

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

3 "NEW SECTION. **Sec. 1.** The legislature finds that service to our
4 nation is a selfless sacrifice carried out by members of the armed
5 forces, uniformed services, and their families.

6 Therefore, the legislature finds that members of the uniformed
7 services should be afforded the same benefits and opportunities when
8 choosing to continue public service employment in Washington state.

9 The legislature further recognizes the need to support employment
10 opportunities for veterans, who served at any time in our nation's
11 history and obtained a qualifying discharge, and spouses who support
12 our current active duty force by allowing for hiring preference.

13 **Sec. 2.** RCW 38.04.010 and 1991 c 43 s 1 are each amended to read
14 as follows:

15 When used in this title, the following words, terms, phrases
16 shall have the following meaning:

17 The word "militia" shall mean the military forces provided for in
18 the Constitution and laws of the state of Washington.

19 The term "organized militia" shall be the general term to include
20 both state and national guard and whenever used applies equally to
21 all such organizations.

22 The term "national guard" shall mean that part of the military
23 force of the state that is organized, equipped and federally
24 recognized under the provisions of the national defense act of the
25 United States, and, in the event the national guard is called into
26 federal service or in the event the state guard or any part or
27 individual member thereof is called into active state service by the
28 commander-in-chief, the term shall also include the "Washington state
29 guard" or any temporary organization set up in times of emergency to
30 replace either the "national guard" or "state guard" while in actual
31 service of the United States.

1 The term "state guard" shall mean that part of the military
2 forces of the state that is organized, equipped, and recognized under
3 the provisions of the State Defense Forces Act of the United States
4 (32 U.S.C. Sec. 109, as amended).

5 The term "active state service" or "active training duty" shall
6 be construed to be any service on behalf of the state, or at
7 encampments whether ordered by state or federal authority or any
8 other duty requiring the entire time of any organization or person
9 except when called or drafted into the federal service by the
10 president of the United States.

11 The term "inactive duty" shall include periods of drill and such
12 other training and service not requiring the entire time of the
13 organization or person, as may be required under state or federal
14 laws, regulations, or orders, including travel to and from such duty.

15 The terms "in service of United States" and "not in service of
16 United States" as used herein shall be understood to mean the same as
17 such terms when used in the national defense act of congress and
18 amendments thereto.

19 The term "military" refers to any or all of the armed forces.

20 The term "armory" refers to any state-owned building, warehouse,
21 vehicle storage compound, organizational maintenance shop or other
22 facility and the lands appurtenant thereto used by the Washington
23 national guard for the storage and maintenance of arms or military
24 equipment or the administration or training of the organized militia.

25 The term "member" refers to a soldier, ~~((or))~~ airman, or guardian
26 of the organized militia.

27 **Sec. 3.** RCW 38.42.010 and 2018 c 197 s 1 are each amended to
28 read as follows:

29 The definitions in this section apply throughout this chapter,
30 unless the context clearly requires otherwise.

31 (1) "Attorney general" means the attorney general of the state of
32 Washington or any person designated by the attorney general to carry
33 out a responsibility of the attorney general under this chapter.

34 (2) "Business loan" means a loan or extension of credit granted
35 to a business entity that: (a) Is owned and operated by a service
36 member, in which the service member is either (i) a sole proprietor,
37 or (ii) the owner of at least fifty percent of the entity; and (b)
38 experiences a material reduction in revenue due to the service
39 member's military service.

1 (3) "Dependent" means:

2 (a) The service member's spouse;

3 (b) The service member's minor child; or

4 (c) An individual for whom the service member provided more than
5 one-half of the individual's support for one hundred eighty days
6 immediately preceding an application for relief under this chapter.

7 (4) "Financial institution" means an institution as defined in
8 RCW 30A.22.041.

9 (5) "Judgment" does not include temporary orders as issued by a
10 judicial court or administrative tribunal in domestic relations cases
11 under Title 26 RCW, including but not limited to establishment of a
12 temporary child support obligation, creation of a temporary parenting
13 plan, or entry of a temporary protective or restraining order.

14 (6) "Military service" means a service member:

15 (a) Under a call to active service authorized by the president of
16 the United States or the secretary of defense for a period of more
17 than thirty consecutive days; or

18 (b) Under a call to active service authorized by the governor
19 under RCW 38.08.040 for a period of more than thirty consecutive
20 days.

21 (7) "National guard" has the meaning in RCW 38.04.010.

