

2024 MUNICIPAL POLICE OFFICER, MBTA TRANSIT POLICE OFFICER, & STATE TROOPER EXAMINATION

This examination is being administered by the Human Resources Division (HRD) to establish eligible lists from which to fill Police Officer vacancies in Civil Service Municipal Police Departments, MBTA Transit Police in the Commonwealth of Massachusetts, and State Trooper vacancies in the Massachusetts Department of State Police. Please note that this posting includes information specific to the positions of Police Officer and State Trooper; please read carefully as the requirements for these positions may differ.

Written Examination Period: March 16, 2024, through March 30, 2024

Application Period Begins: November 23, 2023

Application Deadline: January 16, 2024*

Examination Processing Fee: \$75

Please Note: The examination period may be extended depending on the number of candidates. Additionally, for statutory purposes the first day of testing, March 16, 2024, is the original examination date and is referenced throughout this posting in *italics*.

*There is an additional \$50 late fee for applications received after this date. Applications will not be accepted after January 30, 2024.

Written examination locations: Various sites across the Commonwealth.

Examination Information

Application: All applications and examination processing fees must be received January 30, 2024. 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 January 30, 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.

Fee Waiver: The examination processing fee may be waived for candidates receiving or who have received certain state or federal public assistance, or unemployment insurance during any portion of the previous 12 months leading up to the examination date, *March 16, 2024*. Fee Waiver Forms are available on our website ([Fee Waiver Form](#)). This form should be completed and supporting documentation must be scanned and attached to the application. All fee waiver forms must be submitted on or before January 16, 2024.

Spanish-Speaking Candidates: If you wish to take the written examination in the Spanish language, you must submit a separate email requesting this along with your application and examination processing fee by January 30, 2024. Candidates must take and pass the English Comprehension written examination that tests your ability to read and understand English to be

permitted to take the written examination in Spanish. The English Comprehension written examination will be administered prior to the Municipal Police Officer, Transit Police Officer, and State Trooper written examination. A separate confirmation will be sent to candidates approved to take the English Comprehension written examination. If you pass the English Comprehension written examination, you will be scheduled to take the Municipal and Transit Police Officer written examination in the Spanish language. If you fail the English Comprehension written examination, you will not be eligible to take the written examination in Spanish.

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 scheduled examination date, must submit an application and examination processing fee and request a makeup examination in writing, with a copy of your military orders attached on or before January 30, 2024. 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 January 30, 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. Visit the [Military Information](#) page on our website.

Makeup Examination: With the exception of current military personnel, 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. If you file an examination application by the application deadline but are unable to appear for the examination on the scheduled examination date due to an emergency or unanticipated hardship, you may request a makeup examination by filing a written request with verifiable documentation to HRD no later than seven calendar days from *March 16, 2024*. HRD reserves the right to approve or deny your request. HRD may require an additional examination processing fee upon approval of your request.

Reasonable Accommodations: If you need 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. 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 purpose.

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 scheduled examination date.

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).

Examples of Essential Duties for Municipal Police, Transit Police, and State Police: Municipal Police Officers, Transit Police Officers, and State Troopers work under supervision to perform law enforcement duties, protecting life, property, and the civil rights of individuals. Primary duties include patrolling; interacting with citizens to provide service and render assistance; and preparing and completing records, reports, and other paperwork documenting incidents for use in prosecution. Municipal Police officers, Transit Police Officers, and State Troopers are dispatched to crime and

emergency scenes in response to reported violations, accidents, domestic disputes and abuses, and other incidents; carry out crime scene duties; make arrests and perform searches and seizures; conduct investigations; and interview witnesses, suspects, and complainants.

Written Examination: The written examination consists of three subtests: the WAT (Written Ability Test), the LES (Life Experience Survey), and the WSQ (Work Styles Questionnaire). The WAT is administered to measure cognitive abilities that have been identified as essential to performing the duties of a Police Officer and State Trooper. The WAT includes areas of verbal expression, verbal comprehension, problem sensitivity, deductive reasoning, inductive reasoning, and information ordering. The LES consists of a series of multiple-choice questions related to candidates past history and experience of potential relevance to successful performance of entry-level Police Officer and State Trooper. The WSQ is designed to assess certain motivational, value-related and attitudinal characteristics that are of potential relevance to successful performance of entry-level Police Officer and State Trooper. Candidates must receive a passing score on the WAT (Ability) section of the examination in order to have the WSQ (Work Styles Questionnaire) and LES (Life Experience Survey) sections scored. The Preparation Guide for the Police Officer and State Trooper examination recommends spending one hour and fifteen minutes on the Ability section, before continuing to the rest of the examination. For more information regarding the written examination and access to the Preparation Guide, please visit [Preparation Guides & Reading Lists](#).

