

HOUSE No. 909

By Mr. Danovitch of Norwood, petition of Alan Paul Danovitch relative to establishing a career incentive pay program for regular full time police officers in cities and towns. Public Safety.

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
2 inserting 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 depart-
6 ments as a reward for furthering their education in the field
7 of police work.

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

15 and degrees be earned in educational institution approved by
16 the New England Association of Colleges and secondary
17 schools or the commissioner of education.

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

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