22 (8) "Service member" means an active member of the United States
23 armed forces, a member of a military reserve component, ~~((or))~~ a
24 member of the national guard who is either stationed in or a resident
25 of Washington state, or a member of the United States public health
26 service commissioned corps or national oceanic and atmospheric
27 administration commissioned officer corps.

28 **Sec. 4.** RCW 41.18.150 and 2007 c 218 s 55 are each amended to
29 read as follows:

30 (1) Every person who was a member of the fire department at the
31 time he or she entered and served in the armed forces or uniformed
32 services of the United States in time of war, whether as a draftee,
33 or inductee, and who shall have been discharged from such armed
34 forces or uniformed services under conditions other than
35 dishonorable, shall have added and accredited to his or her period of
36 employment as a firefighter his or her period of war or peacetime
37 service in the armed forces or uniformed services: PROVIDED, That
38 such added and accredited service shall not as to any individual
39 exceed five years.

1 (2) As used in this section, "uniformed services" includes the
2 United States public health service commissioned corps and the
3 national oceanic and atmospheric administration commissioned officer
4 corps.

5 **Sec. 5.** RCW 41.20.050 and 2024 c 146 s 19 are each amended to
6 read as follows:

7 (1) Whenever a person has been duly appointed, and has served
8 honorably for a period of (~~twenty-five~~) 25 years, as a member, in
9 any capacity, of the regularly constituted police department of a
10 city subject to the provisions of this chapter, the board, after
11 hearing, if one is requested in writing, may order and direct that
12 such person be retired, and the board shall retire any member so
13 entitled, upon his or her written request therefor. The member so
14 retired hereafter shall be paid from the fund during his or her
15 lifetime a pension equal to (~~fifty~~) 50 percent of the amount of
16 salary at any time hereafter attached to the position held by the
17 retired member for the year preceding the date of his or her
18 retirement: PROVIDED, That, except as to a position higher than that
19 of captain held for at least three calendar years prior to date of
20 retirement, no such pension shall exceed an amount equivalent to
21 (~~fifty~~) 50 percent of the salary of captain, and all existing
22 pensions shall be increased to not less than (~~three hundred~~
23 ~~dollars~~) \$300 per month as of April 25, 1973: PROVIDED FURTHER, That
24 a person hereafter retiring who has served as a member for more than
25 (~~twenty-five~~) 25 years, shall have his or her pension payable under
26 this section increased by two percent of his or her salary per year
27 for each full year of such additional service to a maximum of five
28 additional years.

29 (2) Any person who has served in a position higher than the rank
30 of captain for a minimum of three years may elect to retire at such
31 higher position and receive for his or her lifetime a pension equal
32 to (~~fifty~~) 50 percent of the amount of the salary at any time
33 hereafter attached to the position held by such retired member for
34 the year preceding his or her date of retirement: PROVIDED, That such
35 person make the said election to retire at a higher position by
36 September 1, 1969 and at the time of making the said election, pay
37 into the relief and pension fund in addition to the contribution
38 required by RCW 41.20.130: (~~(1) an~~) (a) An amount equal to six
39 percent of that portion of all monthly salaries previously received

1 upon which a sum equal to six percent has not been previously
2 deducted and paid into the police relief and pension fund; ~~((+2))~~
3 (b) and such person agrees to continue paying into the police relief
4 and pension fund until the date of retirement, in addition to the
5 contributions required by RCW 41.20.130, an amount equal to six
6 percent of that portion of monthly salary upon which a six percent
7 contribution is not currently deducted pursuant to RCW 41.20.130.

8 (3) Any person affected by this chapter who at the time of
9 entering the armed services was a member of such police department
10 and is an honorably discharged veteran or received a medical
11 discharge ~~((for physical reasons))~~ with an honorable record and whose
12 military service was during a period of war as defined in RCW
13 41.04.005, or at the time of entering the uniformed services was a
14 member of such police department and has served during a period of
15 war and received an honorable discharge, is actively serving
16 honorably, or received a medical discharge with an honorable record,
17 shall have added to his or her period of employment as computed under
18 this chapter, his or her period of war service in the armed forces or
19 uniformed services, but such credited service shall not exceed five
20 years and such period of service shall be automatically added to each
21 member's service upon payment by him or her of his or her
22 contribution for the period of his or her absence at the rate
23 provided in RCW 41.20.130.

24 (4) As used in this section, "uniformed services" includes the
25 United States public health service commissioned corps and the
26 national oceanic and atmospheric administration commissioned officer
27 corps.

