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ENGROSSED SECOND SUBSTITUTE HOUSE BILL 2872

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State of Washington

64th Legislature

2016 Regular Session

By House Appropriations (originally sponsored by Representatives Fey, Hayes, Clibborn, Moscoso, Rodne, Tarleton, Kilduff, Muri, Fitzgibbon, Appleton, Stokesbary, Stanford, Griffey, Senn, Bergquist, S. Hunt, Ortiz-Self, Gregerson, and Ormsby)

READ FIRST TIME 02/29/16.

1 AN ACT Relating to the recruitment and retention of Washington  
2 state patrol commissioned officers; amending RCW 43.43.380; adding a  
3 new section to chapter 43.43 RCW; creating new sections; and  
4 declaring an emergency.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

6 NEW SECTION. **Sec. 1.** It is the intent of the legislature to  
7 recruit and retain the highest qualified commissioned officers of the  
8 Washington state patrol appointed under RCW 43.43.020. The "Joint  
9 Transportation Committee Recruitment and Retention Study" dated  
10 January 7, 2016, outlines several recommendations to fulfill this  
11 intent. The study recommendations were broken down into several  
12 areas, with the Washington state patrol, office of financial  
13 management, select committee on pension policy, and the legislature  
14 all supporting their respective authorizations and control over their  
15 respective areas of responsibility and accountability.

16 NEW SECTION. **Sec. 2.** (1) The office of financial management  
17 must perform an organization study through a third-party independent  
18 consultant to implement the changes in the "Joint Transportation  
19 Committee Recruitment and Retention Study" dated January 7, 2016,  
20 affecting each organization in the study. Washington state patrol

1 management must work actively with the independent consultant to  
2 implement the recommended changes. An implementation report must be  
3 delivered to the transportation committees of the house of  
4 representatives and senate by September 1, 2016.

5 (2) The Washington state patrol must develop an action plan and  
6 implementation strategy for each of the recommendations that are  
7 outlined in the study with a report due to the transportation  
8 committees of the house of representatives and senate by November 15,  
9 2016.

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

15 (4) The legislature, in support of the study, must provide  
16 different funding options to start implementing the study  
17 recommendations.

18 **Sec. 3.** RCW 43.43.380 and 1965 c 8 s 43.43.380 are each amended  
19 to read as follows:

20 The minimum monthly salary paid to (~~state patrol officers~~  
21 ~~shall~~) troopers and sergeants must be (~~as follows: Officers, three~~  
22 ~~hundred dollars; staff or technical sergeants, three hundred twenty-~~  
23 ~~five dollars; line sergeants, three hundred fifty dollars;~~  
24 ~~lieutenants, three hundred seventy five dollars; captains, four~~  
25 ~~hundred twenty five dollars~~) competitive with law enforcement  
26 agencies within the boundaries of the state of Washington effective  
27 July 1, 2016. The salary levels on July 1, 2016, must be the average  
28 of compensation paid to the corresponding rank from the Seattle  
29 police department, King county sheriff's office, Tacoma police  
30 department, Snohomish county sheriff's office, Spokane police  
31 department, and Vancouver police department. Compensation must be  
32 calculated using base salary, premium pay (a pay received by more  
33 than a majority of employees), education pay, and longevity pay. The  
34 collective bargaining units of the Washington state patrol and the  
35 office of financial management must open up collective bargaining on  
36 the effective date of this section and agree upon an addendum to the  
37 existing contract to implement this section with funds provided by  
38 the legislature in the 2016 omnibus transportation appropriations act  
39 solely for the implementation of this section.

1        NEW SECTION.    **Sec. 4.**    A new section is added to chapter 43.43  
2 RCW to read as follows:

3        To ensure that it is adequately and thoroughly reaching potential  
4 recruits, the Washington state patrol must develop a comprehensive  
5 outreach and marketing strategic plan that expands on the success of  
6 current strategies and looks for ways to tap into groups or  
7 individuals that do not currently show an interest in the state  
8 patrol or law enforcement as a career. The plan must include, but is  
9 not limited to, expanding marketing and outreach efforts online and  
10 through other media outlets and expanding recruitment relationships  
11 in respective communities. The plan must also include polling  
12 applicants about their application. Results from the polling must be  
13 tracked to determine the success of each outreach method.

14        NEW SECTION.    **Sec. 5.**    This act is necessary for the immediate  
15 preservation of the public peace, health, or safety, or support of  
16 the state government and its existing public institutions, and takes  
17 effect immediately.

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