# 2016 Washington State Patrol Compensation Survey

As required by Revised Code of Washington (RCW) 41.06.167 and 41.56.475



Office of Financial Management April 30, 2016

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## **EXECUTIVE SUMMARY**

#### **Survey Methodology**

The Office of Financial Management (OFM), State Human Resources Division, in conjunction with staff from the Washington State Patrol (WSP), prepared the 2016 Washington State Patrol Compensation Survey. This survey is required by Revised Code of Washington (RCW) 41.06.0167.

The primary objective of this survey is to compare Washington State Patrol's market position for pay, pay practices, pay supplements, health benefits and retirement benefits. RCW 43.56.475 requires an arbitrator, during interest arbitration, to consider the pay of like employers, of like size on the West Coast. Past arbitrators have validated the *comparable* agencies selected by OFM meet this criteria. [WSPLA, PERC 26674-I-14-0660 (Merrill, 2015)] Arbitrator Michael G. Merrill "confirmed, as have others, that the meaning of "west coast" is rightly interpreted to include states beyond the coastline, thus properly including the full list of OR, NV, CA, AZ and ID."

The following state law enforcement agencies were surveyed:

- Arizona Department of Public Safety
- California Highway Patrol
- Idaho State Police
- Nevada Department of Public Safety
- Oregon State Police

In addition to the comparable agencies surveyed, <u>competitor</u> agencies were also selected for surveying. While not statutorily required for consideration, the results inform our understanding of local market conditions as well as pay and benefit practices. These local jurisdictions' missions are different from WSP's in that their law enforcement activities are related more to the needs of the cities and counties than the highways of the state. However, the candidate pool for recruitment is similar. Based on an analysis of population size, recruitment and retention data, and the demographics of the agency, 22 additional jurisdictions were selected. The competitor results are not included within the written analysis of this report. Their results are separated and available in the last portion of this report.

#### **Data Adjustments**

To accurately reflect the geographic differences in compensation data, the Bureau of Economic Analysis's Regional Price Parity (RPP) index is applied to out-of-state data. The RPP is an index that sets the national cost of goods and services at 100. A region's RPP will adjust compensation data based on how the cost-of-living in that region compares to the national average. Index values higher than the State of Washington reflect a higher cost of living in that state, while a lower index reflects a lower cost of living.

## **EXECUTIVE SUMMARY**

The table below is the latest RPP Index (<u>released July 2015</u>) and includes the adjustment factors applied to each state's salary data. To calculate the adjustment factor, the Washington state index was divided by each state's index.

	RPP Index1	Adjustment Factor
Arizona Department of Public Safety	97.1%	106.3%
California Highway Patrol	112.3%	91.9%
Idaho State Police	92.8%	111.2%
Nevada Department of Public Safety	98.2%	105.1%
Oregon State Police	98.7%	104.6%
Washington State Patrol	103.2%	

#### **Benchmark Jobs**

The survey included five benchmark jobs within the Washington State Patrol:

- Trooper cadet entry level, non-commissioned
- State trooper sworn officer
- Sergeant detachment/unit supervisor
- Lieutenant assistant district commander
- Captain district commander

#### **Market Data Analysis**

A general rule of survey data is that a job is considered at market if within ten percent of the surveyed market value. Consequently, if a surveyed job's average pay is within a market index of 95% to 105% it can be viewed as fully competitive.<sup>2</sup>

Four comparisons of the detailed salary data were completed. These provided a realistic comparison of the salaries based on additional factors, economics and compensation philosophies. The four comparisons were:

- Unadjusted
- Adjusted by longevity pay
- Adjusted by Regional Price Parity
- Adjusted by Regional Price Parity and longevity

In addition to salary data, additional areas related to compensation and benefits were surveyed:

- Pay differential practices Methods of payment for work outside or during a normal shift.
- Specialty pays Pay in addition to base pay for specialty assignment(s).
- Supplemental pay practices Pay in addition to base pay provided to select employees.
- Leave Vacation, sick and other forms of leave provided to employees.
- Benefits Medical, vision, and dental insurance provided to employees.
- Retirement General plans offered to employees and respective contribution rates.

The Bureau of Economic Analysis (BEA) RPP measures geographic differences in the price levels of consumption goods and services relative to the national average.

WorldatWork, The WorldatWork Handbook of Compensation | Benefits & Total Rewards (Hoboken, New Jersey, 2007), page 148.

## **EXECUTIVE SUMMARY**

#### **Key Findings**

Black = At market competitiveness

Green = Above market competitiveness

Red = Below market competitiveness

#### Unadjusted

At the minimum salary, the unadjusted salary is competitive with the agencies from other states. At the five-year mark, salaries are only competitive in one benchmark job. The state trooper salary at the five-year mark remains competitive. WSP is not competitive at the maximum.

Benchmark Job	Minimum	5 year Salary	Maximum
Trooper cadet	95%		
State trooper	95%	95%	89%
Sergeant	109%	88%	86%
Lieutenant	98%	81%	81%
Captain	101%	84%	85%

#### **Adjusted by Longevity Pay**

At the minimum salary when adjusted salary for longevity the salaries are competitive with the agencies from other states. At the five-year mark, salaries remain competitive at state trooper job. However, the remaining jobs were no longer competitive.

Benchmark Job	Minimum	5 year Salary	Maximum		
Trooper cadet	95%				
State trooper	95%	98%	97%		
Sergeant	109%	91%	93%		
Lieutenant	98%	83%	87%		
Captain	101%	84%	86%		

#### **Adjusted by Regional Price Parity**

When applying the applicable Regional Price Parity adjustment factor to the salaries, minimum salaries are competitive within benchmarked jobs, with the exception of the trooper cadet and trooper. At all other salary marks, there are no jobs competitive.

Benchmark Job	Minimum	5 year Salary	Maximum		
Trooper cadet	93%				
State trooper	93%	94%	87%		
Sergeant	106%	87%	83%		
Lieutenant	96%	80%	79%		
Captain	98%	84%	83%		

## **EXECUTIVE SUMMARY**

#### **Adjusted by Regional Price Parity and Longevity**

When applying the applicable Regional Price Parity index value and longevity pay to the salaries, the minimum salaries are competitive with the sergeant, lieutenant and captain jobs. At all other salary marks, the level of competitiveness varied per benchmarked job.

Benchmark Job	Minimum	5 year Salary	Maximum
Trooper Cadet	93%		
State Trooper	93%	97%	94%
Sergeant	106%	90%	90%
Lieutenant	122%	102%	104%
Captain	113%	94%	94%

Overall, benchmark jobs exceed the market at six points, within market at 16 points and below market 33 points. Some of these variations may be a result of the different compensation structures at the different state agencies. This is prevalent at the benchmarked jobs above state trooper.

When comparing the pay differential practices, specialty pays and supplemental pay practices, the Washington State Patrol is competitive. These are detailed in the tables within the comparable detailed data results. In some areas, the Washington State Patrol offers more specialty pays and supplemental pays than comparators.

When comparing paid time off (PTO) practices, the Washington State Patrol is competitive in most areas against the comparators but is behind in the average in vacation years at six, seven, 10, 11 and 12 years and then again after 20 years of service. All jurisdictions are allowed to carry over greater balance year to year.

Washington state continues to offer a competitive benefits package when compared to participants.

**COMPARABLE RESULTS** 

COMPARABLE AGENCY RESULTS

The tables within this section contain the detailed respondent data in relationship to the Washington State Patrol compensation data. The effective date for all pay data, pay practices and benefit information is January 1, 2016.

The following are the comparable agencies. All five agencies responded to the survey and their data is represented accordingly.

Comparable Agencies	Responded
Arizona Department of Public Safety	✓
California Highway Patrol	✓
Idaho State Police	✓
Nevada Department of Public Safety	✓
Oregon State Police	✓

#### BENCHMARKED DETAILED DATA

Section 1 – Benchmarked Job Class Salaries

	Trooper Cadet - Entry Level											
				Work	Annual Scheduled Base Pay Rates (excluding longevity differentials)							
Organization Name	n Name Matching Title Represented		Contract Term	week	Minimum	6 Months	1 Year					
Arizona Department of Public Safety	Cadet Officer	Non-Represented		40	39,102	39,102	39,102					
California Highway Patrol	Cadet	Represented	7/3/2010 - 7/3/2018	40	53,520	53,520	56,196					
Idaho State Police	No Match											
Nevada Department of Public Safety	DPS Officer 1	Non-Represented		40	48,087	48,087	50,196					
Oregon State Police	Recruit Trooper	Represented	7/1/2015 - 6/30/2017	40	55,080	57,840	60,720					
States Participant Average					48,947	49,637	51,553					
Washington State Patrol		Non-Represented	Non-Represented			46,308	46,308					
Washington State Patrol as a % of	ashington State Patrol as a % of Comparables Participant Average											

#### BENCHMARKED DETAILED DATA

	State Trooper - Sworn Officer												
				Work		Annual Scheduled Base Pay Rates (excluding longevity differentials)							
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Arizona Department of Public Safety	Officer	Non- Represented		40	45,619	45,619	47,906	57,053	57,053	57,053	57,053	57,053	63,912
California Highway Patrol	Officer Range A	Represented	7/3/2010 - 7/3/2018	40	75,000	75,000	78,756	93,012	93,012	93,012	93,012	93,012	93,012
Idaho State Police	State Trooper	Non- Represented		40	40,518								72,363
Nevada Department of Public Safety	DPS Officer 2	Non- Represented		40	54,738	54,738	57,190	65,354	81,954	81,954	81,954	81,954	81,954
Oregon State Police	Trooper/Sr Trooper	Represented	7/1/2015 - 6/30/2017	40	55,080	57,840	60,720	73,932	73,932	73,932	73,932	73,932	73,932
States Participant Average					54,191	58,299	61,143	72,338	76,488	76,488	76,488	76,488	77,035
Washington State Patrol   Represented   7/1/2015 - 6/30/2017   40			40	51,480	54,576	54,576	68,904	68,904	68,904	68,904	68,904	68,904	
Washington State Patrol as a % of Comparables Participant Average					95%	94%	89%	95%	90%	90%	90%	90%	89%

#### BENCHMARKED DETAILED DATA

			Sergeant - I	Detachi	ment/Un	it Superv	visor						
				Work	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Arizona Department of Public Safety	Sergeant	Non- Represented		40	70,304	70,304	72,224	79,902	79,902	79,902	79,902	79,902	79,902
California Department of Highway Patrol	Sergeant Range A	Non- Represented		40	91,344	91,344	95,916	111,048	113,280	113,280	113,280	113,280	113,280
Idaho State Police	Sergeant	Non- Represented		40	55,453								81,806
Nevada Department of Public Safety	DPS Sergeant	Non- Represented		40	59,779	59,779	62,577	71,514	89,847	89,847	89,847	89,847	89,847
Oregon State Police	Sergeant	Represented	7/1/2015 - 6/30/2017	40	86,352	86,352	89,808	97,140	97,140	97,140	97,140	97,140	97,140
Cities Participant Average					72,646	76,945	80,131	89,901	95,042	95,042	95,042	95,042	92,395
Washington State Patrol Represented 7/1/2015 - 6/30/2017 40			40	79,200	79,200	79,200	79,200	79,200	79,200	79,200	79,200	79,200	
Washington State Patrol as a % of Comparables Participant Average				109%	103%	99%	88%	83%	83%	83%	83%	86%	

#### BENCHMARKED DETAILED DATA

	Lieutenant - Assistant District Commander												
				Work	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Arizona Department of Public Safety	Captain	Non- Represented		40	102,736	102,736	102,736	102,736	102,736	102,736	102,736	102,736	102,736
California Department of Highway Patrol	Lieutenant	Non- Represented		40	132,348	132,348	138,960	156,288	156,288	156,288	156,288	156,288	156,288
Idaho State Police	Lieutenant	Non- Represented		40	61,090								90,376
Nevada Department of Public Safety	DPS Lieutenant	Non- Represented		40	68,361	68,361	71,514	81,954	103,252	103,252	103,252	103,252	103,252
Oregon State Police	Lieutenant	Non- Represented		40	99,228	99,228	104,244	109,416	109,416	109,416	109,416	109,416	109,416
States Participant Average					92,753	100,668	104,364	112,599	117,923	117,923	117,923	117,923	112,414
Yakima County Sheriff's Office Represented 7/1/2015 - 6/30/2017			40	91,176	91,176	91,176	91,176	91,176	91,176	91,176	91,176	91,176	
Washington State Patrol as a % of Comparables Participant Average				98%	91%	87%	81%	77%	77%	77%	77%	81%	

#### BENCHMARKED DETAILED DATA

			Captai	n - Dist	trict Com	mander							
				Annual Scheduled Base Pay Rates  Work (excluding longevity differentials)									
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Arizona Department of Public Safety	Major	Non- Represented		40	114,257	114,257	114,257	114,257	114,257	114,257	114,257	114,257	114,257
California Department of Highway Patrol	Captain	Non- Represented		40	151,548	151,548	159,120	175,608	175,608	175,608	175,608	175,608	175,608
Idaho State Police	Captain	Non- Represented		40	75,691								97,947
Nevada Department of Public Safety	DPS Captain	Non- Represented		40	74,813	74,813	78,342	89,847	113,399	113,399	113,399	113,399	113,399
Oregon State Police	Captain	Non- Represented		40	114,768	114,768	120,516	126,456	126,456	126,456	126,456	126,456	126,456
States Participant Average					106,215	113,847	118,059	126,542	132,430	132,430	132,430	132,430	125,533
Washington State Patrol	Washington State Patrol   Represented   7/1/2015 - 6/30/2017   40			40	106,920	106,920	106,920	106,920	106,920	106,920	106,920	106,920	106,920
Washington State Patrol as a % of	ashington State Patrol as a % of Comparables Participant Average					94%	91%	84%	81%	81%	81%	81%	85%

#### BENCHMARKED DETAILED DATA

1b Detailed Salary Data Adjusted for Longevity Pay

Longevity pay is an additional amount or percentage received by and based on a defined number of years of tenure with the agency or commissioned time.

		Trooper Cadet - En	try Level						
				Work	Annual S	Scheduled Base Pa	ay Rates		
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year		
Arizona Department of Public Safety	Cadet Officer	Non-Represented		40	39,102	39,102	39,102		
California Highway Patrol	fornia Highway Patrol Cadet Represented 7/3/2010 - 7/3/2018 40								
Idaho State Police	No Match								
Nevada Department of Public Safety	DPS Officer 1	Non-Represented		40	48,087	48,087	50,196		
Oregon State Police	Recruit Trooper	Represented	7/1/2015 - 6/30/2017	40	55,080	57,840	60,720		
States Participant Average					48,947	49,637	51,553		
Washington State Patrol		40	46,308	46,308	46,308				
Washington State Patrol as a % of	Comparables Participant Ave		95%	93%	90%				

## BENCHMARKED DETAILED DATA

			State 1	Ггооре	er - Sworn	officer							
				Work				Annual Sch	eduled Base	e Pay Rates			
Organization Name	Matching Title	Represented		Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum	
Arizona Department of Public Safety	Officer	Non- Represented		40	45,619	45,619	47,906	57,053	57,053	57,053	57,053	57,053	63,912
California Highway Patrol	Officer Range A	Represented	7/3/2010 - 7/3/2018	40	75,000	75,000	78,756	93,012	93,012	93,012	96,732	100,453	100,453
Idaho State Police	State Trooper	Non- Represented		40	40,518								72,363
Nevada Department of Public Safety	DPS Officer 2	Non- Represented		40	54,738	54,738	57,190	65,354	81,954	81,954	81,954	81,954	81,954
Oregon State Police	Trooper/Sr Trooper	Represented	7/1/2015 - 6/30/2017	40	55,080	57,840	60,720	73,932	73,932	73,932	75,780	75,780	75,780
States Participant Average					54,191	58,299	61,143	72,338	76,488	76,488	77,880	78,810	78,892
Washington State Patrol	Represented   7/1/2015 - 6/30/2017						54,576	70,971	72,349	73,727	75,105	76,483	76,483
Washington State Patrol as a % of	ington State Patrol as a % of Comparables Participant Average						89%	98%	95%	96%	96%	97%	97%

## BENCHMARKED DETAILED DATA

			Sergeant - I	Detachi	ment/Un	it Superv	isor						
				Work				Annual Sch	eduled Base	Pay Rates			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Arizona Department of Public Safety	Sergeant	Non- Represented		40	70,304	70,304	72,224	79,902	79,902	79,902	79,902	79,902	79,902
alifornia Department of Highway Sergeant Range A Represented					91,344	91,344	95,916	111,048	113,280	113,280	117,811	122,342	122,342
Idaho State Police	Sergeant	Non- Represented		40	55,453								81,806
Nevada Department of Public Safety	DPS Sergeant	Non- Represented		40	59,779	59,779	62,577	71,514	89,847	89,847	89,847	89,847	89,847
Oregon State Police	Sergeant	Represented	7/1/2015 - 6/30/2017	40	86,352	86,352	89,808	97,140	97,140	97,140	97,140	97,140	97,140
Cities Participant Average					72,646	76,945	80,131	89,901	95,042	95,042	96,175	97,308	94,207
Washington State Patrol	shington State Patrol Represented 7/1/2015 - 6/30/2017						79,200	81,576	83,160	84,744	86,328	87,912	87,912
Washington State Patrol as a % of	shington State Patrol as a % of Comparables Participant Average					103%	99%	91%	87%	89%	90%	90%	93%

#### BENCHMARKED DETAILED DATA

		L	ieutenant	Assista	nt Distri	ct Comm	ander						
				Work				Annual Sch	eduled Base	Pay Rates			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Kitsap County Sheriff's Office	Lieutenant	Represented	Expired 12/31/2011	40	81,536	81,536	85,613	99,112	104,062	104,062	104,062	104,062	104,062
Pierce County Sheriff's Office	Lieutenant	Represented	Expired 12/31/2015	40	102,188	102,188	107,525	107,525	107,525	107,525	107,525	107,525	107,525
Snohomish County Sheriff's Office	Lieutenant	Represented	Expired 3/31/2015	40	102,666	102,666	110,991	110,991	110,991	110,991	110,991	110,991	110,991
Spokane County Sheriff's Office	Lieutenant	Represented		40	94,848	94,848	99,705	104,811	105,261	105,411	105,711	106,011	106,011
Thurston County Sheriff's Office	Lieutenant - Operations/Service	Represented	1/1/2014 - 12/31/2016	40	85,608	85,608	85,608	100,099	106,145	107,186	108,227	108,227	108,227
Whatcom County Sheriff's Office	lLieutenant	Non- Represented		40	79,020	79,020	82,152	95,652	106,848	106,848	106,848	106,848	106,848
Yakima County Sheriff's Office	Lieutenant	Represented	Expired 12/31/2015	40	97,188	97,188	97,188	97,188	98,646	99,861	101,076	103,748	103,748
Competitors Participant Average							104,822	110,726	112,291	113,261	114,545	115,690	116,189
Washington State Patrol	nington State Patrol Represented $\begin{bmatrix} 7/1/2015 - 6/30/2017 \end{bmatrix}$					91,176	91,176	93,000	94,823	96,647	98,470	100,294	100,294
Washington State Patrol as a % of	ngton State Patrol as a % of Competitors Participant Average						87%	84%	84%	85%	86%	87%	86%

## BENCHMARKED DETAILED DATA

			Captai	n - Dist	trict Com	mander							
				Work				Annual Sch	eduled Base	e Pay Rates			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Arizona Department of Public Safety	Major	Non- Represented		40	114,257	114,257	114,257	114,257	114,257	114,257	114,257	114,257	114,257
California Department of Highway Patrol	rol Captain Represented						159,120	175,608	175,608	175,608	182,632	189,657	189,657
Idaho State Police	Captain	Non- Represented		40	75,691								97,947
Nevada Department of Public Safety	DPS Captain	Non- Represented		40	74,813	74,813	78,342	89,847	113,399	113,399	113,399	113,399	113,399
Oregon State Police	Captain	Non- Represented		40	114,768	114,768	120,516	126,456	126,456	126,456	129,617	129,617	129,617
States Participant Average					106,215	113,847	118,059	126,542	132,430	132,430	134,977	136,733	128,975
Washington State Patrol	nington State Patrol Represented 7/1/2015 - 6/30/2017						106,920	106,920	106,920	106,920	109,058	111,197	111,197
Washington State Patrol as a % of	ington State Patrol as a % of Comparables Participant Average						91%	84%	81%	81%	81%	81%	86%

#### BENCHMARKED DETAILED DATA

1c Detailed Salary Data Adjusted for Geographic Differences in Pay

To account for geographic differences in pay between Washington and the surveyed state governments, adjustment factors are applied to each state's reported salary data based on the latest 2013 Regional Price Parity (RPP) Index produced by the Federal Bureau of Economic Analysis.

Regional Price Parities (RPPs) measure geographic differences in the price levels of consumption goods and services relative to the national average. For more information about the RPP index, go to <a href="https://www.bea.gov/newsreleases/regional/rpp/rpp\_newsrelease.htm">https://www.bea.gov/newsreleases/regional/rpp/rpp\_newsrelease.htm</a>.

		Trooper Cadet - En	try Level				
				Work		Scheduled Base Pang longevity diffe	•
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year
Arizona Department of Public Safety	Cadet Officer	Non-Represented		40	41,558	41,558	41,558
California Highway Patrol	Cadet	Represented	7/3/2010 - 7/3/2018	40	49,183	49,183	51,642
Idaho State Police	No Match						
Nevada Department of Public Safety	DPS Officer 1	Non-Represented		40	50,535	50,535	52,751
Oregon State Police	Recruit Trooper	Represented	7/1/2015 - 6/30/2017	40	57,591	60,477	63,488
States Participant Average					49,717	50,438	52,360
Washington State Patrol		40	46,308	46,308	46,308		
Washington State Patrol as a % of	Comparables Participant Average		93%	92%	88%		

#### BENCHMARKED DETAILED DATA

			State 1	Ггооре	er - Sworn	o Officer							
				Work				Annual School		•			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Arizona Department of Public Safety	Officer	Non- Represented		40	48,485	48,485	50,916	60,637	60,637	60,637	60,637	60,637	67,927
California Highway Patrol	Officer Range A	Represented	7/3/2010 - 7/3/2018	40	68,923	68,923	72,374	85,475	85,475	85,475	85,475	85,475	85,475
Idaho State Police	State Trooper	Non- Represented		40	45,059								80,473
Nevada Department of Public Safety	DPS Officer 2	Non- Represented		40	57,525	57,525	60,102	68,682	86,127	86,127	86,127	86,127	86,127
Oregon State Police	Trooper/Sr Trooper	Represented	7/1/2015 - 6/30/2017	40	57,591	60,477	63,488	77,303	77,303	77,303	77,303	77,303	77,303
States Participant Average					55,516	58,852	61,720	73,024	77,385	77,385	77,385	77,385	79,461
Washington State Patrol	hington State Patrol Represented 7/1/2015 - 6/30/2017						54,576	68,904	68,904	68,904	68,904	68,904	68,904
Washington State Patrol as a % of	ington State Patrol as a % of Comparables Participant Average						88%	94%	89%	89%	89%	89%	87%

#### BENCHMARKED DETAILED DATA

			Sergeant - I	Detachi	ment/Un	it Superv	visor						
				Work				Annual Scho (excluding l		•			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Arizona Department of Public Safety	Sergeant	Non- Represented		40	74,721	74,721	76,761	84,922	84,922	84,922	84,922	84,922	84,922
California Department of Highway Patrol	trol Sergeant Range A Represented					83,942	88,144	102,049	104,101	104,101	104,101	104,101	104,101
Idaho State Police	Sergeant	Non- Represented		40	61,668								90,974
Nevada Department of Public Safety	DPS Sergeant	Non- Represented		40	62,823	62,823	65,764	75,155	94,421	94,421	94,421	94,421	94,421
Oregon State Police	Sergeant	Represented	7/1/2015 - 6/30/2017	40	90,289	90,289	93,903	101,569	101,569	101,569	101,569	101,569	101,569
Cities Participant Average					74,689	77,944	81,143	90,924	96,253	96,253	96,253	96,253	95,197
Washington State Patrol	Represented   7/1/2015 - 6/30/2017   4						79,200	79,200	79,200	79,200	79,200	79,200	79,200
Washington State Patrol as a % of	hington State Patrol as a % of Comparables Participant Average					102%	98%	87%	82%	82%	82%	82%	83%

#### BENCHMARKED DETAILED DATA

		L	ieutenant	Assista	nt Distri	ct Comm	ander						
				Work				Annual Sch (excluding l	eduled Base ongevity di	•			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Arizona Department of Public Safety	Captain	Non- Represented		40	109,190	109,190	109,190	109,190	109,190	109,190	109,190	109,190	109,190
California Department of Highway Patrol	Lieutenant	Non- Represented		40	121,623	121,623	127,700	143,624	143,624	143,624	143,624	143,624	143,624
Idaho State Police	Lieutenant	Non- Represented		40	67,936								100,504
Nevada Department of Public Safety	DPS Lieutenant	Non- Represented		40	71,842	71,842	75,155	86,127	108,509	108,509	108,509	108,509	108,509
Oregon State Police	Lieutenant	Non- Represented		40	103,752	103,752	108,997	114,405	114,405	114,405	114,405	114,405	114,405
States Participant Average					94,869	101,602	105,260	113,336	118,932	118,932	118,932	118,932	115,246
Washington State Patrol	Shington State Patrol   Represented   7/1/2015 - 6/30/2017   4					91,176	91,176	91,176	91,176	91,176	91,176	91,176	91,176
Washington State Patrol as a % of	hington State Patrol as a % of Comparables Participant Average					90%	87%	80%	77%	77%	77%	77%	79%

#### BENCHMARKED DETAILED DATA

			Captai	n - Dist	rict Com	mander							
				Work				Annual Sch (excluding l	eduled Base ongevity di	•			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Arizona Department of Public Safety	Major	Non- Represented		40	121,435	121,435	121,435	121,435	121,435	121,435	121,435	121,435	121,435
California Department of Highway Patrol	ol Captain Represented						146,226	161,378	161,378	161,378	161,378	161,378	161,378
Idaho State Police	Captain	Non- Represented		40	84,174								108,924
Nevada Department of Public Safety	DPS Captain	Non- Represented		40	78,622	78,622	82,331	94,421	119,173	119,173	119,173	119,173	119,173
Oregon State Police	Captain	Non- Represented		40	120,001	120,001	126,011	132,221	132,221	132,221	132,221	132,221	132,221
States Participant Average					108,700	114,831	119,001	127,364	133,552	133,552	133,552	133,552	128,626
Washington State Patrol	nington State Patrol Represented $\begin{bmatrix} 7/1/2015 - 6/30/2017 \end{bmatrix}$						106,920	106,920	106,920	106,920	106,920	106,920	106,920
Washington State Patrol as a % of	ington State Patrol as a % of Comparables Participant Average						90%	84%	80%	80%	80%	80%	83%

#### BENCHMARKED DETAILED DATA

	Trooper Cadet - Entry Level													
				Work	Annual S	Scheduled Base Pa	ıy Rates							
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year							
Arizona Department of Public Safety	Cadet Officer	Non-Represented		40	41,558	41,558	41,558							
California Highway Patrol	Cadet	Represented	7/3/2010 - 7/3/2018	40	49,183	49,183	51,642							
Idaho State Police	No Match													
Nevada Department of Public Safety	DPS Officer 1	Non-Represented		40	50,535	50,535	52,751							
Oregon State Police	Recruit Trooper	Represented	7/1/2015 - 6/30/2017	40	57,591	60,477	63,488							
States Participant Average					49,717	50,438	52,360							
Washington State Patrol		40	46,308	46,308	46,308									
Washington State Patrol as a % of	Comparables Participant Average		93%	92%	88%									

#### BENCHMARKED DETAILED DATA

			State '	Ггооре	er - Swori	n Officer							
				Work				Annual Sch	eduled Base	e Pay Rates			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Arizona Department of Public Safety	Officer	Non- Represented		40	48,485	48,485	50,916	60,637	60,637	60,637	60,637	67,927	67,927
California Highway Patrol	7/3/2018					68,923	72,374	85,475	85,475	85,475	88,894	92,313	92,313
Idaho State Police	State Trooper	Non- Represented		40	45,059								80,473
Nevada Department of Public Safety	DPS Officer 2	Non- Represented		40	57,525	57,525	60,102	68,682	86,127	86,127	86,127	86,127	86,127
Oregon State Police	Trooper/Sr Trooper	Represented	7/1/2015 - 6/30/2017	40	57,591	60,477	63,488	77,303	77,303	77,303	79,235	79,235	79,235
States Participant Average					55,516	58,852	61,720	73,024	77,385	77,385	78,723	81,401	81,215
Washington State Patrol	hington State Patrol   Represented   7/1/2015 - 6/30/2017						54,576	70,971	72,349	73,727	75,105	76,483	76,483
Washington State Patrol as a % of	nington State Patrol as a % of Comparables Participant Average						88%	97%	93%	95%	95%	94%	94%

## BENCHMARKED DETAILED DATA

	Sergeant - Detachment/Unit Supervisor												
				Work	Annual Scheduled Base Pay Rates								
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Arizona State Patrol	Sergeant	Non- Represented		40	74,721	74,721	76,761	84,922	84,922	84,922	84,922	84,922	84,922
California Department of Highway Patrol	Sergeant Range A	Non- Represented		40	83,942	83,942	88,144	102,049	104,101	104,101	108,265	112,429	112,429
Idaho State Police	Sergeant	Non- Represented		40	61,668								90,974
Nevada Department of Public Safety	DPS Sergeant	Non- Represented		40	62,823	62,823	65,764	75,155	94,421	94,421	94,421	94,421	94,421
Oregon State Police	Sergeant	Represented	7/1/2015 - 6/30/2017	40	90,289	90,289	93,903	101,569	101,569	101,569	104,108	104,108	104,108
Cities Participant Average					74,689	77,944	81,143	90,924	96,253	96,253	97,929	98,970	97,371
Washington State Patrol   Represented   7/1/2015 - 6/30/2017   40				79,200	79,200	79,200	81,576	83,160	84,744	86,328	87,912	87,912	
Washington State Patrol as a % of Comparables Participant Average				106%	102%	98%	90%	86%	88%	88%	89%	90%	

#### BENCHMARKED DETAILED DATA

	Lieutenant - Assistant District Commander												
				Work	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Arizona State Patrol	Captain	Non- Represented		40	74,721	74,721	76,761	84,922	84,922	84,922	84,922	84,922	84,922
California Department of Highway Patrol	Lieutenant	Non- Represented		40	83,942	83,942	88,144	102,049	104,101	104,101	108,265	112,429	112,429
Idaho State Police	Lieutenant	Non- Represented		40	61,668								90,974
Nevada Department of Public Safety	DPS Lieutenant	Non- Represented		40	62,823	62,823	65,764	75,155	94,421	94,421	94,421	94,421	94,421
Oregon State Police	Lieutenant	Non- Represented		40	90,289	90,289	93,903	101,569	101,569	101,569	101,569	101,569	101,569
States Participant Average					74,689	77,944	81,143	90,924	96,253	96,253	97,294	98,335	96,863
Washington State Patrol   Represented   7/1/2015 - 6/30/2017   40			91,176	91,176	91,176	93,000	94,823	96,647	98,470	100,294	100,294		
Washington State Patrol as a % of Comparables Participant Average				122%	117%	112%	102%	99%	100%	101%	102%	104%	

#### BENCHMARKED DETAILED DATA

	Captain - District Commander												
				Work		Annual Scheduled Base Pay Rates							
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Arizona State Patrol	Major	Non- Represented		40	109,190	109,190	109,190	109,190	109,190	109,190	109,190	109,190	109,190
California Department of Highway Patrol	Captain	Non- Represented		40	121,623	121,623	127,700	143,624	143,624	143,624	149,368	155,113	155,113
Idaho State Police	Captain	Non- Represented		40	67,936								100,504
Nevada Department of Public Safety	DPS Captain	Non- Represented		40	71,842	71,842	75,155	86,127	108,509	108,509	108,509	108,509	108,509
Oregon State Police	Captain	Non- Represented		40	103,752	103,752	108,997	114,405	114,405	114,405	117,265	117,265	117,265
States Participant Average					94,869	101,602	105,260	113,336	118,932	118,932	121,083	122,519	118,116
Washington State Patrol   Represented   7/1/2015 - 6/30/2017   40			106,920	106,920	106,920	106,920	106,920	106,920	109,058	111,197	111,197		
Washington State Patrol as a % of Comparables Participant Average					113%	105%	102%	94%	90%	90%	90%	91%	94%

## **COMPENSATION PRACTICES**

## Section 2 – Compensation Practices

#### 2a Pay Schedule Design

Types of pay schedules and increase methods that cover cadets, troopers (officers and sheriffs), sergeants and lieutenants.

