



**TOWN OF EASTON**  
MASSACHUSETTS  
*Office of the Town Clerk*

136 Elm Street  
Easton, MA 02356  
508-230-0530  
508-230-0569 (fax)  
townclerksoffice@easton.ma.us

**ARTICLE 4. WITHDRAWAL OF THE POLICE DEPARTMENT FROM CIVIL SERVICE**

To see if the Town will vote to revoke the acceptance of Civil Service Laws for the Town of Easton police officers at all ranks, including the Chief of Police, effective July 1, 2023, thereby removing the police force from the provisions of the Civil Service Laws, and the rules and regulations relating to the same, provided that this revocation will not affect the Civil Service status of existing personnel in their current positions; or act in any other manner in relation thereto.

Submitted by Town Administrator and Chief of Police

**MOTION: Select Board member Barger moved that the Town vote to revoke the acceptance of Civil Service Laws for the Town of Easton police officers at all ranks, including the Chief of Police, effective July 1, 2023, thereby removing the police force from the provisions of the Civil Service Laws, and the rules and regulations relating to the same, provided that this revocation will not affect the Civil Service status of existing personnel in their current positions.**

*Explanation: Town Meeting adopted Civil Service in 1929 for all Police Officers and the Chief of Police pursuant to Articles 6 and 7 respectively of the Town Meeting Warrant for March 4, 1929. Police Officers and Firefighters are the only Civil Service government employees in the Town of Easton. Civil Service restricts who can be on a hiring list based on a multiple choice test issued state wide. The number of applicants to be considered are limited by the number of vacancies available. The restrictions set forward by Civil Service restrict the Town's ability to hire qualified candidates in a timely manner. Civil Service does not prescreen candidates for disqualifying matters and requires Easton to extensively document why a candidate is not selected for appointment (subject to a time consuming appeal). Such Civil Service appeals relating to labor disputes can take multiple months to be heard and decided and, in some cases, can take multiple years, which is deleterious to the interests of the Town and the employees seeking expeditious review of their appeal.*

*The Easton Police Department believes that the current list (where the Town competes for candidates with all other Civil Service police departments in the state) is limiting the pool of quality candidates. Leaving Civil Service will allow Easton to establish hiring processes to test candidates; create the opportunity to forge community workforce pipeline partnerships with local and regional educational institutions; and will enhance the size and quality of the candidate pool. Easton will be able to prescreen and identify quality candidates, with diverse backgrounds, college or military experience, prior experience in police service, community service, language proficiencies, and other types of skills that would best serve our community.*

*Further, the proposed change would provide the Town of Easton with more control over personnel choices by allowing the Town to set its own policies, requirements and procedures for hiring and, subject to bargaining, promoting officers.*

*While leaving Civil Service provides more flexibility on recruitment and promotions, it would not eliminate important standards for training, qualifications for hiring, or police officer certification. For example, whether in Civil Service or not, any candidate for the Easton Police Department would need to complete the Massachusetts Municipal Police Academy and would be subjected to background checks, physical examinations, and psychological examination, prior to being hired. Once hired, officers must maintain certification from the state Peace Officers Standards and Training Commission (POST) – which was created by the 2020 Massachusetts Police Reform law – to remain in service. Leaving Civil Service also does not change that the Easton Police Department is a Massachusetts Police Accreditation Commission accredited department which observes the highest standards of training, policy review and practice. It does not change the principals currently responsible for job solicitation, hiring, promotions, discipline, or termination – which are laid out in the Town Charter to be the Town Administrator or department heads in their direction, including the Chief of Police. Nor does it eliminate the ability for employees to seek review or arbitration of adverse employment decisions.*

*The Select Board, Town Administrator, Chief of Police, the Police Patrol Union and Police Supervisors Union all support leaving Civil Service.*

<i>Vote Required:</i>	<i>SIMPLE MAJORITY</i>
<i>Select Board Recommendation:</i>	<i>RECOMMENDED</i>
<i>Finance Committee Recommendation:</i>	<i>RECOMMENDED</i>

## **DECLARED VOTED BY MAJORITY BY THE MODERATOR**

I hereby certify that the above article was voted and declared voted by the Moderator at the Special Town Meeting first convened on November 14, 2022.

*A True Copy Attest:*

*Danielle M. Sicard*  
*Danielle M. Sicard, Town Clerk*