

OFFERED BY COUNCILORS ERIN MURPHY & ED FLYNN



CITY OF BOSTON IN CITY COUNCIL

ORDER TO ADDRESS THE DISPARITY IN PAY BETWEEN
OUR BOSTON FIRE AND BOSTON POLICE CADETS

WHEREAS, The Boston Police Department's Cadet Program, which started in 2016, is a civilian paid and benefited position within the Boston Police Department. With a two-year, full-time commitment, this program is primarily geared toward individuals with an interest in pursuing a career in law enforcement and experiential learning in BPD's community policing model; *and*

WHEREAS, The Boston Fire Department's Cadet Program, which started in 2023, is a civilian paid and benefited position within the Boston Fire Department. This program is a two-year commitment for those with an interest in pursuing a career as a firefighter and is modeled after the BPD Cadet Program; *and*

WHEREAS, Both cadet programs have identical requirements to apply. You need to be between the ages of 18-25 before the first date of employment, have a high school diploma or GED, be a current resident of the City of Boston, have maintained residency for the last five (5) years, have a valid Massachusetts Drivers License, and have a good driving record; *and*

WHEREAS, The starting salary of a Boston Police Cadet is \$28K. The starting salary of a Boston Fire Cadet is \$31K. The Massachusetts State Police Cadets get paid between \$38-\$40K per year.

WHEREAS, The Boston Police Cadets deserve the same pay as the Boston Fire Cadets; **NOW, THEREFORE, BE IT**

ORDERED: That the appropriate committee of the Boston City Council holds a hearing to address the disparity in pay between the two cadet programs and to make sure we are paying our cadets a fair wage. Representatives from the Mayor's Office, Boston Police Department, Boston Fire Department, and other interested parties shall be invited to attend.

Filed on: January 24, 2024