

2016

WASHINGTON STATE PATROL TROOPER AND SERGEANT SALARY SURVEY

As required by

Engrossed Second Substitute House Bill 2872 Section 5

Office of Financial Management

June 23, 2016

Updated June 29, 2016



Office of Financial Management
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Engrossed Second Substitute House Bill 2872 Report

Washington State Patrol Trooper and Sergeant Compensation

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Engrossed Second Substitute House Bill 2872 Report

Washington State Patrol Trooper and Sergeant Compensation

Executive Summary

Background

The Governor signed engrossed second substitute house bill 2872 (HB 2872) on March 25, 2016. The full version of the bill is included at the end of the report. Section 5 of HB 2872 states:

“...troopers and sergeants on July 1, 2017, must be competitive with law enforcement agencies within the boundaries of the state of Washington, guided by the results of a survey undertaken in the collective bargaining process during 2016. The salary levels on July 1, 2017, must be guided by the average of compensation paid to the corresponding rank...” “The compensation comparison data is based on the Washington state patrol and the law enforcement agencies listed in this section as of July 1, 2016. Increases in salary levels for captains and lieutenants that are collectively bargained must be proportionate to the increases in salaries for troopers and sergeants as a result of the survey described in this section.”

Six agencies required by HB 2872:

- Seattle Police Department
- Spokane Police Department
- Tacoma Police Department
- Vancouver Police Department
- King County Sheriff’s Office
- Snohomish County Sheriff’s Office

HB 2872 directs the analysis of different elements of total salary including:

- base salary
- education pay
- longevity pay
- premium pay (defined as a pay received by the more than the majority of employees)

The commissioned officers and sergeants within each surveyed agency are represented within the same collective bargaining agreement. Figure 1 outlines the employee organization and the contract expiration date for each agency.

King County Sheriff	Seattle Police Department	Snohomish County Sheriff	Spokane Police Department	Tacoma Police Department	Vancouver Police Department	Washington State Patrol
12/31/16	12/1/2014 *	3/31/2015 *	12/31/16	12/31/2014 *	12/31/16	6/30/17
King County Police Officers Guild	Seattle Police Officers' Guild (SPOG)	Snohomish County Deputy Sheriff's Association	Spokane Police Guild	Tacoma Police Union Local #6, I.U.P.A.	Vancouver Police Officers Guild	Washington State Patrol Troopers Association

* Collective bargaining agreements are expired. Currently in negotiations with an unknown date of finalization.

Figure 1

Of the six agencies surveyed, three do not have ratified collective bargaining agreements with their police guilds or associations. The officers of these agencies have not received increases in their salaries and will not receive an increase until successor negotiations are complete and agreements are ratified by their membership. The analysis in this report is based on current, unadjusted salaries.

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Survey Result Summary

Salaries Overview

The minimum and maximum base salaries as of July 1, 2016, were averaged and compared to those of the Washington State Patrol (WSP). Current salaries have not been adjusted commensurate to salaries of those employed by agencies with expired collective bargaining agreements.

As successor collective bargaining agreements are reached with the three agencies, an increase in the average salary is likely to occur. As a result, the WSP difference to average will also increase. Future salary increases are unknown. If historical annual percent changes for the June 2016 Seattle-Tacoma-Bremerton Consumer Price Index for All Urban Consumers (CPI-U) are applied to the three agencies, an additional 2 percent difference is created from the WSP and the average of all six agencies.

Each agency's compensation plan is unique. This is the case with both officer and sergeant ranks. A primary difference is the time it takes for the base salary to reach its maximum.

The WSP salary used in this report includes the 5.8 percent increase granted in House Bill 2872.

A general rule of national survey data is that a job is considered at market if within 10 percent of the surveyed market value. Consequently, if a surveyed job's average pay is within a market index of 95 percent to 105 percent, it can be viewed as fully competitive. ²

Trooper Base Salary Results

The duration to reach maximum base salary varies between agencies. With the exception of the Spokane Police Department, officers reach maximum base salary in five years. WSP troopers reach maximum base salary at four and one-half years. Figure 2 highlights the time it takes to reach the maximum base salary. Additional increases in salary take the form of longevity premiums and are based on agency tenure for most agencies.

