

CERTIFICATION OF ENROLLMENT

**HOUSE BILL 1785**

67th Legislature  
2022 Regular Session

Passed by the House March 8, 2022  
Yeas 98 Nays 0

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**Speaker of the House of  
Representatives**

Passed by the Senate March 1, 2022  
Yeas 48 Nays 0

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**President of the Senate**

Approved

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**Governor of the State of Washington**

CERTIFICATE

I, Bernard Dean, Chief Clerk of the House of Representatives of the State of Washington, do hereby certify that the attached is **HOUSE BILL 1785** as passed by the 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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HOUSE BILL 1785

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AS AMENDED BY THE SENATE

Passed Legislature - 2022 Regular Session

**State of Washington**                      **67th Legislature**                      **2022 Regular Session**

**By** Representatives Fey, Barkis, Goodman, Robertson, Rule, Sullivan, Paul, and Riccelli

Prefiled 01/05/22. Read first time 01/10/22. Referred to Committee on Transportation.

1            AN ACT Relating to the minimum monthly salary paid to Washington  
2 state patrol troopers and sergeants; and amending RCW 43.43.380 and  
3 41.56.475.

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

5            **Sec. 1.** RCW 43.43.380 and 2018 c 140 s 1 are each amended to  
6 read as follows:

7            (1) (a) The minimum monthly salary paid to state patrol troopers  
8 and sergeants must be competitive with law enforcement agencies  
9 within the boundaries of the state of Washington, guided by the  
10 results of a survey undertaken in the collective bargaining process  
11 during each biennium. (~~The salary levels must be guided by the~~  
12 ~~average of compensation paid to the corresponding rank from the~~  
13 ~~Seattle police department, King county sheriff's office, Tacoma~~  
14 ~~police department, Snohomish county sheriff's office, Spokane police~~  
15 ~~department, and Vancouver police department.)) Compensation must be  
16 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. Increases  
20 ~~((in))~~ for sergeants will be extended to the salary levels for  
21 captains and lieutenants (~~that are collectively bargained must be~~~~

1 ~~proportionate to the~~) through the collective bargaining process to  
2 ensure proportionality of increases ((in salaries for troopers and  
3 sergeants as a result of the survey described in this section)).

4 (b)(i) Until July 1, 2028, the comparisons for determining  
5 competitiveness with other law enforcement agency salary levels must  
6 be guided by the average of compensation paid to the corresponding  
7 rank from the Seattle police department, King county sheriff's  
8 office, Tacoma police department, Snohomish county sheriff's office,  
9 Spokane police department, and Vancouver police department.

10 (ii) Beginning July 1, 2028, the comparisons for determining  
11 competitiveness with other law enforcement agency salary levels must  
12 be guided by the average of compensation paid to the corresponding  
13 rank from the Seattle police department, King county sheriff's  
14 office, Tacoma police department, Snohomish county sheriff's office,  
15 Spokane police department, and Vancouver police department, unless  
16 the office of financial management determines that one or more  
17 agencies should be replaced in this comparison with another law  
18 enforcement agency pursuant to the periodic evaluation process  
19 specified in (b)(iii) of this subsection.

20 (iii) By January 1, 2028, and each decade thereafter, the office  
21 of financial management must conduct an evaluation of the six  
22 agencies that are relevant for comparison to ensure state patrol  
23 troopers and sergeant salary levels are competitive with other law  
24 enforcement agencies within the boundaries of the state of  
25 Washington. If the office of financial management determines that one  
26 or more agencies specified in (b)(ii) of this subsection should be  
27 replaced in this comparison with a different law enforcement agency  
28 that is more relevant to ensure salary competitiveness, the office of  
29 financial management may utilize that revised compensation comparison  
30 data in the survey undertaken in the collective bargaining process  
31 during each biennium.

32 (2) By December 1, 2024, as part of the salary survey required in  
33 this section, the office of financial management must report to the  
34 governor and transportation committees of the legislature on the  
35 efficacy of Washington state patrol recruitment and retention  
36 efforts. Using the results of the 2016 salary survey as the baseline  
37 data, the report must include an analysis of voluntary resignations  
38 of state patrol troopers and sergeants and a comparison of state  
39 patrol academy class sizes and trooper graduations.

