



General Assembly

February Session, 2026

Raised Bill No. 5455

LCO No. 2453



Referred to Committee on PUBLIC SAFETY AND SECURITY

Introduced by:
(PS)

***AN ACT CONCERNING THE UNIVERSITY OF CONNECTICUT
SPECIAL POLICE FORCES AND FIRE DEPARTMENT.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective from passage*) (a) Not later than July 1, 2027,
2 the president of The University of Connecticut shall establish a
3 recruitment and retention program for The University of Connecticut
4 special police forces and fire department to address critical staffing
5 shortages and high resignation rates. As part of such program, the
6 president of The University of Connecticut shall develop: (1) Salary
7 schedules for all sworn members of the university's special police forces
8 and fire department, and (2) an education benefit to reward such
9 members' long-term commitment and acquisition of institutional
10 knowledge critical to higher education and hospital environments.

11 (b) (1) The salary schedules described in subdivision (1) of subsection
12 (a) of this section shall: (A) Align the compensation rates of the sworn
13 members of the university's special police forces and fire department
14 with the compensation rates of members of comparable municipal and
15 state law enforcement and fire service agencies to eliminate any pay

16 disparities between the members of such agencies and the sworn
17 members of the university's special police forces and fire department,
18 and (B) eliminate any significant step overlaps between ranks to ensure
19 that supervisors do not earn less than the personnel they supervise.

20 (2) The president shall provide the salary schedules developed
21 pursuant to subdivision (1) of this subsection to the collective
22 bargaining unit representing the sworn members of the university's
23 special police forces and fire department. Such salary schedules shall:
24 (A) Be a mandatory subject of the collective bargaining negotiations
25 between The University of Connecticut and such collective bargaining
26 unit that next take place after the president provides such salary
27 schedules to the collective bargaining unit, and (B) serve as baseline
28 salary schedules for subsequent collective bargaining negotiations
29 between The University of Connecticut and such collective bargaining
30 unit.

31 (c) (1) The president of The University of Connecticut shall develop
32 the parameters of the education benefit described in subdivision (2) of
33 subsection (a) of this section. Such parameters: (A) May include, but
34 need not be limited to, tuition reimbursement or university fee waivers,
35 and (B) shall (i) include, but need not be limited to, the required years
36 of service for eligibility, and (ii) allow dependents of the sworn members
37 of the university's special police forces and fire department to be eligible
38 for such education benefit, under terms and conditions established by
39 the president.

40 (2) The president shall provide the parameters of the education
41 benefit developed pursuant to subdivision (1) of this subsection to the
42 Commissioner of Administrative Services. Notwithstanding the
43 provisions of any applicable collective bargaining agreement or chapter
44 68 of the general statutes, upon receipt of such parameters from the
45 president, the commissioner shall implement the education benefit
46 without modification.

47 Sec. 2. (NEW) (*Effective from passage*) (a) Not later than January 1, 2027,
48 and annually thereafter, the president of The University of Connecticut
49 shall submit a report, in accordance with the provisions of section 11-4a
50 of the general statutes, on the recruitment and retention status of the
51 university's special police forces and fire department to the joint
52 standing committees of the General Assembly having cognizance of
53 matters relating to public safety and security and higher education and
54 employment advancement and to the Board of Trustees of The
55 University of Connecticut. Such report shall include, but need not be
56 limited to, for both the special police forces and the fire department: (1)
57 The total number of authorized positions compared to filled positions,
58 including a breakdown of any vacancies due to unfilled positions,
59 personnel being in academy training or field training or personnel being
60 on administrative, military or medical leave, (2) the total number of any
61 resignations, retirements and terminations that occurred during the
62 preceding year, including the average seniority of departing personnel,
63 (3) a detailed assessment of the forces' or department's ability to provide
64 mandated coverage at all applicable campuses and facilities, and (4) an
65 analysis of the financial impact of any costs incurred to train and recruit
66 personnel who resign within five years of being hired.

67 Sec. 3. Subsection (d) of section 10a-156b of the general statutes is
68 repealed and the following is substituted in lieu thereof (*Effective from*
69 *passage*):

70 (d) [The] Notwithstanding the provisions of chapter 68, the president
71 of The University of Connecticut shall establish classifications for the
72 special police forces positions for The University of Connecticut at Storrs
73 and its several campuses, including The University of Connecticut
74 Health Center in Farmington, using objective job-related criteria,
75 including, but not limited to: (1) Knowledge and skill required to carry
76 out the duties of each position, including the skill required (A) in high-
77 density campus environments, (B) to provide student-focused
78 community outreach services, and (C) to provide specialized emergency
79 services within The University of Connecticut Health Center in

80 Farmington, (2) mental and physical effort required to carry out the
81 duties of each position, [and] (3) the level of accountability assigned to
82 each position, and (4) the responsibilities associated with exercising
83 jurisdiction at multiple campuses throughout the state. The president
84 shall establish and administer all necessary examinations for such
85 special police forces.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section
Sec. 2	<i>from passage</i>	New section
Sec. 3	<i>from passage</i>	10a-156b(d)

Statement of Purpose:

To (1) require the president of The University of Connecticut to (A) establish a recruitment and retention program for The University of Connecticut special police forces and fire department, and (B) submit a report on the recruitment and retention status of said special police forces and fire department, and (2) modify certain provisions relating to the establishment of classifications for said special police forces by said president.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]