	Pay	Schedule De	sign		Pay Inc	rease Method	
	Grade and Step	Grades, No Steps	No Ranges (Flat Rate)	Market Data	Increase in the cost of living (CPI)	Legislative/ Budget / Financial Ability	Contractual Obligation
Arizona Department of Public Safety	x		x	x		Х	
California Highway Patrol	Х			х		Х	Х
Idaho State Police		Х		х	Х	Х	
Nevada Department of Public Safety	Х					Х	
Oregon State Police	Х					Х	х
Washington State Patrol	X		X			X	

#### 2b Base Pay Increases (%)

	Cadet		Tro	Trooper		Sergeant		Lieutenant		tain
	FY2017	FY2018	FY2017	FY2018	FY2017	FY2018	FY2017	FY2018	FY2017	FY2018
Arizona Department of Public Safety	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
California Highway Patrol	0.40%	TBD	0.40%	TBD	0.40%	TBD	0.40%	TBD	0.40%	TBD
Idaho State Police	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Nevada Department of Public Safety	2.00%	NA	2.00%	NA	2.00%	NA	2.00%	NA	2.00%	NA
Oregon State Police	2.00%	TBD	2.00%	TBD	2.00%	TBD	2.25%	TBD	2.25%	TBD
Washington State Patrol	1.80%	NA	3.00%	NA	3.00%	NA	5.00%	NA	5.00%	NA

NA = Not applicable, agency did not provide pay increase information.

TBC = Increase to be determined.

## **COMPENSATION PRACTICES**

2c Pay for Days worked – Regularly Scheduled Workday – By Factor of Hourly Rate

	Weekend	Holidays	Additional Policy Information
Arizona Department of Public Safety	1x	1x	For holidays, employees are paid straight time and receive 8 hours of vacation time.
California Highway Patrol	1x	1x	Full-time employees are eligible to receive a total of 164 hours of holiday-in-lieu credit each calendar year.
Idaho State Police	1x	1.5x	Do not get overtime until after 160 hours in a 28 day cycle.
Nevada Department of Public Safety	1x	2x	
Oregon State Police	1x	1.5x	Represented employees only.
Washington State Patrol	1x	2.5x	Troopers, sergeants, lieutenants and captains earn holiday credits at 1.5x the number of hours worked in addition to regular rate of pay. Cadets paid at 1.5x for hours worked on a holiday.

## **COMPENSATION PRACTICES**

2d Pay for Days worked – When Called into Work on a Scheduled Day Off – By Factor of Hourly Rate

	Regularly Scheduled Day Off	Regularly Scheduled Leave Day	Holidays	Additional Policy Information
Arizona Department of Public Safety	1.5x	1.5x	1x	For holidays, employees are paid straight time and receive 8 hours of vacation time.
California Highway Patrol	1.5x	1.5x	1.5x	Credited minimum of 4 hours of pay.
Idaho State Police	1x	1x	1x	Do not get overtime until after 160 hour 28 day cycles.
Nevada Department of Public Safety	1.5x	1.5x	2x	
Oregon State Police	1.5x	1.5x	2.5	Minimum of 3 hours at 1.5x for all. If on a vacation, also receive the vacation leave day back.
Washington State Patrol	1.5x	1x	1.5x	Cadets paid at 1.5x straight time for hours worked. Troopers, sergeants and lieutenants paid callout, 1.5x straight time for hours worked, or minimum of 3 hours straight time, whichever is greater.

## **COMPENSATION PRACTICES**

2e Pay for Days worked –Working Outside of Assigned Shift on a Scheduled Work Day – By Factor of Hourly Rate

	Work Extending Beyond Shift	Court	Training	Additional Policy Information
Arizona Department of Public Safety	1.5x	1.5x	1.5x	
California Highway Patrol	1.5x	1.5x	1.5x	Minimum 4 hours of pay for court appearances. Telephonic subpoenas are minimum of 2 hours of overtime unless returns to office, then 4 hours of pay.
Idaho State Police	1.5x	1.5x	1.5x	Do not get over time until after 160 hour 28 day cycles.
Nevada Department of Public Safety	1.5x	1.5x	1.5x	
Oregon State Police	1.5x	1.5x	1.5x	When a court appearance is scheduled within 1 hour of an employee's shift, shift may be adjusted or extended as long as overtime payment is made. Minimum of 3 hours of pay at 1.5x.
Washington State Patrol	1.5x	1.5x	1.5x	Cadets paid at 1.5x for hours worked in excess of 40 hours per week. Troopers, sergeants and lieutenants paid callout, 1.5x for hours worked, or minimum of 3 hours at 1x, whichever is greater. Court minimum is 4 hours.

## **COMPENSATION PRACTICES**

#### **2f Additional Compensation Practices**

	Variations by Job Class or Additional Payment Situations
Arizona Department of Public Safety	
California Highway Patrol	Standby pay, rate of pay of one hours pay (paid or CTO) for each 4 hour shift. May only accrue five hours pay in 24 hour period. Court cancelled with less than 24 hours notice, receive \$50.00.
Idaho State Police	Do not get over time until after 160 hour 28 day cycles.
Nevada Department of Public Safety	
Oregon State Police	Employees who are placed on standby or who are on on-call status shall be compensated at 17% of their straight time rate for the time they are on standby. Sergeants receive minimum of 15 minutes for telephone calls.
Washington State Patrol	Captains are overtime exempt. Captains can receive supplemental pay of 150% of base rate for hours spent outside of established workweeks when expressly authorized or permissible under non-Department funds for specific contracted activities.

## PAY DIFFERENTIAL

## Section 3 – Pay Differential Summary

	Degree Differential (3a)	Geographic Location (3b)	Longevity Pay (3c)	Shift Differential/ Premium (3d)
Arizona Department of Public Safety		Х		
California Highway Patrol	X	X	X	Х
Idaho State Police	х	х		х
Nevada Department of Public Safety				Х
Oregon State Police	x			
Washington State Patrol	X	X	X	X

## PAY DIFFERENTIAL

#### 3a Education Differentials or Incentives

	Applicable Job Title(s)	Associates Degree	Bachelors Degree	Masters Degree	Doctorate Degree	Additional Policy Information
Arizona Department of Public Safety						
California Highway Patrol	Officer and Sergeant	2.50%	5.00%			Included in overtime for troopers only. Minimum \$120 (AA) or \$240 (BA) per month.
Idaho State Police	All	\$ 0.75	\$ 1.25	\$ 1.75	\$ 2.25	Choice point hourly addition not included in base for increases.
Nevada Department of Public Safety						
Oregon State Police	Trooper	3.00%	6.00%			
Washington State Patrol	All	2.00%	4.00%	6.00%		Masters degree is only applicable to lieutenant and captain.

## PAY DIFFERENTIAL

#### 3b Geographic Premium

	Applicable Job Title(s)	Geo Pay Location 1	Geo Pay Location 2	Geo Pay Location 3	Additional Policy Information
Arizona Department of Public Safety	Officer and Sergeant	5.00%			Remote/Non-Metro locations.
California Highway Patrol					
Idaho State Police	All	\$1 per hour			Considered remote resident - does not get increase on this amount.
Nevada Department of Public Safety					
Oregon State Police					
Washington State Patrol	All	10.0%	5.0%	3.0%	King, Snohomish and Pierce counties. Outpost pay of 7% for 4 additional positions; 2 in Port Angeles (Forks), 1 in Burlington (Newhalem), and 1 in Colville (Republic).

## PAY DIFFERENTIAL

#### 3c Longevity – Years of Service

	Applicable Job Title(s)	5 yrs	10 yrs	15 yrs	20 yrs	25+ yrs	Additional Policy Information
Arizona Department of Public Safety							
California Highway Patrol	All				4.00%	8.00%	
Idaho State Police							
Nevada Department of Public Safety							
Oregon State Police							
Washington State Patrol	All	3.00% 2.00%	2.00%	2.00%	2.00%		Troopers longevity at 5 years is 3.00%, Sergeant and Lieutenants is 2%. Captain's longevity begins at 15 years and is 2%.

## PAY DIFFERENTIAL

## 3d Shift Differential/Premium

	Applicable Job Title(s)	2nd Shift Amount	3rd Shift Amount	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol	Officer and Sergeant	\$173.33/Mo \$260.00/Mo		2nd Shift: 4+ hours fall between 6 pm - 1 am 3rd Shift: 4+ hours fall between 11 pm - 6 am
Idaho State Police	All	5.00%		Shift is 50% or more of scheduled shift after 6:00 pm.
Nevada Department of Public Safety	Officer II and Sergeant	5.00%	5.00%	2nd Shift: Shift starts between 12 pm - 4 pm 3rd Shift: Shift starts between 8 pm - 10 pm
Oregon State Police				
Washington State Patrol	Trooper, Sergeant and Lieutenant	5.00%		Premium paid for all hours worked between 6 pm to 6 am.

#### SPECIALTY PAY

Section 4 – Specialty Pay

	Limit on Specialty Pay (4a)	Additional Speciality Pay(s) (4a)	Auto Theft of the Year (4b)	Certified Technician of the Year (4b)	Detective of the Year (4b)	Trooper/Officer of the Year (4b)	Academy Staff (4c)	Armorer (4d)	Bomb Technician (4e)	Canine Handler (4f)	Canine Training Officer (4g)	Certified Reconstructionist(4h)	Certified Technical Specialist (4i)	Command Pilot (4j)	Multi-Engine Pilot (4j)	Single Engine Pilot (4j)	Detective (4k)	Drug Recognition EXpert (4l)	Dual Language (4m)	EXecutive Protection Unit (4n)	Field Training Officer (40)	Motorcycle Officers (4p)	SWAT (4q)	Implied Consent Trooper/ Officer (4r)
Arizona Department of Public Safety	No																			Х				
California Highway Patrol	No	х															х		х		х	х		
Idaho State Police	Yes						х	Х		х		Х						Х	Х	х	х	Х		Х
Nevada Department of Public Safety	No									Х	Х	Х					Х							
Oregon State Police	No	Х					х		Х					х					х		х		Х	
Washington State Patrol	Yes		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		х	X	X	X	Х

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## SPECIALTY PAY

4a Policy Limits and Additional Specialty Pay

	Limit on Specialty Pay	Policy Limitation Information	Additional Specialty Pay
Arizona Department of Public Safety	No		
California Highway Patrol	No		Pre and post shift work = 3.50% salary stipend. Assigned full time to perform paramedic duties and when meet or exceed standards on annual appraisel receive \$50 per month.
Idaho State Police	Yes	Employee may only receive a maximum of 3 choice points added to their base pay.	
Nevada Department of Public Safety			
Oregon State Police	No		Patrol Vessel Guardian = 15.00%; Hazardous Material during transport = \$5.00 /transport hour; Duty differential (troopers and sergeants) at 20 years = 2.50%.
Washington State Patrol	Yes	Limited to 1 full-time percentage assignment if monthly rate is 10.00% or above. Otherwise, hold up to 2 full-time. Percentage limits do not preclude an employee from receiving lump sum payments.	

#### SPECIALTY PAY

4b Employee Recognition Awards

<u>Auto Theft of the Year</u>: Award given to an Auto Theft Detective who provided outstanding work for the year.

<u>Certified Technician of the Year</u>; Award given to a Certified Technical Specialist for providing exceptional work in area of collision reconstruction.

<u>Detective of the Year</u>: Detective recognized for outstanding service provided to their Agency.

<u>Trooper of the Year</u>: Trooper/Officer recognized for outstanding service provided to the Agency.

	Applicable Job Title(s)	Auto Theft of the Year	Certified Tech of the Year	Detective of the Year	Trooper of the Year	Other Awards	Additional Policy Information
Arizona Department of Public Safety							
California Highway Patrol							
Idaho State Police							
Nevada Department of Public Safety							
Oregon State Police							
Washington State Patrol	Trooper	3.00%	3.00%	\$ 200.00	3.00%		Detective of the Year paid annually.

## SPECIALTY PAY

#### 4c Academy Staff

Instructs classes at the Academy and other places throughout the state, and supervises and counsels students during training while at the Academy.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol				
Idaho State Police	Training Specialist			Paid at regular hourly rate.
Nevada Department of Public Safety				
Oregon State Police	Trooper and Sergeant	5.00%	Yes	Also applies to Telecommunicate 1 & 2.
Washington State Patrol	Trooper	5.00%	Yes	Referred to as Corporals.

## SPECIALTY PAY

#### 4d Armorer

Coordinates and carries out plans for testing, evaluation, purchasing, issuing, repair, and maintenance of all weaponry for the Agency/Department, Armory, districts, and the Academy.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol				
Idaho State Police	All	.30 per hour	Yes	Choice point hourly addition not included in base for increases.
Nevada Department of Public Safety				
Oregon State Police				
Washington State Patrol	Trooper	2.00%	Yes	

## SPECIALTY PAY

#### 4e Bomb Technician

Maintains the safety of the public and property in the disposal, transportation, or rendering safe of destructive devices and materials.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol				
Idaho State Police				
Nevada Department of Public Safety				
Oregon State Police	Trooper and Sergeant	10.00%	Yes	
Washington State Patrol	Trooper	5.00%	Yes	

## SPECIALTY PAY

#### 4f Canine Handler

Provides a canine detection service to the officers of the Washington State Patrol, federal, state and local law enforcement agencies.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol	Officer and Sergeant	\$ 156.65	No	Paid monthly.
Idaho State Police	All	.30 per hour	Yes	Choice point hourly addition not included in base for increases.
Nevada Department of Public Safety	DPS Officer II	5.00%	Yes	
Oregon State Police				
Washington State Patrol	Trooper and Sergeant	3.00%	Yes	Receive 1 hour of shift for care of dog.

## SPECIALTY PAY

4g Canine Training Officer

Provides canine training to troopers assigned to the canine unit.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol				
Idaho State Police				
Nevada Department of Public Safety	DPS Officer II	5.00%	Yes	
Oregon State Police				
Washington State Patrol	Trooper	5.00%	Yes	

## SPECIALTY PAY

#### 4h Certified Reconstructionist

Provides advanced collision reconstruction work.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol				
Idaho State Police	All	.45 per hour	Yes	Choice point hourly addition not included in base for increases.
Nevada Department of Public Safety	DPS Officer II	5.00%	Yes	Only when assigned to an accident team.
Oregon State Police				
Washington State Patrol	Trooper and Sergeant	\$ 750.00	Yes	Paid annually.

## SPECIALTY PAY

4i Certified Technical Specialist

Provides collision reconstruction work.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol				
Idaho State Police				
Nevada Department of Public Safety				
Oregon State Police				
Washington State Patrol	Trooper and Sergeant	\$ 500.00	Yes	Paid annually.

#### SPECIALTY PAY

4j Aviation Staff

<u>Command Pilot:</u> Responsible for the operation, safety and security of the aircraft, safety and comfort of passengers, that the assigned flight follows department policy and rules, and applicable Federal Air Regulations. Applies to both single-engine and multi-engine aircraft.

<u>Multi-Engine Pilot:</u> Provides air transportation and security for department personnel, the Governor and staff, and others as directed.

<u>Single Engine Pilot:</u> Provides aerial surveillance and support for the WSP, other state, federal, and local law enforcement agencies. Provides aerial transportation of medical items for emergency incidents.

	Applicable Job Title(s)	Command Pilot	Multi- Engine Pilot	Single Engine Pilot	Additional Policy Information
Arizona Department of Public Safety					
California Highway Patrol					
Idaho State Police					
Nevada Department of Public Safety					
Oregon State Police	Trooper and Sergeant	12.00%			Pilots in an aircraft receive monthly premium of 12% of regular base pay for first 3 winters or 1,000 hours (whichever is later). A monthly premium equal to 15% of regular base pay thereafter.
Washington State Patrol	All	15.00%	10.00%	5.00%	Lieutenants and captains are not entitled to command pilot pay. Receive only one pilot pay.

## SPECIALTY PAY

#### 4k Detective

Collects information, conducts, and plans investigations.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol	Officer	\$ 600.00	No	
Idaho State Police				Detectives are specialists and are a separate job class. Minimum salary is \$47,632 and maximum is \$81,806.
Nevada Department of Public Safety	DPS Officer II	5.00%	Yes	
Oregon State Police				
Washington State Patrol	All	3.00%	Yes	Lieutenant and captain based on division assignment.

## SPECIALTY PAY

#### 4l Drug Recognition Expert

Performs drug recognition evaluations based on a standardized and systematic approach approved by the NHTSA. Provides expert testimony in court.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol				
Idaho State Police	All	.30 per hour	Yes	Choice point hourly addition not included in base for increases.
Nevada Department of Public Safety				
Oregon State Police				
Washington State Patrol	Trooper and Sergeant	\$ 500.00	No	Paid annually.

## SPECIALTY PAY

4m Dual Language

Proficiency in speaking and understanding English and a second language. Bilingual.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol	All	\$ 1,200.00	Yes	
Idaho State Police	All	.30 per hour	Yes	Choice point hourly addition not included in base for increases - Spanish only.
Nevada Department of Public Safety				
Oregon State Police	Trooper and sergeant	5.00%	Yes	
Washington State Patrol				

## SPECIALTY PAY

4n Executive Protection Unit (EPU)

Provides security and protection for the Governor, the Governor's family, and the Lieutenant Governor. Also provides security and protection for the Governor-elect from the time of the November election.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Arizona Department of Public Safety	Officer, Sergeant and Captain	10.00%	Yes	
California Highway Patrol				
Idaho State Police				Considered specialists and are a separate job class. Minimum salary of \$47,632 and maximum of \$81,806.
Nevada Department of Public Safety				
Oregon State Police				
Washington State Patrol	Trooper and Sergeant	10.00%	Yes	

## SPECIALTY PAY

4o Field Training Officer (FTO)

Trains cadets in the field during final stage of basic training.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol	Officer	5.00%	Yes	
Idaho State Police	All	.15 per hour	Yes	Choice point hourly addition not included in base for increases.
Nevada Department of Public Safety				
Oregon State Police	Trooper and Sergeant	5.00%	Yes	For all hours performed.
Washington State Patrol	Trooper and Sergeant	10.00% 5.00%	Yes	Compensation is for all hours worked as a FTO. Sergeants receive lower percentage for supervisor of FTO and cadet.

## SPECIALTY PAY

#### 4p Motorcycle Officer

Performs traffic law enforcement duties in congested traffic areas, for special events, parades, dignitary escorts, etc., where the motorcycle is best-suited.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol	Officer and Sergeant	4.00%	Yes	Minimum of \$175 paid per month.
Idaho State Police	All	10.00% hazard pay and .30 per hour	Yes	Choice point hourly addition not included in base for increases.
Nevada Department of Public Safety				
Oregon State Police				
Washington State Patrol	Trooper and Sergeant	4.00%	Yes	

## SPECIALTY PAY

4q SWAT

Responds to incidents statewide where the use of a highly trained, skilled and specially equipped team would neutralize the effects of the situation of person(s) potentially threatening the safety of the public.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol				
Idaho State Police				
Nevada Department of Public Safety				
Oregon State Police	Trooper and Sergeant	2.50%	Yes	
Washington State Patrol	All	3.00%	Yes	

## SPECIALTY PAY

#### 4r Implied Consent

Works within the Implied Consent section working with breathalyzers, interlock devices or similar activities.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol				
Idaho State Police				All do this.
Nevada Department of Public Safety				
Oregon State Police				
Washington State Patrol	Trooper and Sergeant	3.00%	Yes	

## SUPPLEMENTAL PAY

## Section 5 – Supplemental Pay Summary

There are no comparable agencies that provide additional supplemental pay not already identified in the individual categories to their employees.

	Fitness Incentive (5a)	Parking (5b)	Plain Clothes Allowance (5c)	Relocation Allowance (5d)	Tuition Reimburse- ment (5e)	Uniform Cleaning Allowance (5f)	Uniform and Equipment Allowance (5g)
Arizona Department of Public Safety			Х				Х
California Highway Patrol	х	х			х	х	х
Idaho State Police	Х			Х	х	Х	х
Nevada Department of Public Safety							Х
Oregon State Police			х	х	х	х	
Washington State Patrol		X	X	X	X		Х

## SUPPLEMENTAL PAY

#### 5a Fitness Incentive

	Applicable Job Title(s)	Amount	Frequency	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol	Officer	\$65.00 \$130.00	Monthly	Difference in payment due to longevity.
Idaho State Police	All			Administrative time off to exercise.
Nevada Department of Public Safety				
Oregon State Police				
Washington State Patrol				

## SUPPLEMENTAL PAY

#### 5b Parking

	Applicable Job Title(s)	Amount	Frequency	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol	Officer	\$ 65.00	Monthly	Employees working in areas served by mass transit eligible for 75% discount on passes to max of \$65 per month.
Idaho State Police				
Nevada Department of Public Safety				
Oregon State Police				
Washington State Patrol	Assigned to Capital Campus	\$ 75.00	Monthly	Employer pays all applicable fees for non- reserved parking of Department issued vehicles for employees assigned to the Capitol Campus or GA building.

## SUPPLEMENTAL PAY

#### 5c Plain Clothes Allowance

	Applicable Job Title(s)	Amount	Frequency	Additional Policy Information
Arizona Department of Public Safety	All	\$ 425.00	Annual	Annual for non-uniformed personnel.
California Highway Patrol				
Idaho State Police				
Nevada Department of Public Safety				
Oregon State Police	All	\$ 1,200.00	Yearly	\$800 for Forensic Scientists.
Washington State Patrol	All	\$600.00 \$700.00	Annual	Trooper and sergeant: Detective = \$600, EPU = \$700. Lieutenant and captain: IAD, CID, OPS and Fusion Center lieutenant = \$700.

## SUPPLEMENTAL PAY

#### 5d Relocation Expenses

	Applicable Job Title(s)	Amount	Frequency	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol				
Idaho State Police	All		One time	Yes if promoted and have to move.
Nevada Department of Public Safety				
Oregon State Police	All			Paid only when involuntary transfer requires relocation.
Washington State Patrol	All	Based on OFM Guidelines		Upon initial assignment from Academy; transferred at the Employer's direction; May pay when requesting volunteers.

## SUPPLEMENTAL PAY

#### 5e Tuition Reimbursement

	Provided	Additional Policy Information
Arizona Department of Public Safety	No	
California Highway Patrol	Yes	Contingent upon availability of out-service training funds. Department will fund 50% of tuition and textbook expenses up to \$150 per term to a maximum of \$450 per fiscal year. Granted for approved college or university courses or appropriate out-service training courses.
Idaho State Police	Yes	Pay 2 classes per calendar year, 1 per semester. Must be a full time employee with at least 1 year of service. Must be a part of the employee's existing development plan and class must be directly related to employee's current position and must maintain or improve skills necessary to the position. Must get a grade of "B" or better or a "Pass" on a pass/fail system. Prior approval of a class must be obtained.
Nevada Department of Public Safety	No	
Oregon State Police	Yes	Funds \$7,500/year for tuition reimbursement. Unused funds within the biennium are carried over to year 2 of biennium. Reimburse 50% percent of Spanish language college classes and is over and above dollar amount.  Reimburse 50% of the cost of tuition and books if subject matter is not religious based or discredit to Employer.
Washington State Patrol	Yes	Reimburse tuition and registration fees and may not exceed those found at the University of Washington. Cost of books are reimbursed for troopers and sergeants.

## SPECIALTY PAY

## 5f Uniform Cleaning Allowance

	Applicable Job Title(s)	Amount	Frequency	Additional Policy Information
Arizona Department of Public Safety				
California Highway Patrol	Officer	\$ 25.00	Monthly	
Idaho State Police	All		Monthly	Any uniformed position.
Nevada Department of Public Safety				
Oregon State Police	All	\$ 40.00	Monthly	Honor Guard members reimbursed up to twenty-five dollars (\$25.00) for each uniform alteration or cleaning. Receipts required to document actual cost.
Washington State Patrol				

## SPECIALTY PAY

## 5g Uniform and Equipment Allowance

	Applicable Job Title(s)	Amount	Frequency	Additional Policy Information
Arizona Department of Public Safety	All	\$ 1,000.00	Recurring	Annual for uniformed personnel.
California Highway Patrol	Officer	\$ 920.00	Recurring	Annual amount. Cadets receive 1 time allowance of \$570.00. Motorcycle riders, alternate riders, pilots or observers receive initial (\$225.00/\$100.00) and annual (\$85.00/\$50.00) boot allowance.
Idaho State Police	All			Agency provides uniform and equipment as needed.
Nevada Department of Public Safety	All	\$156.56 or \$215.89	Quarterly	Troopers assigned to cars = \$156.56; Assigned to motorcycles =\$ 215.89.
Oregon State Police	All			Agency provides uniform and equipment as needed.
Washington State Patrol	All			Agency provides uniform and equipment as needed.

#### PAID TIME OFF

Section 6 – Paid Time Off

6a Vacation/Paid Time Off

Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	25+
Arizona Department of Public Safety	120	120	120	120	144	144	144	144	144	168	168	168	168	168	168	168	168	168	168	192	192	192	192	192	192	192
California Highway Patrol <sup>1</sup>	96	96	96	132	132	132	132	132	132	156	156	156	156	156	168	168	168	168	168	180	180	180	180	180	180	180
Idaho State Police	89	89	89	89	110	110	110	110	110	132	132	132	132	132	156	156	156	156	156	156	156	156	156	156	156	156
Nevada Department of Public Safety	120	120	120	120	120	120	120	120	120	144	144	144	144	144	168	168	168	168	168	168	168	168	168	168	168	168
Oregon State Police	96	96	96	96	96	120	120	120	120	120	144	144	144	144	144	168	168	168	168	192	192	192	192	192	192	216
Participant Average	104	104	104	111	120	125	125	125	125	144	149	149	149	149	161	166	166	166	166	178	178	178	178	178	178	182
Washington State Patrol	96	104	112	112	120	120	120	128	128	128	136	144	152	160	168	176	176	176	176	176	176	176	176	176	176	176
Difference between Washington and Average	-8	0	8	1	0	-5	-5	3	3	-16	-13	-5	3	11	7	10	10	10	10	-2	-2	-2	-2	-2	-2	-6

Data Effective January 1, 2016

<sup>1</sup> California Highway Patrol offers both a vacation/sick leave program or a paid time off program. Numbers reflect the vacation/sick leave program. Page 64

#### PAID TIME OFF

#### 6a Vacation/Paid Time Off

	Carry- over Unused Hours?	Maximum Number of Hours	Cash out Unused Hours?	At Year End	At Termination	At Retirement	Rate	Additional Information
Arizona Department of Public Safety	Yes	360	Yes	No	Unlimited	Unlimited	100%	
California Highway Patrol	Yes	816	Yes	No	No	AII	100%	Offers both a paid time off program or vacation leave and sick leave. The accruals listed here are for the vacation and sick leave option.
Idaho State Police	Yes	336	Yes	No	Unlimited	No	100%	
Nevada Department of Public Safety	Yes	250	Yes	No	Unlimited	Unlimited	100%	Vacation leave accrued in excess of 30 days, if denied, eligible for payment.
Oregon State Police	Yes	350	Yes	80	250	250	100%	
Washington State Patrol	Yes	240	Yes	No	Unlimited	Unlimited	100%	Maximum is at anniversary date. Employee terms or retires on a month other than the anniversary date balance may be over 240.

Data Effective January 1, 2016

<sup>1</sup> California Highway Patrol offers both a vacation/sick leave program or a paid time off program. Numbers reflect the vacation/sick leave program. Page 65

#### PAID TIME OFF

#### 6b Sick Leave

	Hours Accrued in a Year	Carry- over Unused Hours?	Maximum Number of Hours	Cash out Unused Hours?	At Year End	At Termination	At Retirement	Rate	Additional Information
Arizona Department of Public Safety	120	Yes	Unlimited	Yes	No	1,500	1,500	3-50%	Sick leave payout rate is dependent on ending balance. Maximum of \$30,000 payout allowed for unused accumulated sick leave.
California Highway Patrol	96	Yes	Unlimited	No					
Idaho State Police	96	Yes	Unlimited	Yes	No	No	Unlimited	50.0%	
Nevada Department of Public Safety	120	Yes	Unlimited	Yes	No	Yes	Yes	50.0%	Maximum payment amount is based on years of service.
Oregon State Police	96	Yes	Unlimited	Yes	No	No	Yes	50.0%	Cash out at retirement converted to retirement benefits.
Washington State Patrol	96	Yes	Unlimited	Yes	96	No	Unlimited	25.0%	Must maintain 480 hour balance when cashing out at year end.

Data Effective January 1, 2016

<sup>1</sup> California Highway Patrol offers both a vacation/sick leave program or a paid time off program. Numbers reflect the vacation/sick leave program.

#### PAID TIME OFF

#### 6c Other Leave

	Holidays	Personal Holidays		Additional Leave Information
Arizona Department of Public Safety	10	0		
California Highway Patrol	0	0	Receive 164 hrs annually in fleu of 11 holidays. Personal leave day program, voluntary 8 hours of personal leave on	Offer either vacation and sick or annual leave. Over 50, one 8 hour shift to attend retirement seminar. Paid bereavement leave up to 3 days. Mentoring paid leave up to 40 hours after 40 hours of leave expended.
Idaho State Police	10	0		Organ and bone marrow donation, court and jury services, election leave, religious leave and red cross disaster services leave.
Nevada Department of Public Safety	12	0	Do not have personal days. Have sick time that is accrued at the same rate as vacation time.	
Oregon State Police	0	3	lhours of leave ner calendar month of naid employment	Employees within 15 years of retirement granted up to 28 hours with pay once during their careers to investigate retirement programs.
Washington State Patrol	10	1		Two days for retirement planning programs while employed (trooper/sergeant within 10 years of retirement). When approved, receive paid life-giving leave, not to exceed 5 days in a 2 year period.

Data Effective January 1, 2016

<sup>1</sup> California Highway Patrol offers both a vacation/sick leave program or a paid time off program. Numbers reflect the vacation/sick leave program. Page 67

## **HEALTH BENEFITS**

#### Section 7 – Health Benefits

7a Health Maintenance Organization (HMO) Plan

	Actuary Value/	EE (	Only	EE + S	pouse	EE + Cl	hildren	Far	nily
	Metal Tier	ER	EE	ER	EE	ER	EE	ER	EE
Arizona Department of Public Safety	Not Reported	93%	7%	90%	10%	91%	9%	86%	14%
California Highway Patrol	Platinum	90%	10%	88%	12%			87%	13%
Idaho State Police									
Nevada Department of Public Safety	Not Reported	78%	22%	68%	32%	72%	28%	66%	34%
Oregon State Police	Not Reported	95%	5%	95%	5%	95%	5%	95%	5%
Participant Average		89%	10%	85%	15%	86%	13%	84%	17%
Washington State Patrol	Gold	Employer pays 85%, Employee pays 15% Across all Tiers and all Plans							

#### 7b Preferred Provider Organization (PPO) Plan

	Actuary Value/	EE (	Only	EE + S	pouse	EE + Cl	hildren	Far	nily
	Metal Tier	ER	EE	ER	EE	ER	EE	ER	EE
Arizona Department of Public Safety	Not Reported	83%	17%	81%	19%	81%	19%	80%	20%
California Highway Patrol	Gold	96%	4%	97%	3%			95%	5%
Idaho State Police	Not Reported	95%	5%	88%	12%	89%	11%	84%	16%
Nevada Department of Public Safety	Not Reported	93%	7%	84%	16%	88%	12%	82%	18%
Oregon State Police	Platinum	95%	5%	95%	5%	95%	5%	95%	5%
Participant Average		92%	8%	89%	11%	89%	12%	87%	13%
Washington State Patrol	Gold	Employer pays 85%, Employee pays 15% Across all Tiers and all Plans							

## **HEALTH BENEFITS**

## 7c Consumer Directed Health Plan (CDHP)

	Actuary Value/	EE Only		EE + Spouse		EE + Cl	hildren	Family		HSA ER Contribution				
	Metal Tier	ER	EE	ER	EE	ER	EE	ER	EE	EE	EE+S	EE+C	Family	
Arizona Department of Public Safety														
California Highway Patrol														
Idaho State Police														
Nevada Department of Public Safety														
Oregon State Police														
Participant Average														
Washington State Patrol	Gold	Employ and all	yer pays Plans	85%, E	Employe	Tiers	\$ 58.34	\$116.67	\$116.67	\$116.67				

#### 7d Dental Plan

	EE Only			EE + Spouse				EE + Children				Family				
		ER		EE		ER		EE		ER		EE		ER		EE
Arizona Department of Public Safety	\$	4.96	\$	30.98	\$	9.92	\$	65.71	\$	9.90	\$	50.57	\$	13.69	\$	104.56
California Highway Patrol	\$	36.29	\$	12.10	\$	63.23	\$	21.07	\$	-	\$	-	\$	92.08	\$	30.69
Idaho State Police	\$	21.42	\$	8.24	\$	21.42	\$	38.24	\$	21.42	\$	49.24	\$	21.42	\$	63.24
Nevada Department of Public Safety	Included in medical															
Oregon State Police	\$	85.19	\$	4.26	\$	85.19	\$	4.26	\$	85.19	\$	4.26	\$	85.19	\$	4.26
Participant Average	\$	36.97	\$	13.90	\$	44.94	\$	32.32	\$	29.13	\$	26.02	\$	53.10	\$	50.69
Washington State Patrol	\$	44.63	\$	-	\$	89.26	\$	-	\$	89.26	\$	-	\$	133.89	\$	-

## **HEALTH BENEFITS**

#### 7e Vision Plan

	EE Only			EE + S	pou	ıse	EE + Children				Family				
		ER		EE	ER		EE		ER		EE		ER		EE
Arizona Department of Public Safety	\$	-	\$	4.83	\$ -	\$	13.52	\$	-	\$	-	\$	-	\$	16.86
California Highway Patrol	\$	8.64	\$	1	\$ 8.64	\$	1	\$	1	\$	-	\$	8.64	\$	-
Idaho State Police		NA		NA	NA		NA		NA		NA		NA		NA
Nevada Department of Public Safety	Inclu	ıded ir	n me	dical											
Oregon State Police	\$	14.03	\$	0.70	\$ 14.03	\$	0.70	\$	14.03	\$	0.70	\$	14.03	\$	0.70
Participant Average	\$	7.56	\$	1.84	\$ 7.56	\$	4.74	\$	4.68	\$	0.23	\$	7.56	\$	5.85
Washington State Patrol	Incl	uded	in n	nedical											

## 7f Prescription and Additional Benefit Information

	Prescription Coverage	Additional Benefit Information
Arizona Department of Public Safety	Yes	
California Highway Patrol	Yes	Rates reported apply to the cadets and officers. Different employer and employee contributions for health, dental, vision for excluded employees which includes sergeant, lieutenant, and captain.
Idaho State Police	Yes	
Nevada Department of Public Safety	Yes	
Oregon State Police	Yes	
Washington State Patrol	Yes	Must pay a \$25 tobacco surcharge if they or any covered dependent uses tobacco products. Must pay a \$50 coverage premium surcharge to cover a spouse or registered domestic partner enrolled on their PEBB medical coverage when individual has not enrolled in employer-based group medical insurance comparable to Uniform Medical Plan (UMP) Classic. Eligible for an annual \$125 deductible reduction, if qualify through SmartHealth program.

