



THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE
HUMAN RESOURCES DIVISION
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Secretary

JEFF McCUE
Assistant Secretary
Chief Human Resources Officer

MEMORANDUM

TO: Municipal Fire Department Appointing Authorities

CC: Department of Fire Services, Massachusetts Municipal Association, Public Employee Retirement Administration Commission, Professional Firefighters of Massachusetts

FROM: Jeff McCue, Assistant Secretary and Chief Human Resources Officer

DATE: April 3, 2020

SUBJECT: Revalidated Physical Ability Standards for Firefighters

I am pleased to inform you that effective April 3, 2020 the Human Resources Division (HRD) will implement the new revalidated initial hire Firefighter Physical Ability Test (PAT) Standards for Massachusetts Public Safety Personnel.

As many of you are aware, the new PAT Standards are the result of a revalidation study conducted by HRD staff alongside our consultant PSI-EB Jacobs Inc. and relevant subject matter experts generously provided by Fire Departments across the Commonwealth. Data collected for the study was supplied by numerous municipal Firefighters, Department of Fire Services members and many Fire Department leadership personnel who took time to provide information about the essential functions of their jobs. I sincerely thank everyone involved for their hard work and commitment throughout this process.

An updated listing of the essential functions for the title of Firefighter has been incorporated in the Standards, along with the linkage to the correlating PAT events. It is important that you familiarize yourself with the new Firefighter PAT, contained on pages 50 through 51 in the Standards document, as events have changed.

Please share this notice with the appropriate personnel and specifically with physicians who conduct the medical examination for your candidates. Copies of the updated Standards are available on our website at www.mass.gov/doc/physicians-guide-for-initial-hire-medical-standards/download.

Should you have any questions, please contact Regina Caggiano, Director of Civil Service at regina.caggiano@mass.gov.

Thank you for your continued cooperation and support.