

**SSB 5089 - S AMD 461**  
By Senator Kuderer

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

3 "NEW SECTION. **Sec. 1.** The legislature believes the diversity of  
4 the police force is essential to maintaining public trust and  
5 confidence in the criminal justice system. With this act, the  
6 legislature intends to provide for a diverse workforce with a variety  
7 of experiences and backgrounds that will ensure officers have the  
8 maturity and empathy to serve the citizens of Washington.

9 **Sec. 2.** RCW 41.12.070 and 2018 c 32 s 2 are each amended to read  
10 as follows:

11 (1) An applicant for a position of any kind under civil service  
12 under the provisions of this chapter(~~(7)~~) must be a citizen of the  
13 United States of America or a lawful permanent resident who can read  
14 and write the English language(~~(7~~

15 ~~An applicant for a position of any kind under civil service must~~  
16 ~~be)); and of an age suitable for the position applied for, in~~  
17 ordinary good health, of good moral character, and of temperate and  
18 industrious habits; these facts to be ascertained in such manner as  
19 the commission may deem advisable.

20 (2) An application for a position with a law enforcement agency  
21 may be rejected if the law enforcement agency deems that it does not  
22 have the resources to conduct the background investigation required  
23 pursuant to chapter 43.101 RCW. Resources means materials, funding,  
24 and staff time.

25 (3) Consistent with the scoring scheme outlined in RCW 41.04.010,  
26 a hiring law enforcement agency shall add a maximum of 10 percent to  
27 the passing mark, grade, or rating of any applicant for any of the  
28 following qualifications:

29 (a) Proficiency, as defined by the local jurisdiction, in a  
30 language other than English;

1 (b) Two or more years of professional experience in the peace  
2 corps, AmeriCorps, domestic violence counseling, mental or behavioral  
3 health care, homelessness programs, or other social services  
4 professions; or

5 (c) Service in the military as provided in RCW 41.04.010.

6 (4) Nothing in this section impairs an applicant's rights under  
7 state antidiscrimination laws.

8 **Sec. 3.** RCW 41.14.100 and 2018 c 32 s 3 are each amended to read  
9 as follows:

10 (1) An applicant for a position of any kind under civil service  
11 under the provisions of this chapter, must be a citizen of the United  
12 States or a lawful permanent resident who can read and write the  
13 English language.

14 (2) An application for a position with a law enforcement agency  
15 may be rejected if the law enforcement agency deems that it does not  
16 have the resources to conduct the background investigation required  
17 pursuant to chapter 43.101 RCW. Resources means materials, funding,  
18 and staff time.

19 (3) Consistent with the scoring scheme outlined in RCW 41.04.010,  
20 a hiring law enforcement agency shall add a maximum of 10 percent to  
21 the passing mark, grade, or rating of any applicant for any of the  
22 following qualifications:

23 (a) Proficiency, as defined by the local jurisdiction, in a  
24 language other than English;

25 (b) Two or more years of professional experience in the peace  
26 corps, AmeriCorps, domestic violence counseling, mental or behavioral  
27 health care, homelessness programs, or other social services  
28 professions; or

29 (c) Service in the military as provided in RCW 41.04.010.

30 (4) Nothing in this section impairs an applicant's rights under  
31 state antidiscrimination laws."

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1        On page 1, line 1 of the title, after "Relating to" strike the  
2 remainder of the title and insert "peace officer hiring; amending RCW  
3 41.12.070 and 41.14.100; and creating a new section."

EFFECT: Removes provisions (1) requiring an applicant for a law enforcement officer be at least 23 years of age; (2) requiring an applicant for a law enforcement officer have or be working toward an associate's degree or have two years of social service experience; (3) awarding preference points to applicants for volunteer experience; and (4) instituting a 24 month probationary period for new officers from the date of completion of basic law enforcement academy. Clarifies that an applicant for the position of law enforcement officer may add a maximum of 10 points for preferences outlined in the bill and service in the military as provided in RCW 41.04.010. Amends the title.

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