

CERTIFICATION OF ENROLLMENT

SUBSTITUTE HOUSE BILL 1638

Chapter 459, Laws of 2023

68th Legislature
2023 Regular Session

STATE TROOPER EXPEDITED RECRUITMENT INCENTIVE PROGRAM

EFFECTIVE DATE: May 15, 2023

Passed by the House April 19, 2023
Yeas 98 Nays 0

LAURIE JINKINS

**Speaker of the House of
Representatives**

Passed by the Senate April 10, 2023
Yeas 48 Nays 0

DENNY HECK

President of the Senate

Approved May 15, 2023 2:59 PM

JAY INSLEE

Governor of the State of Washington

CERTIFICATE

I, Bernard Dean, Chief Clerk of the House of Representatives of the State of Washington, do hereby certify that the attached is **SUBSTITUTE HOUSE BILL 1638** as passed by the House of Representatives and the Senate on the dates hereon set forth.

BERNARD DEAN

Chief Clerk

FILED

May 16, 2023

**Secretary of State
State of Washington**

SUBSTITUTE HOUSE BILL 1638

AS AMENDED BY THE SENATE

Passed Legislature - 2023 Regular Session

State of Washington 68th Legislature 2023 Regular Session

By House Transportation (originally sponsored by Representatives Fey, Barkis, Robertson, Lekanoff, Schmidt, Ramel, Duerr, Timmons, Eslick, and Jacobsen)

READ FIRST TIME 02/17/23.

1 AN ACT Relating to the creation of a state trooper expedited
2 recruitment incentive program; adding a new section to chapter 43.43
3 RCW; creating a new section; and declaring an emergency.

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

5 NEW SECTION. **Sec. 1.** The legislature finds that the Washington
6 state patrol is experiencing historic levels of trooper vacancies,
7 with almost 30 percent of trooper positions unfilled. At the same
8 time, Washington is experiencing alarming increases in serious and
9 fatal crashes on our roadways. The legislature recognizes that the
10 Washington state patrol is working on strengthening its recruiting
11 efforts, with a focus on broadening outreach to candidates from
12 marginalized communities. This historic confluence of factors
13 justifies extraordinary measures to assist the Washington state
14 patrol in its efforts to attract and retain sufficient numbers of
15 troopers for the protection of the citizens of the state of
16 Washington.

17 NEW SECTION. **Sec. 2.** A new section is added to chapter 43.43
18 RCW to read as follows:

19 (1) The Washington state patrol shall develop and implement a
20 state trooper expedited recruitment incentive program for the purpose

1 of recruiting and filling vacant trooper positions. Recruitment must
2 redouble the effort to create a more diverse workforce and must also
3 provide an accelerated pathway for joining the state patrol for
4 individuals who have previously been employed as a general authority
5 peace officer.

6 (2) The state trooper expedited recruitment incentive program
7 established by the Washington state patrol may include:

8 (a) Hiring procedures and an accelerated training program for
9 lateral hires from other agencies that recognizes the knowledge and
10 experience of candidates previously employed in law enforcement; and

11 (b) A sign-on bonus or other bonus for each trooper hired through
12 the expedited recruitment incentive program.

13 (3) The establishment of the state trooper expedited recruitment
14 incentive program is subject to a change to the applicable collective
15 bargaining agreements negotiated with the exclusive bargaining
16 representatives.

17 (4) This section does not interfere with, impede, or in any way
18 diminish the right of the officers of the Washington state patrol to
19 bargain collectively with the state through the exclusive bargaining
20 representatives as provided for in RCW 41.56.473.

21 (5) Expenditures and eligibility for the state trooper expedited
22 recruitment incentive program established in this section are subject
23 to the availability of amounts appropriated for this specific
24 purpose. The specific amounts, requirements, and other provisions
25 related to the bonus policy for cadet hires or lateral hires are
26 subject to applicable provisions as set forth in an omnibus
27 transportation appropriations act.

28 (6) For the purposes of this section:

29 (a) "Cadet" means a person employed for the express purpose of
30 receiving the on-the-job training required for attendance at the
31 Washington state patrol academy and for becoming a commissioned
32 trooper.

33 (b) "Lateral hire" means an eligible employee previously employed
34 as a general authority peace officer.

35 NEW SECTION. **Sec. 3.** This act is necessary for the immediate
36 preservation of the public peace, health, or safety, or support of
37 the state government and its existing public institutions, and takes
38 effect immediately.

Passed by the House April 19, 2023.
Passed by the Senate April 10, 2023.
Approved by the Governor May 15, 2023.
Filed in Office of Secretary of State May 16, 2023.

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