



2014 COMPENSATION SURVEY

Washington State Patrol

May 6, 2014

FINAL REPORT

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WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED) - CADET

Trooper Cadet - Entry Level							
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)		
					Minimum	6 Months	1 Year
States							
State of Arizona	Cadet Officer	Non-Represented	NA	40	\$38,335	\$38,335	\$38,335
State of California	Cadet	Represented	7/3/2010 - 7/2/2015	40	\$50,292	\$50,292	\$50,292
State of Idaho	Trooper Recruit	Non-Represented	NA	40	\$38,958		
State of Nevada	DPS Officer I	Non-Represented	NA	40	\$47,606	\$47,606	\$49,694
State of Oregon	OSP Trooper Recruit	Represented	7/1/2013 - 7/30/2015	40	\$49,308	\$49,308	\$51,432
Washington State Patrol Salary Data		Non-Represented	NA	40	\$44,964	\$44,964	\$44,964
States Participant Average					\$44,900	\$46,385	\$47,438
Washington State Patrol as a % of States Participant Average					100%	97%	95%

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED) - CADET

Trooper Cadet - Entry Level							
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)		
					Minimum	6 Months	1 Year
Counties							
County of Clark	Deputy Sheriff I	Represented	1/1/2009 - 12/31/2012	42	\$52,132	\$52,132	\$54,687
County of Grant	Deputy I	Represented	1/1/2012 - 12/31/2014	40	\$52,644	\$52,644	\$58,500
County of King	No Match						
County of Kitsap	No Match						
County of Pierce	No Match						
County of Snohomish	Sheriff Cadet	Non-Represented	NA	40	\$34,969	\$34,969	\$36,724
County of Spokane	Officer Candidate	Represented	1/1/2011 - 12/31/2011	40	\$44,244	\$44,244	\$46,510
County of Thurston	No Match						
County of Whatcom	No Match						
County of Yakima	Deputy	Represented	1/1/2007 - 12/31/2010	40	\$48,417	\$48,417	\$51,827
Washington State Patrol Salary Data		Non-Represented	NA	40	\$44,964	\$44,964	\$44,964
Counties Participant Average					\$46,481	\$46,481	\$49,650
Washington State Patrol as a % of Counties Participant Average					97%	97%	91%

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Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED) - CADET

Trooper Cadet - Entry Level							
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)		
					Minimum	6 Months	1 Year
Cities							
City of Bellevue	Police Recruit	Represented	1/1/2011 - 12/31/2014	40	\$59,536	\$64,404	\$64,404
City of Bellingham	No Match						
City of Bremerton	No Match						
City of Everett	Police Officer - Entry Level	Represented	1/1/2011 to 12/31/2013	42	\$60,768	\$60,768	\$66,540
City of Federal Way	Entry Level Police Officer	Represented	1/1/2011 - 12/31/2012	40	\$55,344	\$55,344	\$58,128
City of Kent	Police Recruit	Represented	1/1/2013 - 12/31/2015	40	\$58,368	\$58,368	\$60,384
City of Kirkland	No Match						
City of Renton	No Match						
City of Seattle	Police Officer - Student	Represented	1/1/2012 - 12/31/2014	40	\$69,240	\$74,244	\$74,244
City of Spokane	Police Officer	Represented	1/1/2010 - 12/31/2011	40	\$44,871	\$51,052	\$69,768
City of Tacoma	Police Officer Recruit	Non-Represented	NA	40	\$53,082	\$60,611	\$60,611
City of Vancouver	Recruit	Represented	1/1/2010 - 12/31/2011	40	\$55,728	\$55,728	\$55,728
City of Wenatchee	Police Officer, Recruit	Represented	1/1/2011 - 12/31/2013	42	\$56,652	\$56,652	\$56,652
City of Yakima	No Match						
Washington State Patrol Salary Data		Non-Represented	NA	40	\$44,964	\$44,964	\$44,964
Cities Participant Average					\$57,065	\$59,686	\$62,940
Washington State Patrol as a % of Cities Participant Average					79%	75%	71%

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Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED) - CADET

Trooper Cadet - Entry Level							
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)		
					Minimum	6 Months	1 Year
Washington State Patrol Salary Data		Non-Represented	NA	40	\$44,964	\$44,964	\$44,964
Overall Participant Average					\$51,079	\$53,062	\$55,803
Washington State Patrol as a % of Overall Participant Average					88%	85%	81%

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED)

State Trooper - Sworn Officer													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
States													
State of Arizona	Officer	Non-Represented	NA	40	\$44,725	\$44,725	\$46,966	\$55,934	\$62,660	\$62,660	\$62,660	\$62,660	\$62,660
State of California	Officer	Represented	7/3/2010 - 7/2/2015	40	\$70,476	\$70,476	\$70,476	\$87,396	\$87,396	\$87,396	\$87,396	\$87,396	\$87,396
State of Idaho	Trooper	Non-Represented	NA	40	\$38,958								\$71,635
State of Nevada	DPS Officer II	Non-Represented	NA	40	\$54,204	\$54,204	\$56,627	\$67,693	\$81,140	\$81,140	\$81,140	\$81,140	\$81,140
State of Oregon	OSP Trooper	Represented	7/1/2013 - 7/30/2015	40	\$49,308	\$49,308	\$51,432	\$60,288	\$67,068	\$67,068	\$67,068	\$67,068	\$67,068
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$48,108	\$51,000	\$51,000	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676
States Participant Average					\$51,534	\$54,678	\$56,375	\$67,828	\$74,566	\$74,566	\$74,566	\$74,566	\$73,980
Washington State Patrol as a % of States Participant Average					93%	93%	90%	97%	88%	88%	88%	88%	89%

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Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED)

State Trooper - Sworn Officer													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Counties													
County of Clark	Deputy Sheriff II	Represented	1/1/2009 - 12/31/2012	42	\$57,439	\$57,439	\$60,343	\$65,214	\$65,214	\$65,214	\$65,214	\$65,214	\$65,214
County of Grant	Deputy II - V	Represented	1/1/2012 - 12/31/2014	40	\$59,700	\$59,700	\$59,700	\$62,052	\$64,848	\$65,460	\$65,460	\$65,460	\$65,460
County of King	Deputy	Represented	1/1/2008 - 12/31/2012	40	\$60,275	\$60,275	\$67,549	\$84,398	\$84,398	\$84,398	\$84,398	\$84,398	\$84,398
County of Kitsap	Deputy Sheriff	Represented	1/1/2008 - 12/31/2009	40	\$54,038	\$54,038	\$56,742	\$68,952	\$68,952	\$68,952	\$68,952	\$68,952	\$68,952
County of Pierce	Deputy Sheriff	Represented	1/1/2013 - 12/31/2015	40	\$57,346	\$57,346	\$60,362	\$73,528	\$75,858	\$75,858	\$75,858	\$75,858	\$75,858
County of Snohomish	Deputy Sheriff	Represented	4/1/2013 - 3/31/2014	40	\$53,035	\$53,035	\$58,745	\$69,444	\$69,444	\$69,444	\$69,444	\$69,444	\$69,444
County of Spokane	Deputy Sheriff	Represented	1/1/2011 - 12/31/2011	40	\$48,406	\$48,406	\$53,490	\$65,316	\$65,316	\$65,316	\$65,316	\$65,316	\$65,316
County of Thurston	Deputy Sheriff	Represented	1/1/2011 - 12/31/2013	40	\$58,788	\$58,788	\$61,728	\$75,036	\$75,036	\$75,036	\$75,036	\$75,036	\$75,036
County of Whatcom	Deputy	Represented	7/9/2013 - 12/31/2014	40	\$59,301	\$59,301	\$61,651	\$70,075	\$72,833	\$72,833	\$72,833	\$72,833	\$72,833
County of Yakima	Deputy	Represented	1/1/2007 - 12/31/2010	40	\$55,548	\$55,548	\$59,446	\$67,435	\$67,435	\$67,435	\$67,435	\$67,435	\$67,435
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$48,108	\$51,000	\$51,000	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676
Counties Participant Average					\$56,388	\$56,388	\$59,976	\$70,145	\$70,933	\$70,995	\$70,995	\$70,995	\$70,995
Washington State Patrol as a % of Counties Participant Average					85%	90%	85%	94%	93%	93%	93%	93%	93%

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WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED)

State Trooper - Sworn Officer													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Cities													
City of Bellevue	Police Officer	Represented	1/1/2011 - 12/31/2014	40	\$59,536	\$64,404	\$64,404	\$82,483	\$82,483	\$82,483	\$82,483	\$82,483	\$82,483
City of Bellingham	Patrol Officer	Represented	1/1/2011 - 12/31/2013	40	\$60,060	\$60,060	\$63,960	\$81,888	\$81,888	\$81,888	\$81,888	\$81,888	\$81,888
City of Bremerton	Police Officer	Represented	1/1/2009 - 12/31/2011	40	\$60,944	\$60,944	\$63,232	\$75,858	\$76,981	\$78,291	\$79,248	\$80,184	\$89,752
City of Everett	Police Officer	Represented	1/1/2011 to 12/31/2013	42	\$66,540	\$66,540	\$79,632	\$79,632	\$79,632	\$79,632	\$79,632	\$79,632	\$79,632
City of Federal Way	Lateral Police Officer	Represented	1/1/2011 - 12/31/2012	40	\$55,344	\$55,344	\$58,128	\$74,256	\$74,256	\$74,256	\$74,256	\$74,256	\$74,256
City of Kent	Police Officer	Represented	1/1/2013 - 12/31/2015	40	\$58,368	\$58,368	\$60,384	\$76,008	\$76,008	\$76,008	\$76,008	\$76,008	\$76,008
City of Kirkland	Patrol Police Officer	Represented	1/1/2010 - 12/31/2013	42	\$65,005	\$65,005	\$65,005	\$84,825	\$84,825	\$84,825	\$84,825	\$84,825	\$84,825
City of Renton	Police Officer	Represented	1/1/2013 - 12/31/2015	42	\$56,964	\$56,964	\$61,788	\$76,236	\$76,236	\$76,236	\$76,236	\$76,236	\$76,236
City of Seattle	Police Officer	Represented	1/1/2012 - 12/31/2014	40	\$69,240	\$74,244	\$74,244	\$90,672	\$90,672	\$90,672	\$90,672	\$90,672	\$90,672
City of Spokane	Senior Police Officer	Represented	1/1/2010 - 12/31/2011	40	\$72,913	\$72,913	\$72,913	\$74,375	\$75,836	\$77,298	\$78,738	\$80,200	\$80,200
City of Tacoma	Police Officer	Represented	1/1/2012 - 12/31/2014	40	\$58,011	\$66,248	\$66,248	\$80,163	\$80,163	\$80,163	\$80,163	\$80,163	\$80,163
City of Vancouver	Police Officer	Represented	1/1/2010 - 12/31/2011	40	\$58,512	\$58,512	\$61,440	\$74,676	\$74,676	\$74,676	\$74,676	\$74,676	\$74,676
City of Wenatchee	Police Officer	Represented	1/1/2011 - 12/31/2013	42	\$56,652	\$62,538	\$66,217	\$73,575	\$73,575	\$73,575	\$73,575	\$73,575	\$73,575
City of Yakima	Police Officer	Represented	1/1/2014 - 12/31/2017	40	\$57,574	\$62,234	\$78,042	\$78,042	\$78,042	\$78,042	\$78,042	\$78,042	\$78,042
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$48,108	\$51,000	\$51,000	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676
Cities Participant Average					\$61,119	\$63,166	\$66,831	\$78,763	\$78,948	\$79,146	\$79,317	\$79,488	\$80,172
Washington State Patrol as a % of Cities Participant Average					79%	81%	76%	83%	83%	83%	83%	83%	82%

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WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED)

State Trooper - Sworn Officer													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$48,108	\$51,000	\$51,000	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676
Overall Participant Average					\$57,835	\$59,532	\$62,889	\$74,123	\$75,460	\$75,580	\$75,666	\$75,752	\$75,940
Washington State Patrol as a % of Overall Participant Average					83%	86%	81%	89%	87%	87%	87%	87%	86%

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Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED)

Sergeant - Detachment / Unit Supervisor													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
States													
State of Arizona	Sergeant	Non-Represented	NA	40	\$68,926	\$68,926	\$70,807	\$78,335	\$78,335	\$78,335	\$78,335	\$78,335	\$78,335
State of California	Sergeant	Non-Represented	NA	40	\$85,836	\$85,836	\$85,836	\$106,440	\$106,440	\$106,440	\$106,440	\$106,440	\$106,440
State of Idaho	Sergeant	Non-Represented	NA	40	\$44,034								\$80,995
State of Nevada	DPS Sergeant	Non-Represented	NA	40	\$59,195	\$59,195	\$61,951	\$74,082	\$88,949	\$88,949	\$88,949	\$88,949	\$88,949
State of Oregon	OSP Sergeant	Represented	7/1/2013 - 7/30/2015	40	\$63,984	\$63,984	\$67,140	\$73,968	\$94,212	\$94,212	\$94,212	\$94,212	\$94,212
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016
States Participant Average					\$64,395	\$69,485	\$71,433	\$83,206	\$91,984	\$91,984	\$91,984	\$91,984	\$89,786
Washington State Patrol as a % of States Participant Average					115%	107%	104%	89%	80%	80%	80%	80%	82%

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Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED)

Sergeant - Detachment / Unit Supervisor													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Counties													
County of Clark	Sergeant	Represented	1/1/2009 - 12/31/2012	42	\$66,590	\$66,590	\$69,993	\$77,073	\$77,073	\$77,073	\$77,073	\$77,073	\$77,073
County of Grant	Sergeant	Represented	1/1/2012 - 12/31/2014	40	\$75,612	\$75,612	\$75,612	\$75,612	\$75,612	\$75,612	\$75,612	\$75,612	\$75,612
County of King	Sergeant	Represented	1/1/2008 - 12/31/2012	40	\$93,653	\$97,801	\$97,801	\$101,964	\$101,964	\$101,964	\$101,964	\$101,964	\$101,964
County of Kitsap	Sergeant	Represented	1/1/2008 - 12/31/2009	40	\$75,109	\$75,109	\$76,981	\$78,915	\$80,891	\$80,891	\$80,891	\$80,891	\$80,891
County of Pierce	Sergeant	Represented	1/1/2013 - 12/31/2015	40	\$86,882	\$86,882	\$91,250	\$91,250	\$91,250	\$91,250	\$91,250	\$91,250	\$91,250
County of Snohomish	Sergeant	Represented	4/1/2013 - 3/31/2014	40	\$78,911	\$78,911	\$80,451	\$80,451	\$80,451	\$80,451	\$80,451	\$80,451	\$80,451
County of Spokane	Sergeant	Represented	1/1/2011 - 12/31/2011	40	\$72,068	\$72,068	\$75,159	\$79,638	\$79,638	\$79,638	\$79,638	\$79,638	\$79,638
County of Thurston	Deputy Sheriff Sergeant	Represented	1/1/2011- 12/31/2013	40	\$71,736	\$71,736	\$75,324	\$87,204	\$87,204	\$87,204	\$87,204	\$87,204	\$87,204
County of Whatcom	Sergeant	Represented	7/9/2013 - 12/31/2014	40	\$77,688	\$77,688	\$79,248	\$87,402	\$87,402	\$87,402	\$87,402	\$87,402	\$87,402
County of Yakima	Sergeant	Represented	1/1/2007 - 12/31/2010	40	\$75,083	\$75,083	\$78,804	\$78,804	\$78,804	\$78,804	\$78,804	\$78,804	\$78,804
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016
Counties Participant Average					\$77,333	\$77,748	\$80,062	\$83,831	\$84,029	\$84,029	\$84,029	\$84,029	\$84,029
Washington State Patrol as a % of Counties Participant Average					96%	95%	92%	88%	88%	88%	88%	88%	88%

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Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED)

Sergeant - Detachment / Unit Supervisor													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Cities													
City of Bellevue	Lieutenant	Represented	1/1/2011 - 12/31/2014	40	\$94,332	\$94,332	\$98,657	\$98,657	\$98,657	\$98,657	\$98,657	\$98,657	\$98,657
City of Bellingham	Sergeant	Represented	1/1/2011 - 12/31/2013	40	\$86,064	\$86,064	\$88,644	\$91,308	\$91,308	\$91,308	\$91,308	\$91,308	\$91,308
City of Bremerton	Sergeant	Represented	1/1/2009 - 12/31/2011	40	\$81,328	\$81,328	\$83,117	\$89,336	\$91,312	\$92,414	\$93,517	\$94,646	\$101,275
City of Everett	Sergeant	Represented	1/1/2011 to 12/31/2013	42	\$99,564	\$99,564	\$99,564	\$99,564	\$99,564	\$99,564	\$99,564	\$99,564	\$99,564
City of Federal Way	No Match												
City of Kent	Police Sergeant	Represented	1/1/2013 - 12/31/2015	40	\$89,988	\$89,988	\$89,988	\$89,988	\$89,988	\$89,988	\$89,988	\$89,988	\$89,988
City of Kirkland	First Class Patrol Sergeant	Represented	1/1/2010 - 12/31/2013	42	\$95,322	\$95,322	\$95,322	\$95,322	\$95,322	\$95,322	\$95,322	\$95,322	\$95,322
City of Renton	Sergeant	Represented	1/1/2013 - 12/31/2015	42	\$87,672	\$87,672	\$87,672	\$92,052	\$92,052	\$92,052	\$92,052	\$92,052	\$92,052
City of Seattle	Police Sergeant	Represented	1/1/2012 - 12/31/2014	40	\$93,324	\$97,344	\$104,304	\$104,304	\$104,304	\$104,304	\$104,304	\$104,304	\$104,304
City of Spokane	Police Sergeant	Represented	1/1/2010 - 12/31/2011	40	\$87,780	\$87,780	\$87,780	\$89,553	\$91,287	\$93,041	\$94,795	\$96,549	\$96,549
City of Tacoma	Police Sergeant	Represented	1/1/2012 - 12/31/2014	40	\$92,331	\$96,949	\$96,949	\$96,949	\$96,949	\$96,949	\$96,949	\$96,949	\$96,949
City of Vancouver	Sergeant	Represented	1/1/2010 - 12/31/2011	40	\$72,492	\$72,492	\$76,116	\$88,116	\$88,116	\$88,116	\$88,116	\$88,116	\$88,116
City of Wenatchee	Sergeant	Represented	1/1/2011 - 12/31/2013	42	\$84,611	\$84,611	\$84,611	\$84,611	\$84,611	\$84,611	\$84,611	\$84,611	\$84,611
City of Yakima	Police Sergeant	Represented	1/1/2014 - 12/31/2017	40	\$85,571	\$85,571	\$89,773	\$89,773	\$89,773	\$89,773	\$89,773	\$89,773	\$89,773
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016
Cities Participant Average					\$88,491	\$89,155	\$90,961	\$93,041	\$93,326	\$93,546	\$93,766	\$93,988	\$94,497
Washington State Patrol as a % of Cities Participant Average					84%	83%	81%	80%	79%	79%	79%	79%	78%

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED)

Sergeant - Detachment / Unit Supervisor													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016
Overall Participant Average					\$80,203	\$82,016	\$84,032	\$88,173	\$89,684	\$89,790	\$89,896	\$90,002	\$89,917
Washington State Patrol as a % of Overall Participant Average					92%	90%	88%	84%	83%	82%	82%	82%	82%

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED)

Lieutenant - Assistant District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
States													
State of Arizona	Captain	Non-Represented	NA	40	\$100,721	\$100,721	\$100,721	\$100,721	\$100,721	\$100,721	\$100,721	\$100,721	\$100,721
State of California	Lieutenant	Non-Represented	NA	40	\$124,356	\$124,356	\$124,356	\$146,856	\$146,856	\$146,856	\$146,856	\$146,856	\$146,856
State of Idaho	Lieutenant	Non-Represented	NA	40	\$48,651								\$89,502
State of Nevada	DPS Lieutenant	Non-Represented	NA	40	\$67,693	\$67,693	\$70,804	\$84,982	\$102,228	\$102,228	\$102,228	\$102,228	\$102,228
State of Oregon	OSP Lieutenant	Non-Represented	NA	40	\$71,124	\$71,124	\$74,712	\$86,388	\$104,904	\$104,904	\$104,904	\$104,904	\$104,904
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300
States Participant Average					\$82,509	\$90,973	\$92,648	\$104,737	\$113,677	\$113,677	\$113,677	\$113,677	\$108,842
Washington State Patrol as a % of States Participant Average					102%	93%	91%	80%	74%	74%	74%	74%	77%

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Lieutenant title to Police Commander.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED)

Lieutenant - Assistant District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Counties													
County of Clark	No Match												
County of Grant	No Match												
County of King	Captain	Represented	1/1/2012 - 12/31/2015	40	\$108,082	\$114,200	\$114,200	\$120,318	\$120,318	\$120,318	\$120,318	\$120,318	\$120,318
County of Kitsap	Lieutenant	Represented	1/1/2008 - 12/31/2009	40	\$73,174	\$73,174	\$76,835	\$93,413	\$93,413	\$93,413	\$93,413	\$93,413	\$93,413
County of Pierce	Lieutenant	Represented	1/1/2013 - 12/31/2015	40	\$99,195	\$99,195	\$104,374	\$104,374	\$104,374	\$104,374	\$104,374	\$104,374	\$104,374
County of Snohomish	Lieutenant	Represented	4/1/2013 - 3/31/2014	40	\$99,195	\$99,195	\$107,237	\$107,237	\$107,237	\$107,237	\$107,237	\$107,237	\$107,237
County of Spokane	Lieutenant	Represented	1/1/2012 - 12/31/2013	40	\$91,226	\$91,226	\$95,944	\$106,021	\$106,021	\$106,021	\$106,021	\$106,021	\$106,021
County of Thurston	Lieutenant - Operations/Services	Represented	1/1/2011- 12/31/2013	40	\$83,940	\$83,940	\$88,140	\$102,024	\$102,024	\$102,024	\$102,024	\$102,024	\$102,024
County of Whatcom	Lieutenant	Non-Represented	NA	40	\$74,328	\$74,328	\$77,268	\$89,964	\$100,500	\$100,500	\$100,500	\$100,500	\$100,500
County of Yakima	Lieutenant	Represented	1/1/2011 - 12/31/2013	40	\$92,040	\$92,040	\$92,040	\$92,040	\$92,040	\$92,040	\$92,040	\$92,040	\$92,040
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300
Counties Participant Average					\$90,148	\$90,912	\$94,505	\$101,924	\$103,241	\$103,241	\$103,241	\$103,241	\$103,241
Washington State Patrol as a % of Counties Participant Average					94%	93%	89%	83%	82%	82%	82%	82%	82%

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Lieutenant title to Police Commander.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED)

Lieutenant - Assistant District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Cities													
City of Bellevue	Police Captain	Represented	1/1/2014 - 12/31/2014	40	\$108,069	\$108,069	\$113,473	\$113,473	\$113,473	\$113,473	\$113,473	\$113,473	\$113,473
City of Bellingham	Lieutenant	Represented	1/1/2013 - 12/31/2014	40	\$109,680	\$109,680	\$109,680	\$109,680	\$109,680	\$109,680	\$109,680	\$109,680	\$109,680
City of Bremerton	Lieutenant	Represented	1/1/2009 - 12/31/2011	40	\$94,739	\$94,739	\$94,739	\$103,557	\$104,852	\$105,882	\$107,182	\$111,583	\$112,878
City of Everett	Captain	Represented	1/1/2010 - 12/31/2012	40	\$124,536	\$124,536	\$124,536	\$124,536	\$124,536	\$124,536	\$124,536	\$124,536	\$124,536
City of Federal Way	Lieutenant	Represented	1/1/2013 - 12/31/2014	40	\$90,588	\$90,588	\$97,116	\$104,100	\$104,100	\$104,100	\$104,100	\$104,100	\$104,100
City of Kent	Police Commander	Represented	1/1/2013 - 12/31/2015	40	\$109,536	\$109,536	\$109,536	\$109,536	\$109,536	\$109,536	\$109,536	\$109,536	\$109,536
City of Kirkland	Police Lieutenant	Represented	1/1/2012 - 12/31/2013	40	\$113,905	\$113,905	\$116,831	\$116,831	\$116,831	\$116,831	\$116,831	\$116,831	\$116,831
City of Renton	Police Commander	Non-Represented	NA	40	\$91,248	\$91,248	\$95,844	\$111,132	\$111,132	\$111,132	\$111,132	\$111,132	\$111,132
City of Seattle	Police Lieutenant	Represented	1/1/2009 - 12/31/2011	40	\$110,532	\$115,032	\$115,032	\$124,560	\$124,560	\$124,560	\$124,560	\$124,560	\$124,560
City of Spokane	Police Lieutenant	Represented	1/1/2010 - 12/31/2011	40	\$109,787	\$109,787	\$109,787	\$109,787	\$109,787	\$109,787	\$111,854	\$113,921	\$120,895
City of Tacoma	Police Lieutenant	Represented	1/1/2012 - 12/31/2014	40	\$115,419	\$121,181	\$121,181	\$121,181	\$121,181	\$121,181	\$121,181	\$121,181	\$121,181
City of Vancouver	Police Lieutenant	Represented	1/1/2009 - 12/31/2011	40	\$84,444	\$84,444	\$88,668	\$102,648	\$102,648	\$102,648	\$102,648	\$102,648	\$102,648
City of Wenatchee	No Match												
City of Yakima	Police Lieutenant	Represented	1/1/2014 - 12/31/2017	40	\$85,946	\$85,946	\$90,189	\$104,499	\$104,499	\$104,499	\$104,499	\$104,499	\$104,499
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300
Cities Participant Average					\$103,725	\$104,515	\$106,662	\$111,963	\$112,063	\$112,142	\$112,401	\$112,898	\$113,534
Washington State Patrol as a % of Cities Participant Average					81%	81%	79%	75%	75%	75%	75%	75%	74%

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Lieutenant title to Police Commander.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED)

Lieutenant - Assistant District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300
Overall Participant Average					\$95,467	\$97,995	\$100,530	\$107,594	\$109,498	\$109,539	\$109,674	\$109,933	\$109,465
Washington State Patrol as a % of Overall Participant Average					88%	86%	84%	78%	77%	77%	77%	77%	77%

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Lieutenant title to Police Commander.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED)

Captain - District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
States													
State of Arizona	Major	Non-Represented	NA	40	\$112,016	\$112,016	\$112,016	\$112,016	\$112,016	\$112,016	\$112,016	\$112,016	\$112,016
State of California	Captain	Non-Represented	NA	40	\$142,404	\$142,404	\$142,404	\$165,012	\$165,012	\$165,012	\$165,012	\$165,012	\$165,012
State of Idaho	Major	Non-Represented	NA	40	\$57,637								\$106,038
State of Nevada	DPS Captain	Non-Represented	NA	40	\$74,082	\$74,082	\$77,569	\$93,187	\$112,272	\$112,272	\$112,272	\$112,272	\$112,272
State of Oregon	OSP Captain	Non-Represented	NA	40	\$82,332	\$82,332	\$86,388	\$99,948	\$121,248	\$121,248	\$121,248	\$121,248	\$121,248
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868
States Participant Average					\$93,694	\$102,709	\$104,594	\$117,541	\$127,637	\$127,637	\$127,637	\$127,637	\$123,317
Washington State Patrol as a % of States Participant Average					106%	96%	95%	84%	77%	77%	77%	77%	80%

Note: Idaho and City of Everett have an open range pay structure for this position. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Captain title to Assistant Chief.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED)

Captain - District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Counties													
County of Clark	Commander	Represented	1/1/2013 - 12/31/2015	40	\$89,088	\$89,088	\$93,540	\$105,720	\$108,300	\$108,300	\$108,300	\$108,300	\$108,300
County of Grant	Chief Deputy	Non-Represented	NA	40	\$80,280	\$80,280	\$80,280	\$80,280	\$80,280	\$80,280	\$80,280	\$80,280	\$80,280
County of King	Major	Non-Represented	NA	40	\$107,606	\$112,825	\$112,825	\$124,052	\$136,397	\$136,397	\$136,397	\$136,397	\$136,397
County of Kitsap	No Match												
County of Pierce	Captain	Represented	1/1/2012 - 12/31/2012	40	\$112,091	\$112,091	\$117,957	\$127,400	\$127,400	\$127,400	\$127,400	\$127,400	\$127,400
County of Snohomish	Captain	Represented	4/1/2013 - 3/31/2014	40	\$115,280	\$115,280	\$123,323	\$127,076	\$127,076	\$127,076	\$127,076	\$127,076	\$127,076
County of Spokane	Captain	Represented	1/1/2012 - 12/31/2013	40	\$89,020	\$89,020	\$93,578	\$98,370	\$98,370	\$98,370	\$98,370	\$98,370	\$98,370
County of Thurston	Captain - Operations	Represented	1/1/2011 - 12/31/2013	40	\$114,216	\$114,216	\$117,636	\$128,556	\$128,556	\$128,556	\$128,556	\$128,556	\$128,556
County of Whatcom	No Match												
County of Yakima	No Match												
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868
Counties Participant Average					\$101,083	\$101,829	\$105,591	\$113,065	\$115,197	\$115,197	\$115,197	\$115,197	\$115,197
Washington State Patrol as a % of Counties Participant Average					98%	97%	94%	87%	86%	86%	86%	86%	86%

