

2024

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 equal to the salary increases for sergeants. We guided these decisions with our survey results.

The effective date for all pay data, pay practices and benefit information is January 1, 2024.

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: These are payment methods for work outside or during a normal shift.
- Specialty pays: This is pay in addition to base pay for specialty assignment(s).
- Supplemental pay practices: This is 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 most employees receive)

**WASHINGTON STATE PATROL 2024 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. Except for 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)	113,539	135,535	168,743	193,972
WSP base salary (five years)	101,412	120,612	141,528	165,972
Percent we need to reach market	12%	12%	19%	17%

On July 1, 2024, the WSP commissioned officers will receive a 3% general wage increase. In addition to WSP commissioned officers, others within the market will also receive an increase. For troopers and sergeants, the summary of the percentage increase after the July 2024 increases follows:

	Trooper	Sergeant
Average market salary (five years)	114,323	136,444
WSP base salary (five years)	104,460	124,236
Percent we need to reach market	9%	10%

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
2022 – 2024	Expired 2020	2021 – 2025	2023 – 2026	2024 – 2025	2023 – 2025
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, City of Seattle does not have a ratified collective bargaining agreement with their police guild. A tentative agreement was reached in March 2024. The officers in this agency have not received salary increases and will not receive an increase until the agreement is ratified and approved by the city council. We based the analysis in this report on unadjusted salaries

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EXECUTIVE SUMMARY**

as of January 1, 2024. As a result, the WSP salary difference will get even further apart than what is shown within this report as salary increases will be implemented in the future.

We don't know about future salary increases.

How agencies use an education incentive

Five of the six agencies we surveyed offer some form of education incentive pay. 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	2.0%	3.2%	1.3%
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 longevity premium	1.3%	4.9%	8.1%	10.0%	11.8%	11.8%
WSP trooper longevity premium	3.00%	5.06%	7.16%	9.30%	10.40%	10.40%
WSP sergeant, lieutenant, captain longevity premium	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 compounding, the actual pay percentage is slightly higher than what you see listed in the collective bargaining agreement.

WSP officers do not receive longevity premiums 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, most 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. Only two agencies reported that most officers receive a premium.

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Premium Pay Received by Majority of Employees					
Seattle PD	Non-Patrol & Patrol Premium	1.5%	Tacoma PD	CALEA Accreditation	2.0%
Tacoma PD	Weapon Qualification	\$ 120.00/year	Tacoma PD	LEOFF II	1.0%

In-state law enforcement results

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

WASHINGTON STATE PATROL 2024 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	2022 – 2024	40	88,669	88,669	99,369	124,155	124,155	124,155	124,155	124,155	124,155
Seattle PD	Police Officer	Represented	Expired 2020	40	83,645	89,700	89,700	109,516	109,516	109,516	109,516	109,516	109,516
Snohomish Co. SO	Deputy Sheriff	Represented	4/1/2021 – 3/31/2025	40	79,753	79,753	88,341	104,429	104,429	104,429	104,429	104,429	104,429
Spokane PD	Police Officer	Represented	2023 – 2026	40	107,156	107,156	107,156	109,307	111,457	113,587	115,717	117,888	120,039
Tacoma PD	Police Officer	Represented	2024 – 2026	40	88,150	100,485	105,498	122,117	122,117	122,117	122,117	122,117	122,117
Vancouver PD	Police Officer	Represented	2023 – 2025	40	83,352	83,352	91,908	111,708	111,708	111,708	111,708	111,708	111,708
Participant Average					88,454	91,519	96,995	113,539	113,897	114,252	114,607	114,969	115,327
WA State Patrol	Trooper	Represented	7/1/2023 – 6/30/2025	40	72,876	77,232	77,232	101,412	101,412	101,412	101,412	101,412	101,412
WA State Patrol as a % of Participant Average					82%	84%	80%	89%	89%	89%	88%	88%	88%
WA State Patrol % to Reach Market					21%	18%	26%	12%	12%	13%	13%	13%	14%

