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By Mr. Wood of Swampscott, a petition of Richard L. Wood relative to establishing a career incentive pay program for full time police officers in cities and towns. Public Service.

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## The Commonwealth of Massachusetts

In the Year One Thousand Nine Hundred and Seventy.

AN ACT ESTABLISHING A CAREER INCENTIVE PAY PROGRAM FOR REGULAR FULL TIME POLICE OFFICERS IN CITIES AND TOWNS AND PROVIDING FOR REIMBURSEMENTS BY THE COMMONWEALTH.

1 *Whereas*, The deferred operation of this act would tend to  
2 defeat its purpose, which is to provide forthwith for a career  
3 incentive program for the recruitment and retention of well  
4 qualified police department personnel, therefore it is hereby  
5 declared to be an emergency law necessary for the immediate  
6 preservation of the public safety.

*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 in-  
2 serting after section 108K the following four sections: —

3 *Section 108L.* There is hereby established a career incen-  
4 tive pay program offering base salary increases to regular full  
5 time members of the various city and town police departments  
6 as a reward for furthering their education in the field of  
7 police work.

8 *Section 108M.* Police career incentive base salary in-  
9 creases shall be predicated on the accumulation of points  
10 earned in the following manner: one point for each semester  
11 hour credit earned toward a baccalaureate or an associate  
12 degree; one hundred and twenty points for a baccalaureate  
13 degree; sixty points for an associate degree; and one hundred  
14 and fifty points for a master or law degree. All semester cre-  
15 dits and degrees be earned in educational institution approved

16 by the New England Association of Colleges and secondary  
17 schools or the commissioner of education.

18 *Section 108N.* Base salary increases, authorized by sec-  
19 tion one hundred and eight L, for the accumulation of ten  
20 points, a six per cent increase for the accumulation of twenty-  
21 five points, a ten per cent increase for the accumulation of  
22 forty points, a fifteen per cent increase for the accumulation  
23 of sixty points, a twenty per cent increase for the accumula-  
24 tion of one hundred and twenty points, and a thirty per cent  
25 increase for the accumulation of one hundred and fifty points.

26 *Section 108O.* In any city or town in which an increase in  
27 salary of any police officer is necessary to comply with the  
28 provisions of section one hundred and eight L to section one  
29 hundred and eight N, inclusive, such increase shall be paid in  
30 full by the state treasurer upon certification of the commis-  
31 sioner of education. The commissioner of education shall cer-  
32 tify the amount of career incentive pay to be allocated to each  
33 city or town from information filed with the said commis-  
34 sioner, on or before the first day of September by the chief of  
35 police of the various city and town police departments on a  
36 form to be furnished by said commissioner.