Note: Idaho and City of Everett have an open range pay structure for this position. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Captain title to Assistant Chief.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED)

Captain - District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Cities													
City of Bellevue	Police Major	Represented	1/1/2014 - 12/31/2014	40	\$122,735	\$122,735	\$128,869	\$128,869	\$128,869	\$128,869	\$128,869	\$128,869	\$128,869
City of Bellingham	No Match												
City of Bremerton	Captain	Represented	1/1/2009 - 12/31/2011	40	\$107,907	\$107,907	\$107,907	\$117,951	\$119,426	\$120,606	\$122,080	\$127,092	\$128,567
City of Everett	Deputy Chief	Non-Represented	NA	40	\$104,964								\$136,704
City of Federal Way	Commander	Non-Represented	NA	40	\$88,920	\$88,920	\$100,752	\$114,984	\$122,112	\$122,112	\$122,112	\$122,112	\$122,112
City of Kent	Police Assistant Chief	Represented	1/1/2013 - 12/31/2015	40	\$120,684	\$120,684	\$120,684	\$120,684	\$120,684	\$120,684	\$120,684	\$120,684	\$120,684
City of Kirkland	No Match												
City of Renton	Deputy Chief	Non-Represented	NA	40	\$111,132	\$111,132	\$116,772	\$135,408	\$135,408	\$135,408	\$135,408	\$135,408	\$135,408
City of Seattle	Police Captain	Represented	1/1/2009 - 12/31/2011	40	\$131,448	\$136,752	\$136,752	\$148,116	\$148,116	\$148,116	\$148,116	\$148,116	\$148,116
City of Spokane	Police Captain	Represented	1/1/2010 - 12/31/2011	40	\$129,540	\$129,540	\$129,540	\$129,540	\$129,540	\$129,540	\$131,982	\$134,425	\$142,652
City of Tacoma	Police Captain	Represented	1/1/2012 - 12/31/2014	40	\$132,725	\$139,360	\$139,360	\$139,360	\$139,360	\$139,360	\$139,360	\$139,360	\$139,360
City of Vancouver	Police Commander	Represented	1/1/2009 - 12/31/2011	40	\$92,892	\$92,892	\$97,536	\$112,908	\$112,908	\$112,908	\$112,908	\$112,908	\$112,908
City of Wenatchee	Police Captain	Non-Represented	NA	40	\$77,907	\$77,907	\$81,802	\$95,598	\$95,598	\$95,598	\$95,598	\$95,598	\$95,598
City of Yakima	Police Captain	Represented	1/1/2014 - 12/31/2017	40	\$94,765	\$94,765	\$99,507	\$115,707	\$115,707	\$115,707	\$115,707	\$115,707	\$115,707
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868
Cities Participant Average					\$109,635	\$111,145	\$114,498	\$123,557	\$124,339	\$124,446	\$124,802	\$125,480	\$127,224
Washington State Patrol as a % of Cities Participant Average					90%	89%	86%	80%	80%	79%	79%	79%	78%

Note: Idaho and City of Everett have an open range pay structure for this position. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Captain title to Assistant Chief.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1a - DETAILED SALARY DATA (UNADJUSTED)

Captain - District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868
Overall Participant Average					\$103,820	\$106,647	\$109,863	\$119,125	\$122,030	\$122,083	\$122,261	\$122,600	\$122,902
Washington State Patrol as a % of Overall Participant Average					95%	93%	90%	83%	81%	81%	81%	81%	80%

Note: Idaho and City of Everett have an open range pay structure for this position. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Captain title to Assistant Chief.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK - CADET

Trooper Cadet - Entry Level							
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)		
					Minimum	6 Months	1 Year
States							
State of Arizona	Cadet Officer	Non-Represented	NA	40	\$38,335	\$38,335	\$38,335
State of California	Cadet	Represented	7/3/2010 - 7/2/2015	40	\$50,292	\$50,292	\$50,292
State of Idaho	Trooper Recruit	Non-Represented	NA	40	\$38,958		
State of Nevada	DPS Officer I	Non-Represented	NA	40	\$47,606	\$47,606	\$49,694
State of Oregon	OSP Trooper Recruit	Represented	7/1/2013 - 7/30/2015	40	\$49,308	\$49,308	\$51,432
Washington State Patrol Salary Data		Non-Represented	NA	40	\$44,964	\$44,964	\$44,964
States Participant Average					\$44,900	\$46,385	\$47,438
Washington State Patrol as a % of States Participant Average					100%	97%	95%

Salary data has been adjusted for differences in workweek.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK - CADET

Trooper Cadet - Entry Level							
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)		
					Minimum	6 Months	1 Year
Counties							
County of Clark	Deputy Sheriff I	Represented	1/1/2009 - 12/31/2012	42	\$49,650	\$49,650	\$52,083
County of Grant	Deputy I	Represented	1/1/2012 - 12/31/2014	40	\$52,644	\$52,644	\$58,500
County of King	No Match						
County of Kitsap	No Match						
County of Pierce	No Match						
County of Snohomish	Sheriff Cadet	Non-Represented	NA	40	\$34,969	\$34,969	\$36,724
County of Spokane	Officer Candidate	Represented	1/1/2011 - 12/31/2011	40	\$44,244	\$44,244	\$46,510
County of Thurston	No Match						
County of Whatcom	No Match						
County of Yakima	Deputy	Represented	1/1/2007 - 12/31/2010	40	\$48,417	\$48,417	\$51,827
Washington State Patrol Salary Data		Non-Represented	NA	40	\$44,964	\$44,964	\$44,964
Counties Participant Average					\$45,985	\$45,985	\$49,129
Washington State Patrol as a % of Counties Participant Average					98%	98%	92%

Salary data has been adjusted for differences in workweek.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK - CADET

Trooper Cadet - Entry Level							
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)		
					Minimum	6 Months	1 Year
Cities							
City of Bellevue	Police Recruit	Represented	1/1/2011 - 12/31/2014	40	\$59,536	\$64,404	\$64,404
City of Bellingham	No Match						
City of Bremerton	No Match						
City of Everett	Police Officer - Entry Level	Represented	1/1/2011 to 12/31/2013	42	\$57,874	\$57,874	\$63,371
City of Federal Way	Entry Level Police Officer	Represented	1/1/2011 - 12/31/2012	40	\$55,344	\$55,344	\$58,128
City of Kent	Police Recruit	Represented	1/1/2013 - 12/31/2015	40	\$58,368	\$58,368	\$60,384
City of Kirkland	No Match						
City of Renton	No Match						
City of Seattle	Police Officer - Student	Represented	1/1/2012 - 12/31/2014	40	\$69,240	\$74,244	\$74,244
City of Spokane	Police Officer	Represented	1/1/2010 - 12/31/2011	40	\$44,871	\$51,052	\$69,768
City of Tacoma	Police Officer Recruit	Non-Represented	NA	40	\$53,082	\$60,611	\$60,611
City of Vancouver	Recruit	Represented	1/1/2010 - 12/31/2011	40	\$55,728	\$55,728	\$55,728
City of Wenatchee	Police Officer, Recruit	Represented	1/1/2011 - 12/31/2013	42	\$53,955	\$53,955	\$53,955
City of Yakima	No Match						
Washington State Patrol Salary Data		Non-Represented	NA	40	\$44,964	\$44,964	\$44,964
Cities Participant Average					\$56,444	\$59,064	\$62,288
Washington State Patrol as a % of Cities Participant Average					80%	76%	72%

Salary data has been adjusted for differences in workweek.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK - CADET

Trooper Cadet - Entry Level							
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)		
					Minimum	6 Months	1 Year
Washington State Patrol Salary Data		Non-Represented	NA	40	\$44,964	\$44,964	\$44,964
Overall Participant Average					\$50,654	\$52,614	\$55,333
Washington State Patrol as a % of Overall Participant Average					89%	85%	81%

Salary data has been adjusted for differences in workweek.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK

State Trooper - Sworn Officer													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
States													
State of Arizona	Officer	Non-Represented	NA	40	\$44,725	\$44,725	\$46,966	\$55,934	\$62,660	\$62,660	\$62,660	\$62,660	\$62,660
State of California	Officer	Represented	7/3/2010 - 7/2/2015	40	\$70,476	\$70,476	\$70,476	\$87,396	\$87,396	\$87,396	\$87,396	\$87,396	\$87,396
State of Idaho	Trooper	Non-Represented	NA	40	\$38,958								\$71,635
State of Nevada	DPS Officer II	Non-Represented	NA	40	\$54,204	\$54,204	\$56,627	\$67,693	\$81,140	\$81,140	\$81,140	\$81,140	\$81,140
State of Oregon	OSP Trooper	Represented	7/1/2013 - 7/30/2015	40	\$49,308	\$49,308	\$51,432	\$60,288	\$67,068	\$67,068	\$67,068	\$67,068	\$67,068
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$48,108	\$51,000	\$51,000	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676
States Participant Average					\$51,534	\$54,678	\$56,375	\$67,828	\$74,566	\$74,566	\$74,566	\$74,566	\$73,980
Washington State Patrol as a % of States Participant Average					93%	93%	90%	97%	88%	88%	88%	88%	89%

Salary data has been adjusted for differences in workweek.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK

State Trooper - Sworn Officer													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Counties													
County of Clark	Deputy Sheriff II	Represented	1/1/2009 - 12/31/2012	42	\$54,704	\$54,704	\$57,470	\$62,109	\$62,109	\$62,109	\$62,109	\$62,109	\$62,109
County of Grant	Deputy II - V	Represented	1/1/2012 - 12/31/2014	40	\$59,700	\$59,700	\$59,700	\$62,052	\$64,848	\$65,460	\$65,460	\$65,460	\$65,460
County of King	Deputy	Represented	1/1/2008 - 12/31/2012	40	\$60,275	\$60,275	\$67,549	\$84,398	\$84,398	\$84,398	\$84,398	\$84,398	\$84,398
County of Kitsap	Deputy Sheriff	Represented	1/1/2008 - 12/31/2009	40	\$54,038	\$54,038	\$56,742	\$68,952	\$68,952	\$68,952	\$68,952	\$68,952	\$68,952
County of Pierce	Deputy Sheriff	Represented	1/1/2013 - 12/31/2015	40	\$57,346	\$57,346	\$60,362	\$73,528	\$75,858	\$75,858	\$75,858	\$75,858	\$75,858
County of Snohomish	Deputy Sheriff	Represented	4/1/2013 - 3/31/2014	40	\$53,035	\$53,035	\$58,745	\$69,444	\$69,444	\$69,444	\$69,444	\$69,444	\$69,444
County of Spokane	Deputy Sheriff	Represented	1/1/2011 - 12/31/2011	40	\$48,406	\$48,406	\$53,490	\$65,316	\$65,316	\$65,316	\$65,316	\$65,316	\$65,316
County of Thurston	Deputy Sheriff	Represented	1/1/2011 - 12/31/2013	40	\$58,788	\$58,788	\$61,728	\$75,036	\$75,036	\$75,036	\$75,036	\$75,036	\$75,036
County of Whatcom	Deputy	Represented	7/9/2013 - 12/31/2014	40	\$59,301	\$59,301	\$61,651	\$70,075	\$72,833	\$72,833	\$72,833	\$72,833	\$72,833
County of Yakima	Deputy	Represented	1/1/2007 - 12/31/2010	40	\$55,548	\$55,548	\$59,446	\$67,435	\$67,435	\$67,435	\$67,435	\$67,435	\$67,435
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$48,108	\$51,000	\$51,000	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676
Counties Participant Average					\$56,114	\$56,114	\$59,688	\$69,834	\$70,623	\$70,684	\$70,684	\$70,684	\$70,684
Washington State Patrol as a % of Counties Participant Average					86%	91%	85%	94%	93%	93%	93%	93%	93%

Salary data has been adjusted for differences in workweek.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK

State Trooper - Sworn Officer													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Cities													
City of Bellevue	Police Officer	Represented	1/1/2011 - 12/31/2014	40	\$59,536	\$64,404	\$64,404	\$82,483	\$82,483	\$82,483	\$82,483	\$82,483	\$82,483
City of Bellingham	Patrol Officer	Represented	1/1/2011 - 12/31/2013	40	\$60,060	\$60,060	\$63,960	\$81,888	\$81,888	\$81,888	\$81,888	\$81,888	\$81,888
City of Bremerton	Police Officer	Represented	1/1/2009 - 12/31/2011	40	\$60,944	\$60,944	\$63,232	\$75,858	\$76,981	\$78,291	\$79,248	\$80,184	\$89,752
City of Everett	Police Officer	Represented	1/1/2011 to 12/31/2013	42	\$63,371	\$63,371	\$75,840	\$75,840	\$75,840	\$75,840	\$75,840	\$75,840	\$75,840
City of Federal Way	Lateral Police Officer	Represented	1/1/2011 - 12/31/2012	40	\$55,344	\$55,344	\$58,128	\$74,256	\$74,256	\$74,256	\$74,256	\$74,256	\$74,256
City of Kent	Police Officer	Represented	1/1/2013 - 12/31/2015	40	\$58,368	\$58,368	\$60,384	\$76,008	\$76,008	\$76,008	\$76,008	\$76,008	\$76,008
City of Kirkland	Patrol Police Officer	Represented	1/1/2010 - 12/31/2013	42	\$61,909	\$61,909	\$61,909	\$80,785	\$80,785	\$80,785	\$80,785	\$80,785	\$80,785
City of Renton	Police Officer	Represented	1/1/2013 - 12/31/2015	42	\$54,251	\$54,251	\$58,846	\$72,606	\$72,606	\$72,606	\$72,606	\$72,606	\$72,606
City of Seattle	Police Officer	Represented	1/1/2012 - 12/31/2014	40	\$69,240	\$74,244	\$74,244	\$90,672	\$90,672	\$90,672	\$90,672	\$90,672	\$90,672
City of Spokane	Senior Police Officer	Represented	1/1/2010 - 12/31/2011	40	\$72,913	\$72,913	\$72,913	\$74,375	\$75,836	\$77,298	\$78,738	\$80,200	\$80,200
City of Tacoma	Police Officer	Represented	1/1/2012 - 12/31/2014	40	\$58,011	\$66,248	\$66,248	\$80,163	\$80,163	\$80,163	\$80,163	\$80,163	\$80,163
City of Vancouver	Police Officer	Represented	1/1/2010 - 12/31/2011	40	\$58,512	\$58,512	\$61,440	\$74,676	\$74,676	\$74,676	\$74,676	\$74,676	\$74,676
City of Wenatchee	Police Officer	Represented	1/1/2011 - 12/31/2013	42	\$53,955	\$59,560	\$63,064	\$70,071	\$70,071	\$70,071	\$70,071	\$70,071	\$70,071
City of Yakima	Police Officer	Represented	1/1/2014 - 12/31/2017	40	\$57,574	\$62,234	\$78,042	\$78,042	\$78,042	\$78,042	\$78,042	\$78,042	\$78,042
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$48,108	\$51,000	\$51,000	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676
Cities Participant Average					\$60,285	\$62,312	\$65,904	\$77,694	\$77,879	\$78,077	\$78,248	\$78,420	\$79,103
Washington State Patrol as a % of Cities Participant Average					80%	82%	77%	85%	84%	84%	84%	84%	83%

Salary data has been adjusted for differences in workweek.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK

State Trooper - Sworn Officer													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$48,108	\$51,000	\$51,000	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676
Overall Participant Average					\$57,338	\$59,008	\$62,323	\$73,478	\$74,814	\$74,935	\$75,021	\$75,106	\$75,317
Washington State Patrol as a % of Overall Participant Average					84%	86%	82%	89%	88%	88%	88%	87%	87%

Salary data has been adjusted for differences in workweek.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK

Sergeant - Detachment / Unit Supervisor														
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)									
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum	
States														
State of Arizona	Sergeant	Non-Represented	NA	40	\$68,926	\$68,926	\$70,807	\$78,335	\$78,335	\$78,335	\$78,335	\$78,335	\$78,335	\$78,335
State of California	Sergeant	Non-Represented	NA	40	\$85,836	\$85,836	\$85,836	\$106,440	\$106,440	\$106,440	\$106,440	\$106,440	\$106,440	\$106,440
State of Idaho	Sergeant	Non-Represented	NA	40	\$44,034									\$80,995
State of Nevada	DPS Sergeant	Non-Represented	NA	40	\$59,195	\$59,195	\$61,951	\$74,082	\$88,949	\$88,949	\$88,949	\$88,949	\$88,949	\$88,949
State of Oregon	OSP Sergeant	Represented	7/1/2013 - 7/30/2015	40	\$63,984	\$63,984	\$67,140	\$73,968	\$94,212	\$94,212	\$94,212	\$94,212	\$94,212	\$94,212
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016
States Participant Average					\$64,395	\$69,485	\$71,433	\$83,206	\$91,984	\$91,984	\$91,984	\$91,984	\$91,984	\$89,786
Washington State Patrol as a % of States Participant Average					115%	107%	104%	89%	80%	80%	80%	80%	80%	82%

Salary data has been adjusted for differences in workweek.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK

Sergeant - Detachment / Unit Supervisor													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Counties													
County of Clark	Sergeant	Represented	1/1/2009 - 12/31/2012	42	\$63,419	\$63,419	\$66,660	\$73,403	\$73,403	\$73,403	\$73,403	\$73,403	\$73,403
County of Grant	Sergeant	Represented	1/1/2012 - 12/31/2014	40	\$75,612	\$75,612	\$75,612	\$75,612	\$75,612	\$75,612	\$75,612	\$75,612	\$75,612
County of King	Sergeant	Represented	1/1/2008 - 12/31/2012	40	\$93,653	\$97,801	\$97,801	\$101,964	\$101,964	\$101,964	\$101,964	\$101,964	\$101,964
County of Kitsap	Sergeant	Represented	1/1/2008 - 12/31/2009	40	\$75,109	\$75,109	\$76,981	\$78,915	\$80,891	\$80,891	\$80,891	\$80,891	\$80,891
County of Pierce	Sergeant	Represented	1/1/2013 - 12/31/2015	40	\$86,882	\$86,882	\$91,250	\$91,250	\$91,250	\$91,250	\$91,250	\$91,250	\$91,250
County of Snohomish	Sergeant	Represented	4/1/2013 - 3/31/2014	40	\$78,911	\$78,911	\$80,451	\$80,451	\$80,451	\$80,451	\$80,451	\$80,451	\$80,451
County of Spokane	Sergeant	Represented	1/1/2011 - 12/31/2011	40	\$72,068	\$72,068	\$75,159	\$79,638	\$79,638	\$79,638	\$79,638	\$79,638	\$79,638
County of Thurston	Deputy Sheriff Sergeant	Represented	1/1/2011 - 12/31/2013	40	\$71,736	\$71,736	\$75,324	\$87,204	\$87,204	\$87,204	\$87,204	\$87,204	\$87,204
County of Whatcom	Sergeant	Represented	7/9/2013 - 12/31/2014	40	\$77,688	\$77,688	\$79,248	\$87,402	\$87,402	\$87,402	\$87,402	\$87,402	\$87,402
County of Yakima	Sergeant	Represented	1/1/2007 - 12/31/2010	40	\$75,083	\$75,083	\$78,804	\$78,804	\$78,804	\$78,804	\$78,804	\$78,804	\$78,804
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016
Counties Participant Average					\$77,016	\$77,431	\$79,729	\$83,464	\$83,662	\$83,662	\$83,662	\$83,662	\$83,662
Washington State Patrol as a % of Counties Participant Average					96%	96%	93%	89%	88%	88%	88%	88%	88%

Salary data has been adjusted for differences in workweek.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK

Sergeant - Detachment / Unit Supervisor														
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)									
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum	
Cities														
City of Bellevue	Lieutenant	Represented	1/1/2011 - 12/31/2014	40	\$94,332	\$94,332	\$98,657	\$98,657	\$98,657	\$98,657	\$98,657	\$98,657	\$98,657	\$98,657
City of Bellingham	Sergeant	Represented	1/1/2011 - 12/31/2013	40	\$86,064	\$86,064	\$88,644	\$91,308	\$91,308	\$91,308	\$91,308	\$91,308	\$91,308	\$91,308
City of Bremerton	Sergeant	Represented	1/1/2009 - 12/31/2011	40	\$81,328	\$81,328	\$83,117	\$89,336	\$91,312	\$92,414	\$93,517	\$94,646	\$101,275	
City of Everett	Sergeant	Represented	1/1/2011 to 12/31/2013	42	\$94,823	\$94,823	\$94,823	\$94,823	\$94,823	\$94,823	\$94,823	\$94,823	\$94,823	\$94,823
City of Federal Way	No Match													
City of Kent	Police Sergeant	Represented	1/1/2013 - 12/31/2015	40	\$89,988	\$89,988	\$89,988	\$89,988	\$89,988	\$89,988	\$89,988	\$89,988	\$89,988	\$89,988
City of Kirkland	First Class Patrol Sergeant	Represented	1/1/2010 - 12/31/2013	42	\$90,783	\$90,783	\$90,783	\$90,783	\$90,783	\$90,783	\$90,783	\$90,783	\$90,783	\$90,783
City of Renton	Sergeant	Represented	1/1/2013 - 12/31/2015	42	\$83,497	\$83,497	\$83,497	\$87,669	\$87,669	\$87,669	\$87,669	\$87,669	\$87,669	\$87,669
City of Seattle	Police Sergeant	Represented	1/1/2012 - 12/31/2014	40	\$93,324	\$97,344	\$104,304	\$104,304	\$104,304	\$104,304	\$104,304	\$104,304	\$104,304	\$104,304
City of Spokane	Police Sergeant	Represented	1/1/2010 - 12/31/2011	40	\$87,780	\$87,780	\$87,780	\$89,553	\$91,287	\$93,041	\$94,795	\$96,549	\$96,549	\$96,549
City of Tacoma	Police Sergeant	Represented	1/1/2012 - 12/31/2014	40	\$92,331	\$96,949	\$96,949	\$96,949	\$96,949	\$96,949	\$96,949	\$96,949	\$96,949	\$96,949
City of Vancouver	Sergeant	Represented	1/1/2010 - 12/31/2011	40	\$72,492	\$72,492	\$76,116	\$88,116	\$88,116	\$88,116	\$88,116	\$88,116	\$88,116	\$88,116
City of Wenatchee	Sergeant	Represented	1/1/2011 - 12/31/2013	42	\$80,582	\$80,582	\$80,582	\$80,582	\$80,582	\$80,582	\$80,582	\$80,582	\$80,582	\$80,582
City of Yakima	Police Sergeant	Represented	1/1/2014 - 12/31/2017	40	\$85,571	\$85,571	\$89,773	\$89,773	\$89,773	\$89,773	\$89,773	\$89,773	\$89,773	\$89,773
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016
Cities Participant Average					\$87,146	\$87,810	\$89,616	\$91,680	\$91,965	\$92,185	\$92,405	\$92,627	\$93,136	
Washington State Patrol as a % of Cities Participant Average					85%	84%	83%	81%	80%	80%	80%	80%	80%	79%

Salary data has been adjusted for differences in workweek.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK

Sergeant - Detachment / Unit Supervisor													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016
Overall Participant Average					\$79,465	\$81,251	\$83,261	\$87,382	\$88,893	\$88,999	\$89,104	\$89,211	\$89,154
Washington State Patrol as a % of Overall Participant Average					93%	91%	89%	85%	83%	83%	83%	83%	83%

Salary data has been adjusted for differences in workweek.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK

Lieutenant - Assistant District Commander														
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)									
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum	
States														
State of Arizona	Captain	Non-Represented	NA	40	\$100,721	\$100,721	\$100,721	\$100,721	\$100,721	\$100,721	\$100,721	\$100,721	\$100,721	\$100,721
State of California	Lieutenant	Non-Represented	NA	40	\$124,356	\$124,356	\$124,356	\$146,856	\$146,856	\$146,856	\$146,856	\$146,856	\$146,856	\$146,856
State of Idaho	Lieutenant	Non-Represented	NA	40	\$48,651									\$89,502
State of Nevada	DPS Lieutenant	Non-Represented	NA	40	\$67,693	\$67,693	\$70,804	\$84,982	\$102,228	\$102,228	\$102,228	\$102,228	\$102,228	\$102,228
State of Oregon	OSP Lieutenant	Non-Represented	NA	40	\$71,124	\$71,124	\$74,712	\$86,388	\$104,904	\$104,904	\$104,904	\$104,904	\$104,904	\$104,904
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300
States Participant Average					\$82,509	\$90,973	\$92,648	\$104,737	\$113,677	\$113,677	\$113,677	\$113,677	\$113,677	\$108,842
Washington State Patrol as a % of States Participant Average					102%	93%	91%	80%	74%	74%	74%	74%	74%	77%

Salary data has been adjusted for differences in workweek.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Lieutenant title to Police Commander.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK

Lieutenant - Assistant District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Counties													
County of Clark	No Match												
County of Grant	No Match												
County of King	Captain	Represented	1/1/2012 - 12/31/2015	40	\$108,082	\$114,200	\$114,200	\$120,318	\$120,318	\$120,318	\$120,318	\$120,318	\$120,318
County of Kitsap	Lieutenant	Represented	1/1/2008 - 12/31/2009	40	\$73,174	\$73,174	\$76,835	\$93,413	\$93,413	\$93,413	\$93,413	\$93,413	\$93,413
County of Pierce	Lieutenant	Represented	1/1/2013 - 12/31/2015	40	\$99,195	\$99,195	\$104,374	\$104,374	\$104,374	\$104,374	\$104,374	\$104,374	\$104,374
County of Snohomish	Lieutenant	Represented	4/1/2013 - 3/31/2014	40	\$99,195	\$99,195	\$107,237	\$107,237	\$107,237	\$107,237	\$107,237	\$107,237	\$107,237
County of Spokane	Lieutenant	Represented	1/1/2012 - 12/31/2013	40	\$91,226	\$91,226	\$95,944	\$106,021	\$106,021	\$106,021	\$106,021	\$106,021	\$106,021
County of Thurston	Lieutenant - Operations/Services	Represented	1/1/2011 - 12/31/2013	40	\$83,940	\$83,940	\$88,140	\$102,024	\$102,024	\$102,024	\$102,024	\$102,024	\$102,024
County of Whatcom	Lieutenant	Non-Represented	NA	40	\$74,328	\$74,328	\$77,268	\$89,964	\$100,500	\$100,500	\$100,500	\$100,500	\$100,500
County of Yakima	Lieutenant	Represented	1/1/2011 - 12/31/2013	40	\$92,040	\$92,040	\$92,040	\$92,040	\$92,040	\$92,040	\$92,040	\$92,040	\$92,040
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300
Counties Participant Average					\$90,148	\$90,912	\$94,505	\$101,924	\$103,241	\$103,241	\$103,241	\$103,241	\$103,241
Washington State Patrol as a % of Counties Participant Average					94%	93%	89%	83%	82%	82%	82%	82%	82%

Salary data has been adjusted for differences in workweek.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Lieutenant title to Police Commander.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK

Lieutenant - Assistant District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Cities													
City of Bellevue	Police Captain	Represented	1/1/2014 - 12/31/2014	40	\$108,069	\$108,069	\$113,473	\$113,473	\$113,473	\$113,473	\$113,473	\$113,473	\$113,473
City of Bellingham	Lieutenant	Represented	1/1/2013 - 12/31/2014	40	\$109,680	\$109,680	\$109,680	\$109,680	\$109,680	\$109,680	\$109,680	\$109,680	\$109,680
City of Bremerton	Lieutenant	Represented	1/1/2009 - 12/31/2011	40	\$94,739	\$94,739	\$94,739	\$103,557	\$104,852	\$105,882	\$107,182	\$111,583	\$112,878
City of Everett	Captain	Represented	1/1/2010 - 12/31/2012	40	\$124,536	\$124,536	\$124,536	\$124,536	\$124,536	\$124,536	\$124,536	\$124,536	\$124,536
City of Federal Way	Lieutenant	Represented	1/1/2013 - 12/31/2014	40	\$90,588	\$90,588	\$97,116	\$104,100	\$104,100	\$104,100	\$104,100	\$104,100	\$104,100
City of Kent	Police Commander	Represented	1/1/2013 - 12/31/2015	40	\$109,536	\$109,536	\$109,536	\$109,536	\$109,536	\$109,536	\$109,536	\$109,536	\$109,536
City of Kirkland	Police Lieutenant	Represented	1/1/2012 - 12/31/2013	40	\$113,905	\$113,905	\$116,831	\$116,831	\$116,831	\$116,831	\$116,831	\$116,831	\$116,831
City of Renton	Police Commander	Non-Represented	NA	40	\$91,248	\$91,248	\$95,844	\$111,132	\$111,132	\$111,132	\$111,132	\$111,132	\$111,132
City of Seattle	Police Lieutenant	Represented	1/1/2009 - 12/31/2011	40	\$110,532	\$115,032	\$115,032	\$124,560	\$124,560	\$124,560	\$124,560	\$124,560	\$124,560
City of Spokane	Police Lieutenant	Represented	1/1/2010 - 12/31/2011	40	\$109,787	\$109,787	\$109,787	\$109,787	\$109,787	\$109,787	\$111,854	\$113,921	\$120,895
City of Tacoma	Police Lieutenant	Represented	1/1/2012 - 12/31/2014	40	\$115,419	\$121,181	\$121,181	\$121,181	\$121,181	\$121,181	\$121,181	\$121,181	\$121,181
City of Vancouver	Police Lieutenant	Represented	1/1/2009 - 12/31/2011	40	\$84,444	\$84,444	\$88,668	\$102,648	\$102,648	\$102,648	\$102,648	\$102,648	\$102,648
City of Wenatchee	No Match												
City of Yakima	Police Lieutenant	Represented	1/1/2014 - 12/31/2017	40	\$85,946	\$85,946	\$90,189	\$104,499	\$104,499	\$104,499	\$104,499	\$104,499	\$104,499
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300
Cities Participant Average					\$103,725	\$104,515	\$106,662	\$111,963	\$112,063	\$112,142	\$112,401	\$112,898	\$113,534
Washington State Patrol as a % of Cities Participant Average					81%	81%	79%	75%	75%	75%	75%	75%	74%

Salary data has been adjusted for differences in workweek.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Lieutenant title to Police Commander.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK

Lieutenant - Assistant District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300
Overall Participant Average					\$95,467	\$97,995	\$100,530	\$107,594	\$109,498	\$109,539	\$109,674	\$109,933	\$109,465
Washington State Patrol as a % of Overall Participant Average					88%	86%	84%	78%	77%	77%	77%	77%	77%

Salary data has been adjusted for differences in workweek.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Lieutenant title to Police Commander.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK

Captain - District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
States													
State of Arizona	Major	Non-Represented	NA	40	\$112,016	\$112,016	\$112,016	\$112,016	\$112,016	\$112,016	\$112,016	\$112,016	\$112,016
State of California	Captain	Non-Represented	NA	40	\$142,404	\$142,404	\$142,404	\$165,012	\$165,012	\$165,012	\$165,012	\$165,012	\$165,012
State of Idaho	Major	Non-Represented	NA	40	\$57,637								\$106,038
State of Nevada	DPS Captain	Non-Represented	NA	40	\$74,082	\$74,082	\$77,569	\$93,187	\$112,272	\$112,272	\$112,272	\$112,272	\$112,272
State of Oregon	OSP Captain	Non-Represented	NA	40	\$82,332	\$82,332	\$86,388	\$99,948	\$121,248	\$121,248	\$121,248	\$121,248	\$121,248
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868
States Participant Average					\$93,694	\$102,709	\$104,594	\$117,541	\$127,637	\$127,637	\$127,637	\$127,637	\$123,317
Washington State Patrol as a % of States Participant Average					106%	96%	95%	84%	77%	77%	77%	77%	80%

Salary data has been adjusted for differences in workweek.