WASHINGTON STATE PATROL 2024 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	2022 – 2024	40	137,770	143,871	143,871	149,996	149,996	149,996	149,996	149,996	149,996
Seattle PD	Police Sergeant	Represented	Expired 2020	40	112,731	117,596	117,596	126,011	126,011	126,011	126,011	126,011	126,011
Snohomish Co. SO	Sergeant	Represented	4/1/2021 – 3/31/2025	40	118,666	118,666	120,982	120,982	120,982	120,982	120,982	120,982	120,982
Spokane PD	Sergeant	Represented	2023 – 2026	40	128,997	128,997	128,997	131,565	134,112	136,743	139,311	141,900	144,448
Tacoma PD	Police Sergeant	Represented	2024 – 2026	40	140,608	140,608	140,608	147,638	147,638	147,638	147,638	147,638	147,638
Vancouver PD	Police Sergeant	Represented	2023 – 2025	40	112,728	112,728	118,368	137,016	137,016	137,016	137,016	137,016	137,016
Participant Average					125,250	127,078	128,404	135,535	135,959	136,398	136,826	137,257	137,682
WA State Patrol	Sergeant	Represented	7/1/2023 – 6/30/2025	40	120,612	120,612	120,612	120,612	120,612	120,612	120,612	120,612	120,612
WA State Patrol as a % of Participant Average					96%	95%	94%	89%	89%	88%	88%	88%	88%
WA State Patrol % to Reach Market					4%	5%	6%	12%	13%	13%	13%	14%	14%

WASHINGTON STATE PATROL 2024 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	NA												
Seattle PD	Police Lieutenant	Represented	Expired 2023	40	156,955	163,344	163,344	176,854	176,854	176,854	176,854	176,854	176,854
Snohomish Co. SO	Lieutenant	Represented	4/1/2021 – 3/31/2025	40	149,168	149,168	161,263	161,263	161,263	161,263	161,263	161,263	161,263
Spokane PD	Lieutenant	Represented	2023 – 2026	40	164,096	164,096	164,096	164,096	164,096	164,096	167,165	170,235	179,547
Tacoma PD	Police Lieutenant	Represented	2022 – 2024	40	165,027	165,027	173,285	173,285	173,285	173,285	173,285	173,285	173,285
Vancouver PD	Police Lieutenant	Represented	2023 – 2025	40	138,396	138,396	145,308	168,216	168,216	168,216	168,216	168,216	168,216
Participant Average					154,728	156,006	161,459	168,743	168,743	168,743	169,357	169,971	171,833
WA State Patrol	Lieutenant	Represented	7/1/2023 – 6/30/2025	40	141,528	141,528	141,528	141,528	141,528	141,528	141,528	141,528	141,528
WA State Patrol as a % of Participant Average					91%	91%	88%	84%	84%	84%	84%	83%	82%
WA State Patrol % to Reach Market					9%	10%	14%	19%	19%	19%	20%	20%	21%

WASHINGTON STATE PATROL 2024 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 Mos	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Max
King Co. SO	Captain	Represented	Expired 2023	40	166,496	166,496	175,495	184,495	184,495	184,495	184,495	184,495	184,495
Seattle PD	Police Captain	Represented	Expired 2023	40	186,667	194,184	194,184	210,303	210,303	210,303	210,303	210,303	210,303
Snohomish Co. SO	Captain	Represented	4/1/2021 - 3/31/2025	40	173,358	173,358	185,452	191,097	191,097	191,097	191,097	191,097	191,097
Spokane PD	Captain	Represented	2023 - 2026	40	193,620	193,620	193,620	193,620	193,620	193,620	197,212	200,886	211,848
Tacoma PD	Police Captain	Represented	2022 - 2024	40	189,779	189,779	199,264	199,264	199,264	199,264	199,264	199,264	199,264
Vancouver PD	Police Commander	Represented	2023 - 2025	40	152,244	152,244	159,840	185,052	185,052	185,052	185,052	185,052	185,052
Participant Average					177,027	178,280	184,643	193,972	193,972	193,972	194,571	195,183	197,010
WA State Patrol	Captain	Represented	7/1/2023 - 6/30/2025	40	165,972	165,972	165,972	165,972	165,972	165,972	165,972	165,972	165,972
WA State Patrol as a % of Participant Average					94%	93%	90%	86%	86%	86%	85%	85%	84%
WA State Patrol % to Reach Market					7%	7%	11%	17%	17%	17%	17%	18%	19%

WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
COMPENSATION PRACTICES

Section 2 – Compensation practices

2a Pay schedule design

These are 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 (%)

These are base pay increases for fiscal year 2024 (July 2023 – June 2024) and fiscal year 2025 (July 2024 – June 2025) that are scheduled to occur *after* the effective date of the survey data.

