# **SENATE . . . . . . . . . . . . . . . . . . No. 1584**

### The Commonwealth of Massachusetts

#### PRESENTED BY:

#### Michael F. Rush

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 diverse recruitment and reform of the Massachusetts State Police.

#### PETITION OF:

NAME:	DISTRICT/ADDRESS:	
Michael F. Rush	Norfolk and Suffolk	
Paul McMurtry	11th Norfolk	2/8/2023

## **SENATE** . . . . . . . . . . . . . . . . No. 1584

By Mr. Rush, a petition (accompanied by bill, Senate, No. 1584) of Michael F. Rush and Paul McMurtry for legislation relative to the diverse recruitment and reform of the Massachusetts State Police. Public Safety and Homeland Security.

# [SIMILAR MATTER FILED IN PREVIOUS SESSION SEE SENATE, NO. 1641 OF 2021-2022.]

### The Commonwealth of Massachusetts

In the One Hundred and Ninety-Third General Court (2023-2024)

An Act relative 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 22C of the General Laws is hereby amending by adding the following new

2 section:

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

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