

**COMMONWEALTH OF MASSACHUSETTS  
CIVIL SERVICE COMMISSION**

One Ashburton Place: Room 503  
Boston, MA 02108  
(617) 727-2293

**Request for Investigation  
against the Springfield Fire  
Department by Petitioner:**

- **Jamie Erickson**

Tracking No.: I-14-2

**RESPONSE TO REQUEST FOR INVESTIGATION**

On January 8, 2014, the Petitioner, Jamie Erickson (Mr. Erickson), pursuant to G.L. c. 31, § 2(a), filed a request with the Civil Service Commission (Commission) to investigate whether the Springfield Fire Department (Fire Department) was improperly using “out-of-grade” appointments to fill vacancies in violation of civil service law or rules.

On February 26, 2014, a conference was held at the Springfield State Building in Springfield, MA for the Appellant to show why the Commission should initiate an investigation.

As part of that conference, I heard from the Appellant, the Fire Commissioner and others. Based on the information provided, it does not appear that the examples cited by Mr. Erickson constitute “out-of-grade appointments” as there was no vacancy and no appointment. Rather, it appears that: 1) the Fire Department is using personnel in lower ranks to cover available shifts due to a sick call, vacation time, or other circumstances, which does not constitute a vacancy; and 2) the coverage of those shifts is consistent with the provisions of the applicable collective bargaining agreement and a recent arbitration decision related to this issue.

As there appears to be no violation of civil service law or rule, the Commission has opted not to initiate an investigation under G.L. c. 31, § 2(a).

Civil Service Commission

Christopher C. Bowman  
Chairman

By vote of the Civil Service Commission (Bowman, Chairman; Ittleman, McDowell and Stein, Commissioners) on March 20, 2014.

A True Record. Attest:

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Commissioner

Notice to:  
Jamie Erickson (Appellant)  
Maite Parsi, Esq. (for Respondent)