

FINAL BILL REPORT

E2SHB 2872

C 28 L 16
Synopsis as Enacted

Brief Description: Concerning the recruitment and retention of Washington state patrol commissioned officers.

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

House Committee on Labor & Workplace Standards
House Committee on Transportation
House Committee on Appropriations

Background:

Washington State Patrol Trooper Recruitment and Retention Study.

The 2015 transportation budget directed the Joint Transportation Committee (JTC) to study Washington State Patrol (WSP) trooper recruitment and retention. The JTC engaged a consultant who completed the WSP Trooper Recruitment and Retention Study (Study) in January 2016. The Study made recommendations regarding employee satisfaction, compensation, retirement, and recruitment.

Among the findings in the Study were that the WSP Field Force is authorized for 690 commissioned officer positions, of which approximately 580 are filled. In 2015, 106 officers left the agency through retirement and voluntary resignation and approximately 40 percent are eligible to retire within the next 10 years. Through 2015, WSP Academy classes were filling at lower than normal historical levels and the last class graduated 25 officers.

Vehicle License Fee Distribution.

Washington requires an initial and renewal vehicle license fee of \$30. The license fee applies to passenger cars and cabs, motor homes, travel trailers, motorcycles, other trailers, and tow trucks. Proceeds are distributed as follows:

- \$20.35 of each initial and renewal registration fee is deposited to the State Patrol Highway Account;
- \$2.02 of each initial registration and 93 cents of each renewal fee is deposited to the Puget Sound Ferry Operations Account; and
- the remainder is deposited to the Motor Vehicle Account.

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not a part of the legislation nor does it constitute a statement of legislative intent.

Operational expenses for the WSP are appropriated from the State Patrol Highway Account.

Summary:

Washington State Patrol Trooper Recruitment and Retention Study.

Legislative intent is stated to retain the highest qualified commissioned officers of the WSP.

The Office of Financial Management (OFM) must perform an organization study through an independent consultant to implement the changes in the Study. The WSP management must work actively with the consultant to implement the recommended changes. The OFM must deliver an implementation report to the House and Senate Transportation Committees by September 1, 2016. The WSP must develop an action plan and implementation strategy for each Study recommendation and report to the Transportation Committees by November 15, 2016. The Select Committee on Pension Policy must review the pension related items in the Study and make recommendations to the Governor and the Legislature by November 1, 2016.

Effective July 1, 2016, WSP troopers, sergeants, lieutenants, and captains must receive a 5 percent compensation increase, based on the salary schedule in effect on July 1, 2016.

On July 1, 2017, the minimum monthly salary paid to WSP troopers and sergeants must be competitive with law enforcement agencies within the state. 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 comparison data is as of July 1, 2016. Salary increases for captains and lieutenants that are collectively bargained must be proportionate to the increases for troopers and sergeants.

During the 2017-2019 collective bargaining process, the OFM and the relevant trooper and lieutenant associations must evaluate regional differences in the cost of living to determine if geographic pay is needed and implement compensation adjustments if needed.

The WSP must develop a comprehensive outreach and marketing strategic plan that looks for ways to reach groups and individuals that currently do not show an interest in law enforcement. The plan must include expanding efforts online and through other media outlets and expanding recruitment relationships in communities. In addition, the plan must include polling applicants to determine the success of each outreach method.

Vehicle License Fee Distribution.

Effective July 1, 2017, the distribution of the vehicle license fee to the State Patrol Highway Account is increased by \$3.25 and the distribution to the Motor Vehicle Fund is reduced by the same amount.

Votes on Final Passage:

House 85 12
Senate 47 1 (Senate amended)
House 92 4 (House concurred)

Effective: June 9, 2016
July 1, 2017 (Section 2)