King County Sheriff's Office	Seattle Police Department	Snohomish County Sheriff's Office	Spokane Police Department	Tacoma Police Department	Vancouver Police Department	Washington State Patrol
5 Years	4.5 Years	3 Years	30 Years	3.5 Years	5 years	4.5 Years

Figure 2

² WorldatWork, The WorldatWork Handbook of Compensation | Benefits & Total Rewards (Hoboken, New Jersey, 2007), page 148.

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Figure 3 illustrates the difference between the WSP’s salary progression in comparison to the average of the other agencies. The percentage difference is included for base salary at the minimum and at five years. The red line illustrates the salary difference without the 5.8 percent increase.

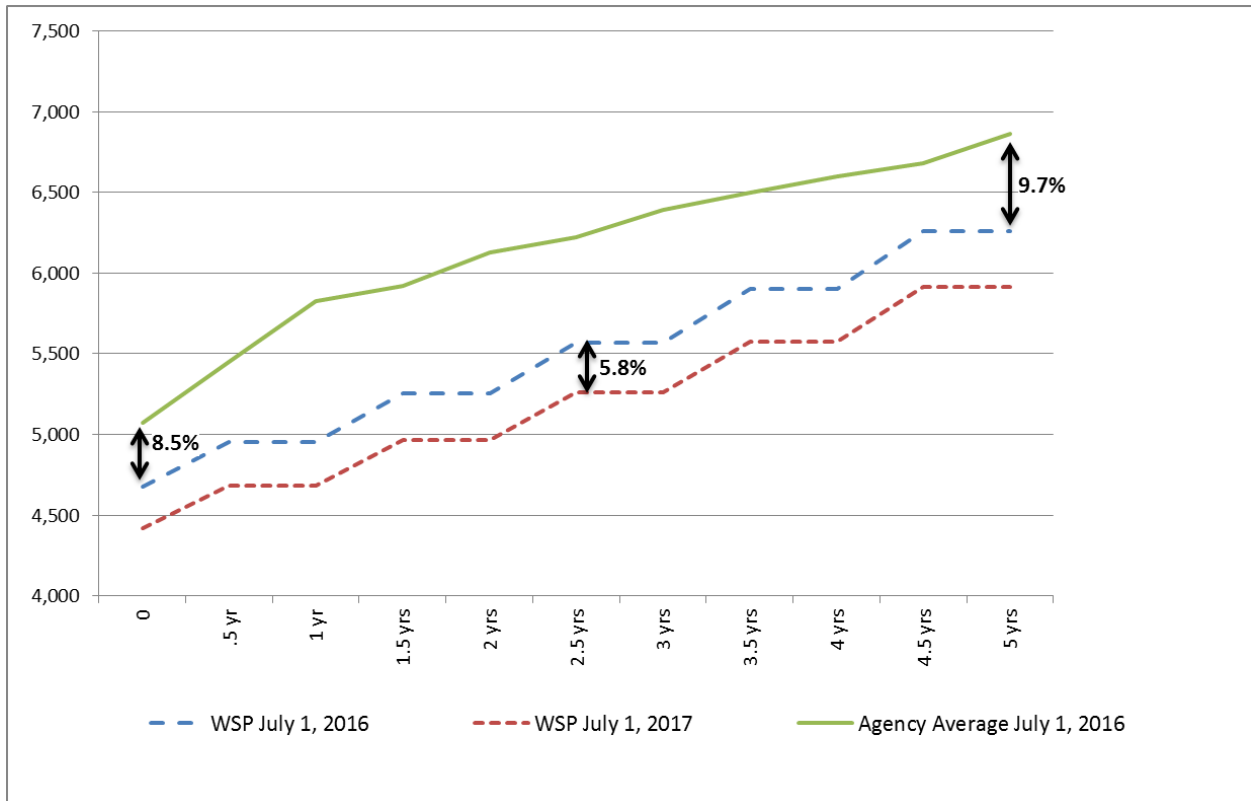


Figure 3 Updated

For the WSP to reach the average compensation of the other six agencies:

- Minimum base salary – A total increase of 14.3 percent (8.5% + 5.8%) would be necessary.
- Five-year base salary – A total increase of 15.5 percent (9.7% + 5.8%) would be necessary.

Updated

Since the maximum base salary is reached with five years, the percentage difference will remain relatively unchanged thereafter. The only differences that will occur are the result of Spokane Police Department’s base salary increases, which max out at 30 years.

