

SPECIAL POLICE OFFICER

A. SUMMARY

Special Police Officers shall be appointed from time to time as provided by hiring practices and shall have the same power and authority as full time sworn police officers provided by law, under Massachusetts General Law Chapter #41, Section #98. Special Police Officers will be utilized as needed to cover shifts and/or other duties.

Retired Salisbury Police Officers who retired after January 1, 2015 may be eligible to become sworn Special Police Officers with the approval of both the Chief of Police and Mayor. They shall have the same power and authority as full time sworn police officers provided by law, under Massachusetts General Law Chapter #41, Section #98.

Any eligible Retired Salisbury Police Officer who wishes to be appointed as a Special Police Officer must submit a resume and cover letter to the Chief of Police explaining why he should be appointed as such. If the Chief of Police approves of the appointment, he/she will then submit the resume and cover letter, along with a recommendation to the Mayor. Once the Mayor approves of the appointment the officer must then meet with the Chief of Police or Executive Lieutenant, to review training requirements, uniform standards and duty requirements.

B. GENERAL DUTIES AND RESPONSIBILITIES

It is the duty and responsibility of the Special Police Officer:

1. A Special Police Officer holds no Civil Service status, but can perform in the same capabilities as a full-time Police Officer or Reserve Police Officer. A Special Police Officer is required to have successfully completed a full-time Academy administered by the Massachusetts Police Training Council.
2. Salisbury Special Police Officers are employees at will and are not covered under collective bargaining agreement. If, at any time after the appointment of a Special Police Officer, the Chief of Police determines that the continued appointment of a Special Police Officer is not in the best interest of the Salisbury Police Department, the Chief may recommend to the Town Manager that the appointment be annulled. The Town Manager will make the final determination as to the status of the appointment.
3. Special Police Officers agree and understand that they are not eligible for benefits under MGL C. 41, S. 111F.
4. After appointment as a Special Police Officer, no officer will perform in an actual police function until he/she has completed all the required mandatory training required by this department. Further, each candidate must become CPR and First Responder certified and successfully complete firearms qualification per department policy.

5. After successful completion of training, Special Police Officers are authorized to serve in the same function as full-time and reserve police officers. Special Police Officers can be utilized to supplement shifts in emergencies and during large civic events. Special Police Officers are also eligible to work paid details.
6. Special Officer Uniform and Equipment
 - a. Salisbury Special Officers will be required to wear the department approved detail uniform and equipment.
 - b. The Salisbury Police Department will provide each Special Police Officer with a portable radio and badge. It is the responsibility of each Special Police Officer to provide proper care and storage for these items.
 - c. Upon termination of the appointment, these items are to be returned to the Police Department.
 - d. Special Police Officers will be responsible for purchasing all other required uniforms and equipment that are required to be worn or carried which will be determined by the Chief of Police.
 - e. Special Police Officers will be required to adhere to all rules and regulations issued by the Salisbury Police Department.
7. In-Service Training
 - a. Special Police Officers are required to attend all required mandatory In-Service training offered by the Salisbury Police Department. They must complete all training on their own time and expense.
 - b. Each Special Police Officer will be required to complete annually sixteen (16) hours of unpaid Community Service as determined by the Chief of Police.
8. Liability Protection
 - a. Special Police Officers will be insured and indemnified to the same level as permanent full time Salisbury Police Officers.
9. Educational Requirements
 - a. Special Police Officers must possess a high school equivalency diploma and meet all state educational requirements at the time of sworn appointment.