



## International Brotherhood of Police Officers

A DIVISION OF THE NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES

November 10, 2022

Governor Charles D. Baker  
Massachusetts State House  
Office of the Governor  
Boston, MA 02133

Dear Governor Baker,

I am writing to you on behalf of the hard-working members of the International Brotherhood of Police Officers to demand that you take immediate action rescinding the recent decision of the Commonwealth's Civil Service Unit of the Human Resources Division of your Executive Office of Administration and Finance to not score the police promotional exams administered on September 17, 2022.

As I am sure you are aware, the exams in question were taken by thousands of qualified officers across the Commonwealth. The untold hours of study they invested in preparing for the exams that have now been effectively cancelled represent lost opportunities of inestimable value.

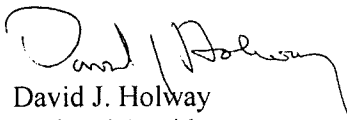
The ultimate fallout of Judge Wilkins' decision in Tatum v. Commonwealth is unclear to all. But on page 2 of his decision he makes clear the "Human Resources Department's violation involved selection among qualified candidates, all of whom abided by HRD's rules, (and that) no party has suggested a remedy that would affect any existing appointments." This makes clear that those candidates who recently tested for promotion, all of whom have abided by HRD's rules, will not face court sanctions and therefore should not be sanctioned by your subordinates.

Respectfully, it is my sense that there can be no disagreement with my position that the post-administration cancellation of the exam represents a premature reaction to Tatum v Commonwealth that is not justified under any reasonable analysis of possible outcomes to that litigation. Judge Wilkins' focus is clear: the inadequacies of the system are to be addressed in a prospective fashion, not retroactively.

Police officers who take exams represent the cream of the crop. Under your present construct, whatever improvements result from that litigation will be obtained at the price paid by my membership who sat for this most recent exam. That is too high a price to be paid for those who have only acted in good faith.

I await your response.

Sincerely,

  
David J. Holway  
National President