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Sergeant Base Salary Results

The compensation plan for sergeants in the WSP differs from the other agencies. WSP sergeants have only one base rate. Other agencies have at least two pay levels in their compensation plan. Figure 4 highlights that most sergeants in other agencies will reach maximum base pay within four years of their promotion. Additional increases in salary take the form of longevity premiums and are based on agency tenure.

King County Sheriff's Office	Seattle Police Department	Snohomish County Sheriff's Office	Spokane Police Department	Tacoma Police Department	Vancouver Police Department	Washington State Patrol
1.5 Years	1.5 Years	1 Year	30 Years	.5 Years	4 Years	0

Figure 4

Figure 5 illustrates the difference between salary progression for WSP sergeants and the average of the other agencies. The red line illustrates the salary difference without the 5.8 percent increase.

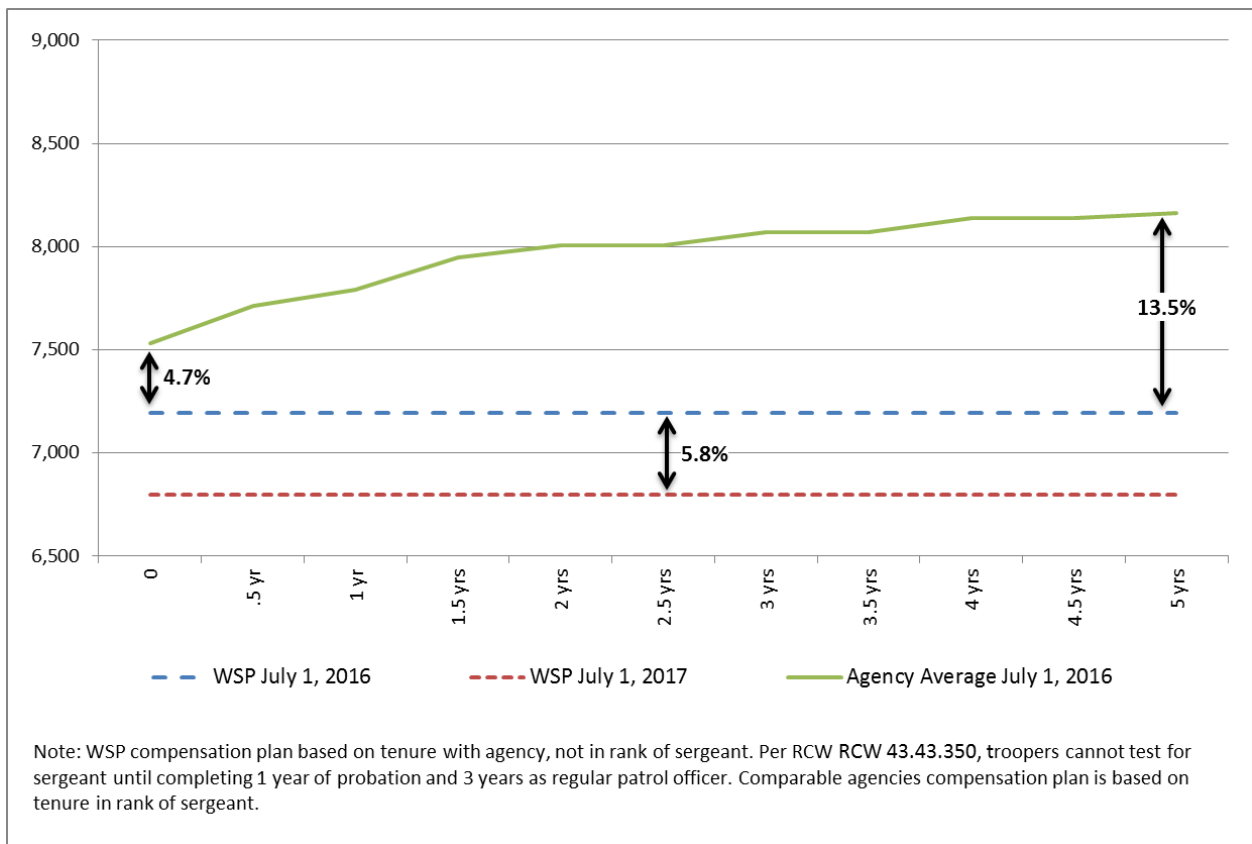


Figure 5 Updated

For the WSP to reach the average compensation of the six agencies:

- Minimum base salary – A total increase of 10.5 percent (4.7% + 5.8%) would be necessary.
- Five-year base salary – A total increase of 19.3 percent (13.5% + 5.8%) would be necessary.

