

By Mr. Viveiros of Fall River, petition of Carlton M. Viveiros that certain employees of the Department of Correction be placed under the career incentive pay program. Public Service.

**The Commonwealth of Massachusetts**

In the Year One Thousand Nine Hundred and Seventy-Three.

**AN ACT PROVIDING FOR A CAREER INCENTIVE PAY PROGRAM FOR EMPLOYEES OF THE DEPARTMENT OF CORRECTION.**

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1 Chapter 41 of the General Laws is hereby amended by  
2 striking out section 108L, inserted by chapter 835 of the acts  
3 of 1970, and inserting in place thereof the following section: —  
4 *Section 108L.* There is hereby established a career incentive  
5 pay program offering base salary increases to regular full-time  
6 members of the various city and town police departments, the  
7 division of state police in the department of public safety, the  
8 capitol police, the metropolitan district commission police and  
9 employees of the department of correction, as a reward for  
10 furthering their education in the fields of police and cor-  
11 rectional work. Police career and correctional career incentive  
12 base salary increases shall be predicated on the accumulation of  
13 points earned in the following manner: one point for each  
14 semester hour credit earned toward a baccalaureate or an  
15 associate degree; sixty points for an associate degree; one  
16 hundred and twenty points for a baccalaureate degree; and one  
17 hundred and fifty points for a degree of master or for a degree  
18 in law. All semester credits and degrees shall be earned in an  
19 educational institution accredited by the New England Associa-  
20 tion of Colleges and Secondary Schools or by the Board of  
21 Higher Education.

22 Base salary increases authorized by this section shall be  
23 granted in the following manner: a three percent increase for  
24 ten points so accumulated, a six percent increase for

25 twenty-five points, a ten percent increase for forty points, a  
26 fifteen percent increase for sixty points, a twenty percent  
27 increase for one hundred and twenty points, and a thirty  
28 percent increase for one hundred and fifty points so  
29 accumulated.

30 Any city or town which accepts the provisions of this  
31 section and provides career incentive salary increases for police  
32 officers shall be reimbursed by the commonwealth for one half  
33 the cost of such payments upon certification by the board of  
34 higher education. The board of higher education shall certify  
35 the amount of such reimbursement to be paid to such city or  
36 town from information filed on or before September the first  
37 of each year with said board, on a form furnished by it, by the  
38 chief of police, or one of similar rank, of the city or town  
39 police department. The board of higher education shall also  
40 certify the amount of the career incentive salary increases to be  
41 allocated to the state police, the capitol police, the metro-  
42 politan district commission police and employees of the depart-  
43 ment of correction from information filed with said board on  
44 or before September the first of each year by the commissioner  
45 of public safety for the state police, by the commissioner of  
46 the metropolitan district commission for the metropolitan  
47 district commission police, by the commissioner of correction  
48 for the employees of the department of correction, and by the  
49 chief of the capitol police for the capitol police. Said  
50 information shall be filed on a form to be furnished by the  
51 board of higher education. Said amendment shall be effective  
52 retroactively to the effective date of chapter eight hundred and  
53 thirty-five of the acts of nineteen hundred and seventy.