28 **Sec. 6.** RCW 41.40.170 and 2024 c 146 s 20 are each amended to
29 read as follows:

30 (1) A member who has served or shall serve on active federal
31 service in the military ~~((or))~~, naval forces, or uniformed services
32 of the United States and who left or shall leave an employer to enter
33 such service shall be deemed to be on military leave of absence if he
34 or she has resumed or shall resume employment as an employee within
35 one year from termination thereof.

36 (2) If he or she has applied or shall apply for reinstatement of
37 employment, within one year from termination of the military service,
38 and is refused employment for reasons beyond his or her control, he

1 or she shall, upon resumption of service within (~~ten~~) 10 years have
2 such service credited to him or her.

3 (3) In any event, after completing (~~twenty-five~~) 25 years of
4 creditable service, any member may have service in the armed forces
5 or uniformed services credited to him or her as a member whether or
6 not he or she left the employ of an employer to enter the armed
7 service or uniformed services: PROVIDED, That in no instance,
8 described in this section, shall military service in excess of five
9 years be credited: AND PROVIDED FURTHER, That in each instance the
10 member must restore all withdrawn accumulated contributions, which
11 restoration must be completed within five years of membership service
12 following the first resumption of employment or complete (~~twenty-~~
13 ~~five~~) 25 years of creditable service: AND PROVIDED FURTHER, That
14 this section will not apply to any individual, not an honorably
15 discharged veteran or veteran who received a (~~physical~~) medical
16 discharge from the armed forces or uniformed services with an
17 honorable record. Furthermore, an individual must prove that their
18 military service was during a period of war as defined in RCW
19 41.04.005 or a member of the uniformed services who has served during
20 a period of war and received an honorable discharge, is actively
21 serving honorably, or received a medical discharge with an honorable
22 record.

23 (4) (a) A member, after completing (~~twenty-five~~) 25 years of
24 creditable service, who would have otherwise become eligible for a
25 retirement benefit as defined under this chapter while serving
26 honorably in the armed forces, and with service during a period of
27 war as referenced in RCW 41.04.005 or uniformed services as described
28 in subsection (3) of this section, shall, upon application to the
29 department, be eligible to receive credit for this service without
30 returning to covered employment.

31 (b) Service credit granted under (a) of this subsection applies
32 only to honorably discharged veterans or veterans who received a
33 (~~physical~~) medical discharge with an honorable record whose
34 military service was during a period of war as defined in RCW
35 41.04.005 or members of the uniformed services as described in
36 subsection (3) of this section.

37 (5) The surviving spouse or eligible child or children of a
38 member who left the employ of an employer to enter the armed forces
39 or uniformed services of the United States and died while serving in
40 the armed forces or uniformed services may, on behalf of the deceased

1 member, apply for retirement system service credit under this
2 subsection up to the date of the member's death in the armed forces
3 or uniformed services. The department shall establish the deceased
4 member's service credit if the surviving spouse or eligible child or
5 children:

6 (a) Provides to the director proof of the member's death while
7 serving in the armed forces or uniformed services; and

8 (b) Provides to the director proof of the member's honorable
9 service in the armed forces or uniformed services prior to the date
10 of death.

11 (6) A member who leaves the employ of an employer to enter the
12 armed forces or uniformed services of the United States and becomes
13 totally incapacitated for continued employment by an employer while
14 serving in the armed forces or uniformed services is entitled to
15 retirement system service credit under this subsection up to the date
16 of discharge from the armed forces or uniformed services if:

17 (a) The member obtains a determination from the director that he
18 or she is totally incapacitated for continued employment due to
19 conditions or events that occurred while serving in the armed forces
20 or uniformed services; and

21 (b) The member provides to the director proof of honorable
22 discharge from the armed forces or uniformed services.

23 (7) As used in this section, "uniformed services" includes the
24 United States public health service commissioned corps and the
25 national oceanic and atmospheric administration commissioned officer
26 corps.

27 **Sec. 7.** RCW 43.24.130 and 2024 c 146 s 21 are each amended to
28 read as follows:

29 (1) Notwithstanding any provision of law to the contrary, the
30 license of any person licensed by the director of licensing, or the
31 boards and commissions listed in chapter 18.235 RCW, to practice a
32 profession or engage in an occupation, if valid and in force and
33 effect at the time the licensee entered service in the armed forces,
34 the United States public health service commissioned corps, the
35 national oceanic and atmospheric administration commissioned officer
36 corps, or the merchant marine of the United States, shall continue in
37 full force and effect so long as such service continues, unless
38 sooner suspended, canceled, or revoked for cause as provided by law.
39 The director, board, or commission shall renew the license of every

1 such person who applies for renewal thereof within six months after
2 being discharged from service with a qualifying discharge as defined
3 in RCW 73.04.005, upon payment of the renewal fee applicable to the
4 then current year or other license period.

