

2018

Washington State Patrol Compensation Survey

As required by Revised Code of Washington
41.06.167, 41.56.475 and 43.43.380



Office of Financial Management
April 25, 2018

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY

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Executive Summary

Survey methodology

The Office of Financial Management, State Human Resources Division, in conjunction with staff from the Washington State Patrol, prepared the 2018 Washington State Patrol Compensation Survey. This survey is required by Revised Code of Washington (RCW) 41.06.167, 41.56.475 and 43.43.380. Applicable RCWs are included in Appendix B for reference.

The primary objective of this survey is to compare Washington State Patrol's position to the labor market for pay, pay practices, pay supplements, health benefits and retirement benefits. Effective June 7, 2018, RCW 43.43.380 requires the minimum salary of State Patrol troopers and sergeants to be competitive with law enforcement agencies within the boundaries of the state of Washington, guided by the results of this survey. Increases in salary levels for captains and lieutenants must be proportionate to the increases salaries for troopers and sergeants.

The effective date for all pay data, pay practices and benefit information is Jan. 1, 2018.

Participants

The following in-state law enforcement agencies were surveyed, according to RCW 43.43.380:

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

Five West Coast state law enforcement agencies were also surveyed. Their results are separate from the in-state analysis and available within the detail of the report:

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

Benchmark jobs

The survey encompassed four benchmark jobs in the Washington State Patrol:

- State trooper – sworn officer
- Sergeant – detachment/unit supervisor
- Lieutenant – assistant district commander
- Captain – district commander

* Completed by OFM based on data available online and collective bargaining agreements.

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EXECUTIVE SUMMARY

Market data analysis

Market data collection and analysis included base salary data as well as other compensation and benefit offerings, such as:

- 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.

RCW 43.43.380 directs the analysis of different elements of total salary:

- Base salary
- Education pay
- Longevity pay
- Premium pay (defined as a pay received by the majority of employees)

Base pay

For all benchmark jobs, the duration to reach maximum base salary varies between agencies. With the exception of the Spokane Police Department, maximum base salary is reached in five years. Additional increases in salary take the form of longevity premiums and are based on agency tenure for most agencies.

The following is a summary of the percentage increase needed to reach market based on a five-year tenured WSP commissioned officer:

| | Trooper | Sergeant | Lieutenant | Captain |
|--|------------------|------------------|-------------------|-------------------|
| Average Base Salary (5 Years) | \$7,048 | \$8,416 | \$10,720 | \$12,322 |
| WSP Base Salary (5 Years) | \$6,860 | \$8,158 | \$9,574 | \$11,227 |
| <i>Percentage to Reach Market</i> | <i>3%</i> | <i>3%</i> | <i>12%</i> | <i>10%</i> |

The commissioned officers and sergeants within each surveyed agency are represented in the same collective bargaining agreement. The following outlines the employee's exclusive representative and the contract expiration date for each agency.

| King Co. SO | Seattle PD | Snohomish Co. SO | Spokane PD | Tacoma PD | Vancouver PD |
|--------------------------------|--------------------------------|---|----------------------|---------------------------------------|---------------------------------|
| Expired 2016 | Expired 2014 | 4/1/2015– 3/31/2019 | Expired 2016 | Expired 2016 | 2017–19 |
| King Co. Police Officers Guild | Seattle Police Officers' Guild | Snohomish County Deputy Sheriff's Association | Spokane Police Guild | Tacoma Police Union Local #6 I.U.P.A. | Vancouver Police Officers Guild |

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EXECUTIVE SUMMARY

Of the six agencies surveyed, four 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 unadjusted salaries as of Jan. 1, 2018.

As successor collective bargaining agreements are reached with the four 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.

Education incentive

Five of the six agencies surveyed offer some form of education incentive pay. This is in the form of an additional percentage calculated on the officer's base salary. The WSP offers an incentive pay for master's degree at the rank of lieutenant and captain only. WSP offers a more generous educational incentive than the surveyed labor market.

| | Associate | Bachelor's | Master's |
|-----------------------------|-----------|------------|----------|
| Average Education Incentive | 1.8% | 3.0% | 1.4% |
| WSP Education Incentive | 2.0% | 4.0% | 6.0% |

Longevity Premiums

Five of the six agencies surveyed offer some form of longevity premiums. Longevity premiums are an additional percentage calculated on the officer's base salary. Due to the variability of how longevity premiums are offered by employers, longevity premiums are grouped in five-year increments.

| | 5 Years | 10 Years | 15 Years | 20 Years | 25 Years | 30 Years |
|-----------------------------------|---------|----------|----------|----------|----------|----------|
| Average | 1.30% | 4.25% | 6.75% | 8.67% | 9.83% | 10.33% |
| WSP Trooper | 3.00% | 5.06% | 7.16% | 9.30% | 10.40% | 10.40% |
| WSP Sergeant, Lieutenant, Captain | 2.00% | 4.04% | 6.12% | 8.24% | 9.33% | 9.33% |

WSP longevity premiums are compounded on the previous longevity premium percentage. Due to compounding, the actual percentage is slightly higher.

WSP officers do not receive longevity above 25 years. WSP officers have a different retirement plan and are eligible to retire with 25 years of commissioned service.

**WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
EXECUTIVE SUMMARY**

Premium pay

Agencies offer additional premiums for various assignments or employee/agency recognition. To be so considered, the premium must be received by the majority of the members. Because some premium pay is based on commissioned officer rank, premiums were evaluated by rank.

There are no premium pays received by the majority of the WSP commissioned officers. Based on the information from respondents, just one agency has a premium received by the majority of its officers.

| Premium Pay Received by Majority of Employees | | |
|---|---------------------------|-------|
| Seattle PD | Patrol/Non-Patrol Premium | 1.50% |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY

IN-STATE LAW ENFORCEMENT RESULTS

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
BENCHMARKED DETAILED DATA

Section 1 – Benchmarked Job Class Salaries

1a Detailed Salary Data Unadjusted

| State Trooper – Sworn Officer | | | | | | | | | | | | | |
|--|---|-------------|--------------------|-----------|--|--------|--------|---------|----------|----------|----------|----------|--------|
| | Matching Title | Represented | Contract Term | Work week | Annual Scheduled Base Pay Rates (excluding longevity differentials) | | | | | | | | |
| | | | | | Min | 6 Mos | 1 Year | 5 Years | 10 Years | 15 Years | 20 Years | 25 Years | Max |
| King Co. SO | Deputy | Represented | Expired 2016 | 40 | 62,710 | 62,710 | 70,278 | 87,808 | 87,808 | 87,808 | 87,808 | 87,808 | 87,808 |
| Seattle PD | Police Officer | Represented | Expired 2014 | 40 | 69,240 | 74,244 | 74,244 | 90,672 | 90,672 | 90,672 | 90,672 | 90,672 | 90,672 |
| Snohomish Co. SO | Deputy Sheriff | Represented | 4/1/2015-3/31/2019 | 40 | 59,543 | 59,543 | 65,954 | 77,966 | 77,966 | 77,966 | 77,966 | 77,966 | 77,966 |
| Spokane PD | Police Officer Senior Police Officer | Represented | Expired 2016 | 40 | 55,270 | 55,270 | 75,419 | 80,513 | 82,079 | 83,666 | 85,232 | 86,819 | 88,406 |
| Tacoma PD | Police Officer | Represented | Expired 2016 | 40 | 60,091 | 68,619 | 71,947 | 83,034 | 83,034 | 83,034 | 83,034 | 83,034 | 83,034 |
| Vancouver PD | Police Officer | Represented | 2017-19 | 40 | 68,532 | 68,532 | 71,952 | 87,468 | 87,468 | 87,468 | 87,468 | 87,468 | 87,468 |
| In-State Law Enforcement Participant Average | | | | | 62,564 | 64,820 | 71,632 | 84,577 | 84,838 | 85,102 | 85,363 | 85,628 | 85,892 |
| WA State Patrol | State Trooper | Represented | 7/1/2017-6/30/2019 | 40 | 61,512 | 65,196 | 65,196 | 82,320 | 82,320 | 82,320 | 82,320 | 82,320 | 82,320 |
| WA State Patrol as a % of In-State Law Enforcement Participant Average | | | | | 98% | 101% | 91% | 97% | 97% | 97% | 96% | 96% | 96% |
| WA State Patrol % to Reach Market (In-State Law Enforcement) | | | | | 2% | -1% | 10% | 3% | 3% | 3% | 4% | 4% | 4% |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
BENCHMARKED DETAILED DATA

1a Detailed Salary Data Unadjusted

| Sergeant – Detachment/Unit Supervisor | | | | | | | | | | | | | |
|--|-----------------|-------------|--------------------|-----------|--|---------|---------|---------|----------|----------|----------|----------|---------|
| | Matching Title | Represented | Contract Term | Work week | Annual Scheduled Base Pay Rates (excluding longevity differentials) | | | | | | | | |
| | | | | | Min | 6 Mos | 1 Year | 5 Years | 10 Years | 15 Years | 20 Years | 25 Years | Max |
| King Co. SO | Sergeant | Represented | Expired 2016 | 40 | 97,437 | 101,752 | 101,752 | 106,084 | 106,084 | 106,084 | 106,084 | 106,084 | 106,084 |
| Seattle PD | Police Sergeant | Represented | Expired 2014 | 40 | 93,324 | 97,344 | 104,304 | 104,304 | 104,304 | 104,304 | 104,304 | 104,304 | 104,304 |
| Snohomish Co. SO | Sergeant | Represented | 4/1/2015-3/31/2019 | 40 | 88,594 | 88,594 | 90,323 | 90,323 | 90,323 | 90,323 | 90,323 | 90,323 | 90,323 |
| Spokane PD | Sergeant | Represented | Expired 2016 | 40 | 95,004 | 95,004 | 95,004 | 96,904 | 98,804 | 100,704 | 102,604 | 104,504 | 106,404 |
| Tacoma PD | Police Sergeant | Represented | Expired 2016 | 40 | 96,346 | 101,192 | 101,192 | 101,192 | 101,192 | 101,192 | 101,192 | 101,192 | 101,192 |
| Vancouver PD | Police Sergeant | Represented | 2017-19 | 40 | 86,592 | 86,592 | 90,924 | 105,252 | 105,252 | 105,252 | 105,252 | 105,252 | 105,252 |
| In-State Law Enforcement Participant Average | | | | | 92,883 | 95,080 | 97,250 | 100,677 | 100,993 | 101,310 | 101,627 | 101,943 | 102,260 |
| WA State Patrol | Sergeant | Represented | 7/1/2017-6/30/2019 | 40 | 97,896 | 97,896 | 97,896 | 97,896 | 97,896 | 97,896 | 97,896 | 97,896 | 97,896 |
| WA State Patrol as a % of In-State Law Enforcement Participant Average | | | | | 105% | 103% | 101% | 97% | 97% | 97% | 96% | 96% | 96% |
| WA State Patrol % to Reach Market (In-State Law Enforcement) | | | | | -5% | -3% | -1% | 3% | 3% | 3% | 4% | 4% | 4% |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
BENCHMARKED DETAILED DATA

1a Detailed Salary Data Unadjusted

| Lieutenant – Assistant District Commander | | | | | | | | | | | | | |
|--|-------------------|-------------|----------------------|-----------|--|---------|---------|---------|----------|----------|----------|----------|---------|
| | Matching Title | Represented | Contract Term | Work week | Annual Scheduled Base Pay Rates (excluding longevity differentials) | | | | | | | | |
| | | | | | Min | 6 Mos | 1 Year | 5 Years | 10 Years | 15 Years | 20 Years | 25 Years | Max |
| King Co. SO | Captain | Represented | Expired 2015 | 40 | 112,052 | 117,015 | 117,015 | 121,966 | 121,966 | 121,966 | 121,966 | 121,966 | 121,966 |
| Seattle PD | Police Lieutenant | Represented | 1/1/2014-12/31/2019 | 40 | 133,848 | 139,284 | 139,284 | 150,828 | 150,828 | 150,828 | 150,828 | 150,828 | 150,828 |
| Snohomish Co. SO | Lieutenant | Represented | 4/1/2015 - 3/31/2019 | 40 | 111,367 | 111,367 | 120,397 | 120,397 | 120,397 | 120,397 | 120,397 | 120,397 | 120,397 |
| Spokane PD | Lieutenant | Represented | Expired 2016 | 40 | 120,853 | 120,853 | 120,853 | 120,853 | 120,853 | 120,853 | 123,129 | 125,405 | 132,254 |
| Tacoma PD | Police Lieutenant | Represented | Expired 2017 | 40 | 122,845 | 122,845 | 128,981 | 128,981 | 128,981 | 128,981 | 128,981 | 128,981 | 128,981 |
| Vancouver PD | Police Lieutenant | Represented | 2017-19 | 40 | 106,008 | 106,008 | 111,300 | 128,844 | 128,844 | 128,844 | 128,844 | 128,844 | 128,844 |
| In-State Law Enforcement Participant Average | | | | | 117,829 | 119,562 | 122,972 | 128,645 | 128,645 | 128,645 | 129,024 | 129,404 | 130,545 |
| WA State Patrol | Lieutenant | Represented | 7/1/2017 - 6/30/2019 | 40 | 114,888 | 114,888 | 114,888 | 114,888 | 114,888 | 114,888 | 114,888 | 114,888 | 114,888 |
| WA State Patrol as a % of In-State Law Enforcement Participant Average | | | | | 98% | 96% | 93% | 89% | 89% | 89% | 89% | 89% | 88% |
| WA State Patrol % to Reach Market (In-State Law Enforcement) | | | | | 3% | 4% | 7% | 12% | 12% | 12% | 12% | 13% | 14% |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
BENCHMARKED DETAILED DATA

1a Detailed Salary Data Unadjusted

| Captain – District Commander | | | | | | | | | | | | | |
|--|------------------|-----------------|---------------------|-----------|--|---------|---------|---------|----------|----------|----------|----------|---------|
| | Matching Title | Represented | Contract Term | Work week | Annual Scheduled Base Pay Rates (excluding longevity differentials) | | | | | | | | |
| | | | | | Min | 6 Mnths | 1 Year | 5 Years | 10 Years | 15 Years | 20 Years | 25 Years | Max |
| King Co. SO | Major | Non-Represented | | 40 | 119,312 | 124,836 | 124,836 | 136,881 | 150,176 | 150,176 | 150,176 | 150,176 | 105,176 |
| Seattle PD | Police Captain | Represented | 1/1/2014-12/31/2019 | 40 | 159,168 | 165,600 | 165,600 | 179,352 | 179,352 | 179,352 | 179,352 | 179,352 | 179,352 |
| Snohomish Co. SO | Captain | Represented | 4/1/2015-3/31/2019 | 40 | 129,426 | 129,426 | 138,456 | 142,670 | 142,670 | 142,670 | 142,670 | 142,670 | 142,670 |
| Spokane PD | Captain | Represented | Expired 2016 | 40 | 142,610 | 142,610 | 142,610 | 142,610 | 142,610 | 142,610 | 145,283 | 147,977 | 156,057 |
| Tacoma PD | Police Captain | Represented | Expired 2017 | 40 | 141,274 | 141,274 | 148,346 | 148,346 | 148,346 | 148,346 | 148,346 | 148,346 | 148,346 |
| Vancouver PD | Police Commander | Represented | 2017-19 | 40 | 116,616 | 116,616 | 122,448 | 141,744 | 141,744 | 141,744 | 141,744 | 141,744 | 141,744 |
| In-State Law Enforcement Participant Average | | | | | 134,734 | 136,727 | 140,383 | 148,601 | 150,816 | 150,816 | 151,262 | 151,711 | 145,558 |
| WA State Patrol | Captain | Represented | 7/1/2017-6/30/2019 | 40 | 134,724 | 134,724 | 134,724 | 134,724 | 134,724 | 134,724 | 134,724 | 134,724 | 134,724 |
| WA State Patrol as a % of In-State Law Enforcement Participant Average | | | | | 100% | 99% | 96% | 91% | 89% | 89% | 89% | 89% | 93% |
| WA State Patrol % to Reach Market (In-State Law Enforcement) | | | | | 0% | 1% | 4% | 10% | 12% | 12% | 12% | 13% | 8% |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
COMPENSATION PRACTICES

Section 2 – Compensation Practices

2a Pay Schedule Design

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

| | Pay Schedule Design | | | Pay Increase Method | | | |
|------------------------|---------------------|-----------------------|-----------|---------------------|----------------------------|--|------------------------|
| | Grade and Step | No Ranges (Flat Rate) | No Ranges | Market Data | Increase in Cost of Living | Legislative / Budget / Financial Ability | Contractual Obligation |
| King Co. SO | X | | | X | X | X | X |
| Seattle PD | X | | | | X | X | X |
| Snohomish Co. SO | X | | | | X | | X |
| Spokane PD | X | | | | | | X |
| Tacoma PD | X | | | X | X | X | X |
| Vancouver PD | X | | | X | | X | X |
| WA State Patrol | X | | X | X | | X | |

2b Base Pay Increases (%)

Base pay increases for fiscal year 2018 scheduled to occur after the effective date of the survey data.

| | Trooper | | Sergeant | | Lieutenant | | Captain | |
|------------------------|---------|-------------|----------|-------------|------------|-------------|---------|-------------|
| | FY2018 | FY2019 | FY2018 | FY2019 | FY2018 | FY2019 | FY2018 | FY2019 |
| King Co. SO | | | | | | | | |
| Seattle PD | | | | | 3.0% | 100% of CPI | 3.0% | 100% of CPI |
| Snohomish Co. SO | 3.03% | | 3.03% | | 3.03% | | 3.03% | |
| Spokane PD | | | | | | | | |
| Tacoma PD | | | | | | | | |
| Vancouver PD | | 3.0% | | 3.0% | | 3.0% | | 3.0% |
| WA State Patrol | | 3.0% | | 3.0% | | 3.0% | | 3.0% |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
COMPENSATION PRACTICES

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

| | Court | Training | Leave Day | Legal Holiday | Other | Additional Policy Information |
|------------------------|--------------|-----------------|------------------|----------------------|--------------|--|
| King Co. SO | 1x | 1x | 1x | 1.5x | 1x | |
| Seattle PD | 1x | 1x | 1x | 1.5x | 1x | On July 4, officers and sergeants paid at 2x. |
| Snohomish Co. SO | 1x | 1x | 1x | 1.5x | 1x | Employee receive straight pay for the holiday. Hours worked are paid at 1.5x with option of banking or being paid holiday time (deputy, sergeant and lieutenant only). |
| Spokane PD | 1x | 1x | 1x | 1.5x | 1x | Receive straight pay for holiday. Time worked on holiday is paid at 1.5x. |
| Tacoma PD | 1x | 1x | 1x | 1.5x | 1x | Assigned to work on July 4, Thanksgiving and Christmas Day paid at 1.5x. Lieutenants and captains paid at 1.5x. |
| Vancouver PD | 1x | 1x | 1x | 1x | 1x | |
| WA State Patrol | 1x | 1x | 1x | 1.5x | 1x | Receive holiday credits at 1.5x the number of hours worked in addition to regular rate of pay. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
COMPENSATION PRACTICES

