

JAY INSLEE  
Governor



JOHN R. BATISTE  
Chief

STATE OF WASHINGTON  
WASHINGTON STATE PATROL

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November 12, 2020

**TO:** Director David Schumacher, Office of Financial Management  
Senator Steve Hobbs, Senate Transportation Committee  
Representative Jake Fey, House Transportation Committee

**FROM:** Chief John R. Batiste

**SUBJECT:** Quarterly Report on Recruitment and Retention Activities

In accordance with Section 207, sub-section (12) (a) of ESHB 1160, enclosed is the Washington State Patrol (WSP) quarterly report on recruitment and retention activities for the period July 1, 2020 through September 30, 2020.

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:aeg

Enclosures

cc: Captain Jason L. Ashley, Human Resource Division  
Assistant Chief Marc W. Lamoreaux, Technical Services Bureau  
Dr. Ben Lastimado, Human Resource Division



## 2020 3rd Quarter Diversity Data

As of September 30, 2020

	#	Over 40	Over 40 %	Veteran	Veteran %	Male	Male %	Female	Female %	Caucasian	Caucasian %	African American	African American %	Hispanic	Hispanic %	Asian/ Native Hawaiian	Asian/ Native Hawaiian %	American Indian Alaskan Native	American Indian Alaskan Native %	Two or More Races	Two or More Races %	POC %
Troopers	874	335	38.3%	161	18.4%	789	90.3%	85	9.7%	754	86.3%	20	2.3%	42	4.8%	21	2.4%	10	1.1%	26	3.0%	13.6%
Sergeants	151	114	75.5%	30	19.9%	137	90.7%	14	9.3%	134	88.7%	4	2.6%	2	1.3%	1	0.7%	6	4.0%	4	2.6%	11.3%
Lieutenants	41	38	92.7%	12	29.3%	35	85.4%	6	14.6%	38	92.7%	0	0.0%	2	4.9%	1	2.4%	0	0.0%	0	0.0%	7.3%
Captains	20	20	100.0%	5	25.0%	19	95.0%	1	5.0%	19	95.0%	0	0.0%	1	5.0%	0	0.0%	0	0.0%	0	0.0%	5.0%
Exec	5	5	100.0%	1	20.0%	5	100.0%	0	0.0%	3	60.0%	2	40.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	40.0%
TOTAL COMMISSIONED	1091	512	46.9%	209	19.2%	985	90.3%	106	9.7%	948	86.9%	26	2.4%	47	4.3%	23	2.1%	16	1.5%	30	2.7%	13.0%
Trooper Cadets	53	3	5.7%	1	1.9%	50	94.3%	3	5.7%	42	79.2%	2	3.8%	6	11.3%	2	3.8%	0	0.0%	2	3.8%	22.6%
Civil Service	1087	658	60.5%	108	9.9%	490	45.1%	597	54.9%	905	83.3%	25	2.3%	39	3.6%	65	6.0%	12	1.1%	37	3.4%	16.4%
TOTAL CIVIL SERVICE**	1140	661	58.0%	109	9.6%	540	47.4%	600	52.6%	947	83.1%	27	2.4%	45	3.9%	67	5.9%	12	1.1%	39	3.4%	16.7%
AGENCY TOTAL	2231	1173	52.58%	318	14.25%	1525	68.35%	706	31.6%	1895	84.94%	53	2.38%	92	4.12%	90	4.03%	28	1.26%	69	3.09%	14.88%

\*\*=Cadets & Civil Service

WASHINGTON STATE PATROL  
TRANSPORTATION-FUNDED RECRUITMENT AND RETENTION ACTIVITIES  
STATUS REPORT AS OF October 1, 2020

**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	January 1, 2020	April 1, 2020	July 1, 2020	October 1, 2020	Number of Applicants - Current Reporting Period
<b>FIELD FORCE</b>								
Troopers*	95.5	73.4	76.4	85.2	50.0	59.0	25.6	289
Other Commissioned Officers	1.0	2.0	2.0	1.0	1.0	1.0	0.0	N/A
<b>NON FIELD FORCE**</b>								
Commissioned Officers								N/A
Aviation	4.0	2.0	2.0	2.0	2.0	2.0	2.0	N/A
Breath Test	1.0	1.0	0.0	0.0	1.0	2.0	0.0	N/A
Commercial Vehicle	13.2	8.2	7.2	4.7	5.1	4.1	4.3	N/A
Homeland Security	2.0	2.0	3.0	4.0	2.9	3.0	3.0	N/A
Investigation	5.8	3.4	6.7	4.2	4.9	5.1	5.1	N/A
Other	0.8	3.1	0.8	0.8	0.8	1.8	1.8	N/A
Office/Administrative Support**	11.2	8.5	8.7	11.4	10.2	11.3	13.4	252
Communications Officer	20.4	10.7	16.5	18.4	13.6	16.5	19.4	829
Information Technology / Electronic Services	11.0	9.5	11.9	11.1	14.2	14.3	13.5	151
Property Management**	4.1	4.9	4.4	2.0	7.0	11.7	9.3	42
Commercial Vehicle Enforcement Officers	18.5	18.8	17.4	16.3	18.2	15.2	17.2	7
Forensics Scientists	0.6	1.1	0.3	0.6	0.0	0.0	0.3	106
Fire	0.0	0.0	0.0	0.0	0.0	0.0	0.0	13
Other***	1.3	3.0	2.2	4.1	5.0	6.8	5.9	348

**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	January 1, 2020	April 1, 2020	July 1, 2020	October 1, 2020
Communications Officer	147.4	146.6	146.6	146.3	146.7	146.3	146.3
Vacancy Percentage	13.8%	7.3%	11.2%	12.6%	9.3%	11.3%	13.2%
Information Technology / Electronic Services	103.2	102.5	101.7	100.1	99.1	98.9	98.9
Vacancy Percentage	10.7%	9.3%	11.7%	11.1%	14.3%	14.4%	13.6%
Commercial Vehicle Enforcement Officers	128.1	125.3	125.3	125.2	125.6	125.7	125.7
Vacancy Percentage***	14.4%	15.0%	13.9%	13.0%	14.5%	12.1%	13.7%

**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: 686 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 classes include: Office Assistant, Secretary Senior and Lead, Administrative Assistant, Human Resource, Fiscal Tech and Analyst, Forms & Records Analyst

\*\*\*Job classes include: Maintenance Mechanic, Law Enforcement Equipment Technician

\*\*\*\*Job classes include: Data Consultants, Security Guards, Transportation Planning Techs, Criminal ID Coordination Specialists

\*\*\*\*\*CVOE variances for October were previously reported incorrectly. The numbers reported as of January 2020 reflect correct percentages.