Updated

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Since the maximum base salary is reached in four years, the percentage difference remains relatively unchanged thereafter. The only differences that will occur are the result of Spokane Police Department's base salary increases, which max out at 30 years.

Additional Salary Elements

In addition to base salary, other compensation elements were analyzed. Due to the various differences in premiums available by rank, the averages were done by commissioned officer rank.

Longevity Premiums

Longevity premiums are an additional percentage calculated from the officer's base rate. Due to the multiple variations, longevity premiums were grouped in five-year increments. Average longevity premiums differ between ranks in some agencies.

Longevity in the WSP does not increase beyond 20 years; some agencies offer additional longevity increments. WSP longevity is 3 percent at five years and an additional 2 percent every five years until 20 years. The additional longevity steps are compounded on the previous salary. Due to compounding, the actual percentage is slightly higher.

Figure 6 compares total trooper longevity by increment in comparison to the average. WSP is competitive and above average relative to longevity premiums. Competitiveness lags at 30 years. However, WSP officers have a different retirement plan and are eligible to retire at 25 years of commissioned service.

Trooper	0-5 Yrs	5-10 Yrs	10-15 Yrs	15-20 Yrs	20-25 Yrs	25-30 Yrs	30+ Yrs
Average	0.33%	1.92%	4.25%	6.50%	8.00%	9.17%	9.83%
WSP	0.00%	3.00%	5.06%	7.16%	9.30%	9.30%	9.30%
Difference	-0.33%	1.08%	0.81%	0.66%	1.30%	0.13%	-0.53%

Figure 6 Updated

Figure 7 compares total sergeant longevity by increment in comparison to the average. WSP is competitive until 25 years of service. The larger difference from the average for sergeants is a result of higher longevity percentages base on additional premium pays. An additional increase in the difference occurs due to lack of longevity increments beyond 20 years.

Sergeant	0-5 Yrs	5-10 Yrs	10-15 Yrs	15-20 Yrs	20-25 Yrs	25-30 Yrs	30+ Yrs
Average	0.33%	1.92%	4.58%	7.33%	8.67%	9.83%	10.50%
WSP	0.00%	3.00%	5.06%	7.16%	9.30%	9.30%	9.30%
Difference	-0.33%	1.08%	0.48%	-0.17%	0.63%	-0.53%	-1.20%

Figure 7 Updated

Engrossed Second Substitute House Bill 2872 Report

Washington State Patrol Trooper and Sergeant Compensation

Executive Summary

One agency, Snohomish County Sheriff’s Office, offers only an education incentive or longevity premium, not both. If employees are eligible for both, they will receive the higher percentage of the two.

Education Incentive

Education incentives are an additional percentage calculated on a commissioned officer’s salary dependent on the education level obtained from an accredited university. There are no percentage differences within the different ranks. Percentages are higher for the WSP than the average except for a master’s degree. The WSP does not offer an incentive for a master’s degree at the rank of trooper or sergeant.

	Associates	Bachelor's	Master's
Average	1.83%	3.00%	2.50%
WSP	2.00%	4.00%	0.00%
Difference	0.17%	1.00%	-2.50%

Figure 8 *Updated*

One agency, Snohomish County Sheriff’s Office, offers only an education incentive or longevity premium, not both. If employees are eligible for both, they will receive the higher percentage of the two.

Additional Premiums

Agencies offer additional premiums for various assignments or employee/agency recognition. To be considered an additional premium, the premium must be received by the majority of the members. Some premium pay is based on commissioned officer rank; thus premiums were evaluated by rank. If received by a majority of the officers by rank, the premium was included and averaged.

Figure 9 displays the combined average premium pay by commissioned officer rank. This is the average of all premium pays received by the agencies. WSP does not have additional premiums received by the majority.

