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CITY OF AMESBURY  
IN THE YEAR TWO THOUSAND TWENTY-FOUR  
CITY OF AMESBURY, MA

SPONSORED BY: Kassandra Gove BILL No. 2024- 057  
Kassandra Gove, Mayor

**AN ACT EXEMPTING THE POSITION OF DEPUTY POLICE CHIEF IN THE CITY OF AMESBURY FROM THE PROVISIONS OF CHAPTER 31 OF THE GENERAL LAWS**

**Summary:** To petition the General Court to enact the following legislation for the exemption of the position of Deputy Police Chief for the City of Amesbury from Chapter 31 of the General Laws; provided, that the Legislature may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of the petition.

**WHEREAS**, on June 29, 1993, act was passed removing the Office of the Chief of Police of the Town of Amesbury from Civil Service (Chapter 31), and

**WHEREAS**, the City of Amesbury requests the position of Deputy Chief, which is a non-union, exempt employee performing similar roles of the Police Chief, and working in the Office of the Police Chief, shall be exempt from Chapter 31 of the General Laws.

**Be it Ordered by the City Council of the City of Amesbury assembled, and by the authority of the same as follows:**

**That the City Council of the City of Amesbury hereby authorizes the filing of a petition with the Senate and House of Representatives in General Court assembled, as follows:**

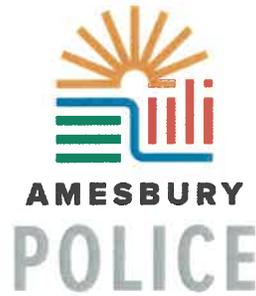
**An act exempting the position of Deputy Chief of the Amesbury Police Department from the Civil Service laws.**

**SECTION 1.** Notwithstanding any general or special law to the contrary, the position of Deputy Police Chief shall not be subject to chapter 31 of the General Laws.

**SECTION 2.** This act shall take effect upon its passage.

and

**Be it Further Ordered,** that the General Court may make clerical or editorial changes of form only to the proposed special act, unless the City Council approves such changes as are consistent with the public purposes of this petition prior to enactment by the General Court.



TO: Mayor Kassandra Gove  
FROM: Craig J. Bailey, Chief of Police  
THRU: Anne Marie Casey, Chief of Staff  
Raymond Landry, President IBPO SO  
Ronald Guilmette, President IBPO  
DATE: May 18<sup>th</sup>, 2023  
SUBJ: **EXEMPT AMESBURY FROM CHAPTER 31 FOR PURPOSE OF HIRING**

Mayor,

This article seeks a Home Rule Petition to allow the city to exempt Amesbury from Chapter 31 of the General Laws concerning the recruiting and hiring for the position of permanent full-time police officer.

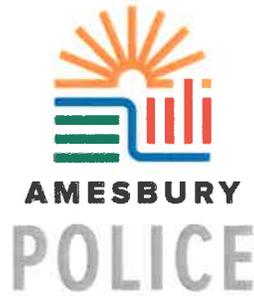
**Home Rule Petition Explanation:** to allow for New Hiring Process through Civil Service In 2023 the challenges of finding and hiring police candidates have been well documented throughout the country. To address this problem, the city is seeking a Home Rule Petition to expand recruitment and hiring efforts. The proposed legislation would allow the city to come out of Civil Service, just for the hiring process for Police Officers. If the Police Department is allowed to come out of the Civil Service process for hiring, we will not be hamstrung by all the restrictions established by the Civil Service process. We will be able to cast a wider net and get a broader candidate pool. We will be able to have our own entry level police exam and take applications from those who want to serve the Amesbury community. It is our intention to give preference to residents and those who are veterans of the U.S. Military. We will also conduct our own physical fitness test prior to consideration of candidates. Once an officer is hired, they will then become Civil Service employees and retain all rights with no impact on current employees.

**Article:**

SECTION 1. To see if the City will vote to authorize the City Council to file with the Great and General Court of the Commonwealth of Massachusetts a Home Rule Petition to allow the City of Amesbury to exempt Amesbury from Chapter 31 of the General Laws for the purposes of recruiting and hiring the position of permanent full-time police officer after a competitive process implemented by the appointing authority of the City, or their designee, that offers hiring preference to residents of the City of Amesbury and veterans of the United States military.

Craig J. Bailey, Chief of Police  
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(978) 388-1212 • [police@amesburyma.gov](mailto:police@amesburyma.gov)

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Furthermore, following (1) an original appointment as a permanent full-time police officer and graduation from a certified police academy, or (2) a permanent full-time position transfer from another police department, said police officer shall engage in the actual performance of the duties of such position for a probationary period of twelve (12) months; whereupon after completion of the probationary period, or extended probationary period, the police officer shall be considered a full-time tenured civil service employee in said position under Chapter 31 of the General Laws.

SECTION 2. This act shall take effect upon its passage.

Further, to authorize the General Court to make changes of form only to this Home Rule Petition unless the City Council authorizes any changes that are within the scope, intent, and public purposes of this Home Rule Petition, and to authorize the Council to approve such changes.

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