
SUBSTITUTE HOUSE BILL 2872

State of Washington

64th Legislature

2016 Regular Session

By House Transportation (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 02/09/16.

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)~~) must be (~~(as follows: Officers, three hundred dollars;~~
22 ~~staff or technical sergeants, three hundred twenty five dollars; line~~
23 ~~sergeants, three hundred fifty dollars; lieutenants, three hundred~~
24 ~~seventy five dollars; captains, four hundred twenty five dollars))~~
25 competitive with law enforcement agencies within the boundaries of
26 the state of Washington effective July 1, 2016. The salary levels on
27 July 1, 2016, must be the average of compensation paid to the
28 corresponding rank from the Seattle police department, King county
29 sheriff's office, Tacoma police department, Snohomish county
30 sheriff's office, Spokane police department, and Vancouver police
31 department. Compensation must be calculated using base salary,
32 premium pay (a pay received by more than a majority of employees),
33 education pay, and longevity pay. The collective bargaining units of
34 the Washington state patrol and the office of financial management
35 must open up collective bargaining on the effective date of this
36 section and agree upon an addendum to the existing contract to
37 implement this section with funds provided by the legislature in the
38 2016 omnibus transportation appropriations act solely for the
39 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 (1) To recruit and retain the highest qualified commissioned
4 officers in the future, the state must consider, during the
5 collective bargaining process for commissioned officers of the
6 Washington state patrol appointed under RCW 43.43.020, the average
7 total compensation for each corresponding rank from the Seattle
8 police department, King county sheriff's office, Tacoma police
9 department, Snohomish county sheriff's office, Spokane police
10 department, and Vancouver police department. Total compensation must
11 include base salary, premium pay (a pay received by more than a
12 majority of employees), education pay, and longevity pay.

13 (2) The office of financial management must conduct a survey of
14 the law enforcement agencies described in subsection (1) of this
15 section. The office of financial management must share the results of
16 the survey with the collective bargaining units of the Washington
17 state patrol and publish the results by June 1st of the year in which
18 collective bargaining will take place. The Washington association of
19 sheriffs and police chiefs must work with the office of financial
20 management on the survey.

21 (3) The collective bargaining units of the Washington state
22 patrol and the office of financial management must consider the
23 results of the survey and the dedicated compensation funding provided
24 for in the Washington state patrol highway account during
25 negotiations.

26 NEW SECTION. **Sec. 5.** This act is necessary for the immediate
27 preservation of the public peace, health, or safety, or support of
28 the state government and its existing public institutions, and takes
29 effect immediately.

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