	Trooper		Sergeant		Lieutenant		Captain	
	FY2024	FY2025	FY2024	FY2025	FY2024	FY2025	FY2024	FY2025
King Co. SO								
Seattle PD								
Snohomish Co. SO	4.51%		4.51%		4.51%		4.51%	
Spokane PD		7.00%		7.00%				
Tacoma PD ¹		7.00%		7.00%				
Vancouver PD	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
WA State Patrol		3.00%		3.00%		3.00%		3.00%

¹ Minimum 1% to maximum of 5%. Additional amount may be applied to maintain current first (1st) place ranking in market as defined by CBA.

WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
COMPENSATION PRACTICES

2c Recruitment incentives

	Does your agency pay?	Applicable Job Title(s)	Amount (% of base or \$)	Amount Included in Overtime Calculations? (Yes or No)	Are there any limits/restrictions/repayment requirements?	If yes, explain limits	Additional Policy Information
King Co. SO	Yes	Deputy Sheriff	\$7,500 (Entry) \$15,000 (Lateral)	No	Yes	County may end program anytime. If an employee separates prior to three years, required to repay the second payment. Payment made in two payments; upon hire and at completion of probation.	
Seattle PD	No			No			
Snohomish Co. SO	No			No			
Spokane PD	No			No			
Tacoma PD	Yes	Police Officer	\$25,000	No	Yes	\$10,000 first paycheck; two payments of \$7,500 at completion of probation and upon completing a year of service following probation.	
Vancouver PD	Yes	Police Officer	\$10,000 (Entry) \$25,000 (Lateral)	No	Yes	Entry: \$2,000 upon hire; \$8,000 upon successful completion of probation and 1 full year of service. Lateral: \$8,000 upon hire; \$8,500 upon successful completion of probation and \$8,500 upon successful completion of 3 years of service.	
WA State Patrol	No						

WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
COMPENSATION PRACTICES

2d Referral incentives

	Does your agency pay?	Applicable Job Title(s)	Amount (% of base or \$)	Amount Included in Overtime Calculations? (Yes or No)	Are there any limits/ restrictions/ repayment requirements?	If yes, explain limits	Additional Policy Information
King Co. SO	Yes	Deputy Sheriff	\$5,000	No	No	Those with recruitment duties are ineligible. County may end program anytime.	
Seattle PD	No						
Snohomish Co. SO	Yes	Deputy Sheriff	1 day of leave				
Spokane PD	No						
Tacoma PD	No						
Vancouver PD	No						
WA State Patrol	Yes	All	\$200 per referral	No	Yes	No more than \$1,000 per year	

WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
COMPENSATION PRACTICES

2e 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 receives 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	Receives straight regular 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 2024 COMPENSATION SURVEY
COMPENSATION PRACTICES

2f 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 3 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 (minimum 4 hours)	1.5x (minimum 4 hours)	2.5x (minimum 4 hours)	1.5x (minimum 4 hours)	Court: 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 3.x. Minimum of 4 hours paid at 1.5x. If Sunday is 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 2024 COMPENSATION SURVEY
COMPENSATION PRACTICES

**2g Pay for days worked – working outside of assigned shift on a regularly scheduled workday –
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	1.5x	1.5x	1.5x	1.5x	Employees' shift hours may be adjusted for training purposes, without the payment of overtime, provided the Department gives seven (7) days' advance notice. 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	2.5x	1.5x	Minimum of 4 hours of pay. 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 2024 COMPENSATION SURVEY
COMPENSATION PRACTICES

2h 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	1.5x	1.5x	
Snohomish Co. SO	1.5x	1.5x	1.5x	1.5x	1.5x	Employee receives 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	1.5x	1.5x	1.5x	2.5x	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 2024 COMPENSATION SURVEY
COMPENSATION PRACTICES

2i 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	
Spokane PD	Captains receive Critical Incident Premium pay if required to respond to scene between hours of 10 p.m. and 6 a.m. paid at 1.5x. Captains are overtime exempt. Captains, assigned on call as Duty Staff Officers, receive \$500/week.
Tacoma PD	Lieutenants and Captains who work at PAF, receive 1.5x for hours worked. Lieutenants and Captains are paid 1.5 x for hours worked on an emergency event call-out.
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 2024 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		
WA State Patrol	X	X	X	X	X

