



THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE
HUMAN RESOURCES DIVISION
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MICHAEL J. HEFFERNAN
Secretary

JEFF McCUE
Assistant Secretary
Chief Human Resources Officer

MEMORANDUM

To: Police Department Appointing Authorities

Cc: 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: Regina Caggiano, Director of Civil Service

Date: November 27, 2019

RE: Police Officer 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 Police Officer. 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 If he fails to pass the reexamination, his appointment shall be rescinded."* The following is the existing policy that will continue based on revalidation;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 December 10th, 2019 for all police departments, civil service and non-civil service;

- PAT Preview – all PAT previews for entry level Police Officers 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 police 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.