

CERTIFICATION OF ENROLLMENT  
**ENGROSSED SECOND SUBSTITUTE HOUSE BILL 2872**

64th Legislature  
2016 Regular Session

Passed by the House March 9, 2016  
Yeas 92 Nays 4

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**Speaker of the House of Representatives**

Passed by the Senate March 8, 2016  
Yeas 47 Nays 1

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**President of the Senate**

Approved

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**Governor of the State of Washington**

CERTIFICATE

I, Barbara Baker, Chief Clerk of the House of Representatives of the State of Washington, do hereby certify that the attached is **ENGROSSED SECOND SUBSTITUTE HOUSE BILL 2872** as passed by House of Representatives and the Senate on the dates hereon set forth.

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**Chief Clerk**

FILED

**Secretary of State  
State of Washington**

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ENGROSSED SECOND SUBSTITUTE HOUSE BILL 2872

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AS AMENDED BY THE SENATE

Passed Legislature - 2016 Regular Session

**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 46.68.030 and  
3 43.43.380; adding new sections to chapter 43.43 RCW; creating new  
4 sections; and providing an effective date.

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. It is also the  
16 intent of the legislature in the 2017-2019 fiscal biennium to  
17 increase the thirty dollar vehicle license fee distribution to the  
18 state patrol for the salaries and benefits of state patrol officers,  
19 including troopers, sergeants, lieutenants, and captains, and make  
20 adjustments as needed in the 2019-2021 fiscal biennium.

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

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

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

10       (a) (~~(\$20.35)~~) \$23.60 of each initial or renewal vehicle license  
11 fee must be deposited in the state patrol highway account in the  
12 motor vehicle fund, hereby created. Vehicle license fees, renewal  
13 vehicle license fees, and all other funds in the state patrol highway  
14 account must be for the sole use of the Washington state patrol for  
15 highway activities of the Washington state patrol, subject to proper  
16 appropriations and reappropriations.

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

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

23       (3) During the 2015-2017 fiscal biennium, the legislature may  
24 transfer from the state patrol highway account to the connecting  
25 Washington account such amounts as reflect the excess fund balance of  
26 the state patrol highway account.

27       NEW SECTION.   **Sec. 3.** (1) The office of financial management  
28 must perform an organization study through a third-party independent  
29 consultant to implement the changes in the "Joint Transportation  
30 Committee Recruitment and Retention Study" dated January 7, 2016,  
31 affecting each organization in the study. Washington state patrol  
32 management must work actively with the independent consultant to  
33 implement the recommended changes. An implementation report must be  
34 delivered to the transportation committees of the house of  
35 representatives and senate by September 1, 2016.

36       (2) The Washington state patrol must develop an action plan and  
37 implementation strategy for each of the recommendations that are  
38 outlined in the study with a report due to the transportation

1 committees of the house of representatives and senate by November 15,  
2 2016.

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

8 NEW SECTION. **Sec. 4.** Effective July 1, 2016, Washington state  
9 patrol troopers, sergeants, lieutenants, and captains must receive a  
10 one-time five percent compensation increase. The pay increase must be  
11 based on the commissioned salary schedule that is effective July 1,  
12 2016.

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

15 The minimum monthly salary paid to state patrol (~~officers shall~~  
16 ~~be as follows: Officers, three hundred dollars; staff or technical~~  
17 ~~sergeants, three hundred twenty five dollars; line sergeants, three~~  
18 ~~hundred fifty dollars; lieutenants, three hundred seventy five~~  
19 ~~dollars; captains, four hundred twenty five dollars)) troopers and  
20 sergeants on July 1, 2017, must be competitive with law enforcement  
21 agencies within the boundaries of the state of Washington, guided by  
22 the results of a survey undertaken in the collective bargaining  
23 process during 2016. The salary levels on July 1, 2017, must be  
24 guided by the average of compensation paid to the corresponding rank  
25 from the Seattle police department, King county sheriff's office,  
26 Tacoma police department, Snohomish county sheriff's office, Spokane  
27 police department, and Vancouver police department. Compensation must  
28 be calculated using base salary, premium pay (a pay received by more  
29 than a majority of employees), education pay, and longevity pay. The  
30 compensation comparison data is based on the Washington state patrol  
31 and the law enforcement agencies listed in this section as of July 1,  
32 2016. Increases in salary levels for captains and lieutenants that  
33 are collectively bargained must be proportionate to the increases in  
34 salaries for troopers and sergeants as a result of the survey  
35 described in this section.~~

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

1 During the 2017-2019 collective bargaining process, the office of  
2 financial management, the Washington state patrol troopers  
3 association, and the Washington state patrol lieutenants association  
4 must evaluate regional differences in the cost of living to determine  
5 areas of the state where geographic pay may be needed. The  
6 negotiators must implement regional compensation adjustments, as  
7 appropriate.

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

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

21 NEW SECTION. **Sec. 8.** Section 2 of this act takes effect July 1,  
22 2017.

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