

E2SHB 2872 - S AMD 741

By Senators King, Hobbs

ADOPTED 03/08/2016

1 Strike everything after the enacting clause and insert the
2 following:

3 "NEW SECTION. **Sec. 1.** It is the intent of the legislature to
4 recruit and retain the highest qualified commissioned officers of the
5 Washington state patrol appointed under RCW 43.43.020. The "Joint
6 Transportation Committee Recruitment and Retention Study" dated
7 January 7, 2016, outlines several recommendations to fulfill this
8 intent. The study recommendations were broken down into several
9 areas, with the Washington state patrol, office of financial
10 management, select committee on pension policy, and the legislature
11 all supporting their respective authorizations and control over their
12 respective areas of responsibility and accountability. It is also the
13 intent of the legislature in the 2017-2019 fiscal biennium to
14 increase the thirty dollar vehicle license fee distribution to the
15 state patrol for the salaries and benefits of state patrol officers,
16 including troopers, sergeants, lieutenants, and captains, and make
17 adjustments as needed in the 2019-2021 fiscal biennium.

18 **Sec. 2.** RCW 46.68.030 and 2015 3rd sp.s. c 43 s 601 are each
19 amended to read as follows:

20 (1) The director shall forward all fees for vehicle registrations
21 under chapters 46.16A and 46.17 RCW, unless otherwise specified by
22 law, to the state treasurer with a proper identifying detailed
23 report. The state treasurer shall credit these moneys to the motor
24 vehicle fund created in RCW 46.68.070.

25 (2) Proceeds from vehicle license fees and renewal vehicle
26 license fees must be deposited by the state treasurer as follows:

27 (a) (~~(\$20.35)~~) \$23.60 of each initial or renewal vehicle license
28 fee must be deposited in the state patrol highway account in the
29 motor vehicle fund, hereby created. Vehicle license fees, renewal
30 vehicle license fees, and all other funds in the state patrol highway
31 account must be for the sole use of the Washington state patrol for

1 highway activities of the Washington state patrol, subject to proper
2 appropriations and reappropriations.

3 (b) \$2.02 of each initial vehicle license fee and \$0.93 of each
4 renewal vehicle license fee must be deposited each biennium in the
5 Puget Sound ferry operations account.

6 (c) Any remaining amounts of vehicle license fees and renewal
7 vehicle license fees that are not distributed otherwise under this
8 section must be deposited in the motor vehicle fund.

9 (3) During the 2015-2017 fiscal biennium, the legislature may
10 transfer from the state patrol highway account to the connecting
11 Washington account such amounts as reflect the excess fund balance of
12 the state patrol highway account.

13 NEW SECTION. **Sec. 3.** (1) The office of financial management
14 must perform an organization study through a third-party independent
15 consultant to implement the changes in the "Joint Transportation
16 Committee Recruitment and Retention Study" dated January 7, 2016,
17 affecting each organization in the study. Washington state patrol
18 management must work actively with the independent consultant to
19 implement the recommended changes. An implementation report must be
20 delivered to the transportation committees of the house of
21 representatives and senate by September 1, 2016.

22 (2) The Washington state patrol must develop an action plan and
23 implementation strategy for each of the recommendations that are
24 outlined in the study with a report due to the transportation
25 committees of the house of representatives and senate by November 15,
26 2016.

27 (3) The select committee on pension policy must review the
28 pension-related items in the study and make recommendations to the
29 governor's office and the legislature by November 1, 2016, on pension
30 policy that will assist in recruiting and retaining state patrol
31 commissioned officers.

32 NEW SECTION. **Sec. 4.** Effective July 1, 2016, Washington state
33 patrol troopers, sergeants, lieutenants, and captains must receive a
34 one-time five percent compensation increase. The pay increase must be
35 based on the commissioned salary schedule that is effective July 1,
36 2016.

1 **Sec. 5.** RCW 43.43.380 and 1965 c 8 s 43.43.380 are each amended
2 to read as follows:

3 The minimum monthly salary paid to state patrol (~~officers shall~~
4 ~~be as follows: Officers, three hundred dollars; staff or technical~~
5 ~~sergeants, three hundred twenty five dollars; line sergeants, three~~
6 ~~hundred fifty dollars; lieutenants, three hundred seventy five~~
7 ~~dollars; captains, four hundred twenty five dollars~~) troopers and
8 sergeants on July 1, 2017, must be competitive with law enforcement
9 agencies within the boundaries of the state of Washington, guided by
10 the results of a survey undertaken in the collective bargaining
11 process during 2016. The salary levels on July 1, 2017, must be
12 guided by the average of compensation paid to the corresponding rank
13 from the Seattle police department, King county sheriff's office,
14 Tacoma police department, Snohomish county sheriff's office, Spokane
15 police department, and Vancouver police department. Compensation must
16 be calculated using base salary, premium pay (a pay received by more
17 than a majority of employees), education pay, and longevity pay. The
18 compensation comparison data is based on the Washington state patrol
19 and the law enforcement agencies listed in this section as of July 1,
20 2016. Increases in salary levels for captains and lieutenants that
21 are collectively bargained must be proportionate to the increases in
22 salaries for troopers and sergeants as a result of the survey
23 described in this section.

24 NEW SECTION. **Sec. 6.** A new section is added to chapter 43.43
25 RCW to read as follows:

26 During the 2017-2019 collective bargaining process, the office of
27 financial management, the Washington state patrol troopers
28 association, and the Washington state patrol lieutenants association
29 must evaluate regional differences in the cost of living to determine
30 areas of the state where geographic pay may be needed. The
31 negotiators must implement regional compensation adjustments, as
32 appropriate.

33 NEW SECTION. **Sec. 7.** A new section is added to chapter 43.43
34 RCW to read as follows:

35 To ensure that it is adequately and thoroughly reaching potential
36 recruits, the Washington state patrol must develop a comprehensive
37 outreach and marketing strategic plan that expands on the success of
38 current strategies and looks for ways to tap into groups or

1 individuals that do not currently show an interest in the state
2 patrol or law enforcement as a career. The plan must include, but is
3 not limited to, expanding marketing and outreach efforts online and
4 through other media outlets and expanding recruitment relationships
5 in respective communities. The plan must also include polling
6 applicants about their application. Results from the polling must be
7 tracked to determine the success of each outreach method.

8 NEW SECTION. **Sec. 8.** Section 2 of this act takes effect July 1,
9 2017."

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10 On page 1, line 2 of the title, after "officers;" strike the
11 remainder of the title and insert "amending RCW 46.68.030 and
12 43.43.380; adding new sections to chapter 43.43 RCW; creating new
13 sections; and providing an effective date."

EFFECT: (1) Implements a five percent pay increase for troopers,
sergeants, lieutenants, and captains effective July 1, 2016.

(2) Increases the distribution of the thirty dollar vehicle
license fee to the State Patrol Highway Account by \$3.25 effective
July 1, 2017.

(3) Requires salaries for troopers and sergeants on July 1, 2017,
be guided by a salary survey on six local law enforcement agencies.

(4) Requires that increases in salary levels for captains and
lieutenants that are collectively bargained must be proportionate to
the increases in salaries for troopers and sergeants.

(5) Directs OFM, and relevant trooper and officer associations,
to evaluate the regional differences in the cost of living for
determining where geographic pay is needed.

(6) Removes emergency clause.

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