



Commonwealth of Massachusetts 2024 Fire Captain (1YP)

SALARY	\$0.00 Biweekly	LOCATION	Statewide, MA
JOB TYPE	Not Applicable	JOB NUMBER	240427FCpt1YP
DEPARTMENT	MUNICIPAL DEPT	OPENING DATE	02/13/2024
CLOSING DATE	3/20/2024 12:00 PM Eastern		

2024 Statewide Departmental Promotional Examination for Fire Captain (1YP)

Examination Date: April 27, 2024

Application Open Date: February 13, 2024

Application Deadline: March 5, 2024

Examination Processing Fee: \$150

Eligibility: To be eligible for this examination you must: (1) be an employee in the fire department for which the examination is given with permanent civil service status in the specified eligible title(s) by the date of the examination; and (2) have served in the force at least one year since your name was first certified in the eligible title(s), regardless of whether that certification resulted in your appointment to the eligible title(s).* The eligible list establishment date is not the same as certified date. The certified date is when your name was first reachable on a certification for a promotional vacancy. A combination of temporary and permanent service can be applied towards meeting the one year requirement. Time spent working in the title of Fire Captain will not interrupt the service period in your permanent position.

*If the eligible title has been lowered to the entry level rank you must have served in the force at least one or three years depending on the participating municipality.

Note: Pursuant to the provisions of [Massachusetts General Law \(MGL\) Chapter 31 § 59](#), if less than four applications are received from eligible candidates, this examination will be postponed. If the examination's eligible title has been lowered to the entry level rank, the examination will go forward if less than four eligible candidates submit applications.

Eligible List: Individuals placed on the resulting eligible list shall be eligible for certification from such list for such period as the administrator shall determine, but in any event not to exceed two years, unless otherwise outlined in [MGL Chapter 31 § 25](#) or the Human Resources Division (HRD) revocation policy.

Examination Weights: The examination weights are: 52% Technical Knowledge, 28% Situational Judgment Test and 20% Experience/Certification/Training & Education (ECT&E).

Candidates for this examination must be employees in one of the following Massachusetts Fire Departments. Please read the department listing below carefully. Departments and eligible titles will be listed as they are requested.

Departments – Eligible Title(s):

- Abington – Firefighter
- Arlington – Fire Lieutenant
- Attleboro – Fire Lieutenant
- Beverly – Fire Lieutenant
- Billerica – Fire Lieutenant
- Brockton – Fire Lieutenant
- Cambridge – Fire Lieutenant
- Canton – Fire Lieutenant, Firefighter
- Chelsea – Fire Lieutenant
- Cohasset – Fire Lieutenant
- Danvers – Fire Lieutenant
- Easthampton – Firefighter
- Fitchburg – Fire Lieutenant
- Gardner – Fire Lieutenant, Firefighter
- Haverhill – Fire Lieutenant
- Ludlow – Fire Lieutenant, Firefighter
- Lynn – Fire Lieutenant
- Malden – Fire Lieutenant
- Marshfield – Fire Lieutenant
- Melrose – Fire Lieutenant, Firefighter
- Nahant – Fire Lieutenant, Firefighter
- Newton – Fire Lieutenant
- Norwood – Fire Lieutenant
- Plymouth – Fire Lieutenant
- Quincy – Fire Lieutenant
- Randolph – Fire Lieutenant
- Reading – Fire Lieutenant
- Salem – Fire Lieutenant
- Stoughton – Fire Lieutenant
- Watertown – Fire Lieutenant
- Westfield – Firefighter
- Weymouth – Fire Lieutenant
- Wrentham – Fire Lieutenant, Firefighter

Duties: Under supervision, to perform the duties of a Fire Captain in conformance with the rules and regulations of the Fire Department can include; apparatus operations and non-apparatus operations, pre fire planning, incident command, size up, ventilation and forcible entry, overhaul, search and rescue, salvage, information management, investigations, reports and records management, initial response to incidents, internal and external inspections, policy enforcement, staffing, professional development, and other related work as required.

Examination Subjects: The written examination will be designed to test, where practicable, the following knowledges, skills, and abilities that have been established as qualifications for the position: 1. Knowledge of the chemistry and physics of fire; 2. Knowledge of fireground operations/fire suppression; 3. Knowledge of special operations, including criminal/terrorist use of chemical/biological/radiological agents and pre and post detonation of an explosive device; 4. Knowledge of building design; 5. Knowledge of fire prevention; 6. Knowledge of fire protection; 7. Knowledge of hazardous materials; 8. Knowledge of legal considerations in regard to laws relating to the fire service; and 9. Knowledge of supervision, and workplace safety and wellness. The Situational Judgment Test component will be designed to test accountability, adaptability, analyzing and deciding, communication (oral), initiative and independence, interpersonal interactions, managing activities, memory, and strategic focus/vision.

