
**Community Safety, Justice, & Reentry
Committee**

HB 1380

Brief Description: Providing funding for the recruitment, retention, and support of law enforcement officers.

Sponsors: Representatives Stokesbary, Robertson, Barnard, Couture, Hutchins, Jacobsen, Eslick, Christian, Barkis, Schmidt and Volz.

Brief Summary of Bill

- Requires the Criminal Justice Training Commission and the Washington Association of Sheriffs and Police Chiefs to develop, implement, and expand programs for law enforcement professional development outreach, retention, and support for the purpose of encouraging more candidates to seek and retain careers in local law enforcement.
- Requires the Washington Association of Sheriffs and Police Chiefs to contract with a consultant to study and report on the funding and staffing levels of local law enforcement agencies.
- Requires the Washington State Patrol and the Washington Department of Fish and Wildlife to develop and implement outreach and retention programs.

Hearing Date: 1/30/23

Staff: Jim Morishima (786-7191).

Background:

The Criminal Justice Training Commission.

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not part of the legislation nor does it constitute a statement of legislative intent.

The Criminal Justice Training Commission (CJTC) provides education and training to law enforcement and correctional officers, including the Basic Law Enforcement Academy and the Corrections Officer Academy. The CJTC also has the authority to certify and decertify peace officers and corrections officers.

The Washington Association of Sheriffs and Police Chiefs.

The Washington Association of Sheriffs and Police Chiefs (WASPC) is a combination of units of local governments representing law enforcement agencies statewide. The WASPC's responsibilities include administering grants relating to law enforcement activity.

The Washington State Patrol.

The Washington State Patrol (WSP) is responsible for traffic law enforcement, collision investigation, criminal interdiction, terrorism prevention, and motorist assistance on the interstate and state highway systems. The WSP recruits and trains its own officers and is a general authority law enforcement agency.

The Washington Department of Fish and Wildlife.

The stated mission of the Washington Department of Fish and Wildlife (WDFW) is to preserve, protect, perpetuate, and manage the wildlife and food fish, game fish, and shellfish in state waters and offshore waters. The WDFW is a general authority law enforcement agency and employs officers to Washington Department of Fish and Wildlife Police enforce laws and regulations related to human-wildlife conflict, hunting and fishing, and the protection of fish, wildlife, and habitats.

Summary of Bill:

The Criminal Justice Training Commission.

The Criminal Justice Training Commission (CJTC), in conjunction with the Washington Association of Sheriffs and Police Chiefs (WASPC), must develop, implement, and expand programs for law enforcement professional development outreach, retention, and support for the purpose of encouraging more candidates to seek and retain careers in local law enforcement.

Beginning no later than December 1, 2023, the CJTC must award one-time law enforcement new-hire funding totaling \$5,000 per new law enforcement officer hired to each local law enforcement agency. The CJTC must distribute funding to be used as sign-on bonuses for each new law enforcement officer who is hired by a law enforcement agency and has completed the Basic Law Enforcement Academy.

Beginning no later than December 1, 2023, the CJTC must award law enforcement one-time

retention funding totaling \$5,000 per retained law enforcement officer to each local law enforcement agency. A law enforcement officer who receives a retention bonus must remain employed with their hiring law enforcement agency for at least a year.

The CJTC must report to the Governor and Legislature on the programs for law enforcement development outreach, retention, and support no later than June 30, 2024.

The Washington Association of Sheriffs and Police Chiefs.

The Washington Association of Sheriffs and Police Chiefs (WASPC) must develop, implement, or expand law enforcement recruitment efforts and programs to encourage individuals seeking careers in law enforcement. Recruitment efforts must specifically target individuals who have not previously been employed as a general authority peace officer in Washington.

The WASPC must distribute one-time grants to local law enforcement agencies to support the equipment and video storage costs associated with public records request for body-cam footage. No more than \$90,000 may be awarded to a single law enforcement agency.

The WASPC must contract with a consultant to study and report on the funding and staffing levels of local law enforcement agencies in Washington. The study must include:

- the short-term effect of sign-on and retention bonuses for local law enforcement officers;
- the current practices for local law enforcement officer recruitment, staffing, and retention;
- the recommended safe and appropriate officer staffing levels needed for local communities and how much additional funding is necessary to achieve those ideal staffing levels;
- how much is spent to fund local law enforcement agencies in Washington as compared to other states and how staffing levels in Washington compare to other states; and
- how to address local law enforcement staffing, recruitment, and retention practices over the long-term.