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

WASHINGTON STATE PATROL 2024 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. Master and doctoral degrees only applicable to lieutenants and captains.
Spokane PD	Officer, Sergeant	2.0%	4.0%			Education percentages increase Jan 2025 and Jan 2026. In Jan 2026, education percentage will be 3% (AA) and 5% (BA).
Tacoma PD	Officer, Sergeant	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 2024 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 2024 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	All	1.0% or 2.0%	6.0% or 8.0%	10% or 14.0%	10% or 15.0%	10% or 16.0%	Non-patrol deputies and sergeants receive lesser percentage. Longevity steps at 15 years or more apply to patrol deputies and sergeants and is inclusive of patrol premium.
Seattle PD	All		4% or 6%	6% or 11%	8%, 12% or 7%	12% or 16%	Additional longevity at 7 years through completion of 30 years of service. Non-Patrol officers and sergeants, patrol officers and sergeants, receive different longevity rates. Lieutenants and captains receive beginning at 15 years.
Snohomish Co. SO	Deputy, Sergeant	2.0%	3.5%	5.5%	9.0%	11.0%	Receive only educational or longevity, not both. Additional longevity at 4, 8, 12, 16, 20 and 24 years of service.
Spokane PD	Officer, Sergeant	2.0%	4.0%	6.0%	8.0%	12.0%	Additional longevity at completion of 30 or more years of service. Lieutenants and Captains have longevity up to 40 years.
Tacoma PD	All	2.0%	4.0%	6.0%	8.0%		
Vancouver PD	All		4.0%	6.0%	8.0%		
WA State Patrol	All	3.0% or 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 2024 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, Lieutenant	\$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 2024 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	Deputy, Sergeant	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.	1x, and eligible for overtime pay	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 and 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 minute 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	\$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.	Lieutenant and Captains assigned to Pierce County Force Investigation Team will receive \$3/hr for all hours in that status. Must be in communications and available to respond within 30 minutes of the notification to return to duty.
Vancouver PD	Officer, Sergeant	\$2.50/hour			
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 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 2024 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)	Body-Worn Camera (4c)	Bomb Technician (4f)	Canine Handler (4g)	Canine Training Officer (4h)	Certified Reconstructionist (4i)	Certified Technical Specialist (4j)	Detective (4k)	Drug Recognition Expert (4l)	Dual Language (4m)	EE Recognition: Auto Theft (4n)	EE Recognition: Certified Technician of the Year (4n)	EE Recognition: Detective of the Year (4n)	EE Recognition: Trooper/Officer of the Year (4n)	Executive Protection Unit (4o)	Field Training Officer (4p)	Implied Consent Trooper/Officer (4q)	Motorcycle Officer (4r)	SWAT (4s)
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		X	X
Tacoma PD	No	X	X						X	X	X			X		X						X		X	X
Vancouver PD	No	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 2024 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 and scuba boat operator, full-time Search and Rescue, OPA sergeant, and CIU. CDU receives \$100 per instance.
Spokane PD	Yes	Allowed 2 specialties.	Additional \$90 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%. Special Events Supervisor and Coordinator = 2%.
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 2024 COMPENSATION SURVEY
SPECIALTY PAY

4b Academy staff

These titles instruct classes at the academy and other places throughout the state and supervise and counsel 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 2024 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
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 2024 COMPENSATION SURVEY
SPECIALTY PAY

4d Aviation staff

Command pilot: This person is responsible for the operation, safety, and security of the aircraft; for the safety and comfort of passengers; and for making sure the assigned flight follows department policy and rules and applicable federal air regulations. This applies to both single-engine and multi-engine aircraft.

Multi-engine pilot: This person provides air transportation and security for department personnel, the governor and staff, and others as directed.

Single-engine pilot: This person provides aerial surveillance and support for the WSP, other state, federal and local law enforcement agencies. Provides aerial transportation of medical items for emergency incidents.

	Applicable Job Title(s)	Command Pilot	Multi-Engine Pilot	Single-Engine Pilot	Additional Policy Information
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 2024 COMPENSATION SURVEY
SPECIALTY PAY

4e Body-worn camera

Body-worn cameras worn during the performance an of officer’s duties.

