



General Assembly

**Substitute Bill No. 5455**

February Session, 2026



**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 all members of the fire department, and (2) an education benefit to  
9 reward such members' long-term commitment and acquisition of  
10 institutional knowledge critical to higher education and hospital  
11 environments.

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

20 overlaps between ranks to ensure that supervisors do not earn less than  
21 the personnel they supervise.

22 (2) The president shall provide the salary schedules developed  
23 pursuant to subdivision (1) of this subsection to the Office of Labor  
24 Relations and the collective bargaining unit representing the sworn  
25 members of the university's special police forces and the members of the  
26 fire department. Such salary schedules: (A) Shall be a mandatory subject  
27 of the negotiations between the Office of Labor Relations and such  
28 collective bargaining unit (i) relating to salary, including, but not limited  
29 to, any wage reopener, and (ii) next occurring after the president has  
30 provided such salary schedules to said office and the collective  
31 bargaining unit, and (B) may be a subject of any negotiations between  
32 the Office of Labor Relations and such collective bargaining unit  
33 occurring after the president has provided such salary schedules to said  
34 office and the collective bargaining unit, but before the negotiations  
35 described in subparagraph (A) of this subdivision, by mutual agreement  
36 of said office and such bargaining unit.

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

46 (2) The president shall provide the parameters of the education  
47 benefit developed pursuant to subdivision (1) of this subsection to the  
48 Commissioner of Administrative Services. Notwithstanding the  
49 provisions of any applicable collective bargaining agreement or chapter  
50 68 of the general statutes, upon receipt of such parameters from the  
51 president, the commissioner shall implement the education benefit  
52 without modification.

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

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

76       (d) [The] Notwithstanding the provisions of chapter 68, the president  
77 of The University of Connecticut shall establish classifications for the  
78 special police forces positions for The University of Connecticut at Storrs  
79 and its several campuses, including The University of Connecticut  
80 Health Center in Farmington, using objective job-related criteria,  
81 including, but not limited to: (1) Knowledge and skill required to carry  
82 out the duties of each position, including the skill required (A) in high-  
83 density campus environments, (B) to provide student-focused  
84 community outreach services, and (C) to provide specialized emergency  
85 services within The University of Connecticut Health Center in  
86 Farmington, (2) mental and physical effort required to carry out the

87 duties of each position, [and] (3) the level of accountability assigned to  
88 each position, and (4) the responsibilities associated with exercising  
89 jurisdiction at multiple campuses throughout the state. The president  
90 shall establish and administer all necessary examinations for such  
91 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)

**PS**            *Joint Favorable Subst.*

**HED**          *Joint Favorable*