



THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE
HUMAN RESOURCES DIVISION
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Assistant Secretary
Chief Human Resources Officer

MEMORANDUM

To: Municipal Fire Department Appointing Authorities
Cc: Professional Firefighters of Massachusetts
From: Regina Caggiano, Director of Civil Service
Date: April 3, 2020
RE: Firefighter Physical Ability Test

The Human Resources Division (HRD), Civil Service Unit has successfully completed the revalidation of the Initial Hire Physical Ability Test (PAT) for Firefighter. Through the revalidation effort, HRD reviewed all policies involving the PAT along with current laws. MGL Chapter 31 § 61A, states in part... *"If such person fails to pass an initial medical or physical fitness examination, he shall be eligible to undergo a reexamination within 16 weeks of the date of the failure of the initial examination. If he fails to pass the reexamination, his appointment shall be rescinded."* The following is the existing policy that will continue based on revalidation;

- Candidates, who fail the PAT the first time, may choose to exercise their right to a second attempt before the 16 week preparation period has concluded by signing a waiver and having the hiring department sign the waiver as well.

Based on the revalidation study the following are new policies to be implemented as of April 3rd, 2020 for all fire departments, civil service and non-civil service;

- PAT Preview – all PAT previews for initial hire Firefighters are mandatory. A waiver for candidates to sign, forfeiting the preview, will be available for extenuating circumstances.
- For each conditional offer of employment, a candidate will be eligible for two attempts to pass the PAT. If a candidate fails the PAT twice, the fire department must provide a new conditional offer to the candidate, and they must pass a new medical exam in order to be eligible for two PAT attempts.
- For the purpose of administering Chapter 31 and HRD's role in the Civil Service process, there will be no expiration of a successful medical exam and PAT related to each conditional offer.

Please contact our Assistant Director of the Civil Service Unit, Gilbert Lefort II at gilbert.lefortii@mass.gov with any questions.

Thank you for your continued support and cooperation.