

JAY INSLEE
Governor



JOHN R. BATISTE
Chief

STATE OF WASHINGTON
WASHINGTON STATE PATROL

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November 30, 2022

TO: Director David Schumacher, Office of Financial Management
Senator Marko Lias, Senate Transportation Committee
Representative Jake Fey, House Transportation Committee

FROM: Chief John R. Batiste

SUBJECT: Annual Report on Recruitment and Retention Activities

In accordance with Section 207, sub-section (4) of SSB 5165, enclosed is the Washington State Patrol (WSP) annual report on recruitment and retention activities for the period January 1, 2022 through October 31, 2022.

Enclosure 1 shows the number of transportation funded staff vacancies by major category and the number of applicants for each of the positions by these categories. Enclosure 2 describes the composition of the workforce.

If you have any questions, please contact Dr. Ben Lastimado at (360) 704-2320.

JRB:mr

Enclosures

cc: Mr. Bryon Moore, Senate Transportation Committee
Ms. Beth Redfield, House Transportation Committee
Captain Jason L. Ashley, Human Resource Division
Assistant Chief Shannon I. Bendiksen, Technical Services Bureau
Mr. Walter R. Hamilton, Budget and Fiscal Services



WASHINGTON STATE PATROL
TRANSPORTATION-FUNDED RECRUITMENT AND RETENTION ACTIVITIES
STATUS REPORT AS OF October 1, 2022

Summary of recruitment and retention strategies

The Washington State Patrol (WSP) recruiting strategy targets quality candidates in all communities with an emphasis on underrepresented gender and ethnic groups. Our previous years' efforts involved media campaigns, community outreach, attending a diversity of job fairs and college recruiting efforts.

The WSP is establishing long term relationships with minority community based groups which assist in career placement and counseling to increase targeted recruitment of highly qualified applicants. The WSP continues to partner with the U.S. Military Department in recruitment of military veterans and their dependents.

The WSP Employee Value Proposition highlights opportunities to impact the community; a culture of respect, commitment and trust; and work/life balance options such as Infants at Work, telework, and alternate work schedules. In addition, the agency continues to use the Office of Financial Management's Classification and Compensation Proposal process to address salary inequities and recruitment/retention issues with our critically hard to fill positions. WSP also offers tuition reimbursement for employees interested in furthering their education.

Major Category	October 1, 2017	October 1, 2018	October 1, 2019	October 1, 2020	October 1, 2021	October 1, 2022	Number of Applicants - Current Reporting Period
FIELD FORCE							
Troopers*	95.5	73.4	76.4	25.6	91.4	188.0	1,131
Other Commissioned Officers	1.0	2.0	2.0	0.0	2.9	0.0	N/A
NON FIELD FORCE**							
Commissioned Officers							N/A
Aviation	4.0	2.0	2.0	2.0	1.0	3.0	N/A
Breath Test	1.0	1.0	0.0	0.0	2.0	3.0	N/A
Commercial Vehicle	13.2	8.2	7.2	4.3	7.6	18.0	N/A
Homeland Security	2.0	2.0	3.0	3.0	3.9	14.7	N/A
Investigation	5.8	3.4	6.7	5.1	7.1	9.7	N/A
Other	0.8	3.1	0.8	1.8	1.3	3.3	N/A
Office/Administrative Support^	11.2	8.5	8.7	13.4	16.7	15.3	1,189
Communications Officer	20.4	10.7	16.5	19.4	18.4	44.6	2,555
Information Technology / Electronic Services	11.0	9.5	11.9	13.5	11.7	13.8	1,090
Property Management^^	4.1	4.9	4.4	9.3	13.2	14.9	253
Commercial Vehicle Enforcement Officers	18.5	18.8	17.4	17.2	19.4	23.4	241
Forensics Scientists	0.6	1.1	0.3	0.3	1.0	3.1	922
Fire	0.0	0.0	0.0	0.0	0.0	0.0	98
Other^^^	1.3	3.0	2.2	5.9	7.8	12.1	1,528

Other relevant outcome measures with comparative information with recent comparable months in prior years

Transportation Funded Positions of three largest categories of vacancies:

