KEEPING CIVIL SERVICE	DOING AWAY WITH CIVIL SERVICE
Civil service provides a fair and objective system for hiring based on qualifications and performance on exams vs. political connections or personal relationships.	Departments gain more flexibility to hire or promote officers based on their specific needs of circumstances, such as changing crime patterns or community needs.
By removing chances of political patronage, corruption and favoritism is less likely in the hiring and promotion process.	The hiring process can be faster and less bureaucratic, making it easier to hire officers needed to address staffing shortages/other issues.
Training is more standardized under civil service to help ensure consistency across the police force, which can improve overall performance and professionalism.	It can become easier to remove poorly performing or problematic officers, as the process for disciplinary action or termination can be lengthy and complex via civil service.
Civil service rules can provide protection against discrimination in hiring and promotion, based on race, gender or other factors.	Departments may be more inclined to innovate and experiment with policing since there is less bureaucracy.
Civil service gives priority to veterans, children of officers killed in line of duty or permanently disabled, and residents.	The pool of desirable officer candidates who are local or fit the ideal profile for a small community can be larger.
More checks and balances and protections are in place in the event a police chief is not performing up to standards.	Without civil service protections for officers, a police chief could have too much freedom. Greater Select Board oversight may be needed.
Overall culture within the police force is easier to establish and maintain when all officers are under the same civil service rules and regulations.	A transitionary period to get to full abandonment can create challenges for officers still under civil service while others are not.

Sources: Mass. Civil Service Commission, "Pros & Cons of Civil Service" by Michael Finkelstein in Public Management magazine, "Civil Service Reform in Massachusetts" by Paul Peterson, and "Police Civil Service and HR Management: The Case for Fundamental Reform" by James Wilson in Public Administration Review.