Entrance Requirements for Municipal and Transit Police Officer (Only):

Age Requirement: Pursuant to [Massachusetts General Law \(M.G.L.\) Chapter 31, § 58](#), candidates must be 19 years of age on or before *March 16, 2024* to take the examination for Municipal and Transit Police Officer. Candidates are also required to be at least 21 years of age by the date of appointment as a Municipal or Transit Police Officer. Please review the list of Civil Service departments to identify those that may have an upper age limit: [Civil Service Police Departments](#).

Education Requirement: As of the date of appointment, candidates must have either a high school diploma or equivalency certificate approved by the Massachusetts Department of Elementary and Secondary Education or three years of experience in the armed forces of the United States with last release or discharge under honorable conditions.

Entrance Requirements for State Trooper (Only):

Age Requirement: Pursuant to [M.G.L. Chapter 22C, § 10](#), candidates must be 19 years of age on or before March 16, 2024, to take the examination for State Trooper and are also required to be at least 21 years of age by the date of appointment. Candidates must also be less than 35 years old as of the last date to file an application for this examination (i.e. January 30, 2024) in order to take the examination for State Trooper.

Education Requirement: Pursuant to [M.G.L. Chapter 22C](#), must have a high school diploma or equivalency certificate approved by the Massachusetts Department of Elementary and Secondary Education.

Credit for Employment/Experience for Municipal and Transit Police (Only): Pursuant to the provisions of [M.G.L. Ch. 31, § 22](#), individuals may apply to receive credit for employment or experience in the position title of Municipal Police Officer, Transit Police Officer, and/or State Trooper. You must claim this credit by completing the applicable section of the application. All claims must be verified by supporting documentation, which must provide specific details of any

employment or experience you have in the examination title as a Municipal and/or Transit Police Officer and/or State Trooper, including dates of service and, if part time, total number of hours worked. The supporting documentation must be on original letterhead with an original signature from the hiring authority where the employment or experience occurred. Credit for employment or experience is applicable only to individuals who achieve a passing score on the examination and cannot be added to a failing examination score. Claims must be submitted during the application period; supporting documentation must be scanned and attached to the application or sent to civilservice@mass.gov. Supporting documentation must be submitted no later than March 23, 2024. Note: Resumes will not be accepted as sufficient supporting documentation.

Preference Claims for Municipal and Transit Police Officer (Only):

Candidates can submit a claim for the following preferences.

- **Residency Preference:** Your mailing address is not necessarily the same as your residency preference claim on the application. To qualify for residency preference in a particular municipality, you must be able to prove at the time of consideration that you resided in said municipality from March 16, 2023, through *March 16, 2024*, and select the specific municipality on the application. For more information regarding residence preference please see [M.G.L. Chapter 31, § 58](#).
- **Veterans' Preference:** Click on this link for further information- [Veterans' Preference Eligibility](#).
- **Disabled Veteran Status:** Click on this link for further information- [Disabled Veteran's Preference Eligibility](#).
- **Preference For the Children of Police Officers/Firefighters:** The son or daughter of a Firefighter or Police Officer employed in Massachusetts who was killed or died of injuries received in the performance of duty, or who was permanently disabled as a result of injuries received in the performance of duty, is entitled to certification preference under the provisions of Chapter 402 of the Acts of 1985. If you believe you are eligible for this preference, you must claim this credit by completing the applicable section of the application.
- **Racial/Ethnic Preference:** Due to a federal consent decree, African-American (Black) and Hispanic candidates are given certification preference in specific Police Departments. Review Police Departments Covered by Civil Service and in a federal consent decree, to identify these departments: [Civil Service Police Departments](#). The definition of Hispanic, for the purposes of the decree, includes any person born in a Spanish-speaking country or any person who grew up in a household in which the predominant language spoken was Spanish.
- **Selective Certification for Bilingual/Gender Police Officers:** If an appointing authority requires that a Municipal and/or Transit Police Officer be fluent in a second language (e.g., Spanish, Vietnamese, Haitian Creole, etc.) or are a specific gender, the appointing authority may

request that competition for that vacancy be limited to persons who have such skills. You will need to prove your language fluency at the time of appointment.

- **Ability to Select Employment Locations:** Candidates will have the opportunity to select employment locations beyond residency preference. Submission of location choices will not affect your residency preference choice and can be updated at any time. All candidates that pass the examination will be given the opportunity to select employment locations at the time that score notices are released.

Municipal and Transit Police Officer candidates who pass the written examination and receive a conditional offer of employment from a municipality and/or Transit Police will be instructed on how to apply for the Physical Ability Test (PAT) and other screening processes. Questions about qualifications listed below should be directed to the hiring authority in question.