	Trooper	Sergeant
Average	0.18%	0.44%
WSP	0.00%	0.00%
Difference	-0.18%	-0.44%

Figure 9

Engrossed Second Substitute House Bill 2872 Report

Washington State Patrol Trooper and Sergeant Compensation

Complete Agency Survey Reponses

Trooper Updated

Base Pay	King County Sheriff	Seattle Police Department	Snohomish County Sheriff	Spokane Police Department	Tacoma Police Department	Vancouver Police Department	Average	Washington State Patrol
Minimum	\$ 5,226.00	\$ 5,770.00	\$ 4,574.00	\$ 4,606.00	\$ 4,883.00	\$ 5,383.00	\$ 5,073.67	\$ 4,675.00
Maximum	\$ 7,317.00	\$ 7,556.00	\$ 5,990.00	\$ 7,367.16	\$ 6,748.00	\$ 6,870.00	\$ 6,974.69	\$ 6,257.00

Premium Pay Received by Majority	King County Sheriff	Seattle Police Department	Snohomish County Sheriff	Spokane Police Department	Tacoma Police Department	Vancouver Police Department	Average	Washington State Patrol
Patrol Premium	1.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.17%	0.00%
CALEA Accreditation	0.00%	0.00%	0.00%	0.00%	2.00%	0.00%	0.33%	0.00%
Shooting Premium	0.00%	0.00%	0.00%	0.00%	0.20%	0.00%	0.03%	0.00%
LEOFF II Disability	0.00%	0.00%	0.00%	0.00%	1.00%	0.00%	0.17%	0.00%
Policy Information	Assigned to traffic, reactive and proactive patrol for at least one full month.				Shooting Premium is \$120/year. Converted to % of minimum salary.			

Education	King County Sheriff	Seattle Police Department	Snohomish County Sheriff	Spokane Police Department	Tacoma Police Department	Vancouver Police Department	Average	Washington State Patrol
Associates Degree	2.00%	0.00%	3.50%	1.00%	2.00%	2.50%	1.83%	2.00%
Bachelor's Degree	4.00%	0.00%	7.00%	2.00%	0.00%	5.00%	3.00%	4.00%
Master's Degree	6.00%	0.00%	9.00%	0.00%	0.00%	0.00%	2.50%	0.00%
Doctorate Degree	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Policy Information	Incentive begins at 3 yrs of service. At 4 yrs increase 1% higher. Higher percent is shown.		Only eligible for education or longevity, not both.		No additional percent for a degree higher than an associates is paid.			

Longevity	King County Sheriff	Seattle Police Department	Snohomish County Sheriff	Spokane Police Department	Tacoma Police Department	Vancouver Police Department	Average	Washington State Patrol
0 Years	0.00%	0.00%		0.00%	0.00%	0.00%	0.33%	0.00%
4 Years			2.00%					
5 Years	2.00%			2.00%	2.00%	0.00%	1.92%	3.00%
7 Years		2.00%						
8 Years			3.50%					
10 Years	8.00%	4.00%		4.00%	4.00%	0.00%	4.25%	5.06%
12 Years			5.50%					
15 Years	14.00%	6.00%		6.00%	6.00%	0.00%	6.50%	7.16%
16 Years			7.00%					
20 Years	15.00%	8.00%		8.00%	8.00%	0.00%	8.00%	9.30%
21 Years			9.00%					
25 Years	16.00%	10.00%	11.00%	10.00%	8.00%	0.00%	9.17%	9.30%
30 Years	16.00%	12.00%	11.00%	12.00%	8.00%	0.00%	9.83%	9.30%
Policy Information	Inclusive of the Patrol Premium. More steps, only first step shown.	Longevity for non-patrol since the patrol premium is not received by the majority.	Only eligible for education or longevity, not both. More steps, only first step shown.					Longevity is additional 3% at 5 yrs and 2% until maxed. Percents are compounded.

Updated Data Points

Engrossed Second Substitute House Bill 2872 Report

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Complete Agency Survey Reponses

Sergeant Updated

Base Pay	King County Sheriff	Seattle Police Department	Snohomish County Sheriff	Spokane Police Department	Tacoma Police Department	Vancouver Police Department	Average	Washington State Patrol
Minimum	\$ 8,120.00	\$ 7,777.00	\$ 6,806.00	\$ 7,917.00	\$ 7,771.00	\$ 6,802.00	\$ 7,532.17	\$ 7,192.00
Maximum	\$ 8,840.00	\$ 8,692.00	\$ 6,939.00	\$ 8,867.00	\$ 8,161.00	\$ 8,267.00	\$ 8,294.33	\$ 7,192.00

Premium Pay Received by Majority	King County Sheriff	Seattle Police Department	Snohomish County Sheriff	Spokane Police Department	Tacoma Police Department	Vancouver Police Department	Average	Washington State Patrol
Patrol Premium	1.00%	1.50%	0.00%	0.00%	0.00%	0.00%	0.42%	0.00%
Sergeant Premium	0.00%	0.00%	6.00%	0.00%	0.00%	0.00%	1.00%	0.00%
CALEA Accreditation	0.00%	0.00%	0.00%	0.00%	2.00%	0.00%	0.33%	0.00%
Shooting Premium	0.00%	0.00%	0.00%	0.00%	0.13%	0.00%	0.02%	0.00%
LEOFF II Disability	0.00%	0.00%	0.00%	0.00%	1.00%	0.00%	0.17%	0.00%
Policy Information	Assigned to traffic, reactive and proactive patrol for at least one full month.				Shooting Premium is \$120/year. Converted to % of minimum salary.			