Note: Idaho and City of Everett have an open range pay structure for this position. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Captain title to Assistant Chief.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK

Captain - District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Counties													
County of Clark	Commander	Represented	1/1/2013 - 12/31/2015	40	\$89,088	\$89,088	\$93,540	\$105,720	\$108,300	\$108,300	\$108,300	\$108,300	\$108,300
County of Grant	Chief Deputy	Non-Represented	NA	40	\$80,280	\$80,280	\$80,280	\$80,280	\$80,280	\$80,280	\$80,280	\$80,280	\$80,280
County of King	Major	Non-Represented	NA	40	\$107,606	\$112,825	\$112,825	\$124,052	\$136,397	\$136,397	\$136,397	\$136,397	\$136,397
County of Kitsap	No Match												
County of Pierce	Captain	Represented	1/1/2012 - 12/31/2012	40	\$112,091	\$112,091	\$117,957	\$127,400	\$127,400	\$127,400	\$127,400	\$127,400	\$127,400
County of Snohomish	Captain	Represented	4/1/2013 - 3/31/2014	40	\$115,280	\$115,280	\$123,323	\$127,076	\$127,076	\$127,076	\$127,076	\$127,076	\$127,076
County of Spokane	Captain	Represented	1/1/2012 - 12/31/2013	40	\$89,020	\$89,020	\$93,578	\$98,370	\$98,370	\$98,370	\$98,370	\$98,370	\$98,370
County of Thurston	Captain - Operations	Represented	1/1/2011 - 12/31/2013	40	\$114,216	\$114,216	\$117,636	\$128,556	\$128,556	\$128,556	\$128,556	\$128,556	\$128,556
County of Whatcom	No Match												
County of Yakima	No Match												
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868
Counties Participant Average					\$101,083	\$101,829	\$105,591	\$113,065	\$115,197	\$115,197	\$115,197	\$115,197	\$115,197
Washington State Patrol as a % of Counties Participant Average					98%	97%	94%	87%	86%	86%	86%	86%	86%

Salary data has been adjusted for differences in workweek.

Note: Idaho and City of Everett have an open range pay structure for this position. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Captain title to Assistant Chief.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK

Captain - District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Cities													
City of Bellevue	Police Major	Represented	1/1/2014 - 12/31/2014	40	\$122,735	\$122,735	\$128,869	\$128,869	\$128,869	\$128,869	\$128,869	\$128,869	\$128,869
City of Bellingham	No Match												
City of Bremerton	Captain	Represented	1/1/2009 - 12/31/2011	40	\$107,907	\$107,907	\$107,907	\$117,951	\$119,426	\$120,606	\$122,080	\$127,092	\$128,567
City of Everett	Deputy Chief	Non-Represented	NA	40	\$104,964								\$136,704
City of Federal Way	Commander	Non-Represented	NA	40	\$88,920	\$88,920	\$100,752	\$114,984	\$122,112	\$122,112	\$122,112	\$122,112	\$122,112
City of Kent	Police Assistant Chief	Represented	1/1/2013 - 12/31/2015	40	\$120,684	\$120,684	\$120,684	\$120,684	\$120,684	\$120,684	\$120,684	\$120,684	\$120,684
City of Kirkland	No Match												
City of Renton	Deputy Chief	Non-Represented	NA	40	\$111,132	\$111,132	\$116,772	\$135,408	\$135,408	\$135,408	\$135,408	\$135,408	\$135,408
City of Seattle	Police Captain	Represented	1/1/2009 - 12/31/2011	40	\$131,448	\$136,752	\$136,752	\$148,116	\$148,116	\$148,116	\$148,116	\$148,116	\$148,116
City of Spokane	Police Captain	Represented	1/1/2010 - 12/31/2011	40	\$129,540	\$129,540	\$129,540	\$129,540	\$129,540	\$129,540	\$131,982	\$134,425	\$142,652
City of Tacoma	Police Captain	Represented	1/1/2012 - 12/31/2014	40	\$132,725	\$139,360	\$139,360	\$139,360	\$139,360	\$139,360	\$139,360	\$139,360	\$139,360
City of Vancouver	Police Commander	Represented	1/1/2009 - 12/31/2011	40	\$92,892	\$92,892	\$97,536	\$112,908	\$112,908	\$112,908	\$112,908	\$112,908	\$112,908
City of Wenatchee	Police Captain	Non-Represented	NA	40	\$77,907	\$77,907	\$81,802	\$95,598	\$95,598	\$95,598	\$95,598	\$95,598	\$95,598
City of Yakima	Police Captain	Represented	1/1/2014 - 12/31/2017	40	\$94,765	\$94,765	\$99,507	\$115,707	\$115,707	\$115,707	\$115,707	\$115,707	\$115,707
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868
Cities Participant Average					\$109,635	\$111,145	\$114,498	\$123,557	\$124,339	\$124,446	\$124,802	\$125,480	\$127,224
Washington State Patrol as a % of Cities Participant Average					90%	89%	86%	80%	80%	79%	79%	79%	78%

Salary data has been adjusted for differences in workweek.

Note: Idaho and City of Everett have an open range pay structure for this position. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Captain title to Assistant Chief.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1b - DETAILED SURVEY DATA - ADJUSTED FOR WORKWEEK

Captain - District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868
Overall Participant Average					\$103,820	\$106,647	\$109,863	\$119,125	\$122,030	\$122,083	\$122,261	\$122,600	\$122,902
Washington State Patrol as a % of Overall Participant Average					95%	93%	90%	83%	81%	81%	81%	81%	80%

Salary data has been adjusted for differences in workweek.

Note: Idaho and City of Everett have an open range pay structure for this position. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Captain title to Assistant Chief.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK - CADET

Trooper Cadet - Entry Level							
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)		
					Minimum	6 Months	1 Year
States							
State of Arizona	Cadet Officer	Non-Represented	NA	40	\$40,827	\$40,827	\$40,827
State of California	Cadet	Represented	7/3/2010 - 7/2/2015	40	\$47,828	\$47,828	\$47,828
State of Idaho	Trooper Recruit	Non-Represented	NA	40	\$43,711		
State of Nevada	DPS Officer I	Non-Represented	NA	40	\$48,701	\$48,701	\$50,837
State of Oregon	OSP Trooper Recruit	Represented	7/1/2013 - 7/30/2015	40	\$52,316	\$52,316	\$54,569
Washington State Patrol Salary Data		Non-Represented	NA	40	\$44,964	\$44,964	\$44,964
States Participant Average					\$46,676	\$47,418	\$48,515
Washington State Patrol as a % of States Participant Average					96%	95%	93%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK - CADET

Trooper Cadet - Entry Level							
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)		
					Minimum	6 Months	1 Year
Counties							
County of Clark	Deputy Sheriff I	Represented	1/1/2009 - 12/31/2012	42	\$48,805	\$48,805	\$51,197
County of Grant	Deputy I	Represented	1/1/2012 - 12/31/2014	40	\$55,171	\$55,171	\$61,308
County of King	No Match						
County of Kitsap	No Match						
County of Pierce	No Match						
County of Snohomish	Sheriff Cadet	Non-Represented	NA	40	\$32,101	\$32,101	\$33,713
County of Spokane	Officer Candidate	Represented	1/1/2011 - 12/31/2011	40	\$46,102	\$46,102	\$48,463
County of Thurston	No Match						
County of Whatcom	No Match						
County of Yakima	Deputy	Represented	1/1/2007 - 12/31/2010	40	\$50,547	\$50,547	\$54,107
Washington State Patrol Salary Data		Non-Represented	NA	40	\$44,964	\$44,964	\$44,964
Counties Participant Average					\$46,546	\$46,546	\$49,758
Washington State Patrol as a % of Counties Participant Average					97%	97%	90%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK - CADET

Trooper Cadet - Entry Level							
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)		
					Minimum	6 Months	1 Year
Cities							
City of Bellevue	Police Recruit	Represented	1/1/2011 - 12/31/2014	40	\$54,475	\$58,930	\$58,930
City of Bellingham	No Match						
City of Bremerton	No Match						
City of Everett	Police Officer - Entry Level	Represented	1/1/2011 to 12/31/2013	42	\$53,129	\$53,129	\$58,175
City of Federal Way	Entry Level Police Officer	Represented	1/1/2011 - 12/31/2012	40	\$50,584	\$50,584	\$53,129
City of Kent	Police Recruit	Represented	1/1/2013 - 12/31/2015	40	\$53,757	\$53,757	\$55,614
City of Kirkland	No Match						
City of Renton	No Match						
City of Seattle	Police Officer - Student	Represented	1/1/2012 - 12/31/2014	40	\$63,285	\$67,859	\$67,859
City of Spokane	Police Officer	Represented	1/1/2010 - 12/31/2011	40	\$46,756	\$53,196	\$72,698
City of Tacoma	Police Officer Recruit	Non-Represented	NA	40	\$50,640	\$57,823	\$57,823
City of Vancouver	Recruit	Represented	1/1/2010 - 12/31/2011	40	\$54,781	\$54,781	\$54,781
City of Wenatchee	Police Officer, Recruit	Represented	1/1/2011 - 12/31/2013	42	\$54,872	\$54,872	\$54,872
City of Yakima	No Match						
Washington State Patrol Salary Data		Non-Represented	NA	40	\$44,964	\$44,964	\$44,964
Cities Participant Average					\$53,587	\$56,103	\$59,320
Washington State Patrol as a % of Cities Participant Average					84%	80%	76%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK - CADET

Trooper Cadet - Entry Level							
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)		
					Minimum	6 Months	1 Year
Washington State Patrol Salary Data		Non-Represented	NA	40	\$44,964	\$44,964	\$44,964
Overall Participant Average					\$49,915	\$51,518	\$54,263
Washington State Patrol as a % of Overall Participant Average					90%	87%	83%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK - CADET

Trooper Cadet - Entry Level							
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)		
					Minimum	6 Months	1 Year

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK

State Trooper - Sworn Officer													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
States													
State of Arizona	Officer	Non-Represented	NA	40	\$47,632	\$47,632	\$50,019	\$59,570	\$66,733	\$66,733	\$66,733	\$66,733	\$66,733
State of California	Officer	Represented	7/3/2010 - 7/2/2015	40	\$67,023	\$67,023	\$67,023	\$83,114	\$83,114	\$83,114	\$83,114	\$83,114	\$83,114
State of Idaho	Trooper	Non-Represented	NA	40	\$43,711								\$80,374
State of Nevada	DPS Officer II	Non-Represented	NA	40	\$55,451	\$55,451	\$57,929	\$69,250	\$83,006	\$83,006	\$83,006	\$83,006	\$83,006
State of Oregon	OSP Trooper	Represented	7/1/2013 - 7/30/2015	40	\$52,316	\$52,316	\$54,569	\$63,966	\$71,159	\$71,159	\$71,159	\$71,159	\$71,159
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$48,108	\$51,000	\$51,000	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676
States Participant Average					\$53,227	\$55,605	\$57,385	\$68,975	\$76,003	\$76,003	\$76,003	\$76,003	\$76,877
Washington State Patrol as a % of States Participant Average					90%	92%	89%	95%	86%	86%	86%	86%	85%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK

State Trooper - Sworn Officer													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Counties													
County of Clark	Deputy Sheriff II	Represented	1/1/2009 - 12/31/2012	42	\$53,774	\$53,774	\$56,493	\$61,053	\$61,053	\$61,053	\$61,053	\$61,053	\$61,053
County of Grant	Deputy II - V	Represented	1/1/2012 - 12/31/2014	40	\$62,566	\$62,566	\$62,566	\$65,030	\$67,961	\$68,602	\$68,602	\$68,602	\$68,602
County of King	Deputy	Represented	1/1/2008 - 12/31/2012	40	\$55,091	\$55,091	\$61,740	\$77,139	\$77,139	\$77,139	\$77,139	\$77,139	\$77,139
County of Kitsap	Deputy Sheriff	Represented	1/1/2008 - 12/31/2009	40	\$51,607	\$51,607	\$54,189	\$65,849	\$65,849	\$65,849	\$65,849	\$65,849	\$65,849
County of Pierce	Deputy Sheriff	Represented	1/1/2013 - 12/31/2015	40	\$54,708	\$54,708	\$57,585	\$70,146	\$72,368	\$72,368	\$72,368	\$72,368	\$72,368
County of Snohomish	Deputy Sheriff	Represented	4/1/2013 - 3/31/2014	40	\$48,686	\$48,686	\$53,928	\$63,750	\$63,750	\$63,750	\$63,750	\$63,750	\$63,750
County of Spokane	Deputy Sheriff	Represented	1/1/2011 - 12/31/2011	40	\$50,439	\$50,439	\$55,736	\$68,059	\$68,059	\$68,059	\$68,059	\$68,059	\$68,059
County of Thurston	Deputy Sheriff	Represented	1/1/2011- 12/31/2013	40	\$58,788	\$58,788	\$61,728	\$75,036	\$75,036	\$75,036	\$75,036	\$75,036	\$75,036
County of Whatcom	Deputy	Represented	7/9/2013 - 12/31/2014	40	\$59,953	\$59,953	\$62,329	\$70,846	\$73,634	\$73,634	\$73,634	\$73,634	\$73,634
County of Yakima	Deputy	Represented	1/1/2007 - 12/31/2010	40	\$57,992	\$57,992	\$62,062	\$70,402	\$70,402	\$70,402	\$70,402	\$70,402	\$70,402
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$48,108	\$51,000	\$51,000	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676
Counties Participant Average					\$55,360	\$55,360	\$58,836	\$68,731	\$69,525	\$69,589	\$69,589	\$69,589	\$69,589
Washington State Patrol as a % of Counties Participant Average					87%	92%	87%	96%	94%	94%	94%	94%	94%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK

State Trooper - Sworn Officer													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Cities													
City of Bellevue	Police Officer	Represented	1/1/2011 - 12/31/2014	40	\$54,475	\$58,930	\$58,930	\$75,472	\$75,472	\$75,472	\$75,472	\$75,472	\$75,472
City of Bellingham	Patrol Officer	Represented	1/1/2011 - 12/31/2013	40	\$60,721	\$60,721	\$64,664	\$82,789	\$82,789	\$82,789	\$82,789	\$82,789	\$82,789
City of Bremerton	Police Officer	Represented	1/1/2009 - 12/31/2011	40	\$58,445	\$58,445	\$60,639	\$72,747	\$73,825	\$75,081	\$75,999	\$76,896	\$86,072
City of Everett	Police Officer	Represented	1/1/2011 to 12/31/2013	42	\$58,175	\$58,175	\$69,621	\$69,621	\$69,621	\$69,621	\$69,621	\$69,621	\$69,621
City of Federal Way	Lateral Police Officer	Represented	1/1/2011 - 12/31/2012	40	\$50,584	\$50,584	\$53,129	\$67,870	\$67,870	\$67,870	\$67,870	\$67,870	\$67,870
City of Kent	Police Officer	Represented	1/1/2013 - 12/31/2015	40	\$53,757	\$53,757	\$55,614	\$70,003	\$70,003	\$70,003	\$70,003	\$70,003	\$70,003
City of Kirkland	Patrol Police Officer	Represented	1/1/2010 - 12/31/2013	42	\$56,771	\$56,771	\$56,771	\$74,080	\$74,080	\$74,080	\$74,080	\$74,080	\$74,080
City of Renton	Police Officer	Represented	1/1/2013 - 12/31/2015	42	\$49,749	\$49,749	\$53,962	\$66,579	\$66,579	\$66,579	\$66,579	\$66,579	\$66,579
City of Seattle	Police Officer	Represented	1/1/2012 - 12/31/2014	40	\$63,285	\$67,859	\$67,859	\$82,874	\$82,874	\$82,874	\$82,874	\$82,874	\$82,874
City of Spokane	Senior Police Officer	Represented	1/1/2010 - 12/31/2011	40	\$75,975	\$75,975	\$75,975	\$77,498	\$79,021	\$80,544	\$82,045	\$83,568	\$83,568
City of Tacoma	Police Officer	Represented	1/1/2012 - 12/31/2014	40	\$55,343	\$63,201	\$63,201	\$76,476	\$76,476	\$76,476	\$76,476	\$76,476	\$76,476
City of Vancouver	Police Officer	Represented	1/1/2010 - 12/31/2011	40	\$57,517	\$57,517	\$60,396	\$73,407	\$73,407	\$73,407	\$73,407	\$73,407	\$73,407
City of Wenatchee	Police Officer	Represented	1/1/2011 - 12/31/2013	42	\$54,872	\$60,573	\$64,136	\$71,262	\$71,262	\$71,262	\$71,262	\$71,262	\$71,262
City of Yakima	Police Officer	Represented	1/1/2014 - 12/31/2017	40	\$60,108	\$64,972	\$81,475	\$81,475	\$81,475	\$81,475	\$81,475	\$81,475	\$81,475
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$48,108	\$51,000	\$51,000	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676
Cities Participant Average					\$57,841	\$59,802	\$63,312	\$74,440	\$74,625	\$74,824	\$74,997	\$75,170	\$75,825
Washington State Patrol as a % of Cities Participant Average					83%	85%	81%	88%	88%	88%	88%	87%	87%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK

State Trooper - Sworn Officer													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$48,108	\$51,000	\$51,000	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676	\$65,676
Overall Participant Average					\$56,190	\$57,616	\$60,867	\$71,620	\$73,001	\$73,123	\$73,209	\$73,296	\$73,856
Washington State Patrol as a % of Overall Participant Average					86%	89%	84%	92%	90%	90%	90%	90%	89%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK

Sergeant - Detachment / Unit Supervisor													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
States													
State of Arizona	Sergeant	Non-Represented	NA	40	\$73,406	\$73,406	\$75,409	\$83,427	\$83,427	\$83,427	\$83,427	\$83,427	\$83,427
State of California	Sergeant	Non-Represented	NA	40	\$81,630	\$81,630	\$81,630	\$101,224	\$101,224	\$101,224	\$101,224	\$101,224	\$101,224
State of Idaho	Sergeant	Non-Represented	NA	40	\$49,406								\$90,876
State of Nevada	DPS Sergeant	Non-Represented	NA	40	\$60,556	\$60,556	\$63,376	\$75,786	\$90,995	\$90,995	\$90,995	\$90,995	\$90,995
State of Oregon	OSP Sergeant	Represented	7/1/2013 - 7/30/2015	40	\$67,887	\$67,887	\$71,236	\$78,480	\$99,959	\$99,959	\$99,959	\$99,959	\$99,959
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016
States Participant Average					\$66,577	\$70,870	\$72,913	\$84,729	\$93,901	\$93,901	\$93,901	\$93,901	\$93,296
Washington State Patrol as a % of States Participant Average					111%	104%	102%	87%	79%	79%	79%	79%	79%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK

Sergeant - Detachment / Unit Supervisor													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Counties													
County of Clark	Sergeant	Represented	1/1/2009 - 12/31/2012	42	\$62,341	\$62,341	\$65,527	\$72,155	\$72,155	\$72,155	\$72,155	\$72,155	\$72,155
County of Grant	Sergeant	Represented	1/1/2012 - 12/31/2014	40	\$79,241	\$79,241	\$79,241	\$79,241	\$79,241	\$79,241	\$79,241	\$79,241	\$79,241
County of King	Sergeant	Represented	1/1/2008 - 12/31/2012	40	\$85,599	\$89,390	\$89,390	\$93,195	\$93,195	\$93,195	\$93,195	\$93,195	\$93,195
County of Kitsap	Sergeant	Represented	1/1/2008 - 12/31/2009	40	\$71,729	\$71,729	\$73,517	\$75,364	\$77,251	\$77,251	\$77,251	\$77,251	\$77,251
County of Pierce	Sergeant	Represented	1/1/2013 - 12/31/2015	40	\$82,885	\$82,885	\$87,052	\$87,052	\$87,052	\$87,052	\$87,052	\$87,052	\$87,052
County of Snohomish	Sergeant	Represented	4/1/2013 - 3/31/2014	40	\$72,440	\$72,440	\$73,854	\$73,854	\$73,854	\$73,854	\$73,854	\$73,854	\$73,854
County of Spokane	Sergeant	Represented	1/1/2011 - 12/31/2011	40	\$75,095	\$75,095	\$78,316	\$82,983	\$82,983	\$82,983	\$82,983	\$82,983	\$82,983
County of Thurston	Deputy Sheriff Sergeant	Represented	1/1/2011- 12/31/2013	40	\$71,736	\$71,736	\$75,324	\$87,204	\$87,204	\$87,204	\$87,204	\$87,204	\$87,204
County of Whatcom	Sergeant	Represented	7/9/2013 - 12/31/2014	40	\$78,543	\$78,543	\$80,120	\$88,363	\$88,363	\$88,363	\$88,363	\$88,363	\$88,363
County of Yakima	Sergeant	Represented	1/1/2007 - 12/31/2010	40	\$78,387	\$78,387	\$82,271	\$82,271	\$82,271	\$82,271	\$82,271	\$82,271	\$82,271
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016
Counties Participant Average					\$75,800	\$76,179	\$78,461	\$82,168	\$82,357	\$82,357	\$82,357	\$82,357	\$82,357
Washington State Patrol as a % of Counties Participant Average					98%	97%	94%	90%	90%	90%	90%	90%	90%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK

Sergeant - Detachment / Unit Supervisor													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Cities													
City of Bellevue	Lieutenant	Represented	1/1/2011 - 12/31/2014	40	\$86,314	\$86,314	\$90,271	\$90,271	\$90,271	\$90,271	\$90,271	\$90,271	\$90,271
City of Bellingham	Sergeant	Represented	1/1/2011 - 12/31/2013	40	\$87,011	\$87,011	\$89,619	\$92,312	\$92,312	\$92,312	\$92,312	\$92,312	\$92,312
City of Bremerton	Sergeant	Represented	1/1/2009 - 12/31/2011	40	\$77,994	\$77,994	\$79,709	\$85,673	\$87,568	\$88,625	\$89,683	\$90,766	\$97,123
City of Everett	Sergeant	Represented	1/1/2011 to 12/31/2013	42	\$87,047	\$87,047	\$87,047	\$87,047	\$87,047	\$87,047	\$87,047	\$87,047	\$87,047
City of Federal Way	No Match												
City of Kent	Police Sergeant	Represented	1/1/2013 - 12/31/2015	40	\$82,879	\$82,879	\$82,879	\$82,879	\$82,879	\$82,879	\$82,879	\$82,879	\$82,879
City of Kirkland	First Class Patrol Sergeant	Represented	1/1/2010 - 12/31/2013	42	\$83,248	\$83,248	\$83,248	\$83,248	\$83,248	\$83,248	\$83,248	\$83,248	\$83,248
City of Renton	Sergeant	Represented	1/1/2013 - 12/31/2015	42	\$76,567	\$76,567	\$76,567	\$80,392	\$80,392	\$80,392	\$80,392	\$80,392	\$80,392
City of Seattle	Police Sergeant	Represented	1/1/2012 - 12/31/2014	40	\$85,298	\$88,972	\$95,334	\$95,334	\$95,334	\$95,334	\$95,334	\$95,334	\$95,334
City of Spokane	Police Sergeant	Represented	1/1/2010 - 12/31/2011	40	\$91,466	\$91,466	\$91,466	\$93,315	\$95,121	\$96,949	\$98,777	\$100,604	\$100,604
City of Tacoma	Police Sergeant	Represented	1/1/2012 - 12/31/2014	40	\$88,084	\$92,489	\$92,489	\$92,489	\$92,489	\$92,489	\$92,489	\$92,489	\$92,489
City of Vancouver	Sergeant	Represented	1/1/2010 - 12/31/2011	40	\$71,260	\$71,260	\$74,822	\$86,618	\$86,618	\$86,618	\$86,618	\$86,618	\$86,618
City of Wenatchee	Sergeant	Represented	1/1/2011 - 12/31/2013	42	\$81,952	\$81,952	\$81,952	\$81,952	\$81,952	\$81,952	\$81,952	\$81,952	\$81,952
City of Yakima	Police Sergeant	Represented	1/1/2014 - 12/31/2017	40	\$89,336	\$89,336	\$93,723	\$93,723	\$93,723	\$93,723	\$93,723	\$93,723	\$93,723
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016
Cities Participant Average					\$83,727	\$84,349	\$86,087	\$88,096	\$88,381	\$88,603	\$88,825	\$89,049	\$89,538
Washington State Patrol as a % of Cities Participant Average					88%	88%	86%	84%	84%	84%	83%	83%	83%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK

Sergeant - Detachment / Unit Supervisor													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016	\$74,016
Overall Participant Average					\$77,833	\$79,326	\$81,311	\$85,402	\$86,968	\$87,075	\$87,181	\$87,289	\$87,644
Washington State Patrol as a % of Overall Participant Average					95%	93%	91%	87%	85%	85%	85%	85%	84%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK

Lieutenant - Assistant District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
States													
State of Arizona	Captain	Non-Represented	NA	40	\$107,268	\$107,268	\$107,268	\$107,268	\$107,268	\$107,268	\$107,268	\$107,268	\$107,268
State of California	Lieutenant	Non-Represented	NA	40	\$118,263	\$118,263	\$118,263	\$139,660	\$139,660	\$139,660	\$139,660	\$139,660	\$139,660
State of Idaho	Lieutenant	Non-Represented	NA	40	\$54,586								\$100,421
State of Nevada	DPS Lieutenant	Non-Represented	NA	40	\$69,250	\$69,250	\$72,433	\$86,936	\$104,580	\$104,580	\$104,580	\$104,580	\$104,580
State of Oregon	OSP Lieutenant	Non-Represented	NA	40	\$75,463	\$75,463	\$79,269	\$91,658	\$111,303	\$111,303	\$111,303	\$111,303	\$111,303
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300
States Participant Average					\$84,966	\$92,561	\$94,308	\$106,380	\$115,703	\$115,703	\$115,703	\$115,703	\$112,646
Washington State Patrol as a % of States Participant Average					99%	91%	89%	79%	73%	73%	73%	73%	75%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Lieutenant title to Police Commander.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK

Lieutenant - Assistant District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Counties													
County of Clark	No Match												
County of Grant	No Match												
County of King	Captain	Represented	1/1/2012 - 12/31/2015	40	\$98,787	\$104,379	\$104,379	\$109,970	\$109,970	\$109,970	\$109,970	\$109,970	\$109,970
County of Kitsap	Lieutenant	Represented	1/1/2008 - 12/31/2009	40	\$69,882	\$69,882	\$73,378	\$89,209	\$89,209	\$89,209	\$89,209	\$89,209	\$89,209
County of Pierce	Lieutenant	Represented	1/1/2013 - 12/31/2015	40	\$94,632	\$94,632	\$99,573	\$99,573	\$99,573	\$99,573	\$99,573	\$99,573	\$99,573
County of Snohomish	Lieutenant	Represented	4/1/2013 - 3/31/2014	40	\$91,061	\$91,061	\$98,444	\$98,444	\$98,444	\$98,444	\$98,444	\$98,444	\$98,444
County of Spokane	Lieutenant	Represented	1/1/2012 - 12/31/2013	40	\$95,057	\$95,057	\$99,973	\$110,474	\$110,474	\$110,474	\$110,474	\$110,474	\$110,474
County of Thurston	Lieutenant - Operations/Services	Represented	1/1/2011- 12/31/2013	40	\$83,940	\$83,940	\$88,140	\$102,024	\$102,024	\$102,024	\$102,024	\$102,024	\$102,024
County of Whatcom	Lieutenant	Non-Represented	NA	40	\$75,146	\$75,146	\$78,118	\$90,954	\$101,606	\$101,606	\$101,606	\$101,606	\$101,606
County of Yakima	Lieutenant	Represented	1/1/2011 - 12/31/2013	40	\$96,090	\$96,090	\$96,090	\$96,090	\$96,090	\$96,090	\$96,090	\$96,090	\$96,090
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300
Counties Participant Average					\$88,074	\$88,773	\$92,262	\$99,592	\$100,924	\$100,924	\$100,924	\$100,924	\$100,924
Washington State Patrol as a % of Counties Participant Average					96%	95%	91%	85%	84%	84%	84%	84%	84%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Lieutenant title to Police Commander.

