

SENATE BILL REPORT

E2SHB 2872

As of Second Reading

Title: An act relating to the recruitment and retention of Washington state patrol commissioned officers.

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).

Brief History: Passed House: 3/02/16, 85-12.

Committee Activity: Transportation:

SENATE COMMITTEE ON TRANSPORTATION

Staff: Kellee Keegan (786-7429)

Background: The Washington State Patrol (WSP) Field Force is authorized for 690 commissioned officer positions, of which approximately 580 are filled. In 2015, 106 commissioned personnel left the agency through retirement and voluntary resignation and approximately 40 percent of the commissioned staff are eligible to retire within the next 10 years. Through 2015, Academy classes were filling at lower than normal historical levels. The last class graduated 25 officers.

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

Summary of Bill: The Office of Financial Management (OFM), with WSP management support, must perform an organization study through an independent consultant and deliver an implementation report back to the House and Senate Transportation Committees by September 1, 2016.

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.

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.

The Legislature must provide different funding options to start implementing the Study recommendations.

Salaries for troopers and sergeants on July 1, 2016 must be based on the average of the salaries of corresponding ranks 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 collective bargaining units of the WSP and the OFM must open up collective bargaining and agree to implement the salary adjustment with funds provided by the Legislature in the 2016 state transportation budget.

The WSP must develop a comprehensive outreach and marketing strategic plan.

Appropriation: None.

Fiscal Note: Available. New fiscal note requested on March 2, 2016.

Committee/Commission/Task Force Created: No.

Effective Date: The bill contains an emergency clause and takes effect immediately.