
SENATE BILL 5767

State of Washington

69th Legislature

2025 Regular Session

By Senators Saldaña, Nobles, Stanford, Trudeau, and C. Wilson

Read first time 02/19/25. Referred to Committee on State Government, Tribal Affairs & Elections.

1 AN ACT Relating to providing hiring preferences for state
2 employment to certain federal employees; amending RCW 41.04.010; and
3 adding a new section to chapter 41.04 RCW.

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

5 **Sec. 1.** RCW 41.04.010 and 2024 c 146 s 14 are each amended to
6 read as follows:

7 (1) In all competitive examinations, unless otherwise provided in
8 this section, to determine the qualifications of applicants for
9 public offices, positions, or employment, either the state, and all
10 of its political subdivisions and all municipal corporations, or
11 private companies or agencies contracted with by the state to give
12 the competitive examinations shall give a scoring criteria status to
13 all veterans as defined in RCW 41.04.007 and federal employees as
14 defined in subsection (3) of this section, by adding to the passing
15 mark, grade or rating only, based upon a possible rating of one
16 hundred points as perfect a percentage in accordance with the
17 following:

18 ~~((1))~~ (a) Ten percent to a veteran who served during a period
19 of war or in an armed conflict as defined in RCW 41.04.005 and does
20 not receive military retirement. The percentage shall be added to the
21 passing mark, grade, or rating of competitive examinations until the

1 veteran's first appointment. The percentage shall not be utilized in
2 promotional examinations;

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

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

14 ~~((4))~~ (d) Five percent to a federal employee. The percentage
15 shall be added to promotional examinations until the first promotion
16 only.

17 (2) All veterans' scoring criteria may be claimed:

18 (a) Upon release from active military service with a qualifying
19 discharge as defined in RCW 73.04.005; or

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

24 (3) As used in this section, "federal employee" means an employee
25 of the federal government who was separated from federal service
26 under Executive Order 14210, 90 Fed. Reg. 9669 (February 11, 2025),
27 or voluntarily separated from federal service because of the
28 termination of remote work arrangements under Presidential Memorandum
29 90 Fed. Reg. 8251 (January 20, 2025).

30 NEW SECTION. Sec. 2. A new section is added to chapter 41.04
31 RCW to read as follows:

32 (1) In every state agency, federal employees shall be preferred
33 for appointment and employment.

34 (2) As used in this section:

35 (a) "Federal employee" has the meaning defined in RCW
36 41.04.010(3).

1 (b) "State agency" means any office, department, division,
2 bureau, board, commission, or other agency of the state of
3 Washington.

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