	Applicable Job Title(s)	Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
King Co. SO				
Seattle PD	Officer, Sergeant	2.0%	Yes	Eligible for the Body-Worn Video (BWV) pay upon successful completion of probation. Any employee who is in a unit that is not regularly assigned BWV, but who is deployed with a body-worn video for a shift/assignment shall receive the BWV pay for the entire shift/assignment.
Snohomish Co. SO				
Spokane PD				All commissioned personnel required to wear body cameras
Tacoma PD				
Vancouver PD				
WA State Patrol				

WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
SPECIALTY PAY

4f 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 2024 COMPENSATION SURVEY
SPECIALTY PAY

4g 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. Canine officer released from their regular duties with pay one hour per duty day worked. Receive forty-five (45) minutes of compensatory time off for each furlough day on which the officer boards assigned police dog at home.
Snohomish Co. SO				
Spokane PD	All	3.0%	Yes	Canine handler assignment.
Tacoma PD	Officer, Sergeant, Detective	5.0%	Yes	Receive 1 hour per shift for dog care and training.
Vancouver PD	Officer, Sergeant			Receive 1 hour per shift worked for care and maintenance of their dog.
WA State Patrol	Trooper, Sergeant	3.0%	Yes	Receive 1 hour of shift for care of dog.

WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
SPECIALTY PAY

4h 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 2024 COMPENSATION SURVEY
SPECIALTY PAY

4i Certified reconstructionist

Provides advanced collision reconstruction work.

	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 2024 COMPENSATION SURVEY
SPECIALTY PAY

4j Certified technical specialist

Provides collision reconstruction work.

	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 2024 COMPENSATION SURVEY
SPECIALTY PAY

4k 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% or 8.0%	Yes	Percentage based on Level 1 or Level 2 assignment.
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		4%		Detective has a different classification (Major Crime).
Tacoma PD	Police Detective			Separate detective classification. \$62.06 and \$65.16 per hour.
Vancouver PD				
WA State Patrol	Trooper, Sergeant	3.0%	Yes	

WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
SPECIALTY PAY

41 Drug recognition expert

Performs drug recognition evaluations based on a standardized and systematic approach that the NHTSA approved. This person also 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 2024 COMPENSATION SURVEY
SPECIALTY PAY

4m 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	Officer, Sergeant	2%	Yes	
Tacoma PD	Officer, Sergeant	2.0%	Yes	Upon certification.
Vancouver PD				
WA State Patrol				

WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
SPECIALTY PAY

4n 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 their agency.

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

	Applicable Job Title(s)	Auto Theft of the Year	Certified Tech of the Year	Detective of the Year	Trooper of the Year	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 2024 COMPENSATION SURVEY
SPECIALTY PAY

4o 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 starting with the November election.

	Applicable Job Title(s)	Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
King Co. SO				
Seattle PD				
Snohomish Co. SO				
Spokane PD	Officer, Sergeant	2%	Yes	
Tacoma PD				
Vancouver PD				
WA State Patrol	All	10.0%	Yes	

WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
SPECIALTY PAY

4p 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	3.0%	Yes	Sergeants assigned as the Precinct Phase 2 or Phase 3 PTO Sergeant on a full-time basis receives 3% 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 an FTO. Sergeants receive lower percentage for supervisor of FTO and cadet.

WASHINGTON STATE PATROL 2024 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
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 2024 COMPENSATION SURVEY
SPECIALTY PAY

4r 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	5.0%	Yes	
Vancouver PD				
WA State Patrol	Trooper, Sergeant	4.0%	Yes	

**WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
SPECIALTY PAY**

4s SWAT

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

	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	5.0%	Yes	
Vancouver PD				
WA State Patrol	All	\$200	Yes	

WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
SPECIALTY PAY

Section 5 – Supplemental pay summary

	Body-Worn Camera Program (5a)	Fitness Incentive (5b)	Parking (5c)	Plain-Clothes Allowance (5d)	Relocation Allowance (5e)	Tuition Reimbursement (5f)	Uniform-Cleaning Allowance (5g)	Uniform and Equipment Allowance (5h)
King Co. SO				X				X
Seattle PD	X			X				X
Snohomish Co. SO			X	X	X	X	X	X
Spokane PD	X	X				X	X	X
Tacoma PD	X					X	X	X
Vancouver PD	X			X		X		X
WA State Patrol			X	X	X	X		X

WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
SPECIALTY PAY

5a Body-Worn Camera Program

	Currently have a body-worn camera program?	Are there any limitations on who is required to wear a body-worn camera during the performance of their duties?	Additional Policy Information
King Co. SO	No		
Seattle PD	Yes	Eligible for the Body-Worn Video (BWV) pay upon successful completion of probation. Any employee who is in a unit that is not regularly assigned BWV, but who is deployed with a body-worn video for a shift/assignment shall receive the BWV pay for the entire shift/assignment.	
Snohomish Co. SO	No		
Spokane PD	Yes	All commissioned personnel are required to wear body cameras	
Tacoma PD	Yes	No	
Vancouver PD	Yes		
WA State Patrol	No		

WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
SPECIALTY PAY

5b 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, which must be done at assigned facility or job location. Detectives only may leave the assigned facility or job location if they carry their cell phones for emergency contact.
Tacoma PD				
Vancouver PD				
WA State Patrol				

**WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
SPECIALTY PAY**

5c 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 non-reserved parking of department issued vehicles for employees assigned to the Capitol Campus.

WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
SPECIALTY PAY

5d Plain-clothes allowance

	Applicable Job Title(s)	Amount (% or \$)	Frequency	Additional Policy Information
King Co. SO	Deputy, Sergeant	4.0%	Monthly	
Seattle PD	Officer, Sergeant	\$550.00	Annually	\$500 initially, then \$550 per year after 18 months.
Snohomish Co. SO	All	1.2% (deputy/sergeant) or 1% (lieutenant/captain)	Monthly	Deputy or sergeant receive only for plainclothes assignments. All lieutenants and captains receive allowance.
Spokane PD				
Tacoma PD				
Vancouver PD	All	\$550	Yearly	Assigned to plain clothes.
WA State Patrol ¹	All	\$600, \$1,000 or \$1,500	Annually	Polygraphers = \$600. Trooper & Sergeant: Detective = \$1,000; EPU = \$1,500. Lieutenant & Captain: IAD, CID, OPS, GMR & Fusion Center Lieutenant = \$1,500.

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 2024 COMPENSATION SURVEY
SPECIALTY PAY

5e Relocation expenses

	Applicable Job Title(s)	Amount (% or \$)	Frequency	Additional Policy Information
King Co. SO				
Seattle PD				
Snohomish Co. SO	(Lateral) Deputy Sheriff	\$2,000 or \$5,000	Once	Lateral deputies who relocate with 90 days of hire shall be eligible for reimbursement of \$2,000 in state or \$5,000 out of state
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 2024 COMPENSATION SURVEY
SPECIALTY PAY

5f 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 \$35,000/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 2024 COMPENSATION SURVEY
SPECIALTY PAY

5g 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 (4 items/week).
Spokane PD	All			Eight items per 2 calendar week period allowed.
Tacoma PD	Officer, Sergeant	\$690.00	Annually	
Vancouver PD				
WA State Patrol				

WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
SPECIALTY PAY

5h 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	\$550-\$600		Agency provides uniform and equipment as needed.
WA State Patrol	All			Agency provides uniform and equipment as needed.

WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
SPECIALTY PAY

5i 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 2024 COMPENSATION SURVEY
PAID TIME OFF

Section 6 – Paid time off

6a Vacation/paid time off (hours per year)

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 ¹¹	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

¹ City of Vancouver police department offers paid days off to be used for vacation, illness, holidays or personal business time off.

WASHINGTON STATE PATROL 2024 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 480	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 2024 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 members 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 are based on 20 th anniversary to termination date. Fewer years equating to 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	120	Yes	1024	No	No	No	No		
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 2024 COMPENSATION SURVEY
PAID TIME OFF

6c Other leave

	Holidays	Personal Holidays	Additional Holiday Information	Additional Leave Information
King Co. SO	12	2		Paid bereavement leave up to 40 hours.
Seattle PD	12	2		Paid funeral leave, paid parental leave, paid family care leave. Captains receive executive leave (64 hours). Receive 96 hours per year of furlough leave allows for additional paid days off. Receive average of 102 hours of furlough/year.
Snohomish Co. SO	10	2		Paid bereavement leave up to 3 days.
Spokane PD	7	5		Paid bereavement leave up to 3 days, Family emergency leave up to 3 days, Natural disaster leave up to 3 days.
Tacoma PD	11	2		Employees may utilize 4 days of sick leave for bereavement.
Vancouver PD	9	1	Paid holidays, 10 shifts, are included in paid days off. Receive additional 2.4% of regular rates paid as compensation for and in lieu of said pay for holiday overtime.	Paid bereavement leave up to 5 days.
WA State Patrol	11	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 – 2024 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.