## RETIREMENT BENEFITS

#### Section 8 - Retirement Benefits

#### 8a Social Security

	Contribute to Social Security
Arizona Department of Public Safety	No
California Highway Patrol	Yes
Idaho State Police	Yes
Nevada Department of Public Safety	No
Oregon State Police	Yes
Washington State Patrol	No

#### RETIREMENT BENEFITS

#### 8b Defined Benefit/Pension Plan

	Plan Name	Employer Contribution	Employee Contribution	Employee Contributions Picked up by Employer	
Arizona Department of Public Safety	Public Safety Personnel Retirement System of Arizona	41.37%	6.05%	No	
California Highway Patrol	CalPERS California Highway Patrol Member	46.73%	10.00%	No	
Idaho State Police	Public Employee Retirement System of Idaho (PERSI)	11.66%	11.66% 8.36%		
Nevada Department of Public Safety	Nevada PERS	20.75%	20.75%	No	
Oregon State Police	Oregon Public Service Retirement Program	6.00%	6.00%	Yes	
Washington State Patrol	Washington State Patrol Retirement System	8.34%	6.84%	No	

Arizona Department of Public Safety employer contribution has increased significantly primarily due to the repeal of certain aspects of SB1609 which resulted in much larger recognition of liabilities related to Permanent Benefit Increases (PBI). Additional information regarding the rates can be found on the PSPRS website, <a href="http://www.psprs.com/Admin\_Investments\_and\_Finance/2015\_actuarial\_reports\_by\_system/June%2030,%202\_015%20PSPRS%20Annual%20Valuation.pdf">http://www.psprs.com/Admin\_Investments\_and\_Finance/2015\_actuarial\_reports\_by\_system/June%2030,%202\_015%20PSPRS%20Annual%20Valuation.pdf</a>.

California Highway Patrol employer contribution is high due to being less than 100% funded. Additional information regarding the rates can be found on the CALPERS website, <a href="https://www.calpers.ca.gov/docs/forms-publications/annual-review-funding-2015.pdf">https://www.calpers.ca.gov/docs/forms-publications/annual-review-funding-2015.pdf</a>.

8c Defined Contribution plan - 401(a)

<sup>\*</sup> There are no comparable agencies that participate in a Defined Contribution (401a) plan.

## RETIREMENT BENEFITS

8d Deferred Compensation Plan – (457)

	Plan Name	Flat amount of Base Salary (% or \$)	Maximum Match of Employee Contributions (% or \$)	Employee Contributions	Additional Policy Information
Arizona Department of Public Safety	Deferred Compensation Plan			Up to IRS Max	
California Highway Patrol	Savings Plus			\$ 18,000	At the age of 50 an over, can contribute an additional \$6,000.
Idaho State Police	PERSI 401 (k) plan			Up to IRS Max	
Nevada Department of Public Safety	Voya			Up to IRS Max	Minimum must be at least \$12.50 per check.
Oregon State Police	Oregon Savings Growth Plan 457(b) Deferred Comp Plan			\$ 18,000	
Washington State Patrol	Washington State Deferred Compensation			Up to IRS Max	

COMPETITOR RESULTS

#### **COMPETITOR RESULTS**

Twenty-two Washington state local law enforcement agencies were surveyed. These agencies are described as competitor agencies. Law enforcement agencies determined to be viable competitors for recruits represent the States' labor market equally.

The agencies<sup>1</sup> selected met at least one or more of the following criteria points:

- 1. Police department from the largest city;
- 2. Sheriff's office from the largest county; and
- 3. Police department and sheriff's office from the second largest city and county within the three largest populated districts; and
- 4. Agencies that have hired at least two current employees away from the WSP (2009 to 2015); and
- 5. Agencies that have hired at least one WSP recruit and one current employee (2014 to 2015).

After reviewing the selection criteria, 22 competitive law enforcement agencies selected. They are:

Competitor Agencies	Responded
Bellevue Police Department	*
Bellingham Police Department	✓
Bremerton Police Department	✓
Everett Police Department	✓
Lakewood Police Department	*
Seattle Police Department	✓
Spokane Police Department	✓
Tacoma Police Department	✓
Vancouver Police Department	✓
Wenatchee Police Department	*
Yakima Police Department	✓

Competitor Agencies	Responded
Port of Seattle Police Department	<b>✓</b>
Clark County Sheriff's Office	*
Grant County Sheriff's Office	✓
King County Sheriff's Office	✓
Kitsap County Sheriff's Office	✓
Pierce County Sheriff's Office	✓
Snohomish County Sheriff's Office	✓
Spokane County Sheriff's Office	*
Thurston County Sheriff's Office	*
Whatcom County Sheriff's Office	*
Yakima County Sheriff's Office	✓

Of the local agencies, eleven have expired contracts and are currently in negotiations for successor contracts. As a result, collected responses are as of January 1, 2016 and based on current compensation and pay practices. These are subject to change as contracts are settled.

**★** Completed by Office of Financial Management (OFM) based on data available online and collective bargaining agreements.

## BENCHMARKED DETAILED DATA

## Section 1 – Benchmarked Job Class Salaries

#### 1a Detailed Salary Data Unadjusted

	Trooper Cadet - Entry Level													
				Work	Annual Scheduled Base Pay Rates (excluding longevity differentials)									
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year							
Bellevue Police Department	Police Recruit	Represented	Expired 12/31/2014	40	59,532	59,532	59,532							
Bellingham Police Department	Police Officer Recruit	Represented	1/1/2014 - 12/31/2016	40	57,924	57,924	63,720							
Bremerton Police Department	No Match													
Everett Police Department	Police Officer - Entry Level	Represented	1/1/2014 - 12/31/16	42	66,396	66,396	66,396							
Lakewood Police Department	No Match													
Port of Seattle Police Department	No Match													
Seattle Police Department	Police Officer-Student	Represented	Expired 12/31/2014	40	55,224	55,224	55,224							
Spokane Police Department	No Match													
Tacoma Police Department	Police Officer Recruit	Non-Represented		40	58,594	66,914	70,158							
Vancouver Police Department	Police Recruit	Represented	1/1/2015 - 12/31/16	40	61,525	61,525	61,525							
Wenatchee Police Department	Police Officer, Recruit	Represented	1/1/2014 - 12/31/2017	42	60,119	60,119	60,119							
Yakima Police Department	No Match													
Clark County Sheriff's Office	Deputy Sheriff I	Represented	1/1/2013 - 12/31/2016	40	54,288	56,930	56,930							

## BENCHMARKED DETAILED DATA

#### 1a Detailed Salary Data Unadjusted

		Trooper Cadet - En	try Level					
				Work		Scheduled Base Pay Rates ing longevity differentials)		
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	
Grant County Sheriff's Office	Deputy 1	Represented	Expired 12/31/2014	40	52,644	52,644	58,500	
King County Sheriff's Office	No Match							
Kitsap County Sheriff's Office	No Match							
Pierce County Sheriff's Office	No Match							
Snohomish County Sheriff's Office <sup>1</sup>	Sheriff Cadet	Non-Represented	Expired 3/31/2015	40	36,168	36,168	37,983	
Spokane County Sheriff's Office	Officer Candidate	Represented	Expred 12/31/2011	40	45,363	45,363	47,686	
Thurston County Sheriff's Office	No Match							
Whatcom County Sheriff's Office	No Match							
Yakima County Sheriff's Office	No Match							
Competitors Participant Average					55,252	56,249	57,979	
Washington State Patrol		Non-Represented		40	46,308	46,308	46,308	
Washington State Patrol as a % of	Competitors Participant Average				84%	82%	80%	

Data Effective January 1, 2016

<sup>1</sup> Snohomish county cadets reported to work 20 hours per week, doubled salary for consistency.

## BENCHMARKED DETAILED DATA

## 1a Detailed Salary Data Unadjusted

State Trooper - Sworn Officer													
				Work	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Bellevue Police Department	Police Officer	Represented	Expired 12/31/2014	40	64,402	64,402	72,323	82,616	82,616	82,616	82,616	82,616	82,616
Bellingham Police Department	Police Officer	Represented	1/1/2014 - 12/31/2016	40	63,720	63,720	67,860	81,984	81,984	81,984	81,984	81,984	81,984
Bremerton Police Department	Police Officer	Represented	Expired 12/31/2015	40	64,916	64,916	67,380	79,991	79,991	79,991	79,991	79,991	79,991
Everett Police Department	Police Officer	Represented	1/1/2014 - 12/31/16	42	72,708	72,708	72,708	87,012	87,012	87,012	87,012	87,012	87,012
Lakewood Police Department	Police Officer	Represented	Expired 12/31/2015	40	62,556	62,556	66,324	79,008	79,008	79,008	79,008	79,008	79,008
Port of Seattle Police Department	Police Officer A	Represented	1/1/2015 - 12/31/17	40	72,322	72,600	75,878	85,925	85,925	85,925	85,925	85,925	85,925
Seattle Police Department	Police Officer	Represented	Expired 12/31/2014	40	69,240	74,244	74,244	90,672	90,672	90,672	90,672	90,672	90,672
Spokane Police Department	Police Officer	Represented	1/1/2012 - 12/31/2016	40	55,270	55,270	75,419	80,513	82,079	83,666	85,232	86,819	88,406
Tacoma Police Department	Police Officer	Represented	Expired 12/31/2014	40	58,594	66,914	70,158	80,974	80,974	80,974	80,974	80,974	80,974
Vancouver Police Department	Police Officer	Represented	1/1/2015 - 12/31/16	40	64,596	78,517	78,517	78,517	82,437	82,437	82,437	82,437	82,437
Wenatchee Police Department	Police Officer	Represented	1/1/2014 - 12/31/2017	42	63,965	63,965	70,269	78,077	78,077	78,077	78,077	78,077	78,077
Yakima Police Department	Police Officer	Represented	1/1/2016 - 12/31/2019	42	59,010	63,794	63,794	79,997	79,997	79,997	79,997	79,997	79,997
Clark County Sheriff's Office	Deputy Sheriff II	Represented	1/1/2013 - 12/31/2016	40	59,800	59,800	62,816	69,243	69,243	69,243	69,243	69,243	69,243
Grant County Sheriff's Office	Deputy 2, 3, 4, 5	Represented	Expired 12/31/2014	40	59,700	59,700	62,052	62,052	64,848	65,460	65,460	65,460	65,460
King County Sheriff's Office	Deputy	Represented	1/1/2013 - 12/31/2016	40	62,710	62,710	70,278	87,808	87,808	87,808	87,808	87,808	87,808

## BENCHMARKED DETAILED DATA

## 1a Detailed Salary Data Unadjusted

	State Trooper - Sworn Officer													
				Work	Annual Scheduled Base Pay Rates (excluding longevity differentials)									
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum	
Kitsap County Sheriff's Office	Deputy Sheriff I II	Represented	Expired 12/31/2015	40	60,237	60,237	66,414	76,898	76,898	76,898	76,898	76,898	76,898	
Pierce County Sheriff's Office	Deputy Sheriff	Represented	Expired 12/31/2015	40	59,817	59,817	62,958	76,688	79,126	79,126	79,126	79,126	79,126	
Snohomish County Sheriff's Office	Deputy Sheriff	Represented	Expired 3/31/2015	40	54,891	54,891	60,801	71,875	71,875	71,875	71,875	71,875	71,875	
Spokane County Sheriff's Office	Deputy Sheriff	Represented	Expired 12/31/2011	40	49,629	49,629	54,842	66,967	66,967	66,967	66,967	66,967	66,967	
Thurston County Sheriff's Office	Deputy Sheriff	Represented	1/1/2014 - 12/31/2016	40	59,964	59,964	59,964	72,888	76,536	76,536	76,536	76,536	76,536	
Whatcom County Sheriff's Office	Deputy	Represented	7/7/2015 - 12/31/2016	40	62,275	62,275	64,730	76,523	76,523	76,523	76,523	76,523	76,523	
Yakima County Sheriff's Office	Deputy	Represented	Expired 12/31/2015	40	51,639	51,639	55,277	68,506	68,506	68,506	68,506	68,506	68,506	
Competitors Participant Average					61,453	62,921	67,046	77,942	78,596	78,695	78,767	78,839	78,911	
Washington State Patrol		Represented	7/1/2015 - 6/30/2017	40	51,480	54,576	54,576	68,904	68,904	68,904	68,904	68,904	68,904	
Washington State Patrol as a % of	/ashington State Patrol as a % of Competitors Participant Average						81%	88%	88%	88%	87%	87%	87%	

## BENCHMARKED DETAILED DATA

## 1a Detailed Salary Data Unadjusted

			Sergeant - I	Detach	ment/Un	it Superv	visor						
				Work	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Bellevue Police Department	Lieutenant	Represented	Expired 12/31/2014	40	94,332	98,657	98,657	98,657	98,657	98,657	98,657	98,657	98,657
Bellingham Police Department	Sergeant	Represented	1/1/2014 - 12/31/2016	40	92,196	92,196	94,956	97,800	97,800	97,800	97,800	97,800	97,800
Bremerton Police Department	Sergeant	Represented	Expired 12/31/2015	40	90,390	90,390	92,352	94,211	94,211	94,211	94,211	94,211	94,211
Everett Police Department	Sergeant	Represented	1/1/2014 - 12/31/16	42	108,804	108,804	108,804	108,804	108,804	108,804	108,804	108,804	108,804
Lakewood Police Department	Police Sergeant	Represented	Expired 12/31/2015	40	88,368	88,368	94,008	94,008	94,008	94,008	94,008	94,008	94,008
Port of Seattle Police Department	Sergeant	Represented	1/1/2015 - 12/31/17	40	98,842	98,842	98,842	103,813	103,813	103,813	103,813	103,813	103,813
Seattle Police Department	Police Sergeant	Represented	Expired 12/31/2014	40	93,324	97,344	104,304	104,304	104,304	104,304	104,304	104,304	104,304
Spokane Police Department	Sergeant	Represented	1/1/2012 - 12/31/2016	40	95,004	95,004	95,004	96,904	98,804	100,704	102,604	104,504	106,404
Tacoma Police Department	Police Sergeant	Represented	Expired 12/31/2014	40	93,246	97,926	97,926	97,926	97,926	97,926	97,926	97,926	97,926
Vancouver Police Department	Police Sergeant	Represented	1/1/2015 - 12/31/16	40	81,617	81,617	85,704	99,211	99,211	99,211	99,211	99,211	99,211
Wenatchee Police Department	Sergeant	Represented	1/1/2014 - 12/31/2017	42	89,788	89,788	89,788	89,788	89,788	89,788	89,788	89,788	89,788
Yakima Police Department	Police Sergeant	Represented	1/1/2016 - 12/31/2019	42	87,714	89,773	89,773	89,773	89,773	89,773	89,773	89,773	89,773
Clark County Sheriff's Office	Sergeant	Represented	1/1/2013 - 12/31/2016	40	69,306	69,306	73,882	80,246	80,246	80,246	80,246	80,246	80,246
Grant County Sheriff's Office	Corporal	Represented	Expired 12/31/2014	40	68,736	68,736	68,736	68,736	68,736	68,736	68,736	68,736	68,736
King County Sheriff's Office	Sergeant	Represented	1/1/2013 - 12/31/2016	40	97,437	101,752	101,752	106,084	106,084	106,084	106,084	106,084	106,084

## BENCHMARKED DETAILED DATA

## 1a Detailed Salary Data Unadjusted

			Sergeant - I	Detachi	nent/Un	it Superv	visor						
				Work				Annual Sch (excluding l	eduled Base ongevity dif	•			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Kitsap County Sheriff's Office	Sergeant	Represented	Expired 12/31/2015	40	84,594	84,594	86,715	91,104	91,104	91,104	91,104	91,104	91,104
Pierce County Sheriff's Office	Sergeant	Represented	Expired 12/31/2015	40	89,453	89,453	94,009	94,009	94,009	94,009	94,009	94,009	94,009
Snohomish County Sheriff's Office	3/31/2015						83,267	83,267	83,267	83,267	83,267	83,267	83,267
Spokane County Sheriff's Office	Sergeant	Represented	Expired 12/31/2011	40	73,890	73,890	77,675	81,652	81,652	81,652	81,652	81,652	81,652
Thurston County Sheriff's Office	Deputy Sheriff Sergeant	Represented	1/1/2014 - 12/31/2016	40	73,176	73,176	73,176	84,708	88,944	88,944	88,944	88,944	88,944
Whatcom County Sheriff's Office	Sergeant	Represented	7/7/2015 - 12/31/2016	40	81,578	81,578	83,221	91,770	91,770	91,770	91,770	91,770	91,770
Yakima County Sheriff's Office	Deputy Sergeant	Represented	Expired 12/31/2015	40	80,081	80,081	84,050	84,050	84,050	84,050	84,050	84,050	84,050
Competitors Participant Average					79,992	80,424	82,648	86,563	86,986	86,986	86,986	86,986	86,986
Washington State Patrol	ington State Patrol Represented 7/1/2015 - 6/30/2017						79,200	79,200	79,200	79,200	79,200	79,200	79,200
Washington State Patrol as a % of	ngton State Patrol as a % of Competitors Participant Average							91%	91%	91%	91%	91%	91%

## BENCHMARKED DETAILED DATA

## 1a Detailed Salary Data Unadjusted

		I	Lieutenant -	Assista	nt Distri	ct Comm	ander						
				Work					eduled Base longevity di	•			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Bellevue Police Department	Police Captain	Represented	1/1/2015 - 3/31/2018	40	113,336	113,336	119,004	119,004	119,004	119,004	119,004	119,004	119,004
Bellingham Police Department	Lieutenant	Represented	1/1/2015 - 12/31/2017	40	113,280	113,280	113,280	113,280	113,280	113,280	113,280	113,280	113,280
Bremerton Police Department	Lieutenant	Represented	Expired 12/31/2015	40	100,535	100,535	100,535	109,893	109,893	109,893	109,893	109,893	109,893
Everett Police Department	Lieutenant	Represented	Expired 12/31/2015	40	129,900	129,900	129,900	129,900	129,900	129,900	129,900	129,900	129,900
Lakewood Police Department	Police Lieutenant	Represented	Expired 12/31/2015	40	107,508	107,508	112,620	118,248	118,248	118,248	118,248	118,248	118,248
Port of Seattle Police Department	No Match												
Seattle Police Department	Police Lieutenant	Represented	Expired 12/31/2014	40	110,532	115,032	115,032	124,560	124,560	124,560	124,560	124,560	124,560
Spokane Police Department	Lieutenant	Represented	1/1/2012 - 12/31/2016	40	120,853	120,853	120,853	120,853	120,853	120,853	123,129	125,405	132,254
Tacoma Police Department	Police Lieutenant	Represented	Expired 12/31/2014	40	116,563	122,387	122,387	122,387	122,387	122,387	122,387	122,387	122,387
Vancouver Police Department	Police Lieutenant	Represented	Expired 12/31/2014	40	97,014	97,014	101,859	117,914	117,914	117,914	117,914	117,914	117,914
Wenatchee Police Department	No Match												
Yakima Police Department	Police Lieutenant	Represented	1/1/2015 - 12/31/2018	42	90,293	94,744	94,744	109,803	109,803	109,803	109,803	109,803	109,803
Clark County Sheriff's Office	No Match												
Grant County Sheriff's Office	Sergeant	Represented	Expired 12/31/2014	40	75,612	75,612	75,612	75,612	75,612	75,612	75,612	75,612	75,612
King County Sheriff's Office	Captain	Represented	Expired 12/31/2015	40	112,052	117,015	117,015	121,996	121,996	121,996	121,996	121,996	121,996

## BENCHMARKED DETAILED DATA

## 1a Detailed Salary Data Unadjusted

		L	ieutenant - A	Assista	nt Distri	ct Comm	ander						
				Work				Annual Sch (excluding	eduled Base longevity di	•			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Kitsap County Sheriff's Office	Lieutenant	Represented	Expired 12/31/2011	40	81,536	81,536	85,613	99,112	104,062	104,062	104,062	104,062	104,062
Pierce County Sheriff's Office	Lieutenant	Represented	Expired 12/31/2015	40	102,188	102,188	107,525	107,525	107,525	107,525	107,525	107,525	107,525
Snohomish County Sheriff's Office	Lieutenant	Represented	Expired 3/31/2015	40	102,666	102,666	110,991	110,991	110,991	110,991	110,991	110,991	110,991
Spokane County Sheriff's Office	Lieutenant	Represented	Expired 12/31/2015	40	94,848	94,848	99,705	104,811	104,811	104,811	104,811	104,811	104,811
Thurston County Sheriff's Office	Lieutenant - Operations/Service	Represented	1/1/2014 - 12/31/2016	40	85,608	85,608	85,608	99,108	104,064	104,064	104,064	104,064	104,064
Whatcom County Sheriff's Office	Lieutenant	Non- Represented		40	79,020	79,020	82,152	95,652	106,848	106,848	106,848	106,848	106,848
Yakima County Sheriff's Office	Lieutenant	Represented	Expired 12/31/2015	40	97,188	97,188	97,188	97,188	97,188	97,188	97,188	97,188	97,188
Competitors Participant Average					101,607	102,646	104,822	110,413	111,523	111,523	111,643	111,763	112,123
Washington State Patrol	ngton State Patrol   Represented   7/1/2015 - 6/30/2017					91,176	91,176	91,176	91,176	91,176	91,176	91,176	91,176
Washington State Patrol as a % of	gton State Patrol as a % of Competitors Participant Average							83%	82%	82%	82%	82%	81%

## BENCHMARKED DETAILED DATA

## 1a Detailed Salary Data Unadjusted

			Captai	n - Dist	trict Com	mander							
				Work					eduled Base longevity di	•			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Bellevue Police Department	Police Major	Represented	1/1/2015 - 3/31/2018	40	128,718	128,718	135,150	135,150	135,150	135,150	135,150	135,150	135,150
Bellingham Police Department	No Match												
Bremerton Police Department	Captain	Represented	Expired 12/31/2015	40	114,508	114,508	114,508	125,167	125,167	125,167	125,167	125,167	125,167
Everett Police Department	Captain	Represented	Expired 12/31/2015	40	139,620	139,620	139,620	139,620	139,620	139,620	139,620	139,620	139,620
Lakewood Police Department	No Match												
Port of Seattle Police Department	Commander	Represented	Expired 12/31/2015	40	125,590	125,590	125,590	125,590	125,590	125,590	125,590	125,590	125,590
Seattle Police Department	Police Captain	Represented	Expired 12/31/2014	40	131,448	136,752	136,752	148,116	148,116	148,116	148,116	148,116	148,116
Spokane Police Department	Captain	Represented	1/1/2012 - 12/31/2016	40	142,610	142,610	142,610	142,610	142,610	142,610	145,283	147,977	156,057
Tacoma Police Department	Police Captain	Represented	Expired 12/31/2014	40	134,056	140,754	140,754	140,754	140,754	140,754	140,754	140,754	140,754
Vancouver Police Department	Police Commander	Represented	Expired 12/31/2014	40	106,716	106,716	112,056	129,718	129,718	129,718	129,718	129,718	129,718
Wenatchee Police Department	Police Captain	Non- Represented	1/1/2014 - 12/31/2017	40	92,903	92,903	97,548	114,000	114,000	114,000	114,000	114,000	114,000
Yakima Police Department	Police captain	Represented	1/1/2015 - 12/31/2018	40	99,570	104,562	104,562	120,931	120,931	120,931	120,931	120,931	120,931
Clark County Sheriff's Office	Commander	Represented	Expired 12/31/2015	40	90,864	90,864	93,132	100,200	102,696	110,472	110,472	110,472	110,472
Grant County Sheriff's Office	Chief Deputy	Non- Represented		40	89,128	89,128	89,128	89,128	89,128	89,128	89,128	89,128	89,128
King County Sheriff's Office	Major	Non- Represented		40	114,930	120,499	120,499	132,490	145,674	145,674	145,674	145,674	145,674

## BENCHMARKED DETAILED DATA

## 1a Detailed Salary Data Unadjusted

			Captai	n - Dist	trict Com	mander							
				Work					eduled Base longevity di	•			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Kitsap County Sheriff's Office	No Match												
Pierce County Sheriff's Office	Captain	Represented	Expired 12/31/2015	40	118,381	118,381	124,576	134,549	134,549	134,549	134,549	134,549	134,549
Snohomish County Sheriff's Office	homish County Sheriff's Office Captain Represented Expired 3/31/2015							131,524	131,524	131,524	131,524	131,524	131,524
Spokane County Sheriff's Office	No Match												
Thurston County Sheriff's Office	Captain - Operations	Represented	1/1/2014 - 12/31/2016	40	116,496	116,496	116,496	131,124	131,124	131,124	131,124	131,124	131,124
Whatcom County Sheriff's Office	No Match												
Yakima County Sheriff's Office	No Match												
Competitors Participant Average					116,553	117,964	120,039	127,542	128,522	129,008	129,175	129,343	129,848
Washington State Patrol	Represented Represented $7/1/2015$ - $6/30/2017$					106,920	106,920	106,920	106,920	106,920	106,920	106,920	106,920
Washington State Patrol as a % of	ngton State Patrol as a % of Competitors Participant Average						89%	84%	83%	83%	83%	83%	82%

#### BENCHMARKED DETAILED DATA

1b Detailed Salary Data Adjusted for Longevity Pay

Longevity pay is an additional amount or percentage received by and based on a defined number of years of tenure with the agency or commissioned time.

		Trooper Cadet -	Entry Level				
				Work	Annual S	cheduled Base Pa	ıy Rates
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year
Bellevue Police Department	Police Recruit	Represented	Expired 12/31/2014	40	59,532	59,532	59,532
Bellingham Police Department	Police Officer Recruit	Represented	1/1/2014 - 12/31/2016	40	57,924	57,924	63,720
Bremerton Police Department	No Match						
Everett Police Department	Police Officer - Entry Level	Represented	1/1/2014 - 12/31/16	42	66,396	66,396	66,396
Lakewood Police Department	No Match						
Port of Seattle Police Department	No Match						
Seattle Police Department	Police Officer-Student	Represented	Expired 12/31/2014	40	55,224	55,224	55,224
Spokane Police Department	No Match						
Tacoma Police Department	Police Officer Recruit	Non-Represented		40	58,594	66,914	70,158
Vancouver Police Department	Police Recruit	Represented	1/1/2015 - 12/31/16	40	61,525	61,525	61,525
Wenatchee Police Department	Police Officer, Recruit	Represented	1/1/2014 - 12/31/2017	42	60,119	60,119	60,119
Yakima Police Department	No Match						
Clark County Sheriff's Office	Deputy Sheriff I	Represented	1/1/2013 - 12/31/2016	40	54,288	56,930	56,930

## BENCHMARKED DETAILED DATA

#### 1b Detailed Salary Data Adjusted for Longevity Pay

		Trooper Cadet - En	try Level				
				Work	Annual S	Scheduled Base Pa	ay Rates
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year
Grant County Sheriff's Office	Deputy 1	Represented	Expired 12/31/2014	40	52,644	52,644	58,500
King County Sheriff's Office	No Match						
Kitsap County Sheriff's Office	No Match						
Pierce County Sheriff's Office	No Match						
Snohomish County Sheriff's Office <sup>1</sup>	Sheriff Cadet	Non-Represented	Expired 3/31/2015	40	36,168	36,168	37,983
Spokane County Sheriff's Office	Officer Candidate	Represented	Expred 12/31/2011	40	45,363	45,363	47,686
Thurston County Sheriff's Office	No Match						
Whatcom County Sheriff's Office	No Match						
Yakima County Sheriff's Office	No Match						
Competitors Participant Average					55,252	56,249	57,979
Washington State Patrol		Non-Represented		40	46,308	46,308	46,308
Washington State Patrol as a % of	Competitors Participant Average				84%	82%	80%

Data Effective January 1, 2016

<sup>&</sup>lt;sup>1</sup>Snohomish county cadets reported to work 20 hours per week, doubled salary for consistency.

#### BENCHMARKED DETAILED DATA

#### 1b Detailed Salary Data Adjusted for Longevity Pay

			State 1	Ггооре	er - Sworr	officer							
				Work				Annual Sch	eduled Base	e Pay Rates			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Bellevue Police Department	Police Officer	Represented	Expired 12/31/2014	40	64,402	64,402	72,323	82,616	82,616	82,616	90,878	91,704	91,704
Bellingham Police Department	Police Officer	Represented	1/1/2014 - 12/31/2016	40	63,720	63,720	67,860	83,009	84,034	88,338	90,797	91,617	91,617
Bremerton Police Department	Police Officer	Represented	Expired 12/31/2015	40	64,916	64,916	67,380	79,991	80,991	81,991	85,991	87,790	88,990
Everett Police Department	Police Officer	Represented	1/1/2014 - 12/31/16	42	72,708	72,708	72,708	90,057	90,057	91,798	94,843	96,583	96,583
Lakewood Police Department	Police Officer	Represented	Expired 12/31/2015	40	62,556	62,556	66,324	79,008	79,008	79,008	79,008	79,008	79,008
Seattle Police Department <sup>1</sup>	Police Officer	Represented	Expired 12/31/2014	40	69,240	74,244	74,244	90,672	94,299	96,112	97,926	99,739	101,553
Spokane Police Department	Police Officer	Represented	1/1/2012 - 12/31/2016	40	55,270	55,270	75,419	82,123	85,362	88,686	92,051	95,501	99,015
Tacoma Police Department	Police Officer	Represented	Expired 12/31/2014	40	58,594	66,914	70,158	82,594	84,213	85,833	87,452	87,452	87,452
Vancouver Police Department	Police Officer	Represented	1/1/2015 - 12/31/16	40	64,596	78,517	78,517	78,517	82,437	82,437	82,437	82,437	82,437
Wenatchee Police Department	Police Officer	Represented	1/1/2014 - 12/31/2017	42	63,965	63,965	70,269	78,857	79,638	80,419	81,980	83,542	83,542
Yakima Police Department	Police Officer	Represented	1/1/2016 - 12/31/2019	42	59,010	63,794	63,794	81,197	82,397	84,397	85,597	87,996	87,996
Port of Seattle Police Department	Police Officer A	Represented	1/1/2015 - 12/31/17	40	72,322	72,600	75,878	87,643	90,221	91,940	93,658	95,377	95,377
Clark County Sheriff's Office	Deputy Sheriff II	Represented	1/1/2013 - 12/31/2016	40	59,800	59,800	62,816	69,243	76,341	76,341	76,341	76,341	76,341
Grant County Sheriff's Office	Deputy 2, 3, 4, 5	Represented	Expired 12/31/2014	40	59,700	59,700	62,052	62,755	66,254	67,570	68,273	68,976	68,976
King County Sheriff's Office <sup>1</sup>	Deputy	Represented	1/1/2013 - 12/31/2016	40	62,710	62,710	70,278	88,686	93,076	93,076	93,076	93,076	93,076

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<sup>&</sup>lt;sup>1</sup> Seattle Police Department and King County Sheriff's Office has a higher longevity percentage for patrol officers. Longevity has been calculated based on non-patrol longevity percentages.

