

HOUSE No. 4337

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. A fire cadet shall not be subject or entitled to the benefits of any retirement
41 or pension law nor shall any deduction be made from her or his compensation for the purpose
42 thereof; but a fire cadet who, prior to or during the period of her or his "on the job training,"
43 passes a competitive civil service examination for appointment to the fire force of the city of
44 Boston, and is appointed a permanent full-time firefighter, shall have her or his fire cadet service
45 considered as "creditable service" for purposes of retirement, provided she or he pays, in one
46 sum, or in installments, upon such terms and conditions as the board may prescribe, into the
47 annuity savings fund of the retirement system such amount as the retirement board determines
48 equal to that which she or he would have paid had she or he been a member of said retirement
49 system during the period of her or his training as a fire cadet together with buyback interest.

50 SECTION 6. This act shall take effect upon its passage and after affirmative majority
51 vote of the Cambridge City Council.