

2020

Washington State Patrol Compensation Survey

State law requires the Office of Financial Management to create this report
(Revised Code of Washington 41.06.167, 41.56.475 and 43.43.380)



State Human Resources
Office of Financial Management
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Executive Summary

The Office of Financial Management, State Human Resources Division, and staff from the Washington State Patrol prepared this survey. The primary goal is to compare Washington State Patrol's position to the labor market for pay, pay practices, pay supplements, health benefits and retirement benefits.

On June 7, 2018, state law (RCW 43.43.380) required us to make the minimum salary of state patrol troopers and sergeants competitive with law enforcement agencies within the state.. Salary level increases for captains and lieutenants must be proportionate to the salary increases for troopers and sergeants. We guided these decisions with our survey results.

The effective date for all pay data, pay practices and benefit information is January 1, 2020.

Who participated

We surveyed the following in-state law enforcement agencies:

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

What jobs we compared

The survey looked at four benchmark jobs in the Washington State Patrol:

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

What market data we used

Market data collection and analysis included base salary data and other compensation and benefit offerings.

These included:

- Pay differential practices – payment methods 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.

We analyzed different elements of total salary (RCW 43.43.380):

- Base salary
- Education pay
- Longevity pay
- Premium pay (defined as the pay that the majority of employees receive)

**WASHINGTON STATE PATROL 2020 COMPENSATION SURVEY
EXECUTIVE SUMMARY**

How we compared base pay

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

The following is a summary of the percentage increase the state needs to reach market base pay. This is based on a five-year, tenured WSP commissioned officer:

	Trooper	Sergeant	Lieutenant	Captain
Average market salary (five years)	\$90,747	\$106,370	\$133,564	\$154,316
WSP base salary (five years)	\$86,484	\$102,852	\$120,696	\$141,540
Percent we need to reach market	5%	3%	11%	9%

The commissioned officers and sergeants within each surveyed agency are represented in the same collective bargaining agreement.

The following outlines the employee's 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	2014 – 12/2020	4/2019 – 3/2021	Expired 2016	Expired 2019	Expired 2019
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

Of the six agencies we surveyed, four do not have ratified collective bargaining agreements with their police guilds or associations. The officers in these agencies have not received salary increases and will not receive an increase until the employer and labor union complete their negotiations. The membership can then agree to ratify the agreement. We based the analysis in this report on unadjusted salaries as of January 1, 2020.

As the four agencies reach successor collective bargaining agreements, an average salary increase is likely to occur. As a result, the WSP salary difference will get even further apart.

We don't know about future salary increases.

WASHINGTON STATE PATROL 2020 COMPENSATION SURVEY

EXECUTIVE SUMMARY

How agencies use an education incentive

Five of the six agencies we surveyed offer some form of education incentive pay and WSP offers a more generous educational incentive than the labor market we surveyed.

We calculate this additional pay based on the officer's base salary. However, the master's degree education incentive does not apply to sergeants and troopers.

	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 we surveyed offer some form of longevity premiums. We calculate this additional pay based on the officer's base salary. Due to the variability of how employers offer longevity premiums, we've grouped the premiums 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%

These agencies build each longevity premium on the previous premium percentage. Due to the compounding, the actual pay percentage is slightly higher than what you see listed in the collective bargaining agreement.

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.

Premium pay

Agencies offer additional premiums for various assignments or employee/agency recognition. To be considered, the majority of the members must receive the premium. Because rank determines some premium pay, we evaluated the premiums by rank.

The majority of the WSP commissioned officers don't receive premium pays. Based on the respondent information, only one agency has the majority of its officers receive a premium.

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

WASHINGTON STATE PATROL 2020 COMPENSATION SURVEY

In-State Law Enforcement Results

WASHINGTON STATE PATROL 2020 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	1/1/2015 - 12/31/2020	40	83,640	89,700	89,700	109,512	109,512	109,512	109,512	109,512	109,512
Snohomish Co. SO	Deputy Sheriff	Represented	4/1/2019 - 3/31/2021	40	64,107	64,107	71,010	83,943	83,943	83,943	83,943	83,943	83,943
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 Dec 2019	40	65,668	65,668	74,995	86,523	90,338	90,338	90,338	90,338	90,338
Vancouver PD	Police Officer	Represented	2017 - 2019	40	70,584	70,584	74,112	90,084	90,084	90,084	90,084	90,084	90,084
Participant Average					66,997	68,007	75,919	89,731	90,627	90,892	91,153	91,417	91,682
WA State Patrol	State Trooper	Represented	7/1/2019 - 6/30/2021	40	64,632	68,496	68,496	86,484	86,484	86,484	86,484	86,484	86,484
WA State Patrol as a % of Participant Average					96%	101%	90%	96%	95%	95%	95%	95%	94%
WA State Patrol % to Reach Market					4%	-1%	11%	4%	5%	5%	5%	6%	6%

