

HOUSE No. 2545

The Commonwealth of Massachusetts

PRESENTED BY:

Timothy R. Whelan and Sean Garballey

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act relevant to the diverse recruitment and reform of the Massachusetts State Police.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>Timothy R. Whelan</i>	<i>1st Barnstable</i>	<i>2/4/2021</i>
<i>Sean Garballey</i>	<i>23rd Middlesex</i>	<i>2/8/2021</i>
<i>Joseph D. McKenna</i>	<i>18th Worcester</i>	<i>2/8/2021</i>
<i>Steven G. Xiarhos</i>	<i>5th Barnstable</i>	<i>2/8/2021</i>
<i>Christopher Hendricks</i>	<i>11th Bristol</i>	<i>2/8/2021</i>
<i>Alan Silvia</i>	<i>7th Bristol</i>	<i>2/8/2021</i>
<i>Susannah M. Whipps</i>	<i>2nd Franklin</i>	<i>2/8/2021</i>
<i>James K. Hawkins</i>	<i>2nd Bristol</i>	<i>2/9/2021</i>
<i>Steven S. Howitt</i>	<i>4th Bristol</i>	<i>2/10/2021</i>
<i>Patrick Joseph Kearney</i>	<i>4th Plymouth</i>	<i>2/22/2021</i>
<i>Carmine Lawrence Gentile</i>	<i>13th Middlesex</i>	<i>2/23/2021</i>
<i>David Allen Robertson</i>	<i>19th Middlesex</i>	<i>2/25/2021</i>
<i>Jonathan D. Zlotnik</i>	<i>2nd Worcester</i>	<i>2/26/2021</i>
<i>Tami L. Gouveia</i>	<i>14th Middlesex</i>	<i>4/2/2021</i>
<i>Patrick M. O'Connor</i>	<i>Plymouth and Norfolk</i>	<i>5/5/2021</i>

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By Messrs. Whelan of Brewster and Garballey of Arlington, a petition (accompanied by bill, House, No. 2545) of Timothy R. Whelan, Sean Garballey and others for legislation to establish a career incentive pay program within the Department of State Police to incentivize the further education of current officers and recruit diverse candidates. Public Safety and Homeland Security.

The Commonwealth of Massachusetts

**In the One Hundred and Ninety-Second General Court
(2021-2022)**

An Act relevant to the diverse recruitment and reform of the Massachusetts State Police.

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: Section 22C of the General Laws is hereby amending by adding the
2 following new section:

3 Section XX. There is hereby established a career incentive pay program offering base
4 salary increases to regular full-time members of the state police department as an incentive for
5 furthering the education of current officers and recruiting diverse candidates to the state police
6 through future recruitment and the cadet program. This section shall not apply to officers
7 currently receiving career incentive pay for educational degrees under any other program or law.

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

12 or for a degree in law. All semester credits and degrees shall be earned in an accredited
13 educational institution and shall be credited for the purpose of determining points under this
14 section, notwithstanding the date of appointment of an individual to a position described in the
15 first paragraph of this section. Only graduates of: (1) an accredited degree program offered by
16 an institution of higher learning in order to ensure diverse educational backgrounds of current
17 and future officers, or (2) accredited law schools and who have passed the Massachusetts bar
18 examination shall be eligible for the police career incentive pay program.

19 Base salary increases authorized by this section shall be granted in the following manner:
20 a ten per cent increase for sixty points, a twenty per cent increase for one hundred and twenty
21 points, and a twenty-five per cent increase for one hundred and fifty points so accumulated.