2024 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, 2024
Kindly Respond By: February 16, 2024
Return to: Angie.Gill@ofm.wa.gov
Direct Questions to: Angie Gill (360) 791-9796

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
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>

If URL is provided, no further attachments are necessary.

WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
APPENDIX A

Benchmark Job Descriptions	
Job Title	
<p>State Trooper Sworn/Line Officer, Deputy or Detective</p>	<p>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.</p>
<p>Sergeant Detachment/Unit Supervisor</p>	<p>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.</p>
<p>Lieutenant Assistant District Commander</p>	<p>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.</p>
<p>Captain District Commander</p>	<p>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).</p>

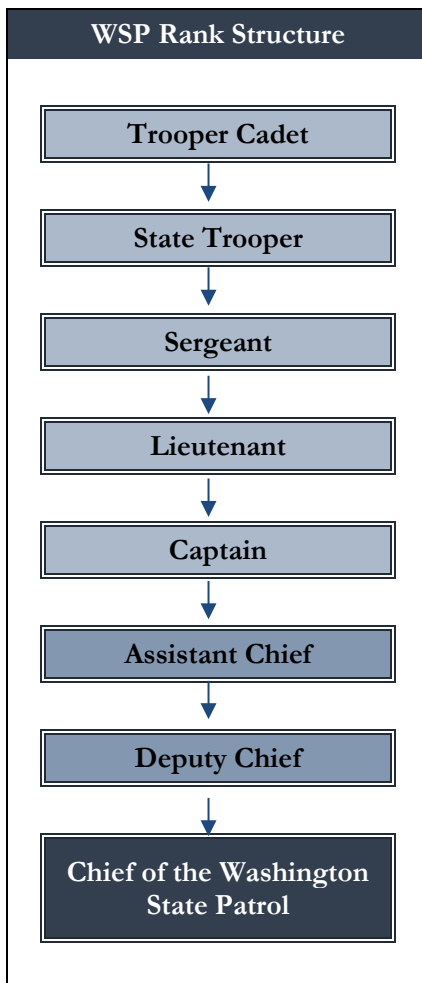
WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY

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 2024 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 2024 COMPENSATION SURVEY
APPENDIX A

Salary Information (as of January 1, 2024)

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 2024 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 2024 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:

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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 2024 COMPENSATION SURVEY

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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										
Continuation of Current Work shift										

WASHINGTON STATE PATROL 2024 COMPENSATION SURVEY
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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

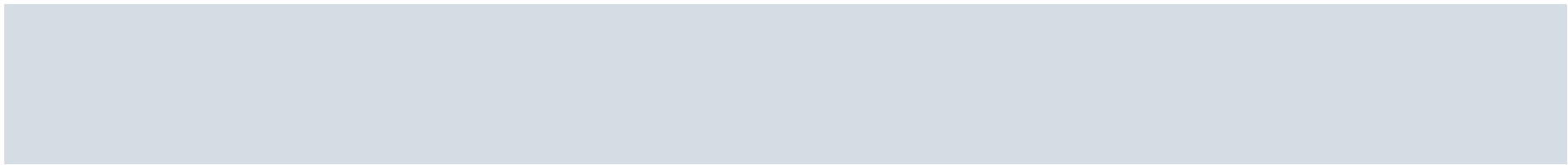
Please provide information for each type of pay that is an addition to base pay. Provide the applicable job title (i.e. Troopers (Police Officer/Deputies), Sergeants, Lieutenants, and Captains), the amount of additional pay received and any additional information (i.e. minimum hours paid, basis of pay,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

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

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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	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Armorer	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Body-worn Camera	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Bomb Technician	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Canine Handler	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Canine Training Officer	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Certified Reconstructionist	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