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

| | Court | Training | Leave Day | Legal Holiday | Other | Additional Policy Information |
|------------------------|--------------|-----------------|------------------|----------------------|--------------|---|
| King Co. SO | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | Court and on leave, except for sick leave, paid overtime and compensated for full day of pay. |
| Seattle PD | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | Minimum 4 hours of pay at 1.5x. If court is telephonic, receive 1 hour of pay at 1.5x. |
| Snohomish Co. SO | 1.5x | 1.5x | 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. If court cancelled after 6 p.m. day prior, still receive minimum pay. |
| Spokane PD | 1.5x | 1.5x | 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 PD | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | Assignment to work on July 4, when not regularly scheduled and not volunteering, is 3x. Minimum of 4 hours paid at 1.5x. If Sunday equivalent, receive minimum 4 hours paid at 2x. If court cancelled without adequate notice, still receive minimum callout. |
| Vancouver PD | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | Minimum of 3 hours of pay at 2x. If court, receive minimum of 3 hours of pay at 1.5x or a minimum of 3 hours of pay at 2x. Police command guild members receive minimum of 3 hours at 1.5x. |
| WA State Patrol | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | Minimum of 3 hours at 1x or 1.5x for hours worked, whichever is greater. If court, minimum of 4 hours at 1x or 1.5x, whichever is greater. If day of vacation leave, receive vacation day back. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
COMPENSATION PRACTICES

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

| | Court | Training | Leave Day | Legal Holiday | Other | Additional Policy Information |
|------------------------|--------------|-----------------|------------------|----------------------|--------------|---|
| King Co. SO | 1.5x | 1.5x | 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. |
| Seattle PD | 1.5x | 1x | 1.5x | 1.5x | 1.5x | Training is conducted as if it is a scheduled shift. Minimum of 3 hours of pay at 1.5x if for court. |
| Snohomish Co. SO | 1.5x | 1.5x | 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 PD | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | Minimum of 2 hours of pay at 1.5x. If day of vacation leave, court is minimum of 4 hours of pay at 1.5x. Court telephonic, 1 hour pay at 1.5x. |
| Tacoma PD | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | Minimum of 4 hours pay at 1.5x. Court cancelled without adequate notice, still receive minimum callout. |
| Vancouver PD | 1.5x | 1.5x | 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. |
| WA State Patrol | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | Minimum of 3 hours at 1x or 1.5x for hours worked, whichever is greater. Court minimum is 4 hours. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
COMPENSATION PRACTICES

2f Pay for Days Worked – Continuation of Current Shift – By Factor of Hourly Rate

| | Court | Training | Leave Day | Legal Holiday | Other | Additional Policy Information |
|------------------------|--------------|-----------------|------------------|----------------------|--------------|--|
| King Co. SO | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | |
| Seattle PD | 1.5x | 1.5x | 1.5x | 1x | 1.5x | |
| Snohomish Co. SO | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | Employee receive straight pay for the holiday. Hours worked are paid at 1.5x with option of banking or being paid holiday time (deputy, sergeant and lieutenant only). |
| Spokane PD | 2.5x | 1.5x | 1.5x | 1.5x | 1.5x | On a holiday, if an officer's or sergeant's shift extends outside of assigned shift, paid 2.5x. |
| Tacoma PD | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | |
| Vancouver PD | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | |
| WA State Patrol | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
COMPENSATION PRACTICES

2g Additional Compensation Practices

| | Variations by Job Class or Additional Payment Situations |
|------------------------|--|
| King Co. SO | Telephone calls 8 minutes or more are paid at 1 hour at 1.5x. Multiple calls within hour are covered by the 1 hour. Captains and majors are overtime exempt. |
| Seattle PD | Officers and sergeants have minimum phone call payment if called on off-duty time. Captains are overtime exempt. Special overtime provisions are not applicable to lieutenants. |
| Snohomish Co. SO | Captains are overtime exempt. |
| Spokane PD | Captains receive critical incident premium pay if required to respond to scene between hours of 10 p.m. and 6 a.m. will be paid at 1.5x. Captains, assigned on call as duty staff officers, receive \$500/week. Captains are overtime exempt. |
| Tacoma PD | |
| Vancouver PD | |
| WA 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. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
PREMIUM PAY DIFFERENTIAL

Section 3 – Premium Pay Differential Summary

| | Education Differential (3a) | Geographic Premium (3b) | Longevity Premium (3c) | Shift Differential/ Premium (3d) | Standby/On-Call (3e) |
|-------------------------------|--|------------------------------------|-----------------------------------|---|---------------------------------|
| King Co. SO | X | | X | | X |
| Seattle PD | | | X | | X |
| Snohomish Co. SO ¹ | X | | X | X | X |
| Spokane PD | X | | X | X | X |
| Tacoma PD | X | | X | X | X |
| Vancouver PD | X | | | X | X |
| WA State Patrol | X | X | X | X | X |

¹ Employees receive education differential or longevity premium, not both.

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
PREMIUM PAY DIFFERENTIAL

3a Education Differentials or Incentives

| | Applicable Job Title(s) | Associate Degree | Bachelor's Degree | Master's Degree | Doctoral Degree | Additional Policy Information |
|------------------------|------------------------------------|-----------------------------|------------------------------|----------------------------|----------------------------|--|
| King Co. SO | Deputy, Sergeant, Captain | 2.0% | 3% or 4% | 5% or 6% | | Education incentive begins at 3 years of service and increases at 4 years of service. |
| Seattle PD | | | | | | |
| Snohomish Co. SO | All | 3.5% | 7.0% | 2.5% | 4.0% | Can receive only education or longevity. Lieutenants and captains receive master's and doctoral degree. |
| Spokane PD | Officer, Sergeant | 1.0% | 2.0% | | | |
| Tacoma PD | Officer, Sergeant, Detective | 2.0% | | | | 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 PD | Officer, Sergeant | 2.5% | 5.0% | | | Schools must be accredited by CHEA. Degree must be job related or contribute to improved performance. |
| WA State Patrol | All | 2.0% | 4.0% | 6.0% | | Master's degree is applicable only to lieutenants and captains. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
PREMIUM PAY DIFFERENTIAL

3b Geographic Location Premium

| | Applicable Job Title(s) | Location 1 | Location 2 | Location 3 | Location 4 | Additional Policy Information |
|------------------------|----------------------------|--------------|-------------|-------------|-------------|---|
| King Co. SO | | | | | | |
| Seattle PD | | | | | | |
| Snohomish Co. SO | | | | | | |
| Spokane PD | | | | | | |
| Tacoma PD | | | | | | |
| Vancouver PD | | | | | | |
| WA State Patrol | All | 10.0% | 5.0% | 3.0% | 7.0% | King (10%), Snohomish (5%) and Pierce (3%) counties. Outpost pay of 7% for 4 additional positions; Forks (2), Newhalem (1) and Republic (1). |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
PREMIUM PAY DIFFERENTIAL

3c Longevity Premium – Based on Years of Service

| | Applicable Job Title(s) | 5 Years | 10 Years | 15 Years | 20 Years | 25+ Years | Additional Policy Information |
|------------------------|---------------------------|----------------------|--------------|---------------|---------------|-----------------|--|
| King Co. SO | Deputy, Sergeant, Captain | 1.0% 2.0% | 6.0% 8.0% | 14.0% | 15.0% | 16.0% | Nonpatrol 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. |
| Seattle PD | All | | 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. |
| Snohomish Co. SO | Deputy, Sergeant | 2.0% | 3.5% | 3.5% | 9.0% | 11.0% | Receive only educational or longevity, not both. Additional longevity at 4, 8, 12 and 16 years of service. |
| Spokane PD | Officer, Sergeant | 2.0% | 4.0% | 6.0% | 8.0% | 10.0% | Additional longevity at completion of 30 or more years of service. |
| Tacoma PD | All | 2.0% | 4.0% | 6.0% | 8.0% | | |
| Vancouver PD | | | | | | | |
| WA State Patrol | All | 3.0% 2.0% | 2.0% | 2.0% | 2.0% | 1.0% | Troopers longevity at 5 years is 3.0%, sergeants, lieutenants and captains is 2.0%. Percentages are compounded on prior longevity percentage. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
PREMIUM PAY DIFFERENTIAL

3d Shift Differential/Premium

| | Applicable Job Title(s) | 2nd Shift Amount | 3rd Shift Amount | Additional Policy Information |
|------------------------|--|---------------------|--|---|
| King Co. SO | | | | |
| Seattle PD | | | | |
| Snohomish Co. SO | Deputy, Sergeant, Lieutenant | 1.0% | 2.0% | 2nd Shift: 4 p.m.–12 a.m. 3rd shift: 12 a.m.–8 a.m. Swing/graveyard shift diff based upon primary work assignment. If assigned, all pay regardless of time of day, includes premium. |
| Spokane PD | All | 0.75% | 1.5% | 2nd Shift: 10 a.m.–9:40 p.m. 3rd Shift: 4 p.m.– 2:40 a.m. 4th Shift: 9 p.m. –6:40 a.m. premium of 2.25%. Calculated based on top of step of senior police officer classification, not individual's salary. |
| Tacoma PD | All | 3.0% | 5.0% | |
| Vancouver PD | Officer, Sergeant | \$0.25/hr | \$0.35/hr for Off and Sgt. \$0.50 for Lt | 2nd Shift: 3 p.m. –1:30 a.m. 3rd Shift: 8 p.m.– 6:30 a.m. Night lieutenant (police command) receives differential of \$0.50 per hour. |
| WA State Patrol | Trooper, Sergeant, Lieutenant | 5.0% | | Premium paid for all hours worked between 6 p.m. to 6 a.m. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
PREMIUM PAY DIFFERENTIAL

3e Standby/On-Call Pay

| | Applicable Job Title(s) | Amount (% of base or \$) | Standby or On-call Pay Definition | Compensated if Return to Work | Additional Policy Information |
|------------------|--|--|---|--|---|
| King Co. SO | | 12, 16 or 20 hours at 1x | Required to restrict personal activities and carry a pager/cell phone for purpose of 1) being ready to respond to call outs or 2) be the contact person for off duty telephone calls. | | Weekend assignment is 12 hours of pay at 1x, holiday weekend is 16 hours or Thanksgiving holiday weekend is 20 hours paid at 1x. |
| Seattle PD | Officer, Sergeant, Lieutenant, Captain | 10.0% | Period of time during which an officer or detective is required by the employer to remain available by telephone or pager to respond to a summons to duty and for which discipline may attach for failure to respond. | Normal overtime rules apply. | Officer & Sergeant: In case of riot or other large-scale disturbance or incident requiring mass police presence, employees placed on on-call will be compensated at the rate of 50% for each hour on-call. |
| Snohomish Co. SO | Deputy, Sergeant | 25% of 1x; minimum 1 hour | Ordered by the sheriff or his/her designee. Shall be prepared to report for duty immediately when called to report. | Minimum of 3 hours of pay at 1.5x. | Additional policy for on-call which is different from standby. Employees on on-call status will carry a pager or be available by telephone as their sole obligation. Employees will log time actually worked and be paid as overtime in 15 minutes increments as it is accrued. |
| Spokane PD | Officer, Sergeant, Lieutenant | 1.5 hrs at 1x for each 8 hrs 2.5 hrs at 1x of each 8 hrs on a holiday | Officer and Sergeant: Required by supervisor to remain on-call for a weekend or fixed period of time. Lieutenant: required by the chief to remain on standby. | Officer and Sergeant: Normal callback overtime provisions. Lieutenant: Callback pay prevails and no payment for standby pay. | |
| Tacoma PD | Officer, Sergeant, Detective | \$3/hour | Required by bureau commander to serve in a standby capacity. Directed by supervisor to be in telecommunications, pager, radio or phone range to ensure their availability to return to duty, if necessary, within approximately 30 minutes of the notification to return to duty. | Normal callback overtime provisions. | Command duty officer for lieutenant or captain receive \$3/hour. Pay for acknowledgment that employee is available and fit for duty during the time assigned. |
| Vancouver PD | Officer & Sergeant | \$2.50/hour | Express direction of the employer, it becomes necessary due to an emergency situation that members of the guild are placed on standby while off duty. | 1.5x | |
| WA State Patrol | Lieutenant | \$3/hour | Due to special circumstances or events, a commander believes there is a probability a lieutenant will be needed to return to work, the commander can place a lieutenant in standby status. Lieutenant is be required to be “immediately available to be contacted” and “prepared to report immediately for work if the need arises.” | 1.5x for hour worked. Not entitled to callout minimum compensation. | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

Section 4 – Specialty Pay Offered by Type

| | Limit on Specialty Pay (4a) | Additional Specialty Pay(s) (4a) | Academy Staff (4b) | Armorer (4c) | Aviation: Command (4d) | Aviation: Multi-Engine (4d) | Aviation: Single Engine (4d) | Bomb Technician (4e) | Canine Handler (4f) | Canine Training Officer (4g) | Certified Reconstructionist (4h) | Certified Technical Specialist (4i) | Detective (4i) | Drug Recognition Expert (4k) | Dual Language (4l) | EE Recognition: Auto Theft (4m) | EE Recognition: Certified Technician of the Year (4m) | EE Recognition: Detective of the Year (4m) | EE Recognition: Trooper/Officer of the Year (4m) | Executive Protection Unit (4n) | Field Training Officer (4o) | Implied Consent Trooper/Officer (4p) | Motorcycle Officer (4q) | SWAT (4r) |
|------------------------|-----------------------------|----------------------------------|--------------------|--------------|------------------------|-----------------------------|------------------------------|----------------------|---------------------|------------------------------|----------------------------------|-------------------------------------|----------------|------------------------------|--------------------|---------------------------------|---|--|--|--------------------------------|-----------------------------|--------------------------------------|-------------------------|-----------|
| King Co. SO | Yes | X | | | X | X | X | X | X | | | | X | | | | | | | | X | | X | X |
| Seattle PD | Yes | X | X | | | | | X | X | X | | | X | | | | | | | | | | X | X |
| Snohomish Co. SO | Yes | X | | | | | | X | | | | | X | | | | | | | | X | | | X |
| Spokane PD | Yes | X | X | | | | | X | X | X | | | | X | | | | | | | X | | X | X |
| Tacoma PD | No | X | X | | | | | X | X | X | | | | | X | | | | | | X | | X | X |
| Vancouver PD | No | X | | | | | | | | | | | | | | | | | | | X | | | |
| WA State Patrol | Yes | | X | X | X | X | X | X | X | X | X | X | X | X | | X | X | X | X | X | X | X | X | X |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4a Policy Limits and Additional Specialty Pay

| | Limit on Specialty Pay | Policy Limitation Information | Additional Specialty Pay |
|------------------------|-------------------------------|--|---|
| King Co. SO | 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). |
| Seattle PD | Yes | Receive only one specialty pay 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%. |
| Snohomish Co. SO | Yes | 3.00% specialty pay is an "on/off" selection. Can be added only once. | All Sergeants earn a 6.00% sergeant specialty pay for being awarded that classification. 3.00% can be added to that premium. 3% specialty pay for range master, scuba diver, OPA sergeant, and CIU. CDU receives \$100 per instance. |
| Spokane PD | 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% |
| Tacoma PD | 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 PD | No | | If need arises to use personal cars, employees can be reimbursed for mileage at IRS rates. |
| WA 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 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) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|--------------------------|------------------|--------------------------|---|
| King Co. SO | | | | |
| Seattle PD | Officer, Sergeant | 3.0% | Yes | Percentage based upon the top pay of the classification currently held by employee receiving the premium. |
| Snohomish Co. SO | | | | |
| Spokane PD | All | 3.0% | Yes | Field training officer assignment. |
| Tacoma PD | All | 3.0% | Yes | Tactical officers assigned to CJTC. |
| Vancouver PD | | | | |
| WA State Patrol | Trooper, Sergeant | 5.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4c 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.

Empty cells denote where an agency did not have matching compensation or benefit.

| | Applicable Job Title(s) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------------|-----------------------------|-------------------------------------|--------------------------------------|
| King Co. SO | | | | |
| Seattle PD | | | | |
| Snohomish Co. SO | | | | |
| Spokane PD | | | | |
| Tacoma PD | | | | |
| Vancouver PD | | | | |
| WA State Patrol | Trooper, Sergeant | 2.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4d Aviation Staff

Command Pilot: Responsible for the operation, safety and security of the aircraft, for the safety and comfort of passengers, and for ensuring that the assigned flight follows department policy and rules and applicable federal air regulations. Applies to both single-engine and multi-engine aircraft.

Multi-Engine Pilot: Provides air transportation and security for department personnel, the governor and staff, and others as directed.

Single Engine Pilot: 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.

Empty cells denote where an agency did not have matching compensation or benefit.

| | Applicable Job Title(s) | Command Pilot | Multi- Engine Pilot | Single Engine Pilot | Additional Policy Information |
|------------------------|------------------------------------|--------------------------|------------------------------------|------------------------------------|--------------------------------------|
| King Co. SO | Deputy, Sergeant | 10.0% | 10.0% | 10.0% | Referred to as flight pay. |
| Seattle PD | | | | | |
| Snohomish Co. SO | | | | | |
| Spokane PD | | | | | |
| Tacoma PD | | | | | |
| Vancouver PD | | | | | |
| WA State Patrol | All | 15.0% | 10.0% | 5.0% | Receive only one pilot pay. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
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) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|-------------------------------------|-----------------------------|-------------------------------------|---|
| King Co. SO | Deputy, Sergeant | 10.0% | Yes | Assigned for at least 1 month. |
| Seattle PD | Officer, Sergeant (Detective) | 9.0% | Yes | Percentage based upon the top pay of the classification currently held by employee receiving the premium. |
| Snohomish Co. SO | Deputy, Sergeant | 3.0% | Yes | |
| Spokane PD | All | 6.0% | Yes | Bomb squad assignment. |
| Tacoma PD | Officer, Sergeant, Detective | 5.0% | Yes | Applies to hours assigned as Bomb Technician. |
| Vancouver PD | | | | |
| WA State Patrol | Trooper, Sergeant | 5.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4f Canine Handler

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

| | Applicable Job Title(s) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------|------------------|--------------------------|---|
| King Co. SO | Deputy, Sergeant | 10.0% | Yes | Assigned for at least 1 month; receive additional 2 hours of overtime per month. |
| Seattle PD | Officer, Sergeant | 3.0% | Yes | Percentage based upon the top pay of the classification currently held by employee receiving the premium. |
| Snohomish Co. SO | | | | |
| Spokane PD | All | 3.0% | Yes | Canine handler assignment. |
| Tacoma PD | Officer, Sergeant, Detective | 5.0% | Yes | Receive 1 hour of shift for care of dog. |
| Vancouver PD | | | | Receive 1 hour of shift for care of dog. |
| WA State Patrol | Trooper, Sergeant | 3.0% | Yes | Receive 1 hour of shift for care of dog. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4g Canine Training Officer

Provides canine training to troopers assigned to the canine unit.

| | Applicable Job Title(s) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|---|-----------------------------|-------------------------------------|---|
| King Co. SO | | | | |
| Seattle PD | Officer, Sergeant | 3.0% | Yes | Percentage based upon the top pay of the classification currently held by employee receiving the premium. |
| Snohomish Co. SO | | | | |
| Spokane PD | All | 3.0% | Yes | |
| Tacoma PD | Officer, Sergeant, Detective, Specialist | 5.0% | Yes | Receive 1 hour of shift for care of dog and training. |
| Vancouver PD | | | | |
| WA State Patrol | Trooper, Sergeant | 5.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4h Certified Reconstructionist

Provides advanced collision reconstruction work.