5 (2) If requested by the licensee, the license of a spouse or
6 registered domestic partner of a service member in the United States
7 armed forces, including the United States public health service
8 commissioned corps and the national oceanic and atmospheric
9 administration commissioned officer corps, if valid and in force and
10 effect at the time the service member is deployed or stationed in a
11 location outside Washington state, must be placed in inactive
12 military spouse or registered domestic partner status so long as such
13 service continues, unless sooner suspended, canceled, or revoked for
14 cause as provided by law. The director, board, or commission shall
15 return to active status the license of every such person who applies
16 for activation within six months after returning to Washington state,
17 upon payment of the current renewal fee and meeting the current
18 renewal conditions of the respective license.

19 (3) The director, board, or commission may adopt any rules
20 necessary to implement this section.

21 **Sec. 8.** RCW 41.04.010 and 2024 c 146 s 14 are each amended to
22 read as follows:

23 (1) In all competitive examinations, unless otherwise provided in
24 this section, to determine the qualifications of applicants for
25 public offices, positions, or employment, either the state, and all
26 of its political subdivisions and all municipal corporations, or
27 private companies or agencies contracted with by the state to give
28 the competitive examinations shall give a scoring criteria status to
29 all veterans as defined in RCW 41.04.007 and members of the uniformed
30 services as defined in this section, by adding to the passing mark,
31 grade or rating only, based upon a possible rating of one hundred
32 points as perfect a percentage in accordance with the following:

33 ~~((1))~~ (a) Ten percent to a veteran or member of the uniformed
34 services who served during a period of war or in an armed conflict as
35 defined in RCW 41.04.005 and does not receive military retirement.
36 The percentage shall be added to the passing mark, grade, or rating
37 of competitive examinations until the veteran's or uniformed service
38 member's first appointment. The percentage shall not be utilized in
39 promotional examinations;

1 ~~((2))~~ (b) Five percent to a veteran or member of the uniformed
2 services who did not serve during a period of war or in an armed
3 conflict as defined in RCW 41.04.005 or is receiving military
4 retirement. The percentage shall be added to the passing mark, grade,
5 or rating of competitive examinations until the veteran's or
6 uniformed service member's first appointment. The percentage shall
7 not be utilized in promotional examinations;

8 ~~((3))~~ (c) Five percent to a veteran or member of the uniformed
9 services who was called to active military service from employment
10 with the state or any of its political subdivisions or municipal
11 corporations. The percentage shall be added to promotional
12 examinations until the first promotion only;

13 ~~((4))~~ (d) All veterans' scoring criteria may be claimed:

14 ~~((a))~~ (i) Upon release from active military service with a
15 qualifying discharge as defined in RCW 73.04.005; or

16 ~~((b))~~ (ii) Upon receipt of a United States department of
17 defense discharge document DD form 214, NGB form 22, or their
18 equivalent or successor discharge paperwork, that characterizes his
19 or her discharge as a qualifying discharge as defined in RCW
20 73.04.005.

21 (2) As used in this section, "member of the uniformed services"
22 or "uniformed services member" means a person serving or who has
23 served in the United States public health service commissioned corps
24 or the national oceanic and atmospheric administration commissioned
25 officer corps who received a qualifying discharge as defined in RCW
26 73.04.005 or is actively serving honorably.

27 **Sec. 9.** RCW 41.44.030 and 2012 c 117 s 61 are each reenacted and
28 amended to read as follows:

29 As used in this chapter, unless a different meaning is plainly
30 required by the context:

31 (1) "Accumulated additional contributions" means the sum of all
32 "additional contributions" made by a member standing to the credit of
33 the individual account, together with regular interest thereon.

34 (2) "Accumulated normal contributions" means the sum of all
35 normal contributions, deducted from the compensation of a member,
36 standing to the credit of his or her individual account, together
37 with regular interest thereon.

1 (3) "Actuarial equivalent" means a benefit of equal value when
2 computed at regular interest upon the basis of such mortality tables
3 as shall be adopted by the board of trustees.

4 (4) "Additional contributions" means contributions made pursuant
5 to (~~(subsection (6) of)~~) RCW 41.44.130(6).

6 (5) "Annuity" means payments derived from contributions made by a
7 member as provided herein.

8 (6) "Beneficiary" means any person in receipt of a pension,
9 annuity, retirement allowance, disability allowance, or any other
10 benefit herein.

11 (7) "Board" means the "board of trustees" provided for herein.

12 (8) "City" or "cities" includes town or towns.

