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HOUSE BILL 1380

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State of Washington

68th Legislature

2023 Regular Session

**By** Representatives Stokesbary, Robertson, Barnard, Couture, Hutchins, Jacobsen, Eslick, Christian, Barkis, Schmidt, and Volz

Read first time 01/17/23. Referred to Committee on Community Safety, Justice, & Reentry.

1 AN ACT Relating to providing funding for the recruitment,  
2 retention, and support of law enforcement officers; adding a new  
3 section to chapter 43.101 RCW; adding a new section to chapter 43.43  
4 RCW; adding a new section to chapter 77.15 RCW; creating new  
5 sections; and making appropriations.

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

7 NEW SECTION. **Sec. 1.** A new section is added to chapter 43.101  
8 RCW to read as follows:

9 The criminal justice training commission in conjunction with the  
10 Washington association of sheriffs and police chiefs must develop,  
11 implement, and expand programs for law enforcement professional  
12 development outreach, retention, and support for the purpose of  
13 encouraging more candidates to seek and retain careers in local law  
14 enforcement. Funding must be used to educate the public on the  
15 profession of law enforcement, including the challenges and  
16 opportunities of a career in law enforcement, and to provide  
17 additional resources for use by Washington law enforcement agencies  
18 in their specific recruiting and retention efforts.

19 (1) The Washington association of sheriffs and police chiefs must  
20 develop, implement, or expand law enforcement recruitment efforts and  
21 programs to encourage persons seeking careers in law enforcement,

1 subject to the availability of amounts appropriated for this specific  
2 purpose. Recruitment efforts must specifically target those  
3 individuals who have not previously been employed as a general  
4 authority peace officer in the state of Washington.

5 (2) The commission must award one-time law enforcement new-hire  
6 funding totaling \$5,000 per new law enforcement officer hired to each  
7 local law enforcement agency, subject to the availability of amounts  
8 appropriated for this specific purpose. The commission must  
9 distribute funding to each local law enforcement agency to be used as  
10 sign-on bonuses for each new law enforcement officer who is hired by  
11 a local law enforcement agency and has completed the basic law  
12 enforcement academy. The commission shall begin distributing funds no  
13 later than December 1, 2023.

14 (3) The commission must award law enforcement one-time retention  
15 funding totaling \$5,000 per retained law enforcement officer to each  
16 local law enforcement agency, subject to the availability of amounts  
17 appropriated for this specific purpose. The commission must  
18 distribute funding to each local law enforcement agency to be used as  
19 one-time retention bonuses for each currently employed law  
20 enforcement officer provided such officer remains employed with their  
21 hiring law enforcement agency for at least one year. The commission  
22 shall begin distributing funds no later than December 1, 2023.

23 (4) From amounts provided by the commission, the Washington  
24 association of sheriffs and police chiefs must distribute one-time  
25 grants to local law enforcement agencies to support the equipment  
26 purchase and video storage costs associated with law enforcement body  
27 camera programs, and any costs associated with public records  
28 requests for body camera footage. Subject to the availability of  
29 amounts appropriated for this specific purpose, no more than \$90,000  
30 in law enforcement body camera grant funding may be awarded to a  
31 single local law enforcement agency. The association shall select  
32 grant recipients and begin distributing funds no later than December  
33 1, 2023.

34 NEW SECTION. **Sec. 2.** The criminal justice training commission  
35 shall submit a report to the governor and the appropriate committees  
36 of the legislature on each of the programs under section 1 of this  
37 act no later than June 30, 2024. The report must include a summary of  
38 the Washington association of sheriffs and police chiefs' recruitment  
39 and retention efforts, the funding recipients, the use of funds, and

1 any potential impact on anticipated recruitment and law enforcement  
2 retention efforts.

3 NEW SECTION. **Sec. 3.** (1) From amounts provided by the criminal  
4 justice training commission, the Washington association of sheriffs  
5 and police chiefs must contract with a consultant to study and report  
6 on the funding and staffing levels of local (county, municipal, and  
7 tribal) law enforcement agencies in Washington. The report must  
8 include a study and recommendations on:

9 (a) The short-term effect of sign-on and retention bonuses for  
10 local law enforcement officers;

11 (b) The current practices for local law enforcement officer  
12 recruitment, staffing, and retention;

13 (c) The recommended safe and appropriate officer staffing levels  
14 needed for local communities and how much additional funding is  
15 necessary to achieve those recommended ideal staffing levels;

16 (d) How much is spent to fund local law enforcement agencies in  
17 Washington state as compared to other states and how staffing levels  
18 in Washington compare to other states; and

19 (e) How to address local law enforcement staffing, recruitment,  
20 and retention practices over the long-term.

