

JAY INSLEE
Governor



JOHN R. BATISTE
Chief

STATE OF WASHINGTON
WASHINGTON STATE PATROL

Washington State Patrol Headquarters • PO Box 42600 • Olympia WA 98504-2600 • www.wsp.wa.gov

November 30, 2021

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: 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, 2021 through October 1, 2021.

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: 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





Gender Overview

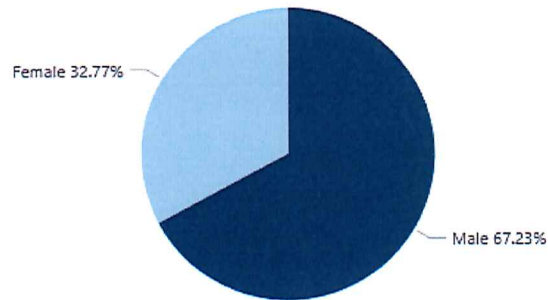
Bureau
All

Division
All

Ethnicity
All

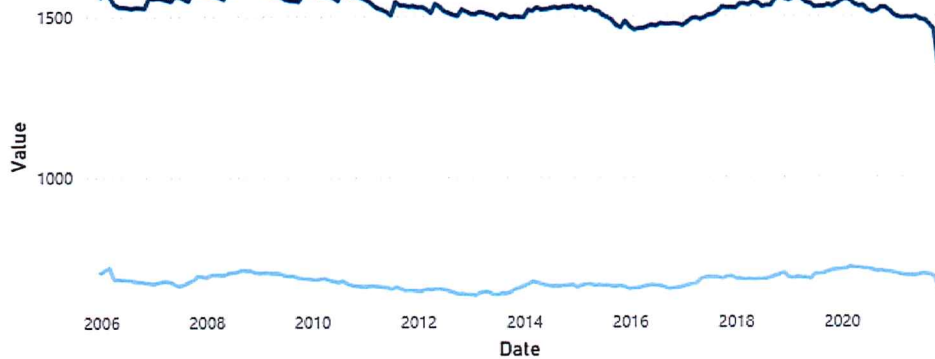
Ages
All

Current Employees By Gender



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
<input type="checkbox"/> CVEB	47	190	237
<input type="checkbox"/> Executive Staff	2	5	7
<input type="checkbox"/> FLSB	143	70	213
<input type="checkbox"/> FOB	95	606	701
<input type="checkbox"/> FPB	22	23	45
<input type="checkbox"/> ISB	125	212	337
<input type="checkbox"/> OOC	43	15	58
<input type="checkbox"/> TSB	182	231	413
Total	659	1352	2011

OrganizationTitle: All

JobClassTitle: All

Current Employees by Gender and Job Title

Commissioned Status	Female	Male	Total
<input type="checkbox"/> No	566	515	1081
<input type="checkbox"/> Yes	93	837	930
WSP ASSISTANT CHIEF	1	3	4
WSP CAPTAIN	3	17	20
WSP CHIEF		1	1
WSP LIEUTENANT	6	32	38
WSP SERGEANT	12	126	138
WSP TROOPER	71	658	729
Total	659	1352	2011



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

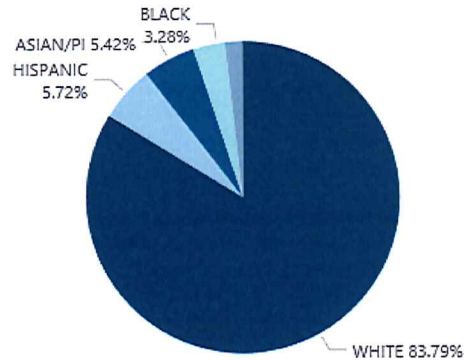
Gender
Ethnicity
Age
Bureau
Division
Organization ID
Job Class ID
Commissioned Status