Education	King County Sheriff	Seattle Police Department	Snohomish County Sheriff	Spokane Police Department	Tacoma Police Department	Vancouver Police Department	Average	Washington State Patrol
Associates Degree	2.00%	0.00%	3.50%	1.00%	2.00%	2.50%	1.83%	2.00%
Bachelor's Degree	4.00%	0.00%	7.00%	2.00%	0.00%	5.00%	3.00%	4.00%
Master's Degree	6.00%	0.00%	9.00%	0.00%	0.00%	0.00%	2.50%	0.00%
Doctorate Degree	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Policy Information	Incentive begins at 3 yrs of service. At 4 yrs increase 1% higher. Higher percent is shown.		Only eligible for education or longevity, not both.		No additional percent for a degree higher than an associates is paid.			

Longevity	King County Sheriff	Seattle Police Department	Snohomish County Sheriff	Spokane Police Department	Tacoma Police Department	Vancouver Police Department	Average	Washington State Patrol
0 Years	0.00%	0.00%		0.00%	0.00%	0.00%	0.33%	0.00%
4 Years			2.00%					
5 Years	2.00%			2.00%	2.00%	0.00%	1.92%	3.00%
7 Years		2.00%						
8 Years			3.50%					
10 Years	8.00%	6.00%		4.00%	4.00%	0.00%	4.58%	5.06%
12 Years			5.50%					
15 Years	14.00%	11.00%		6.00%	6.00%	0.00%	7.33%	7.16%
16 Years			7.00%					
20 Years	15.00%	12.00%		8.00%	8.00%	0.00%	8.67%	9.30%
21 Years			9.00%					
25 Years	16.00%	14.00%	11.00%	10.00%	8.00%	0.00%	9.83%	9.30%
30 Years	16.00%	16.00%	11.00%	12.00%	8.00%	0.00%	10.50%	9.30%
Policy Information	Inclusive of the Patrol Premium. More steps, only first step shown.	Longevity for patrol since the patrol premium is received by the majority.	Only eligible for education or longevity, not both. More steps, only first step shown.					Longevity is additional 3% at 5 yrs and 2% until maxed. Percents are compounded.

Engrossed Second Substitute House Bill 2872 Report
Washington State Patrol Trooper and Sergeant Compensation
Agency Survey Questionnaire

Washington State Patrol Compensation Survey

2016 Legislation - House Bill 2872

Police Department

Please report all data as ***of July 1, 2016.***

Un-settled contracts, report amount employees will receive on July 1, 2016.

Compensation

The ***base*** salary paid to an employee. This does ***not include*** any additional pays that may be received. Including, but not limited to, longevity, education and premium pay.

	State Trooper	Sergeant
Comparable Rank		
Number of Employees		
Current Contract End Date		
Contract		
Minimum Base Salary Amount (Monthly EXCLUDING longevity premium)		
Max Base Salary Amount (Monthly EXCLUDING longevity premium)		
Duration to Achieve Maximum Salary		
Pay Increase Increments Policy		
Next Scheduled Pay Increase Date		
Method for Determining Pay Increases. If not standard, what was method for last pay increase.		
Additional Information		

Washington State Patrol Compensation Survey

2016 Legislation - House Bill 2872

Education Incentive

Additional pay (dollar or percent) received by an employee for their formal education level. This pay would be added to the employee's base salary.

Employees receive Education Incentive?

Yes

No

	Amount (\$ or %)	Policy Information
Associates Degree		
Bachelors Degree		
Masters Degree		
Doctorate Degree		

Longevity

Additional pay (dollar or percent) received by an employee for their longevity/tenure with the department. These pays would be added to the employee's base salary.

Employees receive Longevity Premium?

