BOSTON POLICE DEPARTMENT

Rules and Procedures
Rule 103X
September 18, 2017

Police Cadets

This rule is issued to establish the duties and responsibilities of the position of Police Cadet. It is effective immediately, superseding all previously issued rules, orders, and other directives, and replaces Rule 103-X, dated June 19, 2007.

Sec. 1 GENERAL CONSIDERATIONS: The City of Boston created the Police Cadet Program to attract qualified young people from the community to a police career. It is designed to expose potential police candidates to police operations and objectives and encourage them to pursue a position as a Boston Police Officer.

Sec. 2 POLICE CADET REQUIREMENTS: The department appoints Police Cadets under the provisions of M.G.L. c. 147, § 21A. Police Cadet candidates must be not less than 18 and not more than 25 years of age upon appointment. Candidates must be United States citizens, residents of the City of Boston for the last 5 years, and graduates (or soon to be graduates) from high school or a high school equivalency program. Candidates must pass a qualifying examination. Candidates must also be licensed drivers by the Commonwealth of Massachusetts and meet the same physical fitness standards required of Boston Police recruits. No candidate for a Police Cadet position will be considered if he/she has been convicted of a felony.

Sec. 3 POLICE CADET APPOINTMENTS: The appointments of Police Cadets are not subject to Civil Service Law or Rules and such appointments may be terminated by the appointing authority at any time. The Department may terminate any Police Cadet who reaches the age of twenty-seven. A Police Cadet shall not be terminated for age unless the cadet has completed 2 years of service. Police Cadets who have completed at least 2 years of service with the department, meet the civil service requirements, meet department requirements and pass the civil service exam are eligible for appointment to the Boston Police Department, as a police officer, under M.G.L. c. 147, § 21A.

Sec. 4 POLICE CADET ASSIGNMENTS: Police Cadets shall be assigned to the Bureau of Professional Development and detailed to various Bureaus, Areas and Units for duty. The Chief of the Bureau of Professional Development or his/her designee shall assign hours of duty for Police Cadets.

Sec. 5 POLICE CADET SUPERVISION: The overall supervision of the Police Cadet Program shall be the responsibility of the Chief of the Bureau of Professional Development or his/her designee. The Chief of the Bureau of Professional Development or his/her designee shall ensure that Cadets are effectively utilized, suitably instructed, and properly supervised.
Sec. 6 POLICE CADET ALLOWANCES: Sick leave and vacation allowances for Police Cadets shall be provided as in the applicable Collective Bargaining Agreement. Police Cadets shall be covered by Worker's Compensation if injured while on duty. A Police Cadet shall not be subject to or entitled to the benefits of any retirement or pension law nor shall any deduction be made from his compensation for the purpose thereof; but a Police Cadet who during the period of his “on the job training” passes a competitive civil service examination for appointment to the police force of such city or town, and is appointed a permanent full-time police officer, shall have his Police Cadet service considered as “creditable service” for purposes of retirement, provided he pays into the annuity savings fund of the retirement system such amount as the retirement board determines equal to that which he would have paid had he been a member of said retirement system during the period of his training as a Police Cadet.

Sec. 7 POLICE CADET RESTRICTIONS: Police Cadets shall never handle a firearm while on duty. On-duty Police Cadets shall only handle alcoholic beverages while under the direct supervision of a Superior Officer. On-duty Police Cadets shall only handle controlled substances while under the direct supervision of a Superior Officer and for administrative purposes only.

Sec. 8 UNIFORMS AND EQUIPMENT: Police Cadets shall be responsible for all uniforms and equipment furnished to them. Police Cadets shall return all such property to the Department upon their termination of employment.

William B. Evans
Police Commissioner