
SUBSTITUTE HOUSE BILL 1638

State of Washington

68th Legislature

2023 Regular Session

By House Transportation (originally sponsored by Representatives Fey, Barkis, Robertson, Lekanoff, Schmidt, Ramel, Duerr, Timmons, Eslick, and Jacobsen)

READ FIRST TIME 02/17/23.

1 AN ACT Relating to the creation of a state trooper expedited
2 recruitment incentive program; adding a new section to chapter 43.43
3 RCW; creating a new section; and declaring an emergency.

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

5 NEW SECTION. **Sec. 1.** The legislature finds that the Washington
6 state patrol is experiencing historic levels of trooper vacancies,
7 with almost 30 percent of trooper positions unfilled. At the same
8 time, Washington is experiencing alarming increases in serious and
9 fatal crashes on our roadways. The legislature recognizes that the
10 Washington state patrol is working on strengthening its recruiting
11 efforts, with a focus on broadening outreach to candidates from
12 marginalized communities. This historic confluence of factors
13 justifies extraordinary measures to assist the Washington state
14 patrol in its efforts to attract and retain sufficient numbers of
15 troopers for the protection of the citizens of the state of
16 Washington.

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

19 (1) The Washington state patrol shall develop and implement a
20 state trooper expedited recruitment incentive program for the purpose

1 of recruiting and filling vacant trooper positions. Recruitment must
2 redouble the effort to create a more diverse workforce and must also
3 provide an accelerated pathway for joining the state patrol for
4 individuals who have previously been employed as a general authority
5 peace officer.

6 (2) The state trooper expedited recruitment incentive program
7 established by the Washington state patrol must include:

8 (a) Hiring procedures and an accelerated training program for
9 lateral hires from other agencies that recognizes the knowledge and
10 experience of candidates previously employed in law enforcement; and

11 (b) A sign-on bonus for each trooper hired through the expedited
12 recruitment incentive program as follows:

13 (i) \$5,000 for each cadet after completion of the Washington
14 state patrol academy;

15 (ii) \$5,000 for each cadet after completion of a one-year
16 probation period;

17 (iii) \$7,500 for each lateral hire after completion of the
18 accelerated training program for lateral hires; and

19 (iv) \$7,500 for each lateral hire after completion of a one-year
20 probation period.

21 (3) The establishment of the state trooper expedited recruitment
22 incentive program is subject to a change to the applicable collective
23 bargaining agreements negotiated with the exclusive bargaining
24 representatives.

25 (4) This section does not interfere with, impede, or in any way
26 diminish the right of the officers of the Washington state patrol to
27 bargain collectively with the state through the exclusive bargaining
28 representatives as provided for in RCW 41.56.473.

29 (5) Expenditures and eligibility for the state trooper expedited
30 recruitment incentive program established in this section are subject
31 to the availability of amounts appropriated for this specific
32 purpose.

33 (6) For the purposes of this section:

34 (a) "Cadet" means a person employed for the express purpose of
35 receiving the on-the-job training required for attendance at the
36 Washington state patrol academy and for becoming a commissioned
37 trooper.

38 (b) "Lateral hire" means an eligible employee previously employed
39 as a general authority peace officer.

1 NEW SECTION. **Sec. 3.** This act is necessary for the immediate
2 preservation of the public peace, health, or safety, or support of
3 the state government and its existing public institutions, and takes
4 effect immediately.

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