WASHINGTON STATE PATROL 2020 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	1/1/2015 - 12/31/2020	40	112,728	117,588	117,588	117,588	117,588	117,588	117,588	117,588	117,588
Snohomish Co. SO	Sergeant	Represented	4/1/2019 - 3/31/2021	40	95,386	95,386	97,248	97,248	97,248	97,248	97,248	97,248	97,248
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 Dec 2019	40	104,507	104,507	109,747	109,747	109,747	109,747	109,747	109,747	109,747
Vancouver PD	Police Sergeant	Represented	2017 - 2019	40	89,184	89,184	93,648	108,408	108,408	108,408	108,408	108,408	108,408
Participant Average					99,041	100,570	102,498	105,997	106,313	106,630	106,947	107,263	107,580
WA State Patrol	Sergeant	Represented	7/1/2019 - 6/30/2021	40	102,852	102,852	102,852	102,852	102,852	102,852	102,852	102,852	102,852
WA State Patrol as a % of Participant Average					104%	102%	100%	97%	97%	96%	96%	96%	96%
WA State Patrol % to Reach Market					-4%	-2%	0%	3%	3%	4%	4%	4%	5%

WASHINGTON STATE PATROL 2020 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	Expired 2019	40	138,664	144,302	144,302	156,245	156,245	156,245	156,245	156,245	156,245
Snohomish Co. SO	Lieutenant	Represented	4/1/2019 - 3/31/2021	40	119,905	119,905	129,627	129,627	129,627	129,627	129,627	129,627	129,627
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	1/1/2018 - 12/31/2020	40	130,644	130,644	137,183	137,183	137,183	137,183	137,183	137,183	137,183
Vancouver PD	Police Lieutenant	Represented	2017 - 2019	40	109,188	109,188	114,648	132,708	132,708	132,708	132,708	132,708	132,708
Participant Average					121,884	123,651	127,271	133,097	133,097	133,097	133,476	133,856	134,997
WA State Patrol	Lieutenant	Represented	7/1/2019 - 6/30/2021	40	120,696	120,696	120,696	120,696	120,696	120,696	120,696	120,696	120,696
WA State Patrol as a % of Participant Average					99%	98%	95%	91%	91%	91%	90%	90%	89%
WA State Patrol % to Reach Market					1%	2%	5%	10%	10%	10%	11%	11%	12%

WASHINGTON STATE PATROL 2020 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	119,313	124,836	124,836	136,881	150,176	150,176	150,176	150,176	150,176
Seattle PD	Police Captain	Represented	Expired 2019	40	164,910	171,570	171,570	185,811	185,811	185,811	185,811	185,811	185,811
Snohomish Co. SO	Captain	Represented	4/1/2019 - 3/31/2021	40	139,349	139,349	149,071	153,608	153,608	153,608	153,608	153,608	153,608
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	1/1/2018 - 12/31/2020	40	150,262	150,262	157,766	157,766	157,766	157,766	157,766	157,766	157,766
Vancouver PD	Police Commander	Represented	2017 - 2019	40	120,108	120,108	126,120	145,992	145,992	145,992	145,992	145,992	145,992
Participant Average					139,425	141,456	145,329	153,778	155,994	155,994	156,439	156,888	158,235
WA State Patrol	Captain	Represented	7/1/2019 - 6/30/2021	40	141,540	141,540	141,540	141,540	141,540	141,540	141,540	141,540	141,540
WA State Patrol as a % of Participant Average					102%	100%	97%	92%	91%	91%	90%	90%	89%
WA State Patrol % to Reach Market					-1%	0%	3%	9%	10%	10%	11%	11%	12%

WASHINGTON STATE PATROL 2020 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	X

2b Base Pay Increases (%)

Base pay increases for fiscal year 2020 scheduled to occur after the effective date of the survey data.

	Trooper		Sergeant		Lieutenant		Captain	
	FY2020	FY2021	FY2020	FY2021	FY2020	FY2021	FY2020	FY2021
King Co. SO								
Seattle PD								
Snohomish Co. SO	100% CPI (3.03%)		100% CPI (3.03%)		100% CPI (3.03%)		100% CPI (3.03%)	
Spokane PD								
Tacoma PD								
Vancouver PD								
WA State Patrol	2%	2.5%	2%	2.5%	2%	2.5%	2%	2.5%

WASHINGTON STATE PATROL 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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 2020 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.