#### BENCHMARKED DETAILED DATA

#### 1b Detailed Salary Data Adjusted for Longevity Pay

			State 1	Ггооре	r - Swori	n Officer							
				Work				Annual Sch	eduled Base	Pay Rates			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Kitsap County Sheriff's Office	Deputy Sheriff I II	Represented	Expired 12/31/2015	40	60,237	60,237	66,414	76,898	78,436	79,205	79,974	80,742	80,742
Pierce County Sheriff's Office	Deputy Sheriff	Represented	Expired 12/31/2015	40	59,817	59,817	62,958	76,688	79,126	79,126	79,126	79,126	79,126
Snohomish County Sheriff's Office	3/31/2015					54,891	60,801	73,312	74,390	74,390	78,343	79,781	79,781
Spokane County Sheriff's Office	Deputy Sheriff	Represented	Expired 12/31/2011	40	49,629	49,629	54,842	68,307	69,311	70,651	72,995	74,334	74,334
Thurston County Sheriff's Office	Deputy Sheriff	Represented	1/1/2014 - 12/31/2016	40	59,964	59,964	59,964	73,617	78,067	78,832	79,597	79,597	79,597
Whatcom County Sheriff's Office	Deputy	Represented	7/7/2015 - 12/31/2016	40	62,275	62,275	64,730	76,523	78,819	79,584	80,349	81,115	81,115
Yakima County Sheriff's Office	Deputy	Represented	Expired 12/31/2015	40	51,639	51,639	55,277	68,506	69,534	70,390	71,246	73,130	73,130
Competitors Participant Average					61,453	62,921	67,046	78,674	80,847	81,943	83,724	84,771	85,068
Washington State Patrol	ngton State Patrol   7/1/2015 - 6/30/2017						54,576	70,971	72,349	73,727	75,105	76,483	76,483
Washington State Patrol as a % o	ngton State Patrol as a % of Competitors Participant Average							90%	89%	90%	90%	90%	90%

<sup>&</sup>lt;sup>1</sup> Seattle Police Department and King County Sheriff's Office has a higher longevity percentage for patrol officers. Longevity has been calculated based on non-patrol longevity percentages.

#### BENCHMARKED DETAILED DATA

#### 1b Detailed Salary Data Adjusted for Longevity Pay

			Sergeant - I	Detach	ment/Un	it Superv	visor						
				Work				Annual Sch	eduled Base	Pay Rates			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Bellevue Police Department	Lieutenant	Represented	Expired 12/31/2014	40	94,332	98,657	98,657	98,657	98,657	98,657	108,522	109,509	109,509
Bellingham Police Department	Sergeant	Represented	1/1/2014 - 12/31/2016	40	92,196	92,196	94,956	99,023	100,245	105,380	108,314	109,292	109,292
Bremerton Police Department	Sergeant	Represented	Expired 12/31/2015	40	90,390	90,390	92,352	94,211	95,388	96,566	101,276	103,396	104,809
Everett Police Department	Sergeant	Represented	1/1/2014 - 12/31/16	42	108,804	108,804	108,804	112,612	112,612	114,788	118,596	120,772	120,772
Lakewood Police Department	Police Sergeant	Represented	Expired 12/31/2015	40	88,368	88,368	94,008	94,008	94,008	94,008	94,008	94,008	94,008
Seattle Police Department <sup>1</sup>	Police Sergeant	Represented	Expired 12/31/2014	40	93,324	97,344	104,304	104,304	108,476	110,562	112,648	114,734	116,820
Spokane Police Department	Sergeant	Represented	1/1/2012 - 12/31/2016	40	95,004	95,004	95,004	98,842	102,756	106,746	110,813	114,955	119,173
Tacoma Police Department	Police Sergeant	Represented	Expired 12/31/2014	40	93,246	97,926	97,926	99,885	101,843	103,802	105,761	105,761	105,761
Vancouver Police Department	Police Sergeant	Represented	1/1/2015 - 12/31/16	40	81,617	81,617	85,704	99,211	99,211	99,211	99,211	99,211	99,211
Wenatchee Police Department	Sergeant	Represented	1/1/2014 - 12/31/2017	42	89,788	89,788	89,788	90,686	91,584	92,482	94,277	96,073	96,073
Yakima Police Department	Police Sergeant	Represented	1/1/2016 - 12/31/2019	42	87,714	89,773	89,773	91,119	92,466	94,710	96,057	98,750	98,750
Port of Seattle Police Department	Sergeant	Represented	1/1/2015 - 12/31/17	40	98,842	98,842	98,842	105,889	109,003	111,080	113,156	115,232	115,232
Clark County Sheriff's Office	Sergeant	Represented	1/1/2013 - 12/31/2016	40	69,306	69,306	73,882	80,246	88,472	88,472	88,472	88,472	88,472
Grant County Sheriff's Office	Corporal	Represented	Expired 12/31/2014	40	68,736	68,736	68,736	69,439	69,439	69,439	69,439	69,439	69,439
King County Sheriff's Office <sup>1</sup>	Sergeant	Represented	1/1/2013 - 12/31/2016	40	97,437	101,752	101,752	107,145	112,449	112,449	112,449	112,449	112,449

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<sup>&</sup>lt;sup>1</sup> Seattle Police Department and King County Sheriff's Office has a higher longevity percentage for patrol officers. Longevity has been calculated based on non-patrol longevity percentages.

#### BENCHMARKED DETAILED DATA

#### 1b Detailed Salary Data Adjusted for Longevity Pay

			Sergeant - I	Detachi	nent/Un	it Superv	visor						
				Work				Annual Sch	eduled Base	Pay Rates			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Kitsap County Sheriff's Office	Sergeant	Represented	Expired 12/31/2015	40	84,594	84,594	86,715	91,104	92,926	93,837	94,748	95,659	95,659
Pierce County Sheriff's Office	Sergeant	Represented	Expired 12/31/2015	40	89,453	89,453	94,009	94,009	94,009	94,009	94,009	94,009	94,009
Snohomish County Sheriff's Office	Sergeant	Represented	Expired 3/31/2015	40	81,673	81,673	83,267	86,181	86,181	87,847	90,761	92,426	92,426
Spokane County Sheriff's Office	Sergeant	Represented	Expired 12/31/2011	40	73,890	73,890	77,675	83,285	84,510	86,143	89,001	90,634	90,634
Thurston County Sheriff's Office	Deputy Sheriff Sergeant	Represented	1/1/2014 - 12/31/2016	40	73,176	73,176	73,176	85,555	90,723	91,612	92,502	92,502	92,502
Whatcom County Sheriff's Office	Sergeant	Represented	7/7/2015 - 12/31/2016	40	81,578	81,578	83,221	91,770	94,523	95,440	96,358	97,276	97,276
Yakima County Sheriff's Office	Deputy Sergeant	Represented	Expired 12/31/2015	40	80,081	80,081	84,050	84,050	85,311	86,361	87,412	89,723	89,723
Competitors Participant Average					86,979	87,861	89,845	93,692	95,672	96,982	98,990	100,195	100,545
Washington State Patrol	ington State Patrol Represented 7/1/2015 - 6/30/2017						79,200	80,784	82,368	83,952	85,536	87,120	87,120
Washington State Patrol as a % o	ngton State Patrol as a % of Competitors Participant Average							86%	86%	87%	86%	87%	87%

<sup>&</sup>lt;sup>1</sup> Seattle Police Department and King County Sheriff's Office has a higher longevity percentage for patrol officers. Longevity has been calculated based on non-patrol longevity percentages.

## BENCHMARKED DETAILED DATA

## 1b Detailed Salary Data Adjusted for Longevity Pay

		I	Lieutenant -	Assista	nt Distri	ct Comm	ander						
				Work				Annual Sch	eduled Base	Pay Rates			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Bellevue Police Department	Police Captain	Represented	1/1/2015 - 3/31/2018	40	113,336	113,336	119,004	119,004	119,004	119,004	130,904	132,094	132,094
Bellingham Police Department	Lieutenant	Represented	1/1/2015 - 12/31/2017	40	113,280	113,280	113,280	114,696	116,112	122,059	125,458	126,590	126,590
Bremerton Police Department	Lieutenant	Represented	Expired 12/31/2015	40	100,535	100,535	100,535	109,893	111,267	112,365	113,739	118,410	119,783
Everett Police Department	Lieutenant	Represented	Expired 12/31/2015	40	129,900	129,900	129,900	131,100	132,300	132,300	132,300	132,300	132,300
Lakewood Police Department	Police Lieutenant	Represented	Expired 12/31/2015	40	107,508	107,508	112,620	118,248	118,248	118,248	118,248	118,248	118,248
Seattle Police Department	Police Lieutenant	Represented	Expired 12/31/2014	40	110,532	115,032	115,032	124,560	124,560	130,788	132,034	138,262	139,507
Spokane Police Department	Lieutenant	Represented	1/1/2012 - 12/31/2016	40	120,853	120,853	120,853	120,853	120,853	120,853	123,129	125,405	132,254
Tacoma Police Department	Police Lieutenant	Represented	Expired 12/31/2014	40	116,563	122,387	122,387	122,387	122,387	122,387	122,387	122,387	122,387
Vancouver Police Department	Police Lieutenant	Represented	Expired 12/31/2014	40	97,014	97,014	101,859	117,914	117,914	117,914	117,914	117,914	117,914
Wenatchee Police Department	No Match												
Yakima Police Department	Police Lieutenant	Represented	1/1/2015 - 12/31/2018	42	90,293	94,744	94,744	111,450	113,097	115,842	117,489	120,784	120,784
Port of Seattle Police Department	No Match												
Clark County Sheriff's Office	No Match												
Grant County Sheriff's Office	Sergeant	Represented	Expired 12/31/2014	40	75,612	75,612	75,612	76,315	76,315	76,315	76,315	76,315	76,315
King County Sheriff's Office	Captain	Represented	Expired 12/31/2015	40	112,052	117,015	117,015	121,996	121,996	121,996	121,996	121,996	121,996

## BENCHMARKED DETAILED DATA

## 1b Detailed Salary Data Adjusted for Longevity Pay

	Lieutenant - Assistant District Commander												
				Work				Annual Sch	eduled Base	Pay Rates			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Kitsap County Sheriff's Office	Lieutenant	Represented	Expired 12/31/2011	40	81,536	81,536	85,613	99,112	104,062	104,062	104,062	104,062	104,062
Pierce County Sheriff's Office	Lieutenant	Represented	Expired 12/31/2015	40	102,188	102,188	107,525	107,525	107,525	107,525	107,525	107,525	107,525
Snohomish County Sheriff's Office	Lieutenant	Represented	Expired 3/31/2015	40	102,666	102,666	110,991	110,991	110,991	110,991	110,991	110,991	110,991
Spokane County Sheriff's Office	Lieutenant	Represented		40	94,848	94,848	99,705	104,811	105,261	105,411	105,711	106,011	106,011
Thurston County Sheriff's Office	Lieutenant - Operations/Service	Represented	1/1/2014 - 12/31/2016	40	85,608	85,608	85,608	100,099	106,145	107,186	108,227	108,227	108,227
Whatcom County Sheriff's Office	Lieutenant	Non- Represented		40	79,020	79,020	82,152	95,652	106,848	106,848	106,848	106,848	106,848
Yakima County Sheriff's Office	Lieutenant	Represented	Expired 12/31/2015	40	97,188	97,188	97,188	97,188	98,646	99,861	101,076	103,748	103,748
Competitors Participant Average	Competitors Participant Average					102,646	104,822	110,726	112,291	113,261	114,545	115,690	116,189
Washington State Patrol	Washington State Patrol   Represented   7/1/2015 - 6/30/2017   40				91,176	91,176	91,176	93,000	94,823	96,647	98,470	100,294	100,294
Vashington State Patrol as a % of Competitors Participant Average					90%	89%	87%	84%	84%	85%	86%	87%	86%

## BENCHMARKED DETAILED DATA

#### 1b Detailed Salary Data Adjusted for Longevity Pay

	Captain - District Commander												
				Work				Annual Sch	eduled Base	e Pay Rates			
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Bellevue Police Department	Police Major	Represented	1/1/2015 - 3/31/2018	40	128,718	128,718	135,150	135,150	135,150	135,150	135,150	150,017	150,017
Bellingham Police Department	No Match												
Bremerton Police Department	Captain	Represented	Expired 12/31/2015	40	114,508	114,508	114,508	125,167	126,732	127,983	129,548	134,868	136,432
Everett Police Department	Captain	Represented	Expired 12/31/2015	40	139,620	139,620	139,620	140,820	142,020	142,220	142,020	142,020	142,020
Lakewood Police Department	No Match												
Seattle Police Department	Police Captain	Represented	Expired 12/31/2014	40	131,448	136,752	136,752	148,116	148,116	155,522	157,003	164,409	165,890
Spokane Police Department	Captai	Represented	1/1/2012 - 12/31/2016	40	142,610	142,610	142,610	142,610	142,610	142,610	145,283	147,977	156,057
Tacoma Police Department	Police Captain	Represented	Expired 12/31/2014	40	134,056	140,754	140,754	140,754	140,754	140,754	140,754	140,754	140,754
Vancouver Police Department	Police Commander	Represented	Expired 12/31/2014	40	106,716	106,716	112,056	129,718	129,718	129,718	129,718	129,718	129,718
Wenatchee Police Department	Police Captain	Non- Represented		40	92,903	92,903	97,548	114,000	114,000	114,000	114,000	114,000	114,000
Yakima Police Department	Police captain	Represented	1/1/2015 - 12/31/2018	40	99,570	104,562	104,562	122,745	124,559	127,582	129,396	133,024	133,024
Port of Seattle Police Department	Commander	Represented	Expired 12/31/2015	40	125,590	125,590	125,590	128,102	131,870	134,382	136,894	139,405	139,405
Clark County Sheriff's Office	Commander	Represented	Expired 12/31/2015	40	90,864	90,864	93,132	100,200	102,696	110,472	110,472	110,472	110,472
Grant County Sheriff's Office	Chief Deputy	Non- Represented		40	89,128	89,128	89,128	89,831	89,831	89,831	89,831	89,831	89,831
King County Sheriff's Office	Major	Non- Represented		40	114,930	120,499	120,499	132,490	145,674	145,674	145,674	145,674	145,674

## BENCHMARKED DETAILED DATA

## 1b Detailed Salary Data Adjusted for Longevity Pay

	Captain - District Commander												
				Work	Annual Scheduled Base Pay Rates								
Organization Name	Matching Title	Represented	Contract Term	week	Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Kitsap County Sheriff's Office	No Match												
Pierce County Sheriff's Office	Captain	Represented	Expired 12/31/2015	40	118,381	118,381	124,576	134,549	134,549	134,549	139,931	145,313	145,313
Snohomish County Sheriff's Office	Captain	Represented	Expired 3/31/2015	40	119,315	119,315	127,639	131,524	131,524	131,524	131,524	131,524	131,524
Spokane County Sheriff's Office	No Match												
Thurston County Sheriff's Office	Captain - Operations	Represented	1/1/2014 - 12/31/2016	40	116,496	116,496	116,496	131,124	131,124	131,124	131,124	131,124	131,124
Whatcom County Sheriff's Office	No Match												
Yakima County Sheriff's Office	No Match												
Competitors Participant Average	Competitors Participant Average					117,964	120,039	127,931	129,433	130,818	131,770	134,383	135,078
Washington State Patrol	Washington State Patrol Represented $\begin{bmatrix} 7/1/2015 - 6/30/2017 \end{bmatrix}$ 40				106,920	106,920	106,920	106,920	106,920	106,920	109,058	111,197	111,197
Washington State Patrol as a % of Competitors Participant Average					92%	91%	89%	84%	83%	82%	83%	83%	82%

## **COMPENSATION PRACTICES**

## Section 2 – Compensation Practices

#### 2a Pay Schedule Design

Types of pay schedules and increase methods that cover cadets, troopers (officers and sheriffs), sergeants and lieutenants.

	Pay	Schedule De	sign		Pay Inc	rease Method	
	Grade and Step	Grades, No Steps	No Ranges (Flat Rates)	Market Data	Increase in the cost of living (CPI)	Legislative/ Budget process / Financial ability	Contractual Obligation
Bellevue Police Department	x				Х		
Bellingham Police Department	х		Х	х		х	Х
Bremerton Police Department	Х					Х	Х
Everett Police Department	Х		Х	х	Х	Х	Х
Lakewood Police Department							
Port of Seattle Police Department	Х			х	Х		
Seattle Police Department	Х				Х	Х	х
Spokane Police Department	Х						х
Tacoma Police Department	Х			х	Х	Х	
Vancouver Police Department	Х			х		Х	х
Wenatchee Police Department	Х		Х		Х		х
Yakima Police Department	Х						х
Clark County Sheriff's Office	Х			х	Х	Х	
Grant County Sheriff's Office			Х	х	Х	Х	х
King County Sheriff's Office	Х			х	Х	Х	Х
Kitsap County Sheriff's Office	Х			х			Х
Pierce County Sheriff's Office	Х			х	Х	Х	Х
Snohomish County Sheriff's Office	Х						Х
Spokane County Sheriff's Office	Х						Х
Thurston County Sheriff's Office	Х						
Whatcom County Sheriff's Office	Х						
Yakima County Sheriff's Office	Х			Х	х	Х	Х
Washington State Patrol	Х		X			X	

## **COMPENSATION PRACTICES**

#### 2b Base Pay Increases (%)

	Ca	det	Tro	oper	Serg	eant	Lieut	enant	Cap	tain
	FY2017	FY2018	FY2017	FY2018	FY2017	FY2018	FY2017	FY2018	FY2017	FY2018
Bellevue Police Department	NA	NA	NA	NA	NA	NA	100% CPI	100% CPI	100% CPI	100% CPI
Bellingham Police Department	TBD	NA	TBD	NA	TBD	NA	1.75%	NA		
Bremerton Police Department	NA	NA	NA	NA						
Everett Police Department	NA	NA	NA	NA						
Lakewood Police Department			NA	NA	NA	NA	NA	NA		
Port of Seattle Police Department			NA	NA	NA	NA			NA	NA
Seattle Police Department	NA	NA	NA	NA						
Spokane Police Department			NA	NA	NA	NA	NA	NA	NA	NA
Tacoma Police Department	NA	NA	NA	NA						
Vancouver Police Department	NA	NA	NA	NA						
Wenatchee Police Department	NA	NA	NA	NA	NA	NA			NA	NA
Yakima Police Department			2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
Clark County Sheriff's Office	NA	NA	NA	NA	NA	NA			NA	NA
Grant County Sheriff's Office	TBD	TBD	TBD	TBD						
King County Sheriff's Office			NA	NA	NA	NA	NA	NA	NA	NA
Kitsap County Sheriff's Office			NA	NA	NA	NA	NA	NA		
Pierce County Sheriff's Office			TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD
Snohomish County Sheriff's Office	NA	NA	NA	NA						
Spokane County Sheriff's Office	NA	NA								
Thurston County Sheriff's Office			NA	NA	NA	NA	NA	NA	NA	NA
Whatcom County Sheriff's Office			NA	NA	NA	NA	NA	NA		
Yakima County Sheriff's Office			NA	NA	NA	NA	NA	NA		
Washington State Patrol	1.80%	NA	3.00%	NA	3.00%	NA	5.00%	NA	5.00%	NA

NA = Not applicable, agency did not provide pay increase information.

TBC = Increase to be determined.

## **COMPENSATION PRACTICES**

2c Pay for Days worked – Regularly Scheduled Workday – By Factor of Hourly Rate

	Regularly Scheduled Day Off	Regularly Scheduled Leave Day	Holidays	Additional Policy Information
Bellevue Police Department	1.5x	1.5x	1.5x	On a vacation or holiday, receive the leave day back, 1 day's pay, minimum of 3 hours of 1x for hours worked and overtime if exceeds normal hours of officers' shift. If day off, receive minimum of 3 hours at 1.5x.
Bellingham Police Department	1.5x	2.5x	1.5x	On New Year's Day, Labor Day, Thanksgiving Day, Christmas Day, Memorial Day, Independence Day or Veterans Day. Minimum of 4 hour pay at 1.5x. Scheduled vacation day, return of vacation day.
Bremerton Police Department	1.5x	1x	1.5x	
Everett Police Department	1.5x	1.5x	1.5x	All work performed in excess of an assigned shift or work week is paid at 1.5x.
Lakewood Police Department	1.5x	1.5x	2.5x	During shift receives 2.5x, hours worked outside of shift are just 1.5x. Three hour minimum at 1.5x.
Port of Seattle Police Department	1.5x	1x	1x	Employees have paid holiday restored. Receive 1x for entire shift and leave day restored. Minimum of 4 hours pay at 1.5x.
Seattle Police Department	1.5x	2x	1.5x	Minimum 3 hours paid at 1.5x.
Spokane Police Department	1.5x	1.5x	2.5x	Minimum of 4 hours of pay at 1.5x. Court telephonic, 1 hour pay at 1.5x.
Tacoma Police Department	1.5x	1.5x	3x	Assignment to work on July 4th, when not regularly scheduled and not volunteering, is 3.x. Minimum of 4 hours paid at 1.5x. If Sunday equivalent, receive minimum 4 hours paid at 2x.
Vancouver Police Department	2x	1.5x	1x	Minimum of 3 hours of pay at 2x.
Wenatchee Police Department	1.5x	1.5x	1.5x	Receive make-up time for all hours worked up to the 8 hour holiday on the callback in addition to regular holiday pay and overtime for hours work on the holiday. Minimum of 2 hours pay at 1.5x for court.

## **COMPENSATION PRACTICES**

2c Pay for Days worked – Regularly Scheduled Workday – By Factor of Hourly Rate

	Regularly Scheduled Day Off	Regularly Scheduled Leave Day	Holidays	Additional Policy Information
Yakima Police Department	1.5x	1.5x	1.5x	Officers and sergeants receive minimum of 3 hours pay at 1.5x.
Clark County Sheriff's Office	1.5x	1.5x	2x	Only specific holidays paid at 2.25x. If employee is called back to work, receive minimum of 3 hours of pay at 1.5x.
Grant County Sheriff's Office	1.5x	1.5x	1.5x	Minimum of 3 hours of pay at 1.5x.
King County Sheriff's Office	1.5x	1.5x	1.5x	Court and on leave, except for sick leave, paid overtime and compensated for full day of pay.
Kitsap County Sheriff's Office	1.5x	1.5x	1x	Receive equivalent of hours of shift of annual leave. Straight hourly rate paid on 7 defined holidays. Minimum of 3 hours of pay at 1.5x.
Pierce County Sheriff's Office	1.5x	1.5x	1.5x	Eligible for overtime if in excess of workweek. Employees may receive 2 hr or 3 hr minimums at 1.5x or 2x, depending on the reason for the return to work.
Snohomish County Sheriff's Office	1.5x	1.5x	1.5x	Working on holiday earns equivalent hours banked for later use and 1.5x that can be banked or paid at employee option. Minimum of 3 hours of pay at 1.5x, if called into work.
Spokane County Sheriff's Office	1.5x	1.5x	2x	Hours worked outside of their shift. Minimum of 1 hour of pay at 1.5x, if scheduled overtime.
Thurston County Sheriff's Office	1.5x	1.5x	2.25x	If hours worked are overtime, receive total of 2.25x plus the holiday bank. Minimum of 3 hours of pay at 1.5x.
Whatcom County Sheriff's Office	1.5x	1.5x	2.5x	Day of vacation, guaranteed 8 hours of 1.5x and 20 hours of straight time plus vacation day back. Hours worked on holiday are overtime, paid at 2.5x. Minimum of 3 hours at 1.5x if scheduled day off.
Yakima County Sheriff's Office	1x	1x	1x	Minimum of 4 hours of pay at 1x.
Washington State Patrol	1.5x	1x	1.5x	Cadets paid at 1.5x straight time for hours worked. Troopers, sergeants and lieutenants paid 1.5x straight time for hours worked, or minimum of 3 hours straight time, whichever is greater.

## **COMPENSATION PRACTICES**

2d Pay for Days worked – When Called into Work on a Scheduled Day Off – By Factor of Hourly Rate

	Regularly Scheduled Day Off	Regularly Scheduled Leave Day	Holidays	Additional Policy Information
Bellevue Police Department	1.5x	1.5x	1.5x	On a vacation or holiday, receive the leave day back, 1 day's pay, minimum of 3 hours of 1x for hours worked and overtime if exceeds normal hours of officers' shift. If day off, receive minimum of 3 hours at 1.5x.
Bellingham Police Department	1.5x	2.5x	1.5x	On New Year's Day, Labor Day, Thanksgiving Day, Christmas Day, Memorial Day, Independence Day or Veterans Day. Minimum of 4 hour pay at 1.5x. Scheduled vacation day, return of vacation day.
Bremerton Police Department	1.5x	1x	1.5x	
Everett Police Department	1.5x	1.5x	1.5x	All work performed in excess of an assigned shift or work week is paid at 1.5x.
Lakewood Police Department	1.5x	1.5x	2.5x	During shift receives 2.5x, hours worked outside of shift are just 1.5x. Three hour minimum at 1.5x.
Port of Seattle Police Department	1.5x	1x	1x	Employees have paid holiday restored. Receive 1x for entire shift and leave day restored. Minimum of 4 hours pay at 1.5x.
Seattle Police Department	1.5x	2x	1.5x	Minimum 3 hours paid at 1.5x.
Spokane Police Department	1.5x	1.5x	2.5x	Minimum of 4 hours of pay at 1.5x. Court telephonic, 1 hour pay at 1.5x.
Tacoma Police Department	1.5x	1.5x	3x	Assignment to work on July 4th, when not regularly scheduled and not volunteering, is 3.x. Minimum of 4 hours paid at 1.5x. If Sunday equivalent, receive minimum 4 hours paid at 2x.
Vancouver Police Department	2x	1.5x	1x	Minimum of 3 hours of pay at 2x.
Wenatchee Police Department	1.5x	1.5x	1.5x	Receive make-up time for all hours worked up to the 8 hour holiday on the callback in addition to regular holiday pay and overtime for hours work on the holiday. Minimum of 2 hours pay at 1.5x for court.

## **COMPENSATION PRACTICES**

2d Pay for Days worked – When Called into Work on a Scheduled Day Off – By Factor of Hourly Rate

	Regularly Scheduled Day Off	Regularly Scheduled Leave Day	Holidays	Additional Policy Information
Yakima Police Department	1.5x	1.5x	1.5x	Officers and sergeants receive minimum of 3 hours pay at 1.5x.
Clark County Sheriff's Office	1.5x	1.5x	2x	Only specific holidays paid at 2.25x. If employee is called back to work, receive minimum of 3 hours of pay at 1.5x.
Grant County Sheriff's Office	1.5x	1.5x	1.5x	Minimum of 3 hours of pay at 1.5x.
King County Sheriff's Office	1.5x	1.5x	1.5x	Court and on leave, except for sick leave, paid overtime and compensated for full day of pay.
Kitsap County Sheriff's Office	1.5x	1.5x	1x	Receive equivalent of hours of shift of annual leave. Straight hourly rate paid on 7 defined holidays. Minimum of 3 hours of pay at 1.5x.
Pierce County Sheriff's Office	1.5x	1.5x	1.5x	Eligible for overtime if in excess of workweek. Employees may receive 2 hr or 3 hr minimums at 1.5x or 2x, depending on the reason for the return to work.
Snohomish County Sheriff's Office	1.5x	1.5x	1.5x	Working on holiday earns equivalent hours banked for later use and 1.5x that can be banked or paid at employee option. Minimum of 3 hours of pay at 1.5x, if called into work.
Spokane County Sheriff's Office	1.5x	1.5x	2x	Hours worked outside of their shift. Minimum of 1 hour of pay at 1.5x, if scheduled overtime.
Thurston County Sheriff's Office	1.5x	1.5x	2.25x	If hours worked are overtime, receive total of 2.25x plus the holiday bank. Minimum of 3 hours of pay at 1.5x.
Whatcom County Sheriff's Office	1.5x	1.5x	2.5x	Day of vacation, guaranteed 8 hours of 1.5x and 20 hours of straight time plus vacation day back. Hours worked on holiday are overtime, paid at 2.5x. Minimum of 3 hours at 1.5x if scheduled day off.
Yakima County Sheriff's Office	1x	1x	1x	Minimum of 4 hours of pay at 1x.
Washington State Patrol	1.5x	1x	1.5x	Cadets paid at 1.5x straight time for hours worked. Troopers, sergeants and lieutenants paid callout, 1.5x straight time for hours worked, or minimum of 3 hours straight time, whichever is greater.

## **COMPENSATION PRACTICES**

2e Pay for Days worked –Working Outside of Assigned Shift on a Scheduled Work Day – By Factor of Hourly Rate

	Work Extending Beyond Shift	Court	Training	Additional Policy Information
Bellevue Police Department	1.5x	1.5x	1.5x	Minimum of 3 hours of pay at 1.5x. Not training specific, rather just a normal call-out. Court cancelled less than 48 hours, entitled to receive 2.5 hours pay at 1.5x.
Bellingham Police Department	1.5x	1.5x	1.5x	All time worked in excess of the regularly assigned schedule will be compensated at 1.5x regular rate of pay, unless otherwise provided in the CBA.
Bremerton Police Department	1.5x	1.5x	1.5x	Employee has left the workplace and called back to duty with less than 24 hours notice, receive minimum of 3 hours at 1.5x. Minimum of 1.5 hours at 1.5x for administrative hearings.
Everett Police Department	1.5x	1.5x	1.5x	Training is 2 days or less, overtime is paid. Training 3 days or longer, straight time and schedule is modified to stay within FLSA hours. Court within 1 hour of start of the shift, shift is adjusted. Otherwise, receive minimum of 4 hours pay at 1.5x. Still receive minimum if court cancelled less than 24 hours prior.
Lakewood Police Department	1.5x	1.5x	1.5x	Minimum of 3 hours pay at the 1.5x. If court cancelled after 1700 day prior, still receive minimum.
Port of Seattle Police Department	1.5x	1.5x	1.5x	Minimum of 3 hours for in-court appearance on a scheduled day off. Minimum of 3 hours if between shifts. If telephonic, minimum of 1 hour at 1.5x.
Seattle Police Department	1.5x Pay	1.5x Pay	Straight Time	Training is conducted as if it's a scheduled shift. Minimum of 3 hours of pay at 1.5x if for court.
Spokane Police Department	1.5x	1.5x	1.5x	Minimum of 2 hours of pay at 1.5x if court on a scheduled day off. Minimum of 4 hours of pay at 1.5x if vacation day. If court is telephonic, minimum of 1 hour pay at 1.5x.
Tacoma Police Department	1.5x	1.5X	1.5X	Minimum of 4 hours pay at 1.5x. Court cancelled without adequate notice, still receive minimum callout.
Vancouver Police Department	1.5x	1.5x	1.5x	Court appearances for police command during off-duty hours (scheduled day of work) receive minimum of 3 hours at 1.5x. Court appearances for police guild, depending on day of rest, receive minimum of 3 hours of pay at the 1.5x or a minimum of 3 hours at 2x.
Wenatchee Police Department	1.5x	1.5x	1.5x	Minimum of 4 hours pay at the 1.5x for court.

## **COMPENSATION PRACTICES**

2e Pay for Days worked –Working Outside of Assigned Shift on a Scheduled Work Day – By Factor of Hourly Rate

	Work Extending Beyond Shift	Court	Training	Additional Policy Information
Yakima Police Department	1.5x	1.5x	1x	Court related minimum of 3 hours of pay at 1.5x.
Clark County Sheriff's Office	1.5x	1.5x	1.5x	
Grant County Sheriff's Office	1.5x	1.5x	1.5x	Paid at 1.5x if time worked is in excess of 40 hours.
King County Sheriff's Office	1.5x	1.5x	1.5x	Court that starts less than 2 hours before or after shift, paid at 1.5x. If more than 2 hours, minimum of 4 hours at 1.5x.
Kitsap County Sheriff's Office	1.5x	1.5x	1.5x	Court cancelled after 5 pm day prior, still receive 3 hours pay at 1.5x.
Pierce County Sheriff's Office	1.5x	1.5x	1.5x	Court less than 8 hours after shift or appearance on day off, minimum of 2 hours of 2x or the 1.5x. Telephonic testimony is a minimum of 1 hour pay at 1x. If court canceled or changed without notification, receive minimum of 2 hours pay at 1.5x.
Snohomish County Sheriff's Office	1.5x	1.5x	1.5x	Employees called in to work receive minimum 3 hours at 1.5x. Court cancelled after 6 p.m. day prior, still receive minimum.
Spokane County Sheriff's Office	1.5x	1.5x	1.5x	Regular overtime, minimum of 1 hour pay at 1.5x. If court, minimum of 3 hours pay at 1.5x.
Thurston County Sheriff's Office	1.5x	1.5x	1.5x	County recognizes up to 20 hours of training may be required on off-duty time. Compensation for such training is 1.5x.
Whatcom County Sheriff's Office	1.5x	1.5x	1.5x	For court, minimum of 3 hours pay at 1.5x. If court is cancelled after 1700 the day prior, still receive minimum court callout.
Yakima County Sheriff's Office	1.5x	1.5x	1.5x	Minimum of 4 hours of 1x pay for personal appearance in court. If telephonic, minimum of 2 hours at 1x.
Washington State Patrol	1.5x	1.5x	1.5x	Cadets paid at 1.5x for hours worked in excess of 40 hours per week. Troopers, sergeants and lieutenants paid callout, 1.5x for hours worked, or minimum of 3 hours at 1x, whichever is greater. Court minimum is 4 hours.