Empty cells denote where an agency did not have matching compensation or benefit.

| | Applicable Job Title(s) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------------|-----------------------------|-------------------------------------|--------------------------------------|
| King Co. SO | | | | |
| Seattle PD | | | | |
| Snohomish Co. SO | | | | |
| Spokane PD | | | | |
| Tacoma PD | | | | |
| Vancouver PD | | | | |
| WA State Patrol | Trooper, Sergeant | 3.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4i Certified Technical Specialist

Provides collision reconstruction work.

Empty cells denote where an agency did not have matching compensation or benefit.

| | Applicable Job Title(s) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------------|-----------------------------|-------------------------------------|--------------------------------------|
| King Co. SO | | | | |
| Seattle PD | | | | |
| Snohomish Co. SO | | | | |
| Spokane PD | | | | |
| Tacoma PD | | | | |
| Vancouver PD | | | | |
| WA State Patrol | Trooper, Sergeant | 2.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4j Detective

Collects information, and conducts and plans investigations.

| | Applicable Job Title(s) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------|---------------------|-----------------------------|---|
| King Co. SO | Deputy, Sergeant | 6.0% | Yes | |
| Seattle PD | Officer, Sergeant | 4.0% | Yes | Percentage based upon the top pay of the classification currently held by employee receiving the premium. |
| Snohomish Co. SO | Deputy, Sergeant | 3.0% | Yes | |
| Spokane PD | | | | Detective has a different classification. |
| Tacoma PD | | | | Separate detective classification. \$42.11 and \$44.21 per hour. |
| Vancouver PD | | | | |
| WA State Patrol | Trooper, Sergeant | 3.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4k 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) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------|---------------------|-----------------------------|-------------------------------|
| King Co. SO | | | | |
| Seattle PD | | | | |
| Snohomish Co. SO | | | | |
| Spokane PD | All | 4.0% | Yes | Meth team assignment. |
| Tacoma PD | | | | |
| Vancouver PD | | | | |
| WA State Patrol | Trooper, Sergeant | 2.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

41 Dual Language

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

| | Applicable Job Title(s) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------------|---------------------|-----------------------------|-------------------------------|
| King Co. SO | | | | |
| Seattle PD | | | | |
| Snohomish Co. SO | | | | |
| Spokane PD | | | | |
| Tacoma PD | Officer, Sergeant, Detective | 2.0% | Yes | Upon certification. |
| Vancouver PD | | | | |
| WA State Patrol | | | | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4m Employee Recognition Awards

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

Certified Technician of the Year: Award given to a Certified Technical Specialist for providing exceptional work in area of collision reconstruction.

Detective of the Year: Detective recognized for outstanding service provided to their agency.

Trooper of the Year: Trooper/Officer recognized for outstanding service provided to the agency.

Empty cells denote where an agency did not have matching compensation or benefit.

| | Applicable Job Title(s) | Auto Theft of the Year | Certified Tech of the Year | Detective of the Year | Trooper of the Year | Additional Policy Information |
|------------------------|----------------------------|------------------------------|----------------------------------|-----------------------------|---------------------------|---|
| King Co. SO | Deputy, Sergeant | 10.0% | 10.0% | 10.0% | | |
| Seattle PD | | | | | | |
| Snohomish Co. SO | | | | | | |
| Spokane PD | | | | | | |
| Tacoma PD | | | | | | |
| Vancouver PD | | | | | | |
| WA State Patrol | All | 15.0% | 10.0% | 5.0% | | Detective of the Year paid annually. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4n Executive Protection Unit

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.

Empty cells denote where an agency did not have matching compensation or benefit.

| | Applicable Job Title(s) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------------|-----------------------------|-------------------------------------|--|
| King Co. SO | | | | |
| Seattle PD | | | | |
| Snohomish Co. SO | | | | |
| Spokane PD | | | | While this special assignment exists, there is not a specialty pay attached. |
| Tacoma PD | | | | |
| Vancouver PD | | | | |
| WA State Patrol | All | 10.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4o Field Training Officer

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

| | Applicable Job Title(s) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|-----------------------------|-----------------------|--------------------------|---|
| King Co. SO | Sergeant | 2.5% | 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. |
| Seattle PD | | | | |
| Snohomish Co. SO | Deputy, Sergeant | 3.0% | Yes | |
| Spokane PD | All | 3.0% | Yes | Field training officer assignment. |
| Tacoma PD | Officer | 5.0% | Yes | |
| Vancouver PD | Officer, Corporal, Sergeant | 5.0% | Yes | |
| WA State Patrol | Trooper, Sergeant | 10.0% 5.0% | Yes | Compensation is for all hours worked as a FTO. Sergeants receive lower percentage for supervisor of FTO and cadet. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4q Implied Consent

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

Empty cells denote where an agency did not have matching compensation or benefit.

| | Applicable Job Title(s) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------------|-----------------------------|-------------------------------------|--------------------------------------|
| King Co. SO | | | | |
| Seattle PD | | | | |
| Snohomish Co. SO | | | | |
| Spokane PD | | | | |
| Tacoma PD | | | | |
| Vancouver PD | | | | |
| WA State Patrol | Trooper, Sergeant | 3.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4q 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) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------|------------------|--------------------------|---|
| King Co. SO | Deputy, Sergeant | 3.0% | Yes | |
| Seattle PD | Officer, Sergeant | 3.0% | Yes | Percentage based upon the top pay of the classification currently held by employee receiving the premium. |
| Snohomish Co. SO | | | | |
| Spokane PD | All | 3.0% | Yes | |
| Tacoma PD | Officer, Sergeant, Detective | 5.0% | Yes | |
| Vancouver PD | | | | |
| WA State Patrol | Trooper, Sergeant | 4.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4r 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) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------|------------------|--------------------------|---|
| King Co. SO | Deputy, Sergeant | 10.0% | Yes | |
| Seattle PD | Officer, Sergeant | 3.0% | Yes | Percentage based upon the top pay of the classification currently held by employee receiving the premium. |
| Snohomish Co. SO | Deputy, Sergeant | 3.0% | Yes | |
| Spokane PD | All | 3.0% | Yes | |
| Tacoma PD | Officer, Sergeant, Detective | 5.0% | Yes | |
| Vancouver PD | | | | |
| WA State Patrol | All | 3.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY 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) |
|------------------------|---------------------------------------|-------------------------|---|--|---|--|---|
| King Co. SO | | | X | | | | X |
| Seattle PD | | | X | | | | X |
| Snohomish Co. SO | | X | X | | X | X | X |
| Spokane PD | X | | | | X | X | X |
| Tacoma PD | | | | | X | X | X |
| Vancouver PD | | | X | | X | | X |
| WA State Patrol | | X | X | X | X | | X |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

5a Fitness Incentive

| | Applicable Job Title(s) | Amount (% or \$) | Frequency | Additional Policy Information |
|------------------------|----------------------------|---------------------|-----------|---|
| King Co. SO | | | | |
| Seattle PD | | | | |
| Snohomish Co. SO | | | | |
| Spokane PD | Officer, Sergeant | | | Receive 2 hours per week for exercise, must be done at public safety building. |
| Tacoma PD | | | | |
| Vancouver PD | | | | |
| WA State Patrol | | | | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

5b Parking

| | Applicable Job Title(s) | Amount (% or \$) | Frequency | Additional Policy Information |
|------------------------|----------------------------|---------------------|----------------|--|
| King Co. SO | | | | |
| Seattle PD | | | | |
| Snohomish Co. SO | All | | | Parking provided for agency vehicles. |
| Spokane PD | | | | |
| Tacoma PD | | | | |
| Vancouver PD | | | | |
| WA State Patrol | All | \$75.00 | Monthly | Employer pays all applicable fees for nonreserved parking of department issued vehicles for employees assigned to the Capitol Campus. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

5c Plain Clothes Allowance

| | Applicable Job Title(s) | Amount (% or \$) | Frequency | Additional Policy Information |
|-------------------------------------|-------------------------|-----------------------|-----------------|---|
| King Co. SO | Deputy, Sergeant | 4.0% | Recurring | |
| Seattle PD | Officer, Sergeant | \$550.00 | Annually | \$500 initially, then \$550 per year after 18 months. |
| Snohomish Co. SO | All | \$35.94 or \$46.25 | Monthly | Deputy or sergeant receive only for plainclothes assignments. All lieutenants and captains receive allowance. |
| Spokane PD | | | | |
| Tacoma PD | | | | |
| Vancouver PD | All | \$550 or \$600 | Yearly | Assigned to plain clothes. |
| WA State Patrol ¹ | All | \$600 or \$700 | Annually | Trooper & Sergeant: Detective = \$600; EPU = \$700. Lieutenant & Captain: IAD, CID, OPS, GMR & Fusion Center Lieutenant = \$700. |

¹ EPU = Executive Protection Unit; IAD = Investigative Assistance Division; CID = Criminal Investigative Division; OPS = Office of Professional Standards; GMR = Government and Media Relations

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

5d Relocation Expenses

Empty cells denote where an agency did not have matching compensation or benefit.

| | Applicable Job Title(s) | Amount (% or \$) | Frequency | Additional Policy Information |
|------------------------|----------------------------|---------------------------|-----------|--|
| King Co. SO | | | | |
| Seattle PD | | | | |
| Snohomish Co. SO | | | | |
| Spokane PD | | | | |
| Tacoma PD | | | | |
| Vancouver PD | | | | |
| WA State Patrol | All | OFM guidelines | | Upon initial assignment from Academy; transferred at the employer's direction; may pay when requesting volunteers. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

5e Tuition Reimbursement

| | Provided | Additional Policy Information |
|------------------------|-----------------|---|
| King Co. SO | No | |
| Seattle PD | No | |
| Snohomish Co. SO | Yes | Lieutenants/Captains – up to \$17,000 per calendar year shared between labor group. |
| Spokane PD | Yes | Reimbursement amount will be no more than tuition level established at Washington State University for same or similar courses. |
| Tacoma PD | Yes | 10 credits per quarter per employee. Officers and sergeants union limited to \$25,000/year and lieutenants and captains limited to \$15,000/per year. First-come first-served basis but must be approved. |
| Vancouver PD | Yes | Tuition only and funding is determined by available fund balance and number of employees participating in program. |
| WA State Patrol | Yes | Reimburse tuition and registration fees and may not exceed those found at the University of Washington. Cost of books is reimbursed. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

5f Uniform Cleaning Allowance

| | Applicable Job Title(s) | Amount (% or \$) | Frequency | Additional Policy Information |
|------------------------|------------------------------------|---------------------|-----------|---|
| King Co. SO | | | | |
| Seattle PD | | | | |
| Snohomish Co. SO | All | | | Agency provides dry cleaning services for uniforms and business attire. |
| Spokane PD | All | | | Eight items per 2 calendar week period allowed. |
| Tacoma PD | Officer, Sergeant, Detective | \$690.00 | Annually | |
| Vancouver PD | | | | |
| WA State Patrol | | | | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

5g Uniform and Equipment Allowance

| | Applicable Job Title(s) | Amount (% or \$) | Frequency | Additional Policy Information |
|------------------------|------------------------------------|-----------------------------|------------------|---|
| King Co. SO | Deputy, Sergeant, Captain | | | Agency provides uniform and equipment as needed. |
| Seattle PD | Officer, Sergeant | \$550.00 | Annually | \$500 initially, then \$550 per year after 18 months. |
| Snohomish Co. SO | All | | | Agency provides uniform and equipment as needed. |
| Spokane PD | All | | | Agency provides uniform and equipment as needed. See contract for list of items provided. |
| Tacoma PD | All | | | Agency provides uniform and equipment. |
| Vancouver PD | All | | | Agency provides uniform and equipment as needed. |
| WA State Patrol | All | | | Agency provides uniform and equipment as needed. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

5h Additional Pay Practices

| | Additional Pay Supplements |
|------------------------|--|
| King Co. SO | |
| Seattle PD | Police officers and sergeants who are assigned to the Motorcycle Squad, Mounted Patrol or the Harbor Unit as divers will be eligible for a one-time reimbursement of up to \$500.00 each for the purchase of required items of clothing and/or equipment that are unique to those assignments, upon the showing of receipts of purchase, after one year of service in said assignment. |
| Snohomish Co. SO | |
| Spokane PD | |
| Tacoma PD | |
| Vancouver PD | |
| WA State Patrol | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
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+ |
|--|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| King Co. SO | 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 |
| Seattle PD | 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 |
| Snohomish Co. SO | 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 PD | 148 | 148 | 148 | 188 | 188 | 188 | 188 | 188 | 188 | 188 | 228 | 228 | 228 | 228 | 228 | 228 | 228 | 268 | 268 | 268 | 268 | 268 | 268 | 268 | 268 | 268 |
| Tacoma PD | 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 PD ¹ | 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 |
| Participant Average | 103 | 106 | 111 | 124 | 129 | 138 | 138 | 142 | 143 | 150 | 164 | 166 | 166 | 172 | 175 | 177 | 178 | 190 | 193 | 199 | 204 | 209 | 214 | 218 | 228 | 233 |
| WA State Patrol | 112 | 112 | 120 | 128 | 136 | 136 | 144 | 144 | 144 | 160 | 160 | 160 | 160 | 160 | 176 | 176 | 176 | 176 | 176 | 192 | 192 | 192 | 192 | 192 | 200 | 200 |
| Difference between Washington and Average | 9 | 6 | 9 | 4 | 7 | -2 | 6 | 2 | 1 | 10 | -4 | -6 | -6 | -12 | 1 | -1 | -2 | -14 | -17 | -7 | -12 | -17 | -22 | -26 | -28 | -33 |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
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 |
|---------------------------|--------------------------------|--------------------------------------|------------------------------|-------------------------------|-------------------|------------------|-------------|---|
| King Co. SO | Yes | 480 | Yes | No | 60 | Unlimited | 100% | |
| Seattle PD | 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. |
| Snohomish Co. SO | Yes | 320 | Yes | 80 | 240 | 240 | 100% | |
| Spokane PD | Yes | 2x annual allowance + 40 hours | 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. |
| Tacoma PD | Yes | 2x accrual up to 481 | Yes | No | Unlimited | Unlimited | 100% | Accrue vacation leave every pay period. |
| Vancouver PD ¹ | Yes | 2x annual accrual | Yes | Not based on year- end. | Yes | Yes | 100% | Employees may sell back up to 60 accrued and unused hours each calendar year after they schedule and take at least 10 shifts of vacation. |
| WA 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. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
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 Co. SO | 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. |
| Seattle PD | 96 | Yes | Unlimited | Yes | No | No | 960 | 25.0% | Offers a sick leave incentive program dependent on number of sick leave days taken within year. |
| Snohomish Co. SO | 96 | Yes | Unlimited | Yes | No | No | 240 | 30.0% | Retirement hours is based on 20 th anniversary to termination date. Fewer years, fewer hours. Offers sick leave incentive. |
| Spokane PD | 157 | Yes | Unlimited | Yes | No | No | 960 | 60.0% | |
| Tacoma PD | 96 | Yes | Unlimited | Yes | No | 10% balance up to 120 days | Unlimited | 25.0% | At termination as long as in good standing. |
| Vancouver PD ¹ | | | | | | | | | |
| WA State Patrol | 96 | Yes | Unlimited | Yes | Up to 96 | No | Yes | 25.0% | Must maintain 480 hour balance when cashing out at year end. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
PAID TIME OFF

6c Other Leave

| | Holidays | Personal Holidays | Additional Holiday Information | Additional Leave Information |
|------------------------|-----------|-------------------|--|---|
| King Co. SO | 10 | 2 | | Paid bereavement leave up to 3 days. |
| Seattle PD | 12 | 2 | | Paid funeral leave, paid parental leave, paid family care leave. Captains receive executive leave (64 hours). |
| Snohomish Co. SO | 10 | 2 | | Paid bereavement leave up to 3 days. |
| Spokane PD | 7 | 5 | | |
| Tacoma PD | 12 | 2 | | Employees may use 4 days of sick leave for bereavement. |
| Vancouver PD | | | Paid holidays, 10 shifts, are included in paid days off. | |
| WA State Patrol | 10 | 1 | | 2 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. |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
HEALTH BENEFITS

Section 7 – Health Benefits

Seattle Police Department does not offer tiers. Costs represent composite rate.

7a Health Maintenance Organization Plan

| | Deductible Includes Prescriptions | Actuary Value/ Metal Tier | EE Only | | EE + Spouse | | EE + Children | | Family | |
|----------------------------|-----------------------------------|------------------------------|---------------------------|----------------|-------------------|-----------------|-----------------|-----------------|-------------------|-----------------|
| | | | ER | EE | ER | EE | ER | EE | ER | EE |
| King Co. SO | | | Information Not available | | | | | | | |
| Seattle PD | | | | | | | | | | |
| Snohomish Co. SO | Yes | Not Reported | \$1,404.22 | | \$1,404.22 | | \$1,404.22 | | \$1,404.22 | |
| Spokane PD | | | | | | | | | | |
| Tacoma PD | No | Platinum | \$1,206.47 | \$40.00 | | | | | \$1,166.47 | \$80.00 |
| Vancouver PD | No | Not Reported | \$606.41 | | \$1,152.19 | \$60.64 | \$1,043.03 | \$48.51 | \$1,697.96 | \$121.28 |
| Participant Average | | | \$1,072.37 | \$40.00 | \$1,278.21 | \$60.64 | \$1,223.63 | \$48.51 | \$1,422.88 | \$100.64 |
| WA State Patrol | No | Gold | \$551.00 | \$78.00 | \$1,092.00 | \$166.00 | \$964.00 | \$137.00 | \$1,505.00 | \$225.00 |

7b Preferred Provider Organization Plan

| | Deductible Includes Prescriptions | Actuary Value/ Metal Tier | EE Only | | EE + Spouse | | EE + Children | | Family | |
|----------------------------|-----------------------------------|------------------------------|---------------------------|-----------------|-------------------|-----------------|-----------------|-----------------|-------------------|-----------------|
| | | | ER | EE | ER | EE | ER | EE | ER | EE |
| King Co. SO | | | Information Not available | | | | | | | |
| Seattle PD | Yes | 97.30% | \$1,479.98 | \$77.88 | \$1,479.98 | \$77.88 | \$1,479.98 | \$77.88 | \$1,479.98 | \$77.88 |
| Snohomish Co. SO | Yes | Not Reported | \$1,404.22 | \$103.00 | \$1,404.22 | \$266.00 | \$1,404.22 | \$229.00 | \$1,404.22 | \$343.00 |
| Spokane PD | No | Not Reported | \$1,509.62 | \$135.00 | \$1,509.62 | \$135.00 | \$1,509.62 | \$135.00 | \$1,509.62 | \$135.00 |
| Tacoma PD | No | Platinum | \$1,513.63 | \$40.00 | | | | | \$1,400.01 | \$80.00 |
| Vancouver PD | No | Not Reported | \$615.06 | \$0.00 | \$1,223.92 | \$67.65 | \$1,057.94 | \$49.21 | \$1,666.84 | \$116.86 |
| Participant Average | | | \$1,304.50 | \$71.18 | \$1,404.44 | \$136.63 | \$1,362.94 | \$122.77 | \$1,492.13 | \$150.55 |
| WA State Patrol | No | Gold | \$551.00 | \$102.00 | \$1,092.00 | \$214.00 | \$964.00 | \$179.00 | \$1,505.00 | \$291.00 |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
HEALTH BENEFITS