21 (2) The association shall report its findings and recommendations  
22 to the governor and the appropriate committees of the legislature by  
23 June 30, 2024.

24 NEW SECTION. **Sec. 4.** A new section is added to chapter 43.43  
25 RCW to read as follows:

26 The Washington state patrol shall develop and implement a state  
27 trooper outreach and retention program for the purpose of encouraging  
28 more candidates to seek and retain careers in state law enforcement,  
29 subject to the availability of amounts appropriated for this specific  
30 purpose. Recruitment efforts must specifically target those  
31 individuals who have not previously been employed as a general  
32 authority peace officer in the state of Washington. The patrol must  
33 use the funding to educate the public on the profession of state law  
34 enforcement including the challenges and opportunities that a career  
35 in state law enforcement provides and to provide additional resources  
36 for use by the Washington state patrol in their specific recruiting  
37 and retention efforts.

1 (1) The Washington state patrol must establish a state trooper  
2 recruitment program, subject to the availability of amounts  
3 appropriated for this specific purpose. The Washington state patrol  
4 must use the funding for the state trooper recruitment program for  
5 encouraging persons to seek careers in the Washington state patrol.

6 (2) Subject to a change to the applicable collective bargaining  
7 agreements with the exclusive bargaining representatives consistent  
8 with these terms:

9 (a) The Washington state patrol must establish a state trooper  
10 new-hire program. Subject to the availability of amounts appropriated  
11 for this specific purpose, the Washington state patrol must use and  
12 distribute \$5,000 per trooper hired as sign-on bonuses for each new  
13 state patrol officer who is hired by the Washington state patrol and  
14 who has completed the Washington state patrol academy.

15 (b) The Washington state patrol must establish a state trooper  
16 retention program. Subject to the availability of amounts  
17 appropriated for this specific purpose, the Washington state patrol  
18 must award one-time retention bonuses totaling \$5,000 per currently  
19 employed state patrol trooper provided such officer remains employed  
20 with their hiring law enforcement agency for at least one year. The  
21 Washington state patrol must enter into collective bargaining  
22 agreements as needed to implement this section.

23 NEW SECTION. **Sec. 5.** A new section is added to chapter 77.15  
24 RCW to read as follows:

25 The department shall develop and implement a fish and wildlife  
26 officer outreach and retention program for the purpose of encouraging  
27 more candidates to seek and retain careers in law enforcement,  
28 subject to the availability of amounts appropriated for this specific  
29 purpose. Recruitment efforts must specifically target those  
30 individuals who have not previously been employed as a general  
31 authority peace officer in the state of Washington. The department  
32 must use the funding to educate the public on the profession of law  
33 enforcement including the challenges and opportunities that a career  
34 as a fish and wildlife officer provides and to provide additional  
35 resources for use by the department in their specific recruiting and  
36 retention efforts.

37 (1) The department must establish a fish and wildlife officer  
38 recruitment program, subject to the availability of amounts  
39 appropriated for this specific purpose. The department must use the

1 funding for the fish and wildlife officer recruitment program for  
2 encouraging persons to seek careers in with the department of fish  
3 and wildlife.

4 (2) Subject to a change to the applicable collective bargaining  
5 agreements with the exclusive bargaining representatives consistent  
6 with these terms:

7 (a) The department must establish a fish and wildlife officer  
8 new-hire program. Subject to the availability of amounts appropriated  
9 for this specific purpose, the department must use and distribute  
10 \$5,000 per fish and wildlife officer position hired as sign-on  
11 bonuses for each new officer who is hired by the department and who  
12 has completed the basic law enforcement academy.

13 (b) The department must establish a fish and wildlife officer  
14 retention program. Subject to the availability of amounts  
15 appropriated for this specific purpose, the department must award  
16 one-time retention bonuses totaling \$5,000 per currently employed  
17 fish and wildlife officer provided such officer remains employed with  
18 the department for at least one year. The department must enter into  
19 collective bargaining agreements as needed to implement this section.