## **COMPENSATION PRACTICES**

#### **2f Additional Compensation Practices**

	Variations by Job Class or Additional Payment Situations
Bellevue Police Department	If court is cancelled less than 48 hours, employee is entitled to receive 2 1/2 hours pay at 1x. Standby for court purposes, receive 25% of hourly rate.
Bellingham Police Department	Standby pay when required to "standby" at their normal place of residence. Lieutenants are exempt from overtime.
Bremerton Police Department	
Everett Police Department	Lieutenants and captains receive compensatory time hour for hour if approved.  Telephonic calls are minimum of 1 hours. Receive standby pay.
Lakewood Police Department	Detectives/investigators on-call for weekend receive 9 paid hours at 1x. Lieutenants are overtime exempt.
Port of Seattle Police Department	Handling an incident on their way home, not in callout status. Receive the lesser of the time between end/beginning of shift and start of the work or 4 hours pay at 1.5x. Standby pay is 50% and call pay is 10% of straight hourly rate. 50% for K9. Commanders are overtime exempt.
Seattle Police Department	Officers and sergeants have minimum phone call payment if called on off-duty time. Officers and sergeants receive on-call pay of 10% their pay if formally placed on on-call status. Captains are overtime exempt. Special overtime provisions are not applicable to lieutenants.
Spokane Police Department	Captains receive Critical Incident Premium pay if required to respond to scene between hours of 10 pm and 6 am will be paid at 1.5x. Captains, assigned on call as Duty Staff Officers, receive \$500/week. Lieutenants receive standby pay.  Officer/sergeant receive on-call pay. Captains are overtime exempt.
Tacoma Police Department	Receive \$3 for standby hours when appointed.
Vancouver Police Department	Receive standby pay of \$2.50 per hour.
Wenatchee Police Department	Detectives assigned to on-call detectives for more than 2 consecutive months, receive 5 hours pay at 1.5x.

## **COMPENSATION PRACTICES**

#### **2f Additional Compensation Practices**

	Variations by Job Class or Additional Payment Situations
Yakima Police Department	Lieutenants and captains are overtime exempt.
Clark County Sheriff's Office	Employees who work 47 hour workweek, receive additional 5.28% per month.
Grant County Sheriff's Office	Standby pay at 50% of 1x.
King County Sheriff's Office	Telephone calls 8 minutes or more shall be paid at 1 hour at 1.5x. Multiple calls within hour are covered by the 1 hour. Standby pay is 50% of straight pay. Captains and majors are overtime exempt.
Kitsap County Sheriff's Office	
Pierce County Sheriff's Office	Mandatory meeting, appearance or public speaking engagement = min 2 hours at 1.5x; off duty calls = 1.5x; call out/return to duty = 3 hour minimum. On-call pay = 1 hour if work shift span or 4 hours if non-shift days. Standby pay (min 2 hours pay) received. Captains are overtime exempt.
Snohomish County Sheriff's Office	Captains are overtime exempt. Standby receive 25% of straight hourly rate while assigned.
Spokane County Sheriff's Office	Standby pay when at home on off-duty time for any reason paid at 1.5x. On-call pay for detectives, detective sergeants and on call traffic units. On-call pay for detectives, detective sergeants and on call traffic units.
Thurston County Sheriff's Office	Receive standby pay of 25% if assigned.
Whatcom County Sheriff's Office	Telephone contact greater than 7 1/2 minutes is minimum of 30 minutes of pay at 1.5x. Lieutenants and captains are overtime exempt.
Yakima County Sheriff's Office	Telephone calls are paid a minimum of 15 minutes per call. Standby pay is 4 hours of straight pay per 24 hours, callout is not applicable if on standby.
Washington State Patrol	Captains are overtime exempt.

### PAY DIFFERENTIAL

Section 3 – Pay Differential Summary

	Degree Differential (3a)	Geographic Location (3b)	Longevity Pay (3c)	Shift Differential/ Premium (3d)
Bellevue Police Department	х		Х	
Bellingham Police Department	Х		Х	
Bremerton Police Department	Х		Х	
Everett Police Department	Х		Х	
Lakewood Police Department	х	х	Х	
Port of Seattle Police Department	Х		Х	Х
Seattle Police Department			X	
Spokane Police Department	Х		Х	Х
Tacoma Police Department	Х		Х	Х
Vancouver Police Department	Х			х
Wenatchee Police Department	Х		Х	х
Yakima Police Department	Х		Х	х
Port of Seattle Police Department	Х		Х	х
Clark County Sheriff's Office		x	Χ	x
Grant County Sheriff's Office	Х		Х	
King County Sheriff's Office	Х		Х	
Kitsap County Sheriff's Office			Х	
Pierce County Sheriff's Office	Х		Х	
Snohomish County Sheriff's Office	Х		Х	х
Spokane County Sheriff's Office	x		х	x
Thurston County Sheriff's Office	Х		Х	
Whatcom County Sheriff's Office		Х	Х	
Yakima County Sheriff's Office	Х		Х	
Washington State Patrol	X	х	Х	Х

### PAY DIFFERENTIAL

#### 3a Education Differentials or Incentives

	Applicable Job Title(s)	Associates Degree	Bachelors Degree	Masters Degree	Doctorate Degree	Additional Policy Information
Bellevue Police Department	All	3.00-11.00%	6.00-11.00%			Must be in field of study to receive education incentive. Length of service results in higher percent.
Bellingham Police Department	Officer, Sergeant, and Lieutenant	2.00%	5.00%			
Bremerton Police Department	All	2.00%	4.00%			Probationary employees do not receive.
Everett Police Department	Officer and Sergeant	3.50%	7.00%	9.00%	11.00%	Only receive education or longevity. Probationary employees do not receive.
Lakewood Police Department	Officer and Sergeant	1.00%	3.00%			
Port of Seattle Police Department	All	2.00%	4.00%	6.00%		
Seattle Police Department						
Spokane Police Department	Officer and Sergeant	1.00%	2.00%			
Tacoma Police Department	Officer, Detective, Sergeant	2.00%				Also receive if no AA but have minimum of 2 years of active military service with honorable discharge or 4 years of active reserve military service.
Vancouver Police Department	Police Guild	2.50%	5.00%			Schools must be accredited by CHEA. Degree must be job related or contribute to improved performance.
Wenatchee Police Department	All	1.75%	3.50%			
Yakima Police Department	Officers, Sergeant and Corporal	1.50%	3.00%	4.00%		

### PAY DIFFERENTIAL

#### 3a Education Differentials or Incentives

	Applicable Job Title(s)	Associates Degree	Bachelors Degree	Masters Degree	Doctorate Degree	Additional Policy Information
Clark County Sheriff's Office						
Grant County Sheriff's Office	All	\$ 50.00	\$ 65.00	\$ 85.00		Paid monthly.
King County Sheriff's Office	Deputy, Sergeant, Captain	2.00%	3.00% or 4.00%	5.00% or 6.00%		Education incentive begins at 3 years of service and increases at 4 years of service.
Kitsap County Sheriff's Office						
Pierce County Sheriff's Office	Deputy, Sergeant and Lieutenant	1.00%	2.00%			Part of Career Progression Officer (CPO) Program.
Snohomish County Sheriff's Office	Deputy and Sergeant	3.50%	7.00%	9.00%	4.00%	Can only receive education or longevity. Lieutenants and captains receive masters and doctorate degree. Deputy and sergeant not eligible for doctorate.
Spokane County Sheriff's Office	Deputy and Sergeant	3.50%	7.00%	9.00%		
Thurston County Sheriff's Office	Deputy, Sergeant, Lieutenant	1.00%, .50%	3.00%, 1.50%, 2.00%, 1.50%			Amount based on years of service (3, 8, 10, 15, and 20 years). Educations is combination of performance incentive.
Whatcom County Sheriff's Office						
Yakima County Sheriff's Office	AII	\$ 75.00	\$ 135.00			Paid monthly.
Washington State Patrol	All	2.00%	4.00%	6.00%		Masters degree is only applicable to lieutenant and captain.

### PAY DIFFERENTIAL

#### 3b Geographic Premium

	Applicable Job Title(s)	Geo Pay Location 1	Geo Pay Location 2	Geo Pay Location 3	Additional Policy Information
Bellevue Police Department					
Bellingham Police Department					
Bremerton Police Department					
Everett Police Department					
Lakewood Police Department	Officer and Sergeant	1.00%			Establishes residency within the city.
Port of Seattle Police Department					
Seattle Police Department					
Spokane Police Department					
Tacoma Police Department					
Vancouver Police Department					
Wenatchee Police Department					
Yakima Police Department					
Clark County Sheriff's Office					
Grant County Sheriff's Office					
King County Sheriff's Office					
Kitsap County Sheriff's Office					
Pierce County Sheriff's Office					
Snohomish County Sheriff's Office					

### PAY DIFFERENTIAL

#### 3b Geographic Premium

	Applicable Job Title(s)	Geo Pay Location 1	Geo Pay Location 2	Geo Pay Location 3	Additional Policy Information
Spokane County Sheriff's Office					
Thurston County Sheriff's Office					
Whatcom County Sheriff's Office	Deputy	3.00%			3% of top-step Deputy wage per month.
Yakima County Sheriff's Office					
Washington State Patrol	All	10.00%	5.00%	3.00%	King, Snohomish and Pierce counties. Outpost pay of 7% for 4 additional positions; 2 in Port Angeles (Forks), 1 in Burlington (Newhalem), and 1 in Colville (Republic).

### PAY DIFFERENTIAL

#### 3c Longevity – Years of Service

	Applicable Job Title(s)	5 yrs	10 yrs	15 yrs	20 yrs	25+ yrs	Additional Policy Information
Bellevue Police Department	Officer, Lieutenant and Corporal				10.00%	11.00%	Does not receive longevity if receiving education premium pay. 25 year longevity for all staff only.
Bellingham Police Department	All	1.25%	2.50%	7.75%	10.75%	11.75%	Beginning at 15 years, longevity percent includes deferred compensation contribution.
Bremerton Police Department	AII		1.25%	2.50% 2.25%	7.50% 3.50%	9.75% 7.75%	Additional longevity at 26+ years cont. employment. Lower longevity percentages applies to lieutenants and captains.
Everett Police Department	AII	3.50%	3.50%	5.50%	9.00%	11.00%	Lieutenant and captain longevity is based on time in bargaining unit, not length of service. Longevity is a dollar amount and begins after 2 years.
Lakewood Police Department							
Port of Seattle Police Department	All	2.00%	5.00%	7.00%	9.00%	11.00%	Final longevity step begins at 22 years or more.
Seattle Police Department	AII		4% or 6%	6%, 11% or 5%	8%, 12% or 6%	10%, 14% or 11%	Additional longevity at 7 years and completion of 30 years of service. Non-patrol officers and sergeants, patrol officers and sergeants, lieutenants and captains receive different longevity rates. Lieutenants and captains receive beginning at 15 years.
Spokane Police Department	Officer and Sergeant	2.00%	4.00%	6.00%	8.00%	10.00%	Additional longevity at completion of 30 or more years of service.
Tacoma Police Department	All	2.00%	4.00%	6.00%	8.00%		
Vancouver Police Department							

### PAY DIFFERENTIAL

#### 3c Longevity – Years of Service

	Applicable Job Title(s)	5 yrs	10 yrs	15 yrs	20 yrs	25+ yrs	Additional Policy Information		
Wenatchee Police Department	Officer and Sergeant	1.00%	2.00%	3.00%	5.00%	7.00%			
Yakima Police Department	All	1.50%	3.00%	5.50%	7.00%	10.00%	Longevity premium accrued monthly but paid in January and July. Overtime not included.		
Clark County Sheriff's Office	Deputy and Sergeant		10.25%	10.25%	10.25%	10.25%	Deputy Sheriff and sergeants begin longevity at 8 years. Commanders placed on a higher pay scale upon promotion if they have at least 8 years of service.		
Grant County Sheriff's Office	All	\$ 58.60	\$ 117.20	\$ 175.80	\$ 234.40	\$ 293.00	Paid monthly.		
King County Sheriff's Office	Deputy and Sergeant	1.00% 2.00%	6.00% 8.00%	14.00%	15.00%	16.00%	Non-patrol deputies and sergeants receive lesser percentage. Longevity steps at 15 years or more apply to patrol deputies and sergeants and is inclusive of patrol premium.		
Kitsap County Sheriff's Office	Deputy and Sergeant		2.00%	3.00%	4.00% 5.00%		First step of longevity is 7 years.		
Pierce County Sheriff's Office	Captain				4.00%	8.00%	Deputy, sergeant and lieutenant, longevity part of Career Progression Officer Program. Captains after completion of 5 yrs as captain or 20 yrs of uniformed service receive additional 4.00%. After completion of 10 yrs or 25 years of uniformed service receive another 4.00% increase in the base hourly wage, for total of 8.00%.		
Snohomish County Sheriff's Office	Deputy and Sergeant	3.50%	3.50%	5.50%	9.00%	11.00%	Only receive educational or longevity, not both.		
Spokane County Sheriff's Office	Deputy, Sergeant and Lieutenant	2.00%	3.50% or \$37.50/pp	5.50%, \$50/pp	9.00% or \$75/pp		r Deputies and sergeants receive %, lieutenant receives \$.		

### PAY DIFFERENTIAL

#### 3c Longevity – Years of Service

	Applicable Job Title(s)	5 yrs	10 yrs	15 yrs	20 yrs	25+ yrs	Additional Policy Information
Thurston County Sheriff's Office	Deputy, Sergeant and Lieutenant		2.00%	3.00%	4.00%		Performance pay is based on years of service. Longevity begins at 8 years.
Whatcom County Sheriff's Office	Deputy and Sergeant		2.00%	3.00%	4.00%	5.00%	Actual longevity begins at 6 years. Employee must achieve a rating of "satisfactory" performance premium or reduced by 1.00%.
Yakima County Sheriff's Office	All		1.50%	2.75%	4.00%	6.75%	Actual longevity begins at 6 years.
Washington State Patrol	All	3.00% 2.00%	2.00%	2.00%	2.00%		Troopers longevity at 5 years is 3.00%, Sergeant and Lieutenants is 2%. Captain's longevity begins at 15 years and is 2%.

### PAY DIFFERENTIAL

### 3d Shift Differential/Premium

	Applicable Job Title(s)	2nd Shift Amount	3rd Shift Amount	Additional Policy Information
Bellevue Police Department				
Bellingham Police Department				
Bremerton Police Department				
Everett Police Department				
Lakewood Police Department				
Port of Seattle Police Department	Officer	2.0%		Shift of 5 pm - 5:30 am
Seattle Police Department				
Spokane Police Department	All	0.75%	1.50%	2nd Shift: 10 am - 9:40 pm 3rd Shift: 4 pm - 2:40 am 4th Shift: 9 pm - 6:40 am premium of 2.25%. Calculated based on top of step of senior police officer classification, not individual's salary.
Tacoma Police Department	All	3.00%	5.00%	
Vancouver Police Department	Police Guild	\$0.25/hour	\$0.50/hour	2nd Shift: 3 pm - 1:30 am 3rd Shift: 8 pm - 6:30 am Night lieutenant (Police Command) receives differential of \$0.50 per hour.
Wenatchee Police Department	Officer and Sergeant	\$60/Month		Rotating Schedule.
Yakima Police Department	Officer and Sergeant	1.00%	1.75%	2nd Shift: 9 am - 2:50 pm 3rd Shift: 3 pm - 6:59 pm 4th shift: 7 pm - 4:59 am (2.25%
Clark County Sheriff's Office	Deputy and Sergeant	\$ 624.00	\$ 832.00	2nd Shift: 12 pm - 6 pm 3rd Shift: 6 pm to -12 am Annual amount.
Grant County Sheriff's Office				

### PAY DIFFERENTIAL

#### 3d Shift Differential/Premium

	Applicable Job Title(s)	2nd Shift Amount	3rd Shift Amount	Additional Policy Information
King County Sheriff's Office				
Kitsap County Sheriff's Office				
Pierce County Sheriff's Office				
Snohomish County Sheriff's Office	Deputy, Sergeant and Lieutenant	1.00%	2.00%	2nd Shift: 4 pm - 12 am 3rd shift: 12 am - 8 am Swing/graveyard shift diff based upon primary work assignment. If assigned, all pay regardless of time of day, includes premium.
Spokane County Sheriff's Office	Deputy and Sergeant	1.00%	2.00%	2nd Shift: 6 pm - 2 am 3rd Shift: 2 am - 10 am Deputy on probation only receive 1% of top step deputy pay for the year on probation.
Thurston County Sheriff's Office				
Whatcom County Sheriff's Office				
Yakima County Sheriff's Office				
Washington State Patrol	Trooper, Sergeant and Lieutenant	5.0%		Premium paid for all hours worked between 6 pm to 6 am.

### SPECIALTY PAY

Section 4 – Specialty Pay

	Limit on Specialty Pay (4a)	Additional Speciality Pay(s) (4a)	Auto Theft of the Year (4b)	Certified Technician of the Year (4b)	<b>Detective of the Year</b> (4b)	Trooper/Officer of the Year (4b)	Academy Staff (4c)	Armorer (4d)	Bomb Technician (4e)	Canine Handler (4f)	Canine Training Officer (4g)	Certified Reconstructionist(4h)	Certified Technical Specialist (4i)	Command Pilot (4j)	Multi-Engine Pilot	Single Engine Pilot (4j)	<b>Detective</b> (4k)	Drug Recognition EXpert (41)	Dual Language (4m)	EXecutive Protection Unit (4n)	Field Training Officer (40)	Motorcycle Officers (4p)	SWAT (4q)	Implied Consent Trooper/Officer (4r)
Bellevue Police Department	Yes	х							Х			х					Х				Х	Х		
Bellingham Police Department	Yes	х						х	х	х	х						Х		х		Х	Х	Х	
Bremerton Police Department	Yes	х								х											х			
Everett Police Department	Yes								х	х	х						Х				Х	Х	Х	
Lakewood Police Department	Yes	х					х		х	х		х					Х		х		Х	Х	Х	
Port of Seattle Police Department	Yes	Х							Х	Х	Х						Х				Х		Х	
Seattle Police Department	Yes	х					х		х	х	х						Х					Х	х	
Spokane Police Department	Yes	х					х		х	х	х							х		х	х	Х	х	
Tacoma Police Department	No	х					х		х	х	х								х		х	х	х	
Vancouver Police Department	No																				Х			
Wenatchee Police Department	No									Х									Х		Х			
Yakima Police Department	No	х								х							Х		х		Х	Х	х	

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#### SPECIALTY PAY

Section 4 – Specialty Pay

	Limit on Specialty Pay (4a)	Additional Speciality Pay(s) (4a)	Auto Theft of the Year (4b)	Certified Technician of the Year (4b)	Detective of the Year (4b)	Trooper/ Officer of the Year (4b)	Academy Staff (4c)	Armorer (4d)	Bomb Technician (4e)	Canine Handler (4f)	Canine Training Officer (4g)	Certified Reconstructionist(4h)	Certified Technical Specialist (4i)	Command Pilot	Multi-Engine Pilot (4j)	Single Engine Pilot (4j)	Detective (4k)	Drug Recognition EXpert (4l)	Dual Language (4m)	EXecutive Protection Unit (4n)	Field Training Officer (40)	Motorcycle Officers (4p)	SWAT (4q)	Implied Consent Trooper/ Officer (4r)
Clark County Sheriff's Office	Yes	Х																			Х			
Grant County Sheriff's Office	No																х		х		Х			
King County Sheriff's Office	Yes	Х							х	Х				х	х	х	х				Х	Х	х	
Kitsap County Sheriff's Office	Yes	х							х	х			х				х				х		х	
Pierce County Sheriff's Office	Yes	Х							х	х				х		х	х				х	х	х	
Snohomish County Sheriff's Office	Yes							Х	Х		Х	Х	Х				Х				Х		Х	
Spokane County Sheriff's Office	No	Х						х	Х	Х							х							
Thurston County Sheriff's Office	Yes	х								х							х		х		х		х	
Whatcom County Sheriff's Office	No								Х	Х							Х				Х			
Yakima County Sheriff's Office	Yes	Х				Х		х		Х							Х		Х		Х			
Washington State Patrol	Yes		X	X	X	X	х	x	х	х	х	X	X	х	x	x	х	x		х	X	X	X	Х

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### SPECIALTY PAY

4a Policy Limits and Additional Specialty Pay

	Limit on Specialty Pay	Policy Limitation Information	Additional Specialty Pay
Bellevue Police Department	Yes		Officer, lieutenant and corporal: Bicycle unit = 4.00%, PIO = 4.00%, Professional standards lieutenant = 4.00%, K9 lieutenant = 4.00%, Safe driving annual award = \$100.00. Captain and major: Special recognition award available = \$1,500.00.
Bellingham Police Department	Yes	Some specialty pay cannot be stacked while others can.	Crime Scene Investigator is separate job class, but average % increase over police officer is 24.48%. Polygraph examiner = 1.00%, SWAT bearcat driver = \$50.00/incident
Bremerton Police Department	Yes	Captains/Lieutenants: Maximum additional compensation is capped at 4.25%.	Captains and lieutenants: Certifications through WA State Criminal Justice Training Commission: Middle Management Certification = 1.75%; Executive Certification = 2.5%.
Everett Police Department	Yes	Officer may receive the % for 1 specialty. If officer is assigned to a 4.00% specialty and is assigned to be an FTO officer will only receive 10.00% FTO not 14.00%.	
Lakewood Police Department	Yes	Receive only the higher of the applicable rates except for cannine handler and FTO.	Clandestine Lab Team = 3.00%, Marine/Dive/Bike Unit = 3.00%, NPO = 3%, Metro Civil Disturbance Team = 3.00%, Investigator = 5.00%
Port of Seattle Police Department	Yes	Receive two of the highest specialty/assignment premiums.	Marine/Traffic Unit = 4% above base, SRT team = 4% above base, Dive team = 4% above base, Pleet/Supply officer = 5%, Team leader differential = 7%, 12 hour assignment hour patrol shifts = 2.5%, patrol premium and civil disturbance team = 2%. Crime Scene Specialist/Evidence Identification Technician has three steps, 3%, 5%, 7%.
Seattle Police Department	Yes	Only one specialty pay can be received at a time.	Officers and Sergeants: Diver = 5.00%, Hostage negotiator = 3.00%, Non-Patrol and Patrol premium = 1.50%. Lieutenants: Bomb Squad = 5.00%. Captains: Precinct = 5.00%, Violent Crimes = 3.00%, Permanent Night = 3.00% and Traffic = 2.00%.
Spokane Police Department	Yes	Allowed 2 specialties.	Additional \$30 per month will be paid if an officer is assigned to a second specialty. Hostage Negotiator = 3%, Tactical team = 3%, Assistant Range Master (if below sergeant) = 3%

### SPECIALTY PAY

4a Policy Limits and Additional Specialty Pay

	Limit on Specialty Pay	Policy Limitation Information	Additional Specialty Pay
Tacoma Police Department	No		Officers and sergeants qualify with weapons 2x per year receive \$120 annually. Officer and sergeant: Search & Rescue = 5%, LEOFF II = 1%, Patrol Specialist = 5%, Assigned as Specialist = 5%, Highly experienced (25 years) = 2%. All: CALEA accreditation = 2%. Captains eligible for \$3,500 merit award.
Vancouver Police Department	No		If need arises to use personal cars, employees can be reimbursed for mileage at IRS rates.
Wenatchee Police Department	No		
Yakima Police Department	No		CRU team = 2%, Gang Unit = 1.75%
Clark County Sheriff's Office	Yes	Only one specialty or incentive pay/premium may be received at one time.	Job title is generic for all positions regardless of special assignment = 1.5%. Commander Duty Officer = \$500/14 day rotation.
Grant County Sheriff's Office	No		
King County Sheriff's Office	Yes	Only 1 specialty or incentive pay/premium may be received at 1 time.	Master Police Pay = 5.00% over top step (collect this on top of Patrol and FTO Pay), Patrol Pay = 1.00% (assigned least 1 month), Hazardous Devises and Materials Team=10.00% (assigned least 1 month), Contract City Chief = 10.00% (Sergeant least 1 month), Dual Certification Premium = 3.00% (assigned to airport), Fire Prevention Coordinator = 10.00% (assigned least 1 month), Airport Training Coordinator = 10.00% (assigned least 1 month).
Kitsap County Sheriff's Office	Yes	Receive only 1.	Search and Rescue = 3.50%

### SPECIALTY PAY

4a Policy Limits and Additional Specialty Pay

	Limit on Specialty Pay	Policy Limitation Information	Additional Specialty Pay
Pierce County Sheriff's Office	Yes	Hazardous duty pay shall not be stacked under more than one hazardous duty category or with incentive pay. If an employee qualifies for both hazardous duty pay and incentive pay, he/she shall receive only hazardous duty pay.	Members of Clandestine Lab Team, Search and Rescue, Swift Water Team and Dive Team = 3.00% top step Deputy base. Employees assigned to marine services duty and air observer duty = \$35.00/ pay cycle for any cycle in which duty is performed.
Snohomish County Sheriff's Office	Yes	3.00% specialty pay is an "on/off" selection. Can only be added once.	All Sergeants earn a 6.00% sergeant specialty pay for being awarded that classification. 3.00% can be added to that premium.
Spokane County Sheriff's Office	No		Qualified marine enforcement = 3.00% of top step deputy's wage.
Thurston County Sheriff's Office	Yes	Receive only 1 that is paid at the highest percentage.	Community Outreach and Training = 3.00%, Traffic teams = 2.00%, Dive team = 3.00%, CLAN lab = 3.00%.
Whatcom County Sheriff's Office	No		Search & Rescue, Range Officer, Traffic Unit, Residents, Arson Investigator, Polygraph Operator, Road Use, Crime Prevention Officer, Marine Patrol Program Coordinator, and Civil — 3% top step deputy wage per month.
Yakima County Sheriff's Office	Yes	Up to 3 specialties.	Dive team = \$40.00.
Washington State Patrol	Yes	Limited to 1 full-time percentage assignment if monthly rate is 10.00% or above. Otherwise, hold up to 2 full-time. Percentage limits do not preclude an employee from receiving lump sum payments.	

# WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY SPECIALTY PAY

4b Employee Recognition Awards

<u>Auto Theft of the Year</u>: Award given to an Auto Theft Detective who provided outstanding work for the year.

<u>Certified Technician of the Year</u>; Award given to a Certified Technical Specialist for providing exceptional work in area of collision reconstruction.

<u>Detective of the Year</u>: Detective recognized for outstanding service provided to their Agency.

<u>Trooper of the Year</u>: Trooper/Officer recognized for outstanding service provided to the Agency.

	Applicable Job Title(s)	Auto Theft of the Year	Certified Tech of the Year	Detective of the Year	Trooper of the Year	Other Awards	Additional Policy Information
Bellevue Police Department							
Bellingham Police Department							
Bremerton Police Department							
Everett Police Department							
Lakewood Police Department							
Port of Seattle Police Department							
Seattle Police Department							
Spokane Police Department							
Tacoma Police Department							
Vancouver Police Department							
Wenatchee Police Department							
Yakima Police Department							
Clark County Sheriff's Office							
Grant County Sheriff's Office							

### SPECIALTY PAY

#### 4b Employee Recognition Awards

	Applicable Job Title(s)	Auto Theft of the Year	Certified Tech of the Year	Detective of the Year	Trooper of the Year	Other Awards	Additional Policy Information
King County Sheriff's Office							
Kitsap County Sheriff's Office							
Pierce County Sheriff's Office							
Snohomish County Sheriff's Office							
Spokane County Sheriff's Office							
Thurston County Sheriff's Office							
Whatcom County Sheriff's Office							
Yakima County Sheriff's Office					Public Recognition Only		
Washington State Patrol	Trooper	3.00%	3.00%	\$ 200.00	3.00%		Detective of the Year paid annually.

### SPECIALTY PAY

#### 4c Academy Staff

Instructs classes at the Academy and other places throughout the state, and supervises and counsels students during training while at the Academy.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Bellevue Police Department				
Bellingham Police Department				
Bremerton Police Department				
Everett Police Department				
Lakewood Police Department	Officer and Sergeant	3.00%	Yes	
Port of Seattle Police Department				
Seattle Police Department	Officer and Sergeant	3.00%	Yes	Percentage salary premium based upon the top pay step of the classification currently held by employee receiving the premium.
Spokane Police Department	All	3.00%	Yes	Field Training Officers assignment.
Tacoma Police Department	All	3.00%	Yes	Tactical officers assigned to CJTC.
Vancouver Police Department				
Wenatchee Police Department				
Yakima Police Department				
Clark County Sheriff's Office				
Grant County Sheriff's Office				

### SPECIALTY PAY

#### 4c Academy Staff

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
King County Sheriff's Office				
Kitsap County Sheriff's Office				
Pierce County Sheriff's Office				
Snohomish County Sheriff's Office				
Spokane County Sheriff's Office				
Thurston County Sheriff's Office				
Whatcom County Sheriff's Office				
Yakima County Sheriff's Office				
Washington State Patrol	Trooper	5.0%	Yes	Referred to as Corporals.

### SPECIALTY PAY

#### 4d Armorer

Coordinates and carries out plans for testing, evaluation, purchasing, issuing, repair, and maintenance of all weaponry for the Agency/Department, Armory, districts, and the Academy.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Bellevue Police Department				
Bellingham Police Department	Officer	1.50%	Yes	
Bremerton Police Department				
Everett Police Department				
Lakewood Police Department				
Port of Seattle Police Department				
Seattle Police Department				
Spokane Police Department				
Tacoma Police Department				
Vancouver Police Department				
Wenatchee Police Department				
Yakima Police Department				
Clark County Sheriff's Office				
Grant County Sheriff's Office				
King County Sheriff's Office				

### SPECIALTY PAY

#### 4d Armorer

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Kitsap County Sheriff's Office				
Pierce County Sheriff's Office				
Snohomish County Sheriff's Office	Deputy and Sergeant	3.00%	Yes	
Spokane County Sheriff's Office	Deputy	3.00%	Yes	
Thurston County Sheriff's Office				
Whatcom County Sheriff's Office				
Yakima County Sheriff's Office	Deputy	\$75.00	Yes	Paid monthly
Washington State Patrol	Trooper	2.00%	Yes	

### SPECIALTY PAY

#### 4e Bomb Technician

Maintains the safety of the public and property in the disposal, transportation, or rendering safe of destructive devices and materials.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Bellevue Police Department	Officer, Lieutenant and Corporal	4.00%	Yes	
Bellingham Police Department	Officer and Sergeant	2.00%	Yes	
Bremerton Police Department				
Everett Police Department	Police Officer	4.00%	Yes	
Lakewood Police Department	Officer and Sergeant	3.00%	Yes	Hazardous Devises Technician.
Port of Seattle Police Department	Officer and Sergeant	8.50%	Yes	
Seattle Police Department	Officer and Sergeant (Detective)	5.00%	Yes	5% for Bomb Squad. Percentage salary premium based upon the top pay step of the classification currently held by employee receiving the premium.
Spokane Police Department	All	6.00%	Yes	Bomb squad assignment.
Tacoma Police Department	Officer, Detective and Sergeant	5.00%	Yes	
Vancouver Police Department				
Wenatchee Police Department				
Yakima Police Department				

### SPECIALTY PAY

#### 4e Bomb Technician

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Clark County Sheriff's Office				
Grant County Sheriff's Office				
King County Sheriff's Office	Deputy and Sergeant	10.00%	Yes	Must be in assignment for more than 1 month to receive premium.
Kitsap County Sheriff's Office	Deputy and Sergeant	3.50%	Yes	Receive for full pay period.
Pierce County Sheriff's Office	Deputy, Sergeant and Lieutenant	3.00%	No	Percentage of top-step deputy wage.
Snohomish County Sheriff's Office	Deputy and Sergeant	3.00%	Yes	
Spokane County Sheriff's Office	Deputy	6.00%	Yes	Percentage of top-step deputy wage.
Thurston County Sheriff's Office				
Whatcom County Sheriff's Office	Deputy	3.00%	Yes	Percentage of top-step deputy wage.
Yakima County Sheriff's Office				
Washington State Patrol	Trooper	5.00%	Yes	

### SPECIALTY PAY

#### 4e Bomb Technician

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Grant County Sheriff's Office				
King County Sheriff's Office	Deputy and Sergeant	10.00%	Yes	Must be in assignment for more than 1 month to receive premium.
Kitsap County Sheriff's Office	Deputy and Sergeant	3.50%	Yes	
Pierce County Sheriff's Office	Deputy, Sergeant and Lieutenant	3.00%	No	Percentage of top-step deputy wage.
Snohomish County Sheriff's Office	Deputy and Sergeant	3.00%	Yes	
Spokane County Sheriff's Office	Deputy	6.00%	Yes	Percentage of top-step deputy wage.
Thurston County Sheriff's Office				
Whatcom County Sheriff's Office	Deputy	3.00%	Yes	Percentage of top-step deputy wage.
Yakima County Sheriff's Office				
Washington State Patrol	Trooper	5.00%	Yes	

### SPECIALTY PAY

#### 4f Canine Handler

Provides a canine detection service to the officers of the Washington State Patrol, federal, state and local law enforcement agencies.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Bellevue Police Department	Officer, Lieutenant and Corporal	4.00%	Yes	
Bellingham Police Department	Officer and Sergeant	3.75%	Yes	Plus 1 hour per week overtime pay.
Bremerton Police Department	Officer		No	3 hours per week at 48% of Step 5 Police Officer at 1.5x.
Everett Police Department	Officer	4.00%	Yes	Receive 1 hour each shift for care of dog.
Lakewood Police Department	Officer and Sergeant	3.00%	Yes	Receives additional 6.1% per month for providing care while on leave or other time off. Receive 1 hour of shift for care of dog.
Port of Seattle Police Department	Officer and Sergeant	4.00%	Yes	
Seattle Police Department	Officer and Sergeant	3.00%	Yes	Percentage salary premium based upon top pay step of classification currently held by employee receiving the premium.
Spokane Police Department	All	3.00%	Yes	K-9 Handlers assignment.
Tacoma Police Department	Officer, Detective and Sergeant	5.00%	Yes	Receive 1 hour of shift for care of dog.
Vancouver Police Department				No pay but receive 1 hour of shift for care of dog.

