



CITY OF FRAMINGHAM

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**Framingham Police Department to Exit Civil Service Effective Jan. 21, 2021, as H4864
Framingham Civil Service Home Rule Petition Signed into Law by Governor Baker**

FRAMINGHAM, MA – The City confirms that Massachusetts Governor Charlie Baker has signed H4864 Framingham Civil Service Home Rule Petition into law on Dec. 22, 2020 allowing the Framingham Police Department (FPD) to exit Civil Service as of Jan. 21, 2021.

Many agencies use Civil service to hire, discipline, and promote employees. The FPD has been working to develop improved hiring, disciplinary and promotion systems in the likelihood of the department's separation from Civil Service. By exiting Civil Service, the FPD can draw from a larger pool of candidates and determine hiring preferences such as language proficiency and education levels and set promotion and disciplinary standards.

"This is a historic day for Framingham, and I couldn't be happier about this development," said Mayor Yvonne M. Spicer. "The Spicer Administration has been working closely with the Framingham Police Officers Union and Framingham Police Superior Officers Association to make this happen for years. I'm also grateful to our legislative delegation – Senate President Spilka and Representatives Gentile, Lewis, and Robinson – for helping shepherd this initiative."

"This change allows the Framingham Police Department to expand our ability to recruit, attract a larger pool of candidates, with the goal of creating a workforce that is reflective of the community we serve, while preserving a commitment to veterans, and establishing a Cadet program in the future," said Lester Baker, Chief of the Framingham Police Department. "I would like to thank both unions for their cooperation in this process."

The FPD will institute the new hiring, disciplinary and promotion systems as of Jan. 21, 2021.

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