

SHB 1638 - S COMM AMD  
By Committee on Transportation

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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