

Fire Chief 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 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, even if your total points exceed that capped amount.

Category	Section	Maximum Points Available
Job Experience	Time In Department	52
	Time Outside Department	
	Outside Supervisory Time	
Certifications and Trainings	Certifications	25
	Trainings	
	Trade Licenses	
Education	Academic Schooling	23

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: 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.

No Experience	0.0000
1 full year	1.4280
2 full years	2.7864
3 full years	4.0768
4 full years	5.3011
5 full years	6.4610
6 full years	7.5582
7 full years	8.5945
8 full years	9.5715
9 full years	10.4911
10 full years	11.3550
11 full years	12.1649
12 full years	12.9226
13 full years	13.6298
14 full years	14.2882
15 full years	14.8997
16 full years	15.4658
17 full years	15.9885
18 full years	16.4693
19 full years	16.9101
20 full years	17.3126
21 full years	17.6785
22 full years	18.0096
23 full years	18.3076
24 full years	18.5743
25 full years	18.8114
26 full years	19.0206
27 full years	19.2037
28 full years	19.3625
29 full years	19.4986
30 full years	19.6138
31 full years	19.7098
32 full years	19.7885
33 full years	19.8514
34 full years	19.9005
35 full years	19.9373
36 full years	19.9637
37 full years	19.9814

38 full years	19.9922
39 full years	19.9977
40 full years	19.9997

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	0.00
1 full year	2.7232
2 full years	5.1873
3 full years	7.4052
4 full years	9.3899
5 full years	11.1543
6 full years	12.7114
7 full years	14.074
8 full years	15.2554
9 full years	16.2682
10 full years	17.1255
11 full years	17.8404
12 full years	18.4257
13 full years	18.8943
14 full years	19.2593
15 full years	19.5335
16 full years	19.7300
17 full years	19.8618
18 full years	19.9417
19 full years	19.9827
20 full years	19.9978

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

No Experience	0.00
1 full year	3.5871
2 full years	5.9279
3 full years	8.0349
4 full years	9.9204
5 full years	11.5969
6 full years	13.0758
7 full years	14.3704
8 full years	15.4926

9 full years	16.4548
10 full years	17.2793
11 full years	17.9483
12 full years	18.5044
13 full years	18.9496
14 full years	19.2963
15 full years	19.5568
16 full years	19.7435
17 full years	19.8687
18 full years	19.9446
19 full years	19.9836
20 full years	19.9979

Q7: 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.

No Experience	0.00
1 full year	5.3148
2 full years	7.4092
3 full years	9.2945
4 full years	10.9814
5 full years	12.4812
6 full years	13.8047
7 full years	14.9630
8 full years	15.9671
9 full years	16.8280
10 full years	17.5567
11 full years	18.1643
12 full years	18.6618
13 full years	19.0601
14 full years	19.3704
15 full years	19.6035
16 full years	19.7705
17 full years	19.8825
18 full years	19.9504
19 full years	19.9853
20 full years	19.9982

Q8: 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.

No Experience	0.00
1 full year	4.4509
2 full years	6.6686
3 full years	8.6647
4 full years	10.4509
5 full years	12.0389
6 full years	13.4402
7 full years	14.6667
8 full years	15.7298
9 full years	16.6414
10 full years	17.4130
11 full years	18.0564
12 full years	18.5831
13 full years	19.0049
14 full years	19.3333
15 full years	19.5802
16 full years	19.7570
17 full years	19.8756
18 full years	19.9475
19 full years	19.9845
20 full years	19.9981

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

No acting/provisional	0.0000
1 month up to 2 months	4.9998
3 months up to 4 months	5.1665
5 months up to 6 months	5.3332
7 months up to 8 months	5.4999
9 months up to 10 months	5.6666
11 months up to 12 months	5.8333
13 months up to 18 months	6.0000
19 months up to 24 months	6.5000
25 months up to 30 months	7.0000
31 months up to 36 months	7.5000
37 months up to 42 months	8.0000
43 months up to 48 months	8.5000
49 months up to 54 months	9.0000
55 months up to 60 months	9.5000
61 months or more	10.0000

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

No Experience	0.0000
1 full year	1.0000
2 full years	1.9990
3 full years	2.9910
4 full years	3.9640
5 full years	4.9000
6 full years	5.7750
7 full years	6.5590
8 full years	7.2160
9 full years	7.7040
10 full years	7.9750

Q11: Indicate how many year(s) of experience you have in a supervisory rank in a department other than your current department.

No Experience	0.0000
1 year	2.4869
2 years	4.5229
3 years	6.1533
4 years	7.4230
5 years	8.3772
6 years	9.0609
7 years	9.5192
8 years	9.7971
9 years	9.9399
10 years	9.9925

Q12: 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	0.00
1 full year	0.4000
2 full years	0.8000
3 full years	1.0000
4 full years	1.2000
5 full years	1.4000
6 full years	1.5000
7 full years	1.6000

8 full years	1.7000
9 full years	1.8000
10 full years	1.9000
11 full years	2.0000
12 full years	2.1000
13 full years	2.2000
14 full years	2.3000
15 full years	2.3000
16 full years	2.4000
17 full years	2.4000
18 full years	2.5000
19 full years	2.5000
20 full years	2.6000
21 full years	2.6000
22 full years	2.6000
23 full years	2.7000
24 full years	2.7000
25 full years	2.7000
26 full years	2.7000
27 full years	2.8000
28 full years	2.8000
29 full years	2.8000
30 full years	2.8000

Q13: Read and understood education claim instructions.

Q14: Education

Q14: 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 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 or higher Degree	23
Related Bachelor's Degree	20
Related Associate's Degree	17
Unrelated Master's Degree	14
Unrelated Bachelor's Degree	11
Unrelated Associate's Degree	8
No degree	0

Q15-Q17 Certifications and Trainings

Q15: 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). Please select the most appropriate response based on current licensure.

No license	0
Active EMT Basic/Advanced	2
Active Paramedic license	2

Q16: Select all of the certifications that you have successfully obtained.

No trainings completed	0
1 training completed	2.5
2 trainings completed	5

3 trainings completed	7.5
4 trainings completed	10
5 trainings completed	12.5
6 trainings completed	15
7 trainings completed	17.5
8 or more trainings completed	20

Q17: 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.

1 trade license	1
2 trade licenses	2
3 trade licenses	3

Scoring methodology:

You will receive an ECT&E score notice that will indicate the maximum 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. 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 2024 Fire Chief Promotional Exam.

A candidate who failed to submit an ECT&E application by seven days after their examination date, 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".