



THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE
HUMAN RESOURCES DIVISION
100 CAMBRIDGE STREET, SUITE 600, BOSTON, MA 02114

CHARLES D. BAKER
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KARYN E. POLITO
Lieutenant Governor

MICHAEL J. HEFFERNAN
Secretary

JEFF McCUE
Assistant Secretary
Chief Human Resources Officer

January 27, 2020

Michael D. Hurley
Clerk of the Senate
24 Beacon Street
Room 335 – State House
Boston, MA 02133

Dear Mr. Hurley:

In accordance with the provisions of Sections 61A of Chapter 31 and Section 5 (3)(e) of Chapter 32 of the Massachusetts General Laws (MGL), I am submitting amendments to the regulations for Initial Hire Medical and Physical Ability Test Standards for Municipal Public Safety Personnel for consideration. The medical and physical ability standards are designed as pre-employment evaluations for police officers and firefighters. In the one hundred and forty-three communities subject to this law, police officers and firefighters appointed after November 1, 1996 must meet the Human Resources Division's (HRD) medical and physical ability standards before they may begin employment.

HRD recently completed a revalidation effort for its entry level Firefighter Physical Ability Test (PAT). The new firefighter PAT culminated as a result of a revalidation study conducted by HRD staff along with a consultant, PSI EB Jacobs, numerous municipal firefighters, representing thirty-six fire departments across the State, and the Department of Fire Services. Through the revalidation study, the PAT demonstrates the essential functions firefighters perform on the job. HRD would like to implement this new physical ability examination as soon as possible. HRD continues its revalidation efforts with its entry level police officer medical standards. It is expected that this process will conclude in early 2020.

Therefore, HRD is submitting for your consideration the Human Resources Division Initial Hire Medical and Physical Ability Test Standards and Physician's Guide 2020. The relevant changes to the former version of the standards appear as follows:

- Municipal Fire fighter Essential Functions, pages 40 – 46,
- Physical Standards Test Course for Fire Fighters/Physical Ability Test (PAT) Events, pages 50 -51; and
- Linkage of PAT Events with Essential Tasks from the Job Task Analysis Development & Administration of the Fire fighter and Physical Abilities Test, pages 55 – 56.

In accordance with Section 61A of MGL Chapter 31, as the Clerk of the Senate, please refer these proposed amendments to the appropriate standing committees of the Senate. I look forward to any commentary or recommendations that the committees may offer.

If you have any questions or need additional information, please contact Michele M. Heffernan, General Counsel, at michele.heffernan@mass.gov, or Regina Caggiano, Director Civil Service, at regina.caggiano@mass.gov.

Sincerely,



Jeff McCue
Assistant Secretary
Chief Human Resources Officer

Enc.:
Human Resources Division Initial Hire Medical and Physical Ability Test Standards and Physician's Guide 2020