Major Category	October 1, 2017	October 1, 2018	October 1, 2019	October 1, 2020	October 1, 2021	October 1, 2022
Communications Officer	147.4	146.6	146.6	146.3	140.3	140.3
Vacancy Percentage	13.8%	7.3%	11.2%	13.2%	13.1%	31.8%
Information Technology / Electronic Services	103.2	102.5	101.7	98.9	98.9	98.9
Vacancy Percentage	10.7%	9.3%	11.7%	13.6%	11.9%	14.0%
Commercial Vehicle Enforcement Officers	128.1	125.3	125.3	125.7	125.7	122.0
Vacancy Percentage	14.4%	15.0%	13.9%	13.7%	15.4%	19.2%

Workforce Composition

October 1, 2019 will serve as the base-level for historical data. Future quarterly data will be compared to 2019 base data.

Vacant positions pro-rated per percent of transportation funding for the budgets that support them

Vacant positions paid for by sources outside WSP only show ratio of WSP support (e.g., 15% state match for federal Motor Carrier Safety-funded positions)

See Attachment 2 - Affirmative Action Utilization Report.

Notes:

*Field Force Includes : 683 authorized troopers and 123 other commissioned officers assigned to the Field Operations Bureau (FOB). Applicant number reported captures Trooper Cadet classification.

**Non Field Force Includes: Agency-wide commissioned officers, exempt, and all civil service positions (Including FOB).

^Job class examples Include: Office Assistant, Secretary Senior and Lead, Administrative Assistant, Human Resource, Fiscal Tech and Analyst, Forms & Records Analyst

^^Job class examples Include: Maintenance Mechanic, Law Enforcement Equipment Technician

^^^Job class examples Include: Data Consultants, Security Guards, Transportation Planning Techs, Criminal ID Coordination Specialists



Diversity, Equity, and Inclusion Report

Overview

The Washington State Patrol (WSP) is committed to treating members of the public with dignity and respect in all services and interactions. The agency is committed to creating a qualified workforce reflective of the population of our diverse state and to shape and sustain a culture of trust, collaboration, equity, inclusion, and continuous performance improvement.

The Office of Diversity, Equity, and Inclusion was started in 2020 to lead the agency in meeting these commitments and providing both the public and WSP personnel a place for transparent discussion, action, and progress.

This report aggregates ethnicity, gender and age characteristics of the agency's employees. The information presented shows both a historical and current status of each category. Additionally, slicers allow users to select sub-categories and narrow down the results to specific categories.

DEI Categories

Ethnicity
Gender
Age

Slicers

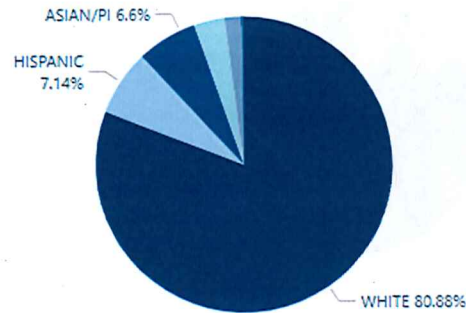
Gender
Ethnicity
Age
Bureau
Division
Organization ID
Job Class ID
Commissioned Status

Data Source:
WSPHRMS

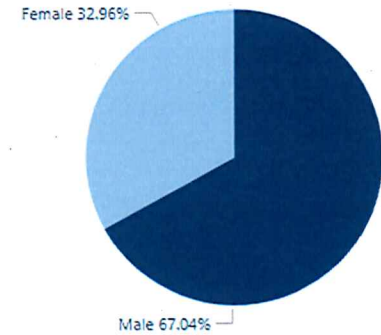
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Semi-Monthly

Refresh Date
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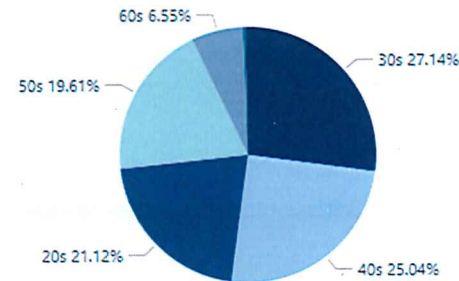
Employees by Ethnicity