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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		<input type="checkbox"/> Command <input type="checkbox"/> Multi-Engine <input type="checkbox"/> Single-Engine			
Officer of the Year Recognitions		<input type="checkbox"/> Auto Theft <input type="checkbox"/> Certified Tech <input type="checkbox"/> Detective <input type="checkbox"/> Trooper/OFC			

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

Applicable Job Title(s)	Amount (% of base or \$)	Included in Overtime Calculations?	Majority of Employees Receive?	Additional Policy Information
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Use the space below for any additional comments regarding pay specialties:

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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?	
Applicable Job Title(s)			

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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:

Tuition Reimbursement

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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

Recruitment, Retention, Referral and Other Incentives

	Recruitment Incentive	Retention Incentive	Referral Incentive	Other Incentives
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"/>
Are there any limits/restrictions/repayment requirements?	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

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If yes, explain limits

--	--	--	--

Additional policy information

--	--	--	--

Body-worn Camera Program

Does your agency currently have a body-worn camera program?

--

Are there any limitations on who is required to wear a body-worn camera during the performance of their duties?

--

If yes, explain limits

--

When the program was implemented, were incentives (monetary/non-monetary) provided to impacted employees?

--

If yes, describe incentives

--

Additional program/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	

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4	<input type="text"/>	13	<input type="text"/>	22	<input type="text"/>
5	<input type="text"/>	14	<input type="text"/>	23	<input type="text"/>
6	<input type="text"/>	15	<input type="text"/>	24	<input type="text"/>
7	<input type="text"/>	16	<input type="text"/>	25	<input type="text"/>
8	<input type="text"/>	17	<input type="text"/>	25+	<input type="text"/>
9	<input type="text"/>	18	<input type="text"/>		

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

	Paid Time Off/Vacation Leave	Sick Leave
Can employees <u>carry-over</u> unused hours?	<input type="text"/>	<input type="text"/>
What is the maximum number of hours per year that an employee can "bank". If there is no limit, write "unlimited".	<input type="text"/>	<input type="text"/>
Can employees cash out unused hours?	<input type="text"/>	<input type="text"/>
At Year End	<input type="text"/>	<input type="text"/>
At Termination	<input type="text"/>	<input type="text"/>
At Retirement	<input type="text"/>	<input type="text"/>
At what rate are the hours cashed out (e.g. 25%)	<input type="text"/>	<input type="text"/>
Additional comments regarding leave	<input type="text"/>	<input type="text"/>

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APPENDIX A

Other Type of Leave

	Paid Holidays	Paid Personal Days (in addition to leave detailed above)
How many days do employees receive year ?		
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.

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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(14), 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 10 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 employers of similar size identified in RCW 43.43.380;

(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.

[2022 c 131 § 2; 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:

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

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RCW 43.43.380 Minimum salaries.

Minimum salaries—Report.

(1)(a) The minimum monthly salary paid to state patrol troopers and sergeants 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 each biennium. 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. Increases for sergeants will be extended to the salary levels for captains and lieutenants through the collective bargaining process to ensure proportionality of increases.

(b)(i) Until July 1, 2028, the comparisons for determining competitiveness with other law enforcement agency salary levels 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.

(ii) Beginning July 1, 2028, the comparisons for determining competitiveness with other law enforcement agency salary levels 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, unless the office of financial management determines that one or more agencies should be replaced in this comparison with another law enforcement agency pursuant to the periodic evaluation process specified in (b)(iii) of this subsection.

(iii) By January 1, 2028, and each decade thereafter, the office of financial management must conduct an evaluation of the six agencies that are relevant for comparison to ensure state patrol troopers and sergeant salary levels are competitive with other law enforcement agencies within the boundaries of the state of Washington. If the office of financial management determines that one or more agencies specified in (b)(ii) of this subsection should be replaced in this comparison with a different law enforcement agency that is more relevant to ensure salary competitiveness, the office of financial management may utilize that revised compensation comparison data in the survey undertaken in the collective bargaining process during each biennium.

(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.

[2022 c 131 § 1; 2018 c 140 § 1; 2016 c 28 § 5; 1965 c 8 § 43.43.380. Prior: 1949 c 192 § 6; Rem. Supp. 1949 § 6362-61e.]

NOTES:

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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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