Data effective January 1, 2014



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK

Lieutenant - Assistant District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Cities													
City of Bellevue	Police Captain	Represented	1/1/2014 - 12/31/2014	40	\$98,883	\$98,883	\$103,828	\$103,828	\$103,828	\$103,828	\$103,828	\$103,828	\$103,828
City of Bellingham	Lieutenant	Represented	1/1/2013 - 12/31/2014	40	\$110,886	\$110,886	\$110,886	\$110,886	\$110,886	\$110,886	\$110,886	\$110,886	\$110,886
City of Bremerton	Lieutenant	Represented	1/1/2009 - 12/31/2011	40	\$90,854	\$90,854	\$90,854	\$99,312	\$100,553	\$101,540	\$102,787	\$107,008	\$108,250
City of Everett	Captain	Represented	1/1/2010 - 12/31/2012	40	\$114,324	\$114,324	\$114,324	\$114,324	\$114,324	\$114,324	\$114,324	\$114,324	\$114,324
City of Federal Way	Lieutenant	Represented	1/1/2013 - 12/31/2014	40	\$82,797	\$82,797	\$88,764	\$95,147	\$95,147	\$95,147	\$95,147	\$95,147	\$95,147
City of Kent	Police Commander	Represented	1/1/2013 - 12/31/2015	40	\$100,883	\$100,883	\$100,883	\$100,883	\$100,883	\$100,883	\$100,883	\$100,883	\$100,883
City of Kirkland	Police Lieutenant	Represented	1/1/2012 - 12/31/2013	40	\$104,451	\$104,451	\$107,134	\$107,134	\$107,134	\$107,134	\$107,134	\$107,134	\$107,134
City of Renton	Police Commander	Non-Represented	NA	40	\$83,674	\$83,674	\$87,889	\$101,908	\$101,908	\$101,908	\$101,908	\$101,908	\$101,908
City of Seattle	Police Lieutenant	Represented	1/1/2009 - 12/31/2011	40	\$101,026	\$105,139	\$105,139	\$113,848	\$113,848	\$113,848	\$113,848	\$113,848	\$113,848
City of Spokane	Police Lieutenant	Represented	1/1/2010 - 12/31/2011	40	\$114,398	\$114,398	\$114,398	\$114,398	\$114,398	\$114,398	\$116,552	\$118,706	\$125,973
City of Tacoma	Police Lieutenant	Represented	1/1/2012 - 12/31/2014	40	\$110,110	\$115,606	\$115,606	\$115,606	\$115,606	\$115,606	\$115,606	\$115,606	\$115,606
City of Vancouver	Police Lieutenant	Represented	1/1/2009 - 12/31/2011	40	\$83,008	\$83,008	\$87,161	\$100,903	\$100,903	\$100,903	\$100,903	\$100,903	\$100,903
City of Wenatchee	No Match												
City of Yakima	Police Lieutenant	Represented	1/1/2014 - 12/31/2017	40	\$89,727	\$89,727	\$94,157	\$109,097	\$109,097	\$109,097	\$109,097	\$109,097	\$109,097
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300
Cities Participant Average					\$98,848	\$99,587	\$101,617	\$106,713	\$106,809	\$106,885	\$107,146	\$107,637	\$108,291
Washington State Patrol as a % of Cities Participant Average					85%	85%	83%	79%	79%	79%	79%	78%	78%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Lieutenant title to Police Commander.

Data effective January 1, 2014



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK

Lieutenant - Assistant District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300	\$84,300
Overall Participant Average					\$92,863	\$95,002	\$97,454	\$104,381	\$106,349	\$106,388	\$106,524	\$106,779	\$106,862
Washington State Patrol as a % of Overall Participant Average					91%	89%	87%	81%	79%	79%	79%	79%	79%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Lieutenant title to Police Commander.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK

Captain - District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
States													
State of Arizona	Major	Non-Represented	NA	40	\$119,297	\$119,297	\$119,297	\$119,297	\$119,297	\$119,297	\$119,297	\$119,297	\$119,297
State of California	Captain	Non-Represented	NA	40	\$135,426	\$135,426	\$135,426	\$156,926	\$156,926	\$156,926	\$156,926	\$156,926	\$156,926
State of Idaho	Major	Non-Represented	NA	40	\$64,669								\$118,975
State of Nevada	DPS Captain	Non-Represented	NA	40	\$75,786	\$75,786	\$79,353	\$95,331	\$114,854	\$114,854	\$114,854	\$114,854	\$114,854
State of Oregon	OSP Captain	Non-Represented	NA	40	\$87,354	\$87,354	\$91,658	\$106,045	\$128,644	\$128,644	\$128,644	\$128,644	\$128,644
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868
States Participant Average					\$96,506	\$104,466	\$106,434	\$119,400	\$129,930	\$129,930	\$129,930	\$129,930	\$127,739
Washington State Patrol as a % of States Participant Average					102%	95%	93%	83%	76%	76%	76%	76%	77%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho and City of Everett have an open range pay structure for this position. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Captain title to Assistant Chief.

Data effective January 1, 2014



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK

Captain - District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Counties													
County of Clark	Commander	Represented	1/1/2013 - 12/31/2015	40	\$87,574	\$87,574	\$91,950	\$103,923	\$106,459	\$106,459	\$106,459	\$106,459	\$106,459
County of Grant	Chief Deputy	Non-Represented	NA	40	\$84,133	\$84,133	\$84,133	\$84,133	\$84,133	\$84,133	\$84,133	\$84,133	\$84,133
County of King	Major	Non-Represented	NA	40	\$98,352	\$103,122	\$103,122	\$113,384	\$124,667	\$124,667	\$124,667	\$124,667	\$124,667
County of Kitsap	No Match												
County of Pierce	Captain	Represented	1/1/2012 - 12/31/2012	40	\$106,935	\$106,935	\$112,531	\$121,540	\$121,540	\$121,540	\$121,540	\$121,540	\$121,540
County of Snohomish	Captain	Represented	4/1/2013 - 3/31/2014	40	\$105,827	\$105,827	\$113,211	\$116,656	\$116,656	\$116,656	\$116,656	\$116,656	\$116,656
County of Spokane	Captain	Represented	1/1/2012 - 12/31/2013	40	\$92,758	\$92,758	\$97,508	\$102,501	\$102,501	\$102,501	\$102,501	\$102,501	\$102,501
County of Thurston	Captain - Operations	Represented	1/1/2011- 12/31/2013	40	\$114,216	\$114,216	\$117,636	\$128,556	\$128,556	\$128,556	\$128,556	\$128,556	\$128,556
County of Whatcom	No Match												
County of Yakima	No Match												
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868
Counties Participant Average					\$98,542	\$99,224	\$102,870	\$110,099	\$112,073	\$112,073	\$112,073	\$112,073	\$112,073
Washington State Patrol as a % of Counties Participant Average					100%	100%	96%	90%	88%	88%	88%	88%	88%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho and City of Everett have an open range pay structure for this position. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Captain title to Assistant Chief.

Data effective January 1, 2014



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK

Captain - District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Cities													
City of Bellevue	Police Major	Represented	1/1/2014 - 12/31/2014	40	\$112,303	\$112,303	\$117,915	\$117,915	\$117,915	\$117,915	\$117,915	\$117,915	\$117,915
City of Bellingham	No Match												
City of Bremerton	Captain	Represented	1/1/2009 - 12/31/2011	40	\$103,483	\$103,483	\$103,483	\$113,115	\$114,529	\$115,661	\$117,074	\$121,882	\$123,296
City of Everett	Deputy Chief	Non-Represented	NA	40	\$96,357								\$125,494
City of Federal Way	Commander	Non-Represented	NA	40	\$81,273	\$81,273	\$92,087	\$105,095	\$111,610	\$111,610	\$111,610	\$111,610	\$111,610
City of Kent	Police Assistant Chief	Represented	1/1/2013 - 12/31/2015	40	\$111,150	\$111,150	\$111,150	\$111,150	\$111,150	\$111,150	\$111,150	\$111,150	\$111,150
City of Kirkland	No Match												
City of Renton	Deputy Chief	Non-Represented	NA	40	\$101,908	\$101,908	\$107,080	\$124,169	\$124,169	\$124,169	\$124,169	\$124,169	\$124,169
City of Seattle	Police Captain	Represented	1/1/2009 - 12/31/2011	40	\$120,143	\$124,991	\$124,991	\$135,378	\$135,378	\$135,378	\$135,378	\$135,378	\$135,378
City of Spokane	Police Captain	Represented	1/1/2010 - 12/31/2011	40	\$134,980	\$134,980	\$134,980	\$134,980	\$134,980	\$134,980	\$137,526	\$140,071	\$148,644
City of Tacoma	Police Captain	Represented	1/1/2012 - 12/31/2014	40	\$126,619	\$132,949	\$132,949	\$132,949	\$132,949	\$132,949	\$132,949	\$132,949	\$132,949
City of Vancouver	Police Commander	Represented	1/1/2009 - 12/31/2011	40	\$91,313	\$91,313	\$95,878	\$110,989	\$110,989	\$110,989	\$110,989	\$110,989	\$110,989
City of Wenatchee	Police Captain	Non-Represented	NA	40	\$79,231	\$79,231	\$83,193	\$97,223	\$97,223	\$97,223	\$97,223	\$97,223	\$97,223
City of Yakima	Police Captain	Represented	1/1/2014 - 12/31/2017	40	\$98,934	\$98,934	\$103,886	\$120,798	\$120,798	\$120,798	\$120,798	\$120,798	\$120,798
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868
Cities Participant Average					\$104,808	\$106,592	\$109,781	\$118,524	\$119,245	\$119,348	\$119,707	\$120,376	\$121,635
Washington State Patrol as a % of Cities Participant Average					94%	93%	90%	83%	83%	83%	83%	82%	81%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho and City of Everett have an open range pay structure for this position. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Captain title to Assistant Chief.

Data effective January 1, 2014



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1c - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK

Captain - District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (excluding longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868
Overall Participant Average					\$101,251	\$103,861	\$106,974	\$116,002	\$118,906	\$118,957	\$119,137	\$119,471	\$120,118
Washington State Patrol as a % of Overall Participant Average					98%	95%	92%	85%	83%	83%	83%	83%	82%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor.

Note: Idaho and City of Everett have an open range pay structure for this position. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Captain title to Assistant Chief.

Data effective January 1, 2014



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1d - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK PLUS LONGEVITY

State Trooper - Sworn Officer													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (including longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
States													
State of Arizona	Officer	Non-Represented	NA	40	\$47,632	\$47,632	\$50,019	\$59,570	\$66,733	\$66,733	\$66,733	\$66,733	\$66,733
State of California	Officer	Represented	7/3/2010 - 7/2/2015	40	\$67,023	\$67,023	\$67,023	\$83,114	\$83,114	\$83,114	\$86,438	\$89,763	\$89,763
State of Idaho	Trooper	Non-Represented	NA	40	\$43,711								\$80,374
State of Nevada	DPS Officer II	Non-Represented	NA	40	\$55,451	\$55,451	\$57,929	\$69,250	\$83,006	\$83,006	\$83,006	\$83,006	\$83,006
State of Oregon	OSP Trooper	Represented	7/1/2013 - 7/30/2015	40	\$52,316	\$52,316	\$54,569	\$63,966	\$71,159	\$71,159	\$71,159	\$71,159	\$71,159
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$48,108	\$51,000	\$51,000	\$65,676	\$66,990	\$68,329	\$69,696	\$69,696	\$69,696
States Participant Average					\$53,227	\$55,605	\$57,385	\$68,975	\$76,003	\$76,003	\$76,834	\$77,665	\$78,207
Washington State Patrol as a % of States Participant Average					90%	92%	89%	95%	88%	90%	91%	90%	89%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor. State of Washington and State of California salary data has been adjusted to include longevity premiums.

The State of Nevada's longevity program is currently suspended. The program is built as follows: \$250 at 10 years, \$550 at 15 years, \$1,050 at 20 years, and \$1,600 at 25+ years. These amounts were not included in the table above.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1d - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK PLUS LONGEVITY

State Trooper - Sworn Officer													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (including longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Counties													
County of Clark	Deputy Sheriff II	Represented	1/1/2009 - 12/31/2012	42	\$53,774	\$53,774	\$56,493	\$61,053	\$67,311	\$67,311	\$67,311	\$67,311	\$67,311
County of Grant	Deputy II - V	Represented	1/1/2012 - 12/31/2014	40	\$62,566	\$62,566	\$62,566	\$65,767	\$69,435	\$70,813	\$71,550	\$72,287	\$72,287
County of King	Deputy	Represented	1/1/2008 - 12/31/2012	40	\$55,091	\$55,091	\$61,740	\$78,682	\$83,311	\$87,939	\$88,710	\$89,482	\$89,482
County of Kitsap	Deputy Sheriff	Represented	1/1/2008 - 12/31/2009	40	\$51,607	\$51,607	\$54,189	\$65,849	\$67,166	\$67,825	\$68,483	\$69,142	\$69,142
County of Pierce	Deputy Sheriff	Represented	1/1/2013 - 12/31/2015	40	\$54,708	\$54,708	\$57,585	\$70,146	\$72,368	\$72,368	\$72,368	\$72,368	\$72,368
County of Snohomish	Deputy Sheriff	Represented	4/1/2013 - 3/31/2014	40	\$48,686	\$48,686	\$53,928	\$65,025	\$65,981	\$67,256	\$69,487	\$70,762	\$70,762
County of Spokane	Deputy Sheriff	Represented	1/1/2011 - 12/31/2011	40	\$50,439	\$50,439	\$55,736	\$69,420	\$70,441	\$71,803	\$74,185	\$75,546	\$75,546
County of Thurston	Deputy Sheriff	Represented	1/1/2011- 12/31/2013	40	\$58,788	\$58,788	\$61,728	\$75,036	\$75,036	\$75,036	\$75,036	\$75,036	\$75,036
County of Whatcom	Deputy	Represented	7/9/2013 - 12/31/2014	40	\$59,953	\$59,953	\$62,329	\$70,846	\$76,212	\$76,580	\$76,948	\$78,052	\$78,052
County of Yakima	Deputy	Represented	1/1/2007 - 12/31/2010	40	\$57,992	\$57,992	\$62,062	\$71,634	\$72,338	\$73,218	\$74,063	\$75,154	\$75,154
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$48,108	\$51,000	\$51,000	\$65,676	\$66,990	\$68,329	\$69,696	\$69,696	\$69,696
Counties Participant Average					\$55,360	\$55,360	\$58,836	\$69,346	\$71,960	\$73,015	\$73,814	\$74,514	\$74,514
Washington State Patrol as a % of Counties Participant Average					87%	92%	87%	95%	93%	94%	94%	94%	94%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor. State of Washington and State of California salary data has been adjusted to include longevity premiums.

The State of Nevada's longevity program is currently suspended. The program is built as follows: \$250 at 10 years, \$550 at 15 years, \$1,050 at 20 years, and \$1,600 at 25+ years. These amounts were not included in the table above.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1d - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK PLUS LONGEVITY

State Trooper - Sworn Officer													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (including longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Cities													
City of Bellevue	Police Officer	Represented	1/1/2011 - 12/31/2014	40	\$54,475	\$58,930	\$58,930	\$75,472	\$75,472	\$75,472	\$83,019	\$83,774	\$83,774
City of Bellingham	Patrol Officer	Represented	1/1/2011 - 12/31/2013	40	\$60,721	\$60,721	\$64,664	\$83,824	\$84,858	\$85,272	\$87,756	\$88,584	\$88,584
City of Bremerton	Police Officer	Represented	1/1/2009 - 12/31/2011	40	\$58,445	\$58,445	\$60,639	\$72,747	\$73,825	\$75,081	\$75,999	\$76,896	\$86,072
City of Everett	Police Officer	Represented	1/1/2011 to 12/31/2013	42	\$58,175	\$58,175	\$69,621	\$71,014	\$72,058	\$73,450	\$75,887	\$77,279	\$77,279
City of Federal Way	Lateral Police Officer	Represented	1/1/2011 - 12/31/2012	40	\$50,584	\$50,584	\$53,129	\$67,870	\$69,567	\$70,754	\$72,112	\$72,112	\$72,112
City of Kent	Police Officer	Represented	1/1/2013 - 12/31/2015	40	\$53,757	\$53,757	\$55,614	\$71,403	\$72,103	\$72,804	\$74,204	\$74,904	\$74,904
City of Kirkland	Patrol Police Officer	Represented	1/1/2010 - 12/31/2013	42	\$56,771	\$56,771	\$56,771	\$75,191	\$75,191	\$76,303	\$79,266	\$80,007	\$80,007
City of Renton	Police Officer	Represented	1/1/2013 - 12/31/2015	42	\$49,749	\$49,749	\$53,962	\$67,911	\$69,243	\$70,574	\$73,237	\$74,569	\$74,569
City of Seattle	Police Officer	Represented	1/1/2012 - 12/31/2014	40	\$63,285	\$67,859	\$67,859	\$82,874	\$87,847	\$91,990	\$92,819	\$94,477	\$96,134
City of Spokane	Senior Police Officer	Represented	1/1/2010 - 12/31/2011	40	\$75,975	\$75,975	\$75,975	\$77,498	\$79,021	\$80,544	\$82,045	\$83,568	\$83,568
City of Tacoma	Police Officer	Represented	1/1/2012 - 12/31/2014	40	\$55,343	\$63,201	\$63,201	\$78,005	\$79,535	\$81,064	\$82,594	\$82,594	\$82,594
City of Vancouver	Police Officer	Represented	1/1/2010 - 12/31/2011	40	\$57,517	\$57,517	\$60,396	\$73,407	\$73,407	\$73,407	\$73,407	\$73,407	\$73,407
City of Wenatchee	Police Officer	Represented	1/1/2011 - 12/31/2013	42	\$54,872	\$60,573	\$64,136	\$71,975	\$72,688	\$73,400	\$74,825	\$76,251	\$76,251
City of Yakima	Police Officer	Represented	1/1/2014 - 12/31/2017	40	\$60,108	\$64,972	\$81,475	\$82,698	\$83,920	\$85,957	\$87,179	\$89,623	\$89,623
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$48,108	\$51,000	\$51,000	\$65,676	\$66,990	\$68,329	\$69,696	\$69,696	\$69,696
Cities Participant Average					\$57,841	\$59,802	\$63,312	\$75,135	\$76,338	\$77,577	\$79,596	\$80,575	\$81,348
Washington State Patrol as a % of Cities Participant Average					83%	85%	81%	87%	88%	88%	88%	86%	86%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor. State of Washington and State of California salary data has been adjusted to include longevity premiums.

The State of Nevada's longevity program is currently suspended. The program is built as follows: \$250 at 10 years, \$550 at 15 years, \$1,050 at 20 years, and \$1,600 at 25+ years. These amounts were not included in the table above.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1d - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK PLUS LONGEVITY

State Trooper - Sworn Officer													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (including longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$48,108	\$51,000	\$51,000	\$65,676	\$66,990	\$68,329	\$69,696	\$69,696	\$69,696
Overall Participant Average					\$56,190	\$57,616	\$60,867	\$72,187	\$74,727	\$75,723	\$77,137	\$77,994	\$78,450
Washington State Patrol as a % of Overall Participant Average					86%	89%	84%	91%	90%	90%	90%	89%	89%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor. State of Washington and State of California salary data has been adjusted to include longevity premiums.

The State of Nevada's longevity program is currently suspended. The program is built as follows: \$250 at 10 years, \$550 at 15 years, \$1,050 at 20 years, and \$1,600 at 25+ years. These amounts were not included in the table above.

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WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1d - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK PLUS LONGEVITY

Sergeant - Detachment / Unit Supervisor													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (including longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
States													
State of Arizona	Sergeant	Non-Represented	NA	40	\$73,406	\$73,406	\$75,409	\$83,427	\$83,427	\$83,427	\$83,427	\$83,427	\$83,427
State of California	Sergeant	Non-Represented	NA	40	\$81,630	\$81,630	\$81,630	\$101,224	\$101,224	\$101,224	\$105,273	\$109,322	\$109,322
State of Idaho	Sergeant	Non-Represented	NA	40	\$49,406								\$90,876
State of Nevada	DPS Sergeant	Non-Represented	NA	40	\$60,556	\$60,556	\$63,376	\$75,786	\$90,995	\$90,995	\$90,995	\$90,995	\$90,995
State of Oregon	OSP Sergeant	Represented	7/1/2013 - 7/30/2015	40	\$67,887	\$67,887	\$71,236	\$78,480	\$99,959	\$99,959	\$99,959	\$99,959	\$99,959
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$74,016	\$74,016	\$74,016	\$74,016	\$75,496	\$77,006	\$78,546	\$78,546	\$78,546
States Participant Average					\$66,577	\$70,870	\$72,913	\$84,729	\$93,901	\$93,901	\$94,913	\$95,926	\$94,916
Washington State Patrol as a % of States Participant Average					111%	104%	102%	87%	80%	82%	83%	82%	83%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor. State of Washington and State of California salary data has been adjusted to include longevity premiums.

The State of Nevada's longevity program is currently suspended. The program is built as follows: \$250 at 10 years, \$550 at 15 years, \$1,050 at 20 years, and \$1,600 at 25+ years. These amounts were not included in the table above.

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WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1d - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK PLUS LONGEVITY

Sergeant - Detachment / Unit Supervisor													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (including longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Counties													
County of Clark	Sergeant	Represented	1/1/2009 - 12/31/2012	42	\$62,341	\$62,341	\$65,527	\$72,155	\$79,551	\$79,551	\$79,551	\$79,551	\$79,551
County of Grant	Sergeant	Represented	1/1/2012 - 12/31/2014	40	\$79,241	\$79,241	\$79,241	\$79,978	\$80,715	\$81,452	\$82,189	\$82,926	\$82,926
County of King	Sergeant	Represented	1/1/2008 - 12/31/2012	40	\$85,599	\$89,390	\$89,390	\$95,059	\$100,651	\$106,243	\$107,175	\$108,107	\$108,107
County of Kitsap	Sergeant	Represented	1/1/2008 - 12/31/2009	40	\$71,729	\$71,729	\$73,517	\$75,364	\$78,796	\$79,569	\$80,341	\$81,114	\$81,114
County of Pierce	Sergeant	Represented	1/1/2013 - 12/31/2015	40	\$82,885	\$82,885	\$87,052	\$87,052	\$87,052	\$87,052	\$87,052	\$87,052	\$87,052
County of Snohomish	Sergeant	Represented	4/1/2013 - 3/31/2014	40	\$72,440	\$72,440	\$73,854	\$75,331	\$76,439	\$77,916	\$80,501	\$81,978	\$81,978
County of Spokane	Sergeant	Represented	1/1/2011 - 12/31/2011	40	\$75,095	\$75,095	\$78,316	\$84,643	\$85,888	\$87,547	\$90,452	\$92,111	\$92,111
County of Thurston	Deputy Sheriff Sergeant	Represented	1/1/2011- 12/31/2013	40	\$71,736	\$71,736	\$75,324	\$87,204	\$87,204	\$87,204	\$87,204	\$87,204	\$87,204
County of Whatcom	Sergeant	Represented	7/9/2013 - 12/31/2014	40	\$78,543	\$78,543	\$80,120	\$88,363	\$88,363	\$88,363	\$88,363	\$88,363	\$88,363
County of Yakima	Sergeant	Represented	1/1/2007 - 12/31/2010	40	\$78,387	\$78,387	\$82,271	\$82,271	\$82,271	\$82,271	\$82,271	\$82,271	\$82,271
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$74,016	\$74,016	\$74,016	\$74,016	\$75,496	\$77,006	\$78,546	\$78,546	\$78,546
Counties Participant Average					\$75,800	\$76,179	\$78,461	\$82,742	\$84,693	\$85,717	\$86,510	\$87,068	\$87,068
Washington State Patrol as a % of Counties Participant Average					98%	97%	94%	89%	89%	90%	91%	90%	90%

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The State of Nevada's longevity program is currently suspended. The program is built as follows: \$250 at 10 years, \$550 at 15 years, \$1,050 at 20 years, and \$1,600 at 25+ years. These amounts were not included in the table above.

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WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1d - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK PLUS LONGEVITY

Sergeant - Detachment / Unit Supervisor													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (including longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Cities													
City of Bellevue	Lieutenant	Represented	1/1/2011 - 12/31/2014	40	\$86,314	\$86,314	\$90,271	\$90,271	\$90,271	\$90,271	\$97,818	\$98,573	\$98,573
City of Bellingham	Sergeant	Represented	1/1/2011 - 12/31/2013	40	\$87,011	\$87,011	\$89,619	\$93,466	\$94,620	\$95,082	\$97,851	\$98,774	\$98,774
City of Bremerton	Sergeant	Represented	1/1/2009 - 12/31/2011	40	\$77,994	\$77,994	\$79,709	\$85,673	\$87,568	\$88,625	\$89,683	\$90,766	\$97,123
City of Everett	Sergeant	Represented	1/1/2011 to 12/31/2013	42	\$87,047	\$87,047	\$87,047	\$88,440	\$89,484	\$90,877	\$93,313	\$94,706	\$94,706
City of Federal Way	No Match												
City of Kent	Police Sergeant	Represented	1/1/2013 - 12/31/2015	40	\$82,879	\$82,879	\$82,879	\$84,537	\$85,365	\$86,194	\$87,852	\$88,680	\$88,680
City of Kirkland	First Class Patrol Sergeant	Represented	1/1/2010 - 12/31/2013	42	\$83,248	\$83,248	\$83,248	\$84,496	\$84,496	\$85,745	\$89,075	\$89,908	\$89,908
City of Renton	Sergeant	Represented	1/1/2013 - 12/31/2015	42	\$76,567	\$76,567	\$76,567	\$82,000	\$83,608	\$85,216	\$88,431	\$90,039	\$90,039
City of Seattle	Police Sergeant	Represented	1/1/2012 - 12/31/2014	40	\$85,298	\$88,972	\$95,334	\$95,334	\$101,054	\$105,821	\$106,774	\$108,681	\$110,587
City of Spokane	Police Sergeant	Represented	1/1/2010 - 12/31/2011	40	\$91,466	\$91,466	\$91,466	\$93,315	\$95,121	\$96,949	\$98,777	\$100,604	\$100,604
City of Tacoma	Police Sergeant	Represented	1/1/2012 - 12/31/2014	40	\$88,084	\$92,489	\$92,489	\$94,339	\$96,189	\$98,039	\$99,888	\$99,888	\$99,888
City of Vancouver	Sergeant	Represented	1/1/2010 - 12/31/2011	40	\$71,260	\$71,260	\$74,822	\$86,618	\$86,618	\$86,618	\$86,618	\$86,618	\$86,618
City of Wenatchee	Sergeant	Represented	1/1/2011 - 12/31/2013	42	\$81,952	\$81,952	\$81,952	\$82,771	\$83,591	\$84,410	\$86,049	\$87,688	\$87,688
City of Yakima	Police Sergeant	Represented	1/1/2014 - 12/31/2017	40	\$89,336	\$89,336	\$93,723	\$95,129	\$96,534	\$98,878	\$100,283	\$103,095	\$103,095
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$74,016	\$74,016	\$74,016	\$74,016	\$75,496	\$77,006	\$78,546	\$78,546	\$78,546
Cities Participant Average					\$83,727	\$84,349	\$86,087	\$88,953	\$90,348	\$91,748	\$94,032	\$95,232	\$95,868
Washington State Patrol as a % of Cities Participant Average					88%	88%	86%	83%	84%	84%	84%	82%	82%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor. State of Washington and State of California salary data has been adjusted to include longevity premiums.

The State of Nevada's longevity program is currently suspended. The program is built as follows: \$250 at 10 years, \$550 at 15 years, \$1,050 at 20 years, and \$1,600 at 25+ years. These amounts were not included in the table above.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1d - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK PLUS LONGEVITY

Sergeant - Detachment / Unit Supervisor													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (including longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$74,016	\$74,016	\$74,016	\$74,016	\$75,496	\$77,006	\$78,546	\$78,546	\$78,546
Overall Participant Average					\$77,833	\$79,326	\$81,311	\$86,027	\$88,780	\$89,833	\$91,376	\$92,311	\$92,555
Washington State Patrol as a % of Overall Participant Average					95%	93%	91%	86%	85%	86%	86%	85%	85%

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The State of Nevada's longevity program is currently suspended. The program is built as follows: \$250 at 10 years, \$550 at 15 years, \$1,050 at 20 years, and \$1,600 at 25+ years. These amounts were not included in the table above.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually.