Data Source:
WSPHRMS

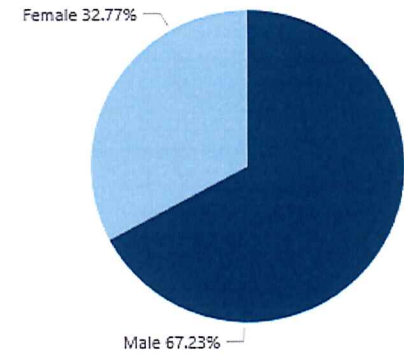
Data Refresh:
Semi-Monthly

Refresh Date
11/23/2021 4:00:39 AM

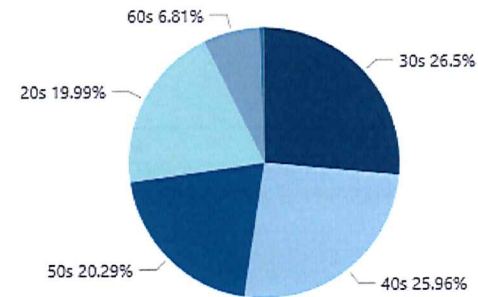
Employees by Ethnicity



Employees by Gender



Employees by Ages





Ethnicity Overview

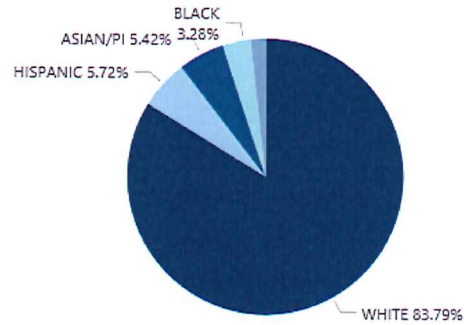
Current Employees by Ethnicity

Bureau: All

Division: All

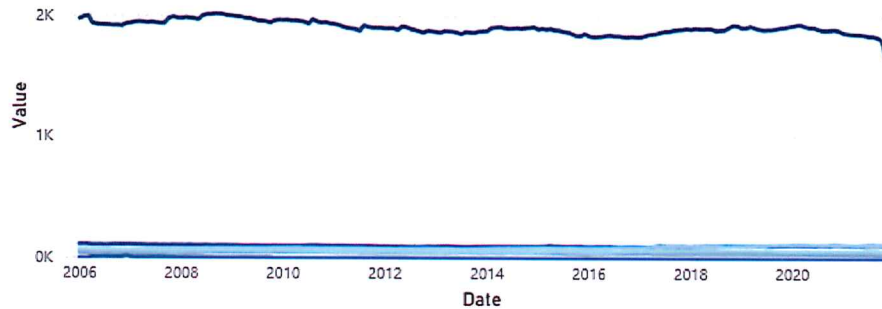
Ethnicity: All

Ages: All



Historic Ethnicity

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



Gender: Blank, Female, Male, Non-Binary

Commissioned Status: No, Yes

Current Employees by Ethnicity and Bureau/Division

Bureau	AMER IND/AK NATIVE	ASIAN/PI	BLACK	HISPANIC	Unspecified	WHITE	Total
CVEB	9	7	5	12		204	237
Executive Staff			1			6	7
FLSB	1	16	7	8	1	180	213
FOB	10	22	20	46		603	701
FPB	1	1	1	4		38	45
ISB	6	25	7	22		277	337
OOC	1	10	1	2		44	58
TSB	7	28	24	21		333	413
Total	35	109	66	115	1	1685	2011

OrganizationTitle: All

JobClassTitle: All

Current Employees by Ethnicity and Job Title

Commissioned Status	AMER IND/AK NATIVE	ASIAN/PI	BLACK	HISPANIC	Unspecified	WHITE	Total
No	18	79	36	63	1	884	1081
Yes	17	30	30	52		801	930
WSP ASSISTANT CHIEF						4	4
WSP CAPTAIN	1	1				18	20
WSP CHIEF				1			1
WSP LIEUTENANT	3	1	1	2		31	38
WSP SERGEANT	5	1	3	3		126	138
WSP TROOPER	8	27	25	47		622	729
Total	35	109	66	115	1	1685	2011

WASHINGTON STATE PATROL
TRANSPORTATION-FUNDED RECRUITMENT AND RETENTION ACTIVITIES
STATUS REPORT AS OF October 1, 2021

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	Number of Applicants - Current Reporting Period
FIELD FORCE						
Troopers*	95.5	73.4	76.4	25.6	91.4	1,386
Other Commissioned Officers	1.0	2.0	2.0	0.0	2.9	N/A
NON FIELD FORCE**						
Commissioned Officers						N/A
Aviation	4.0	2.0	2.0	2.0	1.0	N/A
Breath Test	1.0	1.0	0.0	0.0	2.0	N/A
Commercial Vehicle	13.2	8.2	7.2	4.3	7.6	N/A
Homeland Security	2.0	2.0	3.0	3.0	3.9	N/A
Investigation	5.8	3.4	6.7	5.1	7.1	N/A
Other	0.8	3.1	0.8	1.8	1.3	N/A
Office/Administrative Support^	11.2	8.5	8.7	13.4	16.7	1,560
Communications Officer	20.4	10.7	16.5	19.4	18.4	1,547
Information Technology / Electronic Services	11.0	9.5	11.9	13.5	11.7	334
Property Management^^	4.1	4.9	4.4	9.3	13.2	342
Commercial Vehicle Enforcement Officers	18.5	18.8	17.4	17.2	19.4	366
Forensics Scientists	0.6	1.1	0.3	0.3	1.0	1,126
Fire	0.0	0.0	0.0	0.0	0.0	48
Other^^^	1.3	3.0	2.2	5.9	7.8	1,461

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
Communications Officer	147.4	146.6	146.6	146.3	140.3
Vacancy Percentage	13.8%	7.3%	11.2%	13.2%	13.1%
Information Technology / Electronic Services	103.2	102.5	101.7	98.9	98.9
Vacancy Percentage	10.7%	9.3%	11.7%	13.6%	11.9%
Commercial Vehicle Enforcement Officers	128.1	125.3	125.3	125.7	125.7
Vacancy Percentage	14.4%	15.0%	13.9%	13.7%	15.4%

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