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**SUBSTITUTE HOUSE BILL 1387**

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**State of Washington**

**68th Legislature**

**2023 Regular Session**

**By** House Community Safety, Justice, & Reentry (originally sponsored by Representatives Ramos, Goodman, Callan, Ryu, Ramel, and Pollet)

1 AN ACT Relating to requiring the criminal justice training  
2 commission to establish a program to recruit and train a pool of  
3 applicants who may be employed by certain law enforcement agencies in  
4 the state; creating a new section; and providing an expiration date.

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

6 NEW SECTION. **Sec. 1.** (1) The commission shall convene a work  
7 group to study and make recommendations regarding requiring the  
8 commission to establish a program to recruit, and issue  
9 certifications to, a pool of candidates who may be hired as peace  
10 officers by city and county law enforcement agencies in the state.

11 (2) The work group must be composed of individuals representing  
12 the following:

13 (a) The commission;

14 (b) The Washington association of sheriffs and police chiefs;

15 (c) The Washington council of police and sheriffs;

16 (d) The Washington state fraternal order of police;

17 (e) The association of Washington cities;

18 (f) The Washington state association of counties;

19 (g) The Washington state office of equity;

20 (h) The Washington coalition for police accountability;

21 (i) Experts in human resources best practices; and

1 (j) Any other stakeholder deemed appropriate by the commission.  
2 (3) The commission must study and make recommendations regarding  
3 the following:  
4 (a) A plan to establish a program to recruit, and issue  
5 certifications to, a pool of candidates who may be hired as peace  
6 officers by city and county law enforcement agencies in the state;  
7 (b) The qualifications of applicants who may participate in the  
8 pool;  
9 (c) Best human resources practices to produce an applicant pool  
10 with a broad spectrum of backgrounds and experience;  
11 (d) The types of law enforcement agencies that may hire  
12 applicants from the pool and the timing of when offers of employment  
13 may be made;  
14 (e) The manner in which the commission should be reimbursed for  
15 the ongoing costs of recruiting and training pool applicants;  
16 (f) Methods to encourage law enforcement agencies to hire  
17 applicants from the pool; and  
18 (g) Any statutory or regulatory barriers to establishing the  
19 pool.  
20 (4) The commission shall report its findings and recommendations  
21 to the governor and the legislature no later than November 15, 2024.  
22 The recommendations must include draft legislation implementing the  
23 recommendations.  
24 (5) The commission may contract with a consultant to implement  
25 the requirements of this act. The commission may hire an employee to  
26 oversee the contracting process and manage the implementation of the  
27 contract.  
28 (6) For purposes of this section, "commission" means the criminal  
29 justice training commission.  
30 (7) This section expires January 1, 2025.

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