

**HOUSE . . . . . No. 2353**

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The Commonwealth of Massachusetts

PRESENTED BY:

*Michael P. Kushmerek 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 relative to the equality of wage and recruitment of the Massachusetts State Police.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>Michael P. Kushmerek</i>	<i>3rd Worcester</i>	<i>1/19/2023</i>
<i>Sean Garballey</i>	<i>23rd Middlesex</i>	<i>1/19/2023</i>
<i>Rodney M. Elliott</i>	<i>16th Middlesex</i>	<i>1/19/2023</i>
<i>Jessica Ann Giannino</i>	<i>16th Suffolk</i>	<i>1/27/2023</i>
<i>Carol A. Doherty</i>	<i>3rd Bristol</i>	<i>2/6/2023</i>
<i>Patrick Joseph Kearney</i>	<i>4th Plymouth</i>	<i>2/16/2023</i>
<i>Brian W. Murray</i>	<i>10th Worcester</i>	<i>2/17/2023</i>
<i>Edward R. Philips</i>	<i>8th Norfolk</i>	<i>3/22/2023</i>
<i>Carmine Lawrence Gentile</i>	<i>13th Middlesex</i>	<i>3/23/2023</i>
<i>William C. Galvin</i>	<i>6th Norfolk</i>	<i>3/23/2023</i>
<i>Christopher Hendricks</i>	<i>11th Bristol</i>	<i>3/23/2023</i>
<i>Paul McMurtry</i>	<i>11th Norfolk</i>	<i>3/23/2023</i>
<i>Steven George Xiarhos</i>	<i>5th Barnstable</i>	<i>3/23/2023</i>
<i>Simon Cataldo</i>	<i>14th Middlesex</i>	<i>3/23/2023</i>
<i>David Allen Robertson</i>	<i>19th Middlesex</i>	<i>3/24/2023</i>
<i>Steven S. Howitt</i>	<i>4th Bristol</i>	<i>3/24/2023</i>
<i>David F. DeCoste</i>	<i>5th Plymouth</i>	<i>3/26/2023</i>
<i>Patrick M. O'Connor</i>	<i>First Plymouth and Norfolk</i>	<i>3/29/2023</i>

<i>Jeffrey Rosario Turco</i>	<i>19th Suffolk</i>	<i>3/30/2023</i>
<i>Adrian C. Madaro</i>	<i>1st Suffolk</i>	<i>3/30/2023</i>
<i>Norman J. Orrall</i>	<i>12th Bristol</i>	<i>4/6/2023</i>
<i>Tackey Chan</i>	<i>2nd Norfolk</i>	<i>4/20/2023</i>
<i>Bradley H. Jones, Jr.</i>	<i>20th Middlesex</i>	<i>5/1/2023</i>
<i>Francisco E. Paulino</i>	<i>16th Essex</i>	<i>5/11/2023</i>

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By Representatives Kushmerek of Fitchburg and Garballey of Arlington, a petition (accompanied by bill, House, No. 2353) of Michael P. Kushmerek, Sean Garballey and others relative to the equality of wage and recruitment of the State Police. Public Safety and Homeland Security.

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The Commonwealth of Massachusetts

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**In the One Hundred and Ninety-Third General Court  
(2023-2024)**  
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An Act relative to the equality of wage and recruitment 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 22C of the General Laws is hereby amending by adding the following new  
2 section:

3 Section XX. There is hereby reestablish 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 In order to rectify an equity issue on the State Police, the police career incentive base  
9 salary increases shall equal the already existing incentive and be predicated on the accumulation  
10 of points earned in the following manner: one point for each semester hour credit earned toward  
11 a baccalaureate or an associate degree; sixty points for an associate degree; one hundred and

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

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