
HOUSE BILL 1380

State of Washington

68th Legislature

2023 Regular Session

By Representatives Stokesbary and Robertson

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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