Reading List: Available at [Reading Lists](#)

Application: All applications must be received by the application deadline and accompanied by an examination processing fee of \$150. You will receive two confirmation emails when you have completed the process: one email confirming your application has been received, and one email confirming your payment has been received. Your application is not complete until you have received both confirmation emails. If you have not submitted payment of the examination processing fee on or before March 5, 2024, your application will not be accepted.

Note: Although the online application system allows candidates to elect to receive notification by email or regular mail, please be advised that HRD utilizes only email for all notices to candidates.

Experience/Certification/Training & Education (ECT&E): All candidates must complete the 2024 Fire Captain ECT&E Claim application online. Submitting an ECT&E claim in any way other than through the online claim process will result in a failed examination component. Instructions regarding this ECT&E Claim application will be emailed to candidates prior to the examination date. A confirmation email will be sent upon successful submission of an ECT&E Claim application.

All claims and supporting documentation must be received within seven calendar days following the examination. Supporting documentation must be scanned and attached to the application or sent to civilservice@mass.gov no later than May 4, 2024.

Please note that:

- ECT&E is an examination component, and therefore must be completed by the candidate.
- Failure to complete this component as instructed will result in a candidate not receiving any credit for ECT&E.
- Credit for ECT&E will be calculated for all candidates.

Please be sure to read the instructions carefully. In order to ensure that no one receives any type of unfair advantage in the claim process, we are unable to provide individualized assistance to any candidate. A preparation guide will be available to assist with the ECT&E application. Once you receive your examination mark, you will have 17 calendar days from the emailing of your mark to appeal in writing your ECT&E score.

Statutory Preference Points: Upon submission of written proof, two points will be added to the passing score of qualified Veterans and Disabled Veterans or individuals who have 25 years of service as a member of a regular municipal fire force in Massachusetts and have passed an examination for promotional appointment in such force. If you are qualified for both the Veteran's Preference and the Promotional Preference for 25 years of service, please be advised that two points are the maximum allowable number of points to be added to your passing, overall examination score. To claim the Promotional Preference for 25 years of service, candidates must claim this preference in the ECT&E Claim application and verify eligibility on the [Employment Verification Form](#) submitted for this examination. To claim veterans' preference, claim veteran status in the application and attach your DD214 to the application or email it to civilservice@mass.gov. For more information on veteran status refer to the [Military Information](#) section on our website.

Note: During the HRD review process or during the life of the applicable eligible list(s), candidates must make original supporting documentation available should the issue of authenticity arise with any submitted document copies.

Current Military Personnel: All military personnel who, in connection with current service, have military orders that indicate their unavailability due to military service on the examination date, must file an application, examination processing fee and a written request for a makeup examination along with a copy of the military orders attached. Please include in your request your email address, daytime base phone number and/or name and phone number of a friend or family member with whom you have regular contact and entrust with your personal communication. Requests filed after the application deadline (March 5, 2024), must be accompanied by a DD214 showing discharge within six months of the request and dates of active service that include the entire application period. For more information refer to the [Military Information](#) section on our

website.

Makeup Examination: With the exception of current military personnel as described above, no candidate has a right to a makeup examination due to personal or professional conflicts on the testing date. Candidates are advised to consider this before applying for the examination. Makeup examinations for unforeseen circumstances will only be considered on a case-by-case basis. You can submit this request by emailing civilservice@mass.gov and attaching all verifiable documentation to support this request no later than seven calendar days from the examination date. HRD reserves the right to approve or deny your request and may require an additional processing fee upon approval.

Reasonable Accommodations: If you need special testing accommodations due to a documented impairment or medical condition, you must submit a letter of support from a qualified professional detailing what type of accommodation you require at the examination site, and such letter must be scanned and attached to the application or emailed to civilservice@mass.gov by March 5, 2024. Without such a letter, we cannot guarantee that we will be able to grant your accommodation. This information is requested only to provide reasonable accommodation for examinations and will not be used for any other purposes.

Refunds: There will be no refund of the examination processing fee unless the examination is cancelled by HRD.

Notice to Appear: Notices to Appear including time and location of examination will be emailed to candidates after the close of the application period, and prior to the examination date.

Updating Information: Candidates are responsible for maintaining accurate contact information. Failure to keep your records current may jeopardize opportunities for promotion. For information on how to update your information, visit [Update Your Account](#).

Identification at the Examination Site: At the examination site, candidates must present current and valid photo identification with signature (e.g., driver's license, passport, military ID).

Private School or Service: HRD does not recommend or endorse any private school, service, or publisher offering preparation and/or publications for examinations and is not responsible for their advertising claims.

Women, minorities, veterans, and people with disabilities are encouraged to apply.

For more information about this and other civil service examinations, visit <http://www.mass.gov/civilservice> or email the Civil Service Unit at civilservice@mass.gov.

Inquiries may also be made to HRD, Monday through Friday, 8:45am – 5pm, at the following numbers:

Boston area: (617) 878-9895

Within Massachusetts: 1-800-392-6178

TTY Number: (617) 878-9762

Agency

Commonwealth of Massachusetts

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100 Cambridge Street
6th Floor
Boston, Massachusetts, 02114

Phone

(617)878-9700

Website

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