

2025 Fire Chief

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

This guide will serve as a reference for you to understand the point allocation for answers to each question on the ECT&E component of the 2025 Fire Chief Promotional Exams. Please note that the information contained in this ECT&E scoring guide is applicable to only the 2025 Fire Chief Promotional Exams. This guide should only be relied upon for exams administered in 2025. HRD reserves the right to change the point allocation or ECT&E categories for any future exam. All questions are scored based upon experience, certifications, trainings, and education as of the exam date.

Category and Maximum Allowable Points

The following chart displays the ECT&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.

Category	Section	Maximum Points Available
Job Experience	<ul style="list-style-type: none">• Time in Department• Time Outside Department• Outside Supervisory Time	52
Certifications and Trainings	<ul style="list-style-type: none">• Certifications• Trainings• Trade Licenses	28
Education	Academic Schooling	20

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 ECT&E, the new ECT&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: Fire Departmental Promotional Eligibility: If you have been approved as eligible to take this exam, select your current department. If your department is not listed, please exit this application immediately and contact your employing department.

Q2: 25 Years of Service Promotional Preference Points: Do you wish to claim 25 Years of Service Promotional Preference Points?

Q3: Asked whether the candidate understood the instructions for the Experience portion of the claim.

Q4-Q12: Job Experience

Q4: Current Department Experience: Indicate how many year(s) of permanent Firefighter experience you have in your current department as of the date of the written exam. Do not include time served after your first rank promotion.

Current Department Experience: Firefighter	Points
No Experience	0
1 year	1.43
2 years	2.79
3 years	4.08
4 years	5.30
5 years	6.46
6 years	7.56
7 years	8.59
8 years	9.57
9 years	10.49
10 years	11.36
11 years	12.16
12 years	12.92
13 years	13.63
14 years	14.29
15 years	14.90
16 years	15.47
17 years	15.99
18 years	16.47
19 years	16.91
20 years	17.31
21 years	17.68
22 years	18.01
23 years	18.31
24 years	18.57
25 years	18.81

26 years	19.02
27 years	19.20
28 years	19.36
29 years	19.50
30 years	19.61
31 years	19.71
32 years	19.79
33 years	19.85
34 years	19.90
35 years	19.94
36 years	19.96
37 years	19.98
38 years	19.99
39 years	20.00
40 or more years	20.00

Q5: Current Department Experience: Indicate how many year(s) of permanent Fire Lieutenant experience you have in your current department as of the date of the written exam.

Current Department Experience: Fire Lieutenant	Points
No Experience	0
1 year	2.72
2 years	5.19
3 years	7.41
4 years	9.39
5 years	11.15
6 years	12.71
7 years	14.07
8 years	15.26
9 years	16.27
10 years	17.13
11 years	17.84
12 years	18.43
13 years	18.89
14 years	19.26

15 years	19.53
16 years	19.73
17 years	19.86
18 years	19.94
19 years	19.98
20 or more years	20.00

Q6: Current Department Experience: Indicate how many year(s) of permanent Fire Captain experience you have in your current department as of the date of the written exam.

Current Department Experience: Fire Captain	Points
No Experience	0
1 year	3.72
2 years	6.19
3 years	8.41
4 years	10.39
5 years	12.15
6 years	13.71
7 years	15.07
8 years	16.26
9 years	17.27
10 years	18.13
11 years	18.84
12 years	19.43
13 years	19.89
14 years	20.26
15 years	20.53
16 years	20.73
17 years	20.86
18 years	20.94
19 years	20.98
20 or more years	21.00

Q7: Current Department Experience: Indicate how many year(s) of permanent District Fire Chief experience you have in your current department as of the date of the written exam.

Current Department Experience: District Fire Chief	Points
No Experience	0
1 year	4.72
2 years	7.19
3 years	9.41
4 years	11.39
5 years	13.15
6 years	14.71
7 years	16.07
8 years	17.26
9 years	18.27
10 years	19.13
11 years	19.84
12 years	20.43
13 years	20.89
14 years	21.26
15 years	21.53
16 years	21.73
17 years	21.86
18 years	21.94
19 years	21.98
20 or more years	22.00

Q8: Current Department Experience: Indicate how many year(s) of permanent Deputy Fire Chief experience you have in your current department as of the date of the written exam.

Current Department Experience: Deputy Fire Chief	Points
No Experience	0
1 year	5.72
2 years	8.19
3 years	10.41
4 years	12.39
5 years	14.15
6 years	15.71
7 years	17.07

8 years	18.26
9 years	19.27
10 years	20.13
11 years	20.84
12 years	21.43
13 years	21.89
14 years	22.26
15 years	22.53
16 years	22.73
17 years	22.86
18 years	22.94
19 years	22.98
20 or more years	23.00

Q9: Current Department Experience: Indicate the amount of experience you have as an acting, provisional and/or temporary after certification Fire Chief in your current department.

