
HOUSE BILL 2872

State of Washington

64th Legislature

2016 Regular Session

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 01/25/16. Referred to Committee on Labor & Workplace Standards.

1 AN ACT Relating to the recruitment and retention of Washington
2 state patrol commissioned officers; adding a new section to chapter
3 43.43 RCW; creating new sections; and declaring an emergency.

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

5 NEW SECTION. **Sec. 1.** It is the intent of the legislature to
6 recruit and retain the highest qualified commissioned officers of the
7 Washington state patrol appointed under RCW 43.43.020. The "Joint
8 Transportation Committee Recruitment and Retention Study" dated
9 January 7, 2016, outlines several recommendations to fulfill this
10 intent. The study recommendations were broken down into several
11 areas, with the Washington state patrol, office of financial
12 management, select committee on pension policy, and the legislature
13 all supporting their respective authorizations and control over their
14 respective areas of responsibility and accountability.

15 NEW SECTION. **Sec. 2.** (1) The office of financial management
16 must perform an organization study through a third-party independent
17 consultant to implement the changes in the "Joint Transportation
18 Committee Recruitment and Retention Study" dated January 7, 2016,
19 affecting each organization in the study. Washington state patrol
20 management must work actively with the independent consultant to

1 implement the recommended changes. An implementation report must be
2 delivered to the transportation committees of the house of
3 representatives and senate by September 1, 2016.

4 (2) The Washington state patrol must develop an action plan and
5 implementation strategy for each of the recommendations that are
6 outlined in the study with a report due to the transportation
7 committees of the house of representatives and senate by November 15,
8 2016.

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

14 (4) The legislature, in support of the study, must provide
15 different funding options to start implementing the study
16 recommendations.

17 NEW SECTION. **Sec. 3.** A new section is added to chapter 43.43
18 RCW to read as follows:

19 (1) To recruit and retain the highest qualified commissioned
20 officers, the state must consider, during the collective bargaining
21 process for commissioned officers of the Washington state patrol
22 appointed under RCW 43.43.020, the estimated average total
23 compensation for each corresponding rank from the Seattle police
24 department, King county sheriff's office, Tacoma police department,
25 Snohomish county sheriff's office, Spokane police department, and
26 Vancouver police department. Total compensation must include base
27 salary, educational incentive pay, seniority pay, physical
28 performance pay, post education incentives, and officer contributions
29 to retirement.

30 (2) The office of financial management must conduct a survey of
31 the law enforcement agencies described in subsection (1) of this
32 section. The office of financial management must share the results of
33 the survey with the collective bargaining units of the Washington
34 state patrol and publish the results by June 1st of the year in which
35 collective bargaining will take place. The Washington association of
36 sheriffs and police chiefs must work with the office of financial
37 management on the survey.

38 (3) The collective bargaining units of the Washington state
39 patrol and the office of financial management must consider the

1 results of the survey and the dedicated compensation funding provided
2 for in the Washington state patrol highway account during
3 negotiations.

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

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