

By Mr. Cavanaugh of Medford, petition of William F. Powers (Commissioner of Public Safety) and Paul J. Cavanaugh for legislation to establish a career incentive pay program for regular full time police officers and providing for reimbursements by the Commonwealth. 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 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 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 inserting after section 108 K the following 4 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 the Massachusetts state police, the capitol police and the  
7 metropolitan district commission police, as a reward for  
8 furthering their education in the field of police work.

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

16 and degrees shall be earned in an educational institution ap-  
17 proved by the New England Association of Colleges and  
18 Secondary Schools or the commissioner of education.

19 *Section 108N.* Base salary increases, authorized by section  
20 one hundred and eight L, shall be granted in the following  
21 manner: a three per cent increase for the accumulation of ten  
22 points, a six per cent increase for the accumulation of twenty-  
23 five points, a ten per cent increase for the accumulation of  
24 forty points, a fifteen per cent increase for the accumulation  
25 of sixty points, a twenty per cent increase for the accumula-  
26 tion of one hundred and twenty points, and a thirty per cent  
27 increase for the accumulation of one hundred and fifty points.

28 *Section 108-O.* In any instance in which an increase in sal-  
29 ary of any police officer is necessary to comply with the provi-  
30 sions of section one hundred and eight L to section one hun-  
31 dred and eight N inclusive, such increase shall be paid in full  
32 by the state treasurer upon certification of the commissioner  
33 of education. The commissioner of education shall certify the  
34 amount of career incentive pay to be allocated to the various  
35 police departments from information filed with the said com-  
36 missioner, on or before the first day of September by the chief  
37 of police, or one of similar rank, of the various city and town  
38 police departments, by the commissioner of public safety for  
39 the state police, by the commissioner of the metropolitan dis-  
40 trict commission for the metrolopitan district commission  
41 police, and by the chief of the capitol police on a form to be  
42 furnished by the commissioner of education.