THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE
HUMAN RESOURCES DIVISION
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CHARLES D. BAKER
Governor

KARYN E. POLITO
Lieutenant Governor

MICHAEL J. HEFFERNAN
Secretary

JEFF McCUE
Assistant Secretary
Chief Human Resources Officer

MEMORANDUM

TO: Police Department Appointing Authorities

CC: Massachusetts Municipal Association, Public Employee Retirement Administration Commission, Massachusetts Chiefs of Police, Massachusetts Major City Chiefs, International Brotherhood of Police Officers, New England Police Benevolent Association, Massachusetts Police Association, Massachusetts Municipal Police Association, Massachusetts Coalition of Police, Boston Police Patrolmen's Association, Massachusetts Association of Women in Law Enforcement, Massachusetts Association of Minority Law Enforcement Officers, Municipal Police Training Committee

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

DATE: December 17, 2019

SUBJECT: Revalidated Physical Ability Standards for Police Officers

I am pleased to inform you that effective December 24th, 2019, the Human Resources Division (HRD) will implement the new revalidated entry level Police Officer 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 Police Departments across the Commonwealth. Data collected for the study was supplied by numerous municipal Police Officers, Municipal Police Training Committee members and many Police 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 Police Officer 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 Police Officer PAT, contained on pages 55 through 56 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.
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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.