

TENTATIVE AGREEMENT ONLY.

This tentative agreement will only become final if it is first determined to be financially feasible by OFM and subsequently funded by the Legislature in the 2022-2023 budget.

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ARTICLE 28

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COMPENSATION

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28.1 A. ~~Effective July 1, 2019, all salary ranges and steps of the WSP Commissioned Officer Salary Schedule for Troopers and Sergeants that was in effect on June 30, 2019 shall be increased by two percent (2.0%), as shown in Appendix A.~~

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B. ~~Effective July 1, 2020, all salary ranges and steps of the WSP Commissioned Officer Salary Schedule for Troopers and Sergeants that was in effect on June 30, 2020, shall be increased by two and one half percent (2.5%), as shown in Appendix B.~~ The parties agree that, effective July 1, 2022, all salary ranges and steps of the WSP Commissioned Officer Salary Schedule for Troopers and Sergeants in effect on June 30, 2021 shall be increased by ten percent (10%) as shown in Appendix B.

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28.2 Definitions

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For purposes of this Article:

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A. Base rate of pay is defined as the entry level trooper or sergeant salary including progression adjustments and longevity premium; and

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B. Regular rate of pay is defined as the base rate of pay as well as specialty pay, education incentive and geographic assignment pay.

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28.3 Progression Adjustments

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A. For purposes of [Sections 28.3](#) and [28.4](#), years of commissioned service shall be calculated the same as seniority in [Article 8](#), Seniority.

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B. Troopers will receive a six percent (6%) progression adjustment six (6) months from their commission date and annually thereafter, in accordance with the WSP Commissioned Officer Salary Schedule as shown in the applicable Appendix, until they reach their fifth (5th) year of commissioned

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1 B. The above percentages will be based upon the employee's base rate of pay.

2 C. An employee will be entitled to one (1) education incentive pay only.

3 D. Degrees must be from an accredited institution of higher education.

4 **28.6 Shift Differential**

5 Shift differential will be paid at five percent (5%) of the employee's regular rate of
6 pay for all hours worked between six (6:00) p.m. and six (6:00) a.m., including
7 overtime hours.

8 **28.7 Specialty Pay**

9 A. The Employer will pay specialty pay as follows to employees assigned
10 primarily to the following responsibilities:

<u>Premium</u>	<u>Monthly Rate</u>
Academy Staff	Five percent (5%)
Armorer	Two percent (2%)
Auto Theft of the Year (FOB troopers only)	Three percent (3%)
BAC Technician	Three percent (3%)
Bomb Technician	Five percent (5%)
Canine Handler	Three percent (3%)
Canine Training Officer	Five percent (5%)
Certified Reconstructionist	Three percent (3%)
Certified Technician of the Year	Three percent (3%)
Certified Technical Specialist	Two percent (2%)
Command Pilot	Fifteen percent (15%)
Detective	Three percent (3%)
Executive Protection Unit	Ten percent (10%)
Drug Recognition Expert (DRE)	Two percent (2%)
Motorcycle Officers	Four percent (4%)
Multi Engine Pilot	Ten percent (10%)
Single Engine Pilot	Five percent (5%)
SWAT Member	Three percent (3%)
Trooper of the Year	Three percent (3%)

11 B. In addition to the specialty pay listed above, the Detective of the Year will
12 receive a one-time lump sum payment of two hundred dollars (\$200).

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- 1 C. The above percentages will be based upon the employee’s base rate of pay.
- 2 D. Except as provided below, employees may hold up to two (2) full-time
3 percentage specialty assignments.
- 4 E. An employee is limited to holding one (1) full-time percentage specialty
5 assignment if the monthly rate for such assignment is ten percent (10%) or
6 above.
- 7 F. Subsection 28.7 D above shall not preclude any employee from receiving
8 one (1) or more lump sum payments in addition to his/her percentage
9 specialty payments.

10 **28.8 Field Training Officer (FTO)**

11 Troopers assigned as a FTO will be compensated an additional ten percent (10%)
12 of their regular rate of pay for all hours worked as a FTO. Sergeants will be
13 compensated an additional five percent (5%) of their regular rate of pay for all hours
14 worked as a FTO supervisor.

15 **28.9 Geographic Assignment Pay**

16 A. The Employer will pay employees assigned to the following positions an
17 additional seven percent (7%) of their base rate of pay:

<u>District</u>	<u>Detachment</u>	<u>Location</u>	<u>Position #</u>
8	Port Angeles	Forks	6629
8	Port Angeles	Forks	6633
7	Burlington	Newhalem	6571
4	Colville	Republic	6911

18 B. In recognition of the fact that the higher cost of living impacts the ability to
19 recruit and/or retain employees and impairs the effective operation of the
20 Agency, the Employer will pay employees in positions located in King,
21 Pierce or Snohomish Counties the following additional percentage applied
22 to the employee’s base rate of pay:
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<u>County</u>	<u>Percent of base rate</u>
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King	Ten percent (10%)
Pierce	Three percent (3%)
Snohomish	Five percent (5%)

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2 **28.10 Employee-In-Charge Compensation**

3 A. To be compensated for temporarily assuming the duties of a supervisory
4 position, the supervisor must be gone for forty (40) or more consecutive
5 hours. If more than one (1) employee is appointed to work in the
6 supervisor’s position, each employee will be compensated for the actual
7 time worked, provided each employee has worked at least eight (8)
8 consecutive non-overtime hours in the position.

9 B. Employees will not be compensated at the higher level for time not worked
10 while on any paid leave or while attending court in overtime status. If a
11 holiday occurs during the appointed time period that qualifies for in-charge
12 pay, the employee will be compensated as stated above and will be eligible
13 for holiday credits in accordance with [Article 13](#), Holidays.

14 C. Compensation for troopers assuming the duties of a sergeant in accordance
15 with this Section will be an additional fifteen percent (15%) of the trooper’s
16 regular rate of pay. Compensation for sergeants assuming the duties of a
17 lieutenant in accordance with this Section will be an additional seventeen
18 and three-tenths percent (17.3%) of the sergeant’s regular rate of pay.

19 **28.11 Salary upon Promotion**

20 Employees who are promoted will be compensated at the higher level based on
21 their longevity as a commissioned employee and education incentive pay.

22 **28.12 Clothing Allowances**

23 A. Upon selection as a detective, and annually thereafter on the anniversary
24 date of selection, detectives will receive a clothing allowance of six hundred
25 dollars (\$600).

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1 B. Upon selection for the Executive Protection Unit (EPU), and annually
2 thereafter on the anniversary date of selection, employees will receive a
3 clothing allowance of seven hundred dollars (\$700).

4 **28.13 Parking**

5 The Department of Enterprise Services will manage parking on the Capitol Campus
6 in accordance with [RCW 46.08.172](#). The Employer will pay all applicable fees for
7 parking of Agency-issued vehicles for employees assigned to the Helen Sommers
8 Building and/or the Capitol Campus.

9 **28.14 Re-Commissioned Officers**

10 Upon returning to employment with the WSP, a commissioned officer will be paid
11 at the same salary range and step as when the officer left employment with the
12 WSP. The officer will serve a one year probation period. The returning officer's
13 seniority will be determined in accord with [Article 8](#).

14 **28.15 Temporary Assignments**

15 An officer shall receive the specialty pay under [Section 28.7](#) and the geographic
16 assignment pay under [Section 28.9](#) to which the officer is entitled by their
17 permanent assignment, even when that officer is on temporary assignment in a
18 different position or geographic location, including administrative reassignment.

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/s/	7/15/2021	/s/	7/14/2021
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21 For OFM

Date

For WSPTA

Date