7c Consumer Directed Health Plan

| | Deductible Includes Prescriptions | Actuary Value/ Metal Tier | EE Only | | EE + Spouse | | EE + Children | | Family | | HSA ER Contribution | | | |
|----------------------------|---|---------------------------------|---------------------------|----------------|-------------------|----------------|-----------------|----------------|-------------------|----------------|---------------------|-----------------|-----------------|-----------------|
| | | | ER | EE | ER | EE | ER | EE | ER | EE | EE | EE+S | EE+C | Family |
| King Co. SO | | | Information Not available | | | | | | | | | | | |
| Seattle PD | | | | | | | | | | | | | | |
| Snohomish Co. SO | | | | | | | | | | | | | | |
| Spokane PD | | | | | | | | | | | | | | |
| Tacoma PD | No | Gold | \$874.84 | \$40.00 | | | | | \$834.84 | \$80.00 | \$104.17 | | | \$0.00 |
| Vancouver PD | Yes | Not Reported | \$484.20 | \$0.00 | \$963.60 | \$53.27 | \$832.89 | \$38.74 | \$1,312.25 | \$92.00 | \$125.00 | \$250.00 | \$250.00 | \$250.00 |
| Participant Average | | | \$679.52 | \$20.00 | \$963.60 | \$53.27 | \$832.89 | \$38.74 | \$1,073.55 | \$86.00 | \$114.58 | \$250.00 | \$250.00 | \$125.00 |
| WA State Patrol | No | Gold | \$551.00 | \$25.00 | \$1,092.00 | \$60.00 | \$964.00 | \$44.00 | \$1,505.00 | \$79.00 | \$58.34 | \$116.67 | \$116.67 | \$116.67 |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
HEALTH BENEFITS

7d Dental Plan

| | EE Only | | EE + Spouse | | EE + Children | | Family | |
|----------------------------|---------------------------|-----------------|-------------------|-----------------|-----------------|-----------------|-------------------|-----------------|
| | ER | EE | ER | EE | ER | EE | ER | EE |
| King Co. SO | Information Not available | | | | | | | |
| Seattle PD | \$1,479.98 | \$77.88 | \$1,479.98 | \$77.88 | \$1,479.98 | \$77.88 | \$1,479.98 | \$77.88 |
| Snohomish Co. SO | \$1,404.22 | \$103.00 | \$1,404.22 | \$266.00 | \$1,404.22 | \$229.00 | \$1,404.22 | \$343.00 |
| Spokane PD | \$1,509.62 | \$135.00 | \$1,509.62 | \$135.00 | \$1,509.62 | \$135.00 | \$1,509.62 | \$135.00 |
| Tacoma PD | \$1,513.63 | \$40.00 | | | | | \$1,400.01 | \$80.00 |
| Vancouver PD | \$615.06 | \$0.00 | \$1,223.92 | \$67.65 | \$1,057.94 | \$49.21 | \$1,666.84 | \$116.86 |
| Participant Average | \$1,304.50 | \$71.18 | \$1,404.44 | \$136.63 | \$1,362.94 | \$122.77 | \$1,492.13 | \$150.55 |
| WA State Patrol | \$551.00 | \$102.00 | \$1,092.00 | \$214.00 | \$964.00 | \$179.00 | \$1,505.00 | \$291.00 |

7e Vision Plan

| | EE Only | | EE + Spouse | | EE + Children | | Family | |
|----------------------------|----------------------------|--------|-------------|--------|---------------|--------|---------|--------|
| | ER | EE | ER | EE | ER | EE | ER | EE |
| King Co. SO | Information Not available | | | | | | | |
| Seattle PD | \$28.81 | \$0.00 | \$28.81 | \$0.00 | \$28.81 | \$0.00 | \$28.81 | \$0.00 |
| Snohomish Co. SO | \$12.31 | \$0.00 | \$12.31 | \$0.00 | \$12.31 | \$0.00 | \$12.31 | \$0.00 |
| Spokane PD | Included in Medical | | | | | | | |
| Tacoma PD | \$13.11 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$13.11 | \$0.00 |
| Vancouver PD | Included in Medical | | | | | | | |
| Participant Average | \$18.08 | \$0.00 | \$13.71 | \$0.00 | \$13.71 | \$0.00 | \$18.08 | \$0.00 |
| WA State Patrol | Included in Medical | | | | | | | |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
HEALTH BENEFITS

7f Additional Benefit Information

| | Additional Benefit Information |
|------------------------|--|
| King Co. SO | |
| Seattle PD | The above information is based on Police Officer and Police Sergeant enrollment. Lieutenants and Captains have different health care rates. Also the rates above are not a typo; city of Seattle offers composite rates, not tiers. |
| Snohomish Co. SO | |
| Spokane PD | |
| Tacoma PD | Only for employees of Local 6 who select the Regence or Kaiser HD plans. \$1,250 and \$2,500 per year amounts are for employees who participate in the City of Tacoma Wellness Program. Employees participating in wellness will receive a \$20 per month credit toward their premium contribution for medical insurance coverage under Regence Plan 1 or Group Health Plan 1, or a \$40 per month credit toward their premium contribution for coverage under Regence Plan 2 or Group Health Plan 2 (the High Deductible Plan options available in 2016). |
| Vancouver PD | |
| WA State Patrol | 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 Classic. Eligible for an annual \$125 deductible reduction if qualify through SmartHealth program. |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
HEALTH BENEFITS

Section 8 –Retirement Benefits

8a Social Security

| | Employer Contribution to Social Security |
|------------------------|---|
| King Co. SO | Yes |
| Seattle PD | No |
| Snohomish Co. SO | Yes |
| Spokane PD | No |
| Tacoma PD | Yes |
| Vancouver PD | No |
| WA State Patrol | No |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
HEALTH BENEFITS

8b Defined Benefit/Pension Plan

| | Plan Name | Employer Contribution | Employee Contribution | Employee Contributions Picked up by Employer |
|------------------------|--|------------------------------|------------------------------|---|
| King Co. SO | Law Enforcement Officers and Fire Fighters | 8.41% | 5.21% | No |
| Seattle PD | | | | |
| Snohomish Co. SO | | | | |
| Spokane PD | | | | |
| Tacoma PD | | | | |
| Vancouver PD | | | | |
| WA State Patrol | Washington State Patrol Retirement System | 13.33% | 7.68% | No |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
HEALTH BENEFITS

8c Defined Contribution plan – 401(a)

* There are no in-state law enforcement agencies that participate in a defined contribution (401a) plan.

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
HEALTH 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 |
|------------------------|--|---|---|---------------------------|---|
| King Co. SO | Information not available | | | | |
| Seattle PD | City of Seattle Deferred Compensation Plan | | 3.5% for Officer & Sergeant, 1% for Lieutenant & Captain | Up to IRS max | Maximum match is 3.5% of top-step Police Officer base salary for Officers & Sergeants, and 1% of the top step Police Lieutenant base salary for Lieutenants & Captains. For Lieutenants & Captains: Effective Jan. 1, 2019, the city will provide a total annual match of an employee's contribution to the city's voluntary deferred compensation program of a maximum of 2% of the top step base salary of Police Lieutenant. |
| Snohomish Co. SO | Nationwide | 2.00% | 1.0% of base salary | Up to IRS max | |
| Spokane PD | 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 PD | ICMA Deferred Compensation | | \$192.00 or \$204.50 per pay period | 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. For employees enrolled in LEOFF Plan 2, VEBA account will deposit \$500 per month until the earlier of the month when the employee reaches ages 65 or Medicare eligibility. This is for Local 6 only. Local 26 receives \$100 per month deposited into their VEBA while they are an active employee only. |
| Vancouver PD | ICMA Retirement Corporation or ING | | 1.00% | Up to IRS max | |
| WA State Patrol | WA State Deferred Compensation | | | Up to IRS max | |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
WEST COAST STATE RESULTS

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
WEST COAST STATE PARTICIPANTS

Participants

The tables in 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 Jan. 1, 2018.

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

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

Data adjustments

To accurately reflect the geographic price level differences for the cost of living and cost of labor, the Bureau of Economic Analysis's Regional Price Parities 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.

The table below is the latest RPP Index ([released June 2017](#)) 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 Index ¹ | Adjustment Factor |
|-------------------------------------|------------------------|-------------------|
| Arizona Department of Public Safety | 96.20% | 108.90% |
| California Highway Patrol | 113.40% | 92.40% |
| Idaho State Police | 93.40% | 112.20% |
| Nevada Department of Public Safety | 98.00% | 106.90% |
| Oregon State Police | 99.20% | 105.60% |
| Washington State Patrol | 104.80% | |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
BENCHMARKED DETAILED DATA

Section 1 – Benchmarked Job Class Salaries

1a Detailed Salary Data Unadjusted

| State Trooper – Sworn Officer | | | | | | | | | | | | | |
|---|------------------------|-----------------|--------------------|-----------|--|--------|--------|---------|----------|----------|----------|----------|---------|
| | Matching Title | Represented | Contract Term | Work week | Annual Scheduled Base Pay Rates (excluding longevity differentials) | | | | | | | | |
| | | | | | Min | 6 Mos | 1 Year | 5 Years | 10 Years | 15 Years | 20 Years | 25 Years | Max |
| Arizona DPS | State Trooper | Non-represented | | 40 | 46,988 | 46,988 | 46,988 | 58,765 | 65,831 | 65,831 | 65,831 | 65,831 | 65,831 |
| California HP ¹ | Officer Range A | Represented | 7/3/2010-7/3/2018 | 42.5 | 80,952 | | | | | | | | 100,404 |
| Idaho SP ² | ISP Trooper | Non-represented | | 40 | 41,725 | | | | | | | | 74,526 |
| Nevada DPS | DPS Officer 2 | Non-represented | | 40 | 57,503 | 57,503 | 60,092 | 71,806 | 86,109 | 86,109 | 86,109 | 86,109 | 86,109 |
| Oregon SP | Trooper/Senior Trooper | Represented | 7/1/2017-6/30/2019 | 40 | 56,184 | 58,992 | 61,932 | 75,288 | 75,288 | 75,288 | 75,288 | 75,288 | 75,288 |
| State Participant Average | | | | | 56,670 | 54,494 | 56,337 | 68,620 | 75,743 | 75,743 | 75,743 | 75,743 | 80,432 |
| WA State Patrol | State Trooper | Represented | 7/1/2017-6/30/2019 | 40 | 61,512 | 65,196 | 65,196 | 82,320 | 82,320 | 82,320 | 82,320 | 82,320 | 82,320 |
| WA State Patrol as a % of State Participant Average | | | | | 109% | 120% | 116% | 120% | 109% | 109% | 109% | 109% | 102% |

Data Effective Jan. 1, 2018

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¹ California Highway Patrol has a minimum and maximum salary structure. To progress, employees must meet the standards of efficiency required for the position. The employee who is not paid at the maximum step of the salary range will receive a merit salary adjustment equivalent to one step in the salary range provided that rate does not exceed the maximum salary rate. See California Code of Regulation 599.683.

² Idaho State Police has an open pay structure. Progression is based upon individual performance merit increases and those can change annually.

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
BENCHMARKED DETAILED DATA

1a Detailed Salary Data Unadjusted

| Sergeant – Detachment/Unit Supervisor | | | | | | | | | | | | | |
|---|------------------|-----------------|--------------------|-----------|--|--------|--------|---------|----------|----------|----------|----------|---------|
| | Matching Title | Represented | Contract Term | Work week | Annual Scheduled Base Pay Rates (excluding longevity differentials) | | | | | | | | |
| | | | | | Min | 6 Mos | 1 Year | 5 Years | 10 Years | 15 Years | 20 Years | 25 Years | Max |
| Arizona DPS | Sergeant | Non-represented | | 40 | 72,414 | 72,414 | 72,414 | 82,299 | 82,299 | 82,299 | 82,299 | 82,299 | 82,299 |
| California HP ¹ | Sergeant Range A | Non-represented | | 42.5 | 98,604 | | | | | | | | 122,280 |
| Idaho SP ² | ISP Sergeant | Non-represented | | 40 | 47,174 | | | | | | | | 84,261 |
| Nevada DPS | DPS Sergeant | Non-represented | | 40 | 62,807 | 62,807 | 65,751 | 78,613 | 94,398 | 94,398 | 94,398 | 94,398 | 94,398 |
| Oregon SP | Sergeant | Represented | 7/1/2017-6/30/2019 | 40 | 88,080 | 88,080 | 91,608 | 99,084 | 99,084 | 99,084 | 99,084 | 99,084 | 99,084 |
| State Participant Average | | | | | 73,816 | 74,434 | 76,591 | 86,665 | 91,927 | 91,927 | 91,927 | 91,927 | 96,464 |
| WA State Patrol | Sergeant | Represented | 7/1/2017-6/30/2019 | 40 | 97,896 | 97,896 | 97,896 | 97,896 | 97,896 | 97,896 | 97,896 | 97,896 | 97,896 |
| WA State Patrol as a % of State Participant Average | | | | | 133% | 132% | 128% | 113% | 106% | 106% | 106% | 106% | 101% |

Data Effective Jan. 1, 2018

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¹ California Highway Patrol has a minimum and maximum salary structure. To progress, employees must meet the standards of efficiency required for the position. The employee who is not paid at the maximum step of the salary range will receive a merit salary adjustment equivalent to one step in the salary range provided that rate does not exceed the maximum salary rate. See California Code of Regulation 599.683.

² Idaho State Police has an open pay structure. Progression is based upon individual performance merit increases and those can change annually.

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
BENCHMARKED DETAILED DATA

1a Detailed Salary Data Unadjusted

| Lieutenant – Assistant District Commander | | | | | | | | | | | | | |
|---|----------------|-----------------|--------------------|-----------|--|---------|---------|---------|----------|----------|----------|----------|---------|
| | Matching Title | Represented | Contract Term | Work week | Annual Scheduled Base Pay Rates (excluding longevity differentials) | | | | | | | | |
| | | | | | Min | 6 Mos | 1 Year | 5 Years | 10 Years | 15 Years | 20 Years | 25 Years | Max |
| Arizona DPS | Captain | Non-represented | | 40 | 105,818 | 105,818 | 105,818 | 105,818 | 105,818 | 105,818 | 105,818 | 105,818 | 105,818 |
| California HP ¹ | Lieutenant | Non-represented | | 40 | 142,860 | | | | | | | | 168,696 |
| Idaho SP ² | ISP Lieutenant | Non-represented | | 40 | 54,125 | | | | | | | | 93,080 |
| Nevada DPS | DPS Lieutenant | Non-represented | | 40 | 71,806 | 71,806 | 78,613 | 90,180 | 108,471 | 108,471 | 108,471 | 108,471 | 108,471 |
| Oregon SP | Lieutenant | Non-represented | | 40 | 101,952 | 107,112 | 107,112 | 112,428 | 112,428 | 112,428 | 112,428 | 112,428 | 112,428 |
| State Participant Average | | | | | 95,312 | 94,912 | 97,181 | 102,809 | 108,906 | 108,906 | 108,906 | 108,906 | 117,699 |
| WA State Patrol | Lieutenant | Represented | 7/1/2017-6/30/2019 | 40 | 114,888 | 114,888 | 114,888 | 114,888 | 114,888 | 114,888 | 114,888 | 114,888 | 114,888 |
| WA State Patrol as a % of State Participant Average | | | | | 121% | 121% | 118% | 112% | 105% | 105% | 105% | 105% | 98% |

Data Effective Jan. 1, 2018

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¹ California Highway Patrol has a minimum and maximum salary structure. To progress, employees must meet the standards of efficiency required for the position. The employee who is not paid at the maximum step of the salary range will receive a merit salary adjustment equivalent to one step in the salary range provided that rate does not exceed the maximum salary rate. See California Code of Regulation 599.683.

² Idaho State Police has an open pay structure. Progression is based upon individual performance merit increases and those can change annually.

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
BENCHMARKED DETAILED DATA

1a Detailed Salary Data Unadjusted

| Captain – District Commander | | | | | | | | | | | | | |
|---|----------------|-----------------|--------------------|-----------|--|---------|---------|---------|----------|----------|----------|----------|---------|
| Organization Name | Matching Title | Represented | Contract Term | Work week | Annual Scheduled Base Pay Rates (excluding longevity differentials) | | | | | | | | |
| | | | | | Min | 6 Mos | 1 Year | 5 Years | 10 Years | 15 Years | 20 Years | 25 Years | Max |
| Arizona DPS | Major | Non-represented | | 40 | 117,685 | 117,685 | 117,685 | 117,685 | 117,685 | 117,685 | 117,685 | 117,685 | 117,685 |
| California HP ¹ | Captain | Non-represented | | 40 | 163,584 | | | | | | | | 189,552 |
| Idaho SP ² | ISP Captain | Non-represented | | 40 | 56,493 | | | | | | | | 100,880 |
| Nevada DPS | DPS Captain | Non-represented | | 40 | 78,613 | 78,613 | 82,308 | 98,887 | 119,141 | 119,141 | 119,141 | 119,141 | 119,141 |
| Oregon SP | Captain | Non-represented | | 40 | 117,924 | 123,828 | 123,828 | 129,936 | 129,936 | 129,936 | 129,936 | 129,936 | 129,936 |
| State Participant Average | | | | | 106,860 | 106,709 | 107,940 | 115,503 | 122,254 | 122,254 | 122,254 | 122,254 | 131,439 |
| WA State Patrol | Captain | Represented | 7/1/2017-6/30/2019 | 40 | 134,724 | 134,724 | 134,724 | 134,724 | 134,724 | 134,724 | 134,724 | 134,724 | 134,724 |
| WA State Patrol as a % of State Participant Average | | | | | 126% | 126% | 125% | 117% | 110% | 110% | 110% | 110% | 102% |

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¹ California Highway Patrol has a minimum and maximum salary structure. To progress, employees must meet the standards of efficiency required for the position. The employee who is not paid at the maximum step of the salary range will receive a merit salary adjustment equivalent to one step in the salary range provided that rate does not exceed the maximum salary rate. See California Code of Regulation 599.683.

² Idaho State Police has an open pay structure. Progression is based upon individual performance merit increases and those can change annually.

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
BENCHMARKED DETAILED DATA

1b 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 Index produced by the Federal Bureau of Economic Analysis.