Current Department Experience: Acting Chief	Points
No acting/provisional	0
1 month up to 2 months	2.47
3 months up to 4 months	3.58
5 months up to 6 months	4.69
7 months up to 8 months	5.51
9 months up to 10 months	6.34
11 months up to 12 months	7.16
13 months up to 18 months	8.27
19 months up to 24 months	9.38
25 months up to 30 months	10.37
31 months up to 36 months	11.36
37 months up to 42 months	12.24
43 months up to 48 months	13.12
49 months up to 54 months	13.90
55 months up to 60 months	14.68
61 months or more	15.36

Q10: Outside Department Experience: Indicate how many year(s) of experience you have as a Firefighter in a department other than your current department.

Outside Department Experience: Firefighter in a department other than your current department	Points
No Experience	0
1 year	2.49
2 years	4.52
3 years	6.15
4 years	7.42
5 years	8.38
6 years	9.06
7 years	9.52
8 years	9.80
9 years	9.94
10 or more years	9.99

Q11: Outside Department Experience: Indicate how many year(s) of experience you have in a supervisory fire officer role in a fire department other than your current department.

Outside Department Experience: Supervisory rank in a fire department other than your current department.	Points
No Experience	0
1 year	2.49
2 years	4.52
3 years	6.15
4 years	7.42
5 years	8.38
6 years	9.06
7 years	9.52
8 years	9.80
9 years	9.94
10 or more years	9.99

Q12: Outside Experience: Indicate how many year(s) of supervisory experience you have outside of the fire service. This includes military, maritime service and private companies.

Outside Experience: supervisory experience you have outside of the fire service.	Points
No Experience	0
1 year	0.28
2 years	0.54
3 years	0.79
4 years	1.02
5 years	1.23
6 years	1.43
7 years	1.61
8 years	1.77
9 years	1.93
10 years	2.07
11 years	2.19
12 years	2.31
13 years	2.41
14 years	2.51
15 years	2.59
16 years	2.66
17 years	2.72
18 years	2.78
19 years	2.83
20 years	2.87
21 years	2.90
22 years	2.93
23 years	2.95
24 years	2.97
25 years	2.98
26 years	2.99
27 years	2.99
28 years	3.00
29 years	3.00
30 or more years	3.00

Q13-Q14: Education

Q13: Asked whether the candidate understood the instructions for the Education portion of the claim.

Q14: Education: As of (exam date), 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*

Education	Points
Related Master's or higher Degree	20
Related Bachelor's Degree	17
Related Associate's Degree	14
Unrelated Master's or higher Degree	11
Unrelated Bachelor's Degree	8
Unrelated Associate's Degree	5
No degree	0

Q15 – Q19: Certifications and Trainings

Q15: EMT License: 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 (exam date). Please select the most appropriate response based on current licensure.

EMT License	Points
No license	0
Active EMT Basic	2
Active EMT Advanced	2
Active Paramedic license	2

Q16-Q18: Relevant Certifications: As of (exam date), select all of the certifications that you have successfully obtained.

Relevant Certifications Tier 1:	Points
No certifications earned	0
1 certification earned	3.5
2 certifications earned	7
3 certifications earned	10.5

4 certifications earned	14
5 certifications earned	17.5
6 certifications earned	21
7 certifications earned	24.5
8 certifications earned	28

Relevant Certification Tier 2:	Points
No certifications earned	0
1 certification earned	3
2 certifications earned	6
3 certifications earned	9
4 certifications earned	12
5 certifications earned	15
6 certifications earned	18
7 certifications earned	21
8 certifications earned	24

Relevant Certifications Tier 3:	Points
No certifications earned	0
1 certification earned	2.5
2 certifications earned	5
3 certifications earned	7.5
4 certifications earned	10
5 certifications earned	12.5
6 certifications earned	15
7 certifications earned	17.5
8 certifications earned	20

Q19: Relevant Trade Licenses: As of (exam date), select all trade licenses you have obtained from the list below. For all trade license(s) claimed, you must attach a copy of the current license including the license number and issuing agency. Only one trade will be accepted in each of the relevant categories. You can receive credit for holding up to two trade licenses, on the list of accepted trades.

Relevant Trade Licenses	Points
No trade licenses	0
1 trade license	1
2 trade licenses	2

Scoring methodology:

You will receive an ECT&E score notice that will indicate the total 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 ECT&E score that will appear on your score notice will be derived through a standardization and weighting process. In addition, the ECT&E exam component as a whole is weighted relative to the Technical Knowledge Test and Situational Judgement Test exam components. 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 the Fire Chief Promotional Exam.

A candidate who failed to submit an ECT&E application by the deadline will receive a score of "Incomplete". A candidate who failed to submit any supporting documentation to their ECT&E application will receive a score of "Incomplete".