13 (9) "Compensation" means the compensation payable in cash, plus
14 the monetary value, as determined by the board of trustees, of any
15 allowance in lieu thereof (but for the purposes of this chapter such
16 "compensation" shall not exceed three hundred dollars per month,
17 except as to those employees of any member city the legislative body
18 of which shall not later than July 1, 1953, have irrevocably elected
19 by resolution or ordinance to increase the limitation herein
20 contained, effective as to all of its employees, from three hundred
21 dollars to four hundred dollars, commencing on said date, or which
22 shall so elect prior to January 1st of any succeeding year, effective
23 as of January 1st of any such succeeding year, and as to such
24 employees shall, commencing on the specified date, not exceed four
25 hundred dollars or an amount equal to such increased limitation
26 established by such ordinance or resolution per month): PROVIDED
27 HOWEVER, That the foregoing limitation shall not apply to uniformed
28 personnel.

29 (10) "Compensation earnable" means the full rate of compensation
30 that would be payable to an employee if he or she worked the full
31 normal working time (but for the purposes of this chapter, such
32 "compensation earnable" shall not exceed three hundred dollars per
33 month, except as to those employees of any member city the
34 legislative body of which shall not later than July 1, 1953, have
35 irrevocably elected by resolution or ordinance to increase the
36 limitation herein contained, effective as to all of its employees,
37 from three hundred dollars to four hundred dollars, commencing on
38 said date, or which shall so elect prior to January 1st of any
39 succeeding year, effective as of January 1st of any such succeeding
40 year, and as to such employees shall, commencing on the specified

1 date, not exceed four hundred dollars or an amount equal to such
2 increased limitation established by such ordinance or resolution per
3 month): PROVIDED, HOWEVER, That the foregoing limitation shall not
4 apply to uniformed personnel: PROVIDED FURTHER, That after January 1,
5 1968, this term shall mean the full rate of compensation payable to
6 an employee if he or she worked the full normal working time.

7 (11) "Creditable service" means such service as is evidenced by
8 the record of normal contributions, plus prior service as evidenced
9 by prior service certificate.

10 (12) "Current service" means service after the employee has
11 become a member of the system.

12 (13) "Effective date" when used with regard to employees means
13 the date on which any individual or group of employees became members
14 of any retirement system and when used with regard to any city or
15 town shall mean the date on which it became a participant.

16 (14) "Employee" means any appointive officer or employee and
17 shall include elective officials to the extent specified herein.

18 (15) "Excess interest income" means that interest income earned
19 and received from investments in excess of the interest income on
20 investments required to meet actuarial funding requirements.

21 (16) "Final compensation" means the highest average annual
22 compensation earnable in any five consecutive years of actual service
23 rendered during the ten years immediately preceding retirement, or
24 where the employee has less than five consecutive years of actual
25 service, the earnable compensation for the last five years preceding
26 his or her retirement.

27 (17) "Fiscal year" means any year commencing with January 1st and
28 ending with December 31st next following.

29 (18) "Matching contribution" means the contribution of the city
30 deposited in an amount equal to the normal contributions of the
31 employee.

32 (19) "Member" means any person included in the membership of the
33 retirement system as provided herein.

34 (20) "Miscellaneous personnel" means officers and employees other
35 than those in the uniformed police or fire service: PROVIDED, Those
36 members of the fire department who are ineligible to the benefits of
37 a firefighters' pension system established by or pursuant to any
38 other state law, are also included in the miscellaneous personnel.

1 (21) "Normal contributions" means the contributions at the rate
2 provided for in RCW 41.44.130, excluding those referred to in
3 (~~subsection (6)~~) RCW 41.44.130(6).

4 (22) "Part time employees" means those employees who, although
5 regularly and continuously employed, do not regularly perform their
6 duties the full number of hours required of other regular employees,
7 including but not confined to such employees as police judges, city
8 attorneys, and other officers and employees who are also engaged in
9 outside employment or occupations.

10 (23) "Pension" means payments derived from contributions made by
11 the city as provided herein.

12 (24) "Persons having an insurable interest in his or her life"
13 means and includes only such persons who, because of relationship
14 from ties of blood or marriage, have reason to expect some benefit
15 from the continuation of the life of the member.

16 (25) "Prior service" means the service of a member for
17 compensation rendered a city prior to the effective date and shall
18 include service in the armed forces of the United States to the
19 extent specified herein and service specified in RCW 41.44.120(5).

20 (26) "Regular interest" means interest compounded annually at
21 such rate as shall have been adopted by the board of trustees in
22 accordance with the provisions of this chapter.

