

HOUSE No. 848

By Messrs. Travaline of Somerville, Simonelli of Somerville and Moran of Somerville, petition of Thomas J. O'Brien for legislation to establish a municipal police wage board (including members of the General Court) to set the wage scale for members of police departments. Public Service.

The Commonwealth of Massachusetts

In the Year One Thousand Nine Hundred and Sixty-Four.

AN ACT ESTABLISHING A MUNICIPAL POLICE WAGE BOARD AND DEFINING ITS DUTIES AND AUTHORITY.

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

1 SECTION 1. There shall be a municipal police wage board
2 consisting of two members of the senate appointed by the presi-
3 dent thereof, two members of the house of representatives ap-
4 pointed by the speaker thereof, the treasurer of the common-
5 wealth, the auditor of the commonwealth, the president of the
6 Massachusetts Chiefs of Police Association, the president of
7 the Massachusetts Police Association and the president of the
8 Massachusetts Mayor's Association. They shall elect from
9 among the members a chairman who shall serve for a calendar
10 year. Membership on this board shall terminate on the vacat-
11 ing of the position held by the member when appointed a mem-
12 ber of said board.

1 SECTION 2. This board shall meet in January and July each
2 year and shall continue in session until the business before it
3 shall be completed. The chairman of the board shall call a
4 meeting of his own volition or on receipt of a petition of three
5 members, during periods when the board is in recess.

1 SECTION 3. The municipal police wage board shall be em-
2 powered to set the wage scale for members of municipal police

3 departments throughout the commonwealth in accordance with
4 "Formula A" as contained herein:—

5 FORMULA A

6 FORMULA FOR ASCERTAINING THE PROPER LEVEL OF PAY FOR
7 POLICE OFFICERS IN THE SERVICE OF MUNICIPALITIES
8 IN MASSACHUSETTS.

9 All municipal police officers shall receive the same salary.
10 Fifty per cent of the total cost of municipal police salaries shall
11 be contributed by the commonwealth.

12 *First Factor* — (A): Starting point is the minimum or standard
13 rates of wages paid skilled workers in a wide range of industrial
14 occupations such as electricians, carpenters, painters, brick-
15 layers, truck drivers, printers, tool-makers, etc.

16 TO THIS FACTOR IS ADDED A SECOND FACTOR.

17 *Second Factor* — (B): A percentage of forty-five per cent de-
18 signed to take account of the fact that it is undesirable in a
19 disciplined service that pay should be supplemented directly in
20 the ways now customary in outside employment. This addi-
21 tional factor is intended fully to compensate the police officer
22 for his liability to work in shifts at night, on week ends, and in
23 emergencies without extra payment. It has been stated and
24 we fully agree that "Most policemen prefer that their sense of
25 service to the community should be recognized in a fair and
26 comprehensive rate of pay rather than they should have one
27 eye on the criminal and the other on the clock."

28 TO THIS FACTOR IS ADDED THE THIRD FACTOR.

29 *Third Factor* — (C): This factor takes account of the police
30 officer's value to the community by reason of his duties and re-
31 sponsibilities and of the drawbacks of police life such as exposure
32 to danger, subjection to discipline, and a degree of social segrega-
33 tion. This third factor relates to a thorough judgment, based
34 on a broad evaluation of the police officer's duties and responsi-
35 bilities, of his way of life, his knowledge and professional skill
36 and his physical and personal attributes. This further supple-
37 ment should be twenty-five per cent of the sum of the first two
38 factors — A and B. Sergeants shall receive a salary ten per

39 cent greater than a patrolman. Lieutenants shall receive a sal-
40 ary twenty per cent greater than a patrolman. Captains shall
41 receive a salary thirty per cent greater than a patrolman.
42 Deputy chiefs shall receive a salary fifty per cent greater than
43 a patrolman. Chiefs shall receive a salary one hundred per cent
44 greater than a patrolman. BECAUSE FACTOR A (rates of wages
45 paid to skilled workers in industry) MIGHT VARY THROUGH THE
46 YEARS, EVERY THREE YEARS THERE SHOULD BE A RE-VALUATION
47 OF A POLICEMAN'S SALARY IN ACCORDANCE WITH THIS FORMULA.

1 SECTION 4. Within ten days after a wage scale has been de-
2 termined by the municipal police wage board, the chairman
3 shall cause each city and town treasurer within the common-
4 wealth to be furnished with a copy thereof. Within thirty days
5 of receipt of the wage scale, the treasurer of each city and town
6 shall cause the members of the police department thereof to be
7 compensated according to rank as designated in said wage scale.
8 Funds for the police department personal service account may
9 be derived from current income of the several cities and towns.
10 The treasurer of the commonwealth shall on the fifth day of
11 January and on the fifth day of July each year cause the treasury
12 of each city and town to be reimbursed in the sum of fifth per
13 cent of the total wages paid to each member of the police de-
14 partment of said city and town for the complete six month
15 period next prior to said fifth day of January and said fifth day
16 of July.

1 SECTION 5. The revenue for reimbursement of the various
2 city and town treasuries may be obtained from a five per cent
3 tax on the gross earnings of the insurance companies established
4 or doing business within the commonwealth or may be obtained
5 from the tax on gasoline and other motor vehicle fuels.

