

# SENATE BILL REPORT

## SHB 2692

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As of February 22, 2018

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

**Committee Activity:** Transportation: 2/21/18.

### Brief Summary of Bill

- States legislative intent that the minimum monthly salary for Washington State Patrol (WSP) 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 (OFM) to report on the efficacy of recruitment and retention efforts beginning July 1, 2022, and every six years thereafter.

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### SENATE COMMITTEE ON TRANSPORTATION

**Staff:** Bryon Moore (786-7726)

**Background:** In 2016, E2SHB 2872 made a number of changes concerning the recruitment and retention of WSP commissioned officers. In addition to an organizational study of the WSP conducted by OFM, the legislation included a one-time 5 percent compensation increase for troopers, sergeants, lieutenants, and captains, direction to WSP to develop a

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comprehensive outreach and marketing strategic plan, and a requirement that the minimum monthly salary paid to 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 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 was based on data as of July 1, 2016. Salary increases for captains and lieutenants that are collectively bargained must also be proportionate to the increases for troopers and sergeants.

**Summary of Bill:** Legislative intent is provided that 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 minimum monthly salary paid to WSP troopers and sergeants must be competitive with law enforcement agencies within Washington going forward.

Beginning July 1, 2022, 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, 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.

**Appropriation:** None.

**Fiscal Note:** Available.

**Creates Committee/Commission/Task Force that includes Legislative members:** No.

**Effective Date:** Ninety days after adjournment of session in which bill is passed.

**Staff Summary of Public Testimony:** PRO: This builds off of the 2016 changes. 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. We have had positive impacts and this will allow us to keep WSP salaries competitive. We cannot go back to the dire straits the WSP was in prior to 2016. The original bill was put together on a bi-partisan basis. The formula that is being placed in statute allows us to address the problem to prevent the local government from recruiting away troopers and allow WSP to continue as premier law enforcement agency.

**Persons Testifying:** PRO: Representative Jake Fey, Prime Sponsor; Davor Gjurasic, WSP Troopers Association; Captain Monics Alexander, WSP; Tony Sermonti, WSP Lt. Association; Captain Tim Coley, WSP Lt. Association.

**Persons Signed In To Testify But Not Testifying:** No one.