

SENATE BILL REPORT

HB 1785

As Reported by Senate Committee On:
Transportation, February 22, 2022

Title: An act relating to the 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: Representatives Fey, Barkis, Goodman, Robertson, Rule, Sullivan, Paul and Riccelli.

Brief History: Passed House: 2/8/22, 96-0.

Committee Activity: Transportation: 2/17/22, 2/22/22 [DPA].

Brief Summary of Amended Bill

- Eliminates the June 30, 2025, expiration date of requirements to set Washington State Patrol trooper and sergeant salaries to be competitive with other state law enforcement agencies, conduct salary surveys during the collective bargaining process, and provide proportionate salary increases for captains and lieutenants.

SENATE COMMITTEE ON TRANSPORTATION

Majority Report: Do pass as amended.

Signed by Senators Lias, Chair; Saldaña, Vice Chair; King, Ranking Member; Cleveland, Das, Fortunato, Hawkins, Holy, Lovelett, Lovick, Nguyen, Nobles, Padden, Randall, Sheldon, Wilson, C. and Wilson, J.

Staff: Bryon Moore (786-7726)

Background: Until June 30, 2025, the minimum monthly salary paid to Washington State Patrol (WSP) troopers and sergeants must be competitive with law enforcement agencies

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within the state of Washington guided by the results of a survey undertaken in the collective bargaining process during each biennium. The salary levels must be guided by the average of compensation paid to the corresponding rank from the police departments and sheriffs' offices of Seattle, King County, Tacoma, Snohomish County, Spokane, and Vancouver.

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 salary increases for captains and lieutenants must be proportionate to the increases in salaries for troopers and sergeants resulting from the survey.

By December 1, 2024, the Office of Financial Management must report to the Governor and transportation committees of the Legislature on the efficacy of the WSP recruitment and retention efforts.

These requirements expire June 30, 2025.

Summary of Amended Bill: The expiration date for the requirement that the minimum monthly salary paid to Washington State Patrol (WSP) troopers and sergeants must be competitive with law enforcement agencies within the State of Washington is eliminated. Unless the Office of Financial Management determines that one or more agencies should be replaced in this comparison, the salary levels must be guided by the average of compensation paid to the corresponding rank from the police departments and sheriffs' offices of Seattle, King County, Tacoma, Snohomish County, Spokane, and Vancouver. Beginning January 1, 2028, and each decade thereafter, the Office of Financial Management must conduct a review of the six local law enforcement agencies to be used in determining whether State Patrol trooper and sergeant salary levels are competitive and may replace one or more local law enforcement agencies in the comparison based on a determination that it is more relevant to ensure salary competitiveness.

The State Patrol arbitration decision making will be based on the salary level comparison to the six local law enforcement agencies rather than similar law enforcement agencies on the west coast of the United States. The proportionate salary increases for captains and lieutenants will be guided by the increases provided to sergeants as part of the collective bargaining process. The other requirements around conducting salary surveys during the collective bargaining process are made permanent.

EFFECT OF TRANSPORTATION COMMITTEE AMENDMENT(S):

- Creates a periodic review of the six local law enforcement agencies to be used in determining whether State Patrol trooper and sergeant salary level are competitive.
- Beginning January 1, 2028, and each decade thereafter, allows the Office of Financial Management to replace one or more local law enforcement agencies in the comparison based on a determination that it is more relevant to ensure salary competitiveness.

- Aligns the State Patrol mediation and arbitration statute to the six local law enforcement agency comparison rather than similar law enforcement agencies on the west coast of the United States.
- Clarifies that the proportionate salary increases for captains and lieutenants will be guided by the increases provided to sergeants as part of the collective bargaining process.

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 on House Bill: *The committee recommended a different version of the bill than what was heard.* PRO: This has worked really well. This started in 2017 and started the process to make sure that the salary levels for state troopers are competitive with local law enforcement. This bill removes the sunset date and will allow this valuable recruitment and retention tool to continue.

OTHER: We support the bill and have provided some technical clarifying language dealing with arbitration process.

Persons Testifying: PRO: Davor Gjurasic, WSP Troopers Association; Jeff DeVere, Washington State Patrol Lieutenants and Captains Association.

OTHER: Scott Merriman, Office of Financial Management.

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