### SPECIALTY PAY

#### 4f Canine Handler

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Wenatchee Police Department	Officer			Officers assigned to canine duties receive 3 hours of overtime pay per month in addition to overtime hours worked.
Yakima Police Department	Officer and Sergeant	3.00%	Yes	
Clark County Sheriff's Office				
Grant County Sheriff's Office				
King County Sheriff's Office	Deputy and Sergeant	10.00%	Yes	Minimum of 1 month; additional 2 hours of overtime per month.
Kitsap County Sheriff's Office	Deputy and Sergeant	3.50%	Yes	Receive for full pay period.
Pierce County Sheriff's Office	Deputy, Sergeant and Lieutenant	6.00%	No	Percentage of top-step deputy wage. Receive 1/2 hour of shift for care of dog.
Snohomish County Sheriff's Office	Deputy and Sergeant	3.00%	Yes	
Spokane County Sheriff's Office	Deputy	4.50%	Yes	Percentage of top-step deputy wage.
Thurston County Sheriff's Office	Deputy, Sergeant and Lieutenant	3.00%	Yes	
Whatcom County Sheriff's Office	Deputy	3.50%	Yes	Percentage of top-step deputy wage.
Yakima County Sheriff's Office	Deputy	\$ 3,744.00		Paid monthly.
Washington State Patrol	Trooper and Sergeant	3.00%	Yes	Receive 1 hour of shift for care of dog.

### SPECIALTY PAY

4g Canine Training Officer

Provides canine training to troopers assigned to the canine unit.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Bellevue Police Department				
Bellingham Police Department	Officer and Sergeant	9.75%	Yes	Plus 1 hour per week overtime pay.
Bremerton Police Department				
Everett Police Department	Officer	4.00%	Yes	
Lakewood Police Department				
Port of Seattle Police Department	Officer and Sergeant	4.00%	Yes	With or without a dog.
Seattle Police Department	Officer and Sergeant	3.00%	Yes	Percentage salary premium based upon top pay step of the classification currently held by employee receiving the premium.
Spokane Police Department	AII	3.00%	Yes	
Tacoma Police Department	Detective, Officer, Specialist and Sergeant	5.00%	Yes	Receive 1 hour of shift for care of dog and training.
Vancouver Police Department				
Wenatchee Police Department				
Yakima Police Department				
Clark County Sheriff's Office				

### SPECIALTY PAY

### 4g Canine Training Officer

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Grant County Sheriff's Office				
King County Sheriff's Office				
Kitsap County Sheriff's Office				
Pierce County Sheriff's Office				
Snohomish County Sheriff's Office	Deputy and Sergeant	3.00%	Yes	
Spokane County Sheriff's Office				
Thurston County Sheriff's Office				
Whatcom County Sheriff's Office				
Yakima County Sheriff's Office				
Washington State Patrol	Trooper	5.00%	Yes	

### SPECIALTY PAY

#### 4h Certified Reconstructionist

Provides advanced collision reconstruction work.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Bellevue Police Department	Officer, Lieutenant and Corporal	4.00%	Yes	
Bellingham Police Department				
Bremerton Police Department				
Everett Police Department				
Lakewood Police Department	Officer and Sergeant	5.00%	Yes	
Port of Seattle Police Department				
Seattle Police Department				
Spokane Police Department				
Tacoma Police Department				
Vancouver Police Department				
Wenatchee Police Department				
Yakima Police Department				
Clark County Sheriff's Office				
Grant County Sheriff's Office				
King County Sheriff's Office				
Kitsap County Sheriff's Office				

### SPECIALTY PAY

#### 4h Certified Reconstructionist

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Pierce County Sheriff's Office				
Snohomish County Sheriff's Office	Deputy and Sergeant	3.00%	Yes	
Spokane County Sheriff's Office				
Thurston County Sheriff's Office				
Whatcom County Sheriff's Office				
Yakima County Sheriff's Office				
Washington State Patrol	Trooper and Sergeant	\$ 750.00	Yes	Paid annually.

### SPECIALTY PAY

4i Certified Technical Specialist

Provides collision reconstruction work.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Bellevue Police Department				
Bellingham Police Department				
Bremerton Police Department				
Everett Police Department				
Lakewood Police Department				
Port of Seattle Police Department				
Seattle Police Department				
Spokane Police Department				
Tacoma Police Department				
Vancouver Police Department				
Wenatchee Police Department				
Yakima Police Department				
Clark County Sheriff's Office				
Grant County Sheriff's Office				
King County Sheriff's Office				
Kitsap County Sheriff's Office	Deputy and Sergeant	3.50%	Yes	Assigned to traffic investigation unit and assigned to investigate collisions.

### SPECIALTY PAY

#### 4i Certified Technical Specialist

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Pierce County Sheriff's Office				
Snohomish County Sheriff's Office	Deputy and Sergeant	3.00%	Yes	
Spokane County Sheriff's Office				
Thurston County Sheriff's Office				
Whatcom County Sheriff's Office				
Yakima County Sheriff's Office				
Washington State Patrol	Trooper and Sergeant	\$ 500.00	Yes	Paid annually.

#### SPECIALTY PAY

#### 4j Aviation Staff

<u>Command Pilot:</u> Responsible for the operation, safety and security of the aircraft, safety and comfort of passengers, that the assigned flight follows department policy and rules, and applicable Federal Air Regulations. Applies to both single-engine and multi-engine aircraft.

<u>Multi-Engine Pilot:</u> Provides air transportation and security for department personnel, the Governor and staff, and others as directed.

<u>Single Engine Pilot:</u> Provides aerial surveillance and support for the WSP, other state, federal, and local law enforcement agencies. Provides aerial transportation of medical items for emergency incidents.

	Applicable Job Title(s)	Command Pilot	Multi- Engine Pilot	Single Engine Pilot	Additional Policy Information
Bellevue Police Department					
Bellingham Police Department					
Bremerton Police Department					
Everett Police Department					
Lakewood Police Department					
Port of Seattle Police Department					
Seattle Police Department					
Spokane Police Department					
Tacoma Police Department					
Vancouver Police Department					
Wenatchee Police Department					
Yakima Police Department					
Clark County Sheriff's Office					

### SPECIALTY PAY

#### 4j Aviation Staff

	Applicable Job Title(s)	Command Pilot	Multi- Engine Pilot	Single Engine Pilot	Additional Policy Information
Grant County Sheriff's Office					
King County Sheriff's Office	Deputy and Sergeant	10.00%	10.00%	10.00%	Referred to as flight pay.
Kitsap County Sheriff's Office					
Pierce County Sheriff's Office	Deputy, Sergeant and Lieutenant	3.00%	3.00%		Top step of deputy base pay.
Snohomish County Sheriff's Office					
Spokane County Sheriff's Office					
Thurston County Sheriff's Office					
Whatcom County Sheriff's Office					
Yakima County Sheriff's Office					
Washington State Patrol	All	15.00%	10.00%	5.00%	Lieutenants and captains are not entitled to command pilot pay. Receive only one pilot pay.

### SPECIALTY PAY

#### 4k Detective

Collects information, conducts, and plans investigations.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Bellevue Police Department	Officer, Lieutenant and Corporal	4.00%	Yes	
Bellingham Police Department				Detective is a promotional classification.
Bremerton Police Department				
Everett Police Department	Officer	4.00%	Yes	
Lakewood Police Department	Officer and Sergeant	5.00%	Yes	Detective is a separate job class, but is being phased out and replaced with investigator.
Port of Seattle Police Department	Officer and Sergeant	4.00%	Yes	
Seattle Police Department	Officer and Sergeant	4.00%	Yes	Percentage salary premium based upon top pay step of classification currently held by employee receiving the premium.
Spokane Police Department				Detective has a different classification.
Tacoma Police Department				
Vancouver Police Department				
Wenatchee Police Department				Officers assigned to on-call detective duties for more than 2 consecutive months receive 5 hours of overtime pay per month in addition to his/her overtime hours worked each month.
Yakima Police Department	Officer and Sergeant	3.00%	Yes	

### SPECIALTY PAY

#### 4k Detective

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Clark County Sheriff's Office				
Grant County Sheriff's Office	Detective	5.00%	Yes	Detective ranks same as corporal and is paid the same. Percent over Deputy 5 pay.
King County Sheriff's Office	Deputy and Sergeant	6.00%	Yes	
Kitsap County Sheriff's Office	Deputy and Sergeant	3.50%	Yes	Also applies to OPS investigator.
Pierce County Sheriff's Office	Detective	\$40.69/\$41.93 per hour	Yes	Civil Service classification. Additional compensation for these if on call.
Snohomish County Sheriff's Office	Deputy and Sergeant	3.00%	Yes	
Spokane County Sheriff's Office	Deputy and Sergeant	3.00%	Yes	Percentage of the top step deputy pay. Investigative Support Unit (ISU).
Thurston County Sheriff's Office	Deputy, Sergeant and Lieutenant	4.00%	Yes	
Whatcom County Sheriff's Office	Deputy	3.00%	Yes	Percentage of the top step deputy pay.
Yakima County Sheriff's Office	Deputy			Scheduled rotation into detective division subject to same rate of pay as deputy.
Washington State Patrol	All	3.00%	Yes	Lieutenant and captain based on division assignment.

### SPECIALTY PAY

#### 4l Drug Recognition Expert

Performs drug recognition evaluations based on a standardized and systematic approach approved by the NHTSA. Provides expert testimony in court.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Bellevue Police Department				
Bellingham Police Department				
Bremerton Police Department				
Everett Police Department				
Lakewood Police Department				
Port of Seattle Police Department				
Seattle Police Department				
Spokane Police Department	All	4.00%	Yes	Meth team assignment.
Tacoma Police Department				
Vancouver Police Department				
Wenatchee Police Department				
Yakima Police Department				
Clark County Sheriff's Office				
Grant County Sheriff's Office				
King County Sheriff's Office				
Kitsap County Sheriff's Office				

## SPECIALTY PAY

### 4l Drug Recognition Expert

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Pierce County Sheriff's Office				
Snohomish County Sheriff's Office				
Spokane County Sheriff's Office				
Thurston County Sheriff's Office				
Whatcom County Sheriff's Office				
Yakima County Sheriff's Office				
Washington State Patrol	Trooper and Sergeant	\$ 500.00	No	Paid annually.

### SPECIALTY PAY

4m Dual Language

Proficiency in speaking and understanding English and a second language. Bilingual.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Bellevue Police Department				
Bellingham Police Department	Officer and Sergeant	1.00%	Yes	
Bremerton Police Department				
Everett Police Department				
Lakewood Police Department	Officer and Sergeant	3.00%	Yes	Not included in the specialty limits, rather the total 8% limit.
Port of Seattle Police Department				
Seattle Police Department				
Spokane Police Department				
Tacoma Police Department	Officer, Detective and Sergeant	2.00%	Yes	Upon certification.
Vancouver Police Department				
Wenatchee Police Department	Officer	1.50%	Yes	Spanish and Russian: Competency shall be determined by the successful completion on a mutually agreeable examination.
Yakima Police Department	All	3.00%	Yes	
Clark County Sheriff's Office				
Grant County Sheriff's Office	All	\$ 600.00	No	Paid annually.

### SPECIALTY PAY

#### 4m Dual Language

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
King County Sheriff's Office				
Kitsap County Sheriff's Office				
Pierce County Sheriff's Office				
Snohomish County Sheriff's Office				
Spokane County Sheriff's Office				
Thurston County Sheriff's Office	Deputy, Sergeant and Lieutenant	2.00%	Yes	Spanish only.
Whatcom County Sheriff's Office				
Yakima County Sheriff's Office	All	\$ 75.00	Yes	Spanish only. Paid monthly.
Washington State Patrol				

### SPECIALTY PAY

4n Executive Protection Unit (EPU)

Provides security and protection for the Governor, the Governor's family, and the Lieutenant Governor. Also provides security and protection for the Governor-elect from the time of the November election.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Bellevue Police Department				
Bellingham Police Department				
Bremerton Police Department				
Everett Police Department				
Lakewood Police Department				
Port of Seattle Police Department				
Seattle Police Department				
Spokane Police Department				While this special assignment exists, there is not a specialty pay attached.
Tacoma Police Department				
Vancouver Police Department				
Wenatchee Police Department				
Yakima Police Department				
Clark County Sheriff's Office				
Grant County Sheriff's Office				
King County Sheriff's Office				
Kitsap County Sheriff's Office				

## SPECIALTY PAY

4n Executive Protection Unit (EPU)

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Pierce County Sheriff's Office				
Snohomish County Sheriff's Office				
Spokane County Sheriff's Office				
Thurston County Sheriff's Office				
Whatcom County Sheriff's Office				
Yakima County Sheriff's Office				
Washington State Patrol	Trooper and Sergeant	10.00%	Yes	

### SPECIALTY PAY

4o Field Training Officer (FTO)

Trains cadets in the field during final stage of basic training.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Bellevue Police Department	Officer, Lieutenant and Corporal	4.00%	Yes	
Bellingham Police Department	Officer and Master Police Officer	5.00%	Yes	Only paid when training.
Bremerton Police Department	Officer	3.00%	No	Must perform the duties during their entire shift.
Everett Police Department	Officer	10.00%	Yes	
Lakewood Police Department	Officer and Sergeant	3.00%	Yes	Any month during which the officer is assigned to train a new officer or reserve for any amount of time in the month.
Port of Seattle Police Department	Officer and Sergeant	3.00%	Yes	
Seattle Police Department				
Spokane Police Department	All	3.00%	Yes	Field Training Officers assignment.
Tacoma Police Department	Officer	5.00%	Yes	
Vancouver Police Department	Officers, corporals and sergeants	5.00%	Yes	
Wenatchee Police Department	Officer			Officer shall receive 1 1/2 of overtime pay per shift when working with a student officer, shall not earn more in any given month than 10% of base wage.
Yakima Police Department	Officer	5.00%	Yes	

### SPECIALTY PAY

### 4o Field Training Officer (FTO)

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Clark County Sheriff's Office	Deputy and Sergeant	5.00%		
Grant County Sheriff's Office	Deputy	\$ 50.00	No	Paid \$50.00 monthly while acting as an FTO.
King County Sheriff's Office	Sergeant	2.50%	Yes	Sergeants assigned as the Precinct Phase 2 FTO Sergeant on a full time basis receives 2.5% above Step 3 of Sergeant's pay range while assigned.
Kitsap County Sheriff's Office	Deputy and Sergeant	3.50%	Yes	Paid for full shift.
Pierce County Sheriff's Office	Deputy	5.00%	No	Added to full shift when performing duties.
Snohomish County Sheriff's Office	Deputy and Sergeant	3.00%	Yes	
Spokane County Sheriff's Office	Deputy	3.00%	Yes	Percentage of top step deputy pay.
Thurston County Sheriff's Office	Deputy, Sergeant and Lieutenant	3.00%	Yes	Also for instructor.
Whatcom County Sheriff's Office	Deputy	3.00%	Yes	Percentage of top step deputy pay.
Yakima County Sheriff's Office	All	\$ 75.00	Yes	Paid monthly.
Washington State Patrol	Trooper and Sergeant	10.00% 5.00%	Yes	Compensation is for all hours worked as a FTO. Sergeants have a lower percentage.

### SPECIALTY PAY

#### 4p Motorcycle Officer

Performs traffic law enforcement duties in congested traffic areas, for special events, parades, dignitary escorts, etc., where the motorcycle is best-suited.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Bellevue Police Department	Officer, Lieutenant and Corporal	4.00%	Yes	
Bellingham Police Department				Traffic Officer is a promotional classification.
Bremerton Police Department				
Everett Police Department	Officer	4.00%	Yes	
Lakewood Police Department	Officer and Sergeant	3.00%	Yes	
Port of Seattle Police Department				
Seattle Police Department	Officer and Sergeant	3.00%	Yes	Percentage salary premium based upon top pay step of classification currently held by employee receiving premium.
Spokane Police Department	All	3.00%	Yes	
Tacoma Police Department	Officer, Detective and Sergeant	5.00%	Yes	
Vancouver Police Department				
Wenatchee Police Department				
Yakima Police Department	Officer and Sergeant	3.00%	Yes	
Clark County Sheriff's Office				

## SPECIALTY PAY

### 4p Motorcycle Officer

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Grant County Sheriff's Office				
King County Sheriff's Office	Deputy and Sergeant	3.00%	Yes	
Kitsap County Sheriff's Office				
Pierce County Sheriff's Office	All	\$ 35.00	No	Paid each pay cycle when performed. Does not apply to rank of captain.
Snohomish County Sheriff's Office				
Spokane County Sheriff's Office				
Thurston County Sheriff's Office				
Whatcom County Sheriff's Office				
Yakima County Sheriff's Office				
Washington State Patrol	Trooper and Sergeant	4.00%	Yes	

### SPECIALTY PAY

4q SWAT

Responds to incidents statewide where the use of a highly trained, skilled and specially equipped team would neutralize the effects of the situation of person(s) potentially threatening the safety of the public.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Bellevue Police Department				
Bellingham Police Department	Officer	2.00%	Yes	
Bremerton Police Department				
Everett Police Department	Officer	4.00%	Yes	
Lakewood Police Department	Officer and Sergeant	3.00%	Yes	
Port of Seattle Police Department	Officer and Sergeant	4.00%	Yes	
Seattle Police Department	Officer and Sergeant	3.00%	Yes	Percentage salary premium based upon top pay step of classification currently held by employee receiving premium.
Spokane Police Department	All	3.00%	Yes	
Tacoma Police Department	Officer, Detective and Sergeant	5.00%	Yes	
Vancouver Police Department				
Wenatchee Police Department				
Yakima Police Department	Officer and Sergeant	3.00%	Yes	
Clark County Sheriff's Office				

## SPECIALTY PAY

### 4q SWAT

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Grant County Sheriff's Office				
King County Sheriff's Office	Deputy and Sergeant	10.00%	Yes	
Kitsap County Sheriff's Office	Deputy and Sergeant	3.50%	No	Paid for full pay period.
Pierce County Sheriff's Office	Officer, Sergeant and Lieutenant	3.00%	No	Percentage of the top step deputy pay. Does not apply to rank of Captain.
Snohomish County Sheriff's Office	Deputy and Sergeant	3.00%	Yes	
Spokane County Sheriff's Office	Deputy	3.00%	Yes	Percentage of the top step deputy pay.
Thurston County Sheriff's Office	Deputy, Sergeant and Lieutenant	3.00%	Yes	
Whatcom County Sheriff's Office				
Yakima County Sheriff's Office				
Washington State Patrol	All	3.00%	Yes	

### SPECIALTY PAY

#### 4r Implied Consent

Works within the Implied Consent section working with breathalyzers, interlock devices or similar activities.

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Bellevue Police Department				
Bellingham Police Department				
Bremerton Police Department				
Everett Police Department				
Lakewood Police Department				
Port of Seattle Police Department				
Seattle Police Department				
Spokane Police Department				
Tacoma Police Department				
Vancouver Police Department				
Wenatchee Police Department				
Yakima Police Department				
Clark County Sheriff's Office				
Grant County Sheriff's Office				
King County Sheriff's Office				
Kitsap County Sheriff's Office				

## SPECIALTY PAY

#### 4r Implied Consent

	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
Pierce County Sheriff's Office				
Snohomish County Sheriff's Office				
Spokane County Sheriff's Office				
Thurston County Sheriff's Office				
Whatcom County Sheriff's Office				
Yakima County Sheriff's Office				
Washington State Patrol	Trooper and Sergeant	3.00%	Yes	

## SUPPLEMENTAL PAY

Section 5 – Supplemental Pay Summary

	Fitness Incentive (5a)	Parking (5b)	Plain Clothes Allowance (5c)	Relocation Allowance (5d)	Tuition Reimburse- ment (5e)	Uniform Cleaning Allowance (5f)	Uniform and Equipment Allowance (5g)
Bellevue Police Department	Х	х	x		x	х	х
Bellingham Police Department			х			Х	х
Bremerton Police Department			х			х	х
Everett Police Department		Х	х		х	х	х
Lakewood Police Department							х
Port of Seattle Police Department	Х	Х	Х		Х	Х	Х
Seattle Police Department			х				х
Spokane Police Department	х				х	х	х
Tacoma Police Department					х	х	х
Vancouver Police Department			х		х		х
Wenatchee Police Department					х		х
Yakima Police Department			х		х	х	х
Clark County Sheriff's Office			х			х	х
Grant County Sheriff's Office			х			Х	х
King County Sheriff's Office			х				х
Kitsap County Sheriff's Office			х			х	х
Pierce County Sheriff's Office							х
Snohomish County Sheriff's Office		Х	х		х	х	х
Spokane County Sheriff's Office						Х	х
Thurston County Sheriff's Office			Х			Х	Х
Whatcom County Sheriff's Office				Х			х
Yakima County Sheriff's Office			Х			Х	Х
Washington State Patrol		X	X	X	X		X

### SUPPLEMENTAL PAY

#### 5a Fitness Incentive

	Applicable Job Title(s)	Amount	Frequency	Additional Policy Information
Bellevue Police Department	All	mount	requericy	Receive 3 duty hours paid per week to exercise.
benevue ronce bepartment	All			neceive 3 duty nours paid per week to exercise.
Bellingham Police Department				
Bremerton Police Department				
Everett Police Department				
Lakewood Police Department				
Port of Seattle Police Department	Officer	1.0%	Added to Base	Pass minimum fitness standards established by CJTC.
Seattle Police Department				
Spokane Police Department	Officer and Sergeant			Receives 2 hours per week for exercise, must be done at Public Safety building.
Tacoma Police Department				
Vancouver Police Department				
Wenatchee Police Department				
Yakima Police Department				
Clark County Sheriff's Office				
Grant County Sheriff's Office				
King County Sheriff's Office				
Kitsap County Sheriff's Office				
Pierce County Sheriff's Office				

### SUPPLEMENTAL PAY

#### 5a Fitness Incentive

	Applicable Job Title(s)	Amount	Frequency	Additional Policy Information
Snohomish County Sheriff's Office				
Spokane County Sheriff's Office				
Thurston County Sheriff's Office				
Whatcom County Sheriff's Office				
Yakima County Sheriff's Office				
Washington State Patrol				

## SUPPLEMENTAL PAY

#### 5b Parking

	Applicable Job Title(s)	Amount	Frequency	Additional Policy Information
Bellevue Police Department	Officer, Lieutenant and Corporal			Less than 25% of schedule falls within 8 am - 5 pm, parking is free. Others required to participate in City's Rideshare program. Parking charged to guild.
Bellingham Police Department				
Bremerton Police Department				
Everett Police Department	All			Parking is provided by city.
Lakewood Police Department				
Port of Seattle Police Department	AII			Free parking limited to employees on duty status.
Seattle Police Department				
Spokane Police Department				
Tacoma Police Department				
Vancouver Police Department				
Wenatchee Police Department				
Yakima Police Department				
Clark County Sheriff's Office				
Grant County Sheriff's Office				
King County Sheriff's Office				
Kitsap County Sheriff's Office				
Pierce County Sheriff's Office				

## SUPPLEMENTAL PAY

#### 5b Parking

	Applicable Job Title(s)	Amount	Frequency	Additional Policy Information
Snohomish County Sheriff's Office				Parking provided for agency vehicles.
Spokane County Sheriff's Office				
Thurston County Sheriff's Office				
Whatcom County Sheriff's Office				
Yakima County Sheriff's Office				
Washington State Patrol	Assigned to Capital Campus	\$ 75.00	Monthly	Employer pays all applicable fees for non- reserved parking of Department issued vehicles for employees assigned to the Capitol Campus or GA building.

## SUPPLEMENTAL PAY

#### 5c Plain Clothes Allowance

	Applicable Job Title(s)	An	nount	Frequency	Additional Policy Information
Bellevue Police Department	All	\$	250.00	6 months	Plainclothes detectives, plainclothes functions of command staff and PIOs.
Bellingham Police Department	Officer, Sergeant, Detective and Detective Sergeant	\$	550.00	per year	Evidence and ID sergeant, evidence and ID officer, detectives and detective sergeant.
Bremerton Police Department	Non- Uniformed Sworn Officers	\$	475.00	Recurring	One-half of the allowance is provided in January and July.
Everett Police Department	Plain Clothes Officer, All Lieutenant and Captain	\$	680.00	calendar year	Reimbursement upon presentation of a receipt. Includes equipment.
Lakewood Police Department					
Port of Seattle Police Department	Commander	\$	70.00	Monthly	If directed by chief to wear plain clothes.
Seattle Police Department	Officer and Sergeant	\$	550.00	Yearly	\$500 initially, then \$550 per year after 18 months.
Spokane Police Department					
Tacoma Police Department					
Vancouver Police Department	All		\$550 \$600	Annually	Assigned to plain clothes.
Wenatchee Police Department				Monthly	Annual amount; Detectives receive initial clothing allowance of \$400.00 and \$50.00 per month. Drug task force officers receive an initial clothing allowance of \$200.00.
Yakima Police Department	All		80.00 70.00	Monthly	Assigned to Detectives or Admin and Services, officers receive \$80. Lieutenants and captains receive \$7000.

## SUPPLEMENTAL PAY

#### 5c Plain Clothes Allowance

	Applicable Job Title(s)	Amount	Frequency	Additional Policy Information
Clark County Sheriff's Office	AII	\$400.00, \$700.00, \$600.00	Annually	Plain clothes duty requiring formal business attire = \$700. Plain clothes duty informal attire or employees in uniform assignments choosing to wear plain clothes = \$400; Commanders = \$600.
Grant County Sheriff's Office	Detective and Detective Sergeant	\$ 750.00	Annually	Only for commissioned non-uniformed personnel.
King County Sheriff's Office	Deputy and Sergeant	4.0%	Recurring	
Kitsap County Sheriff's Office	All	\$ 625.00	Annually	
Pierce County Sheriff's Office				
Snohomish County Sheriff's Office	All	\$35.94 \$46.25	Monthly	Deputy or sergeant receive only for plainclothes assignments. All lieutenants and captains receive allowance.
Spokane County Sheriff's Office				
Thurston County Sheriff's Office	All	\$ 150.00	Quarterly	Annual amount for plainclothes, paid quarterly. Captains, always receive allowance.
Whatcom County Sheriff's Office				
Yakima County Sheriff's Office	Detective	\$ 150.00	Quarterly	
Washington State Patrol	All	\$600.00 \$700.00	Annual	Trooper and sergeant: Detective = \$600, EPU = \$700. Lieutenant and captain: IAD, CID, OPS and Fusion Center lieutenant = \$700.

### SUPPLEMENTAL PAY

### 5d Relocation Expenses

	Applicable Job Title(s)	Amount	Frequency	Additional Policy Information
Bellevue Police Department				
Bellingham Police Department				
Bremerton Police Department				
Everett Police Department				
Lakewood Police Department				
Seattle Police Department				
Spokane Police Department				
Tacoma Police Department				
Vancouver Police Department				
Wenatchee Police Department				
Yakima Police Department				
Port of Seattle Police Department				
Clark County Sheriff's Office				
Grant County Sheriff's Office				
King County Sheriff's Office				
Kitsap County Sheriff's Office				
Pierce County Sheriff's Office				
Snohomish County Sheriff's Office				

## SUPPLEMENTAL PAY

### 5d Relocation Expenses

	Applicable Job Title(s)	Amount	Frequency	Additional Policy Information
Spokane County Sheriff's Office				
Thurston County Sheriff's Office				
Whatcom County Sheriff's Office	All			For resident assignments only, cost of moving approved household goods paid by county.
Yakima County Sheriff's Office				
Washington State Patrol	All	Based on OFM Guidelines		Upon initial assignment from Academy; transferred at the Employer's direction; May pay when requesting volunteers.

## SUPPLEMENTAL PAY

#### 5e Tuition Reimbursement

	Provided	Additional Policy Information
Bellevue Police Department	Yes	Must be an approved field determined to be a beneficial relationship to police service. Fee limited to tuition of given credit load at nearest state supported 4 year college or university.
Bellingham Police Department	No	
Bremerton Police Department	No	
Everett Police Department	Yes	Reimbursement for \$125 (undergraduate) or \$275 (graduate) per credit hour, books and fees. Must reimburse city if voluntarily separates within 24 (undergraduate) or 36 (Graduate) months of completion of a course.
Lakewood Police Department	Not reported	
Port of Seattle Police Department	Yes	Rate of reimbursement for tuition costs only depend on years of service and job related courses. Employee expected to provide minimum of 2 years of service upon completion of their degree (not a repayment provision).
Seattle Police Department	No	
Spokane Police Department	Yes	Reimbursement amount will be no more than tuition level established at Washington State University for same or similar courses. Maximum 2016 reimbursement rates is \$546 (undergraduate) and \$587 (graduate).
Tacoma Police Department	Yes	10 credits per quarter per employee. Officers and sergeants union limited to \$75,000/year and lieutenants and captains limited to \$15,000/per year. First come first served basis but must be approved.
Vancouver Police Department	Yes	Tuition only and funding is determined by available fund balance and number of employees participating in program.
Wenatchee Police Department	Yes	Reimburse cost of accredited courses that directly apply to officer's job.
Yakima Police Department	Yes	Lieutenants and captains only and must be an accredited by nationally recognized accrediting agency. Reimburse a percentage of tuition, lab fees and books for BA degree or higher based on the final course grade. Must remain in position for minimum of 24 months beyond graduation.

### SUPPLEMENTAL PAY

#### 5e Tuition Reimbursement

	Provided	Additional Policy Information
Clark County Sheriff's Office	No	
Grant County Sheriff's Office	No	
King County Sheriff's Office	No	
Kitsap County Sheriff's Office	No	
Pierce County Sheriff's Office	No	
Snohomish County Sheriff's Office	Yes	Lieutenants/Captains - up to \$17,000 per calendar year shared between labor group.
Spokane County Sheriff's Office	No	
Thurston County Sheriff's Office	No	
Whatcom County Sheriff's Office	No	
Yakima County Sheriff's Office	No	
Washington State Patrol	Yes	Reimburse tuition and registration fees and may not exceed those found at the University of Washington. Cost of books are reimbursed for troopers and sergeants.

## SPECIALTY PAY

### 5f Uniform Cleaning Allowance

	Applicable Job Title(s)	Amount	Frequency	Additional Policy Information
Bellevue Police Department	All			Four clothing items worn in the line of duty cleaned each week.
Bellingham Police Department	All			One uniform per week.
Bremerton Police Department	Officers and Sergeants			(Uniformed)Agency provides cleaning for 2 uniforms per week and patrol jacket no more than 1 per month. Police Officers and Sergeants (Support Services Division) receive and annual cleaning allowance of \$500 per year, \$275 paid in January and July.
Everett Police Department	All			The department provides uniforms and cleaning.  No limit but within reason.
Lakewood Police Department				
Port of Seattle Police Department	Officer	\$70.00/ \$90.00	Monthly	\$70 assigned to Criminal Investigation. \$90 assigned to Administrative Section.
Seattle Police Department				
Spokane Police Department	All			Eight items per 2 calendar week period allowed.
Tacoma Police Department	Officer, Sergeant and Detective	\$ 690.00	Annually	
Vancouver Police Department				
Wenatchee Police Department		\$ 55.00	Monthly	
Yakima Police Department	All			Unlimited.
Clark County Sheriff's Office	All			County provides all cleaning of uniforms.