The WASPC must report its findings and recommendations to the Governor and the Legislature by June 30, 2024.

The Washington State Patrol.

The Washington State Patrol (WSP) must implement a state trooper outreach and retention program for the purpose of encouraging more candidates to seek and retain careers in state law enforcement. Recruitment efforts must specifically target individuals who have not been previously employed as general authority law enforcement officers in Washington. The WSP must use the funding to educate the public on the profession of state law enforcement and to provide additional resources for recruitment and retention. As part of this program, the WSP must:

- establish a state recruitment program to encourage individuals to seek careers in the WSP;
- establish a state trooper new-hire program that distributes \$5,000 new-hire bonuses for new state patrol officers who complete the State Patrol Academy; and

- establish a retention program that distributes one-time \$5,000 retention bonuses to troopers who remain employed for at least one year.

The Washington Department of Fish and Wildlife.

The Washington Department of Fish and Wildlife (WDFW) must implement a state trooper outreach and retention program for the purpose of encouraging more candidates to seek and retain careers in state law enforcement. Recruitment efforts must specifically target individuals who have not been previously employed as general authority law enforcement officers in Washington. The WDFW must use the funding to educate the public on the profession of law enforcement and to provide additional resources for recruitment and retention. As part of this program, the WDFW must:

- establish a state recruitment program to encourage individuals to seek careers in the WDFW;
- establish a state trooper new-hire program that distributes \$5,000 new-hire bonuses for new state patrol officers who complete the Basic Law Enforcement Academy; and
- establish a retention program that distributes one-time \$5,000 retention bonuses to officers who remain employed for at least one year.

The following appropriations are made:

- The sum of \$2,740,000, or as much thereof as may be necessary, is appropriated for the fiscal year ending June 30, 2024, from the General Fund to the CJTC for the WASPC and police chiefs to develop and expand programs and efforts aimed at recruiting new law enforcement officers.
- The sum of \$2,250,000, or as much thereof as may be necessary, is appropriated for the fiscal year ending June 30, 2024, from the General Fund to the CJTC to fund sign-on bonuses for new law enforcement officers.
- The sum of \$56,155,000, or as much thereof as may be necessary, is appropriated for the fiscal year ending June 30, 2024, from the General Fund to the CJTC for one-time retention bonuses.
- The sum of \$24,660,000, or as much thereof as may be necessary, is appropriated for the fiscal year ending June 30, 2024, from the General Fund to the CJTC for body camera grants.
- The sum of \$150,000, or as much thereof as may be necessary, is appropriated for the fiscal year ending June 30, 2024, from the General Fund to the CJTC for the report on recruitment and law enforcement retention efforts.
- The sum of \$150,000, or as much thereof as may be necessary, is appropriated for the fiscal year ending June 30, 2024, from the General Fund to the CJTC for a report by the WASPC on the funding and staffing levels of local law enforcement agencies.
- The sum of \$100,000, or as much thereof as may be necessary, is appropriated for the fiscal year ending June 30, 2024, from the General Fund to the WSP to establish a state trooper recruitment program.
- The sum of \$540,000, or as much thereof as may be necessary, is appropriated for the fiscal year ending June 30, 2024, from the General Fund to the WSP to establish a state

trooper new-hire program.

- The sum of \$2,750,000, or as much thereof as may be necessary, is appropriated for the fiscal year ending June 30, 2024, from the General Fund to the WSP for one-time WSP retention bonuses.
- The sum of \$100,000, or as much thereof as may be necessary, is appropriated for the fiscal year ending June 30, 2024, from the General Fund to the WDFW to establish a fish and wildlife officer recruitment program.
- The sum of \$250,000, or as much thereof as may be necessary, is appropriated for the fiscal year ending June 30, 2024, from the General Fund to the WDFW for one-time fish and wildlife officer new hire bonuses.
- The sum of \$750,000, or as much thereof as may be necessary, is appropriated for the fiscal year ending June 30, 2024, from the General Fund to the WDFW for one-time WDFW retention bonuses.

Appropriation: The sum of \$90,595,000.

Fiscal Note: Requested on January 27, 2023.

Effective Date: The bill takes effect 90 days after adjournment of the session in which the bill is passed.