

515 CMR 9.00: PROMOTIONAL PROCESS FOR RANK OF MAJOR

Section

9.01: Purpose and Scope

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9.03: Selection Process

9.01: Purpose and Scope

(1) Purpose. The purpose of 515 CMR 9.00 is to establish a process for promotion to the rank of Major.

(2) Scope. 515 CMR 9.00 applies to all Captains, as defined by M.G.L. c. 22C, § 26A and Article 4 of the Massachusetts State Police Rules and Regulations, who seek promotion to the rank of Major.

9.02: Eligibility

A member of the Department is eligible for consideration for promotion to the rank of Major if the member has attained the rank of Captain and has at least 15 years of service as a uniformed member.

A member shall not be eligible for promotion if the member is under active investigation for violating the Department's Rules and Regulations for serious misconduct as defined by Department General Order ADM-15 - Office of Professional Integrity and Accountability Investigations unless the Colonel exercises their discretion and determines that the member should be eligible for promotion notwithstanding the active investigation. If the Colonel makes such a determination, the Colonel shall document in a written memorandum the reasons for that determination, which shall become part of a file maintained by the Office of the Superintendent. Otherwise, the member shall be eligible for consideration for promotion once an investigation into allegations of serious misconduct is formally closed, the member is subsequently determined to be in good standing with the Massachusetts Police Officer Standards and Training (POST) Commission, and the member has satisfied any Department disciplinary requirements. If the investigation into allegations of serious misconduct results in a finding of "Unfounded" or "Exonerated" and the member is subsequently promoted, the promotion and pay grade will be retroactive to the date they should have been promoted had the underlying allegations not been made.

9.03: Selection Process

The Colonel may establish a selection process for the rank of Major, which may include a Promotional Selection Committee.

If assembled by the Colonel, the Promotional Selection Committee shall present for the Colonel's consideration a minimum of three members for each available position. When evaluating candidates for promotion to the rank of Major, the Colonel shall consider the recommendations from the Promotional Selection Committee, and the members' demonstration of leadership attributes, employment history inside and outside of the Department, disciplinary history, professional development, and other criteria the Colonel reasonably concludes, in consultation with the Committee, are related to the performance of the job of Major.

REGULATORY AUTHORITY:

515 CMR 9.00: M.G.L. c. 22C, § 27.