

HOUSE No. 2973

The Commonwealth of Massachusetts

PRESENTED BY:

Priscila S. Sousa

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 relating to fair compensation for bilingual police officers.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>Priscila S. Sousa</i>	<i>6th Middlesex</i>	<i>1/15/2025</i>

HOUSE No. 2973

By Representative Sousa of Framingham, a petition (accompanied by bill, House, No. 2973) of Priscila S. Sousa relative to compensation for bilingual police officers. Public Service.

The Commonwealth of Massachusetts

**In the One Hundred and Ninety-Fourth General Court
(2025-2026)**

An Act relating to fair compensation for bilingual police officers.

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. Chapter 41 of the General Laws, as appearing in the 2022 Official Edition,
2 is hereby amended by inserting after Section 108L, the following section:-

3 Section 108MMMM. There is hereby established a language proficiency pay program
4 offering stipends, salary increase or other monetary incentive to regular full-time members of the
5 various city and town police departments who speak one or more languages in addition to
6 English which are also spoken in the communities they serve as compensation for their linguistic
7 proficiency and contribution to the department within that skillset.

8 Police stipends, salary increase or other monetary incentive within this program shall be
9 predicated on the members with linguistic proficiency in relation to a language spoken within the
10 town or city of the police department. The criteria for establishing language proficiency shall
11 include but shall not be limited to: achieving the minimum school of the applicable World
12 Language Assessment Instrument used for the Massachusetts State Seal of Biliteracy or a

13 comparable metric. Satisfaction to this requirement shall be determined by the chief of police or
14 one of similar rank.

15 Police stipends, salary increase, or other monetary incentive authorized by this section
16 shall be granted within the discretion of the city and town's administration.

17 Any city or town which accepts the provisions of this section and provides career
18 incentive salary increases for police officers shall be reimbursed by the commonwealth for one
19 half the cost of such payments upon certification by the Municipal Police Training Committee.
20 The Municipal Police Training Committee shall certify the amount of such reimbursement to be
21 paid to such city or town from information filed on or before the September first of each year
22 with said committee, on a form furnished by it, the chief of police, or one of similar rank, of the
23 city or town police department. Said information shall be filed on a form to be furnished by the
24 Municipal Police Training Committee.

25 Notwithstanding any other provision of this section to the contrary, the Municipal Police
26 Training Committee shall establish quality guidelines, including but not limited to, standards and
27 review processes.