

Fire Captain Promotional Examinations
Experience, Certification/Training/Licenses, and Education (ECT&E) Scoring Guide

Fire Captain Examination
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 a Fire Promotional Examination.

HRD reserves the right to change the point allocation or ECT&E categories for any future examination. All questions were scored based upon experience, certifications, training, and education as of the original scheduled date of the examination.

Category and Maximum allowable points

The following chart represents the categories and the maximum points available for each category. The available maximum points for each category are capped at that amount. As you review the questions and answers, you will see that the total points available for each category may exceed the maximum points available for each category. Notwithstanding that availability, the maximum points available for each category was capped when each category was scored.

Fire Captain	category	Maximum points available
Firefighter time	Job Experience	52
Supervisory time		
Certification/Training/Licenses	Certifications and Training	25
Academic schooling	Education	23

As you review points allocated to each potential response, you will see that they are not distributed equally across the years of experience. The new ETC&E solicits information in a simpler format but, similar to the previous ECT&E, the new ETC&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.

Questions and allocated points

Q1: Asked candidate to select their department.

Q2: Asked candidate if they 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-Q11: Job Experience

Q4: 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.

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No Experience	0
1 year	8
2 years	14.3
3 years	18.8
4 years	21.8
5 years	23.8
6 years	24.3
7 years	25.3
8 years	26.3
9 years	27.3
10 years	27.8
11 years	28.3
12 years	28.8
13 years	29.3
14 years	29.8
15 years	30.3
16 years	30.8
17 years	31.3
18 years	31.8
19 years	32
20 years	32.3
21 years	32.5
22 years	32.8
23 years	33
24 years	33.3
25 years	33.4
26 years	33.5
27 years	33.6
28 years	33.8
29 years	33.9
30 years	34
31 years	34.1
32 years	34.2
33 years	34.3
34 years	34.4
35 years	34.5
36 years	34.6
37 years	34.7
38 years	34.8
39 years	34.9
40 years	35

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

No Experience	0
1 year	3
2 years	5
3 years	6
4 years	7
5 years	7.8
6 years	8.5
7 years	9
8 years	9.5
9 years	10
10 years	10.5
11 years	11
12 years	11.5
13 years	12
14 years	12.3
15 years	12.5
16 years	12.8
17 years	13
18 years	13.3
19 years	13.5
20 or more years	13.8

Q6: Indicate the amount of experience you have as an acting, provisional and/or temporary after certification Fire Captain in your current department.

No acting/provisional	0
1-2 months	0.2
3-4 months	0.4
5-6 months	0.4
7-8 months	0.6
9-10 months	0.6
11-12 months	0.6
13-18 months	0.6
19-24 months	0.6
25-30 months	0.8
31-36 months	1
37-42 months	1.2
43-48 months	1.4
49-54 months	1.6
55-60 months	1.8
61 or more months	2

Q7: Indicate how many year(s) of experience you have as a Firefighter in a department other than your current department.

No Experience	0
1 year	1
2 years	2
3 years	3
4 years	4
5 years	4.8
6 years	5.3
7 years	5.8
8 years	6.3
9 years	6.8
10 or more years	7

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Q8: Indicate how many year(s) of experience you have in a supervisory rank in a department other than your current department.

No Experience	0
1 year	1
2 years	2
3 years	2.5
4 years	3
5 years	3.375
6 years	3.75
7 years	4
8 years	4.25
9 years	4.5
10 or more years	4.75

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Q9: Indicate how many year(s) of supervisory experience you have outside of the fire service. This includes military, maritime service and private companies.

No Experience	0
1 year	0.4
2 years	0.8
3 years	1
4 years	1.2
5 years	1.4
6 years	1.5
7 years	1.6
8 years	1.7
9 years	1.8
10 years	1.9
11 years	2
12 years	2.1
13 years	2.2
14 years	2.3
15 years	2.3
16 years	2.4
17 years	2.4
18 years	2.5
19 years	2.5
20 years	2.6
21 years	2.6
22 years	2.6
23 years	2.7
24 years	2.7
25 years	2.7
26 years	2.7
27 years	2.8
28 years	2.8
29 years	2.8
30 years	2.8

Q10: Education

Q10: 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*. Below is a list of related degree fields.

