5
4 trainings completed	18
5 or more trainings completed	22

Scoring methodology:

You will receive an E&E score notice that will indicate the maximum points you earned in each category. In addition, the score notice will list any categories that you claimed but were not credited due to a lack of supporting documentation or errors in calculation. The final E&E score that will appear on your score notice will be derived through a standardization and weighting process. In addition, the E&E exam component as a whole is weighted relative to the Written (Technical Knowledge, Situational Judgement) component. You cannot add up the points based on the information in this guide to obtain the score that will represent 20% of your total overall score on your Statewide Promotional Examination.

A candidate who fails to submit an E&E application within 7 days after the written exam date, will receive a score of “Incomplete”. A candidate who fails to submit any supporting documentation to their E&E application will receive a score of “Incomplete”.