Regional price parities 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 https://www.bea.gov/newsreleases/regional/rpp/rpp_newsrelease.htm.

| State Trooper - Sworn Officer | | | | | | | | | | | | | |
|---|--------------------|-----------------|--------------------|-----------|--|--------|--------|---------|----------|----------|----------|----------|--------|
| | Matching Title | Represented | Contract Term | Work week | Annual Scheduled Base Pay Rates (excluding longevity differentials) | | | | | | | | |
| | | | | | Min | 6 Mos | 1 Year | 5 Years | 10 Years | 15 Years | 20 Years | 25 Years | Max |
| Arizona DPS | State Trooper | Non-represented | | 40 | 51,170 | 51,170 | 51,170 | 63,995 | 71,689 | 71,689 | 71,689 | 71,689 | 71,689 |
| California HP ¹ | Officer Range A | Represented | 7/3/2010-7/3/2018 | 42.5 | 74,800 | | | | | | | | 92,773 |
| Idaho SP ² | ISP Trooper | Non-represented | | 40 | 46,815 | | | | | | | | 83,618 |
| Nevada DPS | DPS Officer 2 | Non-represented | | 40 | 61,471 | 64,238 | 61,471 | 76,761 | 92,051 | 92,051 | 92,051 | 92,051 | 92,051 |
| Oregon SP | Trooper/Sr Trooper | Represented | 7/1/2017-6/30/2019 | 40 | 59,330 | 65,400 | 62,296 | 79,504 | 79,504 | 79,504 | 79,504 | 79,504 | 79,504 |
| State Participant Average | | | | | 58,717 | 60,269 | 58,312 | 73,420 | 81,081 | 81,081 | 81,081 | 81,081 | 83,927 |
| WA State Patrol | State Trooper | Represented | 7/1/2017-6/30/2019 | 40 | 61,512 | 65,196 | 65,196 | 82,320 | 82,320 | 82,320 | 82,320 | 82,320 | 82,320 |
| WA State Patrol as a % of State Participant Average | | | | | 105% | 108% | 112% | 112% | 102% | 102% | 102% | 102% | 98% |

Data Effective Jan. 1, 2018

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¹ California Highway Patrol has a minimum and maximum salary structure. To progress, employees must meet the standards of efficiency required for the position. The employee who is not paid at the maximum step of the salary range will receive a merit salary adjustment equivalent to one step in the salary range provided that rate does not exceed the maximum salary rate. See California Code of Regulation 599.683.

² Idaho State Police has an open pay structure. Progression is based upon individual performance merit increases and those can change annually.

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
BENCHMARKED DETAILED DATA

| Sergeant – Detachment/Unit Supervisor | | | | | | | | | | | | | |
|---|------------------|-----------------|--------------------|-----------|--|--------|--------|---------|----------|----------|----------|----------|---------|
| | Matching Title | Represented | Contract Term | Work week | Annual Scheduled Base Pay Rates (excluding longevity differentials) | | | | | | | | |
| | | | | | Min | 6 Mos | 1 Year | 5 Years | 10 Years | 15 Years | 20 Years | 25 Years | Max |
| Arizona DPS | Sergeant | Non-represented | | 40 | 78,858 | 78,859 | 78,859 | 89,623 | 89,623 | 89,623 | 89,623 | 89,623 | 89,623 |
| California HP ¹ | Sergeant Range A | Non-represented | | 42.5 | 91,110 | | | | | | | | 112,987 |
| Idaho SP ² | ISP Sergeant | Non-represented | | 40 | 52,929 | | | | | | | | 94,541 |
| Nevada DPS | DPS Sergeant | Non-represented | | 40 | 67,141 | 70,288 | 67,141 | 84,037 | 100,911 | 100,911 | 100,911 | 100,911 | 100,911 |
| Oregon SP | Sergeant | Represented | 7/1/2017-6/30/2019 | 40 | 93,012 | 96,738 | 93,012 | 104,633 | 104,633 | 104,633 | 104,633 | 104,633 | 104,633 |
| State Participant Average | | | | | 76,610 | 81,962 | 79,671 | 92,764 | 98,389 | 98,389 | 98,389 | 98,389 | 100,539 |
| WA State Patrol | Sergeant | Represented | 7/1/2017-6/30/2019 | 40 | 97,896 | 97,896 | 97,896 | 97,896 | 97,896 | 97,896 | 97,896 | 97,896 | 97,896 |
| WA State Patrol as a % of State Participant Average | | | | | 128% | 119% | 123% | 106% | 99% | 99% | 99% | 99% | 97% |

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¹ California Highway Patrol has a minimum and maximum salary structure. To progress, employees must meet the standards of efficiency required for the position. The employee who is not paid at the maximum step of the salary range will receive a merit salary adjustment equivalent to one step in the salary range provided that rate does not exceed the maximum salary rate. See California Code of Regulation 599.683.

² Idaho State Police has an open pay structure. Progression is based upon individual performance merit increases and those can change annually.

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
COMPENSATION PRACTICES

| Lieutenant - Assistant District Commander | | | | | | | | | | | | | |
|---|----------------|-----------------|--------------------|-----------|--|---------|---------|---------|----------|----------|----------|----------|---------|
| Organization Name | Matching Title | Represented | Contract Term | Work week | Annual Scheduled Base Pay Rates (excluding longevity differentials) | | | | | | | | |
| | | | | | Min | 6 Mos | 1 Year | 5 Years | 10 Years | 15 Years | 20 Years | 25 Years | Max |
| Arizona DPS | Captain | Non-represented | | 40 | 115,236 | 115,236 | 115,236 | 115,236 | 115,236 | 115,236 | 115,236 | 115,236 | 115,236 |
| California HP ¹ | Lieutenant | Non-represented | | 40 | 132,003 | | | | | | | | 155,875 |
| Idaho SP ² | ISP Lieutenant | Non-represented | | 40 | 60,728 | | | | | | | | 104,436 |
| Nevada DPS | DPS Lieutenant | Non-represented | | 40 | 76,761 | 84,037 | 76,761 | 96,402 | 115,955 | 115,955 | 115,955 | 115,955 | 115,955 |
| Oregon SP | Lieutenant | Non-represented | | 40 | 107,661 | 113,110 | 113,110 | 118,724 | 118,724 | 118,724 | 118,724 | 118,724 | 118,724 |
| State Participant Average | | | | | 98,478 | 104,128 | 101,702 | 110,121 | 116,638 | 116,638 | 116,638 | 116,638 | 122,045 |
| WA State Patrol | Lieutenant | Represented | 7/1/2017-6/30/2019 | 40 | 114,888 | 114,888 | 114,888 | 114,888 | 114,888 | 114,888 | 114,888 | 114,888 | 114,888 |
| WA State Patrol as a % of State Participant Average | | | | | 117% | 110% | 113% | 104% | 98% | 98% | 98% | 98% | 94% |

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¹ California Highway Patrol has a minimum and maximum salary structure. To progress, employees must meet the standards of efficiency required for the position. The employee who is not paid at the maximum step of the salary range will receive a merit salary adjustment equivalent to one step in the salary range provided that rate does not exceed the maximum salary rate. See California Code of Regulation 599.683.

² Idaho State Police has an open pay structure. Progression is based upon individual performance merit increases and those can change annually.

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
COMPENSATION PRACTICES

| Captain – District Commander | | | | | | | | | | | | | |
|---|----------------|-----------------|--------------------|-----------|--|---------|---------|---------|----------|----------|----------|----------|---------|
| Organization Name | Matching Title | Represented | Contract Term | Work week | Annual Scheduled Base Pay Rates (excluding longevity differentials) | | | | | | | | |
| | | | | | Min | 6 Mos | 1 Year | 5 Years | 10 Years | 15 Years | 20 Years | 25 Years | Max |
| Arizona DPS | Major | Non-represented | | 40 | 128,158 | 128,159 | 128,159 | 128,159 | 128,159 | 128,159 | 128,159 | 128,159 | 128,159 |
| California HP ¹ | Captain | Non-represented | | 40 | 151,152 | | | | | | | | 175,146 |
| Idaho SP ² | ISP Captain | Non-represented | | 40 | 63,385 | | | | | | | | 113,187 |
| Nevada DPS | DPS Captain | Non-represented | | 40 | 84,037 | 87,987 | 84,037 | 105,710 | 127,362 | 127,362 | 127,362 | 127,362 | 127,362 |
| Oregon SP | Captain | Non-represented | | 40 | 124,528 | 130,762 | 130,762 | 137,212 | 137,212 | 137,212 | 137,212 | 137,212 | 137,212 |
| State Participant Average | | | | | 110,252 | 115,636 | 114,319 | 123,694 | 130,911 | 130,911 | 130,911 | 130,911 | 136,213 |
| WA State Patrol | Captain | Represented | 7/1/2017-6/30/2019 | 40 | 134,724 | 134,724 | 134,724 | 134,724 | 134,724 | 134,724 | 134,724 | 134,724 | 134,724 |
| WA State Patrol as a % of State Participant Average | | | | | 122% | 117% | 118% | 109% | 103% | 103% | 103% | 103% | 99% |

Data Effective Jan. 1, 2018

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¹ California Highway Patrol has a minimum and maximum salary structure. To progress, employees must meet the standards of efficiency required for the position. The employee who is not paid at the maximum step of the salary range will receive a merit salary adjustment equivalent to one step in the salary range provided that rate does not exceed the maximum salary rate. See California Code of Regulation 599.683.

² Idaho State Police has an open pay structure. Progression is based upon individual performance merit increases and those can change annually.

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
COMPENSATION PRACTICES

Section 2 – Compensation Practices

2a Pay Schedule Design

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

| | Pay Schedule Design | | | Pay Increase Method | | | |
|------------------------|---------------------|-----------------------|-----------|---------------------|----------------------------|--|------------------------|
| | Grade and Step | No Ranges (Flat Rate) | No Ranges | Market Data | Increase in Cost of Living | Legislative / Budget / Financial Ability | Contractual Obligation |
| Arizona DPS | X | | X | X | | X | |
| California HP | | X | | X | | X | X |
| Idaho SP | | X | | X | X | X | |
| Nevada DPS | X | | | | | X | |
| Oregon SP | X | | | X | | X | X |
| WA State Patrol | X | | X | X | | X | |

2b Base Pay Increases (%)

Base pay increases for fiscal year 2018 scheduled to occur after the effective date of the survey data.

| | Trooper | | Sergeant | | Lieutenant | | Captain | |
|------------------------|---------|-------------|----------|-------------|------------|-------------|---------|-------------|
| | FY2018 | FY2019 | FY2018 | FY2019 | FY2018 | FY2019 | FY2018 | FY2019 |
| Arizona DPS | | | | | | | | |
| California HP | | | | | | | | |
| Idaho SP | | | | | | | | |
| Nevada DPS | | | | | | | | |
| Oregon SP | 1.0% | | 1.0% | | 1.0% | | 1.0% | |
| WA State Patrol | | 3.0% | | 3.0% | | 3.0% | | 3.0% |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
COMPENSATION PRACTICES

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

| | Court | Training | Leave Day | Legal Holiday | Other | Additional Policy Information |
|------------------------|--------------|-----------------|------------------|----------------------|--------------|--|
| Arizona DPS | 1x | 1x | 1x | 1x | 1x | For holidays, employees are paid straight time and receive 8 hours of vacation time. |
| California HP | 1x | 1x | 1x | 1x | 1x | Full-time employees are eligible to receive a total of 164 hours of holiday-in-lieu credit each calendar year. |
| Idaho SP | 1x | 1x | 1x | 1.5x | 1x | Do not get overtime until after 160 hours in a 28-day cycle. |
| Nevada DPS | 1x | 1x | 1x | 2x | 1x | |
| Oregon SP | 1x | 1x | 1x | 1.5x | 1x | Legal holiday applies to represented employees only. |
| WA State Patrol | 1x | 1x | 1x | 1.5x | 1x | Receive holiday credits at 1.5x the number of hours worked in addition to regular rate of pay. |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
COMPENSATION PRACTICES

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

| | Court | Training | Leave Day | Legal Holiday | Other | Additional Policy Information |
|------------------------|--------------|-----------------|------------------|----------------------|--------------|--|
| Arizona DPS | 1.5x | 1.5x | 1.5x | 1x | 1.5x | For holidays, employees are paid straight time and receive 8 hours of vacation time. |
| California HP | 1x | 1x | 1x | 1x | 1x | Credited minimum of 4 hours of pay at 1x if not notified prior to completion of work shift. |
| Idaho SP | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | Do not get overtime until after 160 hours in a 28 day cycle. |
| Nevada DPS | 1.5x | 1.5x | 1.5x | 2x | 1.5x | |
| Oregon SP | 1.5x | 1.5x | 1.5x | 2.5x | 1.5x | Minimum of 3 hours at 1.5x for all. If on vacation, also receive the vacation leave day back. |
| WA State Patrol | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | Minimum of 3 hours at 1x or 1.5x for hours worked, whichever is greater. If court, minimum of 4 hours at 1x or 1.5x, whichever is greater. If day of vacation leave, receive vacation day back. |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
COMPENSATION PRACTICES

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

| | Court | Training | Leave Day | Legal Holiday | Other | Additional Policy Information |
|------------------------|--|-----------------|------------------|----------------------|--------------|---|
| Arizona DPS | 1.5x | 1.5x | 1.5x | 1x | 1.5x | For holidays, employees are paid straight time and receive 8 hours of vacation time. |
| California HP | Before Shift - 0-4 hrs. Straight Time; After Shift Ends - OT | | | | | Credited minimum of 4 hours of pay at 1x if not notified prior to completion of work shift. Call-back credit will be received only for the hours remaining before the beginning of the employee's next shift. Minimum of 4 hours of pay at 1x for court appearances. Telephonic interviews are minimum of 2 hours of pay at 1.5x unless returns to office, then 4 hours of pay. |
| Idaho SP | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | Do not get overtime until after 160 hours in a 28 day cycle. |
| Nevada DPS | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | |
| Oregon SP | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | Minimum of 3 hours at 1.5x for all. If vacation leave day, receive vacation leave day back. |
| WA State Patrol | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | Minimum of 3 hours at 1x or 1.5x for hours worked, whichever is greater. Court minimum is 4 hours. |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
COMPENSATION PRACTICES

2f Pay for Days Worked – Continuation of Current Shift – By Factor of Hourly Rate

| | Court | Training | Leave Day | Legal Holiday | Other | Additional Policy Information |
|------------------------|--------------|------------------|------------------|----------------------|------------------|--|
| Arizona DPS | 1x | 1.5x | 1.5x | 1.5x | 1.5x | For holidays, employees are paid straight time and receive 8 hours of vacation time. |
| California HP | n/a | Overtime (1.5 x) | n/a | Overtime (1.5 x) | Overtime (1.5 x) | Credited minimum of 4 hours of pay. |
| Idaho SP | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | Do not get overtime until after 160 hours in a 28-day cycle. |
| Nevada DPS | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | |
| Oregon SP | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | Minimum of 3 hours at 1.5x for all. |
| WA State Patrol | 1.5x | 1.5x | 1.5x | 1.5x | 1.5x | |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
COMPENSATION PRACTICES

2g Additional Compensation Practices

| | Variations by Job Class or Additional Payment Situations |
|------------------------|--|
| Arizona DPS | |
| California HP | |
| Idaho SP | Do not get overtime until after 160 hour 28-day cycle. |
| Nevada DPS | |
| Oregon SP | Sergeants receive 15 minutes minimum for telephone calls. |
| WA 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. |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
PREMIUM PAY DIFFERENTIAL

Section 3 – Premium Pay Differential Summary

| | Education Differential (3a) | Geographic Premium (3b) | Longevity Premium (3c) | Shift Differential/ Premium (3d) | Standby/On-Call (3e) |
|------------------------|--|------------------------------------|-----------------------------------|---|---------------------------------|
| Arizona DPS | | | | | |
| California HP | X | | X | X | X |
| Idaho SP | X | X | | X | |
| Nevada DPS | | | | X | |
| Oregon SP | X | | X | | X |
| WA State Patrol | X | X | X | X | X |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
PREMIUM PAY DIFFERENTIAL

3a Education Differentials or Incentives

Empty cells denote where an agency did not have matching compensation or benefit.

| | Applicable Job Title(s) | Associate Degree | Bachelor's Degree | Master's Degree | Doctoral Degree | Additional Policy Information |
|------------------------|----------------------------|---------------------|----------------------|--------------------|--------------------|--|
| Arizona DPS | | | | | | |
| California HP | | | | | | |
| Idaho SP | | | | | | |
| Nevada DPS | | | | | | |
| Oregon SP | | | | | | |
| WA State Patrol | All | 2.0% | 4.0% | 6.0% | | Master's degree is applicable only to lieutenants and captains. |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
PREMIUM PAY DIFFERENTIAL

3b Geographic Location Premium

| | Applicable Job Title(s) | Location 1 | Location 2 | Location 3 | Location 4 | Additional Policy Information |
|------------------------|----------------------------|--------------|-------------|-------------|-------------|---|
| Arizona DPS | | | | | | |
| California HP | | | | | | |
| Idaho SP | All | \$1.00/hour | | | | Considered remote resident — does not get increase on this amount. |
| Nevada DPS | | | | | | |
| Oregon SP | | | | | | |
| WA State Patrol | All | 10.0% | 5.0% | 3.0% | 7.0% | King (10%), Snohomish (5%) and Pierce (3%) counties. Outpost pay of 7% for 4 additional positions; Forks (2), Newhalem (1) and Republic (1). |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
PREMIUM PAY DIFFERENTIAL

3c Longevity Premium – Based on Years of Service

| | Applicable Job Title(s) | 5 Years | 10 Years | 15 Years | 20 Years | 25+ Years | Additional Policy Information |
|------------------------|----------------------------|----------------------|-------------|-------------|-------------|--------------|---|
| Arizona DPS | | | | | | | |
| California HP | All | | | | 4.0% | 8.0% | Longevity begins at 18 years with annual longevity each year until 25 years. |
| Idaho SP | | | | | | | |
| Nevada DPS | | | | | | | |
| Oregon SP | Troopers, Sergeants | | | | 2.0% | | |
| WA State Patrol | All | 3.0% 2.0% | 2.0% | 2.0% | 2.0% | 1.0% | Troopers longevity at 5 years is 3.0%, Sergeants, Lieutenants and Captains is 2.0%. Percentages are compounded on prior longevity percent. |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
PREMIUM PAY DIFFERENTIAL

3d Shift Differential/Premium

| | Applicable Job Title(s) | 2nd Shift Amount | 3 rd Shift Amount | Additional Policy Information |
|------------------------|--|---------------------|---------------------------------|---|
| Arizona DPS | | | | |
| California HP | Officer, Sergeant | \$173.33/mo | \$260.00/Mo | 2nd Shift: 4+ hours fall between 6 p.m.– 1 a.m. 3rd Shift: 4+ hours fall between 11 p.m.– 6 a.m. |
| Idaho SP | All | 5.0% | | Shift is 50% or more of scheduled shift after 6 p.m. |
| Nevada DPS | Officer II, Sergeant | 5.0% | 5.0% | 2nd Shift: Shift starts between 12 p.m.–4 p.m. 3rd Shift: Shift starts between 8 p.m.–10 p.m. |
| Oregon SP | | | | |
| WA State Patrol | Trooper, Sergeant, Lieutenant | 5.0% | | Premium paid for all hours worked between 6 p.m. to 6 a.m. |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
PREMIUM PAY DIFFERENTIAL

3e Standby/On-Call Pay

| | Applicable Job Title(s) | Amount (% of base or \$) | Standby or On-call Pay Definition | Compensated if Return to Work | Additional Policy Information |
|-----------------|-------------------------|--------------------------|--|---|--|
| Arizona DPS | | | | | |
| California HP | Officer | 1x for every 4 hours | Employer requires that an employee must be available for work, and be able to report to work, in less than 1 1/2 hours. | Minimum of 4 hours at 1x. | Compensation of 1x (paid or CTO) for each 4-hour shift or fraction thereof. Work begins more than 3 hours after the completion of the work shift, if less than 3 hours, not subject to minimum of 4 hours. |
| Idaho SP | | | | | |
| Nevada DPS | | | | | |
| Oregon SP | | 17.0% | Employees placed on standby or who are on on-call. | | |
| WA State Patrol | Lieutenant | \$3/hour | Due to special circumstances or events, a commander believes there is a probability a lieutenant will be needed to return to work, the commander can place a lieutenant in standby status. Lieutenant is be required to be "immediately available to be contacted" and "prepared to report immediately for work if the need arises." | 1.5x for hour worked. Not entitled to callout minimum compensation. | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

