

SENATE BILL REPORT

SHB 1638

As of March 10, 2023

Title: An act relating to the creation of a state trooper expedited recruitment incentive program.

Brief Description: Creating a state trooper expedited recruitment incentive program.

Sponsors: House Committee on Transportation (originally sponsored by Representatives Fey, Barkis, Robertson, Lekanoff, Schmidt, Ramel, Duerr, Timmons, Eslick and Jacobsen).

Brief History: Passed House: 2/27/23, 94-1.

Committee Activity: Transportation: 3/13/23.

Brief Summary of Bill

- Creates the State Trooper Expedited Recruitment Incentive Program (STEIP).
- Directs the Washington State Patrol (WSP) to establish hiring procedures and an accelerated training program for lateral hires from other law enforcement agencies in Washington.
- Provides one bonus to cadets and lateral hires after completion of the WSP Academy or the accelerated training program, and an additional bonus after completion of a one-year probation period.
- Subjects STEIP to the collective bargaining process.

SENATE COMMITTEE ON TRANSPORTATION

Staff: Bryon Moore (786-7726)

Background: The Washington State Patrol (WSP) is responsible for traffic law enforcement, collision investigation, criminal interdiction, terrorism prevention, and motorist assistance on the interstate and state highway systems. The WSP highway field

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force includes 683 trooper positions. As of September 2022, 187 positions were not filled.

Completion of the WSP Academy is required for all troopers. The academy includes an arming component, a trooper basic training component, and a field training component. WSP can generally run four academies in a biennium, but only two classes are funded in WSP's base budget.

Compensation and personnel matters for troopers are collectively bargained between the state and the troopers' exclusive bargaining representative.

Summary of Bill: WSP is directed to develop and implement a State Trooper Expedited Recruitment Incentive Program (STEIP) for recruiting and filling vacant trooper positions. Recruitment must redouble the effort to create a more diverse workforce and must also provide an accelerated pathway for joining WSP for individuals who have previously been employed as a General Authority Peace Officer.

STEIP must include hiring procedures and an accelerated training program for lateral hires from other agencies that recognizes the knowledge and experience of candidates previously employed in law enforcement. STEIP must also include a sign-on bonus for each trooper hired through the program. Each cadet will receive \$5,000 after completion of the WSP Academy and \$5,000 after completion of a one-year probation period. Each lateral hire will receive \$7,500 after completion of the accelerated training program for lateral hires and \$7,500 after completion of a one-year probation period.

The establishment of STEIP is subject to a change to the applicable collective bargaining agreements negotiated with the exclusive bargaining representatives.

Appropriation: None.

Fiscal Note: Available.

Creates Committee/Commission/Task Force that includes Legislative members: No.

Effective Date: The bill contains an emergency clause and takes effect immediately.