

SHB 1638 - S COMM AMD
By Committee on Transportation

ADOPTED 04/10/2023

1 Strike everything after the enacting clause and insert the
2 following:

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

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

17 (1) The Washington state patrol shall develop and implement a
18 state trooper expedited recruitment incentive program for the purpose
19 of recruiting and filling vacant trooper positions. Recruitment must
20 redouble the effort to create a more diverse workforce and must also
21 provide an accelerated pathway for joining the state patrol for
22 individuals who have previously been employed as a general authority
23 peace officer.

24 (2) The state trooper expedited recruitment incentive program
25 established by the Washington state patrol may include:

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

29 (b) A sign-on bonus or other bonus for each trooper hired through
30 the expedited recruitment incentive program.

1 (3) The establishment of the state trooper expedited recruitment
2 incentive program is subject to a change to the applicable collective
3 bargaining agreements negotiated with the exclusive bargaining
4 representatives.

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

9 (5) Expenditures and eligibility for the state trooper expedited
10 recruitment incentive program established in this section are subject
11 to the availability of amounts appropriated for this specific
12 purpose. The specific amounts, requirements, and other provisions
13 related to the bonus policy for cadet hires or lateral hires are
14 subject to applicable provisions as set forth in an omnibus
15 transportation appropriations act.

16 (6) For the purposes of this section:

17 (a) "Cadet" means a person employed for the express purpose of
18 receiving the on-the-job training required for attendance at the
19 Washington state patrol academy and for becoming a commissioned
20 trooper.

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

23 NEW SECTION. **Sec. 3.** This act is necessary for the immediate
24 preservation of the public peace, health, or safety, or support of
25 the state government and its existing public institutions, and takes
26 effect immediately."

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27 On page 1, line 2 of the title, after "program;" strike the
28 remainder of the title and insert "adding a new section to chapter
29 43.43 RCW; creating a new section; and declaring an emergency."

EFFECT: (1) Removes provisions specifying the dollar amounts for
the cadet and lateral hire bonuses, including provisions related to
when the individuals would receive the bonuses.

(2) Makes the specific amounts, requirements, and other
provisions related to the bonus policy for cadet hires or lateral

hires subject to applicable provisions as set forth in an omnibus transportation appropriations act.

(3) Makes other conforming changes.

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