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1d - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK PLUS LONGEVITY

Lieutenant - Assistant District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (including longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
States													
State of Arizona	Captain	Non-Represented	NA	40	\$107,268	\$107,268	\$107,268	\$107,268	\$107,268	\$107,268	\$107,268	\$107,268	\$107,268
State of California	Lieutenant	Non-Represented	NA	40	\$118,263	\$118,263	\$118,263	\$139,660	\$139,660	\$139,660	\$139,660	\$139,660	\$139,660
State of Idaho	Lieutenant	Non-Represented	NA	40	\$54,586								\$100,421
State of Nevada	DPS Lieutenant	Non-Represented	NA	40	\$69,250	\$69,250	\$72,433	\$86,936	\$104,580	\$104,580	\$104,580	\$104,580	\$104,580
State of Oregon	OSP Lieutenant	Non-Represented	NA	40	\$75,463	\$75,463	\$79,269	\$91,658	\$111,303	\$111,303	\$111,303	\$111,303	\$111,303
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$84,300	\$84,300	\$84,300	\$84,300	\$85,986	\$87,706	\$89,460	\$89,460	\$89,460
States Participant Average					\$84,966	\$92,561	\$94,308	\$106,380	\$115,703	\$115,703	\$115,703	\$115,703	\$112,646
Washington State Patrol as a % of States Participant Average					99%	91%	89%	79%	74%	76%	77%	77%	79%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor. State of Washington and State of California salary data has been adjusted to include longevity premiums.

The State of Nevada's longevity program is currently suspended. The program is built as follows: \$250 at 10 years, \$550 at 15 years, \$1,050 at 20 years, and \$1,600 at 25+ years. These amounts were not included in the table above.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Lieutenant title to Police Commander.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1d - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK PLUS LONGEVITY

Lieutenant - Assistant District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (including longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Counties													
County of Clark	No Match												
County of Grant	No Match												
County of King	Captain	Represented	1/1/2012 - 12/31/2015	40	\$98,787	\$104,379	\$104,379	\$109,970	\$109,970	\$109,970	\$109,970	\$109,970	\$109,970
County of Kitsap	Lieutenant	Represented	1/1/2008 - 12/31/2009	40	\$69,882	\$69,882	\$73,378	\$89,209	\$90,993	\$91,886	\$92,778	\$93,670	\$93,670
County of Pierce	Lieutenant	Represented	1/1/2013 - 12/31/2015	40	\$94,632	\$94,632	\$99,573	\$99,573	\$99,573	\$99,573	\$99,573	\$99,573	\$99,573
County of Snohomish	Lieutenant	Represented	4/1/2013 - 3/31/2014	40	\$91,061	\$91,061	\$98,444	\$98,444	\$98,444	\$98,444	\$98,444	\$98,444	\$98,444
County of Spokane	Lieutenant	Represented	1/1/2012 - 12/31/2013	40	\$95,057	\$95,057	\$99,973	\$110,474	\$110,474	\$110,474	\$110,474	\$110,474	\$110,474
County of Thurston	Lieutenant - Operations/Services	Represented	1/1/2011- 12/31/2013	40	\$83,940	\$83,940	\$88,140	\$102,024	\$102,024	\$102,024	\$102,024	\$102,024	\$102,024
County of Whatcom	Lieutenant	Non-Represented	NA	40	\$75,146	\$75,146	\$78,118	\$90,954	\$101,606	\$101,606	\$101,606	\$101,606	\$101,606
County of Yakima	Lieutenant	Represented	1/1/2011 - 12/31/2013	40	\$96,090	\$96,090	\$96,090	\$96,090	\$96,090	\$96,090	\$96,090	\$96,090	\$96,090
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$84,300	\$84,300	\$84,300	\$84,300	\$85,986	\$87,706	\$89,460	\$89,460	\$89,460
Counties Participant Average					\$88,074	\$88,773	\$92,262	\$99,592	\$101,147	\$101,258	\$101,370	\$101,481	\$101,481
Washington State Patrol as a % of Counties Participant Average					96%	95%	91%	85%	85%	87%	88%	88%	88%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor. State of Washington and State of California salary data has been adjusted to include longevity premiums.

The State of Nevada's longevity program is currently suspended. The program is built as follows: \$250 at 10 years, \$550 at 15 years, \$1,050 at 20 years, and \$1,600 at 25+ years. These amounts were not included in the table above.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Lieutenant title to Police Commander.

Data effective January 1, 2014



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1d - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK PLUS LONGEVITY

Lieutenant - Assistant District Commander														
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (including longevity differentials)									
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum	
Cities														
City of Bellevue	Police Captain	Represented	1/1/2014 - 12/31/2014	40	\$98,883	\$98,883	\$103,828	\$103,828	\$103,828	\$103,828	\$103,828	\$103,828	\$115,249	\$115,249
City of Bellingham	Lieutenant	Represented	1/1/2013 - 12/31/2014	40	\$110,886	\$110,886	\$110,886	\$110,886	\$110,886	\$110,886	\$110,886	\$111,995	\$112,550	\$112,550
City of Bremerton	Lieutenant	Represented	1/1/2009 - 12/31/2011	40	\$90,854	\$90,854	\$90,854	\$99,312	\$100,553	\$101,540	\$102,787	\$107,008	\$108,250	
City of Everett	Captain	Represented	1/1/2010 - 12/31/2012	40	\$114,324	\$114,324	\$114,324	\$114,324	\$116,527	\$116,527	\$116,527	\$116,527	\$116,527	
City of Federal Way	Lieutenant	Represented	1/1/2013 - 12/31/2014	40	\$82,797	\$82,797	\$88,764	\$95,147	\$95,147	\$95,147	\$95,147	\$95,147	\$95,147	
City of Kent	Police Commander	Represented	1/1/2013 - 12/31/2015	40	\$100,883	\$100,883	\$100,883	\$100,883	\$100,883	\$100,883	\$100,883	\$100,883	\$100,883	
City of Kirkland	Police Lieutenant	Represented	1/1/2012 - 12/31/2013	40	\$104,451	\$104,451	\$107,134	\$107,134	\$107,134	\$107,134	\$107,134	\$107,134	\$107,134	
City of Renton	Police Commander	Non-Represented	NA	40	\$83,674	\$83,674	\$87,889	\$103,946	\$105,984	\$108,023	\$112,099	\$114,137	\$114,137	
City of Seattle	Police Lieutenant	Represented	1/1/2009 - 12/31/2011	40	\$101,026	\$105,139	\$105,139	\$113,848	\$113,848	\$113,848	\$113,848	\$113,848	\$113,848	
City of Spokane	Police Lieutenant	Represented	1/1/2010 - 12/31/2011	40	\$114,398	\$114,398	\$114,398	\$114,398	\$114,398	\$114,398	\$114,398	\$116,552	\$118,706	\$125,973
City of Tacoma	Police Lieutenant	Represented	1/1/2012 - 12/31/2014	40	\$110,110	\$115,606	\$115,606	\$117,919	\$120,231	\$122,543	\$124,855	\$124,855	\$124,855	
City of Vancouver	Police Lieutenant	Represented	1/1/2009 - 12/31/2011	40	\$83,008	\$83,008	\$87,161	\$100,903	\$100,903	\$100,903	\$100,903	\$100,903	\$100,903	
City of Wenatchee	No Match													
City of Yakima	Police Lieutenant	Represented	1/1/2014 - 12/31/2017	40	\$89,727	\$89,727	\$94,157	\$110,734	\$112,370	\$115,098	\$116,734	\$120,007	\$120,007	
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$84,300	\$84,300	\$84,300	\$84,300	\$85,986	\$87,706	\$89,460	\$89,460	\$89,460	
Cities Participant Average					\$98,848	\$99,587	\$101,617	\$107,174	\$107,899	\$108,520	\$109,484	\$111,304	\$111,959	
Washington State Patrol as a % of Cities Participant Average					85%	85%	83%	79%	80%	81%	82%	80%	80%	

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor. State of Washington and State of California salary data has been adjusted to include longevity premiums.

The State of Nevada's longevity program is currently suspended. The program is built as follows: \$250 at 10 years, \$550 at 15 years, \$1,050 at 20 years, and \$1,600 at 25+ years. These amounts were not included in the table above.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Lieutenant title to Police Commander.

Data effective January 1, 2014



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1d - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK PLUS LONGEVITY

Lieutenant - Assistant District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (including longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$84,300	\$84,300	\$84,300	\$84,300	\$85,986	\$87,706	\$89,460	\$89,460	\$89,460
Overall Participant Average					\$92,863	\$95,002	\$97,454	\$104,621	\$106,987	\$107,345	\$107,882	\$108,865	\$108,867
Washington State Patrol as a % of Overall Participant Average					91%	89%	87%	81%	80%	82%	83%	82%	82%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor. State of Washington and State of California salary data has been adjusted to include longevity premiums.

The State of Nevada's longevity program is currently suspended. The program is built as follows: \$250 at 10 years, \$550 at 15 years, \$1,050 at 20 years, and \$1,600 at 25+ years. These amounts were not included in the table above.

Note: Idaho has an open range pay structure. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Lieutenant title to Police Commander.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1d - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK PLUS LONGEVITY

Captain - District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (including longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
States													
State of Arizona	Major	Non-Represented	NA	40	\$119,297	\$119,297	\$119,297	\$119,297	\$119,297	\$119,297	\$119,297	\$119,297	\$119,297
State of California	Captain	Non-Represented	NA	40	\$135,426	\$135,426	\$135,426	\$156,926	\$156,926	\$156,926	\$156,926	\$156,926	\$156,926
State of Idaho	Major	Non-Represented	NA	40	\$64,669								\$118,975
State of Nevada	DPS Captain	Non-Represented	NA	40	\$75,786	\$75,786	\$79,353	\$95,331	\$114,854	\$114,854	\$114,854	\$114,854	\$114,854
State of Oregon	OSP Captain	Non-Represented	NA	40	\$87,354	\$87,354	\$91,658	\$106,045	\$128,644	\$128,644	\$128,644	\$128,644	\$128,644
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$100,845	\$102,862	\$102,862	\$102,862
States Participant Average					\$96,506	\$104,466	\$106,434	\$119,400	\$129,930	\$129,930	\$129,930	\$129,930	\$127,739
Washington State Patrol as a % of States Participant Average					102%	95%	93%	83%	76%	78%	79%	79%	81%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor. State of Washington and State of California salary data has been adjusted to include longevity premiums.

The State of Nevada's longevity program is currently suspended. The program is built as follows: \$250 at 10 years, \$550 at 15 years, \$1,050 at 20 years, and \$1,600 at 25+ years. These amounts were not included in the table above.

Note: Idaho and City of Everett have an open range pay structure for this position. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Captain title to Assistant Chief.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1d - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK PLUS LONGEVITY

Captain - District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (including longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Counties													
County of Clark	Commander	Represented	1/1/2013 - 12/31/2015	40	\$87,574	\$87,574	\$91,950	\$103,923	\$106,459	\$106,459	\$106,459	\$106,459	\$106,459
County of Grant	Chief Deputy	Non-Represented	NA	40	\$84,133	\$84,133	\$84,133	\$84,133	\$84,133	\$84,133	\$84,133	\$84,133	\$84,133
County of King	Major	Non-Represented	NA	40	\$98,352	\$103,122	\$103,122	\$113,384	\$124,667	\$124,667	\$124,667	\$124,667	\$124,667
County of Kitsap	No Match												
County of Pierce	Captain	Represented	1/1/2012 - 12/31/2012	40	\$106,935	\$106,935	\$112,531	\$126,401	\$131,263	\$131,263	\$131,263	\$131,263	\$131,263
County of Snohomish	Captain	Represented	4/1/2013 - 3/31/2014	40	\$105,827	\$105,827	\$113,211	\$116,656	\$116,656	\$116,656	\$116,656	\$116,656	\$116,656
County of Spokane	Captain	Represented	1/1/2012 - 12/31/2013	40	\$92,758	\$92,758	\$97,508	\$102,501	\$102,501	\$102,501	\$102,501	\$102,501	\$102,501
County of Thurston	Captain - Operations	Represented	1/1/2011- 12/31/2013	40	\$114,216	\$114,216	\$117,636	\$128,556	\$128,556	\$128,556	\$128,556	\$128,556	\$128,556
County of Whatcom	No Match												
County of Yakima	No Match												
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$100,845	\$102,862	\$102,862	\$102,862
Counties Participant Average					\$98,542	\$99,224	\$102,870	\$110,794	\$113,462	\$113,462	\$113,462	\$113,462	\$113,462
Washington State Patrol as a % of Counties Participant Average					100%	100%	96%	89%	87%	89%	91%	91%	91%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor. State of Washington and State of California salary data has been adjusted to include longevity premiums.

The State of Nevada's longevity program is currently suspended. The program is built as follows: \$250 at 10 years, \$550 at 15 years, \$1,050 at 20 years, and \$1,600 at 25+ years. These amounts were not included in the table above.

Note: Idaho and City of Everett have an open range pay structure for this position. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Captain title to Assistant Chief.

Data effective January 1, 2014



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1d - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK PLUS LONGEVITY

Captain - District Commander														
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (including longevity differentials)									
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum	
Cities														
City of Bellevue	Police Major	Represented	1/1/2014 - 12/31/2014	40	\$112,303	\$112,303	\$117,915	\$117,915	\$117,915	\$117,915	\$117,915	\$117,915	\$130,886	\$130,886
City of Bellingham	No Match													
City of Bremerton	Captain	Represented	1/1/2009 - 12/31/2011	40	\$103,483	\$103,483	\$103,483	\$113,115	\$114,529	\$115,661	\$117,074	\$121,882	\$123,296	
City of Everett	Deputy Chief	Non-Represented	NA	40	\$96,357								\$127,697	
City of Federal Way	Commander	Non-Represented	NA	40	\$81,273	\$81,273	\$92,087	\$105,095	\$111,610	\$111,610	\$111,610	\$111,610	\$111,610	
City of Kent	Police Assistant Chief	Represented	1/1/2013 - 12/31/2015	40	\$111,150	\$111,150	\$111,150	\$111,150	\$111,150	\$111,150	\$111,150	\$111,150	\$111,150	
City of Kirkland	No Match													
City of Renton	Deputy Chief	Non-Represented	NA	40	\$101,908	\$101,908	\$107,080	\$124,169	\$124,169	\$124,169	\$124,169	\$124,169	\$124,169	
City of Seattle	Police Captain	Represented	1/1/2009 - 12/31/2011	40	\$120,143	\$124,991	\$124,991	\$135,378	\$135,378	\$135,378	\$135,378	\$135,378	\$135,378	
City of Spokane	Police Captain	Represented	1/1/2010 - 12/31/2011	40	\$134,980	\$134,980	\$134,980	\$134,980	\$134,980	\$134,980	\$137,526	\$140,071	\$148,644	
City of Tacoma	Police Captain	Represented	1/1/2012 - 12/31/2014	40	\$126,619	\$132,949	\$132,949	\$135,608	\$138,267	\$140,926	\$143,585	\$143,585	\$143,585	
City of Vancouver	Police Commander	Represented	1/1/2009 - 12/31/2011	40	\$91,313	\$91,313	\$95,878	\$110,989	\$110,989	\$110,989	\$110,989	\$110,989	\$110,989	
City of Wenatchee	Police Captain	Non-Represented	NA	40	\$79,231	\$79,231	\$83,193	\$97,223	\$97,223	\$97,223	\$97,223	\$97,223	\$97,223	
City of Yakima	Police Captain	Represented	1/1/2014 - 12/31/2017	40	\$98,934	\$98,934	\$103,886	\$122,610	\$124,422	\$127,442	\$129,254	\$132,878	\$132,878	
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$100,845	\$102,862	\$102,862	\$102,862	
Cities Participant Average					\$104,808	\$106,592	\$109,781	\$118,930	\$120,058	\$120,677	\$121,443	\$123,620	\$124,792	
Washington State Patrol as a % of Cities Participant Average					94%	93%	90%	83%	82%	84%	85%	83%	82%	

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor. State of Washington and State of California salary data has been adjusted to include longevity premiums.

The State of Nevada's longevity program is currently suspended. The program is built as follows: \$250 at 10 years, \$550 at 15 years, \$1,050 at 20 years, and \$1,600 at 25+ years. These amounts were not included in the table above.

Note: Idaho and City of Everett have an open range pay structure for this position. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Captain title to Assistant Chief.

Data effective January 1, 2014



WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

1d - DETAILED SURVEY DATA - ADJUSTED FOR GEOGRAPHIC COST OF LABOR AND WORKWEEK PLUS LONGEVITY

Captain - District Commander													
Organization Name	Matching Title	Represented	Contract Term	Workweek	Adjusted Annual Scheduled Base Pay Rates (including longevity differentials)								
					Minimum	6 Months	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years	Maximum
Washington State Patrol Salary Data		Represented	7/1/2013 - 6/30/2015	40	\$98,868	\$98,868	\$98,868	\$98,868	\$98,868	\$100,845	\$102,862	\$102,862	\$102,862
Overall Participant Average					\$101,251	\$103,861	\$106,974	\$116,427	\$119,754	\$120,064	\$120,447	\$121,535	\$122,102
Washington State Patrol as a % of Overall Participant Average					98%	95%	92%	85%	83%	84%	85%	85%	84%

Salary data has been adjusted for differences in workweek. Salary data has also been adjusted to reflect differences between Olympia, WA and peer cities, county seats, and state capitals, using Economic Research Institute's Geographic Assessor. State of Washington and State of California salary data has been adjusted to include longevity premiums.

The State of Nevada's longevity program is currently suspended. The program is built as follows: \$250 at 10 years, \$550 at 15 years, \$1,050 at 20 years, and \$1,600 at 25+ years. These amounts were not included in the table above.

Note: Idaho and City of Everett have an open range pay structure for this position. Progression is based upon individual performance merit increases, whose amounts can change annually. Since 2012, City of Kent changed Captain title to Assistant Chief.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

COMPENSATION PRACTICES

2a - PAY SCHEDULE DESIGN

Types of pay schedules that cover Cadets, Troopers (Officers and Sheriffs), Sergeants, Lieutenants, and Captains

Survey Participant	Grade and Step	Grades, No Steps	No Ranges (Flat Rates)
State of Arizona	x		x
State of California	x		
State of Idaho		x	
State of Nevada	x		
State of Oregon	x		
County of Clark	x		
County of Grant	x		
County of King	x		
County of Kitsap	x		
County of Pierce	X		
County of Snohomish	x		
County of Spokane	x		
County of Thurston	x		
County of Whatcom	x		
County of Yakima	x		x
City of Bellevue	x		
City of Bellingham	x		x
City of Bremerton	x		
City of Everett	x		x
City of Federal Way	x		
City of Kent	x		x
City of Kirkland	x		x
City of Renton	x		x
City of Seattle	x		
City of Spokane	x		
City of Tacoma	x		
City of Vancouver	x		
City of Wenatchee	x		x
City of Yakima	x		
Washington State Patrol	X		x

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

COMPENSATION PRACTICES

2b - BASE PAY INCREASES (%) - CADETS

Survey Participant	FY2014	FY2015
State of Arizona	0.00%	TBD
State of California	NR	NR
State of Idaho	NR	NR
State of Nevada	5.00%	TBD
State of Oregon	NR	NR
County of Clark	NR	NR
County of Grant	3.00%	TBD
County of King	NR	NR
County of Kitsap	NR	NR
County of Pierce	NR	NR
County of Snohomish	NR	NR
County of Spokane	NR	NR
County of Thurston	NR	NR
County of Whatcom	NR	NR
County of Yakima	NR	NR
City of Bellevue	NR	NR
City of Bellingham	NR	NR
City of Bremerton	NR	NR
City of Everett	NR	NR
City of Federal Way	NR	NR
City of Kent	NR	NR
City of Kirkland	NR	NR
City of Renton	NR	NR
City of Seattle	2.00%	2.00%
City of Spokane	NR	NR
City of Tacoma	NR	NR
City of Vancouver	2.00%	TBD
City of Wenatchee	NR	NR
City of Yakima	0.00%	0.00%
Participant Average	2.00%	1.00%
Washington State Patrol	14.00%	0.00%

NR - No response - jurisdiction did not provide pay increase information.

TBD - Increase to be determined.

City of Seattle reported 2.00% base pay increases for FY2016 and FY2017.

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

COMPENSATION PRACTICES

2b - BASE PAY INCREASES (%) - CAPTAINS

Survey Participant	FY2014	FY2015
State of Arizona	0.00%	TBD
State of California	NA	NA
State of Idaho	NA	NA
State of Nevada	5.00%	TBD
State of Oregon	5.00%	5.00%
County of Clark	2.00%	2.00%
County of Grant	3.00%	TBD
County of King	NA	NA
County of Kitsap	NA	NA
County of Pierce	NA	NA
County of Snohomish	NA	NA
County of Spokane	NA	NA
County of Thurston	NA	NA
County of Whatcom	NA	NA
County of Yakima	NA	NA
City of Bellevue	NA	NA
City of Bellingham	NA	NA
City of Bremerton	NA	NA
City of Everett	NA	NA
City of Federal Way	NA	NA
City of Kent	NA	NA
City of Kirkland	NA	NA
City of Renton	NA	NA
City of Seattle	NA	NA
City of Spokane	NA	NA
City of Tacoma	1.00%	TBD
City of Vancouver	2.00%	TBD
City of Wenatchee	NA	NA
City of Yakima	0.00%	0.00%
Participant Average	2.25%	2.33%
Washington State Patrol	0.00%	3.00%

NA - Not applicable - jurisdiction did not provide pay increase information.

TBD - Increase to be determined.

State of Oregon reported 5.00% base pay increases for FY2016 and FY2017.

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

COMPENSATION PRACTICES

2b - BASE PAY INCREASES (%) - LIEUTENANTS

Survey Participant	FY2014	FY2015
State of Arizona	0.00%	TBD
State of California	NA	NA
State of Idaho	NA	NA
State of Nevada	5.00%	TBD
State of Oregon	5.00%	5.00%
County of Clark	NA	NA
County of Grant	3.00%	TBD
County of King	0.00%	TBD
County of Kitsap	NA	NA
County of Pierce	1.25%	1.00%
County of Snohomish	NA	NA
County of Spokane	NA	NA
County of Thurston	NA	NA
County of Whatcom	NA	NA
County of Yakima	NA	NA
City of Bellevue	NA	NA
City of Bellingham	2.00%	TBD
City of Bremerton	NA	NA
City of Everett	NA	NA
City of Federal Way	NA	NA
City of Kent	NA	NA
City of Kirkland	NA	NA
City of Renton	NA	NA
City of Seattle	NA	NA
City of Spokane	NA	NA
City of Tacoma	1.00%	TBD
City of Vancouver	2.00%	TBD
City of Wenatchee	NA	NA
City of Yakima	0.00%	0.00%
Participant Average	1.93%	2.00%
Washington State Patrol	0.00%	3.00%

NA - Not applicable - jurisdiction did not provide pay increase information.

TBD - Increase to be determined.

State of Oregon reported 5.00% base pay increases for FY2016 and FY2017.

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

COMPENSATION PRACTICES

2b - BASE PAY INCREASES (%) - SERGEANTS

Survey Participant	FY2014	FY2015
State of Arizona	0.00%	TBD
State of California	NA	NA
State of Idaho	NA	NA
State of Nevada	5.00%	TBD
State of Oregon	5.00%	5.00%
County of Clark	NA	NA
County of Grant	3.00%	TBD
County of King	0.00%	TBD
County of Kitsap	NA	NA
County of Pierce	1.25%	1.00%
County of Snohomish	NA	NA
County of Spokane	NA	NA
County of Thurston	NA	NA
County of Whatcom	2.00%	TBD
County of Yakima	NA	NA
City of Bellevue	NA	NA
City of Bellingham	NA	NA
City of Bremerton	NA	NA
City of Everett	NA	NA
City of Federal Way	NA	NA
City of Kent	NA	NA
City of Kirkland	NA	NA
City of Renton	3.50%	TBD
City of Seattle	2.00%	2.00%
City of Spokane	NA	NA
City of Tacoma	1.00%	TBD
City of Vancouver	2.00%	TBD
City of Wenatchee	NA	NA
City of Yakima	0.00%	0.00%
Participant Average	2.06%	2.00%
Washington State Patrol	3.00%	TBD

NA - Not applicable - jurisdiction did not provide pay increase information.

TBD - Increase to be determined.

State of Oregon reported 5.00% base pay increases for FY2016 and FY2017.

City of Seattle reported 2.00% base pay increases for FY2016 and FY2017.

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

COMPENSATION PRACTICES

2b - BASE PAY INCREASES (%) - TROOPERS

Survey Participant	FY2014	FY2015
State of Arizona	0.00%	TBD
State of California	NA	NA
State of Idaho	NA	NA
State of Nevada	5.00%	TBD
State of Oregon	5.00%	5.00%
County of Clark	NA	NA
County of Grant	3.00%	TBD
County of King	0.00%	TBD
County of Kitsap	NA	NA
County of Pierce	1.25%	1.00%
County of Snohomish	NA	NA
County of Spokane	NA	NA
County of Thurston	NA	NA
County of Whatcom	2.00%	TBD
County of Yakima	NA	NA
City of Bellevue	NA	NA
City of Bellingham	NA	NA
City of Bremerton	NA	NA
City of Everett	NA	NA
City of Federal Way	NA	NA
City of Kent	NA	NA
City of Kirkland	NA	NA
City of Renton	3.50%	TBD
City of Seattle	2.00%	2.00%
City of Spokane	NA	NA
City of Tacoma	1.00%	TBD
City of Vancouver	2.00%	TBD
City of Wenatchee	NA	NA
City of Yakima	0.00%	0.00%
Participant Average	2.06%	2.00%
Washington State Patrol	3.00%	TBD

NA - Not applicable - jurisdiction did not provide pay increase information.

TBD - Increase to be determined.

State of Oregon reported 5.00% base pay increases for FY2016 and FY2017.

City of Seattle reported 2.00% base pay increases for FY2016 and FY2017.

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

COMPENSATION PRACTICES

2c - PAY FOR DAYS WORKED - REGULARLY SCHEDULED WORKWEEK

Survey Participant	Weekend	Holidays	Additional Policy Information
State of Arizona	1x pay	1x pay	For holidays, employees are paid straight time and receive 8 hours of vacation time.
State of California	1x pay	1x pay	Employees receive up to 164 hours holiday-in-lieu credit which is added to the monthly annual leave or vacation accruals.
State of Idaho	1x pay	1.5x pay	
State of Nevada	1x pay	1x pay	
State of Oregon	1x pay	1.5x pay	Troopers and Sergeants receive a holiday leave bank. For hours worked beyond their normal scheduled shift the employee shall be compensated at 2.5 hours. Lieutenants and Captains receive time and a half if they work on a designated holiday.
County of Clark	1x pay	2x pay	Only specific holidays paid at overtime rate of 2.25 - New Years, Independence Day, Labor Day, Thanksgiving Day, Christmas Day.
County of Grant	1.5x pay	1.5x pay	
County of King	1.5x pay	1.5x pay	
County of Kitsap	1x pay	1.5x pay	Overtime rate (1.5x pay) is paid only on select holidays. Other holidays are regular pay.
County of Pierce	1x pay	1.5x pay	Deputies, Sergeants, and Lieutenants receive 96 hour furlough leave in lieu of holidays. Employees working select holidays shall be compensated at 1.5x the regular rate of pay. Captains are exempt from overtime provisions, when working on holidays.
County of Snohomish	1x pay	2.5x pay	
County of Spokane	1x pay	1.5x pay	

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

COMPENSATION PRACTICES

2c - PAY FOR DAYS WORKED - REGULARLY SCHEDULED WORKWEEK

Survey Participant	Weekend	Holidays	Additional Policy Information
County of Thurston	1x pay	1.5x pay	
County of Whatcom	1x pay	1.5x pay	
County of Yakima	1x pay	1.5x pay	Deputies are given 50 hours semiannual of holiday time to compensate for working holidays.
City of Bellevue	1x pay	1.5x pay	Officers, Corporals and Lieutenants are paid overtime for working on nine specific holidays. Captains and Majors are overtime exempt, when working on holidays.
City of Bellingham	1x pay	1.5x pay	Overtime rate on holidays applies to New Year's Day, Labor Day, Thanksgiving Day, Christmas Day, Memorial Day, and Independence Day.
City of Bremerton	1x pay	1.5x pay	
City of Everett	1x pay	1x pay	Officers and Sergeants receive 120 hrs of additional time off in lieu of additional pay on holiday. Lieutenants and Captains have the day off and do not receive overtime.
City of Federal Way	1x pay	1.5x pay	Thanksgiving Day, Christmas, New Year's Day and an additional day each year to be designated prior to December 1 of the previous year is at time and one half. All other holidays straight time.
City of Kent	1x pay	1.5x pay	
City of Kirkland	1x pay	1.5x pay	
City of Renton	1x pay	1x pay	
City of Seattle	1x pay	1.5x pay	

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

COMPENSATION PRACTICES

2c - PAY FOR DAYS WORKED - REGULARLY SCHEDULED WORKWEEK

Survey Participant	Weekend	Holidays	Additional Policy Information
City of Spokane	1x pay	1.5x pay	
City of Tacoma	1x pay	1x pay	
City of Vancouver	1x pay	1x pay	
City of Wenatchee	1x pay	1.5x pay	
City of Yakima	1x pay	1x pay	
Washington State Patrol	1x pay	1.5x pay	Commissioned staff receive holiday compensation at straight time but earn credits at the ratio of 1.5x to be used on separate date. Trooper cadets have choice of overtime pay/time.