Employees by Gender



Employees by Ages



Washington State Patrol Commissioned Officer Diversity



Ethnicity Overview

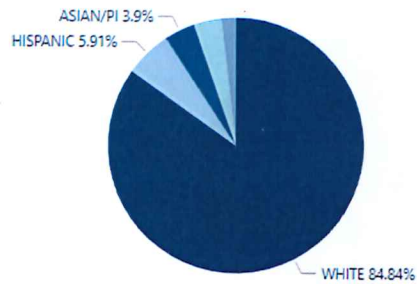
Current Employees by Ethnicity

Bureau: All

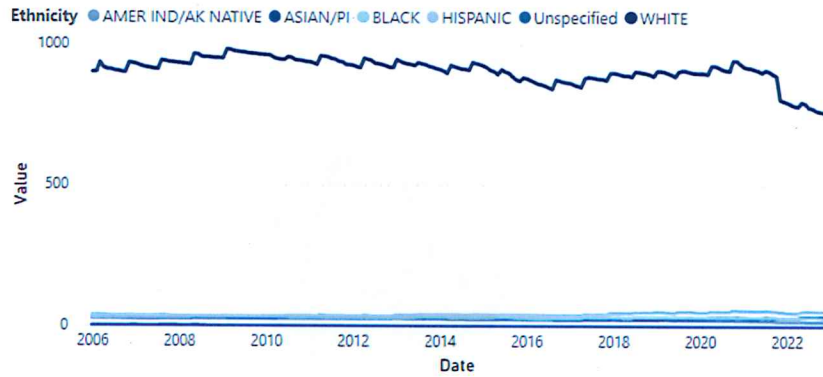
Division: All

Ethnicity: All

Ages: All



Historic Ethnicity



Gender: Blank, Female, Male, Non-Binary

Commissioned Status: No, Yes

Current Employees by Ethnicity and Bureau/Division

Bureau	AMER IND/AK NATIVE	ASIAN/PI	BLACK	HISPANIC	WHITE	Total
<input type="checkbox"/> CVEB	4	2	1	1	41	49
<input type="checkbox"/> Executive Staff			1		4	5
<input type="checkbox"/> FLSB				2	14	16
<input type="checkbox"/> FOB	9	20	20	42	524	615
<input type="checkbox"/> ISB	4	10	2	8	150	174
<input type="checkbox"/> OOC					2	2
<input type="checkbox"/> TSB		3	7		26	36
Total	17	35	31	53	761	897

OrganizationTitle: All

JobClassTitle: All

Current Employees by Ethnicity and Job Title

Commissioned Status	AMER IND/AK NATIVE	ASIAN/PI	BLACK	HISPANIC	WHITE	Total
<input type="checkbox"/> Yes	17	35	31	53	761	897
Total	17	35	31	53	761	897

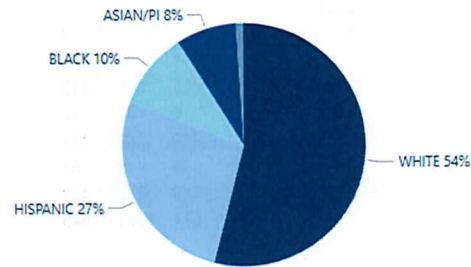
Washington State Patrol Trooper Cadet Diversity



Ethnicity Overview

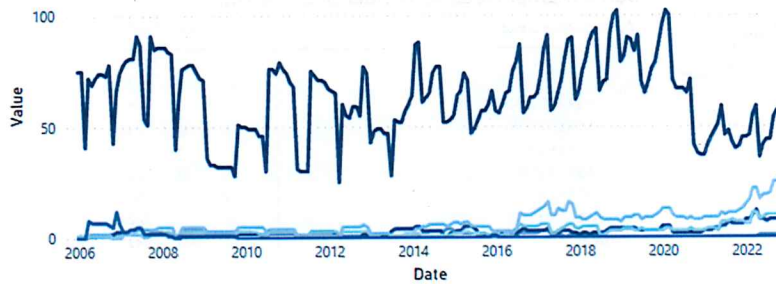
Current Employees by Ethnicity

- Bureau: All
- Division: All
- Ethnicity: All
- Ages: All



Historic Ethnicity

Ethnicity ● AMER IND/AK NATIVE ● ASIAN/PI ● BLACK ● HISPANIC ● Unspecified ● WHITE



