

## ARTICLE 29

## CIVIL SERVICE WITHDRAWAL

To see if the Town will vote to revoke the acceptance of Civil Service laws for the Town of Lexington police force at all ranks, including the Police Chief, 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.

*(Inserted by the Board of Selectmen)*

DESCRIPTION: This Article requests approval to prospectively remove all uniformed members of the Lexington Police Department, including the position of Police Chief, from the provisions of Civil Service law. The Lexington Police Department has been in the state civil service system since Town Meeting votes in 1911 (police officers) and 1926 (police chief). At that time there was little state legislation or case law dealing with employee rights or responsibilities. Much has changed since then. The Town's Police Chief and Town Manager believe that the hiring and promotion requirements under the Civil Service program restrict the Town's ability to hire the best applicants for the positions. The proposed change would provide the Town of Lexington 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. In the past, the Police Department has found it difficult to fill open positions because of a lack of qualified candidates identified through the Civil Service process, resulting in unfilled vacancies and higher overtime costs. The change would increase the pool of potential candidates by opening the process to qualified individuals who have not taken the Civil Service exam.