Section 4 – Specialty Pay Offered by Type

| | Limit on Specialty Pay (4a) | Additional Specialty Pay(s) (4a) | Academy Staff (4b) | Armorer (4c) | Aviation: Command (4d) | Aviation: Multi-Engine (4d) | Aviation: Single Engine (4d) | Bomb Technician (4e) | Canine Handler (4f) | Canine Training Officer (4g) | Certified Reconstructionist (4h) | Certified Technical Specialist (4i) | Detective (4i) | Drug Recognition Expert (4k) | Dual Language (4l) | EE Recognition: Auto Theft (4m) | EE Recognition: Certified Technician of the Year (4m) | EE Recognition: Detective of the Year (4m) | EE Recognition: Trooper/Officer of the Year (4m) | Executive Protection Unit (4n) | Field Training Officer (4o) | Implied Consent Trooper/Officer (4p) | Motorcycle Officer (4q) | SWAT (4r) |
|-----------------|-----------------------------|----------------------------------|--------------------|--------------|------------------------|-----------------------------|------------------------------|----------------------|---------------------|------------------------------|----------------------------------|-------------------------------------|----------------|------------------------------|--------------------|---------------------------------|---|--|--|--------------------------------|-----------------------------|--------------------------------------|-------------------------|-----------|
| Arizona DPS | No | | | | | | | | | | | | | | | | | | | X | | | | |
| California HP | No | X | | | | | X | | X | | | | X | | X | | | | | | X | | X | |
| Idaho SP | Yes | | | X | | | | | X | | X | | | X | X | | | | | | X | | X | |
| Nevada DPS | No | | | | | | | | X | X | X | | X | | | | | | | | | | | |
| Oregon SP | No | X | X | | X | | | X | | | | | | | X | | | | | | X | | | X |
| WA State Patrol | Yes | | X | X | X | X | X | X | X | X | X | X | X | X | | X | X | X | X | X | X | X | X | X |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4a Policy Limits and Additional Specialty Pay

| | Limit on Specialty Pay | Policy Limitation Information | Additional Specialty Pay |
|------------------------|-------------------------------|--|--|
| Arizona DPS | No | | |
| California HP | No | | Pre and post shift work = 3.5% salary stipend (Officer & Sergeant). 8 1/2 Hour Workday Pay = 6.25% (Officer & Sergeant) assigned full-time to perform paramedic duties and when meet or exceed standards on annual appraisal receive \$50 per month. |
| Idaho SP | Yes | Employee may only receive a maximum of 3 choice points added to their base pay. | |
| Nevada DPS | No | | |
| Oregon SP | No | | Patrol Vessel Guardian = 15%, Hazardous Material Transport = \$5/hour, duty differential = 2% at 20 years |
| WA 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 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) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------|---------------------|-----------------------------|--|
| Arizona DPS | | | | |
| California HP | | | | |
| Idaho SP | Training Specialist | | | Paid at regular hourly rate. |
| Nevada DPS | | | | |
| Oregon SP | Trooper, Sergeant | 6.0% | Yes | Also applies to Telecommunicate 1 & 2. |
| WA State Patrol | Trooper, Sergeant | 5.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4c 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) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------|---------------------|-----------------------------|--|
| Arizona DPS | | | | |
| California HP | | | | |
| Idaho SP | All | \$0.30/hour | Yes | Choice point hourly addition not included in base for increases. |
| Nevada DPS | | | | |
| Oregon SP | | | | |
| WA State Patrol | Trooper, Sergeant | 2.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4d Aviation Staff

Command Pilot: Responsible for the operation, safety and security of the aircraft; for the safety and comfort of passengers; and for ensuring that the assigned flight follows department policy and rules, and applicable federal air regulations. Applies to both single-engine and multi-engine aircraft.

Multi-Engine Pilot: Provides air transportation and security for department personnel, the governor and staff, and others as directed.

Single Engine Pilot: Provides aerial surveillance and support for the WSP and 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 DPS | | | | | |
| California HP | Officer, Sergeant | | | 12.0% | Officers and Sergeants receive 11.9% and 12.1% (respectively) in a higher base wage, in Alternate Range C. |
| Idaho SP | | | | | |
| Nevada DPS | | | | | |
| Oregon SP | Trooper, Sergeant | 12% or 15% | | | Pilots in an aircraft receive monthly premium of 12% of regular base for first 3 winters of 1,000 hours (whichever is greater). A monthly premium equal to 15% of regular base thereafter. |
| WA State Patrol | All | 15.0% | 10.0% | 5.0% | Receives only one pilot pay. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
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) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------|---------------------|-----------------------------|-------------------------------|
| Arizona DPS | | | | |
| California HP | | | | |
| Idaho SP | | | | |
| Nevada DPS | | | | |
| Oregon SP | Trooper, Sergeant | 10.0% | Yes | |
| WA State Patrol | Trooper, Sergeant | 5.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4f Canine Handler

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

| | Applicable Job Title(s) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------|---------------------|-----------------------------|--|
| Arizona DPS | | | | |
| California HP | Officer, Sergeant | \$156.65 | No | Paid monthly. |
| Idaho SP | All | \$0.30/hour | Yes | Choice point hourly addition not included in base for increases. |
| Nevada DPS | DPS Officer II | 5.0% | Yes | |
| Oregon SP | | | | |
| WA State Patrol | Trooper, Sergeant | 3.0% | Yes | Receive 1 hour of shift for care of dog. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4g Canine Training Officer

Provides canine training to troopers assigned to the canine unit.

| | Applicable Job Title(s) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|-----------------------------------|---------------------|-----------------------------|-------------------------------|
| Arizona DPS | | | | |
| California HP | | | | |
| Idaho SP | | | | |
| Nevada DPS | DPS Officer II | 5.0% | Yes | |
| Oregon SP | | | | |
| WA State Patrol | Trooper & Sergeant | 5.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4h Certified Reconstructionist

Provides advanced collision reconstruction work.

| | Applicable Job Title(s) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------|---------------------|-----------------------------|--|
| Arizona DPS | | | | |
| California HP | | | | |
| Idaho SP | All | \$0.45/hour | Yes | Choice point hourly addition not included in base for increases. |
| Nevada DPS | DPS Officer II | 5.0% | Yes | Only when assigned to an accident team. |
| Oregon SP | | | | |
| WA State Patrol | Trooper, Sergeant | 3.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4i Certified Technical Specialist

Provides collision reconstruction work.

Empty cells denote where an agency did not have matching compensation or benefit.

| | Applicable Job Title(s) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------------|-----------------------------|-------------------------------------|--------------------------------------|
| Arizona DPS | | | | |
| California HP | | | | |
| Idaho SP | | | | |
| Nevada DPS | | | | |
| Oregon SP | | | | |
| WA State Patrol | Trooper & Sergeant | 2.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4j Detective

Collects information, conducts, and plans investigations.

| | Applicable Job Title(s) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|-----------------------------------|---------------------|-----------------------------|---|
| Arizona DPS | | | | |
| California HP | Officer | \$50.00 | Yes | Paid monthly for full-time vehicle theft or fraud investigators. |
| Idaho SP | | | | Detectives are specialists and are a separate job class. Minimum salary is \$47,174 and maximum is \$84,261. |
| Nevada DPS | DPS Officer II | 5.0% | Yes | |
| Oregon SP | | | | |
| WA State Patrol | Trooper & Sergeant | 3.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4k 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) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------|---------------------|-----------------------------|--|
| Arizona DPS | | | | |
| California HP | | | | |
| Idaho SP | All | \$0.30/hour | Yes | Choice point hourly addition not included in base for increases. |
| Nevada DPS | | | | |
| Oregon SP | | | | |
| WA State Patrol | Trooper, Sergeant | 2.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

41 Dual Language

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

| | Applicable Job Title(s) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|----------------------------|---------------------|-----------------------------|--|
| Arizona DPS | | | | |
| California HP | All | \$100.00 | Yes | Paid monthly. |
| Idaho SP | All | \$0.30/hour | Yes | Choice point hourly addition not included in base for increases. |
| Nevada DPS | | | | |
| Oregon SP | Trooper, Sergeant | 5.0% | Yes | |
| WA State Patrol | | | | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4m Employee Recognition Awards

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

Certified Technician of the Year: Award given to a Certified Technical Specialist for providing exceptional work in the area of collision reconstruction.

Detective of the Year: Detective recognized for outstanding service provided to the agency.

Trooper of the Year: Trooper/Officer recognized for outstanding service provided to the agency.

Empty cells denote where an agency did not have matching compensation or benefit.

| | Applicable Job Title(s) | Auto Theft of the Year | Certified Tech of the Year | Detective of the Year | Trooper of the Year | Additional Policy Information |
|------------------------|----------------------------|------------------------------|----------------------------------|-----------------------------|---------------------------|---|
| Arizona DPS | | | | | | |
| California HP | | | | | | |
| Idaho SP | | | | | | |
| Nevada DPS | | | | | | |
| Oregon SP | | | | | | |
| WA State Patrol | All | 15.0% | 10.0% | 5.0% | | Detective of the Year paid annually. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4n Executive Protection Unit

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) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|----------------------------------|------------------|--------------------------|--|
| Arizona DPS | State Trooper, Sergeant, Captain | 10.0% | Yes | |
| California HP | | | | |
| Idaho SP | | | | Detectives are specialists and a separate job class. Minimum salary is \$47,174 and maximum is \$84,261. |
| Nevada DPS | | | | |
| Oregon SP | | | | |
| WA State Patrol | All | 10.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4o Field Training Officer

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

| | Applicable Job Title(s) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------|-----------------------|-----------------------------|---|
| Arizona DPS | | | | |
| California HP | Officer | 5.0% | Yes | An additional 5% of their daily base pay each day they serve as a Field Training Officer. (paid monthly) |
| Idaho SP | All | \$0.15/hour | Yes | Choice point hourly addition not included in base for increases. |
| Nevada DPS | | | | |
| Oregon SP | Trooper, Sergeant | 5.0% | Yes | For all hours performed. |
| WA State Patrol | Trooper, Sergeant | 10.0% 5.0% | Yes | Compensation is for all hours worked as a FTO. Sergeants receive lower percentage for supervisor of FTO and cadet. |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4q Implied Consent

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

| | Applicable Job Title(s) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|------------------------------|---------------------|-----------------------------|-------------------------------|
| Arizona DPS | | | | |
| California HP | | | | |
| Idaho SP | | | | All are expected to do this. |
| Nevada DPS | | | | |
| Oregon SP | | | | |
| WA State Patrol | Trooper, Sergeant | 3.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4q 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) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|--------------------------|----------------------------------|--------------------------|--|
| Arizona DPS | | | | |
| California HP | Officer, Sergeant | 4.0% | Yes | Paid monthly. |
| Idaho SP | All | 10.0% hazard pay and \$0.30/hour | Yes | Choice point hourly addition not included in base for increases. |
| Nevada DPS | | | | |
| Oregon SP | | | | |
| WA State Patrol | Trooper, Sergeant | 4.0% | Yes | |

WASHINGTON STATE PATROL 2016 COMPENSATION SURVEY
SPECIALTY PAY

4r 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) | Amount (% or \$) | Included in Overtime Pay | Additional Policy Information |
|------------------------|----------------------------|---------------------|-----------------------------|-------------------------------|
| Arizona DPS | | | | |
| California HP | | | | |
| Idaho SP | | | | |
| Nevada DPS | | | | |
| Oregon SP | Trooper, Sergeant | 2.5% | Yes | |
| WA State Patrol | All | 3.0% | Yes | |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
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) |
|------------------------|---------------------------------------|-------------------------|---|--|---|--|---|
| Arizona DPS | | | X | | | | X |
| California HP | X | | | | X | X | X |
| Idaho SP | X | | | X | X | X | X |
| Nevada DPS | | | | | | | X |
| Oregon SP | | | X | X | X | X | X |
| WA State Patrol | | X | X | X | X | | X |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
SUPPLEMENTAL PAY

5a Fitness Incentive

| | Applicable Job Title(s) | Amount (% or \$) | Frequency | Additional Policy Information |
|------------------------|---|------------------------|-----------|---|
| Arizona DPS | | | | |
| California HP | Officer, Sergeant, Lieutenant, Captain | \$65.00 or \$130.00 | Monthly | Difference in payment due to longevity. \$130 if greater than 60 months, \$65 if less than 60 months. |
| Idaho SP | All | | | Administrative time off to exercise. |
| Nevada DPS | | | | |
| Oregon SP | | | | |
| WA State Patrol | | | | |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
SUPPLEMENTAL PAY

5b Parking

Empty cells denote where an agency did not have matching compensation or benefit.

| | Applicable Job Title(s) | Amount (% or \$) | Frequency | Additional Policy Information |
|------------------------|----------------------------|---------------------|----------------|---|
| Arizona DPS | | | | |
| California HP | | | | |
| Idaho SP | | | | |
| Nevada DPS | | | | |
| Oregon SP | | | | |
| WA State Patrol | All | \$75.00 | Monthly | Employer pays all applicable fees for nonreserved parking of department- issued vehicles for employees assigned to the Capitol Campus. |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
SUPPLEMENTAL PAY

5c Plain Clothes Allowance

| | Applicable Job Title(s) | Amount (% or \$) | Frequency | Additional Policy Information |
|-------------------------------------|----------------------------|---------------------------|-----------------|---|
| Arizona DPS | All | \$425.00 | Annually | Annual for nonuniformed personnel. |
| California HP | | | | |
| Idaho SP | | | | |
| Nevada DPS | | | | |
| Oregon SP | All | \$1,200.00 | Yearly | \$800 for forensic scientists. |
| WA State Patrol ¹ | All | \$600 or \$700 | Annually | Trooper & Sergeant: Detective = \$600; EPU = \$700. Lieutenant & Captain: IAD, CID, OPS, GMR & Fusion Center Lieutenant = \$700. |

¹ EPU = Executive Protection Unit; IAD = Investigative Assistance Division; CID = Criminal Investigative Division; OPS = Office of Professional Standards; GMR = Government and Media Relations

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
SPECIALTY PAY

5d Relocation Expenses

| | Applicable Job Title(s) | Amount (% or \$) | Frequency | Additional Policy Information |
|------------------------|----------------------------|---------------------------|-----------|---|
| Arizona DPS | | | | |
| California HP | | | | |
| Idaho SP | All | | One Time | If promoted and have to move. |
| Nevada DPS | | | | |
| Oregon SP | All | | | Paid only when involuntary transfer requires relocation. |
| WA State Patrol | All | OFM guidelines | | Upon initial assignment from Academy; transferred at the employer's direction; may pay when requesting volunteers. |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
SPECIALTY PAY

5e Tuition Reimbursement

| | Provided | Additional Policy Information |
|------------------------|-----------------|---|
| Arizona DPS | No | |
| California HP | 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 SP | 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 DPS | No | |
| Oregon SP | Yes | Funds \$7,500/year for tuition reimbursement. Unused funds in 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. |
| WA State Patrol | Yes | Reimburse tuition and registration fees and may not exceed those found at the University of Washington. Cost of books are reimbursed. |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
SPECIALTY PAY

5f Uniform Cleaning Allowance

| | Applicable Job Title(s) | Amount (% or \$) | Frequency | Additional Policy Information |
|------------------------|----------------------------|---------------------|-----------|--|
| Arizona DPS | | | | |
| California HP | Officer | \$25.00 | Monthly | |
| Idaho SP | All | | Monthly | Any uniformed position. |
| Nevada DPS | | | | |
| Oregon SP | All | \$40.00 | | Honor Guard members reimbursed up to \$25.00 for each uniform alteration or cleaning. Receipts required documenting actual cost. |
| WA State Patrol | | | | |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
SPECIALTY PAY

5g Uniform and Equipment Allowance

| | Applicable Job Title(s) | Amount (% or \$) | Frequency | Additional Policy Information |
|------------------------|---|-----------------------------|------------------|---|
| Arizona DPS | All | \$1,000.00 | Annually | Annual for uniformed personnel. |
| California HP | Officer, Sergeant, Lieutenant, Captain | \$920.00 | Annually | Cadets receive one-time allowance of \$570. |
| Idaho SP | All | | | Agency provides uniform and equipment as needed. |
| Nevada DPS | All | \$156.56 or \$215.89 | Quarterly | Troopers assigned to cars = \$156.56; assigned to motorcycles = \$215.89. |
| Oregon SP | All | | | Agency provides uniform and equipment as needed. |
| WA State Patrol | All | | | Agency provides uniform and equipment as needed. |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
SPECIALTY PAY

5h Additional Pay Practices

| | Additional Pay Supplements |
|------------------------|--|
| Arizona DPS | |
| California HP | Officers receive \$46/day for meals when traveling and \$90–\$150 for lodging. Sergeants, Lieutenants and Captains receive \$46/day for meals when traveling and \$90–\$250 for lodging. |
| Idaho SP | |
| Nevada DPS | |
| Oregon SP | |
| WA State Patrol | |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
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 DPS | 120 | 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 |
| California HP | 96 | 96 | 96 | 132 | 132 | 132 | 132 | 132 | 132 | 132 | 156 | 156 | 156 | 156 | 156 | 168 | 168 | 168 | 168 | 180 | 180 | 180 | 180 | 180 | 180 | 180 |
| Idaho SP | 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 DPS | 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 SP | 96 | 96 | 96 | 96 | 96 | 120 | 120 | 120 | 120 | 144 | 144 | 144 | 144 | 144 | 144 | 168 | 168 | 168 | 168 | 192 | 192 | 192 | 192 | 192 | 192 | 216 |
| Participant Average | 104 | 104 | 104 | 111 | 116 | 125 | 125 | 125 | 125 | 139 | 149 | 149 | 149 | 149 | 158 | 166 | 166 | 166 | 166 | 173 | 178 | 178 | 178 | 178 | 178 | 182 |
| WA State Patrol | 112 | 112 | 120 | 128 | 136 | 136 | 144 | 144 | 144 | 160 | 160 | 160 | 160 | 160 | 176 | 176 | 176 | 176 | 176 | 192 | 192 | 192 | 192 | 192 | 200 | 200 |
| Difference between Washington and Average | 8 | 8 | 16 | 17 | 20 | 11 | 19 | 19 | 19 | 21 | 11 | 11 | 11 | 11 | 18 | 10 | 10 | 10 | 10 | 19 | 14 | 14 | 14 | 14 | 22 | 18 |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
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 DPS | Yes | 360 | Yes | No | Unlimited | Unlimited | 100% | Employees are paid at end of employment for unused vacation (annual) leave hours. |
| California HP | Yes | 816 | Yes | No | Yes | Yes | 100% | If an employee does not use all of the vacation accrued in a calendar year, the employee may carry over accrued vacation credits to the following calendar year to a maximum of 816 hours. |
| Idaho SP | Yes | 336 | Yes | No | Unlimited | No | 100% | |
| Nevada DPS | Yes | 240 | Yes | No | Yes | Yes | Pay Policy 1 pay rate | Vacation leave accrued in excess of 30 days, if denied, eligible for payment at year end. |
| Oregon SP | Yes | 350 | Yes | 80 | 250 | 250 | 100% | |
| WA 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. |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
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 DPS | 120 | Yes | Unlimited | Yes | No | 1,500 | 1,500 | 3% or 50% | Sick leave payout rate is dependent on ending balance. Maximum of \$30,000 payout allowed for unused accumulated sick leave. |
| California HP | 96 | Yes | Unlimited | No | | | | | Same rules, limits and cash-out applies to annual leave. Sick leave: 8 hrs/mo accrued. Can be carried over to the next year; cannot cash out. Offers either vacation and sick or annual leave. |
| Idaho SP | 96 | Yes | Unlimited | Yes | No | No | Unlimited | 50.0% | |
| Nevada DPS | 120 | Yes | Unlimited | Yes | No | Yes | Yes | Pay Policy 1 pay rate | Must have 10 years of service for pay out at time of separation. There are maximum payouts based on years of service. |
| Oregon SP | 96 | Yes | Unlimited | Yes | No | No | Yes | 50.0% | Cash-out at retirement converted to retirement benefits. |
| WA State Patrol | 96 | Yes | Unlimited | Yes | Up to 96 | No | Yes | 25.0% | Must maintain 480-hour balance when cashing out at year end. |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
PAID TIME OFF