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

COMPENSATION PRACTICES

2d - PAY FOR DAYS WORKED - WHEN CALLED INTO WORK ON A SCHEDULED DAY OFF

Survey Participant	Regularly Scheduled Day Off	Regularly Scheduled Leave Day	Holidays	Additional Policy Information
State of Arizona	1.5x pay	1.5x pay	1x pay	For holidays, employees are paid straight time and receive 8 hours of vacation time.
State of California	1.5x pay	1.5x pay	1.5x pay	
State of Idaho	1x pay	1x pay	1.5x pay	Employees receive straight time unless their hours exceeded 160 during the 28 day period. Any time worked after 160 hours would be comp time accrued at the overtime rate.
State of Nevada	1.5x pay	1.5x pay	1.5x pay	
State of Oregon	1.5x pay	1.5x pay	2x pay	
County of Clark	1.5x pay	1.5x pay	2x pay	Only specific holidays paid at overtime rate of 2.25. If employee called back to duty they receive minimum of 3 hours at 1.5x for the call back. Overtime does not apply to Commander.
County of Grant	1.5x pay	1x pay	1.5x pay	
County of King	1.5x pay	1.5x pay	1.5x pay	
County of Kitsap	1.5x pay	1.5x pay	1.5x pay	
County of Pierce	1.5x pay	1.5x pay	1.5x pay	Employees may receive 2hr or 3hr minimums at 1.5x or 2x , depending on the reason for the return to work.
County of Snohomish	1.5x pay	1.5x pay	2.5x pay	
County of Spokane	1.5x pay	1.5x pay	2x pay	

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

COMPENSATION PRACTICES

2d - PAY FOR DAYS WORKED - WHEN CALLED INTO WORK ON A SCHEDULED DAY OFF

Survey Participant	Regularly Scheduled Day Off	Regularly Scheduled Leave Day	Holidays	Additional Policy Information
County of Thurston	1.5x pay	1.5x pay	1.5x pay	
County of Whatcom	1.5x pay	1.5x pay	1.5x pay	
County of Yakima	1.5x pay	1.5x pay	1.5x pay	
City of Bellevue	1.5x pay	1.5x pay	1.5x pay	Captains and Majors are exempt.
City of Bellingham	1.5x pay	2x pay	2x pay	Minimum of 4 hours at double time. Holiday time or that day credited. If on vacation, then normal salary + regular shift pay at 1.5x time.
City of Bremerton	1.5x pay	1x pay	1.5x pay	
City of Everett	1.5x pay	1.5x pay	1.5x pay	Officers and Sergeants are paid overtime over and above any other pay they would have received on their day off. Lieutenants and Captains do not receive overtime but may be approved for compensable time
City of Federal Way	1.5x pay	1.5x pay	1.5x pay	Commanders receive 3% on call pay which equates to an additional \$281.50 per month.
City of Kent	1.5x pay	1.5x pay	2x pay	
City of Kirkland	1.5x pay	1.5x pay	1.5x pay	
City of Renton	1.5x pay	1.5x pay	1.5x pay	
City of Seattle	1.5x pay	2x pay	1.5x pay	

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

COMPENSATION PRACTICES

2d - PAY FOR DAYS WORKED - WHEN CALLED INTO WORK ON A SCHEDULED DAY OFF

Survey Participant	Regularly Scheduled Day Off	Regularly Scheduled Leave Day	Holidays	Additional Policy Information
City of Spokane	1.5x pay	1x pay	2x pay	
City of Tacoma	2x pay	2x pay	2x pay	Assignment to work on July 4th, when not regularly scheduled and not volunteering, is triple time.
City of Vancouver	2x pay	2x pay	2x pay	If any employee is asked to work on a day that is not his/her first or last day of rest (in the cases where an employee's schedule may have 3, 4, or 5 days rest at a time), the employee will be paid double time.
City of Wenatchee	1.5x pay	1.5x pay	1.5x pay	Officers who are called to work from off-duty status on a holiday shall receive make-up time off for all hours worked up to the eight (8) hour holiday on the callback in addition to regular holiday pay and overtime
City of Yakima	1.5x pay	1.5x pay	1.5x pay	
Washington State Patrol	1.5x pay	1.5x pay	2.5x pay	Commissioned staff receive 1.5x for time worked outside shift when called from off duty status. Minimum of two hours paid overtime. If court related minimum of four hours paid overtime. Trooper cadets receive 1.5x regardless.

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAY DIFFERENTIAL PRACTICES

3a - LONGEVITY PREMIUMS - YEARS OF SERVICE

Survey Participant	Applicable Job Title(s)	5	10	15	20	25+
State of Arizona	NA	NA	NA	NA	NA	NA
State of California	Officer and Sergeant	NA	NA	NA	4.00%	8.00%
State of Idaho	NA	NA	NA	NA	NA	NA
State of Nevada	All Ranks (currently suspended)	NA	NA	NA	NA	NA
State of Oregon	NA	NA	NA	NA	NA	NA
County of Clark	Deputy and Sergeant***	NA	10.25%	10.25%	10.25%	10.25%
County of Grant	Deputy, Corporal, Sergeant*	1.13%	2.17%	3.22%	4.30%	5.37%
County of King	Deputy and Sergeant	2.00%	8.00%	14.00%	15.00%	16.00%
County of Kitsap	Deputy, Sergeant, Lieutenant	NA	2.00%	3.00%	4.00%	5.00%
County of Pierce	Captain	4.00%	8.00%	8.00%	8.00%	8.00%
County of Snohomish	Deputy and Sergeant	2.00%	3.50%	5.50%	9.00%	11.00%
County of Spokane	Deputy and Sergeant	2.00%	3.50%	5.50%	9.00%	11.00%
County of Thurston	NA	NA	NA	NA	NA	NA
County of Whatcom	Deputy	NA	3.00%	4.00%	4.50%	6.00%
County of Yakima	Deputy	1.75%	2.75%	4.00%	5.20%	6.75%
City of Bellevue	Captain and Major	NA	NA	NA	NA	11.00%

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAY DIFFERENTIAL PRACTICES

3a - LONGEVITY PREMIUMS - YEARS OF SERVICE

Survey Participant	Applicable Job Title(s)	5	10	15	20	25+
City of Bellevue	Police Officers, Corporals, Lieutenant	NA	NA	NA	10.00%	11.00%
City of Bellingham	Officers and Sergeants	1.25%	2.50%	3.00%	6.00%	7.00%
City of Bellingham	Lieutenants	NA	NA	NA	1.00%	1.50%
City of Bremerton	NA	NA	NA	NA	NA	NA
City of Everett	Lieutenant and Captain**	NA	1.93%	1.93%	1.93%	1.93%
City of Everett	Officer and Sergeant	2.00%	3.50%	5.50%	9.00%	11.00%
City of Federal Way	Officer	NA	2.50%	4.25%	6.25%	6.25%
City of Kent	Officer and Sergeant	2.00%	3.00%	4.00%	6.00%	7.00%
City of Kirkland	Police Officer and Sergeant	1.50%	1.50%	3.00%	7.00%	8.00%
City of Renton	Officer, Sergeants and Commanders	2.00%	4.00%	6.00%	10.00%	12.00%
City of Seattle	Officer and Sergeant	NA	6.00%	11.00%	12.00%	14.00%
City of Spokane	NA	NA	NA	NA	NA	NA
City of Tacoma	Officer, Sergeant, Captain, Lieutenant	2.00%	4.00%	6.00%	8.00%	8.00%
City of Vancouver	NA	NA	NA	NA	NA	NA
City of Wenatchee	Police Officer and Sergeant	1.00%	2.00%	3.00%	5.00%	7.00%
City of Yakima	Police Officer, Sergeant, Lieutenant, Captain	1.50%	3.00%	5.50%	7.00%	10.00%

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAY DIFFERENTIAL PRACTICES

3a - LONGEVITY PREMIUMS - YEARS OF SERVICE

Survey Participant	Applicable Job Title(s)	5	10	15	20	25+
Participant Average (percentages only)		1.87%	3.86%	5.53%	7.06%	8.46%
Washington State Patrol	Trooper, Sergeant, Lieutenant	2.00%	4.04%	6.12%	8.24%	8.24%
Washington State Patrol	Captain	0.00%	0.00%	2.00%	4.04%	4.04%

*The County of Grant's longevity program pays a flat dollar amount per month as follows: \$58.60 at 5 years, \$117.20 at 10 years, \$175.80 at 15 years, \$234.40 at 20 years, and \$293 at 25+ years. The table above reports these amounts as a percent of the Deputy's pay.

**The City of Everett's Lieutenant and Captain longevity program pays a flat dollar amount per month as follows: \$50 at 2 years, \$100 at 4 years, \$150 at 6 years, and \$200 at 8+ years. The table above reports these amounts as a percent of the Lieutenant's pay.

***County of Clark Deputies and Sergeants receive longevity pay for 8 years of service (5% increase) and 10 years of service (5% increase).

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAY DIFFERENTIAL PRACTICES

3b - DEGREE DIFFERENTIAL SUMMARY

Survey Participant	Applicable Job Title(s)	Associate's Degree	Bachelor's Degree	Master's Degree	Additional Policy Information
State of Arizona	NA	NA	NA	NA	
State of California	Officer and Sergeant	2.50%	5.00%	NA	Education Incentives also available for POST Certification (2.5% for intermediate level and 5% for advanced level)
State of Idaho	All Ranks	\$1,040	\$2,080	\$3,120	Annual amount
State of Nevada	NA	NA	NA	NA	
State of Oregon	Trooper	3.00%	6.00%	NA	

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAY DIFFERENTIAL PRACTICES

3b - DEGREE DIFFERENTIAL SUMMARY

Survey Participant	Applicable Job Title(s)	Associate's Degree	Bachelor's Degree	Master's Degree	Additional Policy Information
County of Clark	NA	NA	NA	NA	
County of Grant	Deputy, Corporal, Sergeant	\$600	\$780	\$1,020	Annual amount
County of King	Deputy, Sergeant, Captain	NA	NA	4.00%	2 Years of Service
County of King	Deputy, Sergeant, Captain	NA	3.00%	5.00%	3 Years of Service
County of King	Deputy, Sergeant, Captain	2.00%	4.00%	6.00%	4 Years of Service

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAY DIFFERENTIAL PRACTICES

3b - DEGREE DIFFERENTIAL SUMMARY

Survey Participant	Applicable Job Title(s)	Associate's Degree	Bachelor's Degree	Master's Degree	Additional Policy Information
County of Kitsap	NA	NA	NA	NA	
County of Pierce	Deputy, Sergeant, Lieutenant	1.00%	2.00%	NA	Part of Career Progression Officer (CPO) Program
County of Snohomish	Deputy and Sergeant	3.50%	7.00%	9.00%	
County of Spokane	Deputy Sheriff, Detective/Corporal, Sergeant	3.50%	7.00%	9.00%	
County of Thurston	Deputy Sheriff, Sergeant, Lieutenant	2.50%	4.50%	NA	10 Years of Service

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAY DIFFERENTIAL PRACTICES

3b - DEGREE DIFFERENTIAL SUMMARY

Survey Participant	Applicable Job Title(s)	Associate's Degree	Bachelor's Degree	Master's Degree	Additional Policy Information
County of Thurston	Deputy Sheriff, Sergeant, Lieutenant	3.50%	5.00%	NA	15 Years of Service
County of Thurston	Deputy Sheriff, Sergeant, Lieutenant	4.50%	5.50%	NA	20 Years of Service
County of Thurston	Deputy Sheriff, Sergeant, Lieutenant	1.00%	3.00%	NA	3 Years of Service
County of Thurston	Deputy Sheriff, Sergeant, Lieutenant	2.00%	4.00%	NA	8 Years of Service
County of Whatcom	NA	NA	NA	NA	

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAY DIFFERENTIAL PRACTICES

3b - DEGREE DIFFERENTIAL SUMMARY

Survey Participant	Applicable Job Title(s)	Associate's Degree	Bachelor's Degree	Master's Degree	Additional Policy Information
County of Yakima	Deputy	\$660	\$1,320	NA	Annual amount; \$55 per month (Associates); \$110 per month (Bachelor's)
City of Bellevue	Police Officer, Corporal, Lieutenant	5.00%	5.00%	5.00%	At 10 Years
City of Bellevue	Captain, Major	8.00%	8.00%	8.00%	At 10 Years
City of Bellevue	Captain, Major	9.00%	9.00%	9.00%	At 15 Years
City of Bellevue	Police Officer, Corporal, Lieutenant	6.00%	6.00%	6.00%	At 15 Years

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAY DIFFERENTIAL PRACTICES

3b - DEGREE DIFFERENTIAL SUMMARY

Survey Participant	Applicable Job Title(s)	Associate's Degree	Bachelor's Degree	Master's Degree	Additional Policy Information
City of Bellevue	Captain, Major	10.00%	10.00%	10.00%	At 20 Years
City of Bellevue	Captain, Major	11.00%	11.00%	11.00%	At 25 Years
City of Bellevue	Captain, Major	7.00%	7.00%	7.00%	At 5 Years
City of Bellevue	Police Officer, Corporal, Lieutenant	4.00%	4.00%	4.00%	At 5 Years
City of Bellevue	Captain, Major	6.00%	6.00%	6.00%	Date of Hire

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAY DIFFERENTIAL PRACTICES

3b - DEGREE DIFFERENTIAL SUMMARY

Survey Participant	Applicable Job Title(s)	Associate's Degree	Bachelor's Degree	Master's Degree	Additional Policy Information
City of Bellevue	Police Officer, Corporal, Lieutenant	3.00%	3.00%	3.00%	Date of Hire
City of Bellingham	Officer	2.00%	4.00%	NA	
City of Bremerton	Police Officer, Sergeants, Lieutenants, Captains	2.00%	4.00%	NA	
City of Everett	Police Officer and Sergeant	3.50%	7.00%	9.00%	% of a first class police officer
City of Federal Way	Officer	2.00%	4.00%	4.00%	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAY DIFFERENTIAL PRACTICES

3b - DEGREE DIFFERENTIAL SUMMARY

Survey Participant	Applicable Job Title(s)	Associate's Degree	Bachelor's Degree	Master's Degree	Additional Policy Information
City of Kent	Officer, Sergeant	1.00%	3.00%	NA	
City of Kirkland	Police Officer and Sergeant	NA	2.50%	3.50%	The Education Incentive shall be added to the monthly rate of pay of the employee's current classification and paid in the same manner, but on alternate pay periods, as the Longevity pay.
City of Renton	Officer, Sergeants & Commanders	4.00%	6.00%	8.00%	
City of Seattle	NA	NA	NA	NA	
City of Spokane	NA	NA	NA	NA	

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAY DIFFERENTIAL PRACTICES

3b - DEGREE DIFFERENTIAL SUMMARY

Survey Participant	Applicable Job Title(s)	Associate's Degree	Bachelor's Degree	Master's Degree	Additional Policy Information
City of Tacoma	Detective, Officer, Specialist, Sergeant	2.00%	NA	NA	For successful attainment of a two year degree and above
City of Vancouver	Officer, Corporal, Sergeant	2.50%	5.00%	NA	Employee's degree must be job-related or contribute to improved performance.
City of Wenatchee	Police Officer and Sergeant	1.75%	3.50%	NA	
City of Yakima	Police Officer, Sergeant, Lieutenant, Captain	1.50%	3.00%	4.00%	
Participant Average (percentages only)		3.88%	5.22%	6.53%	
Washington State Patrol	All Ranks	2.00%	4.00%	6.00%	Master's Degree: Lieutenants and Captains only

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAY DIFFERENTIAL PRACTICES

3c - SHIFT PAY SUMMARY

Survey Participant	Applicable Job Title(s)	2nd Shift Amount	3rd Shift Amount	Additional Policy Information
State of Arizona	NA			
State of California	NA			
State of Idaho	Trooper	5.00%	5.00%	Paid when 50% or more of assigned hours occur between 6:00pm and 7:00am
State of Nevada	All Ranks	5.00%	5.00%	Qualifying shift - a period of 8 hours or more, 4 must fall between 6pm and 7am
State of Oregon	NA			
County of Clark	Deputy, Sergeant	\$624	\$832	Annual amount; \$0.30 per hour for 2nd Shift (1200-1759), \$0.40 per hour for 3rd Shift (1800-2400)
County of Grant	NA			
County of King	NA			
County of Kitsap	NA			
County of Pierce	NA			
County of Snohomish	Deputy and Sergeant	1.00%	2.00%	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAY DIFFERENTIAL PRACTICES

3c - SHIFT PAY SUMMARY

Survey Participant	Applicable Job Title(s)	2nd Shift Amount	3rd Shift Amount	Additional Policy Information
County of Spokane	Deputy Sheriff, Detective/Corporal, Sergeant	1.00%	2.00%	% of top step Deputy pay (2nd Shift: 6:00pm - 2:00am, 3rd Shift is 2:00am - 10:00am)
County of Thurston	NA			
County of Whatcom	NA			
County of Yakima	NA			
City of Bellevue	NA			
City of Bellingham	NA			
City of Bremerton	NA			
City of Everett	NA			
City of Federal Way	NA			
City of Kent	NA			
City of Kirkland	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAY DIFFERENTIAL PRACTICES

3c - SHIFT PAY SUMMARY

Survey Participant	Applicable Job Title(s)	2nd Shift Amount	3rd Shift Amount	Additional Policy Information
City of Renton	NA			
City of Seattle	NA			
City of Spokane	Police Officer, Detective, Corporal, Sergeant	.75%	1.50%	2nd Shift (10:00 - 20:40), 3rd Shift (16:00 - 02:40)
City of Tacoma	All Ranks	3.00%	5.00%	Second Relief 1300-2300, 1230-2230; 1200 - 1800; Third Relief 2000-0600, 1930-0530, 1800-0500
City of Vancouver	Officer, Corporal, Sergeant/Lieutenant	\$520	\$728	2nd Shift (1500-0130) \$0.25 ; 3rd Shift: (2000 - 0630) \$0.35 (Lieutenants receive \$0.50)
City of Wenatchee	Police Officer and Sergeant	\$720	\$720	Annual amount; Uniform Personnel assigned to work rotating or straight night shifts shall receive a monthly premium of \$60 effective Jan 1, 2012.
City of Yakima	Police Officer, Sergeant, Lieutenant, Captain	1.00%	1.75%	2nd Shift: between 9AM-3PM, 3rd Shift: between 3PM-7PM
Participant Average (percentages only)		2.39%	3.18%	
Washington State Patrol	Trooper and Sergeant	5.00%	5.00%	Paid for hours worked between 6:00pm - 6:00am

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAY DIFFERENTIAL PRACTICES

3d - GEOGRAPHIC LOCATION PAY

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	Officer, Sergeant	5.00%	Yes	Remote/non-metro locations
State of California	NA			
State of Idaho	Trooper	\$2,080	Yes	Annual amount (\$1.00 per hour) for positions stationed in "remote" locations as defined in Residency policy.
State of Nevada	NA			
State of Oregon	NA			
County of Clark	NA			
County of Grant	NA			
County of King	NA			
County of Kitsap	NA			
County of Pierce	NA			
County of Snohomish	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAY DIFFERENTIAL PRACTICES

3d - GEOGRAPHIC LOCATION PAY

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
County of Spokane	NA			
County of Thurston	NA			
County of Whatcom	Deputy	3.00%	Yes	3% of top-step Deputy wage per month
County of Yakima	NA			
City of Bellevue	NA			
City of Bellingham	NA			
City of Bremerton	NA			
City of Everett	NA			
City of Federal Way	NA			
City of Kent	NA			
City of Kirkland	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAY DIFFERENTIAL PRACTICES

3d - GEOGRAPHIC LOCATION PAY

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Renton	NA			
City of Seattle	NA			
City of Spokane	NA			
City of Tacoma	NA			
City of Vancouver	NA			
City of Wenatchee	NA			
City of Yakima	NA			
Participant Average (percentages only)		4.00%		
Washington State Patrol	All Ranks	3.00%	Yes	Pierce County
Washington State Patrol	All Ranks	5.00%	Yes	Snohomish County
Washington State Patrol	All Ranks	10.00%	Yes	King County

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY

4a - SPECIALTY PAY LIMITS

Survey Participant	Limits?	Annual Amount	Specialty Pay Limit Policy Information
State of Arizona	No	NA	
State of California	No	NA	
State of Idaho	Yes	NA	Employee may only receive payment for up to 2 of the following specialties at the same time: Armorer, Firearms Instructor, SWAT, Crash Reconstructionist, and Drug Recognition Expert. All other specialties are considered separate and have no limitations.
State of Nevada	No	NA	
State of Oregon	No	NA	
County of Clark	Yes	NA	Only one specialty or incentive pay/premium may be received at one time.
County of Grant	No	NA	
County of King	Yes	NA	Only one specialty or incentive pay/premium may be received at one time.
County of Kitsap	Yes	NA	No employee shall receive more than one (1) of the premiums set forth at any given time

NA - Not applicable

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY

4a - SPECIALTY PAY LIMITS

Survey Participant	Limits?	Annual Amount	Specialty Pay Limit Policy Information
County of Pierce	Yes	NA	Hazardous duty pay shall not be stacked under more than one hazardous duty category or with incentive pay. If an employee qualifies for both hazardous duty and incentive pay, he/she shall receive only hazardous duty pay.
County of Snohomish	Yes	3.00%	
County of Spokane	No	NA	
County of Thurston	Yes	NA	Except for Instructors/Field Training Officers, only one specialty or incentive pay/premium may be received at one time.
County of Whatcom	No	NA	
County of Yakima	Yes	NA	If designated as an Instructor, Deputy can only receive 1 premium pay for any number of skills (ex: Defensive Tactics, EVOC)
City of Bellevue	Yes	NA	Limited to one specialty pay at a time.
City of Bellingham	No	NA	
City of Bremerton	Yes	NA	Field training officer premium may not be pyramided for officers receiving MPO premium.

NA - Not applicable

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY

4a - SPECIALTY PAY LIMITS

Survey Participant	Limits?	Annual Amount	Specialty Pay Limit Policy Information
City of Everett	Yes	4.00%	Limited to 4% for any speciality assignment regardless of the number of teams. Master Police Officer specialty is separate and limited to 10%. If an officer with a 4% pay is assigned as an FTO they receive an additional 6% (for 10% total).
City of Federal Way	Yes	NA	Non-Pyramiding
City of Kent	Yes	NA	Non-Pyramiding
City of Kirkland	No	NA	
City of Renton	No	NA	
City of Seattle	Yes	NA	Employees may receive only one speciality pay premium at a time.
City of Spokane	Yes	NA	Only two specialties are allowed at one time, which must be approved by the Chief of Police.
City of Tacoma	No	NA	
City of Vancouver	No	NA	

NA - Not applicable

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY

4a - SPECIALTY PAY LIMITS

Survey Participant	Limits?	Annual Amount	Specialty Pay Limit Policy Information
City of Wenatchee	No	NA	
City of Yakima	Yes	\$150	If designated as an Instructor, Deputy can only receive 1 premium pay for any number of skills (ex: Defensive Tactics, EVOC)
Participant Average (percentages only)		3.50%	
Washington State Patrol	Yes	NA	Only two specialty or incentive pay/premiums may be received at one time.

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4b - ACADEMY STAFF

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	NA			
State of Idaho	NA			
State of Nevada	NA			
State of Oregon	NA			
County of Clark	NA			
County of Grant	NA			
County of King	NA			
County of Kitsap	NA			
County of Pierce	NA			
County of Snohomish	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4b - ACADEMY STAFF

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
County of Spokane	NA			
County of Thurston	NA			
County of Whatcom	NA			
County of Yakima	NA			
City of Bellevue	NA			
City of Bellingham	NA			
City of Bremerton	NA			
City of Everett	NA			
City of Federal Way	NA			
City of Kent	NA			
City of Kirkland	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4b - ACADEMY STAFF

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Renton	NA			
City of Seattle	Officer and Sergeant	3.00%	Yes	
City of Spokane	Police Officer, Detective, Corporal, Sergeant	3.00%	Yes	
City of Tacoma	NA			
City of Vancouver	NA			
City of Wenatchee	NA			
City of Yakima	NA			
Participant Average (percentages only)		3.00%		
Washington State Patrol	Troopers and Sergeants	5.00%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4c - ARMORER

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	NA			
State of Idaho	All Ranks	\$520	Yes	Annual amount, \$0.25 per hour
State of Nevada	NA			
State of Oregon	NA			
County of Clark	NA			
County of Grant	NA			
County of King	NA			
County of Kitsap	NA			
County of Pierce	NA			
County of Snohomish	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4c - ARMORER

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
County of Spokane	Deputy Sheriff, Detective/Corporal, Sergeant	3.00%	Yes	% of top step Deputy pay
County of Thurston	NA			
County of Whatcom	NA			
County of Yakima	NA			
City of Bellevue	NA			
City of Bellingham	Officer	1.50%	Yes	
City of Bremerton	NA			
City of Everett	NA			
City of Federal Way	NA			
City of Kent	NA			
City of Kirkland	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4c - ARMORER

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Renton	NA			
City of Seattle	NA			
City of Spokane	NA			
City of Tacoma	NA			
City of Vancouver	NA			
City of Wenatchee	NA			
City of Yakima	NA			
Participant Average (percentages only)		2.25%		
Washington State Patrol	Troopers and Sergeants	2.00%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4d - AUTO THEFT OF THE YEAR

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	NA			
State of Idaho	NA			
State of Nevada	NA			
State of Oregon	NA			
County of Clark	NA			
County of Grant	NA			
County of King	NA			
County of Kitsap	NA			
County of Pierce	NA			
County of Snohomish	NA			
County of Spokane	NA			
County of Thurston	NA			
County of Whatcom	NA			
County of Yakima	NA			
City of Bellevue	NA			
City of Bellingham	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4d - AUTO THEFT OF THE YEAR

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Bremerton	NA			
City of Everett	NA			
City of Federal Way	NA			
City of Kent	NA			
City of Kirkland	NA			
City of Renton	NA			
City of Seattle	NA			
City of Spokane	NA			
City of Tacoma	NA			
City of Vancouver	NA			
City of Wenatchee	NA			
City of Yakima	NA			
Participant Average (percentages only)		NA		
Washington State Patrol	Troopers and Sergeants	3.00%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4e - BOMB TECHNICIAN

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	NA			
State of Idaho	NA			
State of Nevada	NA			
State of Oregon	Trooper & Sergeant	10.00%	No	
County of Clark	NA			
County of Grant	NA			
County of King	Deputy and Sergeant	10.00%	Yes	Must be in assignment for more than one month to receive premium
County of Kitsap	Deputy, Sergeant, Lieutenant	3.50%	Yes	
County of Pierce	Deputy, Sergeant	3.00%	Yes	3% of top step Deputy base pay (biweekly).
County of Snohomish	Sergeant	6.00%	Yes	6% incentive/specialty pay calculated on the applicable base pay step of their classification

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4e - BOMB TECHNICIAN

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
County of Spokane	Deputy Sheriff, Detective/Corporal, Sergeant	6.00%	Yes	% of top step Deputy pay
County of Thurston	NA			
County of Whatcom	Deputy	3.00%	Yes	% of top-step Deputy wage
County of Yakima	NA			
City of Bellevue	Officer and Lieutenant	4.00%	Yes	
City of Bellingham	Officer	1.00%	Yes	
City of Bremerton	NA			
City of Everett	Police Officer	4.00%	Yes	
City of Federal Way	Officer	3.00%	Yes	
City of Federal Way	Lieutenant	5.00%	Yes	
City of Kent	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4e - BOMB TECHNICIAN

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Kirkland	NA			
City of Renton	NA			
City of Seattle	Officer and Sergeant (Detective)	5.00%	Yes	4.00% for Detective + 5% for Bomb Squad
City of Spokane	Police Officer, Detective, Corporal, Sergeant	6.00%	Yes	
City of Tacoma	Detective, Officer, Specialist, Sergeant	5.00%	Yes	
City of Vancouver	NA			
City of Wenatchee	NA			
City of Yakima	NA			
Participant Average (percentages only)		4.97%		
Washington State Patrol	Troopers and Sergeants	5.00%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4f - CANINE HANDLER

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	Officer and Sergeant	\$1,880	No	Annual amount; paid \$156.65 monthly
State of Idaho	NA			
State of Nevada	NA			
State of Oregon	NA			
County of Clark	Deputy and Sergeant	1.50%	Yes	1 Hour of shift is for care of K-9. Special pay after 12 continuous month of specialty unit/position and paid for duration of employment.
County of Grant	NA			
County of King	Deputy and Sergeant	10.00%	Yes	Minimum of one month; Additional two hours of overtime per month
County of Kitsap	Deputy, Sergeant, Lieutenant	3.50%	Yes	
County of Pierce	Deputy, Sergeant	6.00%	Yes	6% of top step Deputy pay +1/2hr paid duty time.
County of Snohomish	Sergeant	6.00%	Yes	6% incentive/specialty pay calculated on the applicable base pay step of their classification

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4f - CANINE HANDLER

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
County of Spokane	Deputy Sheriff, Detective/Corporal, Sergeant	4.50%	Yes	% of top step Deputy pay
County of Thurston	Deputy, Sergeant, Lieutenant	3.00%	Yes	
County of Whatcom	Deputy	3.50%	Yes	% of top-step Deputy wage
County of Yakima	Deputy		No	8 hours base pay per pay period; Deputy also received Call Out rate of pay if actually called out
City of Bellevue	Officer and Lieutenant	4.00%	Yes	
City of Bellingham	Officer and Sergeant	4.00%	Yes	Plus two hours per week overtime pay
City of Bremerton	Officer		No	Stipend 3 hours per week at 48% of Step 5 police officer overtime rate
City of Everett	Police Officer	4.00%	Yes	+1/2 hour paid duty time per day for K9 care
City of Federal Way	Officer	3.00%	Yes	
City of Kent	Officer, Sergeant	3.50%		
City of Kirkland	Police Officer	4.00%		The handler will receive 4% (four percent) premium pay added to the monthly rate of pay of the employee's current classification.