- **Medical Examination:** All candidates who receive a conditional offer of employment must pass the medical examination. Candidates must pass the medical examination before participating in the PAT. The [Medical Standards](#) are available for review on our website. Candidates may also be required to pass a psychological evaluation before appointment: [Medical Standards for Municipal Police Officers](#)
- **Physical Ability Test (PAT):** The PAT is a test of the candidate's aerobic capacity and physical capability to perform various tasks required on the job. The [PAT Preparation Guide](#) is available on our website.
- **Academy Training:** All candidates appointed as a full-time Municipal Police Officer or Transit Police Officer as a result of this examination will be required to successfully complete police academy training per [M.G.L. Chapter 41, § 96B](#). For more information visit the [Academy's](#) website.
- **Smoking Prohibition:** In accordance with [M.G.L. Chapter 41, § 101A](#), candidates hired from the eligible list resulting from this examination are prohibited from smoking tobacco products at the time of and after appointment.
- **Character:** A candidate may be disqualified for evidence of character clearly unsuited for police services. Police Departments include a comprehensive background check as part of the selection process.
- **Firearms Permit:** A candidate must obtain a valid firearms permit to perform the essential duties of a Police Officer in Massachusetts.
- **Driver's License:** A current and valid Massachusetts Class D Motor Vehicle Operator's license or the equivalent from another state is required.
- **Job Interview:** Police Departments may conduct an oral interview prior to appointment

It is your responsibility to review the [Certification Order of Lists](#) on our website. Upon request, candidates must provide original supporting documentation to verify any copies submitted and claims made.

Preference Claims for State Trooper (Only):

Candidates can submit a claim for the following preferences:

- **Preference For Sons And Daughters of State Troopers Killed in the Line of Duty:** The son or daughter of any uniformed member who was killed or sustained injuries resulting in death while in the performance of duty, and who passes the entrance examination, shall have their name placed on the eligible list for initial appointment ahead of any candidates without this preference per [M.G.L. Chapter 22C, § 11](#). If you believe you are eligible for this preference, you must claim this credit by completing the applicable section of the application.
- **Veterans' Preference:** Candidates who pass the entrance examination and who also meet the definition of a Veteran pursuant to [M.G.L. Chapter 4, § 7 \(Clause 43\)](#) may qualify for Veteran's preference. Qualified veterans will have two points added to their score for State Trooper examination in accordance with the statutory provision for State Police. Please note that the preference awarded for veteran status is different for State Trooper than it is for Municipal and Transit Police Officer. See the Veterans section above for more information. If you believe you are eligible for this preference, you must claim this credit by completing the applicable section of the application.

Additional Requirement for State Police (Only):

Personal Appearance: All candidates for appointment to the position of Massachusetts State Police Trooper and/or Trainee must comply with the Department's policy regarding tattoos, body art, brands or scarifications prior to appointment to the Massachusetts State Police Training Academy. No candidate with a tattoo, body art, brand or scarification on his or her face, neck or hands (wrist to fingertips) shall be appointed. Note: this prohibition does not include permanent commitment bands on the hand(s) or permanent eyeliner, eyebrows or lipstick as long as the permanent color is conservative and compliments the complexion and uniform. Further, extremist tattoos, scarifications and/or brands, such as those affiliated with, depicting and/or symbolizing extremist philosophies, organizations or activities are strictly prohibited. Extremist philosophies, organizations and activities are those which advocate racial, gender and/or ethnic hatred or intolerance; advocate, create or engage in illegal discrimination based on race, color, gender, gender identity, sexual orientation, ethnicity, religion or national origin; and/or advocate violence or other unlawful means of depriving individual rights under the U.S. Constitution, federal or state law. Candidates under consideration for appointment to the State Police shall be screened to determine if their tattoos, body art, scarifications and/or brands comply with Department policy. Candidates for appointment who do not meet the policy requirement will be advised of their options for becoming compliant when a determination of non-compliance has been made.

Academy Training: Recruits must successfully complete a rigorous and physically challenging training program at the State Police Academy. Recruits live at the Academy Monday through Friday in a strict paramilitary environment.

Medical Requirement: Must pass a physical fitness test. Must pass a medical examination, including a psychological component. Must not smoke any tobacco product.

Good Standing Requirement: Must not have been convicted of a felony or any offense punishable under [M.G.L. Chapter 94C](#) (drug law violations); or have been convicted of a misdemeanor and confined to any jail or house of correction as punishment for said crime.

Hiring Note: Candidates who pass the 2024 Police Officer Exam for State Trooper will be added to the State Police eligible list. Candidates who are currently active on the State Police eligible list generated by the 2023 Police Officer Exam will remain on the list. Please refer to the FAQ for State Trooper for more detailed information.

Candidates interested in the title of State Trooper, please see below and visit <https://www.mass.gov/orgs/massachusetts-state-police> for more information.

Work Assignments: A new Trooper is not eligible to bid for a station assignment and therefore can be assigned to any duty station within the state.

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

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

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.

Salary: Inquiries concerning salary should be directed the hiring authority at the time of employment consideration.

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

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

Inquiries may also be made to HRD at the following numbers:

Boston area: (617) 878-9895

Within Massachusetts: 1-800-392-6178

TTY Number: (617) 878-9762

Application Period Begins: November 23, 2023, and the deadline is January 30, 2024