6c Other Leave

| | Holidays | Personal Holidays | Additional Holiday Information | Additional Leave Information |
|------------------------|-----------|-------------------|--|---|
| Arizona DPS | 10 | | | |
| California HP | | | Receive 164 hours annually in lieu of 11 holidays. | 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 of leave expended. |
| Idaho SP | 10 | | | Organ and bone marrow donations, court and jury services, election leave, religious leave and Red Cross disaster services leave. |
| Nevada DPS | 11 | | Must be in paid status the business day before the holiday to receive holiday pay. | Civil leave, family sick leave, bereavement leave, administrative leave, catastrophic leave and military leave |
| Oregon SP | | 3 | Leave bank in lieu of tradition holiday leave. Earn 6.67 hours of leave per calendar month of paid employment (pro-rata share if less than full time). Annual maximum accrual of 80 hours. | Employees within 15 years of retirement granted up to 28 hours with pay once during their careers to investigate retirement programs. In addition to the 3 personal days, a governor's leave day (8 hrs) to be taken from November to December. |
| WA State Patrol | 10 | 1 | | 2 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. |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
HEALTH BENEFITS

Section 7 – Health Benefits

7a Health Maintenance Organization Plan

| | Deductible Includes Prescriptions | Actuary Value/ Metal Tier | EE Only | | EE + Spouse | | EE + Children | | Family | |
|----------------------------|-----------------------------------|--|-----------------|----------------|-------------------|-----------------|-----------------|-----------------|-------------------|-----------------|
| | | | ER | EE | ER | EE | ER | EE | ER | EE |
| Arizona DPS | Yes | Not reported | \$619.41 | \$44.01 | \$1,272.66 | \$130.91 | \$826.67 | \$111.11 | \$1,394.34 | \$243.10 |
| California HP | Yes | Platinum | \$615.00 | \$102.38 | \$1,194.00 | \$240.76 | | | \$1,540.00 | \$325.19 |
| Idaho SP | Yes | Grand-fathered & outside ACA requirement | \$1,072.32 | \$63.00 | \$1,072.32 | \$155.00 | \$1,072.32 | \$144.00 | \$1,072.32 | \$218.00 |
| Nevada DPS | Yes | Not reported | \$652.03 | \$173.63 | \$1,117.20 | \$485.90 | \$873.79 | \$319.89 | \$1,338.97 | \$637.15 |
| Oregon SP | Yes | Platinum | \$708.61 | \$37.30 | \$1,417.24 | \$74.59 | \$1,204.66 | \$63.40 | \$1,913.28 | \$82.59 |
| Participant Average | | | \$733.47 | \$84.06 | \$1,214.68 | \$217.43 | \$994.36 | \$159.60 | \$1,451.78 | \$301.21 |
| WA State Patrol | No | Gold | \$551.00 | \$78.00 | \$1,092.00 | \$166.00 | \$964.00 | \$137.00 | \$1,505.00 | \$225.00 |

7b Preferred Provider Organization Plan

| | Deductible Includes Prescriptions | Actuary Value/ Metal Tier | EE Only | | EE + Spouse | | EE + Children | | Family | |
|----------------------------|-----------------------------------|--|-----------------|-----------------|-------------------|-----------------|-----------------|-----------------|-------------------|-----------------|
| | | | ER | EE | ER | EE | ER | EE | ER | EE |
| Arizona DPS | Yes | Not reported | \$629.59 | \$112.19 | \$1,331.24 | \$236.19 | \$890.83 | \$158.41 | \$1,553.09 | \$276.10 |
| California HP | Yes | Gold | \$615.00 | \$36.83 | \$1,194.00 | \$71.43 | | | \$1,540.00 | \$115.07 |
| Idaho SP | Yes | Grand-fathered & outside ACA requirement | \$1,072.32 | \$51.00 | \$1,072.32 | \$128.00 | \$1,072.32 | \$119.00 | \$1,072.32 | \$185.00 |
| Nevada DPS | | | | | | | | | | |
| Oregon SP | Yes | Platinum | \$719.23 | \$37.85 | \$1,438.46 | \$75.71 | \$1,222.70 | \$64.35 | \$1,941.92 | \$84.10 |
| Participant Average | | | \$759.04 | \$59.47 | \$1,259.01 | \$127.83 | \$1,061.95 | \$113.92 | \$1,526.83 | \$165.07 |
| WA State Patrol | No | Gold | \$551.00 | \$102.00 | \$1,092.00 | \$214.00 | \$964.00 | \$179.00 | \$1,505.00 | \$291.00 |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
HEALTH BENEFITS

7c Consumer Directed Health Plan

| | Deductible Includes Prescriptions | Actuary Value/ Metal Tier | EE Only | | EE + Spouse | | EE + Children | | Family | | HSA ER Contribution | | | |
|----------------------------|---|---------------------------------|-----------------|----------------|-------------------|----------------|-----------------|----------------|-------------------|----------------|---------------------|-----------------|-----------------|-----------------|
| | | | ER | EE | ER | EE | ER | EE | ER | EE | EE | EE+S | EE+C | Family |
| Arizona DPS | | | | | | | | | | | | | | |
| California HP | | | | | | | | | | | | | | |
| Idaho SP | | | | | | | | | | | | | | |
| Nevada DPS | Yes | Not Reported | \$557.38 | \$41.91 | \$915.88 | \$171.50 | \$700.45 | \$92.72 | \$1,058.94 | \$222.09 | \$58.33 | \$50.00 | \$50.00 | \$50.00 |
| Oregon SP | | | | | | | | | | | | | | |
| Participant Average | | | \$557.38 | \$41.91 | \$915.88 | \$171.50 | \$700.45 | \$92.72 | \$1,058.94 | \$222.09 | \$58.33 | \$50.00 | \$50.00 | \$50.00 |
| WA State Patrol | No | Gold | \$551.00 | \$25.00 | \$1,092.00 | \$60.00 | \$964.00 | \$44.00 | \$1,505.00 | \$79.00 | \$58.34 | \$116.67 | \$116.67 | \$116.67 |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
HEALTH BENEFITS

7d Dental Plan

| | EE Only | | EE + Spouse | | EE + Children | | Family | |
|----------------------------|---------------------|-----------------|-------------------|-----------------|-----------------|-----------------|-------------------|-----------------|
| | ER | EE | ER | EE | ER | EE | ER | EE |
| Arizona DPS | \$4.96 | \$3.55 | \$9.92 | \$7.13 | \$9.92 | \$6.67 | \$13.69 | \$11.83 |
| California HP | \$38.12 | \$11.11 | \$66.56 | \$19.21 | \$0.00 | \$0.00 | \$96.21 | \$28.68 |
| Idaho SP | \$19.34 | \$9.00 | \$19.34 | \$41.24 | \$19.34 | \$53.24 | \$19.34 | \$68.24 |
| Nevada DPS | Included in Medical | | | | | | | |
| Oregon SP | \$48.00 | \$3.00 | \$96.00 | \$5.00 | \$81.00 | \$4.00 | \$129.00 | \$7.00 |
| Participant Average | \$27.61 | \$6.67 | \$47.96 | \$18.15 | \$27.57 | \$15.98 | \$64.56 | \$28.94 |
| WA State Patrol | \$551.00 | \$102.00 | \$1,092.00 | \$214.00 | \$964.00 | \$179.00 | \$1,505.00 | \$291.00 |

7e Vision Plan

| | EE Only | | EE + Spouse | | EE + Children | | Family | |
|----------------------------|----------------------------|--------|-------------|---------|---------------|---------|---------|---------|
| | ER | EE | ER | EE | ER | EE | ER | EE |
| Arizona DPS | \$0.00 | \$3.99 | \$0.00 | \$12.94 | \$0.00 | \$12.76 | \$0.00 | \$16.10 |
| California HP | \$8.64 | \$0.00 | \$8.64 | \$0.00 | \$0.00 | \$0.00 | \$8.64 | \$0.00 |
| Idaho SP | Included in Medical | | | | | | | |
| Nevada DPS | Included in Medical | | | | | | | |
| Oregon SP | \$8.00 | \$0.00 | \$16.00 | \$1.00 | \$14.00 | \$1.00 | \$22.00 | \$1.00 |
| Participant Average | \$5.55 | \$1.33 | \$8.21 | \$4.65 | \$4.67 | \$4.59 | \$10.21 | \$5.70 |
| WA State Patrol | Included in Medical | | | | | | | |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
HEALTH BENEFITS

7f Additional Benefit Information

| | Additional Benefit Information |
|------------------------|--|
| Arizona DPS | |
| California HP | These 2018 rates apply to the cadets and officers. There are different employer and employee contributions for health, dental, vision for excluded employees which includes sergeant, lieutenant and captain. |
| Idaho SP | All employee premiums listed are for full-time employees. Premiums for part-time employees are significantly higher: https://ogi.idaho.gov/premium-rates/ |
| Nevada DPS | The employee can also receive an additional \$200 contribution to their HSA if they complete a series of wellness activities. Employer contribution to HSA account is \$200 per dependent, maximum of 3 dependents. Maximum amount reported within data. |
| Oregon SP | |
| WA State Patrol | 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 Classic. Eligible for an annual \$125 deductible reduction, if qualify through SmartHealth program. |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
RETIREMENT BENEFITS

Section 8 –Retirement Benefits

8a Social Security

| | Employer Contribution to Social Security |
|------------------------|---|
| Arizona DPS | Yes |
| California HP | Yes |
| Idaho SP | Yes |
| Nevada DPS | No |
| Oregon SP | Yes |
| WA State Patrol | No |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
RETIREMENT BENEFITS

8b Defined Benefit/Pension Plan

| | Plan Name | Employer Contribution | Employee Contribution | Employee Contributions Picked up by Employer |
|------------------------|---|------------------------------|--|---|
| Arizona DPS | Public Safety Personnel Retirement Systems | 45.36% | 2.65% hired before 7/20/2011 6.65% if hired after | No |
| California HP | CalPERS California Highway Patrol Member | 54.10% | 11.5% over \$863.00% | No |
| Idaho SP | Public Employee Retirement System of Idaho (mandatory for all eligible employees) | 11.66% | 8.36% | No |
| Nevada DPS | Nevada PERS | 20.75% | 20.75% | No |
| Oregon SP | Oregon Public Service Retirement Program | 15.55% | 6.00% | No |
| WA State Patrol | Washington State Patrol Retirement System | 13.33% | 7.68% | No |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
RETIREMENT BENEFITS

8c Defined Contribution plan – 401(a)

* There are no in-state law enforcement agencies that participate in a defined contribution (401a) plan.

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
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 DPS | Deferred Compensation Plan | | | Up to IRS max | |
| California HP | Savings Plus (401k and 457) | | | Up to \$18,500 (401k) & \$18,500 (457) - \$37,000 combined | At the age of 50 and over, employee can contribute an additional \$6,000 to deferred compensation plan. https://www.savingsplusnow.com/iApp/tcm/savingsplusnow/learning/library/irs_rules.jsp |
| Idaho SP | | | | | |
| Nevada DPS | Voya | | | Up to IRS max | At the age of 50 and over, employee can contribute an additional \$6,000 to deferred compensation plan. https://www.savingsplusnow.com/iApp/tcm/savingsplusnow/learning/library/irs_rules.jsp |
| Oregon SP | Oregon Savings Growth Plan 457(b) Deferred Comp Plan | | | \$18,000 | |
| WA State Patrol | WA State Deferred Compensation | | | Up to IRS max | |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY

Appendix A – 2018 Comprehensive Compensation Survey

The survey was sent to respondents in Microsoft Excel. The following is formatted for this report. The original survey sent will differ in formatting only.

2018 Washington State Patrol Comprehensive Survey

Please complete the survey by matching your agency's jobs to the Washington State Patrols' jobs. Summary job descriptions are included to help with matching.

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

Effective Date of Data:

January 1, 2018

Kindly Respond By:

January 5, 2018

Return to:

Angie.Gill@ofm.wa.gov

Direct Questions to:

Angie Gill (360) 407-4117

Melinda Aslakson (360) 407-4106

Organization Name:

Contact Name:

Telephone Number:

Email Address:

In your response, please include the following:

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

If requested documents are available on the on-line, enter the URLs below:

| Document Description | Website |
|----------------------|---------|
| | |
| | |
| | |
| | |
| | |
| | |

If URL is provided, no further attachments are necessary.

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY

APPENDIX A

| Benchmark Job Descriptions | |
|--|--|
| Job Title | |
| 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 detachment. 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. |
| Lieutenant Assistant 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. |
| Captain 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). |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY

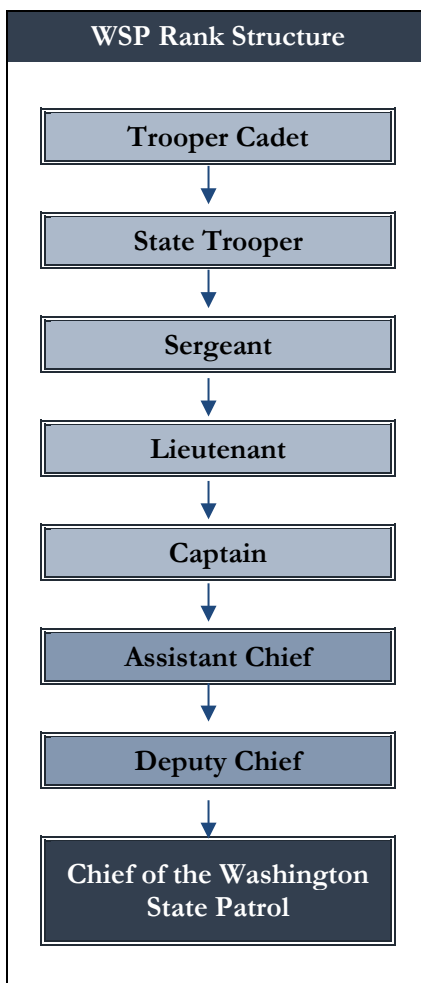
APPENDIX A

| Premium Pay Definitions | |
|--|--|
| Majority of Employees Receive | By individual rank, do the majority of the employees receive the premium pay? If it varies by rank, indicate in the Additional Policy Information. |
| Academy Staff | Instructs classes at the Academy and other places throughout the state, and supervises and counsels students during training while at the Academy. |
| 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. |
| Aviation Assignment - Command Pilot | 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. |
| Aviation Assignment - Multi-Engine Pilot | Provides air transportation and security for department personnel, the Governor and staff, and others as directed. |
| Aviation Assignment - Single Engine Pilot | 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. |
| Bomb Technician | Maintains the safety of the public and property in the disposal, transportation, or rendering safe of destructive devices and materials. |
| Canine Handler | Provides a canine detection service to the officers of the Washington State Patrol, federal, state and local law enforcement agencies. |
| Canine Training Officer | Provides canine training to troopers assigned to the canine unit. |
| Certified Reconstructionist | Provides advanced collision reconstruction work. |
| Certified Technical Specialist | Provides collision reconstruction work. |
| Detective | Collects information, conducts, and plans investigations. |
| Drug Recognition Expert | Performs drug recognition evaluations based on a standardized and systematic approach approved by the NHTSA. Provides expert testimony in court. |
| Dual Language | Proficiency in speaking and understanding English and a second language. Bilingual. |
| Executive Protection Unit | 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. |
| Field Training Officer | Trains cadets in the field during final stage of basic training. |
| Implied Consent Trooper/Officer | Works within the Implied Consent section working with breathalyzers, interlock devices or similar activities. |
| Motorcycle Officers | Performs traffic law enforcement duties in congested traffic areas, for special events, parades, dignitary escorts, etc., where the motorcycle is best-suited. |
| 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. |
| Officer of the Year - Auto Theft | Award given to an Auto Theft Detective who provided outstanding work for the year. |
| Officer of the Year - Certified Technical Specialist | Award given to a Certified Technical Specialist for providing exceptional work in area of collision reconstruction. |
| Officer of the Year - Detective | Detective recognized for outstanding service provided to their Agency. |
| Officer of the Year - Trooper/Officer | Trooper/Officer recognized for outstanding service provided to the Agency. |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY

APPENDIX A

| Salary Information Definitions | |
|---|---|
| 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". |
| 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. |
| Represented or Non-Represented | Select whether this job title is represented by a union. |
| 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). |
| 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 activities. |
| Number of EEs | The total number of current employees. |
| Length to Reach Max Salary | The total time it takes for an employee to reach the maximum base salary without longevity increases. |
| 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. Excluding any longevity pay. |



WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY

APPENDIX A

Salary Information (as of January 1, 2018)

Utilizing the benchmark description, enter your organization's corresponding information. If you have no matching job, please enter "NA".

Benchmark Job Titles

State Trooper

Sergeant

Lieutenant

Captain

Matching Title

Degree of Match
(-, =, +)

Representation Status

Contract Term
(If represented)

Work Week Hours

Number of EEs

January 2018 Annual Scheduled BASE pay rates (excluding any longevity differentials)

Length to Reach Max
Salary

Minimum

6 Months

1 Year

5 Years

10 Years

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY

APPENDIX A

| | | | | |
|----------|--|--|--|--|
| 15 Years | | | | |
| 20 Years | | | | |
| 25 Years | | | | |
| Maximum | | | | |

Longevity Premium

Does your agency provide longevity premium?

If so, how is the tenure for longevity pay calculated?
(Agency hire date, Peace Officer Certification Date, promotion, etc.)

Longevity Step (In Years)

| | | | | | | |
|--|--|--|--|--|--|--|
| | | | | | | |
|--|--|--|--|--|--|--|

Applicable Job Title(s)

| | | | | | | |
|--|--|--|--|--|--|--|
| | | | | | | |
|--|--|--|--|--|--|--|

Amount
(% of Base or \$)

| | | | | | | |
|--|--|--|--|--|--|--|
| | | | | | | |
|--|--|--|--|--|--|--|

Amount Included in Overtime?

| | | | | | | |
|--|--|--|--|--|--|--|
| | | | | | | |
|--|--|--|--|--|--|--|

Additional Policy Information

| | | | | | | |
|--|--|--|--|--|--|--|
| | | | | | | |
|--|--|--|--|--|--|--|

Use the space below for any additional comments regarding longevity premiums:

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY

APPENDIX A

Compensation Practices

Answer each question as it applies to Troopers (Police Officers/Deputies), Sergeants, Lieutenants, and Captains.