Yes

No

	Longevity Increment(s)	Amount (\$ or %)	Policy Information
Longevity 1			
Longevity 2			
Longevity 3			
Longevity 4			
Longevity 5			
Longevity 6			

Are Longevity Pay Increases Cumulative?

Yes

No

Engrossed Second Substitute House Bill 2872 Report
Washington State Patrol Trooper and Sergeant Compensation
Engrossed Second Substitute House Bill 2872 Full Text

CERTIFICATION OF ENROLLMENT

ENGROSSED SECOND SUBSTITUTE HOUSE BILL 2872

Chapter 28, Laws of 2016

64th Legislature
2016 Regular Session

WASHINGTON STATE PATROL COMMISSIONED OFFICERS--RECRUITMENT AND
RETENTION

EFFECTIVE DATE: 6/9/2016 - Except section 2, which takes effect
7/1/2017.

Passed by the House March 9, 2016
Yeas 92 Nays 4

FRANK CHOPP

Speaker of the House of Representatives

Passed by the Senate March 8, 2016
Yeas 47 Nays 1

BRAD OWEN

President of the Senate

Approved March 25, 2016 2:31 PM

JAY INSLEE

Governor of the State of Washington

CERTIFICATE

I, Barbara Baker, Chief Clerk of the House of Representatives of the State of Washington, do hereby certify that the attached is **ENGROSSED SECOND SUBSTITUTE HOUSE BILL 2872** as passed by House of Representatives and the Senate on the dates hereon set forth.

BARBARA BAKER

Chief Clerk

FILED

March 25, 2016

Secretary of State
State of Washington

ENGROSSED SECOND SUBSTITUTE HOUSE BILL 2872

AS AMENDED BY THE SENATE

Passed Legislature - 2016 Regular Session

State of Washington 64th Legislature 2016 Regular Session

By House Appropriations (originally sponsored by Representatives Fey, Hayes, Clibborn, Moscoso, Rodne, Tarleton, Kilduff, Muri, Fitzgibbon, Appleton, Stokesbary, Stanford, Griffey, Senn, Bergquist, S. Hunt, Ortiz-Self, Gregerson, and Ormsby)

READ FIRST TIME 02/29/16.

1 AN ACT Relating to the recruitment and retention of Washington
2 state patrol commissioned officers; amending RCW 46.68.030 and
3 43.43.380; adding new sections to chapter 43.43 RCW; creating new
4 sections; and providing an effective date.

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

6 NEW SECTION. **Sec. 1.** It is the intent of the legislature to
7 recruit and retain the highest qualified commissioned officers of the
8 Washington state patrol appointed under RCW 43.43.020. The "Joint
9 Transportation Committee Recruitment and Retention Study" dated
10 January 7, 2016, outlines several recommendations to fulfill this
11 intent. The study recommendations were broken down into several
12 areas, with the Washington state patrol, office of financial
13 management, select committee on pension policy, and the legislature
14 all supporting their respective authorizations and control over their
15 respective areas of responsibility and accountability. It is also the
16 intent of the legislature in the 2017-2019 fiscal biennium to
17 increase the thirty dollar vehicle license fee distribution to the
18 state patrol for the salaries and benefits of state patrol officers,
19 including troopers, sergeants, lieutenants, and captains, and make
20 adjustments as needed in the 2019-2021 fiscal biennium.

1 **Sec. 2.** RCW 46.68.030 and 2015 3rd sp.s. c 43 s 601 are each
2 amended to read as follows:

3 (1) The director shall forward all fees for vehicle registrations
4 under chapters 46.16A and 46.17 RCW, unless otherwise specified by
5 law, to the state treasurer with a proper identifying detailed
6 report. The state treasurer shall credit these moneys to the motor
7 vehicle fund created in RCW 46.68.070.

8 (2) Proceeds from vehicle license fees and renewal vehicle
9 license fees must be deposited by the state treasurer as follows:

10 (a) (~~(\$20.35)~~) \$23.60 of each initial or renewal vehicle license
11 fee must be deposited in the state patrol highway account in the
12 motor vehicle fund, hereby created. Vehicle license fees, renewal
13 vehicle license fees, and all other funds in the state patrol highway
14 account must be for the sole use of the Washington state patrol for
15 highway activities of the Washington state patrol, subject to proper
16 appropriations and reappropriations.

17 (b) \$2.02 of each initial vehicle license fee and \$0.93 of each
18 renewal vehicle license fee must be deposited each biennium in the
19 Puget Sound ferry operations account.