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4f - CANINE HANDLER

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Renton	Officer	3.00%	Yes	
City of Spokane	Police Officer, Detective, Corporal, Sergeant	3.00%	Yes	
City of Tacoma	Detective, Officer, Specialist, Sergeant	5.00%	Yes	One hour per shift shall be allocated for dog care and training.
City of Vancouver	NA			
City of Wenatchee	Police Officer and Sergeant			K-9 Duty Premium: Officers assigned to canine duties shall receive three (3) hours of overtime pay per month in addition to his/her overtime hours
City of Yakima	Police Officer, Sergeant, Lieutenant, Captain	2.00%	Yes	
Participant Average (percentages only)		4.08%		
Washington State Patrol	Troopers and Sergeants	3.00%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4g - CANINE TRAINING OFFICER

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	Officer	5.00%	Yes	The daily rate of pay shall be calculated by dividing the employee's base pay by 21.667 (average work days per month) and multiplying by 5%.
State of Idaho	NA			
State of Nevada	NA			
State of Oregon	NA			
County of Clark	Deputy and Sergeant	1.50%	Yes	1 Hour of shift is for care of K-9. Special pay after 12 continuous month of specialty unit/position and paid for duration of employment.
County of Grant	NA			
County of King	NA			
County of Kitsap	Deputy, Sergeant, Lieutenant	3.50%	Yes	
County of Pierce	NA			
County of Snohomish	Sergeant	6.00%	Yes	6% incentive/specialty pay calculated on the applicable base pay step of their classification

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4g - CANINE TRAINING OFFICER

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
County of Spokane	NA			
County of Thurston	NA			
County of Whatcom	NA			
County of Yakima	NA			
City of Bellevue	NA			
City of Bellingham	Officer	2.00%	Yes	Received in addition to 3.75% canine handler premium
City of Bremerton	NA			
City of Everett	NA			
City of Federal Way	NA			
City of Kent	NA			
City of Kirkland	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4g - CANINE TRAINING OFFICER

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Renton	NA			
City of Seattle	Officer and Sergeant	3.00%	Yes	
City of Spokane	Police Officer, Detective, Corporal, Sergeant	3.00%	Yes	
City of Tacoma	NA			
City of Vancouver	NA			
City of Wenatchee	NA			
City of Yakima	NA			
Participant Average (percentages only)		3.43%		
Washington State Patrol	Troopers and Sergeants	5.00%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4h - CERTIFIED RECONSTRUCTIONIST

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	NA			
State of Idaho	All Ranks	\$520	Yes	Annual amount, \$0.25 per hour
State of Nevada	NA			
State of Oregon	NA			
County of Clark	NA			
County of Grant	NA			
County of King	NA			
County of Kitsap	Deputy, Sergeant, Lieutenant	3.50%	Yes	
County of Pierce	NA			
County of Snohomish	Sergeant	6.00%	Yes	6% incentive/specialty pay calculated on the applicable base pay step of their classification

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4h - CERTIFIED RECONSTRUCTIONIST

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
County of Spokane	NA			
County of Thurston	NA			
County of Whatcom	NA			
County of Yakima	NA			
City of Bellevue	Officer and Lieutenant	4.00%	Yes	
City of Bellingham	NA			
City of Bremerton	NA			
City of Everett	NA			
City of Federal Way	Officer	3.00%	Yes	
City of Federal Way	Lieutenant	5.00%	Yes	
City of Kent	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4h - CERTIFIED RECONSTRUCTIONIST

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Kirkland	NA			
City of Renton	NA			
City of Seattle	NA			
City of Spokane	NA			
City of Tacoma	NA			
City of Vancouver	NA			
City of Wenatchee	NA			
City of Yakima	NA			
Participant Average (percentages only)		4.30%		
Washington State Patrol	Troopers and Sergeants	\$750	No	Per Year

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4i - CERTIFIED TECHNICAL SPECIALIST

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	NA			
State of Idaho	NA			
State of Nevada	NA			
State of Oregon	NA			
County of Clark	Deputy and Sergeant	1.50%	Yes	Special pay after 12 continuous month of specialty unit/position.
County of Grant	NA			
County of King	NA			
County of Kitsap	Deputy, Sergeant, Lieutenant	3.50%	Yes	
County of Pierce	NA			
County of Snohomish	Sergeant	6.00%	Yes	6% incentive/specialty pay calculated on the applicable base pay step of their classification
County of Spokane	NA			
County of Thurston	NA			
County of Whatcom	NA			
County of Yakima	NA			
City of Bellevue	NA			

NA - Not applicable

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4i - CERTIFIED TECHNICAL SPECIALIST

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Bellingham	NA			
City of Bremerton	NA			
City of Everett	NA			
City of Federal Way	NA			
City of Kent	NA			
City of Kirkland	NA			
City of Renton	NA			
City of Seattle	NA			
City of Spokane	NA			
City of Tacoma	NA			
City of Vancouver	NA			
City of Wenatchee	NA			
City of Yakima	NA			
Participant Average (percentages only)		3.67%		
Washington State Patrol	Troopers and Sergeants	\$500	No	Per Year

NA - Not applicable

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4j - CERTIFIED TECHNICIAN OF THE YEAR

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	NA			
State of Idaho	NA			
State of Nevada	NA			
State of Oregon	NA			
County of Clark	NA			
County of Grant	NA			
County of King	NA			
County of Kitsap	NA			
County of Pierce	NA			
County of Snohomish	NA			
County of Spokane	NA			
County of Thurston	NA			
County of Whatcom	NA			
County of Yakima	NA			
City of Bellevue	NA			
City of Bellingham	NA			
City of Bremerton	NA			
City of Everett	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4j - CERTIFIED TECHNICIAN OF THE YEAR

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Federal Way	NA			
City of Kent	NA			
City of Kirkland	NA			
City of Renton	NA			
City of Seattle	NA			
City of Spokane	NA			
City of Tacoma	NA			
City of Vancouver	NA			
City of Wenatchee	NA			
City of Yakima	NA			
Participant Average (percentages only)		NA		
Washington State Patrol	Troopers and Sergeants	3.00%	Yes	

NA - Not applicable

Data effective January 1, 2014

STATE OF WASHINGTON 2014 STATE PATROL SURVEY
SPECIALTY PAY PRACTICES

4k - COMMAND PILOT

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	NA			
State of Idaho	NA			
State of Nevada	NA			
State of Oregon	Trooper & Sergeant	12.00%	No	Paid at 12% for the first 1,000 hours, then at 15% thereafter
County of Clark	NA			
County of Grant	NA			
County of King	Deputy and Sergeant	10.00%	Yes	Flight Pay
County of Kitsap	NA			
County of Pierce	Deputy, Sergeant	3.00%	Yes	3% of the top step Deputy base pay (biweekly).
County of Snohomish	NA			
County of Spokane	NA			
County of Thurston	NA			
County of Whatcom	NA			
County of Yakima	NA			
City of Bellevue	NA			
City of Bellingham	NA			
City of Bremerton	NA			
City of Everett	NA			
City of Federal Way	NA			
City of Kent	NA			
City of Kirkland	NA			

NA - Not applicable

STATE OF WASHINGTON 2014 STATE PATROL SURVEY
SPECIALTY PAY PRACTICES

4k - COMMAND PILOT

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Renton	NA			
City of Seattle	NA			
City of Spokane	NA			
City of Tacoma	NA			
City of Vancouver	NA			
City of Wenatchee	NA			
City of Yakima	NA			
Participant Average (percentages only)		8.33%		
Washington State Patrol	Troopers and Sergeants	15.00%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4I - DETECTIVE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	Officer	\$600		Annual amount; \$50 monthly
State of Idaho	NA			
State of Nevada	NA			
State of Oregon	NA			
County of Clark	Deputy and Sergeant	1.25%	Yes	Special pay after 12 continuous month of specialty unit/position.
County of Grant	NA			
County of King	Deputy and Sergeant	6.00%	Yes	
County of Kitsap	Deputy, Sergeant, Lieutenant	3.50%	Yes	
County of Pierce	NA			
County of Snohomish	Deputy and Sergeant	3.00%	Yes	3% of the top step of their respective classification

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4I - DETECTIVE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
County of Spokane	NA			
County of Thurston	Detective, Detective Sergeants, Detective Lieutenants	4.00%	Yes	
County of Whatcom	Deputy	3.00%	Yes	% of top-step Deputy wage
County of Yakima	NA			
City of Bellevue	Officer and Lieutenant	4.00%	Yes	
City of Bellingham	NA			
City of Bremerton	NA			
City of Everett	Police Officer	4.00%	Yes	
City of Federal Way	Officer	3.00%	Yes	
City of Federal Way	Lieutenant	5.00%	Yes	
City of Kent	Officer, Sergeant	3.50%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4I - DETECTIVE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Kirkland	Police Officer	4.00%		Detectives shall receive a 4% (four percent) premium added to the monthly rate of pay of the employee's current classification.
City of Renton	Officer	3.00%	Yes	
City of Seattle	Officer and Sergeant	4.00%	Yes	
City of Spokane	NA			
City of Tacoma	NA			
City of Vancouver	NA			
City of Wenatchee	Police Officer and Sergeant			Detectives On-Call Premium: Officers assigned to on-call detective duties for more than two (2) consecutive months shall receive five (5) hours of overtime
City of Yakima	Police Officer, Sergeant, Lieutenant, Captain	3.00%	Yes	
Participant Average (percentages only)		3.62%		
Washington State Patrol	Troopers and Sergeants	3.00%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4m - DETECTIVE OF THE YEAR

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	NA			
State of Idaho	NA			
State of Nevada	NA			
State of Oregon	NA			
County of Clark	NA			
County of Grant	NA			
County of King	NA			
County of Kitsap	NA			
County of Pierce	NA			
County of Snohomish	NA			
County of Spokane	NA			
County of Thurston	NA			
County of Whatcom	NA			
County of Yakima	NA			
City of Bellevue	NA			
City of Bellingham	NA			
City of Bremerton	NA			
City of Federal Way	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4m - DETECTIVE OF THE YEAR

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Kent	NA			
City of Kirkland	NA			
City of Renton	NA			
City of Seattle	NA			
City of Spokane	NA			
City of Tacoma	NA			
City of Vancouver	NA			
City of Wenatchee	NA			
City of Yakima	NA			
Participant Average (percentages only)		NA		
Washington State Patrol	Troopers and Sergeants	\$200	Yes	Annual amount

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4n - DRUG RECOGNITION EXPERT

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	NA			
State of Idaho	All Ranks	\$520	Yes	Annual amount, \$0.25 per hour
State of Nevada	NA			
State of Oregon	NA			
County of Clark	NA			
County of Grant	NA			
County of King	NA			
County of Kitsap	NA			
County of Pierce	NA			
County of Snohomish	NA			
County of Spokane	NA			
County of Thurston	NA			
County of Whatcom	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4n - DRUG RECOGNITION EXPERT

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
County of Yakima	Deputy	\$600	No	Annual amount; \$50 per month
City of Bellevue	NA			
City of Bellingham	NA			
City of Bremerton	NA			
City of Everett	NA			
City of Federal Way	NA			
City of Kent	NA			
City of Kirkland	NA			
City of Renton	NA			
City of Seattle	NA			
City of Spokane	Police Officer, Detective, Corporal, Sergeant	4.00%	Yes	
City of Tacoma	NA			
City of Vancouver	NA			
City of Wenatchee	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4n - DRUG RECOGNITION EXPERT

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Yakima	NA			
Participant Average (dollar amounts only)		\$560		
Washington State Patrol	Troopers and Sergeants	\$500	No	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4o - DUAL LANGUAGE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	All Ranks	\$1,200	No	Annual amount; \$100 monthly
State of Idaho	All Ranks	\$520	Yes	Annual amount, \$0.25 per hour
State of Nevada	NA			
State of Oregon	Trooper & Sergeant	5.00%	No	
County of Clark	NA			
County of Grant	NA			
County of King	NA			
County of Kitsap	NA			
County of Pierce	NA			
County of Snohomish	NA			
County of Spokane	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4o - DUAL LANGUAGE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
County of Thurston	Deputy, Sergeant, Lieutenant	2.00%	Yes	
County of Whatcom	NA			
County of Yakima	Deputy	\$600	No	Annual amount; \$50 per month
City of Bellevue	NA			
City of Bellingham	Officer	1.00%	No	American Sign Language, Signing Exact English, Spanish qualify for premium
City of Bremerton	NA			
City of Everett	NA			
City of Federal Way	NA			
City of Kent	Officer, Sergeant	\$1,200	Yes	Annual amount; \$100 per month
City of Kirkland	NA			
City of Renton	Officer	3.00%		Interpreters
City of Seattle	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4o - DUAL LANGUAGE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Spokane	NA			
City of Tacoma	Detective, Officer, Specialist, Sergeant	2.00%	Yes	
City of Vancouver	NA			
City of Wenatchee	Police Officer and Sergeant	1.50%		Spanish and Russian: Competency shall be determined by the successful completion on a mutually agreeable examination.
City of Yakima	Police Officer, Sergeant, Lieutenant, Captain	3.00%	Yes	
Participant Average (percentages only)		2.50%		
Washington State Patrol	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4p - EXECUTIVE PROTECTION UNIT

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	Officers, Sergeants, Captain	10.00%	Yes	
State of California	NA			
State of Idaho	Trooper	10.00%	Yes	
State of Nevada	NA			
State of Oregon	NA			
County of Clark	NA			
County of Grant	NA			
County of King	NA			
County of Kitsap	NA			
County of Pierce	NA			
County of Snohomish	NA			
County of Spokane	NA			
County of Thurston	NA			
County of Whatcom	NA			
County of Yakima	NA			
City of Bellevue	NA			
City of Bellingham	NA			
City of Bremerton	NA			
City of Everett	NA			

NA - Not applicable

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4p - EXECUTIVE PROTECTION UNIT

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Federal Way	NA			
City of Kent	NA			
City of Kirkland	NA			
City of Renton	NA			
City of Seattle	NA			
City of Spokane	NA			
City of Tacoma	NA			
City of Vancouver	NA			
City of Wenatchee	NA			
City of Yakima	NA			
Participant Average (percentages only)		10.00%		
Washington State Patrol	Troopers and Sergeants	10.00%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4q - FIELD TRAINING OFFICER

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	Officer	5.00%	Yes	The daily rate of pay shall be calculated by dividing the employee's base pay by 21.667 (average work days per month) and multiplying by 5%.
State of Idaho	NA			
State of Nevada	NA			
State of Oregon	Trooper	5.00%	No	paid when actually training Recruit
County of Clark	Deputy and Sergeant	5.00%	Yes	
County of Grant	NA			
County of King	Sergeant	2.50%	Yes	Sergeants who are assigned as the Precinct Phase 2 FTO Sergeant on a full time basis will receive two and one half (2-1/2) percent above Step 3 of the Sergeant's pay range while so assigned.
County of Kitsap	Deputy, Sergeant, Lieutenant	3.50%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4q - FIELD TRAINING OFFICER

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
County of Pierce	Deputy Sheriff	5.00%	Yes	5% step up of base pay for day they supervise.
County of Snohomish	Deputy and Sergeant	3.00%	Yes	3% of the top step of their respective classification
County of Spokane	Deputy Sheriff, Detective/Corporal, Sergeant	3.00%	Yes	% of top step Deputy pay
County of Thurston	Deputy, Sergeant, Lieutenant	3.00%	Yes	
County of Whatcom	Deputy	3.00%	Yes	% of top-step Deputy wage
County of Yakima	Deputy	\$600	No	Annual amount; \$50 - \$150 per month
City of Bellevue	Officer and Lieutenant	4.00%	Yes	
City of Bellingham	Officer	5.00%	Yes	Only while training
City of Bremerton	Officer	3.00%	Yes	3% of base monthly rate of pay, only when performing duties for an entire shift. Cannot be pyramided for officers receiving MPO premium.

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4q - FIELD TRAINING OFFICER

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Everett	Police Officer	10.00%	Yes	Master Police Officers are assigned to FTO duties. If other officers are assigned they receive 10%.
City of Federal Way	Officer	7.00%	Yes	Officer receives 3% for all time spent in actual training. Lieutenant receives 3% for all time when there is an officer in the FTP program
City of Kent	Officer, Sergeant	6.00%	Yes	
City of Kirkland	Police Officer			Police Training Officers will receive two (2) hours of overtime in addition to regular hours worked for each week in which two (2) or more days are engaged in active training.
City of Renton	Officer	4.00%	Yes	
City of Seattle	NA			
City of Spokane	Police Officer, Detective, Corporal, Sergeant	3.00%	Yes	
City of Tacoma	Police Officer	5.00%	Yes	
City of Vancouver	Officer, Corporal, Sergeant	5.00%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4q - FIELD TRAINING OFFICER

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Wenatchee	Police Officer and Sergeant			Officer shall receive an hour and a half of overtime pay per shift when working with a student officer, but shall not earn more in any given month than 10% of base wage.
City of Yakima	Police Officer and Sergeant	5.00%	Yes	
Participant Average (percentages only)		4.52%		
Washington State Patrol	Troopers and Sergeants	10.00%	Yes	10% for troopers, 5% for sergeants

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4r - MOTORCYCLE OFFICER

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	Officer and Sergeant	4.00%	Yes	
State of Idaho	Trooper and Sergeant	10.00%	Yes	
State of Nevada	NA			
State of Oregon	NA			
County of Clark	NA			
County of Grant	NA			
County of King	Deputy and Sergeant	3.00%	Yes	
County of Kitsap	NA			
County of Pierce	Deputy, Sergeant	\$910	No	Annual amount; \$35 per pay cycle (biweekly)
County of Snohomish	NA			
County of Spokane	NA			
County of Thurston	NA			
County of Whatcom	NA			
County of Yakima	NA			
City of Bellevue	Officer and Lieutenant	4.00%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4r - MOTORCYCLE OFFICER

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Bellingham	NA			
City of Bremerton	NA			
City of Everett	Police Officer	4.00%	Yes	
City of Federal Way	Officer	3.00%	Yes	
City of Kent	NA			
City of Kirkland	NA			
City of Renton	NA			
City of Seattle	Officer and Sergeant	3.00%	Yes	
City of Spokane	Police Officer, Detective, Corporal, Sergeant	3.00%	Yes	
City of Tacoma	Police Officer	5.00%	Yes	
City of Vancouver	NA			
City of Wenatchee	NA			
City of Yakima	Police Officer, Sergeant, Lieutenant, Captain	2.00%	Yes	
Participant Average (percentages only)		4.10%		
Washington State Patrol	Troopers and Sergeants	4.00%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4s - MULTI-ENGINE PILOT

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	NA			
State of Idaho	NA			
State of Nevada	NA			
State of Oregon	NA			
County of Clark	NA			
County of Grant	NA			
County of King	Deputy and Sergeant	10.00%		Flight Pay
County of Kitsap	NA			
County of Pierce	Deputy, Sergeant	3.00%	Yes	3% of the top step Deputy base pay (biweekly).
County of Snohomish	NA			
County of Spokane	NA			
County of Thurston	NA			
County of Whatcom	NA			
County of Yakima	NA			
City of Bellevue	NA			
City of Bellingham	NA			
City of Bremerton	NA			
City of Everett	NA			

NA - Not applicable

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4s - MULTI-ENGINE PILOT

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Federal Way	NA			
City of Kent	NA			
City of Kirkland	NA			
City of Renton	NA			
City of Seattle	NA			
City of Spokane	NA			
City of Tacoma	NA			
City of Vancouver	NA			
City of Wenatchee	NA			
City of Yakima	NA			
Participant Average (percentages only)		6.50%		
Washington State Patrol	Troopers, Sergeants, and Lieutenants	10.00%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4t - SINGLE ENGINE PILOT

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	NA			
State of Idaho	NA			
State of Nevada	NA			
State of Oregon	NA			
County of Clark	NA			
County of Grant	NA			
County of King	Deputy and Sergeant	10.00%		Flight Pay
County of Kitsap	NA			
County of Pierce	Deputy, Sergeant	3.00%	Yes	3% of the top step Deputy base pay (biweekly).
County of Snohomish	NA			
County of Spokane	NA			
County of Thurston	NA			
County of Whatcom	NA			
County of Yakima	NA			
City of Bellevue	NA			

NA - Not applicable

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4t - SINGLE ENGINE PILOT

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Bellingham	NA			
City of Bremerton	NA			
City of Everett	NA			
City of Federal Way	NA			
City of Kent	NA			
City of Kirkland	NA			
City of Renton	NA			
City of Seattle	NA			
City of Spokane	NA			
City of Tacoma	NA			
City of Vancouver	NA			
City of Wenatchee	NA			
City of Yakima	NA			
Participant Average (percentages only)		6.50%		
Washington State Patrol	Troopers, Sergeants, and Lieutenants	5.00%	Yes	

NA - Not applicable

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4u - SWAT

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	NA			
State of Idaho	All Ranks	\$520		Annual amount, \$0.25 per hour
State of Nevada	NA			
State of Oregon	NA			
County of Clark	Deputy and Sergeant	1.50%	Yes	Special pay after 12 continuous month of specialty unit/position.
County of Grant	NA			
County of King	Deputy and Sergeant	10.00%	Yes	TAC 30 Team
County of Kitsap	Deputy, Sergeant, Lieutenant	3.50%	Yes	
County of Pierce	Deputy, Sergeant	3.00%	Yes	3% of the top step Deputy base pay (biweekly).
County of Snohomish	Deputy and Sergeant	3.00%	Yes	3% of the top step of their respective classification
County of Spokane	Deputy Sheriff, Detective/Corporal, Sergeant	3.00%	Yes	% of top step Deputy pay
County of Thurston	Deputy, Sergeant, Lieutenant	3.00%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4u - SWAT

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
County of Whatcom	NA			
County of Yakima	NA			
City of Bellevue	NA			
City of Bellingham	Officers and Sergeants	2.00%	Yes	
City of Bremerton	NA			
City of Everett	Police Officer	4.00%	Yes	
City of Federal Way	Lieutenant	5.00%	Yes	
City of Federal Way	Officer	3.00%	Yes	
City of Kent	Officer, Sergeant	3.50%	Yes	
City of Kirkland	NA			
City of Renton	Officer and Sergeant	4.00%	Yes	
City of Seattle	Officer and Sergeant	3.00%	Yes	
City of Spokane	Police Officer, Detective, Corporal, Sergeant	3.00%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4u - SWAT

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Tacoma	Detective, Officer, Specialist, Sergeant	5.00%	Yes	
City of Vancouver	NA			
City of Wenatchee	NA			
City of Yakima	Police Officer, Sergeant, Lieutenant, Captain	2.00%	Yes	
Participant Average (percentages only)		3.62%		
Washington State Patrol	Troopers, Sergeants, and Lieutenants	3.00%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4v - TROOPER OF THE YEAR

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
State of Arizona	NA			
State of California	NA			
State of Idaho	NA			
State of Nevada	NA			
State of Oregon	NA			
County of Clark	NA			
County of Grant	NA			
County of King	NA			
County of Kitsap	NA			
County of Pierce	NA			
County of Snohomish	NA			
County of Spokane	NA			
County of Thurston	NA			
County of Whatcom	NA			
County of Yakima	NA			
City of Bellevue	NA			
City of Bellingham	NA			
City of Bremerton	NA			
City of Everett	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SPECIALTY PAY PRACTICES

4v - TROOPER OF THE YEAR

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Included in Overtime Pay	Additional Policy Information
City of Federal Way	NA			
City of Kent	NA			
City of Kirkland	NA			
City of Renton	NA			
City of Seattle	NA			
City of Spokane	NA			
City of Tacoma	NA			
City of Vancouver	NA			
City of Wenatchee	NA			
City of Yakima	NA			
Participant Average (percentages only)		NA		
Washington State Patrol	Trooper	3.00%	Yes	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5a - CLEANING ALLOWANCE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
State of Arizona	NA			
State of California	All Ranks, except Cadets	\$300	Recurring	Annual amount; \$25 monthly
State of Idaho	All Ranks	\$420	Recurring	Annual amount; up to \$35 per month
State of Nevada	NA			
State of Oregon	Trooper & Sergeant	\$480	Recurring	Annual amount; \$40 monthly
County of Clark	Deputy, Sergeant, Commander			Three sets of uniforms per week, including sweaters.
County of Grant	Deputies, Detective, Corporal, Sergeants			100% all uniform cleaning and repair provided by Employer for all personnel required to wear uniforms.
County of King	NA			
County of Kitsap	Deputy, Sergeant, Lieutenant			Employer provided cleaning shall be restricted to 16 clothing items per month
County of Pierce	NA			
County of Snohomish	Deputy and Sergeant			The Employer shall provide dry cleaning services for employees at the rate of four clothing items a week.

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5a - CLEANING ALLOWANCE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
County of Spokane	NA			
County of Thurston	Deputy, Sergeant, Lieutenant	\$900	Recurring	Annual amount; \$75 monthly
County of Whatcom	NA			
County of Yakima	Deputy			No reimbursement for use of outside cleaning vendor
City of Bellevue	All Ranks			4 clothing items worn in line of duty cleaned each week
City of Bellingham	Officer and Sergeant			One uniform cleaned per week
City of Bremerton	Police Officer, Sergeants, Lieutenants, Captains	\$550	Recurring	Cleaning allowance \$550 annually for nonuniformed. Dry cleaning for 2 uniforms per week for uniformed officers.
City of Everett	All Ranks			The City provides cleaning for uniforms
City of Federal Way	Officer, Lieutenant, Commander			City pays, as needed
City of Kent	NA			
City of Kirkland	Patrol Police Officer and Patrol Sergeant			The Employer shall provide for the cleaning of uniforms for employees.

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5a - CLEANING ALLOWANCE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
City of Renton	Police Officers, Detectives	\$240	Recurring	Yearly
City of Seattle	NA			
City of Spokane	Officers			The City provides cleaning services for officers.
City of Tacoma	Detective, Officer, Specialist, Sergeant	\$690	Recurring	Annual
City of Vancouver	NA			
City of Wenatchee	Police Officer and Sergeant	\$660	Recurring	Annual amount; After Dec 31, 2012, all officers shall receive \$55/month as reimbursement for the costs of cleaning and footwear
City of Yakima	Police Officer and Sergeant			The City shall pay for all necessary cleaning of uniforms for members of the bargaining unit.
Participant Average (dollar amounts only)		\$530		
Washington State Patrol	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5b - CLOTHING ALLOWANCE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
State of Arizona	NA			
State of California	NA			
State of Idaho	All Ranks	\$600	Recurring	Annual amount; up to \$600 per year
State of Nevada	NA			
State of Oregon	Trooper & Sergeant	\$500	Recurring	Annual amount; \$1,000 per biennium; for those who work in plain clothes
County of Clark	Deputy, Sergeant	\$400	Recurring	Annual amount for Plainclothes DS/Sergeant; distributed quarterly
County of Clark	Deputy, Sergeant	\$700	Recurring	Annual amount for Detectives; distributed quarterly
County of Clark	Commander	\$500	Recurring	Commanders receive \$500 every January (Increasing to \$600 in 2015).
County of Grant	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5b - CLOTHING ALLOWANCE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
County of King	Deputy and Sergeant	4.00%	Recurring	Plainclothes Premium; 4% of base pay
County of Kitsap	Sergeants, Lieutenants, Detectives, and Investigators	\$625	Recurring	Paid on the first pay period in January of each year
County of Pierce	NA			
County of Snohomish	Deputy and Sergeant	1.20%	Recurring	Plainclothes personnel shall be paid a clothing allowance of 1.2% of a Deputy's top step salary each calendar month.
County of Spokane	Deputy Sheriff, Detective/Corporal, Sergeant	\$900	Recurring	
County of Thurston	Deputy, Sergeant, Lieutenant	\$600	Recurring	Annual amount for Plainclothes; Paid quarterly
County of Whatcom	Deputy	\$1,100	Recurring	Yearly allowance; new employees receive a one time \$1,300 clothing allowance; includeds equipment
County of Yakima	Deputy	\$600	Recurring	Clothing allowance for all non-uniformed (\$600 to be distributed on a quarterly basis and \$150 annually for footwear)
City of Bellevue	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5b - CLOTHING ALLOWANCE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
City of Bellingham	Officer, Detective, Sergeant	\$600	Recurring	Clothing allowance for Plainclothes Officers
City of Bremerton	Police Officer, Sergeants, Lieutenants, Captains	\$475	Recurring	Annually \$475 (half paid Jan 1, half paid July 1) for non uniformed sworn personnel only.
City of Everett	Plainclothes Officers, Lieutenants and Captains	\$680	Recurring	Plainclothes Officers, Lieutenants, and Captains receive up to a \$680 reimbursement for clothing.
City of Federal Way	Officer, Lieutenant, Commander	\$500	Recurring	Annually, must turn in receipt for reimbursement; Officers also receive \$100/yr reimbursement for boots; those assigned to motorcycles \$125/yr reimbursement for eye protection.
City of Kent	Officer, Sergeant	\$700	Recurring	In specific specialty assignments
City of Kirkland	Detectives	\$600	Recurring	Detectives shall be provided an annual allowance for clothing of not less than three hundred dollars (\$300) every six months.
City of Renton	Officer, Sergeant, Investigator	\$550	Recurring	Yearly; Employees assigned to the following: Investigation Division, Special Enforcement Team, Training Officers and Sergeants, Traffic Accident Investigator
City of Seattle	Officer and Sergeant	\$550	Recurring	\$500 initially, then \$550 per year after 18 months
City of Spokane	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5b - CLOTHING ALLOWANCE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
City of Tacoma	Officer and Sergeant			Uniforms provided by Department.
City of Vancouver	Officer	\$550	Recurring	Yearly allowance for Plainclothes. All others will be issued necessary clothing, uniforms, and other equipment. Allowance for Lieutenants is \$600.
City of Wenatchee	Detective and Drug Task Force	\$600	Recurring	Annual amount; Detectives shall receive an initial clothing allowance of \$400 and a clothing allowance of \$50 per month. Drug task force officers shall receive an initial clothing allowance of \$200.
City of Yakima	Police Officer and Sergeant	\$840	Recurring	Annual amount for Plainclothes Detective; \$70 per month
Participant Average (dollar amounts only)		\$627		
Washington State Patrol	Troopers, Sergeants, Lieutenants, and Captains	\$600	Recurring	Troopers/Sgts assigned to detective position \$600 annually, Executive Protection Unit \$700 annually. Lts/Cpts assigned to Investigative Assistance Division, Criminal Investigation Division, and Office of Professional Standards \$600 annually.

