
SECOND SUBSTITUTE HOUSE BILL 2872

State of Washington

64th Legislature

2016 Regular Session

By House Appropriations (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 02/29/16.

1 AN ACT Relating to the recruitment and retention of Washington
2 state patrol commissioned officers; amending RCW 43.43.380; creating
3 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 **Sec. 3.** RCW 43.43.380 and 1965 c 8 s 43.43.380 are each amended
18 to read as follows:

19 The minimum monthly salary paid to state patrol officers
20 (~~shall~~) must be (~~as follows: Officers, three hundred dollars;~~
21 ~~staff or technical sergeants, three hundred twenty five dollars; line~~
22 ~~sergeants, three hundred fifty dollars; lieutenants, three hundred~~
23 ~~seventy five dollars; captains, four hundred twenty five dollars)~~
24 competitive with law enforcement agencies within the boundaries of
25 the state of Washington effective July 1, 2016. The salary levels on
26 July 1, 2016, must be the average of compensation paid to the
27 corresponding rank from the Seattle police department, King county
28 sheriff's office, Tacoma police department, Snohomish county
29 sheriff's office, Spokane police department, and Vancouver police
30 department. Compensation must be calculated using base salary,
31 premium pay (a pay received by more than a majority of employees),
32 education pay, and longevity pay. The collective bargaining units of
33 the Washington state patrol and the office of financial management
34 must open up collective bargaining on the effective date of this
35 section and agree upon an addendum to the existing contract to
36 implement this section with funds provided by the legislature in the
37 2016 omnibus transportation appropriations act solely for the
38 implementation of this section.

1 NEW SECTION. **Sec. 4.** 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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