40 ~~((3) This section expires June 30, 2025.))~~

1       **Sec. 2.** RCW 41.56.475 and 2008 c 149 s 1 are each amended to  
2 read as follows:

3       In addition to the classes of employees listed in RCW  
4 41.56.030(~~(+7)~~) (14), the provisions of RCW 41.56.430 through  
5 41.56.452 and 41.56.470, 41.56.480, and 41.56.490 also apply to  
6 Washington state patrol officers appointed under RCW 43.43.020 as  
7 provided in this section, subject to the following:

8       (1) Within (~~ten~~) 10 working days after the first Monday in  
9 September of every odd-numbered year, the state's bargaining  
10 representative and the bargaining representative for the appropriate  
11 bargaining unit shall attempt to agree on an interest arbitration  
12 panel consisting of three members to be used if the parties are not  
13 successful in negotiating a comprehensive collective bargaining  
14 agreement. Each party shall name one person to serve as its  
15 arbitrator on the arbitration panel. The two members so appointed  
16 shall meet within seven days following the appointment of the later  
17 appointed member to attempt to choose a third member to act as the  
18 neutral chair of the arbitration panel. Upon the failure of the  
19 arbitrators to select a neutral chair within seven days, the two  
20 appointed members shall use one of the two following options in the  
21 appointment of the third member, who shall act as chair of the panel:

22       (a) By mutual consent, the two appointed members may jointly request  
23 the commission to, and the commission shall, appoint a third member  
24 within two days of such a request. Costs of each party's appointee  
25 shall be borne by each party respectively; other costs of the  
26 arbitration proceedings shall be borne by the commission; or (b)  
27 either party may apply to the commission, the federal mediation and  
28 conciliation service, or the American arbitration association to  
29 provide a list of five qualified arbitrators from which the neutral  
30 chair shall be chosen. Each party shall pay the fees and expenses of  
31 its arbitrator, and the fees and expenses of the neutral chair shall  
32 be shared equally between the parties. Immediately upon selecting an  
33 interest arbitration panel, the parties shall cooperate to reserve  
34 dates with the arbitration panel for potential arbitration between  
35 August 1st and September 15th of the following even-numbered year.  
36 The parties shall also prepare a schedule of at least five  
37 negotiation dates for the following year, absent an agreement to the  
38 contrary. The parties shall execute a written agreement before  
39 November 1st of each odd-numbered year setting forth the names of the  
40 members of the arbitration panel and the dates reserved for

1 bargaining and arbitration. This subsection imposes minimum  
2 obligations only and is not intended to define or limit a party's  
3 full, good faith bargaining obligation under other sections of this  
4 chapter.

5 (2) The mediator or arbitration panel may consider only matters  
6 that are subject to bargaining under RCW 41.56.473.

7 (3) The decision of an arbitration panel is not binding on the  
8 legislature and, if the legislature does not approve the funds  
9 necessary to implement provisions pertaining to wages and wage-  
10 related matters of an arbitrated collective bargaining agreement, is  
11 not binding on the state or the Washington state patrol.

12 (4) In making its determination, the arbitration panel shall be  
13 mindful of the legislative purpose enumerated in RCW 41.56.430 and,  
14 as additional standards or guidelines to aid it in reaching a  
15 decision, shall take into consideration the following factors:

16 (a) The constitutional and statutory authority of the employer;

17 (b) Stipulations of the parties;

18 (c) Comparison of the hours and conditions of employment of  
19 personnel involved in the proceedings with the hours and conditions  
20 of employment of (~~like personnel of~~) like employers of similar size  
21 (~~on the west coast of the United States~~) identified in RCW  
22 43.43.380;

23 (d) Changes in any of the foregoing circumstances during the  
24 pendency of the proceedings; and

25 (e) Such other factors, not confined to the foregoing, which are  
26 normally or traditionally taken into consideration in the  
27 determination of matters that are subject to bargaining under RCW  
28 41.56.473.

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