

# HOUSE BILL REPORT

## SHB 2692

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### As Amended by the Senate

**Title:** An act relating to minimum monthly salary paid to Washington state patrol troopers and sergeants.

**Brief Description:** Concerning the minimum monthly salary paid to Washington state patrol troopers and sergeants.

**Sponsors:** House Committee on Transportation (originally sponsored by Representatives Fey, Hayes, Lovick, Rodne, Irwin, Chapman, Stanford, Ortiz-Self, Sawyer, Muri, Kilduff, Smith, Hargrove, Condotta, Jinkins, Goodman and Tarleton).

#### **Brief History:**

##### **Committee Activity:**

Transportation: 1/24/18, 2/6/18 [DPS].

##### **Floor Activity:**

Passed House: 2/13/18, 84-14.

Senate Amended.

Passed Senate: 3/1/18, 48-0.

#### **Brief Summary of Substitute Bill**

- States legislative intent that the minimum monthly salary for Washington State Patrol troopers and sergeants as a result of the collective bargaining process be at least the median salary of six specified law enforcement agencies.
- Requires salary levels for troopers and sergeants to be guided by the results of a biennial survey of the average of compensation paid to the corresponding rank from six specified local law enforcement agencies.
- Requires the Office of Financial Management to report on the efficacy of recruitment and retention efforts beginning July 1, 2022, and every six years thereafter.

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### HOUSE COMMITTEE ON TRANSPORTATION

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*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.*

**Majority Report:** The substitute bill be substituted therefor and the substitute bill do pass. Signed by 22 members: Representatives Clibborn, Chair; Fey, Vice Chair; Wylie, Vice Chair; Hargrove, Assistant Ranking Minority Member; Harmsworth, Assistant Ranking Minority Member; Chapman, Gregerson, Hayes, Irwin, Kloba, Lovick, McBride, Morris, Ortiz-Self, Pellicciotti, Pike, Riccelli, Rodne, Stambaugh, Tarleton, Valdez and Van Werven.

**Minority Report:** Do not pass. Signed by 3 members: Representatives Orcutt, Ranking Minority Member; Shea and Young.

**Staff:** Paul Ingiosi (786-7114).

### **Background:**

In 2016 Engrossed Second Substitute House Bill 2872 made a number of changes concerning the recruitment and retention of Washington State Patrol (WSP) commissioned officers. In addition to an organizational study of the WSP conducted by the Office of Financial Management (OFM), a one-time 5 percent compensation increase for troopers, sergeants, lieutenants, and captains, and direction to the WSP to develop a comprehensive outreach and marketing strategic plan, the minimum monthly salary paid to the WSP troopers and sergeants must have been made competitive with law enforcement agencies within the state on July 1, 2017. Salary levels on July 1, 2017, must also have been 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. The comparison data used was accurate as of July 1, 2016. Finally, salary increases for captains and lieutenants that are collectively bargained must also be proportionate to the increases for troopers and sergeants.

### **Summary of Substitute Bill:**

In the substitute bill, legislative intent states that the minimum monthly salary paid to WSP troopers and sergeants as a result of the collective bargaining process must be at least the median salary of the six law enforcement agencies listed.

A salary survey undertaken in the collective bargaining process of the six specified local law enforcement agencies must now occur each biennium. The results will be used to ensure the minimum monthly salary paid to the WSP troopers and sergeants continues to be competitive with law enforcement agencies within Washington going forward.

Beginning July 1, 2022, the OFM must report to the Governor and the transportation committees of the Legislature on the efficacy of recruitment and retention efforts. Using the 2016 salary survey data, the OFM must report include an analysis of voluntary resignations of troopers and sergeants and a comparison of academy class sizes and trooper graduations. The report is due every six years after July 1, 2022.

### **EFFECT OF SENATE AMENDMENT(S):**

The Senate amendment: (1) limits the provisions of the bill to the 2019-21, 2021-23, and 2023-25 biennia; (2) removes language expressing legislative intent that the minimum

monthly salary for troopers and sergeants be at least the median salary of the six law enforcement agencies listed; and (3) changes the due date for the report by the OFM on the efficacy of the WSP recruitment and retention efforts from July 1, 2022 to December 1, 2024.

**Appropriation:** None.

**Fiscal Note:** Available.

**Effective Date:** The bill takes effect 90 days after adjournment of the session in which the bill is passed.

**Staff Summary of Public Testimony:**

(In support) The discussions around the WSP recruitment and retention efforts have been going on for a few years. A recent study completed by the Joint Transportation Committee concluded the WSP troopers were underpaid compared to their peer agencies, and there was a significant morale problem. Troopers were being actively recruited by other local law enforcement agencies, and the WSP was losing substantial numbers of troopers to those agencies. The Legislature addressed this issue by basing WSP salaries on the agencies they were losing troopers to. The focus on morale and the salary adjustments over a two-year period have made a huge difference and started to turn things around, but the salary changes were only put in place for one biennium. The salaries are now competitive and supporters would like to continue that going forward. Placing a salary comparison formula in statute would ensure the WSP stays competitive for years to come.

(Opposed) None.

**Persons Testifying:** Representative Fey, prime sponsor; Monica Alexander, Washington State Patrol; Jeff Merrill, Washington State Patrol Troopers Association; and Jason Linn, Washington State Patrol Lieutenants and Captains Association.

**Persons Signed In To Testify But Not Testifying:** None.