Where differences exist between job titles, provide additional information.

Pay Plan/Pay Schedule Information

Place an X in all applicable boxes

| | | | |
|---|--|--|---|
| What type(s) of pay plan(s) cover your employees? | <input type="checkbox"/> Grade and Step | <input type="checkbox"/> Grades, No Steps (Min and Max Only) | <input type="checkbox"/> No Ranges |
| What is used to adjust pay ranges/schedules? | <input type="checkbox"/> Market Analysis | <input type="checkbox"/> Increase in Cost of Living (CPI) | <input type="checkbox"/> Legislative / Budget / Financial Ability |
| | | | <input type="checkbox"/> Contractual Obligation |

If it varies by job title, please explain in the space below:

Scheduled Salary Increases

For each job title, indicate any future base salary increases your employees are going to receive:

| | Percentage or \$ Amount Increase | | | |
|------------------|----------------------------------|----------|------------|---------|
| Date of Increase | Trooper (Police Officer/Deputy) | Sergeant | Lieutenant | Captain |
| | | | | |
| | | | | |
| | | | | |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY

APPENDIX A

Additional information regarding scheduled base pay increases:

Regular and Overtime Compensation Practices

How are employees paid for the following type of activities:

Example: Straight Time, Overtime Rate (1.5x straight time), or Double Time (2x straight time.)

| | Court | | Training | | Scheduled Leave Day | | Recognized Legal Holiday | | Work Activity not Specifically Identified | |
|---|-------------|-------------------------------|-------------|-------------------------------|---------------------|-------------------------------|--------------------------|-------------------------------|---|-------------------------------|
| | Rate of Pay | Additional Policy Information | Rate of Pay | Additional Policy Information | Rate of Pay | Additional Policy Information | Rate of Pay | Additional Policy Information | Rate of Pay | Additional Policy Information |
| Called Out On a Day of Rest (Non-work day or full day of leave) | | | | | | | | | | |
| Called Out Prior to Or After Scheduled Work Shift | | | | | | | | | | |
| Regularly Scheduled Work Shift | | | | | | | | | | |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY

APPENDIX A

Continuation
of Current
Work shift

| | | | | | | | | | |
|--|--|--|--|--|--|--|--|--|--|
| | | | | | | | | | |
|--|--|--|--|--|--|--|--|--|--|

If it varies by job title, please explain in the space below.

| |
|--|
| |
|--|

Additional compensation practices not identified above, please explain in the space below.

| |
|--|
| |
|--|

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. 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

| | Fitness Incentive | Parking | Plain Clothes Allowance | Relocation Allowance | Uniform Cleaning Allowance | Uniform and Equipment Allowance |
|-----------------------------------|-------------------|---------|-------------------------|----------------------|----------------------------|---------------------------------|
| Applicable Job Title(s) | | | | | | |
| Amount (% of base or \$) | | | | | | |
| Frequency (Recurring or One Time) | | | | | | |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY

APPENDIX A

Additional Policy
Information

| | | | | | |
|--|--|--|--|--|--|
| | | | | | |
|--|--|--|--|--|--|

Use the space below for any additional comments
regarding pay supplements:

Specialty Pay

Is there a limit on the number or total % of specialty pay differentials one may receive at any given time?

If yes, provide limits below:

For specialty pays offered by your agency that are equivalent, based on type of work, answer the following:

Definitions for premium pay available on the Definitions worksheet in addition to comments attached to each cell.

| | Applicable Job Title(s) | Amount (% of base or \$) | Included in Overtime Calculations? | Majority of Employees Receive? | Additional Policy Information |
|-----------------|----------------------------|-----------------------------|--|--------------------------------------|----------------------------------|
| Academy Staff | | | | | |
| Armorer | | | | | |
| Bomb Technician | | | | | |

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY

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| | | | | | |
|----------------------------------|--|---|--|--|--|
| Canine Handler | | | | | |
| Canine Training Officer | | | | | |
| Certified Reconstructionist | | | | | |
| Certified Technical Specialist | | | | | |
| Detective | | | | | |
| Drug Recognition Expert | | | | | |
| Dual Language | | | | | |
| Executive Protection Unit | | | | | |
| Field Training officer | | | | | |
| Implied Consent Trooper/Officer | | | | | |
| Motorcycle Officers | | | | | |
| SWAT | | | | | |
| Aviation Pilot Assignments | | <div>Command</div> <div>Multi-Engine</div> <div>Single-Engine</div> | | | |
| Officer of the Year Recognitions | | <div>Auto Theft</div> <div>Certified Tech</div> <div>Detective</div> <div>Trooper/OFC</div> | | | |

Use the space below for any additional pay supplements
not described above:

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
APPENDIX A

| | Applicable Job Title(s) | Amount (% of base or \$) | Included in Overtime Calculations? | Majority of Employees Receive? | Additional Policy Information |
|--|-------------------------|-----------------------------|------------------------------------|--------------------------------|-------------------------------|
| | | | | | |
| | | | | | |
| | | | | | |
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| | | | | | |
| | | | | | |
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| | | | | | |
| | | | | | |

Use the space below for any additional comments regarding pay specialties:

WASHINGTON STATE PATROL 2018 COMPENSATION SURVEY
APPENDIX A

Pay Differentials

| | Shift Differentials | | Geographic Location | | | |
|--|---------------------|-----------|-----------------------|-----------------------|-----------------------|-----------------------|
| | 2nd Shift | 3rd Shift | Geographic Location 1 | Geographic Location 2 | Geographic Location 3 | Geographic Location 4 |
| Does your agency pay? | | | | | | |
| Applicable Job Title(s) | | | | | | |
| Amount (% of base or \$) | | | | | | |
| Amount Included in Overtime Calculations? (Yes or No) | | | | | | |
| Majority of Employees Receive? | | | | | | |
| Additional Policy Information (Hours, Locations, etc.) | | | | | | |

Standby or On-Call Pay

Standby or on-call pay may require an employee to be "immediately available to be contacted" and "prepared to report immediately for work if the need arises." Typically restricts the employee's geographic location and/or freedom to engage in some types of personal activities.

Does your agency pay standby or on-call pay?

If yes, what the definition of standby or on-call pay?

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Applicable Job Title(s)

Amount

(% of base or \$)

If required to report/return to work,
how is employee compensated?

Additional Policy Information

Education Incentive Program

| | Associates Degree | Bachelor's Degree | Master's Degree | Doctorate Degree |
|--|----------------------|----------------------|----------------------|----------------------|
| Does your agency pay? | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Applicable Job Title(s) | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Amount (% of base or \$) | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Amount Included in Overtime Calculations? (Yes or No) | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| Additional Policy Information | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |

Use the space below for any additional comments regarding pay differentials or
additional ones not described above:

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Tuition Reimbursement

Does your agency have a program for employees that provides tuition reimbursement?

Are there any limits to the program?

Are books eligible for reimbursement?

Are fees other than registration fees eligible for reimbursement?

Additional policy information

If yes, explain limits

Paid Time Off

What type of paid leave do you offer? Paid time off or vacation leave?

Paid time off is a combination of vacation and sick leave

Indicate the annual number of hours accrued by years of service

1

10

19

2

11

20

3

12

21

4

13

22

5

14

23

6

15

24

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| | | | | | |
|---|--|----|--|-----|--|
| 7 | | 16 | | 25 | |
| 8 | | 17 | | 25+ | |
| 9 | | 18 | | | |

How many hours of SICK LEAVE hours are accrued in a year?

Paid Time Off/Vacation Leave

Sick Leave

Can employees carry-over unused hours?

What is the maximum number of hours per year that an employee can "bank". If there is no limit, write "unlimited".

Can employees cash out unused hours?

At Year End

At Termination

At Retirement

At what rate are the hours cashed out (e.g. 25%)

Additional comments regarding leave

Other Type of Leave

Paid Holidays

Paid Personal Days (in addition to leave detailed above)

How many days do employees receive year ?

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Additional comments regarding paid days

Describe other paid leaves offered by your agency not identified above. This can include, but not limited to, retirement planning days, volunteer leave, bereavement leave, etc.

Health Benefit Information

For the following questions, please report data for the most popular, highest enrollment plan(s). If you do not have a type of plan, enter "NA" in the plan name.

| | Medical Plans | | | | |
|---|--|--|------------------------------------|-------------|-------------|
| | Preferred Provider Organization (PPO) Plan | Health Maintenance Organization (HMO) Plan | Consumer Driven Health Plan (CDHP) | Dental Plan | Vision Plan |
| What is the plan name? | | | | | |
| Provide the website for additional plan information, if available: | - | - | - | - | |
| What is the medical plan design actuarial value? ¹ | | | | | |
| OR What is the medical plan design metal tier designation? | | | | | |
| Does the medical plan deductible include prescription drugs? | | | | | |
| Monthly Premiums | | | | | |
| Employer Contribution: (\$) (Excluding any contributions to Health Savings Account) | | | | | |
| EE Only | | | | | |

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| | | | | | |
|-----------------------------|--|--|--|--|--|
| EE + Spouse | | | | | |
| EE + Children | | | | | |
| Family | | | | | |
| Employee Contribution: (\$) | | | | | |
| EE Only | | | | | |
| EE + Spouse | | | | | |
| EE + Children | | | | | |
| Family | | | | | |

Employer Contribution to Health Savings Account: (\$)

| | |
|---------------|--|
| EE Only | |
| EE + Spouse | |
| EE + Children | |
| Family | |

Use the space below for any additional comments regarding health benefits:

¹ 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.

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Additional Resources

[Centers for Medicare & Medicaid Services: 2018 Actuarial Value Calculator](#)

[The Patient Protection and Affordable Care Act - Public Law 111-148](#)

Section 1302 4(d) LEVELS OF COVERAGE.—

(1) LEVELS OF COVERAGE DEFINED.—The levels of coverage described in this subsection are as follows:

(A) BRONZE LEVEL.—A plan in the bronze level shall provide a level of coverage that is designed to provide benefits that are actuarially equivalent to 60 percent of the full actuarial value of the benefits provided under the plan.

(B) SILVER LEVEL.—A plan in the silver level shall provide a level of coverage that is designed to provide benefits that are actuarially equivalent to 70 percent of the full actuarial value of the benefits provided under the plan.

(C) GOLD LEVEL.—A plan in the gold level shall provide a level of coverage that is designed to provide benefits that are actuarially equivalent to 80 percent of the full actuarial value of the benefits provided under the plan.

(D) PLATINUM LEVEL.—A plan in the platinum level shall provide a level of coverage that is designed to provide benefits that are actuarially equivalent to 90 percent of the full actuarial value of the benefits provided under the plan

Retirement Benefits

Does your employees contribute to Social Security?

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.

| | All Participants | | Out-Of-State Participants Only |
|--|------------------------------------|---|-------------------------------------|
| | 401(a) Retirement Plan Information | Deferred Compensation / 457 Retirement Plan Information | Defined Benefit/Pension Information |
| What is the plan name? | | | |
| Provide the website for additional plan information, if available: | | - | - |

Employer Contributions to the plan:

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Flat Amount of base salary (% or \$)

Maximum Match of employee contributions (% or \$)

Are employee contributions picked up by employer?

Employee Contributions
(Indicate %, \$ or up to IRS Max)

Provide any additional information regarding retirement benefits (for example, differences in contributions among job titles, or additional benefits not listed above).

Appendix B – Revised Code of Washington

RCW 41.06.167 Compensation surveys required for officers and officer candidates of the Washington state patrol—Limited public disclosure exemption.

The director of financial management shall undertake comprehensive compensation surveys for officers and entry-level officer candidates of the Washington state patrol, with such surveys to be conducted in the year prior to the convening of every other one hundred five day regular session of the state legislature. Salary and fringe benefit survey information collected from private employers which identifies a specific employer with the salary and fringe benefit rates which that employer pays to its employees shall not be subject to public disclosure under chapter 42.56 RCW.

[2015 3rd sp.s. c 1 § 316; 2011 1st sp.s. c 43 § 413; 2005 c 274 § 279; 2002 c 354 § 212; 1991 c 196 § 1; 1986 c 158 § 7; 1985 c 94 § 3; 1980 c 11 § 2; 1979 c 151 § 60; 1977 ex.s. c 152 § 5.]

NOTES:

Effective date—Purpose—2011 1st sp.s. c 43: See notes following RCW 43.19.003.

Part headings not law—Effective date—2005 c 274: See RCW 42.56.901 and 42.56.902.

Short title—Headings, captions not law—Severability—2002 c 354: See RCW 41.80.907 through 41.80.909.

Severability—1977 ex.s. c 152: See note following RCW 41.06.150.

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RCW 41.56.475 Uniformed personnel—Application of chapter to Washington state patrol—
Mediation and arbitration.

In addition to the classes of employees listed in *RCW 41.56.030(7), the provisions of RCW 41.56.430 through 41.56.452 and 41.56.470, 41.56.480, and 41.56.490 also apply to Washington state patrol officers appointed under RCW 43.43.020 as provided in this section, subject to the following:

(1) Within ten working days after the first Monday in September of every odd-numbered year, the state's bargaining representative and the bargaining representative for the appropriate bargaining unit shall attempt to agree on an interest arbitration panel consisting of three members to be used if the parties are not successful in negotiating a comprehensive collective bargaining agreement. Each party shall name one person to serve as its arbitrator on the arbitration panel. The two members so appointed shall meet within seven days following the appointment of the later appointed member to attempt to choose a third member to act as the neutral chair of the arbitration panel. Upon the failure of the arbitrators to select a neutral chair within seven days, the two appointed members shall use one of the two following options in the appointment of the third member, who shall act as chair of the panel: (a) By mutual consent, the two appointed members may jointly request the commission to, and the commission shall, appoint a third member within two days of such a request. Costs of each party's appointee shall be borne by each party respectively; other costs of the arbitration proceedings shall be borne by the commission; or (b) either party may apply to the commission, the federal mediation and conciliation service, or the American arbitration association to provide a list of five qualified arbitrators from which the neutral chair shall be chosen. Each party shall pay the fees and expenses of its arbitrator, and the fees and expenses of the neutral chair shall be shared equally between the parties. Immediately upon selecting an interest arbitration panel, the parties shall cooperate to reserve dates with the arbitration panel for potential arbitration between August 1st and September 15th of the following even-numbered year. The parties shall also prepare a schedule of at least five negotiation dates for the following year, absent an agreement to the contrary. The parties shall execute a written agreement before November 1st of each odd-numbered year setting forth the names of the members of the arbitration panel and the dates reserved for bargaining and arbitration. This subsection imposes minimum obligations only and is not intended to define or limit a party's full, good faith bargaining obligation under other sections of this chapter.

(2) The mediator or arbitration panel may consider only matters that are subject to bargaining under RCW 41.56.473.

(3) The decision of an arbitration panel is not binding on the legislature and, if the legislature does not approve the funds necessary to implement provisions pertaining to wages and wage-related matters of an arbitrated collective bargaining agreement, is not binding on the state or the Washington state patrol.

(4) In making its determination, the arbitration panel shall be mindful of the legislative purpose enumerated in RCW 41.56.430 and, as additional standards or guidelines to aid it in reaching a decision, shall take into consideration the following factors:

(a) The constitutional and statutory authority of the employer;

(b) Stipulations of the parties;

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(c) Comparison of the hours and conditions of employment of personnel involved in the proceedings with the hours and conditions of employment of like personnel of like employers of similar size on the west coast of the United States;

(d) Changes in any of the foregoing circumstances during the pendency of the proceedings; and

(e) Such other factors, not confined to the foregoing, which are normally or traditionally taken into consideration in the determination of matters that are subject to bargaining under RCW 41.56.473.

[2008 c 149 § 1; 2005 c 438 § 2; 1999 c 217 § 4; 1993 c 351 § 1; 1988 c 110 § 2; 1987 c 135 § 3.]

NOTES:

*Reviser's note: RCW 41.56.030 was alphabetized pursuant to RCW 1.08.015(2)(k), changing subsection (7) to subsection (14). RCW 41.56.030 was subsequently amended by 2011 1st sp.s. c 21 § 11, changing subsection (14) to subsection (13).

Severability—1987 c 135: See note following RCW 41.56.020.

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RCW 43.43.380 Minimum salaries.

*** CHANGE IN 2018 *** (SEE 2692-S.SL) ***

The minimum monthly salary paid to state patrol 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 from the Seattle police department, King county sheriff's office, Tacoma police department, Snohomish county sheriff's office, Spokane police department, and Vancouver police department. Compensation must be calculated using base salary, premium pay (a pay received by more than a majority of employees), education pay, and longevity pay. 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.

[2016 c 28 § 5; 1965 c 8 § 43.43.380. Prior: 1949 c 192 § 6; Rem. Supp. 1949 § 6362-61e.]

NOTES:

Intent—2016 c 28: "It is the intent of the legislature to recruit and retain the highest qualified commissioned officers of the Washington state patrol appointed under RCW 43.43.020. The "Joint Transportation Committee Recruitment and Retention Study" dated January 7, 2016, outlines several recommendations to fulfill this intent. The study recommendations were broken down into several areas, with the Washington state patrol, office of financial management, select committee on pension policy, and the legislature all supporting their respective authorizations and control over their respective areas of responsibility and accountability. It is also the intent of the legislature in the 2017-2019 fiscal biennium to increase the thirty dollar vehicle license fee distribution to the state patrol for the salaries and benefits of state patrol officers, including troopers, sergeants, lieutenants, and captains, and make adjustments as needed in the 2019-2021 fiscal biennium." [2016 c 28 § 1.]

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Substitute House Bill 2692 Concerning the minimum monthly salary paid to Washington state patrol troopers and sergeants.

SUBSTITUTE HOUSE BILL 2692 AS AMENDED BY THE SENATE Passed Legislature - 2018 Regular Session State of Washington 65th Legislature 2018 Regular Session By House Transportation (originally sponsored by Representatives Fey, Hayes, Lovick, Rodne, Irwin, Chapman, Stanford, Ortiz-Self, Sawyer, Muri, Kilduff, Smith, Hargrove, Condotta, Jinkins, Goodman, and Tarleton) READ FIRST TIME 02/06/18.

AN ACT Relating to minimum monthly salary paid to Washington1state patrol troopers and sergeants; amending RCW 43.43.380; and providing an expiration date.

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

Sec. 1. RCW 43.43.380 and 2016 c 28 s are each amended to read as follows:

(1) The minimum monthly salary paid to state patrol 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))~~ each biennium. The salary levels (~~((on July 1, 2017;))~~) must be guided by the average of compensation paid to the corresponding rank from the Seattle police department, King county sheriff's office, Tacoma police department, Snohomish county sheriff's office, Spokane police department, and Vancouver police department. Compensation must be calculated using base salary, premium pay (a pay received by more than a majority of employees), education pay, and longevity pay. 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.

(2) By December 1, 2024, as part of the salary survey required in this section, the office of financial management must report to the governor and transportation committees of the legislature on the efficacy of Washington state patrol recruitment and retention efforts. Using the results of the 2016 salary survey as the baseline data, the report must include an analysis of voluntary resignations of state patrol troopers and sergeants and a comparison of state patrol academy class sizes and trooper graduations.

(3) This section expires June 30, 2025.

Passed by the House March 5, 2018.

Passed by the Senate March 1, 2018.

Approved by the Governor March 21, 2018.

Filed in Office of Secretary of State March 23, 2018.

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