
HOUSE BILL 1605

State of Washington

69th Legislature

2025 Regular Session

By Representatives Fey and Barkis

1 AN ACT Relating to the establishment of a state patrol longevity
2 bonus; amending RCW 43.43.386; and declaring an emergency.

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

4 **Sec. 1.** RCW 43.43.386 and 2024 c 237 s 2 are each amended to
5 read as follows:

6 (1) Beginning July 1, 2024, an eligible commissioned employee
7 completing 26 or more years of service shall qualify for an annual
8 state trooper longevity bonus of \$15,000 on the employee's
9 anniversary date of state employment, which shall be paid in four
10 equal quarterly payments.

11 (2) An eligible commissioned employee who completed 26 or more
12 years of service before July 1, 2024, and who has been continuously
13 employed by the Washington state patrol for at least one year as of
14 the effective date of this section qualifies for a one-time retention
15 incentive. The incentive is equal to \$3,750 multiplied by the result
16 when one is subtracted from the number of the fiscal quarter in which
17 the employee's anniversary date falls. The one-time retention
18 incentive shall be completed no later than June 30, 2025.

19 (3) The establishment of the state trooper longevity bonus is
20 subject to a change to the applicable collective bargaining
21 agreements negotiated with the exclusive bargaining representatives.

1 ~~((3))~~ (4) This section does not interfere with, impede, or in
2 any way diminish the right of the officers of the Washington state
3 patrol to bargain collectively with the state through the exclusive
4 bargaining representatives as provided for in RCW 41.56.473.

5 ~~((4))~~ (5) The state patrol longevity bonus created in this
6 section is a time-limited incentive targeted at retaining senior
7 personnel and is not intended to be included in salary or average
8 final salary for calculation of pension benefits in this chapter.

9 ~~((5))~~ (6) The benefits provided pursuant to chapter 237, Laws
10 of 2024 are not provided to employees as a matter of contractual
11 right. The legislature retains the right to alter or abolish these
12 benefits at any time.

13 ~~((6))~~ (7) Beginning July 15, 2024, and every three months
14 thereafter, the Washington state patrol must submit a report showing
15 the average filled positions in field force trooper positions in
16 comparison to the 683 total authorized field force trooper positions
17 in the prior fiscal quarter. The quarterly reports detailed must be
18 submitted to the office of financial management and the
19 transportation committees of the legislature. The authorized field
20 force trooper level as the basis for this comparison may be adjusted
21 as specified in the omnibus transportation appropriations act.

22 ~~((7))~~ (8) For the purposes of this section(~~(, "eligible"))~~:

23 (a) "Eligible commissioned employee" means a Washington state
24 patrol employee with 26 or more years of service in the Washington
25 state patrol retirement system.

26 ~~((8))~~ (b) "Number of the fiscal quarter" equals:

27 (i) One, if the employee's anniversary date falls between July
28 1st and September 30th, inclusive;

29 (ii) Two, if the employee's anniversary date falls between
30 October 1st and December 31st, inclusive;

31 (iii) Three, if the employee's anniversary date falls between
32 January 1st and March 31st, inclusive; and

33 (iv) Four, if the employee's anniversary date falls between April
34 1st and June 30th, inclusive.

35 (9) This section expires June 30, 2029.

36 NEW SECTION. Sec. 2. This act is necessary for the immediate
37 preservation of the public peace, health, or safety, or support of

1 the state government and its existing public institutions, and takes
2 effect immediately.

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