

By Mr. Collins of Amherst, petition of the International Brotherhood of Police Officers, James G. Collins and John W. Olver that campus police officers employed by the University of Massachusetts be included under the career incentive pay program. Public Service.

**The Commonwealth of Massachusetts**

In the Year One Thousand Nine Hundred and Eighty.

AN ACT TO INCLUDE CAMPUS POLICE OFFICERS, EMPLOYED BY THE UNIVERSITY OF MASSACHUSETTS, UNDER THE CAREER INCENTIVE PAY PROGRAM, SO-CALLED.

*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, Section 108L of the General Laws is hereby amend-  
2 ed by adding thereto the following new words: "and campus police  
3 officers employed by the University of Massachusetts" so that said  
4 Section 108L will read:

5 *Section 108L. Career Incentive Pay Program.*

6 There is hereby established a career incentive pay program  
7 offering base salary increases to regular full-time members of the  
8 various city and town police departments, members of the uni-  
9 formed branch of the division of state police appointed under  
10 section nine A of chapter twenty-two and state police detectives  
11 appointed under section six of chapter twenty-two serving in any  
12 division in the department of public safety, the capitol police, the  
13 metropolitan district commission police, and campus police offic-  
14 ers employed by the University of Massachusetts, as a reward for  
15 furthering their education in the field of police work.

16 Police career incentive base salary increases shall be predicated  
17 on the accumulation of points earned in the following manner: one  
18 point for each semester hour credit earned toward a baccalaureate  
19 or an associate degree; sixty points for an associate degree; one

20 hundred and twenty points for a baccalaureate degree; and one  
21 hundred and fifty points for a degree of master or for a degree in  
22 law; provided, that said credits or degrees were earned in courses  
23 leading towards a degree in law enforcement or any course or  
24 degree program approved by the board of higher education prior  
25 to July 1st, 1976. All semester credits and degrees shall be earned in  
26 an educational institution accredited by the New England Associa-  
27 tion of Colleges and Secondary Schools or by the board of higher  
28 education, and shall be credited for the purpose of determining  
29 points under this section, notwithstanding the date of appointment  
30 of an individual to a position described in the first paragraph of this  
31 section.

32 The board of higher education is hereby authorized and directed  
33 to establish and maintain a list of approved courses leading to a  
34 degree in law enforcement.

35 Basis salary increases authorized by this section shall be granted  
36 in the following manner: a three per cent increase for ten points so  
37 accumulated, a six per cent increase for twenty-five points, a ten  
38 per cent increase for forty points, a fifteen per cent increase for  
39 sixty points, a twenty per cent increase for one hundred and twenty  
40 points, and a thirty per cent increase for one hundred and fifty  
41 points so accumulated.

42 Any city or town which accepts the provisions of this section and  
43 provides career incentive salary increases for police officers shall be  
44 reimbursed by the commonwealth for one half the cost of such  
45 payments upon certification by the board of higher education. The  
46 board of higher education shall certify the amount of reimburse-  
47 ment to be paid to such city or town from information filed on or  
48 before September first of each year with said board, on a form  
49 furnished by it, the chief of police, or one of similar rank, of the city  
50 or town police department. The board of higher education shall  
51 also certify the amount of the carer incentive salary increases to be  
52 allocated to the members of the uniformed branch of the division  
53 of state police appointed under section nine A of chapter twenty-  
54 two and state police detectives appointed under section six of  
55 chapter twenty-two serving in any division in the department of  
56 public safety, the capitol police and the metropolitan district com-

57 mission police and campus police officers employed by the Univer-  
58 sity of Massachusetts from information filed with said board on or  
59 before September first of each year by the commissioner of public  
60 safety for the members of the uniformed branch of the division of  
61 state police appointed under section nine A of chapter twenty-two  
62 and state police detectives appointed under section six of chapter  
63 twenty-two serving in any division in the department of public  
64 safety, by the commissioner of the metropolitan district commis-  
65 sion for the metropolitan district commission police, by the chief of  
66 the capitol police for the capitol police and by the chief of the  
67 campus police for the campus police officers at the University of  
68 Massachusetts. Said information shall be filed on a form to be  
69 furnished by the board of higher education.

70 Notwithstanding the provisions of this section, no such regular  
71 full-time police officer shall be entitled to such pay increase for  
72 points earned after September 1st, 1976; provided, however, that  
73 such police officer who is certified as of September 1st, 1976 in the  
74 police career incentive program leading to a degree in law enforce-  
75 ment shall only be granted further base salary increases of fifteen  
76 per cent for an associate's degree in law enforcement, or sixty  
77 points earned toward a baccalaureate degree in law enforcement, a  
78 twenty per cent increase for a baccalaureate degree in law enforce-  
79 ment, a thirty per cent increase for a master's degree in law enforce-  
80 ment or for a degree in law; or any police officer enrolled in any  
81 course or degree program approved by the board of higher educa-  
82 tion, prior to July 1st, 1976, shall only be granted further base  
83 salary increases of fifteen per cent for an associate's degree or sixty  
84 points earned toward a baccalaureate degree, a twenty per cent  
85 increase for a baccalaureate degree, and a thirty per cent increase  
86 for a master's degree or for a degree in law, provided further, that  
87 such percentage increase shall in total, including any previously  
88 earned increase, not exceed fifteen per cent for an associate's  
89 degree or sixty points earned toward a baccalaureate degree,  
90 twenty per cent for a baccalaureate degree, and thirty per cent for a  
91 master's degree or for a degree in law, provided further, that any  
92 regular full-time police officer commencing such incentive pay  
93 program after September 1st, 1976 shall be granted a base salary

94 increase of ten per cent upon attaining an associate's degree in law  
95 enforcement or sixty points earned to a baccalaureate degree in  
96 law enforcement, a twenty per cent increase upon attaining a  
97 baccalaureate degree in law enforcement, and a twenty-five per  
98 cent increase upon attaining a master's degree in law enforcement  
99 or for a degree in law.