23 (27) "Released matching contributions" means such "matching
24 contributions" as are no longer held for the benefit of the employee.

25 (28) "Retirement allowance" means the pension plus annuity.

26 (29) "Retirement fund" means "statewide city employees retirement
27 fund" provided for herein.

28 (30) "Retirement system" means the statewide city employees
29 retirement system provided for herein.

30 (31) "Service" means service rendered to a city for compensation;
31 and for the purpose of this chapter a member shall be considered as
32 being in service only while he or she is receiving compensation from
33 the city for such service or is on leave granted for service in the
34 armed forces or uniformed services of the United States as
35 contemplated in RCW 41.44.120.

36 (32) "Uniformed personnel" means any employee who is a police
37 officer in service or who is subject to call to active service or
38 duty as such.

1 (33) "Uniformed services" includes the United States public
2 health service commissioned corps and the national oceanic and
3 atmospheric administration commissioned officer corps.

4 **Sec. 10.** RCW 41.44.120 and 2012 c 117 s 65 are each amended to
5 read as follows:

6 (1) Subject to subsections (4) and (5) of this section the
7 following members shall be entitled to prior service credit:

8 (a) Each member in service on the effective date.

9 (b) Each member entering after the effective date if such entry
10 is within one year after rendering service prior to the effective
11 date.

12 (c) Each member entering in accordance with the provisions and
13 subject to the conditions and limitations prescribed in subsection
14 (5) of this section.

15 As soon as practicable, the board shall issue to each member
16 entitled to prior service credit a certificate certifying the
17 aggregate length of service rendered prior to the effective date.
18 Such certificate shall be final and conclusive as to his or her prior
19 service unless hereafter modified by the board, upon application of
20 the member.

21 (2) Each city joining the system shall have the privilege of
22 selecting the rate at which prior service pensions shall be
23 calculated for its employees and may select any one of the three
24 rates set forth below:

25 (a) 1.33% of final compensation multiplied by the number of years
26 of prior service credited to the member. This rate may be referred to
27 as "full prior service credit."

28 (b) 1.00% of final compensation multiplied by the number of years
29 of prior service credited to the member. This rate may be referred to
30 as "full prior service credit."

31 (c) .667% of final compensation multiplied by the number of years
32 of prior service credited to the member. This rate may be referred to
33 as "one-half prior service credit."

34 (3) The above rates shall apply at the age of sixty-two or over
35 for members included in the miscellaneous personnel and at age sixty
36 or over for members in the uniformed personnel: PROVIDED, That if a
37 member shall retire before attaining either of the ages above
38 referred to, the total prior service pension shall be reduced to the

1 percentages computed and established in accordance with the following
 2 tables, to wit:

3 Miscellaneous Personnel

4 Percent of Full Prior Service Allowable

5 Male Female

6	Age	Factor	Age	Factor
7	45	65.48	45	66.78
8	46	66.86	46	67.91
9	47	68.29	47	69.09
10	48	69.77	48	70.34
11	49	71.28	49	71.67
12	50	72.82	50	73.10
13	51	74.43	51	74.71
14	52	76.13	52	76.41
15	53	77.93	53	78.21
16	54	79.84	54	80.11
17	55	81.86	55	82.12
18	56	84.00	56	84.24
19	57	86.28	57	86.50
20	58	88.69	58	88.89
21	59	91.26	59	91.42
22	60	94.00	60	94.11
23	61	96.90	61	96.96
24	62	100.00	62	100.00

25 Percent of Full Prior Service Allowable

26 Uniformed Personnel

27	Age	Factor
28	45	69.66
29	46	71.13
30	47	72.65
31	48	74.22
32	49	75.83
33	50	77.47
34	51	79.18
35	52	80.99

Percent of Full Prior Service Allowable

Uniformed Personnel

3	53	.....	82.91
4	54	.....	84.93
5	55	.....	87.09
6	56	.....	89.37
7	57	.....	91.79
9	58	.....	94.36
10	59	.....	97.09
11	60	.....	100.00

12 (4) If sickness, injury, or service in the armed forces or
13 uniformed services of the United States during the national emergency
14 identified with World War I or World War II and/or service in the
15 armed forces or uniformed services of the United States of America
16 for extended active duty by any employee who shall have been
17 regularly granted a leave of absence from the city service by reason
18 thereof, prevents any regular employee from being in service on the
19 effective date, the board shall grant prior service credit to such
20 person when he or she is again employed. The legislative authority in
21 each participating city shall specify the amount of prior service to
22 be granted or current service credit to be made available to such
23 employees: PROVIDED, That in no case shall such service credit exceed
24 five years. Certificate of honorable discharge from or documentary
25 evidence of such service shall be submitted to the board before any
26 such credit may be granted or made available. Prior or current
27 service rates, or both, for such employees shall not exceed the rates
28 established for fellow employees.

