

**IMPORTANT  
UPDATES**



*Massachusetts*  
**Civil** Service

## Compensatory Model for Promotional Exams

Good Afternoon,

The Human Resources Division (HRD), Civil Service Unit is excited to announce that a compensatory model of scoring for the promotional examinations has been implemented. Starting in Spring of 2021, examination posters have noted that Education and Experience (E&E) is combined with each candidate's score prior to determining who has passed and failed an examination. A key advantage to the compensatory model is assisting a candidate's overall performance by combining both the written and E&E components.

For those departments that enter into Delegation Agreements with HRD for promotional examinations, this model will accelerate the timetable for weighted/graded selection processes as departments do not need to wait for written scores to be finalized before inviting candidates to the Assessment Center (AC) component. All candidates that participate in the written examination will be eligible to participate in the AC component. At the conclusion of the written examination administration, HRD will provide the names of the candidates that sat for the examination to the AC vendor, to schedule participation in the AC.

If you have any questions, please do not hesitate to contact Brianna Ward at [brianna.ward@mass.gov](mailto:brianna.ward@mass.gov).

Sincerely,

**Regina Caggiano**

Director of Civil Service

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