- Gender: Blank, Female, Male, Non-Binary
- Commissioned Status: No

Current Employees by Ethnicity and Bureau/Division

Bureau	AMER IND/AK NATIVE	ASIAN/PI	BLACK	HISPANIC	WHITE	Total
FOB				3		3
TSB	1	8	10	24	54	97
Total	1	8	10	27	54	100

- OrganizationTitle: All
- JobClassTitle: WSP TROOPER CADET

Current Employees by Ethnicity and Job Title

Commissioned Status	AMER IND/AK NATIVE	ASIAN/PI	BLACK	HISPANIC	WHITE	Total
No	1	8	10	27	54	100
Total	1	8	10	27	54	100

Washington State Patrol Gender Diversity



Gender Overview

Current Employees By Gender

Bureau

All

Division

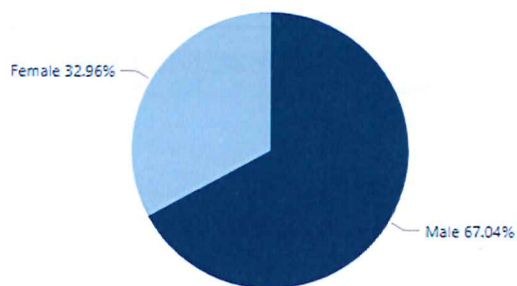
All

Ethnicity

All

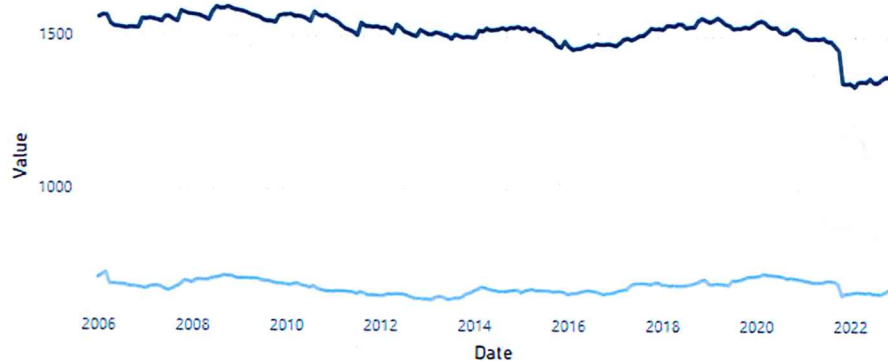
Ages

All



Historic Gender

Gender ● Female ● Male



Gender

Blank Female Male Non-Binary

Commissioned Status

No Yes

Current Employees by Gender and Bureau/Division

Bureau	Female	Male	Total
CVEB	49	188	237
Executive Staff	2	5	7
FLSB	147	82	229
FOB	96	619	715
FPB	18	24	42
ISB	132	201	333
OOC	44	19	63
TSB	186	233	419
Total	674	1371	2045

OrganizationTitle

All

JobClassTitle

All

Current Employees by Gender and Job Title

Commissioned Status	Female	Male	Total
No	585	528	1113
Yes	89	843	932
WSP ASSISTANT CHIEF	1	3	4
WSP CAPTAIN	3	17	20
WSP CHIEF		1	1
WSP LIEUTENANT	8	33	41
WSP SERGEANT	9	135	144
WSP TROOPER	68	654	722
Total	674	1371	2045

Washington State Patrol Deloitte Report Results

OUR STRATEGIC PLAN

RECRUITMENT PLAN

- Established internal and external web pages dedicated to DEI efforts.
- New marketing campaign established for 40th Arming Class.
- Analyzing job descriptions to mitigate for bias.
- Training for Bias-free interview techniques.
- Developed DEI toolkit for recruiters.
- Recruiters targeting diverse groups (community colleges, faith based organizations, sports clubs, etc.)
- More than 90% of the 93 recommendations from Deloitte are complete.

RETENTION PLAN

- Established criteria for rewarding inclusive behaviors, tied to performance evaluations.
- Agency Strategic Plan with goals and values focused on DEI.
- Annual DEI Pulse Surveys to assess DEI efforts and trainings.
- Established ERGs (Blacks Inclusivity Group, Native Americans) and promotion of BRGs.
- Review of Pregnancy Policies and other Procedures.
- DEI Lunch and Learn Sessions once per month.
- Training on how to have difficult and courageous conversations.
- Monthly meetings of DEI Council to discuss and promote inclusion and belongingness.