

# SENATE BILL REPORT

## SB 5373

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As of January 31, 2017

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

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

**Sponsors:** Senators Becker, Angel, Rivers, Brown, Miloscia, Fortunato, Bailey, Zeiger and Keiser.

**Brief History:**

**Committee Activity:** Transportation: 1/31/17.

**Brief Summary of Bill**

- Requires that Washington State Patrol officer salaries must always be competitive with comparable law enforcement agencies in the state of Washington.

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### SENATE COMMITTEE ON TRANSPORTATION

**Staff:** Kellee Keegan (786-7429)

**Background:** Employees have the right to organize and to designate a representative for collective bargaining. Generally, a bargaining representative is any lawful organization that represents employees in their employment relations with employers as one of its primary purposes. The employer and the bargaining representative must meet at reasonable times to bargain in good faith in an effort to reach agreement with respect to wages, hours, and other terms and conditions of employment. Washington State Patrol (WSP) officers are represented by either the WSP Troopers and Sergeants Association or the WSP Lieutenants and Captains Association.

In 2016, the Legislature passed Engrossed Second Substitute House Bill (E2SHB) 2872 which directed that the collectively bargained minimum monthly salary paid to WSP troopers and sergeants must be competitive with law enforcement agencies within the state. Specifically, E2SHB 2872 required salary levels on July 1, 2017, 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,

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Spokane Police Department, and Vancouver Police Department. Compensation was to be calculated using base salary, premium pay, which is pay received by more than a majority of employees, education pay, and longevity pay. Collectively bargained salary increases for captains and lieutenants was required to be proportionate to the increases for troopers and sergeants. The directives in E2SHB 2872 regarding salaries for WSP officers affected only the 2017-2019 collective bargaining agreement.

Additionally, effective July 1, 2017, E2SHB 2872 directed the distribution of the vehicle license fee to the State Patrol Highway Account to increase by \$3.25 and the distribution to the Motor Vehicle Fund be reduced by the same amount.

**Summary of Bill:** Washington State Patrol salaries for troopers, sergeants, captains and lieutenants must always be competitive with comparable law enforcement agencies in Washington. The specific law enforcement agencies used in guiding the the 2017-2019 collective bargaining agreement are removed. If the currently available funds for WSP officer salaries do not cover the cost of training and hiring new officers at competitive salary levels, then the amount necessary must be transferred from project funds for fish culverts (PIN L1100066).

**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: There are shortages around the nation of law enforcement officers. State Patrol Officers, like military, are there to protect us and help us through crisis. This bill is to help create fair and equitable salaries for State Patrol Troopers. Morale has been improved since last year. This bill takes steps to make the long term changes to retain troopers, lieutenants, and other officers.

OTHER: Thank you to those who worked on the State Patrol bill regarding recruitment and retention last year. This bill changes the language regarding comparable law enforcement agencies for guiding salaries and needs work.

**Persons Testifying:** PRO: Senator Randi Becker, Prime Sponsor; Jason Linn, Washington State Patrol Captains and Lieutenants Association.

OTHER: Davor Gjurasic, WSP Troopers Association.

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