

HOUSE No. 4193

The Commonwealth of Massachusetts

PRESENTED BY:

Marjorie C. Decker

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act relative to a petition for a special law re: fire cadet program for the city of Cambridge fire department.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>Marjorie C. Decker</i>	<i>25th Middlesex</i>	<i>9/22/2021</i>

HOUSE No. 4193

By Ms. Decker of Cambridge, a petition (accompanied by bill, House, No. 4193) of Marjorie C. Decker (with the approval of the city council) relative to providing for a fire cadet program for the city of Cambridge fire department. Public Service. [Local Approval Received.]

The Commonwealth of Massachusetts

**In the One Hundred and Ninety-Second General Court
(2021-2022)**

An Act relative to a petition for a special law re: fire cadet program for the city of Cambridge fire department.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 SECTION 1. The appointing authority in the City of Cambridge authorized to appoint
2 firefighters for the City of Cambridge may appoint as a fire cadet, for a period of full-time “on
3 the job” training, any citizen resident of Cambridge who is not less than eighteen nor more than
4 twenty-three years of age who meets the physical qualifications required of applicants for
5 appointment as a firefighter in Cambridge, and who is determined by the appointing authority to
6 be of good moral character. Such appointment shall not be subject to the civil service laws or
7 rules; nor shall a fire cadet be entitled to any benefits of such civil service laws or rules. Such
8 appointment may be terminated with or without cause by the appointing authority at any time,
9 and shall be terminated whenever a cadet fails to maintain a passing grade in any course of study
10 the appointing authority determines they should undertake, or when he or she reaches the age of
11 twenty-five. A fire cadet shall receive such compensation and such leave with pay as the
12 appointing authority shall determine. No person shall be too old for appointment as a cadet if

13 they were of qualifying age at the time of qualification to the cadet program. An appointment to
14 the cadet program shall not be terminated for age unless the cadet has completed two years of
15 service.

16 SECTION 2. A fire cadet shall participate in classroom training and cooperative
17 education and training designed to educate and prepare the cadet to become a permanent
18 firefighter. Cadets will not replace, substitute or interfere with collectively bargained duties
19 currently being performed by Cambridge firefighters, but may assist Cambridge firefighters in
20 the performance of any of their administrative or other duties They shall be considered an
21 employee of the City of Cambridge for the purposes of workers' compensation and shall not be
22 subject to the provisions of chapter forty-one, section 111F of the General Laws. No fire cadet
23 shall be entitled to the benefits of the City's then existing collective bargaining agreement that
24 covers permanent firefighters in the City

25 SECTION 3. Notwithstanding the provisions of chapter thirty-one of the General Laws,
26 any person who has completed not less than two years of service as a fire cadet under this act
27 may, subject to a program established by the City's appointing authority and approved by the
28 personnel administrator of the human resources division within the Commonwealth's executive
29 office for administration and finance ("Personnel Administrator"), be appointed by the City's
30 appointing authority to fill a vacancy in a position in the lowest grade in the fire force of the City
31 of Cambridge without certification from an eligible list prepared under the provisions of chapter
32 thirty-one of the General Laws; provided, however, that such person either is on a fire entrance
33 eligible list prepared under said chapter thirty-one or passes a qualifying examination to be given
34 by the Personnel Administrator.

35 SECTION 4. Not more than 33 1/3 percent of the total number of appointments to the
36 regular fire force of the City of Cambridge in any calendar year shall be made pursuant to this
37 Act. The appointing authority of the City of Cambridge shall report in writing forthwith to the
38 Personnel Administrator in said division of personnel administration any appointment made
39 under the provisions of this act.

40 SECTION 5. This act shall take effect upon its passage and after affirmative majority
41 vote of the Cambridge City Council.