20 (c) Any remaining amounts of vehicle license fees and renewal
21 vehicle license fees that are not distributed otherwise under this
22 section must be deposited in the motor vehicle fund.

23 (3) During the 2015-2017 fiscal biennium, the legislature may
24 transfer from the state patrol highway account to the connecting
25 Washington account such amounts as reflect the excess fund balance of
26 the state patrol highway account.

27 NEW SECTION. **Sec. 3.** (1) The office of financial management
28 must perform an organization study through a third-party independent
29 consultant to implement the changes in the "Joint Transportation
30 Committee Recruitment and Retention Study" dated January 7, 2016,
31 affecting each organization in the study. Washington state patrol
32 management must work actively with the independent consultant to
33 implement the recommended changes. An implementation report must be
34 delivered to the transportation committees of the house of
35 representatives and senate by September 1, 2016.

36 (2) The Washington state patrol must develop an action plan and
37 implementation strategy for each of the recommendations that are
38 outlined in the study with a report due to the transportation

1 committees of the house of representatives and senate by November 15,
2 2016.

3 (3) The select committee on pension policy must review the
4 pension-related items in the study and make recommendations to the
5 governor's office and the legislature by November 1, 2016, on pension
6 policy that will assist in recruiting and retaining state patrol
7 commissioned officers.

8 NEW SECTION. **Sec. 4.** Effective July 1, 2016, Washington state
9 patrol troopers, sergeants, lieutenants, and captains must receive a
10 one-time five percent compensation increase. The pay increase must be
11 based on the commissioned salary schedule that is effective July 1,
12 2016.

13 **Sec. 5.** RCW 43.43.380 and 1965 c 8 s 43.43.380 are each amended
14 to read as follows:

15 The minimum monthly salary paid to state patrol (~~officers shall~~
16 ~~be as follows: Officers, three hundred dollars; staff or technical~~
17 ~~sergeants, three hundred twenty five dollars; line sergeants, three~~
18 ~~hundred fifty dollars; lieutenants, three hundred seventy five~~
19 ~~dollars; captains, four hundred twenty five dollars)) troopers and
20 sergeants on July 1, 2017, must be competitive with law enforcement
21 agencies within the boundaries of the state of Washington, guided by
22 the results of a survey undertaken in the collective bargaining
23 process during 2016. The salary levels on July 1, 2017, must be
24 guided by the average of compensation paid to the corresponding rank
25 from the Seattle police department, King county sheriff's office,
26 Tacoma police department, Snohomish county sheriff's office, Spokane
27 police department, and Vancouver police department. Compensation must
28 be calculated using base salary, premium pay (a pay received by more
29 than a majority of employees), education pay, and longevity pay. The
30 compensation comparison data is based on the Washington state patrol
31 and the law enforcement agencies listed in this section as of July 1,
32 2016. Increases in salary levels for captains and lieutenants that
33 are collectively bargained must be proportionate to the increases in
34 salaries for troopers and sergeants as a result of the survey
35 described in this section.~~

36 NEW SECTION. **Sec. 6.** A new section is added to chapter 43.43
37 RCW to read as follows:

1 During the 2017-2019 collective bargaining process, the office of
2 financial management, the Washington state patrol troopers
3 association, and the Washington state patrol lieutenants association
4 must evaluate regional differences in the cost of living to determine
5 areas of the state where geographic pay may be needed. The
6 negotiators must implement regional compensation adjustments, as
7 appropriate.

8 NEW SECTION. **Sec. 7.** A new section is added to chapter 43.43
9 RCW to read as follows:

10 To ensure that it is adequately and thoroughly reaching potential
11 recruits, the Washington state patrol must develop a comprehensive
12 outreach and marketing strategic plan that expands on the success of
13 current strategies and looks for ways to tap into groups or
14 individuals that do not currently show an interest in the state
15 patrol or law enforcement as a career. The plan must include, but is
16 not limited to, expanding marketing and outreach efforts online and
17 through other media outlets and expanding recruitment relationships
18 in respective communities. The plan must also include polling
19 applicants about their application. Results from the polling must be
20 tracked to determine the success of each outreach method.

21 NEW SECTION. **Sec. 8.** Section 2 of this act takes effect July 1,
22 2017.

Passed by the House March 9, 2016.
Passed by the Senate March 8, 2016.
Approved by the Governor March 25, 2016.
Filed in Office of Secretary of State March 25, 2016.

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