

HOUSE BILL REPORT

HB 2872

As Reported by House Committee On: Labor & Workplace Standards

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: 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:

Committee Activity:

Labor & Workplace Standards: 2/2/16 [DP].

Brief Summary of Bill

- Directs the Office of Financial Management (OFM), the Washington State Patrol (WSP), the Select Committee on Pension Policy, and the Legislature to take various steps with respect to implementing the recommendations of the Joint Transportation Committee WSP Recruitment and Retention Study.
- Directs OFM to conduct a compensation survey for each WSP corresponding rank of officer from identified local law enforcement agencies, and requires OFM and WSP bargaining units to consider the survey results and dedicated funding during negotiations.

HOUSE COMMITTEE ON LABOR & WORKPLACE STANDARDS

Majority Report: Do pass. Signed by 6 members: Representatives Sells, Chair; Gregerson, Vice Chair; Manweller, Ranking Minority Member; McCabe, Moeller and Ormsby.

Staff: Joan Elgee (786-7106).

Background:

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 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:

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.

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

The OFM must conduct a survey of the estimated average total compensation for each WSP 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 includes base salary, educational incentive pay, seniority pay, physical performance pay, post education incentives, and officer contributions to retirement. The OFM must publish the results by June 1 of the year in which collective bargaining will take place. The Washington Association of Sheriffs and Police Chiefs must work with OFM on the survey.

The WSP collective bargaining units and OFM must consider the survey results and the dedicated compensation funding in the WSP highway account during negotiations.

Appropriation: None.

Fiscal Note: Available.

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

Staff Summary of Public Testimony:

(In support) The WSP is in dire straits. The WSP is losing nine troopers a month to other jurisdictions, who are boldly recruiting. The issue is not just compensation. There are internal issues. It is telling that 64 percent of troopers would not recommend becoming a trooper to friends or family. Graduating classes are at an all-time low. Management needs to pay attention. The WSP needs to be made more attractive. The consultant's report validates what troopers have been saying. Highway safety is at risk. The number of fatal collisions is up about 19 percent. Freight mobility is affected. There are not enough funds in the highway account. The Legislature changed the distribution when it implemented the \$30 car tabs. Funds need to be identified by reappropriating existing funds, changing the formula, or finding new funds, to show the Legislature is serious. The collective bargaining piece is still a work in progress.

(Opposed) None.

Persons Testifying: Representative Fey, prime sponsor; and Davor Gjurasic and Jeff Merrill, Washington State Patrol Troopers Association.

Persons Signed In To Testify But Not Testifying: EJ Swainson, Washington State Patrol Lieutenant's Association and Shelly Baldwin, Washington Traffic Safety Commission.