

# BENEFITS

Benefits/compensation package includes:

- Starting salary at \$31,205
- Dental and Health benefits
- Annual vacation and sick leave
- Potential overtime

In addition, Cadets become familiar with the daily operations, functions and culture of the Department by experiencing varied assignments throughout the 11 districts across the City, as well as in specialized units at Boston Police Headquarters. Cadets will participate in community policing activities and connect with citizens and visitors of Boston.

# CONTACT US

Human Resources Division  
[www.boston.gov/police](http://www.boston.gov/police)  
[recruit@pd.boston.gov](mailto:recruit@pd.boston.gov)



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# BOSTON POLICE DEPARTMENT CADET PROGRAM



**BostonPolice**  
DEPARTMENT

One Schroeder Plaza  
Boston, Massachusetts 02120-2014

Michael A. Cox  
Commissioner



Michelle Wu  
Mayor

# WHAT IS IT?

The City of Boston's Police Cadet Program is a paid civilian position - with benefits - within the Boston Police Department.

With a two year commitment, this program is primarily geared toward individuals interested in pursuing a career in law enforcement and interested in experiential learning as part of our community policing model. Cadets are provided classroom training and cooperative education in addition to specific on-the-job training.

The Program aims to develop and refine qualities such as maturity, responsibility, character, team work, leadership, civic duty, and personal health & fitness.

Upon completion of the two year program and successfully passing the Civil Service Police Exam, a Cadet may receive preference on the list of eligible candidates to become a member of a police recruit class.

# ELIGIBILITY

- Be between the ages of 18 and 25
- Have a high school diploma or GED
- Be a current resident of Boston, and must have maintained Boston residency for the last two (2) years
- Have a valid Massachusetts Drivers License and a good driving record

# HOW TO APPLY

During open application period, register and apply at: [www.boston.gov/careers](http://www.boston.gov/careers)

# APPLICATION PROCESS

All applications will be reviewed

- Initial phone interview/screening

Selected Candidates

- Formal interview
- Background investigation
- Drug screening
- Medical evaluation including vision and hearing
- Psychological test
- Ability to conform to Physical Fitness Standards (Massachusetts Police Training Committee)



# CADET SUCCESS

Cadets serve as an extension of our officers, gaining valuable insight into our community policing model while working in different neighborhoods and obtaining cultural competency. In addition to general duties, Boston Police Cadets are actively engaged with community groups, professional development workshops, and training. Many of our Cadets choose careers as Police Officers.

Former Boston Police Cadets who've joined the Department have risen to the highest ranks as our City's Police Commissioner, and as members of the Command Staff as Superintendents and Deputy Superintendents. These former Cadets grew up in all of Boston's neighborhoods, or grew up elsewhere but now call Boston home.

We look for Cadets to represent every corner of the city and to reflect the communities we serve.

*The City of Boston is an Equal Opportunity Employer and does not discriminate against any applicant because of race, color, religion, sex, marital status, national origin, age, disability, sexual orientation, or any other class protected by federal, state, or local law. Reasonable Accommodations may be made to enable individuals with disabilities to perform the essential functions.*