## SPECIALTY PAY

### 5f Uniform Cleaning Allowance

	Applicable Job Title(s)	Amount	Frequency	Additional Policy Information
Grant County Sheriff's Office	All			County provides all cleaning of uniforms.
King County Sheriff's Office				
Kitsap County Sheriff's Office	All			Employer provides cleaning up to 16 clothing items per month, at 1 of 2 designated locations.
Pierce County Sheriff's Office				
Snohomish County Sheriff's Office	All			Agency provides dry cleaning services for uniforms and business attire.
Spokane County Sheriff's Office	Deputy and Sergeant	\$ 1,088.00	Annually	
Thurston County Sheriff's Office	All	\$ 75.00	Monthly	
Whatcom County Sheriff's Office				
Yakima County Sheriff's Office	All			County designated cleaning service provided.
Washington State Patrol				

## SPECIALTY PAY

### 5g Uniform and Equipment Allowance

	Applicable Job Title(s)	Amount	Frequency	Additional Policy Information
Bellevue Police Department	All			Agency provides uniform and equipment as needed.
Bellingham Police Department	Patrol and Traffic Officers	\$ 175.00	Every 2 Years	Boot allowance. City provides uniform and equipment as needed
Bremerton Police Department	All			Agency provides uniform and equipment as needed. Motorcycle officers = \$250 dollars. After initial issue replacement boot dollars are only issued after approval of Chief.
Everett Police Department	All	\$ 200.00	Annually	Shoe Reimbursement .Uniforms provided by the department.
Lakewood Police Department	All			Agency provides uniform and equipment as needed.
Port of Seattle Police Department	All			Agency provides uniform and equipment as needed.
Seattle Police Department	Officer & Sergeant	\$ 550.00	Yearly	After being sworn in, officers receive \$500. Thereafter, officers receive \$550 per year.
Spokane Police Department	All			Agency provides uniform and equipment. See contract for list of items provided.
Tacoma Police Department	All			Agency provides uniform and equipment as needed.
Vancouver Police Department	All			Agency provides uniform and equipment as needed.
Wenatchee Police Department	All			Uniforms provided by department. The city shall pay 75% of the cost of the jumpsuit (not to exceed \$350) for officers working patrol, SRO and traffic.
Yakima Police Department	All			Agency provides uniform and equipment as needed.

### SPECIALTY PAY

### 5g Uniform and Equipment Allowance

	Applicable Job Title(s)	Amount	Frequency	Additional Policy Information
Clark County Sheriff's Office	All	\$200.00	Annually	Uniforms provided by department. Shoe and boot allowance.
Grant County Sheriff's Office	All	\$ 200.00	Annually	Uniforms provided by department. Shoe and boot allowance.
King County Sheriff's Office	Deputy, Sergeant and Captain			Agency provides uniform and equipment as needed.
Kitsap County Sheriff's Office	All			Employer provides all uniforms and equipment.
Pierce County Sheriff's Office	Deputy, Sergeant and Lieutenant			Agency provides uniform and equipment as needed.
Snohomish County Sheriff's Office	All			Agency provides uniform and equipment as needed.
Spokane County Sheriff's Office	All			Agency provides uniform and equipment as needed.
Thurston County Sheriff's Office	Deputy, Sergeant and Lieutenant			Agency provides uniform and equipment as needed.
Whatcom County Sheriff's Office	Deputy	\$ 1,100.00	Yearly	Yearly allowance; new employees receive a one time \$1,300 clothing allowance; includes equipment.
Yakima County Sheriff's Office	All	\$ 150.00	Yearly	Agency provides uniform and equipment as needed. Annual footwear allowance.
Washington State Patrol	All			Agency provides uniform and equipment as needed.

#### PAID TIME OFF

Section 6 – Paid Time Off

6a Vacation/Paid Time Off

Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	25+
Bellevue Police Department	104	104	104	104	128	128	128	128	128	152	152	152	152	152	176	176	176	176	176	176	184	192	200	208	216	224
Bellingham Police Department	88	88	88	88	124	132	140	148	148	156	156	164	164	172	218	218	218	218	218	218	218	218	218	218	218	218
Bremerton Police Department	104	104	104	104	104	120	128	136	144	152	160	168	176	184	192	200	208	208	208	208	208	208	208	208	208	208
Everett Police Department	120	128	136	136	144	152	152	160	160	168	168	168	168	168	184	184	184	184	184	200	200	200	200	200	224	224
Lakewood Police Department <sup>1</sup>	209	217	225	225	241	241	241	241	241	273	273	273	273	273	305	305	305	305	305	305	321	321	321	321	321	321
Port of Seattle Police Department	96	96	96	120	120	128	128	128	128	128	160	160	160	160	160	168	168	168	176	184	184	200	200	208	192	216
Seattle Police Department	96	96	96	96	120	120	120	120	120	128	128	128	128	128	144	144	144	144	144	160	168	176	184	192	200	208
Spokane Police Department	148	148	148	148	188	188	188	188	188	188	228	228	228	228	228	228	228	268	268	268	268	268	268	268	268	268
Tacoma Police Department	96	96	96	120	120	120	120	136	136	136	136	136	136	160	160	160	160	160	168	176	184	192	200	208	216	224
Vancouver Police Department <sup>1</sup>	168	234	234	234	234	246	246	246	258	258	258	258	270	270	270	306	306	306	306	306	330	330	330	330	330	330
Wenatchee Police Department	120	120	120	120	120	160	160	160	160	160	180	180	180	180	180	200	200	200	200	200	220	220	220	220	220	240
Yakima Police Department	85	101	101	101	125	125	125	125	125	165	165	165	165	165	189	189	189	189	189	197	197	197	197	197	205	205
Clark County Sheriff's Office	224	224	224	224	264	264	264	264	264	280	280	280	280	280	296	296	296	296	296	312	312	312	312	312	312	328

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<sup>&</sup>lt;sup>1</sup> Department not included in the average. They offer a paid time off program, a combination of sick leave and vacation leave.

#### PAID TIME OFF

#### 6a Vacation/Paid Time Off

Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	25+
Grant County Sheriff's Office	96	104	120	120	136	136	136	136	136	152	152	152	152	152	176	176	176	176	176	176	176	176	176	176	176	176
King County Sheriff's Office	96	96	96	96	96	120	120	120	128	128	160	160	160	160	160	160	168	176	184	192	200	208	216	224	232	240
Kitsap County Sheriff's Office	80	80	80	80	160	160	160	160	160	190	190	190	190	190	220	220	220	220	220	220	220	220	220	220	220	220
Pierce County Sheriff's Office	96	96	96	128	128	128	128	160	160	160	160	160	160	184	184	184	184	184	192	200	208	216	224	232	240	240
Snohomish County Sheriff's Office	80	96	120	120	120	144	144	144	144	168	168	176	176	184	184	192	192	200	200	200	200	200	200	200	224	224
Spokane County Sheriff's Office	96	96	96	96	120	120	120	120	120	144	144	144	144	144	168	168	168	168	168	192	192	192	192	192	216	216
Thurston County Sheriff's Office	108	116	124	124	132	132	140	140	148	148	156	156	164	164	172	172	180	180	188	188	188	188	188	188	188	188
Whatcom County Sheriff's Office	80	88	96	120	136	136	136	144	144	160	168	176	184	192	200	200	200	200	200	200	200	200	200	200	200	200
Yakima County Sheriff's Office	112	112	112	112	112	128	128	128	128	128	156	156	156	156	156	180	180	180	180	180	192	192	192	192	192	208
Participant Average	107	110	114	117	134	141	142	146	147	159	166	168	169	173	186	189	190	193	194	199	204	206	208	210	215	229
Washington State Patrol	96	104	112	112	120	120	120	128	128	128	136	144	152	160	168	176	176	176	176	176	176	176	176	176	176	176
Difference between Washington and Average	-11	-6	-2	-5	-14	-21	-22	-18	-19	-31	-30	-24	-17	-13	-18	-13	-14	-17	-18	-23	-28	-30	-32	-34	-39	-53

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<sup>1</sup> Department not included in the average. They offer a paid time off program, a combination of sick leave and vacation leave. Page 172

### PAID TIME OFF

### 6a Vacation/Paid Time Off

	Carry- over Unused Hours?	Maximum Number of Hours	Cash out Unused Hours?	At Year End	At Termination	At Retirement	Rate	Additional Information
Bellevue Police Department	Yes	1x Accrual + 40 hours	Yes	96	Unlimited	Unlimited	100%	Only majors and captains are able to cash-out at year end.
Bellingham Police Department	Yes	2 Years Accrual	Yes	0	Unlimited	unlimited	100%	Reported amount applies to police officer recruits, police officers and sergeants. Different rate for lieutenants. Must be in pay status for 120 hours to accrue leave.
Bremerton Police Department	Yes	Varies	Yes	0	Unlimited	Unlimited	100%	Maximum police officers/sergeants: 0-2 years=160 hours; 2-5 years=200 hours; 5-10 years=240 hours; 10-15 years=280 hours; 15-20 years=320 hours; 20+ years=360 hours. Maximum captain/lieutenant: 0-5 years=160 hours; 5+ years=300 hours.
Everett Police Department	Yes	2x Annual Accrual	Yes	0	2 x annual accrual	2 x annual accrual	100%	Schedule is what an employee accrues during that year.
Lakewood Police Department	Yes	1,200	Yes	No	1,200	1,200	65%	After 29th year, accrual is 329/year. Lt's max is 1,400 with different accrual rates and different cashout %.
Port of Seattle Police Department	Yes	432	Yes	Hours over 432	Unlimited	Unlimited	100%	

### PAID TIME OFF

### 6a Vacation/Paid Time Off

	Carry- over Unused Hours?		Cash out Unused Hours?	At Year End	At Termination	At Retirement	Rate	Additional Information
Seattle Police Department	Yes	2x Annual Accrual	Yes	No	Unlimited	Unlimited	100%	For a given year, employees may bank up to 2x number of hours they earn that year. Leave cash out subject to IRS provisions, limitations, and treatment.
Spokane Police Department	Yes	2x Annual Allowance + 40 hours	Yes	No	2x annual allowance + 40 hours	2x annual allowance + 40 hours	100%	On November 1st of each year, employees may cash out up to max of 96 hours of compensatory time, floating holiday and/or vacation time.  Excess of 40 hours of comp time must be cashed out first.
Tacoma Police Department	Yes	2x Accrual up to 432	Yes	No	Unlimited	Unlimited	100%	Accrue vacation leave every pay period.
Vancouver Police Department	Yes	Depends on years of service. Generally monthly accrual rate x 24	Yes	Depends on Union	All	All	Full	Employee must schedule and take off at least 10 shifts off each calendar year. Eligible guild members may sell back up to 60 hours per calendar year. Eligible command members may sell back 52.5 hours per year. Must be able to comply with the mandatory 10 shifts off after selling back hours.
Wenatchee Police Department	Yes	400	Yes	40	400	400	100%	All accumulated leave allowed when officer of more than 6 months employment leaves for any reason. Cash out at year end, dependent on employee utilizing 36 consecutive hours and upon written request to Chief.

### PAID TIME OFF

### 6a Vacation/Paid Time Off

	Carry- over Unused Hours?	Maximum Number of Hours	Cash out Unused Hours?		At Termination	At Retirement	Rate	Additional Information
Yakima Police Department	Yes	2 years	Yes	Excess of 2 Year Accrual	All	All	100%	
Clark County Sheriff's Office	Yes	436	Yes	120	Max	Max	100%	Leave is mentioned as paid time off, but also accrue sick leave. Commanders accrue less paid time off, but have more holidays and sick leave accruals. Only commanders can sell back paid time off, up to 120 hours.
Grant County Sheriff's Office	Yes	240	Yes	80	240	240		Year end buy-out is conditioned upon employee taking 40 hours of annual leave during year.
King County Sheriff's Office	Yes	480	Yes	No	60	Unlimited	100%	
Kitsap County Sheriff's Office	Yes	360	Yes	No	360	360	100%	
Pierce County Sheriff's Office	Yes	360	Yes	No	480	480	100%	
Snohomish County Sheriff's Office	Yes	320	Yes	80	240	240	100%	

### PAID TIME OFF

### 6a Vacation/Paid Time Off

	Carry- over Unused Hours?		Unused		At Termination	At Retirement	Rate	Additional Information
Spokane County Sheriff's Office	Yes	320	Yes	No	Unlimited	Unlimited	100%	
Thurston County Sheriff's Office	Yes	360	Yes	No	240	240	100%	Captains accrue 198 hours per year after 19+ years.
Whatcom County Sheriff's Office	Yes	270	Yes	No	Unlimited	Unlimited	100%	
Yakima County Sheriff's Office	Yes	240	Yes	No	Yes	Yes	100%	
Washington State Patrol	Yes	240	Yes	No	Unlimited	Unlimited	100%	Maximum is at anniversary date. Employee terms or retires on a month other than the anniversary date balance may be over 240.

### PAID TIME OFF

#### 6b Sick Leave

	Hours Accrued in a Year		Maximum Number of Hours	Cash out Unused Hours?	At Year End	At Termination	At Retirement	Rate	Additional Information
Bellevue Police Department	96	Yes	1,440	Yes	No	No	1,440	10.0%	
Bellingham Police Department	96	Yes	1,060	Yes	No	No	150	111111111111111111111111111111111111111	Applies to police officer recruits, police officers and sergeants.
Bremerton Police Department	96	Yes	1,200	Yes	50% of hours over 1,200	No	420	35.0%	Employee takes less than 32 hours of sick leave in calendar year shall have 8 hours added to vacation balance at beginning of next calendar year. Retirement cash out for LEOFF I is paid to the employee, for LEOFF II/captains/lieutenants placed in Health Savings/Retirement Account.
Everett Police Department	156	Yes	1,040	Yes	No	No	520		Employee dies in active service, final cash out will include up to 520 hours.
Lakewood Police Department									

## PAID TIME OFF

#### 6b Sick Leave

	Hours Accrued in a Year	Carry- over Unused Hours?	Maximum Number of Hours	Cash out Unused Hours?	At Year End	At Termination	At Retirement		Additional Information
Port of Seattle Police Department	96	Yes	960	Yes	No	960	960	50.0%	In the line of duty death, paid at 100%.
Seattle Police Department	96	Yes	Unlimited	Yes	No	No	Unlimited	25.0%	Offers a sick leave incentive program dependent on number of sick leave days taken within year.
Spokane Police Department	157	Yes	Unlimited	Yes	No	No	960	60.0%	
Tacoma Police Department	96	Yes	Unlimited	Yes	No	10% balance up to 120 days	l Unlimited	25.0%	At termination as long as in good standing
Vancouver Police Department									
Wenatchee Police Department	96	Yes	Unlimited	Yes	No	240	240	25.0%	Cash payment made upon death of an officer in the line of duty at 100% of cash value; death of an officer not in line of duty, cash payment at 50%. Upon completion of probation, officers receive 192 hours added to their bank.

Data Effective January 1, 2016

#### PAID TIME OFF

#### 6b Sick Leave

	Hours Accrued in a Year	Carry- over Unused Hours?	Maximum Number of Hours	Cash out Unused Hours?	At Year End	At Termination	At Retirement		Additional Information
Yakima Police Department	120	Yes	1,200 hours	Yes	No	720	720	50% 100%	Offers sick leave exchange for additional leave or cash. At retirement, deposited VEBA account. 30 years or more, 100% of value. Honorable separation, 25% of value.
Clark County Sheriff's Office	48	Yes	1,200	Yes	No	450	450	100.0%	Use of sick leave requires leave of 2 working days or less charged to PDO. All leave beyond 2nd day is charged to sick leave account.  Leave cashed out if separated in good standing after 10 years. Paid out for a max of 450 hours with pay beginning at the 201st hour.  Commanders accrue 96 hours of sick leave.
Grant County Sheriff's Office	96	Yes	1,040	Yes	No	240	480	100.0%	Hours cashed out at termination will only occur if the employee left in good standing after 10 years of service.

#### PAID TIME OFF

#### 6b Sick Leave

	Hours Accrued in a Year	Carry- over Unused Hours?	Maximum Number of Hours	Cash out Unused Hours?	At Year End	At Termination	At Retirement	Rate	Additional Information
King County Sheriff's Office	96	Yes	Unlimited	Yes	No	No	Unlimited	35.0%	LEOFF I do not accrue sick leave, receive 6 days paid leave in lieu. Eligible for sick leave cash out at termination with 25+YOS. Sick leave incentive if only specified hours of leave used during year; incentive is additional vacation leave hours.
Kitsap County Sheriff's Office	120	Yes	1,200	Yes	No	No	1,200	50.0%	Only LEOFF can cash-out sick leave. In the line of duty death, paid at 100%
Pierce County Sheriff's Office	96	Yes	Unlimited	Yes	No	10% not to exceed 1600 hrs	Variable	Variable	Eligible employees separated due to death, retirement or disability paid at base hourly rate of pay follows: 25% for 1st 75 days; 50% for 76 - 150; 75% for 151 - 200. In no event shall compensation exceed 200 days (1600 hours).
Snohomish County Sheriff's Office	96	Yes	Unlimited	Yes	No	No	240	30.0%	Retirement hours is based on 20th anniversary to termination date. Fewer years, fewer hours. Offers sick leave incentive.

## PAID TIME OFF

#### 6b Sick Leave

	Hours Accrued in a Year	Carry- over Unused Hours?	Maximum Number of Hours	Unused	At Year End	At Termination	At Retirement	Rate	Additional Information
Spokane County Sheriff's Office	96	Yes	1,440	Yes	No	520	520	50.0%	Payout after 20 years of service.
Thurston County Sheriff's Office	96	Yes	1,120	Yes	No	No	460	50.0%	
Whatcom County Sheriff's Office	96	Yes	1,440	Yes	48	240	960	25.0%	Employees must have at least 3 years of service to cash-out sick leave.
Yakima County Sheriff's Office	96	Yes	960	Yes	No	No	960	25.0%	Upon retirement or death only, remaining sick leave hours cashed out at 25% of value. Sick leave incentive, equates sick leave to vacation leave.
Washington State Patrol	96	Yes	Unlimited	Yes	96	0	Unlimited		Must maintain 480 hour balance when cashing out at year end.

#### PAID TIME OFF

#### 6c Other Leave

	Holidays	Personal Holidays	Additional Holiday Information	Additional Leave Information
Bellevue Police Department	12/10	0/2	Management association receives 10 paid holidays in holiday leave bank, guild receives 12 paid holidays.  Difference is offset with management receiving 2 personal holidays while guild receives 0.	Paid bereavement leave up to 6 days.
Bellingham Police Department	11	1	11 holidays plus one floating holiday (8 hours per holiday) = 96 hours annually.	Paid bereavement leave up to 3 days.
Bremerton Police Department	10	1	Captains/lieutenants receive days as listed above. Police officers/sergeants have 88 hours added to their vacation leave in lieu of holidays. Employees who works on a holiday is paid 1.5x hourly rate. Non-uniformed officers not scheduled to work on holidays, if they work President's Day, Martin Luther King's Birthday, Veteran's Day and day after Thanksgiving, additional 8 hours will be added to their vacation bank for each holiday worked.	Paid bereavement leave for officers and sergeants up to 3 days in and 5 for out-of state, Lieutenant and Captains up to 5 days for in and 7 for out-of-state.
Everett Police Department	10	2	Employees provided with a bank of 120 hours in lieu of holiday time off. Employees submit time off requests or cash out the bank at end of year at employee's current rate. Captains and lieutenants do not receive a bank of hours but take holiday off. If they work on a holiday receive regular holiday pay and compensatory straight time for working.	Paid bereavement leave up to 4 days.
Lakewood Police Department	10	1	Employees regularly scheduled to work five 8 hours days are granted the floating holiday.	Paid bereavement leave up to 3 days.

#### PAID TIME OFF

#### 6c Other Leave

	Holidays	Personal Holidays	Additional Holiday Information	Additional Leave Information
Port of Seattle Police Department	0	0	lhours: 1() hour shift = 12(), 1(),5 hour shift = 126 (sergeants),	Paid bereavement leave up to 40 hours at discretion of supervisor.
Seattle Police Department	12	2		Paid funeral leave, paid paternity leave, and captains receive executive leave (64 hours). Receive 96 hours per year of furlough leave allow for additional paid days off. Receive average of 102 hours of furlough/year.
Spokane Police Department	7	1 5	Employees receive 5 days, or 40 hour, of "floating holidays" to schedule and use as vacation.	Paid bereavement leave up to 3 days, Family emergency leave up to 3 days, Natural disaster leave up to 3 days.
Tacoma Police Department	12	2		
Vancouver Police Department	8	2	Receive additional 2.4% of regular rates paid as compensation for and in lieu of said pay for holiday overtime.	Paid bereavement leave up to 5 days.
Wenatchee Police Department	10	1		Paid bereavement leave up to 5 days. Receive 4 hours of Kelly time each 14 day cycle, no more than 36 hours of Kelly time may be accumulated at any time.
Yakima Police Department	96 hours	0	IHOIIday bank January 1 of each calendar year.	Paid bereavement leave up to 3 days per year for qualifying events.

#### PAID TIME OFF

#### 6c Other Leave

	Holidays	Personal Holidays	Additional Holiday Information	Additional Leave Information
Clark County Sheriff's Office	5/10	0/3	Commanders receive 10 holidays and three floating holidays.	Paid bereavement leave up to 3 days.
Grant County Sheriff's Office	11	0	Receive paid holiday on top of regular salary pay.	Bereavement leave of 24 hours per event. Twelve hour shift, receive 4 hours of kelly time.
King County Sheriff's Office	10	2		Paid bereavement leave up to 3 days.
Kitsap County Sheriff's Office	10	1	Personal holiday is a floating holiday.	Paid bereavement leave up to 3 days.
Pierce County Sheriff's Office	10	2	Applies to captains only. Deputy sheriff, sergeant and lieutenant receive 96 hours of furlough leave.	Paid bereavement leave up to 3 days.
Snohomish County Sheriff's Office	10	2		Paid bereavement leave up to 3 days.
Spokane County Sheriff's Office	5	7		

#### PAID TIME OFF

#### 6c Other Leave

	Holidays	Personal Holidays	Additional Holiday Information	Additional Leave Information
Thurston County Sheriff's Office	10	1	After completion of 20 years of service, receive an additional floating holiday. After 25 years of service they receive an additional 2 for a total of 3.	Paid bereavement leave up to 3 days. Captains receive 1 community day.
Whatcom County Sheriff's Office	12	1	0	Paid bereavement leave up to 3 days. If not considered immediate family, up to 8 paid hours for memorial.
Yakima County Sheriff's Office	5/10	0/2	100 hours of holiday pay distributed on semiannual basis (Jan 1 and Jul 1) for use during the year. Only 10 hours of holiday pay allowed for carryover. Lieutenants do not receive holiday day, rather observe holiday. They receive an additional 2 "floating "holidays.	Paid bereavement leave up to 3 days.
Washington State Patrol	10	1		Two days for retirement planning programs while employed (trooper/sergeant within 10 years of retirement). When approved, receive paid life-giving leave, not to exceed 5 days in a 2 year period.

## **HEALTH BENEFITS**

#### Section 7 – Health Benefits

7a Health Maintenance Organization (HMO) Plan

	Actuary	EE (	Only	EE + S	pouse	EE + Cl	nildren	Fan	nily		
	Value/ Metal Tier	ER	EE	ER	EE	ER	EE	ER	EE		
Bellevue Police Department	Not Reported										
Bellingham Police Department	Unknown	100%	0%	95%	5%	95%	5%	93%	7%		
Bremerton Police Department	Platinum	100%	0%	95%	5%	97%	3%	94%	6%		
Everett Police Department	Unknown	90%	10%	90%	10%	90%	10%	90%	10%		
Lakewood Police Department	Unknown	100%	0%	86%	14%	86%	14%	86%	14%		
Port of Seattle Police Department	Not Reported										
Seattle Police Department	Platinum	80%	20%	80%	20%	80%	20%	80%	20%		
Spokane Police Department	Platinum	89%	11%	89%	11%	89%	11%	89%	11%		
Tacoma Police Department	Gold	97%	3%	94%	6%	94%	6%	94%	6%		
Vancouver Police Department	Unknown	100%	0%	95%	5%	96%	4%	93%	7%		
Wenatchee Police Department											
Yakima Police Department											
Clark County Sheriff's Office	Unknown	97%	3%	91%	9%	92%	8%	89%	11%		
Grant County Sheriff's Office											
King County Sheriff's Office	Platinum	100%	0%	100%	0%	100%	0%	100%	0%		
Kitsap County Sheriff's Office	Platinum	93%	7%	87%	13%	88%	12%	86%	14%		
Pierce County Sheriff's Office	at least 60%	94%	6%	94%	6%	94%	6%	94%	6%		
Snohomish County Sheriff's Office	Gold	100%	0%	100%	0%	100%	0%	100%	0%		
Spokane County Sheriff's Office	Unknown	95%	5%	90%	10%	90%	10%	90%	10%		
Thurston County Sheriff's Office	Gold	100%	0%	100%	0%	100%	0%	100%	0%		
Whatcom County Sheriff's Office	Not Reported										
Yakima County Sheriff's Office	Gold	95%	5%	91%	9%	91%	9%	89%	11%		
Participant Average		96%	4%	92%	8%	93%	7%	92%	8%		
Washington State Patrol	Gold Employer pays 85%, Employee pays 15% Across all Tiers and all Plans										

## **HEALTH BENEFITS**

## 7b Preferred Provider Organization (PPO) Plan

	Actuary Value/	EE C	Only	EE + S	pouse	EE + Cl	nildren	Family			
	Metal Tier	ER	EE	ER	EE	ER	EE	ER	EE		
Bellevue Police Department	Not Reported										
Bellingham Police Department	Unknown	100%	0%	92%	8%	93%	7%	90%	10%		
Bremerton Police Department	Platinum	100%	0%	90%	10%						
Everett Police Department	Unknown	90%	10%	90%	10%	90%	10%	90%	10%		
Lakewood Police Department	Unknown	100%	0%	86%	14%	86%	14%	86%	14%		
Port of Seattle Police Department	Not Reported										
Seattle Police Department	Platinum	95%	5%	95%	5%	95%	5%	95%	5%		
Spokane Police Department	Platinum	91%	9%	91%	9%	91%	9%	91%	9%		
Tacoma Police Department	Platinum	97%	3%	94%	6%	94%	6%	94%	6%		
Vancouver Police Department	Unknown	100%	0%	95%	5%	96%	4%	93%	7%		
Wenatchee Police Department	Platinum	100%	0%	91%	9%	91%	9%	91%	9%		
Yakima Police Department	Unknown	0%	100%	2%	98%	5%	95%	7%	93%		
Clark County Sheriff's Office	Unknown	97%	3%	91%	9%	92%	8%	89%	11%		
Grant County Sheriff's Office	Gold	100%	0%	92%	8%	94%	6%	90%	10%		
King County Sheriff's Office	Platinum	100%	0%	100%	0%	100%	0%	100%	0%		
Kitsap County Sheriff's Office	Platinum	88%	12%	82%	18%	91%	9%	81%	19%		
Pierce County Sheriff's Office	at least 60%	94%	6%	94%	6%	94%	6%	94%	6%		
Snohomish County Sheriff's Office	Silver	98%	2%	92%	8%	93%	7%	91%	9%		
Spokane County Sheriff's Office	Unknown	95%	5%	90%	10%	90%	10%	90%	10%		
Thurston County Sheriff's Office	Gold	100%	0%	100%	0%	100%	0%	100%	0%		
Whatcom County Sheriff's Office	Not Reported										
Yakima County Sheriff's Office	Gold	100%	0%	96%	4%	92%	8%	97%	3%		
Participant Average		92%	8%	88%	12%	88%	12%	87%	13%		
Washington State Patrol	Gold Employer pays 85%, Employee pays 15% Across all Tiers and all Plans										

## **HEALTH BENEFITS**

## 7c Consumer Directed Health Plan (CDHP)

	Actuary	EE C	Only	EE + S	pouse	EE + Cl	hildren	Fan	nily	Н	SA ER Co	ntributio	n
	Value/ Metal Tier	ER	EE	ER	EE	ER	EE	ER	EE	EE	EE+S	EE+C	Family
Bellevue Police Department													
Bellingham Police Department	Unknown	100%	0%	100%	0%	100%	0%	100%	0%				
Bremerton Police Department													
Everett Police Department													
Lakewood Police Department	Unknown	100%	0%	100%	0%	100%	0%	100%	0%				
Port of Seattle Police Department													
Seattle Police Department													
Spokane Police Department													
Tacoma Police Department													
Vancouver Police Department	Unknown	100%	0%	95%	5%	96%	4%	93%	7%				
Wenatchee Police Department													
Yakima Police Department													
Clark County Sheriff's Office													
Grant County Sheriff's Office													
King County Sheriff's Office													
Kitsap County Sheriff's Office													
Pierce County Sheriff's Office													
Snohomish County Sheriff's Office													
Spokane County Sheriff's Office													
Thurston County Sheriff's Office	Gold	100%	0%	100%	0%	100%	0%	100%	0%				
Whatcom County Sheriff's Office													
Yakima County Sheriff's Office													
Participant Average		100%	0%	99%	1%	99%	1%	98%	2%	\$ -	\$ -	\$ -	\$ -
Washington State Patrol	Gold	Employer pays 85%, Employee pays 15% Across all Tiers and all Plans									\$116.67	\$116.67	\$116.67

## HEALTH BENEFITS

#### 7d Dental Plan

		EE C	nly		EE + S	po	use	EE + Cl	nildı	ren	Family			
		ER		EE	ER		EE	ER		EE		ER		EE
Bellevue Police Department	Not Re	eporte	d											
Bellingham Police Department	\$ 5	54.79	\$	-	\$ 103.63	\$	-	\$ 162.21	\$	-	\$	162.21	\$	-
Bremerton Police Department	\$ !	54.79	\$	-	\$ 103.63	\$	-	103.63 or 162.21	\$	-	\$	162.21	\$	-
Everett Police Department	\$ !	56.08	\$	-	\$ 149.36	\$		\$ 149.36	\$	-	\$	149.36	\$	-
Lakewood Police Department	\$ 4	48.69	\$	-	\$ 139.22	\$	-	\$ 288.09	\$	-	\$	288.09	\$	-
Port of Seattle Police Department	Not Re	porte	d											
Seattle Police Department	\$ 12	20.42	\$	-	\$ 120.42	\$	-	\$ 120.42	\$	-	\$	120.42	\$	-
Spokane Police Department	\$ 9	99.00	\$	-	\$ 99.00	\$	-	\$ 99.00	\$	-	\$	99.00	\$	-
Tacoma Police Department	\$ 12	25.40	\$	-	\$ 125.40	\$	-	\$ 125.40	\$	-	\$	125.40	\$	-
Vancouver Police Department	\$	-	\$	2.95	\$ -	\$	5.18	\$ -	\$	6.78	\$	-	\$	9.02
Wenatchee Police Department	Includ	ed in	medi	ical	•									
Yakima Police Department	\$	-	\$	94.34	\$ -	\$	94.34	\$ -	\$	94.34	\$	-	\$	94.34
Clark County Sheriff's Office	includ	ed in	medi	ical										
Grant County Sheriff's Office	\$ 4	40.87	\$	-	\$ 73.26	\$	5.72	\$ 107.86	\$	11.82	\$	107.86	\$	11.82
King County Sheriff's Office	\$ 6	64.36	\$	-	\$ 128.72	\$	-	\$ 115.85	\$	-	\$	180.21	\$	-
Kitsap County Sheriff's Office	\$ !	52.80	\$	-	\$ 89.96	\$	4.13	\$ 158.09	\$	11.70	\$	158.09	\$	11.70
Pierce County Sheriff's Office	\$ 13	15.55	\$	-	\$ 115.55	\$	-	\$ 115.55	\$	-	\$	115.55	\$	-
Snohomish County Sheriff's Office	\$ 9	99.80	\$	-	\$ 99.80	\$	-	\$ 99.80	\$	-	\$	99.80	\$	-
Spokane County Sheriff's Office	\$ 10	08.46	\$	5.70	\$ 102.74	\$	11.42	\$ 102.74	\$	11.42	\$	102.74	\$	11.42
Thurston County Sheriff's Office	\$ !	55.87	\$	-	\$ 98.98	\$	-	\$ 178.48	\$	-	\$	178.48	\$	-
Whatcom County Sheriff's Office	Not Reported													
Yakima County Sheriff's Office	Include	ed in	ical											
Participant Average	\$ 6	68.56	\$	6.44	\$ 96.85	\$	7.55	\$ 121.52	\$	8.50	\$	128.09	\$	8.64
Washington State Patrol	<b>\$ 4</b> 4	4.63	\$	-	\$ 89.26	\$	-	\$ 89.26	\$	-	\$ :	133.89	\$	-

## HEALTH BENEFITS

#### 7e Vision Plan

	EE Only			EE + S	pou	se	EE + Children				Family			
	ER	EE		ER		EE		ER		EE		ER		EE
Bellevue Police Department	Not Report	ced												
Bellingham Police Department	\$ 9.00	\$ -	\$	18.00	\$	-	\$	-	\$	-	\$	-	\$	-
Bremerton Police Department	Included ir	n medical												
Everett Police Department	\$ 14.00	\$ -	\$	24.02	\$	-	\$	24.02	\$	-	\$	24.02	\$	-
Lakewood Police Department	\$ 9.82	\$ -	\$	29.46	\$	-	\$	58.92	\$	-	\$	58.92	\$	_
Port of Seattle Police Department	Not Report	ed												
Seattle Police Department	\$ 29.81	\$ -	\$	29.81	\$	-	\$	29.81	\$	-	\$	29.81	\$	_
Spokane Police Department	Included in	n medical												
Tacoma Police Department	\$ 12.80	\$ -	\$	12.80	\$	-	\$	12.80	\$	-	\$	12.80	\$	-
Vancouver Police Department	Included in	medical												
Wenatchee Police Department	Included in	medical												
Yakima Police Department	Included in	medical												
Clark County Sheriff's Office	Included ir	medical												
Grant County Sheriff's Office	\$ 13.22	\$ -	\$	25.12	\$	12.56	\$	21.63	\$	10.81	\$	33.66	\$	16.83
King County Sheriff's Office	\$ 8.51	\$ -	\$	17.03	\$	-	\$	15.33	\$	-	\$	23.84	\$	-
Kitsap County Sheriff's Office	Included in	n medical												
Pierce County Sheriff's Office	Included in	medical												
Snohomish County Sheriff's Office	\$ 14.26	\$ -	\$	14.26	\$	-	\$	14.26	\$	-	\$	14.26	\$	-
Spokane County Sheriff's Office	Included in	n medical												
Thurston County Sheriff's Office	\$ 8.09	\$ -	\$	16.18	\$	-	\$	17.31	\$	-	\$	27.66	\$	-
Whatcom County Sheriff's Office	Not Report	Not Reported												
Yakima County Sheriff's Office	Included in medical													
Participant Average	\$ 13.28	\$ -	\$	20.74	\$	1.40	\$	21.56	\$	1.20	\$	25.00	\$	1.87
Washington State Patrol	Included	in medical												

## **HEALTH BENEFITS**

#### 7f Prescription and Additional Benefit Information

	Prescription Coverage	Additional Benefit Information
Bellevue Police Department	Not Reported	
Bellingham Police Department	Yes	Self insured for vision, rates are composite rates.
Bremerton Police Department	Yes	Stipend in lieu of medical coverage \$150 per month with proof of coverage on spouses plan.
Everett Police Department	Yes	For medical, coverage tiers are limited Single; Single +1, and Single +2 or more. For dental and vision, coverage is for single or single +1 or more.
Lakewood Police Department	Yes	Offered through the Association of Washington Cities. Lieutenants medical coverage premiums have a different split than officer and sergeants. Family and children are based on two dependents each level.
Port of Seattle Police Department	Not Reported	
Seattle Police Department	Yes	Rates are applicable to LEOFF 2 members of the Seattle Police Officers Guild (SPOG). SPOG represents those in officer and sergeant ranks and comprises 95% of the group on which this survey solicits information. Over 98% of SPOG members are also LEOFF 2 members.
Spokane Police Department	Yes	
Tacoma Police Department	Yes	Employee contributions for medical are stated within contract. It is not a % basis.
Vancouver Police Department	Yes	
Wenatchee Police Department	Yes	The city pays 100% of monthly medical, dental, and vision premiums for employee only. The city will pay 90% of monthly medical, dental, and vision premiums for full family; employee pays other 10%.
Yakima Police Department	Yes	
Clark County Sheriff's Office	Yes	If waive coverage, receive cash in lieu of coverage.