Related Degree Fields: Biochemical Science, Business Administration, Business Management, Chemistry, Computer Science, Emergency Management, Engineering (Civil Engineering, Chemical Engineering, Structural Engineering, Building Construction, Fire Prevention Engineering), Fire Admin, Fire Safety, Fire Science, Fire Service, Homeland Sec./ Security and Intel. Studies, Nursing, Occupational Safety, Paramedic Medicine, Public Administration.

Non-Related Degree Fields: All other fields.

For all Fire Departmental Promotional Exams, HRD will grant ECT&E points only for whole and conferred degrees from regionally accredited higher education institutions, and not for individual semester hours or degree credits. Semester hours earned in an unfinished degree program or in a non-degree (Certificate) program are not eligible for ECT&E credit. If you have multiple conferred degrees, HRD will only credit the highest degree. For example, if you have a Bachelor's Degree in Fire Science and an Associate's Degree in Culinary Arts, HRD will only credit the highest degree (Bachelor's Degree in Fire Science). HRD only recognizes degrees granted by: a) regionally accredited higher education institutions

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in the United States; or, b) institutions outside the United States granting degrees or degree program credits that are recognized by one of the United States regional accrediting agencies or that are transferable to a regionally accredited higher education institution in the United States. Indicate the highest degree you have received from a recognized (as defined above) college or university.

VERIFYING EDUCATION CLAIMS: APPLICANTS MUST SUBMIT OFFICIAL TRANSCRIPTS, OR AN UNOFFICIAL TRANSCRIPT AND A COPY OF THE DEGREE, FROM ALL INSTITUTIONS IN WHICH THEY ARE REQUESTING CREDIT. TRANSCRIPTS MUST INDICATE THAT THE DEGREE WAS IN FACT CONFERRED, THE MAJOR IN WHICH THE DEGREE WAS CONFERRED, AND THE CONFER DATE. DURING THE HRD REVIEW PROCESS OR DURING THE LIFE OF THE RESULTING ELIGIBLE LIST(S) APPLICANTS MUST MAKE ORIGINAL SUPPORTING DOCUMENTATION AVAILABLE SHOULD THE ISSUE OF AUTHENTICITY ARISE WITH THE SUBMITTED COPIES.

*Note: the degrees below are listed in order of highest-ranked (Related Master's or higher Degree) to lowest-ranked (Unrelated Associate's Degree).

Related Master's Degree	15
Related Bachelor's Degree	12
Master's Degree	7.5
Related Associates Degree	6
Bachelor's Degree	6
Associates Degree	3

Q11: 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 March 19, 2024. Please select the most appropriate response based on current licensure.

Active EMT – Basic/Advanced	3.5
Active Paramedic License	6
Both Active EMT Basic/Advanced & Active Paramedic License	6

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Q12 &13: Certifications and Training

Q12: select all of the certifications that you have successfully obtained.

*To claim Firefighter I/II, select both Firefighter I and Firefighter II.

No certifications	0
1 Certification	1.5
2 Certifications	3
3 Certifications	4.5
4 Certifications	6
5 Certifications	7.5
6 Certifications	9
7 Certifications	10.5
8 or more Certifications	12

Q13: 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.

Relevant categories: Electrician, Systems, Plumber, Gasfitter, Construction Supervisor, Sprinkler Fitter, Refrigeration, Pipe Fitter, Hoisting, Mariner, Driver, Boiler & Pressure.

No trade license	0
1 Trade license	2.5
2 Trade licenses	5
3 Trade licenses	7.5
4 Trade licenses	10

Scoring methodology:

You will receive an ECT&E score notice that will provide your percentage of the overall total points available in a particular category. In addition, if applicable, the score notice will describe any points that you claimed but were not credited.

The final ETC&E score that appears on your score notice will be achieved through a standardization and weighting process. 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 Captain's examination.

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