20 NEW SECTION. **Sec. 6.** (1) The sum of \$2,740,000, or as much  
21 thereof as may be necessary, is appropriated for the fiscal year  
22 ending June 30, 2024, from the general fund to the criminal justice  
23 training commission for the Washington association of sheriffs and  
24 police chiefs to develop and expand programs and efforts aimed at  
25 recruiting new law enforcement officers pursuant to section 1(1) of  
26 this act.

27 (2) The sum of \$2,250,000, or as much thereof as may be  
28 necessary, is appropriated for the fiscal year ending June 30, 2024,  
29 from the general fund to the criminal justice training commission and  
30 is provided solely for funding sign-on bonuses for each new law  
31 enforcement officer pursuant to section 1(2) of this act.

32 (3) The sum of \$56,155,000, or as much thereof as may be  
33 necessary, is appropriated for the fiscal year ending June 30, 2024,  
34 from the general fund to the criminal justice training commission and  
35 is provided solely for one-time retention bonuses pursuant to section  
36 1(3) of this act.

37 (4) The sum of \$24,660,000, or as much thereof as may be  
38 necessary, is appropriated for the fiscal year ending June 30, 2024,  
39 from the general fund to the criminal justice training commission and

1 is provided solely for body camera grants to support the equipment  
2 purchase and video storage costs, and the public records requests,  
3 associated with law enforcement body camera programs pursuant to  
4 section 1(4) of this act.

5 (5) The sum of \$150,000, or as much thereof as may be necessary,  
6 is appropriated for the fiscal year ending June 30, 2024, from the  
7 general fund to the criminal justice training commission and is  
8 provided solely for funding the report on recruitment and law  
9 enforcement retention efforts pursuant to section 2 of this act.

10 (6) The sum of \$150,000, or as much thereof as may be necessary,  
11 is appropriated for the fiscal year ending June 30, 2024, from the  
12 general fund to the criminal justice training commission and is  
13 provided solely for funding a report by the Washington association of  
14 sheriffs and police chiefs on the funding and staffing levels of  
15 local law enforcement agencies pursuant to section 3 of this act.

16 (7) The sum of \$100,000, or as much thereof as may be necessary,  
17 is appropriated for the fiscal year ending June 30, 2024, from the  
18 general fund to the Washington state patrol and is provided solely  
19 for the purpose of establishing a state trooper recruitment program  
20 pursuant to section 4(1) of this act.

21 (8) The sum of \$540,000, or as much thereof as may be necessary,  
22 is appropriated for the fiscal year ending June 30, 2024, from the  
23 general fund to the Washington state patrol and is provided solely  
24 for the purpose of establishing a state trooper new-hire program  
25 pursuant to section 4(2)(a) of this act.

26 (9) The sum of \$2,750,000, or as much thereof as may be  
27 necessary, is appropriated for the fiscal year ending June 30, 2024,  
28 from the general fund to the Washington state patrol and is provided  
29 solely for the purpose of funding one-time Washington state patrol  
30 retention bonuses pursuant to section 4(2)(b) of this act.

31 (10) The sum of \$100,000, or as much thereof as may be necessary,  
32 is appropriated for the fiscal year ending June 30, 2024, from the  
33 general fund to the department of fish and wildlife and is provided  
34 solely for the purpose of establishing a fish and wildlife officer  
35 recruitment program pursuant to section 5(1) of this act.

36 (11) The sum of \$250,000, or as much thereof as may be necessary,  
37 is appropriated for the fiscal year ending June 30, 2024, from the  
38 general fund to the department of fish and wildlife and is provided  
39 solely for the purpose of funding one-time fish and wildlife officer  
40 new hire bonuses pursuant to section 5(2)(a) of this act.

1           (12) The sum of \$750,000, or as much thereof as may be necessary,  
2 is appropriated for the fiscal year ending June 30, 2024, from the  
3 general fund to the department of fish and wildlife and is provided  
4 solely for the purpose of funding one-time department of fish and  
5 wildlife retention bonuses pursuant to section 5(2)(b) of this act.

6           NEW SECTION.   **Sec. 7.** This act may be known and cited as the  
7 fund the police act of 2023.

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