29 (5) There shall be granted to any person who was an employee of a
30 private enterprise or a portion thereof which shall be hereafter
31 acquired by a city as a matter of public convenience or necessity,
32 where it is in the public interest to retain the trained personnel of
33 such enterprise or portion thereof, credit for prior service for the
34 period such person was actually employed by such private enterprise,
35 except that this shall apply only to those persons who shall be
36 employees of such enterprise or portion thereof at the time of its
37 acquisition by the city and who remain in the service of such city

1 until the effective date of membership of such person under this
2 chapter.

3 There shall be granted to any person who was an employee of any
4 state association of cities and towns, which association elects to
5 participate in the retirement system established by this chapter,
6 credit for prior service for the period such person was actually
7 employed by such association, except that this shall apply only to
8 those persons who shall be employees of such association on May 21,
9 1971.

10 Credit for such prior service shall be given only if payment for
11 the additional cost of including such service has been made or if
12 payment of such additional cost or reimbursement therefor has been
13 otherwise provided for to the satisfaction of the board or if such
14 person be entitled to any private pension or retirement benefits as a
15 result of such service with such private enterprise, credit will be
16 given only if he or she agrees at the time of his or her employment
17 by the municipality to accept a reduction in the payment of any
18 benefits payable under this chapter that are based in whole or in
19 part on such added and accredited service by the amount of these
20 private pension or retirement benefits received. The conditions and
21 limitations provided for in this subsection (5) shall be embodied in
22 any certificate of prior service issued or granted by the board where
23 any portion of the prior service credited under this subsection is
24 included therein.

25 The city may receive payments for these purposes from a third
26 party and shall make from such payments contributions with respect to
27 such prior service as may be necessary to enable the fund to assume
28 its obligations.

29 **Sec. 11.** RCW 73.16.031 and 2001 c 133 s 3 are each amended to
30 read as follows:

31 The definitions in this section apply throughout this chapter
32 unless the context clearly requires otherwise.

33 (1) "Attorney general" means the attorney general of the state of
34 Washington or any person designated by the attorney general to carry
35 out a responsibility of the attorney general under this chapter.

36 (2) "Benefit," "benefit of employment," or "rights and benefits"
37 means any advantage, profit, privilege, gain, status, account, or
38 interest (other than wages or salary for work performed) that accrues
39 by reason of an employment contract or agreement or an employer

1 policy, plan, or practice and includes rights and benefits under a
2 pension plan, a health plan, an employee stock ownership plan,
3 insurance coverage and awards, bonuses, severance pay, supplemental
4 unemployment benefits, vacations, and the opportunity to select work
5 hours or location of employment.

6 (3) "Employee" means a person in a position of employment.

7 (4) "Employer" means the person, firm, or corporation, the state,
8 or any elected or appointed public official currently having control
9 over the position that has been vacated.

10 (5) "Health plan" means an insurance policy or contract, medical
11 or hospital service agreement, membership or subscription contract,
12 or other arrangement under which health services for individuals are
13 provided or the expenses of such services are paid.

14 (6) "Notice" means any written or verbal notification of an
15 obligation or intention to perform service in the uniformed services
16 provided to an employer by the employee who will perform such service
17 or by the uniformed service in which such service is to be performed.

18 (7) "Position of employment" means any position (other than
19 temporary) wherein a person is engaged for a private employer,
20 company, corporation, or the state.

21 (8) "Qualified," with respect to an employment position, means
22 having the ability to perform the essential tasks of the position.

23 (9) "Rejectee" means a person rejected because he or she is not,
24 physically or otherwise, qualified to enter the uniformed service.

25 (10) "Resident" means any person residing in the state with the
26 intent to remain other than on a temporary or transient basis.

27 (11) "Seniority" means longevity in employment together with any
28 benefits of employment which accrue with, or are determined by,
29 longevity in employment.

30 (12) "Service in the uniformed services" means the performance of
31 duty on a voluntary or involuntary basis in a uniformed service under
32 competent authority and includes active duty, active duty for
33 training, initial active duty for training, inactive duty training,
34 full-time national guard duty (including state-ordered active duty),
35 and a period for which a person is absent from a position of
36 employment for the purpose of an examination to determine the fitness
37 of the person to perform any such duty.

