



Town of Plymouth Human Resources Dept.

Memo

To: Board of Selectmen and Advisory and Finance Committee

From: Cindy M. DePina, Director of Human Resources

Date: 08/25/2015

Re: Article 29 – Civil Service Age Limits

The Town is looking to adopt MGL Chapter 31, section 58A. Notwithstanding the provisions of any general or special law to the contrary, in any city, town or district that accepts this section, no person shall be eligible to have his name certified for original appointment to the position of firefighter or police officer if such person has reached his thirty-second birthday on the date of the entrance examination. Any veteran shall be allowed to exceed the maximum age provision of this section by the number of years served on active military duty, but in no case shall said candidate for appointment be credited more than four years of active military duty.

The Town is seeking the adoption of age limits allowed under Civil Service for our public safety officers (police and fire). Studies and statistics have shown that public safety officials are placed in high risk physical environments. There is a great deal of time, money and effort that goes into hiring and training police and fire. The cost and time have typically been spent with the norm being that it was for “career” police and fire, which are long term employees (25+ years). As we review all of our risk factors, including actual and potential exposure, we believe the adoption of this section of the law could potentially reduce the Town’s liability, new hire costs, turn over and injury to our employees.

I would ask that you vote in favor of article 29.