Appendix A – 2020 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.

2020 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, 2020

Kindly Respond By:

January 31, 2020

Return to:

Angie.Gill@ofm.wa.gov

Direct Questions to:

Angie Gill (360) 407-4117

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 2020 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).

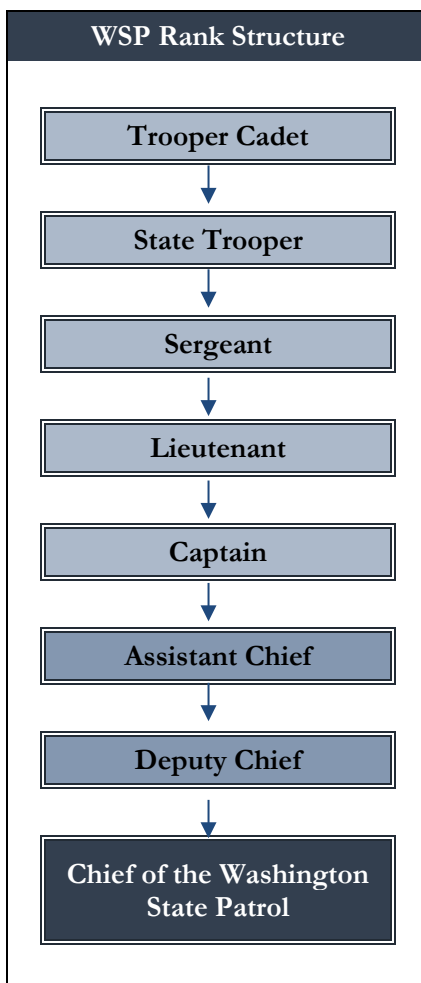
WASHINGTON STATE PATROL 2020 COMPENSATION SURVEY

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 2020 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 2020 COMPENSATION SURVEY
APPENDIX A

Salary Information (as of January 1, 2020)

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 2020 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 2020 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 2020 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:

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

WASHINGTON STATE PATROL 2020 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 2020 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 2020 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 2020 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

Officer of the Year Recognitions

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

Command

Multi-Engine

Single-Engine

Auto Theft

Certified Tech

Detective

Trooper/OFC

WASHINGTON STATE PATROL 2020 COMPENSATION SURVEY

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

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

WASHINGTON STATE PATROL 2020 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?				
Applicable Job Title(s)				
Amount (% of base or \$)				
Amount Included in Overtime Calculations? (Yes or No)				
Additional Policy Information				

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

WASHINGTON STATE PATROL 2020 COMPENSATION SURVEY
APPENDIX A

Tuition Reimbursement

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

Are there any limits to the program?

If yes, explain limits

Are books eligible for reimbursement?

Are fees other than registration fees eligible for reimbursement?

Additional policy information

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

WASHINGTON STATE PATROL 2020 COMPENSATION SURVEY

APPENDIX A

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

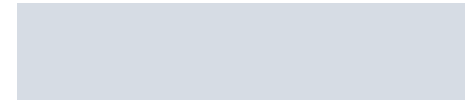
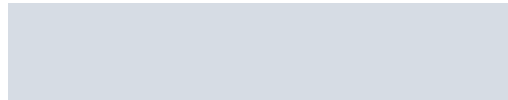
Paid Personal Days (in addition to leave detailed above)

How many days do employees receive year ?

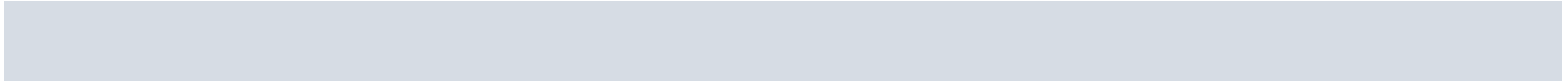
WASHINGTON STATE PATROL 2020 COMPENSATION SURVEY

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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.



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.

WASHINGTON STATE PATROL 2020 COMPENSATION SURVEY

APPENDIX B

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;

WASHINGTON STATE PATROL 2020 COMPENSATION SURVEY

APPENDIX B

(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.

WASHINGTON STATE PATROL 2020 COMPENSATION SURVEY
APPENDIX B

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.]

WASHINGTON STATE PATROL 2020 COMPENSATION SURVEY

APPENDIX B

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 Washington state 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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