38 (13) "State" means the state of Washington, including the
39 agencies and political subdivisions thereof.

1 (14) "Temporary position" means a position of short duration
2 which, after being vacated, ceases to exist and wherein the employee
3 has been advised as to its temporary nature prior to his or her
4 engagement.

5 (15) "Undue hardship," in the case of actions taken by an
6 employer, means actions requiring significant difficulty or expense
7 when considered in light of:

8 (a) The nature and cost of the action needed under this chapter;

9 (b) The overall financial resources of the facility or facilities
10 involved in the provision of the action; the number of persons
11 employed at such facility; the effect on expenses and resources; or
12 the impact otherwise of such action upon the operation of the
13 facility; and

14 (c) The type of operation or operations of the employer,
15 including the composition, structure, and functions of the workforce
16 of such employer, the geographic separateness, administrative, or
17 fiscal relationship of the facility or facilities in question to the
18 employer.

19 (16) "Uniformed services" means the armed forces, the army
20 national guard, and the air national guard of any state, territory,
21 commonwealth, possession, or district when engaged in active duty for
22 training, inactive duty training, full-time national guard duty, or
23 state active duty, the commissioned corps of the public health
24 service, the national oceanic and atmospheric administration
25 commissioned officer corps, the coast guard, and any other category
26 of persons designated by the president of the United States in time
27 of war or national emergency.

28 **Sec. 12.** RCW 73.16.010 and 2024 c 146 s 33 are each amended to
29 read as follows:

30 (1) In every public department, and upon all public works of the
31 state, and of any county thereof, soldiers, sailors, airmen,
32 guardians, marines and other members of the uniformed services (~~who~~
33 ~~are veterans of any war of the United States, or of any military~~
34 ~~campaign for which a campaign ribbon shall have been awarded)) with a
35 qualifying discharge as defined in RCW 73.04.005, and their widows or
36 widowers, shall be preferred for appointment and employment. Age,
37 loss of limb, or other physical impairment, which does not in fact
38 incapacitate, shall not be deemed to disqualify them, provided they
39 possess the capacity necessary to discharge the duties of the~~

1 position involved: (~~PROVIDED, That~~) Spouses of active duty service
2 members and spouses of veterans with a qualifying discharge as
3 defined in RCW 73.04.005 and who have a service connected permanent
4 and total disability shall also be preferred for appointment and
5 employment.

6 (2) "Veteran" has the same meaning as defined in RCW 41.04.005
7 and 41.04.007, and includes a current member of the national guard or
8 armed forces reserves who has been deployed to serve in an armed
9 conflict.

10 **Sec. 13.** RCW 73.16.051 and 2001 c 133 s 7 are each amended to
11 read as follows:

12 Any person who is entitled to be restored to a position in
13 accordance with this chapter shall be considered as having been on
14 furlough or leave of absence, from his or her position of employment,
15 during his or her period of active military duty or service, or
16 period of service in any of the other uniformed services, and he or
17 she shall be so restored without loss of seniority. He or she shall
18 further be entitled to participate in insurance, vacations,
19 retirement pay, and other benefits offered by the employer pursuant
20 to established rules and practices relating to employees on furlough
21 or leave of absence in effect with the employer at the time such
22 person was ordered into the service; and he or she shall not be
23 discharged from such position without cause within one year after
24 restoration.

25 **Sec. 14.** RCW 73.16.110 and 2011 c 144 s 1 are each amended to
26 read as follows:

27 (1) The legislature intends to establish a permissive preference
28 in private employment for certain veterans and military spouses.

29 (2) In every private, nonpublic employment in this state,
30 (~~honorably discharged~~) soldiers, sailors, (~~and~~) marines (~~who are~~
31 ~~veterans of any war of the United States, or of any military campaign~~
32 ~~for which a campaign ribbon has been awarded~~), airmen, guardians,
33 and uniformed service members, with a qualifying discharge as defined
34 in RCW 73.04.005, and their widows or widowers, may be preferred for
35 employment. Spouses of (~~honorably discharged~~) active duty service
36 members and spouses of veterans with a qualifying discharge as
37 defined in RCW 73.04.005 who have a service connected permanent and
38 total disability may also be preferred for employment. These

1 preferences are not considered violations of any state or local equal
2 employment opportunity law, including but not limited to any statute
3 or regulation adopted under chapter 49.60 RCW.

4 (3) "Veteran" has the same meanings as defined in RCW 41.04.005
5 and 41.04.007, and includes a current member of the national guard or
6 armed forces reserves who has been deployed to serve in an armed
7 conflict."

8 Correct the title.

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