

JAY INSLEE  
Governor



JOHN R. BATISTE  
Chief

STATE OF WASHINGTON  
WASHINGTON STATE PATROL

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November 20, 2023

**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, 2023, through October 31, 2023.

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, 2023**

**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	October 1, 2023	Number of Applicants - Current Reporting Period
<b>FIELD FORCE</b>								
Troopers*	95.5	73.4	76.4	25.6	91.4	188.0	146.6	1,040
Other Commissioned Officers	1.0	2.0	2.0	0.0	2.9	0.0	2.0	N/A
<b>NON FIELD FORCE**</b>								
Commissioned Officers								N/A
Aviation	4.0	2.0	2.0	2.0	1.0	3.0	3.0	N/A
Breath Test	1.0	1.0	0.0	0.0	2.0	3.0	2.0	N/A
Commercial Vehicle	13.2	8.2	7.2	4.3	7.6	18.0	20.0	N/A
Homeland Security	2.0	2.0	3.0	3.0	3.9	14.7	17.8	N/A
Investigation	5.8	3.4	6.7	5.1	7.1	9.7	11.0	N/A
Other	0.8	3.1	0.8	1.8	1.3	3.3	1.7	N/A
Office/Administrative Support^	11.2	8.5	8.7	13.4	16.7	15.3	13.0	1,970
Communications Officer	20.4	10.7	16.5	19.4	18.4	44.6	29.1	4,191
Information Technology / Electronic Services	11.0	9.5	11.9	13.5	11.7	13.8	11.8	1,428
Property Management^^	4.1	4.9	4.4	9.3	13.2	14.9	7.9	163
Commercial Vehicle Enforcement Officers	18.5	18.8	17.4	17.2	19.4	23.4	25.3	346
Forensics Scientists	0.6	1.1	0.3	0.3	1.0	3.1	3.2	749
Fire	0.0	0.0	0.0	0.0	0.0	0.0	0.0	107
Other^^^	1.3	3.0	2.2	5.9	7.8	12.1	13.3	2,952

**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	October 1, 2023
Communications Officer	147.4	146.6	146.6	146.3	140.3	140.3	140.0
Vacancy Percentage	13.8%	7.3%	11.2%	13.2%	13.1%	31.8%	20.8%
Information Technology / Electronic Services	103.2	102.5	101.7	98.9	98.9	98.9	101.7
Vacancy Percentage	10.7%	9.3%	11.7%	13.6%	11.9%	14.0%	11.6%
Commercial Vehicle Enforcement Officers	128.1	125.3	125.3	125.7	125.7	122.0	122.0
Vacancy Percentage	14.4%	15.0%	13.9%	13.7%	15.4%	19.2%	20.8%

**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., 5% 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