## **HEALTH BENEFITS**

7f Prescription and Additional Benefit Information

	Prescription Coverage	Additional Benefit Information
Grant County Sheriff's Office	Yes	
King County Sheriff's Office	Yes	
Kitsap County Sheriff's Office	Yes	
Pierce County Sheriff's Office	Yes	Benefit data as of 2015.
Snohomish County Sheriff's Office	Yes	
Spokane County Sheriff's Office	Yes	
Thurston County Sheriff's Office	Yes	
Whatcom County Sheriff's Office	Not Reported	
Yakima County Sheriff's Office	Yes	
Washington State Patrol	Yes	Must pay a \$25 tobacco surcharge if they or any covered dependent uses tobacco products. Must pay a \$50 coverage premium surcharge to cover a spouse or registered domestic partner enrolled on their PEBB medical coverage when individual has not enrolled in employer-based group medical insurance comparable to Uniform Medical Plan (UMP) Classic. Eligible for an annual \$125 deductible reduction, if qualify through SmartHealth program.

## RETIREMENT BENEFITS

#### Section 8 - Retirement Benefits

#### 8a Social Security

	Contribute to Social Security
Bellevue Police Department	Yes
Bellingham Police Department	No
Bremerton Police Department	No
Everett Police Department	No
Lakewood Police Department	No
Port of Seattle Police Department	Not Reported
Seattle Police Department	No
Spokane Police Department	No
Tacoma Police Department	Yes
Vancouver Police Department	Not Reported
Wenatchee Police Department	Yes
Yakima Police Department	No
Clark County Sheriff's Office	Yes
Grant County Sheriff's Office	Yes
King County Sheriff's Office	Yes
Kitsap County Sheriff's Office	Yes
Pierce County Sheriff's Office	Yes
Snohomish County Sheriff's Office	Yes
Spokane County Sheriff's Office	Yes
Thurston County Sheriff's Office	Yes
Whatcom County Sheriff's Office	Yes
Yakima County Sheriff's Office	Yes
Washington State Patrol	No

## RETIREMENT BENEFITS

#### 8b Defined Benefit/Pension Plan

	Plan Name	Employer Contribution	Employee Contribution	Employee Contributions Picked up by Employer
Bellevue Police Department	Law Enforcement Officers and Fire Fighters (LEOFF)	8.41%	5.21%	No
Bellingham Police Department				
Bremerton Police Department				
Everett Police Department				
Lakewood Police Department				
Port of Seattle Police Department				
Seattle Police Department				
Spokane Police Department				
Tacoma Police Department				
Vancouver Police Department				
Wenatchee Police Department				
Yakima Police Department				
Clark County Sheriff's Office				
Grant County Sheriff's Office				
King County Sheriff's Office				
Kitsap County Sheriff's Office				
Pierce County Sheriff's Office				
Snohomish County Sheriff's Office				
Spokane County Sheriff's Office				
Thurston County Sheriff's Office				
Whatcom County Sheriff's Office				
Yakima County Sheriff's Office				
Washington State Patrol	Washington State Patrol Retirement System	8.34%	6.84%	No

## RETIREMENT BENEFITS

8c Defined Contribution plan – 401(a)

	Plan Name	Flat Match - No Match Required	Minimum Match	Employee Contribution
Bellevue Police Department		_		
Bellingham Police Department				
Bremerton Police Department				
Everett Police Department				
Lakewood Police Department	401a lieu of social security (SS) and based on maximum SS annual limits.		6.00%	
Port of Seattle Police Department				
Seattle Police Department				
Spokane Police Department				
Tacoma Police Department				
Vancouver Police Department				
Wenatchee Police Department				
Yakima Police Department				
Clark County Sheriff's Office				
Grant County Sheriff's Office				
King County Sheriff's Office				
Kitsap County Sheriff's Office				
Pierce County Sheriff's Office				
Snohomish County Sheriff's Office				
Spokane County Sheriff's Office				
Thurston County Sheriff's Office				
Whatcom County Sheriff's Office	401(a) Plan (unrepresented Lieutenants Only)	0	0	2.00%
Yakima County Sheriff's Office				
Washington State Patrol				

## RETIREMENT BENEFITS

8d Deferred Compensation Plan – (457)

	Plan Name	Flat amount of Base Salary (% or \$)	Maximum Match of Employee Contributions (% or \$)	Employee Contributions	Additional Policy Information
Bellevue Police Department	Great West			Up to IRS Max	
Bellingham Police Department	Choice of ICMA-RC, DCP, MassMutual		4.75%	Up to IRS Max	After 15 years of service, deferred compensation match is zero, the 4.75% converted to longevity pay.
Bremerton Police Department	State of Washington DCP; Voya, or Nationwide	4.75%	4.75%	Up to IRS Max	Captains/lieutenants receive flat 4.75% of base salary. No match is required. Police officers/sergeants: city matches employees contribution not to exceed 4.75% of base pay rate. Does not apply to LEOFF II employees with 15+ years with city. LEOFF II employees with 15+ years of service required to contribute 4.75% of base pay rate.
Everett Police Department	ICMA or Mass Mutual	\$150/month	\$150/Month	\$ 16,200	City matches employee contributions, could contribute up to \$1,800 per year and employee limited to \$16,200 per year to arrive at the IRS annual maximum of \$18,000.
Lakewood Police Department					
Port of Seattle Police Department					
Seattle Police Department	City of Seattle Deferred Compensation Plan		3.50%	Up to IRS Max	Maximum match is 3.5% of annual top-step police officer base salary. Employer match applies to officers and sergeants.

## RETIREMENT BENEFITS

8d Deferred Compensation Plan – (457)

	Plan Name	Flat amount of Base Salary (% or \$)	Maximum Match of Employee Contributions (% or \$)	Employee Contributions	Additional Policy Information
Spokane Police Department	457 Plan w/ ICMA-RC	2.20%	6.20%	Up to IRS Max	Employees receive 2.2% from the city regardless of contribution. Actual match is 4% and received if employee contributing at least 4%. In lieu of a VEBA contribution, city contributes \$50. Salary savings plan, payment made to HRA account with limited participation and limits for eligibility.
Tacoma Police Department	ICMA Deferred Compensation		\$ 4,992	Up to IRS max	Police Officer Union = Max match is \$192 per pay period. Police Management Union = Max match is \$204.50 per pay period.
Vancouver Police Department	ICMA Retirement Corporation or ING		1.00%	Up to IRS Max	
Wenatchee Police Department	Hartford			IRS Max	
Yakima Police Department	ICMA Deferred compensation	5.50%		up to IRS max	
Clark County Sheriff's Office	ICMA Retirement Corporation			IRS max	
Grant County Sheriff's Office	Deferred Comp through various venders			Up to IRS Max	
King County Sheriff's Office	Deferred Compensation Plan			Up to IRS Max	
Kitsap County Sheriff's Office	DCP, ING, Nationwide, ICMA, Hartford			Up to IRS Max	

## RETIREMENT BENEFITS

8d Deferred Compensation Plan – (457)

	Plan Name	Flat amount of Base Salary (% or \$)	Maximum Match of Employee Contributions (% or \$)	Employee Contributions	Additional Policy Information
Pierce County Sheriff's Office	Nationwide Deferred Compensation Plan			Up to IRS Max	
Snohomish County Sheriff's Office	Nationwide	2.00%	1.00%	\$ -	
Spokane County Sheriff's Office	Nationwide and Great West			Up to IRS Max	
Thurston County Sheriff's Office	Nationwide, Hartford, ICMA-RC			Up to IRS max	
Whatcom County Sheriff's Office	Deferred Compensation Plan			Up to IRS Max	
Yakima County Sheriff's Office	Nationwide, Mass Mutual and/or WA State Retirement Plan			Up to IRS Max	
Washington State Patrol	Washington State Deferred Compensation			Up to IRS Max	

APPENDIX A – 2016 COMPREHENSIVE COMPENSATION SURVEY

## **2016 Washington State Patrol Comprehensive Compensation Survey**

Thank you for your time and effort in completing this survey All data should have a common effective date of: January 1, 2016 Your completed submission is requested by: December 31, 2015

If you need assistance or have questions while completing the survey, please contact Angie Gill (360) 407-4117 or Melinda Aslakson (360) 407-4106

Please read the following instructions carefully.

They will assist you as you enter your information into the data sheets.

#### **Main Survey Components**

Please complete the survey by matching your agency's jobs to the Washington State Patrol's jobs. Summary Job Descriptions are included to help you with the matching.

These jobs may not match those in your agency exactly, but please provide information for those job titles that are <u>at least an 80% match</u>.

# Organization Name: Contact Name: Telephone Number: Email Address:

#### Please include the following materials with your completed survey:

- 1) Current Collective Bargaining Agreements and/or Memorandum of Understanding (MOUs) covering pay and benefit information for all of the positions covered by the survey.
- 2) Copies of your corresponding job descriptions.
- 3) Copy of your agency organizational chart.

Send your completed survey submission via email **OR** US mail to the addresses shown below:

Email: <u>Angie.Gill@ofm.wa.gov</u>

US Mail: Office of Financial Management

State Human Resources Office

Attn: Angie Gill PO Box 47500

Olympia, WA 98504-7500

	Benchmark Job Descriptions
Job Title	
Trooper Cadet Entry Level	Appointed on a probationary status by the Chief of the Washington State Patrol, initially to perform a variety of training assignments. Cadets are to learn, observe, and gain experience from journey level troopers and supervisors. Prior to attending the Academy, cadets may be assigned under close supervision to perform various duties beneficial to the department in any area of the state. While at the Academy, cadets learn through study, classroom and practical exercises the skills necessary to perform the duties of a trooper. Following successful completion of the classroom training at the Academy, cadets are assigned to a regular detachment and ride with a Field Training Officer (commissioned trooper) performing law enforcement duties under the officer's supervision.
State Trooper Sworn/Line Officer, Deputy or Detective	Enforces traffic, criminal, and narcotics laws and maintains public safety. This position works with minimum supervision in assigned areas. Has full police power and authority. Assumes all responsibilities of detachment sergeant when designated. At traffic collisions, is first in charge of rescue, treatment of injuries, traffic control, road clearance, and collision investigation. Initiates comprehensive investigations of criminal, narcotics, and organized crime areas. Represents the state in filing and processing criminal actions from arrest to final stages of testifying at trials. Investigates and reports accident hazards to responsible authorities and recommends corrective measures. Provides transportation for disabled persons, collision victims, those in custody, or prisoners.
Sergeant Detachment/Unit Supervisor	Directly supervises four to nine state troopers or officers assigned to a detachment, which may be geographically removed from any higher-level supervisor. Administers and manages all activities within the department. Has full police power and authority. Assumes all responsibilities of assistant district commander (lieutenant) and district commander (captain) when designated. Furnishes information, materials, equipment, and guidance to troopers. Performs personnel evaluations, grades performance and recommends areas of possible improvement. Coordinates detachment activities with other state agencies, governmental units, and others. Provides training in enforcement techniques to trooper cadets, troopers, and civilians. Maintains personnel and payroll data. Monitors activity, collision, and investigative reports of assigned staff. Develops selective enforcement plans.

Benchmark Job Descriptions								
Job Title								
<b>Lieutenant</b> Assisted District Commander	Plans, directs, coordinates, trains, evaluates, and supervises sergeants and civilian supervisors in support of the accomplishment of the district objectives. Directly supervises three to four sergeants with subordinates between 20 and 35. Assumes all responsibilities of a district commander when designated. Responsible for operational issues of assigned district. Conducts periodic on-scene inspections and evaluations, conducts internal investigations, conducts periodic visual inspections of personnel and facilities, develops programs for public dissemination through the news media, maintains liaison with enforcement agencies and maintains liaison with public and private officials to effectively gain support for departmental programs.							
<b>Captain</b> District Commander	Serves at the discretion of the Chief. Commands the overall functions of the State Patrol within either: the geographic boundaries of an assigned district; or statewide for an assigned program. Directly supervises three to eight lieutenants with subordinates between 55 and 150.Coordinates those functions with other divisions, districts, and bureaus. Plans and develops programs used in achieving the objectives of the department. Establishes and maintains liaison with agency directors, coordinates enforcement program with Department of Transportation district administrators' engineering projects, and maintains an active news media relations system in support of department programs. Oversees all patrol operations which are in support of other state agencies, maintaining contingency plans for those operations (e.g., correctional institutions).							

	Salary Information														
Benchmark		Degree of Match	Represented or Non-	Represented	Work Week	Number	January 2016 Annual Scheduled Base Pay Rates (excluding any longevity differentials)								
Job Title	Matching Title	(-, =, +)	Represented	Contract Term	Hours	of EEs	Minimum	6 months	1 year	5 years	10 years	15 years	20 years	25 years	Maximum
Example	State Trooper	=	Represented	7/1/2015- 6/30/2015	40	792	51,480.00	54,576.00	54,576.00	68,904.00	68,904.00	68,904.00	68,904.00	68,904.00	68,904.00
Trooper Cadet															
State Trooper															
Sergeant															
Lieutenant															
Captain															

#### Column Description

- A Benchmark Job Title WSP Benchmark Job Title Name. You do not need to type anything here.
- **Matching Title** Using the benchmark description, enter your organization's matching job title. If you have no matching job, please enter "NA".
- C Degree of Match (-, =, +) Using the State's description provided, select whether your agency's job title has less (-), equal (=), or greater (+) responsibility than the State's description.
- **D** Represented or Non-Represented Select whether this job title is represented by a union.
- **E** Represented Contract Term If represented by a union, please provide the exact effective dates of the current contract (e.g. January 1, 2015 through December 31, 2016).
- **F** Work Week Hours The definition of the regular work week / work cycle (i.e. 40 hours/week, 37.5 hours/week, etc.), inclusive of any paid pre- and post-shift activities.
- **G Number of EEs -** The total number of current employees.
- H-P Minimum, 6 months, 1 year, 5 years, 10 years, 15 years, 20 years, 25 years, and Maximum The annual salary at the minimum, 5, 10, 15, 20, and 25 years of service, and the pay range maximum. <u>Excluding</u> any longevity pay.

## **Compensation Practices**

Answer each question as it applies to Cadets, Troopers (Police Officers/Deputies), Sergeants, Lieutenants, and Captains. Where differences exist between job titles, provide additional information.

Pa	Plan/Pay Schedule Information
1.	What type(s) of pay plan(s) cover the above job titles? Place an X in all applicable boxes.
	Grade and Step
	Grades, No Steps (Range minimums and maximums only)
	No Ranges (flat rates only)
	If it varies by job title, please explain in the space below.
2.	Which of the following do you use to adjust pay ranges/schedules? Place an X in all applicable boxes.
	Market Data
	Increase in the cost of living (CPI)
	Legislative/ Budget process / Financial ability
	Contractual Obligation
	If it varies by job title, please explain in the space below.
3.	For each job title please indicate the base pay increases (%) scheduled for each fiscal year.  FY2017  FY2018  FY2019  FY2020
	Trooper Cadets
	Trooper (Deputy, Police Officer)
	Sergeant

		Compensation Practices					
	Lieutenant						
	Captain						
O۱	vertime						
1.	How are employees paid fo	working on one of the following days if they fall during the regularly scheduled					
	workweek?	ative Beta (4.5 exteribly in a) as Beta Ha Time (2. exteribly in a)					
	Example: Straight Time, Ov	ertime Rate (1.5x straight time), or Double Time (2x straight time)					
		Additional Policy Information					
	Holidays						
	Saturdays						
	Sundays						
	If it varies by job title, pleas	e explain in the space below.					
2	Llow are ampleyees paid w	son called into weak (not on a required), acheduled weak down on the following					
۷.	days?	nen <u>called into work (not on a regularly scheduled work day)</u> on the following					
		ertime Rate (1.5x straight time), or Double Time (2x straight time.)					
		Additional Policy Information					
	Holidays						
	Saturdays						
	Sundays						
	Regularly scheduled day						
	off						

		Comp	ensation Practices
	Regularly scheduled leave day (e.g. vacation day)		
	If it varies by job title, pleas	e explain in the sp	pace below.
3.		_	de of their scheduled shift for the following activities? straight time), or Double Time (2x straight time.)
			Additional Policy Information
	Work extending beyond end of scheduled shift		
	Court		
	Training		
	If it varies by job title or the below.	ere are additional v	work activities not outlined above, please explain in the space

## Additional Premium, Specialty and Pay Differentials

Please provide information for each type of pay that is an addition to base pay. Provide the applicable job title (i.e. Cadets, Troopers (Police Officer/Deputies), Sergeants, Lieutenants, and Captains.), the amount of additional pay received and any additional information (i.e. minimum hours paid, basis of pay, etc.)

Supplemental Pay					
		Amount	Frequency		
	Applicable	(% of base, or	(Recurring or		
Type of Pay	Job Title(s)	\$)	One Time)	Additional Policy Information	
Example - Uniform &	All	Unlimited	Recurring	Agency provides uniform and	
Equipment Allowance				equipment as needed.	
1. Uniform Cleaning					
Allowance					
2. Plain Clothes Allowance					
3. Fitness Incentive					
4. Parking					
5. Relocation Allowance					
5. Relocation Allowance					
6. Uniform and Equipment					
Allowance					
Allowanice					
	1.100				
7. Use the space below for a	ny additional co	mments regard	ling pay supplem	ents:	

<b>Additional Premium,</b>	S	pecialty	, and P	ay	<b>Differentials</b>
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## **Specialty Pay**

Specialty Pay				
Below each type of pay is a	brief description	for reference.		
			Amount	
			Included in	
		Amount	Overtime Pay	
	Applicable	(% of base, or		
Type of Pay	Job Title(s)	\$)	(Yes or No)	Additional Policy Information
Academy Staff	1000 11010(0)	+,	(100 01 110)	i i adicionali i ono, imormationi
1. Academy Stan				
Instructs classes at the Aca	demy and other n	laces throughout	the state, and sun	l ervises and counsels students during
training while at the Acade		iaces imougnout	the state, and sup	crises and counsels stadents during
	,			
			Amount	
			Included in	
		Amount	Overtime Pay	
	Applicable	(% of base, or	Calculations?	
Type of Pay	Job Title(s)	\$)		Additional Policy Information
2. Armorer	, ,		,	i i
Coordinates and carries ou	ut plans for testina.	evaluation, purc	L	pair, and maintenance of all weaponry
for the Agency/Department				yan, ana mameenanee e, an meapenn,
3. Auto Theft of the Year				
Award given to an Auto Th	eft Detective who	provided outstan	ding work for the y	year.
4. Bomb Technician				
4. Bomb recimician				
Maintains the safety of the	nublic and prope	rty in the disnosa	transportation o	r rendering safe of destructive devices
	- pasiic and proper	III are arsposur	., cransportation, 0	. rendering saje of destructive devices
5. Canine Handler				
Provides a canine detection	service to the off	ficers of the Wash	ington State Patro	l, federal, state and local law
enforcement agencies.				
6. Canine Training Officer				
o. Carinie franining Officer				
Provides canine training to	troopers assigned	I to the canine un	it.	
Frovides curine training to				
7. Certified				
Reconstructionist				

Provides advanced collision reconstruction work.

Additional Premium, Specialty and Pay Differentials				
Type of Pay	Applicable Job Title(s)	Amount (% of base, or \$)	Calculations?	Additional Policy Information
8. Certified Technical	\ /		,	,
Specialist				
Provides collision reconstruc	ction work.			
9. Certified Technician of the Year				
Award given to a Certified 1	echnical Specialis	t for providing ex	xceptional work in	area of collision reconstruction.
10. Command Pilot				
				fort of passengers, that the assigned s. Applies to both single-engine and
11. Detective				
Collects information, conduc	cts, and plans inv	estigations.		
12. Detective of the Year				
Detective recognized for ou	tstanding service	provided to their	Agency.	
13. Drug Recognition Expert				
Performs drug recognition e Provides expert testimony in		on a standardize	d and systematic o	approach approved by the NHTSA.
14. Dual Language				
Proficiency in speaking and	understanding Er	nglish and a secor	nd language. Biling	gual.
15. Executive Protection Unit	t			
Provides security and protection for the security and protecti				e Lieutenant Governor. Also provides ection.

Additional Premium, Specialty and Pay Differentials					
Type of Pay	Applicable Job Title(s)	Amount (% of base, or \$)	•	Additional Policy Information	
16. Field Training Officer					
Trains cadets in the field dur	ing final stage of	basic training.			
17. Motorcycle Officers					
Performs traffic law enforcer where the motorcycle is best		ngested traffic a	reas, for special eve	ents, parades, dignitary escorts, etc.,	
18. Multi-Engine Pilot					
Out the state of the state of					
	na security for ac	epartment persoi	nnei, the Governor	and staff, and others as directed.	
19. Single Engine Pilot					
Provides aerial surveillance of med			-	cal law enforcement agencies. Provides	
20. SWAT					
Responds to incidents statew the effects of the situation o				ecially equipped team would neutralize public.	
21. Trooper/Officer of the Year					
Trooper/Officer recognized f	or outstanding se	ervice provided to	the Agency.		
22. Implied Consent					
Trooper/Officer					
Works within the Implied Co	nsent section wo	rking with breath	alyzers, interlock a	levices or similar activities.	
23. Use the space below for a department:	23. Use the space below for any additional comments regarding additional specialty pay provided by your department:				

	Additional Premium, Specialty and Pay Differentials					
24	. Is there a limit on the num one may receive at any giv	differentials				
	If Yes, provide limits below					
Pa	y Differentials					
	Does your agency pay shift differentials/premiums for hours worked within applicable hours?					
	2nd Shift	Applicable Job Title(s)	Amount (% of base, or \$)	•	Applicable Hours (e.g. 8 p.m. to 4 a.m.)	
	3rd Shift					
	Use the space below for a	ny additional co	omments regard	ding shift differer	tials/premiums.	
2.	Does your agency provide assignment including outp		ifferential base	d on location of		
		Applicable Job Title(s)	Amount (% of base, or \$)	Calculations?	Additional Policy Information	
	Geographic Location 1					
	Geographic Location 2					

	Addit	ional Premi	um, Special	ty and Pay Di	fferentials
	Geographic Location 3				
	Use the space below for a	ny additional co	mments regard	ding geographic d	ifferentials.
3.	Does your agency pay edu	cational incenti	ve for a degree	obtained?	
	Associates Degree	Applicable Job Title(s)	Amount (% of base, or \$)	•	Additional Policy Information
	Associates Degree				
	Bachelors Degree				
	Masters Degree				
	Doctorate Degree				
	Use the space below for a	ny additional co	mments regard	ding educational i	ncentives.
4.	Use the space below for a	ny additional co	omments regard	ding pay different	ials provided by your department:

Additional Premium, Specialty and Pay Differentials						
5. Does your department pr	. Does your department provide tuition reimbursement?					
	If yes, please provide limits and applicable policy information below (Example: Applicable to the cost of job related tuition and books not to exceed costs found at a state university.)					
Longevity Premium						
Does your organization pr	rovides a longev	ity premium?				
Amount Included in Amount Overtime Pay Applicable (% of base, or Calculations?				Additional Policy Information		
Example	Job Title(s)  All	\$) 3% and/or 2%	(Yes or No) <i>Yes</i>	Trp/Sgt 5-9 yrs=3% then 2% every 5 years. Lt=2% every 5 years. Cpt=2% at 15 & 20 yrs		
5 years of service						
10 years of service						
15 years of service						
20 or more years of service						
25 or more years of service						
Use the space below for a	nny additional co	omments regard	ding longevity pre	emiums:		

## **Paid Time Off**

#### Paid Time Off (PTO) Program

- 1. Do you offer a PTO program with sick leave, vacation time, etc. combined (excluding holidays)?
- 2. Indicate the number of PTO hours accrued by years of service

1	14	
2	15	
3	16	
4	17	
5	18	
6	19	
7	20	
8	21	
9	22	
10	23	
11	24	
12	25	
13	25+	

- 3. Can employees <u>carry-over</u> unused hours?
- 4. What is the maximum number of hours per year that an employee can "bank". If there is no limit, please write "unlimited."
- 5. Can employees cash out unused PTO leave hours?

	Paid Time Off
6.	What is the maximum number of hours an employee can cash out at the events listed below. If there is no
	limit, please write "unlimited."
	At Year End hours
	At Termination hours
	At Retirement hours
	At what rate are PTO leave hours cashed out (e.g. 25%)
7.	Use the space below for any additional comments regarding the paid time off program
Pa	d Vacation Time (if not part of PTO Program)
1.	Indicate the number of VACATION LEAVE hours accrued by years of service.

1	14	
2	15	
3	16	
4	17	
5	18	
6	19	
7	20	
8	21	
9	22	
10	23	

			Paid Time O	ff	
	11		24		
	12		25		
	13		25+		
2.	Can employees <u>carry-ov</u>	<u>ver</u> unused leave ho	ours?		
3.	What is the maximum r "bank". If there is no lin		-	ployee can	
4.	Can employees cash ou	t unused leave hou	rs?		
5.	What is the maximum r limit, please write "unli		employee can ca	sh out at the events	listed below. If there is no
	At Year End	d		hours	
	At Termina	tion		hours	
	At Retirem	ent		hours	
	At what ra	te are leave hours c	cashed out (e.g. 2	5%)	
6.	Use the space below fo	r any additional cor	nments regarding	g vacation leave.	
Sic	k Leave				
Sic	K Leave				
1.	How many SICK LEAVE	nours are accrued in	n a year?		
2.	Can employees carry-ov	er unused leave ho	ours?		
3.	What is the maximum r "bank". If there is no lin	•	•	ployee can	
4.	Can employees cash ou	t unused sick leave	hours?		

	Paid Time Off	
5.	What is the maximum number of hours an employee can cash out at the events limit, please write "unlimited."	listed below. If there is no
	At Year End hours	
	At Termination hours	
	At Retirement hours	
	At what rate are leave hours cashed out (e.g. 25%)	
6.	Use the space below for any additional comments regarding sick leave.	
Ot	her Leave	
1.	How many paid holidays do employees receive each year?	
2.	How many personal days do employees receive each year (in addition to paid holidays, vacation, and sick leave)?	
3.	Use the space below for any additional comments regarding paid holidays or per	sonal days.

4. Please describe other paid leaves offered by your agency not identified above. This can include, but not

limited to, retirement planning days, volunteer leave, etc.

#### **Health Benefit Information**

#### **Medical Plans**

For the following questions, please report data for the most popular, highest enrollment plan(s).

<b>Preferred Provider</b>	Organization (	PPO) Plan
c.cca o v.ac.	O Danie a di Ciri	

1. What is the medical plan design actuarial value? <sup>1</sup>

OR What is the medical plan design metal tier designation?

FF + Snouse

Family

2. Monthly Premiums

Employer Contribution: (\$)

Employee Contribution: (\$)

LL Offiny	LL 1 Spouse	LL i Cillidieli	railily

FF + Children

## Health Maintenance Organization (HMO) Plan

1. What is the medical plan design actuarial value? <sup>1</sup>

OR What is the medical plan design metal tier designation?

2. Monthly Premiums

Employer Contribution: (\$)

Employee Contribution: (\$)

EE Only	EE + Spouse	EE + Children	Family

Health Benefit Information				
Consumer Driven Health Plan (CDHP)				
1. What is the medical plan design actuarial value? $^1$	OR What is the medical plan design metal tier designation?			
2. Monthly Premiums	EE Only	EE + Spouse	EE + Children	Family
Employer Contribution: (\$) (Excluding any contributions to Health Savings Account)				
Employer Contribution to Health Savings Account: (\$)				
Employee Contribution: (\$)				
Prescription Drug Plan				
Do the medical plans above include prescription drug coverage	ge?			
2. If "No", what are the cost-sharing arrangements for prescription drug coverage?				
3. Monthly Premiums	EE Only	EE + Spouse	EE + Children	Family
Employer Contribution: (\$)				
Employee Contribution: (\$)				

Health Benefit Information				
Dental Plan				
1. Monthly Premiums	EE Only	EE + Spouse	EE + Children	Family
Employer Contribution: (\$)				
Employee Contribution: (\$)				
Vision Plan				
1. Monthly Premiums	EE Only	EE + Spouse	EE + Children	Family
Employer Contribution: (\$)				
Employee Contribution: (\$)				
Use the space below for any additional comments regarding health benefits:				

<sup>&</sup>lt;sup>1</sup> The Affordable Care Act requires employers offer to employees a health coverage plan with a minimum actuarial value of at least 60% (equivalent of bronze metal tier) or pay the IRS (pay or play mandate). Please identify your plan's actuarial value, or nearest metal tier, as calculated by the federal "Minimum Value Calculator" or certified by your actuary. 45 CFR 156.145 identifies the acceptable methods for determining minimum value.

	Retirement Ben	efits	
Social Security			
Does your agency c	ontribute to Social Security?		
Defined Benefit/Pen	sion Information *** OUT-OF-STA	TE SURVEY PARTICIPANTS	ONLY ***
	wing questions regarding your defined both employer and employee.	enefit (Pension) retirement p	olan, including the
1. Plan Name			
2. Employer Contribut	ions (% of pay)		
3. Employee Contribu	tions (% of pay)		
4. Are employee conti	ributions picked up by the employer?		
<b>Defined Contribution</b>	n Information *** ALL SURVEY PAR	TICIPANTS ***	
Please answer the following questions regarding your defined contribution retirement plans, including the contribution rate for both employer and employee. If the contribution amount is voluntary (not required), enter the maximum rate that may be contributed. If the employer contribution is a "match," indicate the maximum or limit on the match.			
401(a) Retirement Plan	n Information		
1. Plan Name			
2. Employer Contribut	ions to the 401(a) plan -		
Flat amount of b	pase salary (% or \$)		
Maximum match	h of employee contributions (% or \$)		

	Retirement Benefits
De	erred Compensation / 457 Retirement Plan Information
1.	Plan Name
2.	Employer Contributions to the 457 plan -
	Flat amount of base salary (% or \$)
	Maximum match of employee contributions (% or \$)
	Employee Contributions
	(Indicate % or \$ or Up to IRS Max)
3.	Provide any additional information regarding retirement benefits (for example - differences in contributions among job titles, or additional benefits not listed above)
Of	icer Retirement
An	wer the following in respect to your officers' retirement from your agency for the last 5 years.
1.	Average Retirement Tenure
2.	Mandatory Retirement Age
3.	Average Retirement Age
4.	Provide any additional information that you would like to share about your retirement trends within your agency.