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5c - FITNESS INCENTIVE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
State of Arizona	NA			
State of California	Officer	\$1,560	Recurring	Annual amount for employees with 60 or more months of service (\$130 per month); Employees with fewer than 60 months receive \$65 per month
State of Idaho	NA			
State of Nevada	NA			
State of Oregon	NA			
County of Clark	NA			
County of Grant	NA			
County of King	NA			
County of Kitsap	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5c - FITNESS INCENTIVE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
County of Pierce	NA			
County of Snohomish	NA			
County of Spokane	NA			
County of Thurston	NA			
County of Whatcom	NA			
County of Yakima	NA			
City of Bellevue	All Ranks		Recurring	3 on duty hours paid per week to exercise
City of Bellingham	NA			
City of Bremerton	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5c - FITNESS INCENTIVE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
City of Everett	NA			
City of Federal Way	NA			Negotiating tying Wellness Program to medical plans; all groups receive discounted membership to Community Center.
City of Kent	Officer, Sergeant, Commander, Assistant Chief	\$600	Recurring	Varies by year and examination; \$200 - \$600
City of Kirkland	Patrol Police Officer and Patrol Sergeant	1.00%	Recurring	A commissioned employee will have two opportunities to successfully pass the test, to be eligible for an additional 1% of the monthly rate of base pay incentive for the following cycle year.
City of Renton	Officers, Sergeants, Commanders	3.00%	Recurring	Fitness incentive is placed in employee's deferred compensation account.
City of Seattle	NA			
City of Spokane	NA			
City of Tacoma	NA			
City of Vancouver	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5c - FITNESS INCENTIVE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
City of Wenatchee	NA			
City of Yakima	NA			
Participant Average (dollar amounts only)		\$1,080		
Washington State Patrol	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5d - PARKING

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
State of Arizona	NA			
State of California	NA			
State of Idaho	NA			
State of Nevada	NA			
State of Oregon	NA			
County of Clark	NA			
County of Grant	NA			
County of King	NA			
County of Kitsap	NA			
County of Pierce	NA			
County of Snohomish	NA			
County of Spokane	NA			
County of Thurston	NA			
County of Whatcom	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5d - PARKING

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
County of Yakima	NA			
City of Bellevue	Police Officers			When less than 25% of an employee's schedule falls within 8am-5pm, parking is free
City of Bellingham	NA			
City of Bremerton	NA			
City of Everett	NA			
City of Federal Way	Officer, Lieutenant, Commander			Free at City Hall
City of Kent	NA			
City of Kirkland	NA			
City of Renton	NA			
City of Seattle	NA			
City of Spokane	Officers			The City provides parking for officers.
City of Tacoma	NA			
City of Vancouver	NA			
City of Wenatchee	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5d - PARKING

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
City of Yakima	NA			
Participant Average (dollar amounts only)		NA		
Washington State Patrol	Troopers, Sergeants, Lieutenants, Captains	NA		Department pays for parking for those assigned to the General Administration Building

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5e - RELOCATION ALLOWANCE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
State of Arizona	NA			
State of California	NA			
State of Idaho	All Ranks	\$15,000	One Time	Maximum amount. Provided as needed with no limits to the number of times an employee can move and receive compensation.
State of Nevada	NA			
State of Oregon	Trooper, Sergeant, Lieutenant and Captain			Reasonable expenses paid by policy if move is authorized by department
County of Clark	NA			
County of Grant	NA			
County of King	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5e - RELOCATION ALLOWANCE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
County of Kitsap	NA			
County of Pierce	NA			
County of Snohomish	NA			
County of Spokane	NA			
County of Thurston	NA			
County of Whatcom	All Ranks			For resident assignments only, cost of moving approved household goods paid by County
County of Yakima	NA			
City of Bellevue	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5e - RELOCATION ALLOWANCE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
City of Bellingham	NA			
City of Bremerton	NA			
City of Everett	NA			
City of Federal Way	NA			
City of Kent	NA			
City of Kirkland	NA			
City of Renton	NA			
City of Seattle	NA			

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5e - RELOCATION ALLOWANCE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
City of Spokane	NA			
City of Tacoma	NA			
City of Vancouver	NA			
City of Wenatchee	NA			
City of Yakima	NA			
Participant Average (dollar amounts only)		\$15,000		
Washington State Patrol	All Ranks			Amount varies. Paid upon promotion that requires employee relocation.

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5f - TUITION REIMBURSEMENT

Survey Participant	Tuition Reimbursement Provided?	Tuition Reimbursement Policy Information
State of Arizona	No	
State of California	No	
State of Idaho	Yes	Limited to two classes per calendar year. Classes must be related to employee's current position. Must be full-time with one year of service. Must pass class with a "B" or better to be reimbursed.
State of Nevada	No	
State of Oregon	Yes	Troopers receive 50% of tuition and books if coursework is job-related taken at an accredited university. Grade must be "C" or higher.
County of Clark	No	
County of Grant	No	
County of King	No	
County of Kitsap	No	
County of Pierce	No	
County of Snohomish	No	
County of Spokane	No	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5f - TUITION REIMBURSEMENT

Survey Participant	Tuition Reimbursement Provided?	Tuition Reimbursement Policy Information
County of Thurston	No	
County of Whatcom	No	
County of Yakima	No	
City of Bellevue	Yes	Must be in an approved field determined to have a beneficial relationship to police service.
City of Bellingham	No	
City of Bremerton	No	
City of Everett	Yes	Undergraduate = 100% Reimbursement for books and fees. Tuition limited to \$125 per credit hour. Graduate = same as above limited to \$275 per credit hour. Must provide a record of satisfactory completion.
City of Federal Way	Yes	Dependant on funds availability. Tuition only at the level of public universities in the State of Washington.
City of Kent	No	
City of Kirkland	No	
City of Renton	Yes	City reimburses an employee for cost of tuition and fees paid to accredited college or university as long as it is toward a law enforcement related degree, the employee gets a "C" or better, and tuition doesn't exceed that of U of WA/Washington State.
City of Seattle	No	

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5f - TUITION REIMBURSEMENT

Survey Participant	Tuition Reimbursement Provided?	Tuition Reimbursement Policy Information
City of Spokane	Yes	Tuition reimbursement must be approved PRIOR to beginning a class; upon completion of the course(s), employees must show a passing grade of a "C" or better for payment. Amount of tuition reimbursed is based on the current WSU rate per credit.
City of Tacoma	Yes	10 credits per quarter per employee, up to \$15,000 per year for the Department.
City of Vancouver	Yes	Tuition Assistance Program provided for all City employees. The assistance only covers tuition, note textbooks or other expenses. Limited fund and amount of assistance depends on money in the fund and number of employees participating.
City of Wenatchee	Yes	The City will reimburse officers for the tuition cost of accredited courses that directly apply to the officer's job. Reimbursement will be subject to available funding and prior approval by the Chief.
City of Yakima	Yes	\$100 per quarter/semester
Washington State Patrol	Yes	Reimbursed for tuition and books (Troopers/Sgts only). Must be job related and not exceed cost of state university. U of WA's rates are benchmark for determining reimbursable amounts for out-of-state or private university reimbursement.

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5g - UNIFORM ALLOWANCE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
State of Arizona	All Ranks (Non-Uniformed, Uniformed)	\$1,000	Recurring	Non-Uniformed \$425, Uniformed \$1000. Annual amounts listed and are paid semi-annually.
State of California	All Ranks, except Cadets	\$920	Recurring	Upon successful graduation from the Academy
State of Idaho	All Ranks			Uniforms provided by Department.
State of Nevada	All NHP Sworn Staff	\$413	Recurring	Annual amount; \$103.23 quarterly
State of Oregon	All Ranks			Uniforms provided by Department.
County of Clark	Deputy, Sergeant, Commander			Uniforms provided by Department.
County of Grant	Deputies, Detective, Corporal, Sergeants	\$600	Recurring	Annual amount; Additionally, the Employer shall reimburse in the month of May to all personnel required to wear a specific style or color footwear two hundred dollars(\$200) per year.
County of King	Deputy, Sergeant, Captain			Uniforms provided by Department.

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5g - UNIFORM ALLOWANCE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
County of Kitsap	Deputy, Sergeant, Lieutenant			Uniforms provided by Department.
County of Pierce	All Ranks			Uniforms provided by Department.
County of Snohomish	Deputy and Sergeant			Uniforms provided by Department.
County of Spokane	All Ranks			Uniforms provided by Department.
County of Thurston	Deputy, Sergeant, Lieutenant			Uniforms provided by Department.
County of Whatcom	NA			
County of Yakima	Deputy			Uniforms provided by Department.
City of Bellevue	All Ranks			Uniforms provided by Department.

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5g - UNIFORM ALLOWANCE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
City of Bellingham	Officers		Recurring	Uniforms provided by Department; \$175 Boot allowance every two years
City of Bremerton	Officer			Uniforms provided by Department.
City of Everett	All Ranks	\$200	Recurring	Officers and Sergeants receive \$200. Lieutenants and Captains receive \$120. The City provides and replaces Class A and B uniforms.
City of Federal Way	Officer, Lieutenant, Commander			Uniforms provided by Department.
City of Kent	Officer, Sergeant			Uniforms provided by Department.
City of Kirkland	Patrol Police Officer and Patrol Sergeant			Uniforms provided by Department.
City of Renton	All Ranks			Uniforms provided by Department.
City of Seattle	Officer and Sergeant	\$550	Recurring	After being sworn in, Officers receive \$500. Thereafter, Officers receive \$550 per year.

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

SUPPLEMENTAL PAY PRACTICES

5g - UNIFORM ALLOWANCE

Survey Participant	Applicable Job Title(s)	Annual Amount (% or \$)	Frequency	Additional Policy Information
City of Spokane	Officers			The City provides uniforms for officers.
City of Tacoma	All Ranks			Uniforms provided by Department.
City of Vancouver	All Ranks			Uniforms provided by Department.
City of Wenatchee	Police Officer and Sergeant		Recurring	Uniforms provided by Department. The City shall pay 75% of the cost of the jumpsuit (not to exceed \$350) for officers working patrol, SRO and traffic.
City of Yakima	Police Officer, Sergeant, Lieutenant, Captain		Recurring	Uniforms provided by Department. \$300 allowance every two years for purchase or repair of footwear.
Participant Average (dollar amounts only)		\$614		
Washington State Patrol	All Ranks			Uniforms provided by Department.

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAID TIME OFF BENEFITS

6a - VACATION / PTO HOURS ACCRUED - AFTER COMPLETING 1 - 25 YEARS OF SERVICE

Survey Participant	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	Total
State of Arizona	120	120	120	120	144	144	144	144	144	168	168	168	168	168	168	168	168	168	168	192	192	192	192	192	192	4032
State of California	96	96	96	132	132	132	132	132	132	132	156	156	156	156	156	168	168	168	168	168	180	180	180	180	180	3732
State of Idaho	96	96	96	96	96	120	120	120	120	120	144	144	144	144	144	168	168	168	168	168	168	168	168	168	168	3480
State of Nevada	120	120	120	120	120	120	120	120	120	144	144	144	144	144	168	168	168	168	168	168	168	168	168	168	168	3648
State of Oregon	96	96	96	96	96	120	120	120	120	120	144	144	144	144	144	168	168	168	168	192	192	192	192	192	192	3624
County of Clark	244	244	244	244	264	264	264	264	264	280	280	280	280	280	296	296	296	296	296	312	312	312	312	312	328	7064
County of Grant	96	104	120	120	136	136	136	136	136	152	152	152	152	152	176	176	176	176	176	176	176	176	176	176	176	3816
County of King	96	96	96	96	96	120	120	120	128	128	160	160	160	160	160	160	168	176	184	192	200	208	216	224	232	3856
County of Kitsap	80	80	80	80	160	160	160	160	160	190	190	190	190	190	220	220	220	220	220	220	220	220	220	220	220	4490
County of Pierce	96	96	96	128	128	128	128	160	160	160	160	160	160	184	184	184	184	184	192	200	208	216	224	232	240	4192
County of Snohomish	80	96	120	120	120	144	144	144	144	168	168	176	176	184	184	192	192	200	200	200	200	200	200	200	224	4176
County of Spokane	96	96	96	96	120	120	120	120	120	144	144	144	144	144	168	168	168	168	168	192	192	192	192	192	216	3720
County of Thurston	108	116	124	124	132	132	140	140	148	148	156	156	164	164	172	172	180	180	188	188	188	188	188	188	188	3972
County of Whatcom	80	88	96	120	136	136	136	144	144	160	168	176	184	192	200	200	200	200	200	200	200	200	200	200	200	4160
County of Yakima	112	112	112	112	112	128	128	128	128	128	156	156	156	156	156	180	180	180	180	180	192	192	192	192	192	3840
City of Bellevue	104	104	104	104	128	128	128	128	128	152	152	152	152	152	176	176	176	176	176	176	184	184	184	184	184	3792
City of Bellingham	88	88	88	88	124	132	140	148	148	156	156	164	164	175	218	218	218	218	218	218	218	218	218	218	218	4257
City of Bremerton	104	104	104	104	104	120	128	136	144	152	160	168	176	184	192	200	208	208	208	208	208	208	208	208	208	4152
City of Everett	128	136	136	144	152	152	160	160	168	168	168	168	168	184	184	184	184	184	200	200	200	200	200	224	224	4376
City of Federal Way	96	96	96	96	96	132	132	132	132	132	150	150	150	150	150	180	180	180	180	180	204	204	204	204	204	3810

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAID TIME OFF BENEFITS

6a - VACATION / PTO HOURS ACCRUED - AFTER COMPLETING 1 - 25 YEARS OF SERVICE

Survey Participant	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	Total	
City of Kent	96	104	104	104	120	128	128	136	136	144	152	152	152	152	168	176	176	176	176	184	184	184	192	192	192	3808	
City of Kirkland	104	104	104	104	128	128	128	136	136	136	144	144	144	160	160	160	176	176	176	192	192	192	192	192	192	192	3800
City of Renton	192	192	192	192	192	240	240	240	240	240	264	264	264	264	264	288	288	288	288	288	312	312	312	312	312	6480	
City of Seattle	96	96	96	96	120	120	120	120	120	128	128	128	128	128	144	144	144	144	144	160	168	176	184	192	200	3424	
City of Spokane	148	148	148	148	188	188	188	188	188	188	228	228	228	228	228	228	228	228	268	268	268	268	268	268	268	268	5460
City of Tacoma	96	96	96	120	120	120	120	136	136	136	136	136	136	160	160	160	160	160	168	176	184	192	200	208	216	3728	
City of Vancouver	112	156	156	156	156	164	164	164	172	172	172	172	180	180	180	204	204	204	204	204	220	220	220	220	220	4576	
City of Wenatchee	120	120	120	120	120	160	160	160	160	160	180	180	180	180	180	200	200	200	200	200	220	220	220	220	220	4400	
City of Yakima	85	101	101	101	125	125	125	125	125	165	165	165	165	165	189	189	189	189	189	189	197	197	197	197	197	205	3973
Participant Average	110	114	116	120	133	143	144	147	148	158	167	168	169	173	182	189	191	193	194	200	205	206	208	209	213	4201	
Washington State Patrol	96	104	112	112	120	120	120	128	128	128	136	144	152	160	168	176	3688										
Difference between Washington and Participant Average	-14	-10	-4	-8	-13	-23	-24	-19	-20	-30	-31	-24	-17	-13	-14	-13	-15	-17	-18	-24	-29	-30	-32	-33	-37	-513	

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAID TIME OFF BENEFITS

6b - VACATION / PTO HOURS CARRY-OVER

Survey Participant	Carry-Over Available	Maximum Carry-Over Hours Per Year
State of Arizona	Yes	360
State of California	Yes	816
State of Idaho	Yes	336
State of Nevada	Yes	240
State of Oregon	Yes	350
County of Clark	Yes	Varies based on years of service
County of Grant	Yes	240
County of King	Yes	480
County of Kitsap	Yes	360
County of Pierce	Yes	360
County of Snohomish	Yes	320
County of Spokane	Yes	320
County of Thurston	Yes	360
County of Whatcom	Yes	270
County of Yakima	Yes	240
City of Bellevue	Yes	1x Accrual + 40 Hours (up to 408)
City of Bellingham	Yes	2x Accrual (up to 436)
City of Bremerton	Yes	Varies based on years of service
City of Everett	Yes	448
City of Federal Way	Yes	2x Accrual (up to 408)
City of Kent	Yes	2x Accrual (up to 384)
City of Kirkland	Yes	300
City of Renton	Yes	528
City of Seattle	Yes	2x Accrual (up to 400)
City of Spokane	Yes	2x Accrual + 40 Hours (up to 576)
City of Tacoma	Yes	2x Accrual (up to 432)

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAID TIME OFF BENEFITS

6b - VACATION / PTO HOURS CARRY-OVER

Survey Participant	Carry-Over Available	Maximum Carry-Over Hours Per Year
City of Vancouver	Yes	2x Accrual (up to 440)
City of Wenatchee	Yes	400
City of Yakima	Yes	101
Washington State Patrol	Yes	240

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAID TIME OFF BENEFITS

6c - VACATION / PTO HOURS CASH-OUT

Survey Participant	Cash-Out Available	At Year End	At Termination	At Retirement	Rate of Cash-Out
State of Arizona	Yes	0	Unlimited	Unlimited	100%
State of California	Yes	0	Unlimited	Unlimited	100%
State of Idaho	Yes	0	336	336	100%
State of Nevada	Yes	0	Unlimited	Unlimited	100%
State of Oregon	Yes	0	250	250	100%
County of Clark	Yes	60	Unlimited	Unlimited	100%
County of Grant	Yes	0	240	240	100%
County of King	Yes	0	60	Unlimited	100%
County of Kitsap	Yes	0	Unlimited	Unlimited	100%
County of Pierce	Yes	0	480	480	100%
County of Snohomish	Yes	80	240	240	100%
County of Spokane	Yes	0	Unlimited	Unlimited	100%
County of Thurston	Yes	0	240	240	100%
County of Whatcom	Yes	0	Unlimited	Unlimited	100%
County of Yakima	Yes	0	Unlimited	Unlimited	100%
City of Bellevue	Yes	96	Unlimited	Unlimited	100%
City of Bellingham	Yes	0	2x Accrual (up to 436)	2x Accrual (up to 436)	100%

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAID TIME OFF BENEFITS

6c - VACATION / PTO HOURS CASH-OUT

Survey Participant	Cash-Out Available	At Year End	At Termination	At Retirement	Rate of Cash-Out
City of Bremerton	Yes	Varies based on years of service	Unlimited	Unlimited	100%
City of Everett	Yes	0	448	448	100%
City of Federal Way	Yes	40	2x Accrual (up to 408)	2x Accrual (up to 408)	100%
City of Kent	Yes	0	2x Accrual (up to 384)	2x Accrual (up to 384)	100%
City of Kirkland	Yes	0	240	240	100%
City of Renton	Yes	48	528	528	100%
City of Seattle	Yes	0	Unlimited	Unlimited	100%
City of Spokane	Yes	40	2x Accrual + 40 Hours (up to 576)	2x Accrual + 40 Hours (up to 576)	100%
City of Tacoma	Yes	0	Unlimited	Unlimited	100%
City of Vancouver	Yes	60	Unlimited	Unlimited	100%
City of Wenatchee	Yes	40	400	400	100%
City of Yakima	Yes	25% of Accrual	25% of Accrual	25% of Accrual	100%
Washington State Patrol	Yes	0	Unlimited	Unlimited	100%

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAID TIME OFF BENEFITS

6d - SICK LEAVE HOURS ANNUAL ACCRUAL

Survey Participant	Hours Accrued Per Year	Additional Sick Leave Policy Information
State of Arizona	120	Sick Leave balance between 500-750 hours = 25% payout. Sick leave balance between 751-1000 hours = 33% payout. Sick leave balance between 1000-1500 hours = 50% payout. Maximum of \$30,000 payout allowed for unused accumulated sick leave.
State of California	96	
State of Idaho	96	Sick leave payout is not paid directly to employee. It is put toward the cost of retiree medical premiums.
State of Nevada	96	Upon retirement, voluntary termination or death employee or beneficiaries are entitled to payment of unused sick leave in excess of 30 days providing at least 10 years of service
State of Oregon	96	
County of Clark	48	Sick leave payout requires 10 or more years of service to qualify. Starts with 201st hour and pays a max of 450 hours. Accruals are allowed up to 1200 hours.
County of Grant	96	50% as severance at retirement; 25% in case of termination after ten years of service; 100% up to 960 hours in case of death
County of King	96	Non-represented employees and employees in certain bargaining units will receive this benefit as a payment to a VEBA account, which pays for post-retirement health benefits on a pre-tax basis. Eligible for sick leave cashout at termination with 25+YOS.

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAID TIME OFF BENEFITS

6d - SICK LEAVE HOURS ANNUAL ACCRUAL

Survey Participant	Hours Accrued Per Year	Additional Sick Leave Policy Information
County of Kitsap	120	Upon retirement, employees who are members of the Law Enforcement Officers and Firefighters' Retirement Plan (LEOFF) will receive payment for fifty percent (50%) of accumulated sick leave based upon the rate of pay at the time of retirement.
County of Pierce	96	Employees seperated due to death, retirement, or disability: 25% of base hourly rate for 1st 75 days, 50% for 76-150 days, 75% for 151-200 days. Compensation will not exceed 200 days. At termination: 10% of unused sick leave up to 1600 hours.
County of Snohomish	96	Upon employment, new employees will be credited with 24 days of paid sick leave. Beginning the 25th month of employment, each employee shall accrue 8 hours sick leave for each calendar month.
County of Spokane	96	Payout after 20 years of service.
County of Thurston	96	
County of Whatcom	96	Employees must have at least 3 years of service to cash-out sick leave.
County of Yakima	96	In the event of retirement, employee has the right to be paid 25% of sick leave hours accrued to be paid at exiting rate of pay.
City of Bellevue	96	Cash-out only at retirement; 10% of the max accrual of 1,440 (144 hours max cashout).

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAID TIME OFF BENEFITS

6d - SICK LEAVE HOURS ANNUAL ACCRUAL

Survey Participant	Hours Accrued Per Year	Additional Sick Leave Policy Information
City of Bellingham	108	Sick Leave Accrual Per Year: 108 Officers/Sergeants (960 max), 96 Lieutenants (1040 max)
City of Bremerton	96	
City of Everett	156	
City of Federal Way	96	Applies to Officer only
City of Kent	150	Bonus paid at end of year for maintaining sick leave balance: 240-479hrs = 8hrs pay, 480-719hrs = 16hrs pay, 720-959hrs = 24hrs pay, or 960+hrs = 32hrs pay.
City of Kirkland	144	Reported sick leave accrual and carry-over is for Patrol Officers after completion of the one year period.
City of Renton	120	
City of Seattle	96	

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAID TIME OFF BENEFITS

6d - SICK LEAVE HOURS ANNUAL ACCRUAL

Survey Participant	Hours Accrued Per Year	Additional Sick Leave Policy Information
City of Spokane	156.6	The maximum allowed for buyout at termination or retirement is 384 hours or 40% of 960 hours. If possible, this amount is placed into a tax deferred account, such as employee's VEBA account or deferred compensation account.
City of Tacoma	96	At termination as long as in good standing.
City of Vancouver	120	Retirement: 10% 10yrs service, 25% 15yrs service, 50% 20yrs service. Termination (in good standing): eligible for 1/2 the retirement rates based on years of service.
City of Wenatchee	96	Cash payment for sick leave accrued will be made upon death of an officer in the line of duty at 100% of actual cash value; in the event of the death of an officer not in the line of duty, cash payment at 50% of actual cash value shall be made.
City of Yakima	120	At year end, employees with 720 hours or more may exchange sick leave for vacation leave at a rate of 3:1, up to 3 days annually. Cash-out not to exceed \$22,000.
Washington State Patrol	96	Sick leave balance must exceed 480 hours. Can't reduce balance below 480 and only sick leave accrued during preceeding year (max 96hrs) may be converted. At time of retirement, based on sick leave balance, 25% is cashed out.

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAID TIME OFF BENEFITS

6e - SICK LEAVE HOURS CARRY-OVER

Survey Participant	Carry-Over Available	Maximum Carry-Over Hours Per Year
State of Arizona	Yes	Unlimited
State of California	Yes	Unlimited
State of Idaho	Yes	Unlimited
State of Nevada	Yes	Unlimited
State of Oregon	Yes	Unlimited
County of Clark	Yes	1200
County of Grant	Yes	960
County of King	Yes	Unlimited
County of Kitsap	Yes	1200
County of Pierce	Yes	Unlimited
County of Snohomish	Yes	Unlimited
County of Spokane	Yes	1440
County of Thurston	Yes	1120
County of Whatcom	Yes	1440
County of Yakima	Yes	960
City of Bellevue	Yes	1440
City of Bellingham	Yes	960
City of Bremerton	Yes	1200
City of Everett	Yes	1040
City of Federal Way	Yes	1040

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAID TIME OFF BENEFITS

6e - SICK LEAVE HOURS CARRY-OVER

Survey Participant	Carry-Over Available	Maximum Carry-Over Hours Per Year
City of Kent	Yes	1190
City of Kirkland	Yes	1010
City of Renton	Yes	1060
City of Seattle	Yes	Unlimited
City of Spokane	Yes	Unlimited
City of Tacoma	Yes	Unlimited
City of Vancouver	Yes	1024
City of Wenatchee	Yes	Unlimited
City of Yakima	Yes	1200
Washington State Patrol	Yes	Unlimited

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAID TIME OFF BENEFITS

6f - SICK LEAVE HOURS CASH-OUT

Survey Participant	Cash-Out Available	At Year End	At Termination	At Retirement	Rate of Cash-Out
State of Arizona	Yes	0	1500	1500	25%, 33%, or 50% based on sick leave balance
State of California	No				
State of Idaho	Yes	0	0	1200	50
State of Nevada	Yes	0	Unused in excess of 30 days, after 10 years	Unused in excess of 30 days, after 10 years	100%
State of Oregon	No				
County of Clark	Yes	0	450	450	37.5%
County of Grant	Yes	0	240	480	Termination: 25%, Retirement: 50%, Death: 100%
County of King	Yes	0	0	Unlimited	35%
County of Kitsap	Yes	0	0	600	50%
County of Pierce	Yes	0	1600	1600	Retire:25%-75% based on balance, Termination: 10%
County of Snohomish	Yes	0	0	40-240 based on years of service	30%
County of Spokane	Yes	0	520	520	50%

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAID TIME OFF BENEFITS

6f - SICK LEAVE HOURS CASH-OUT

Survey Participant	Cash-Out Available	At Year End	At Termination	At Retirement	Rate of Cash-Out
County of Thurston	Yes	0	0	460	50%
County of Whatcom	Yes	48	240	960	25%
County of Yakima	Yes	0	0	240	25%
City of Bellevue	Yes	0	0	1440	10%
City of Bellingham	Yes	0	0	150	100%
City of Bremerton	Yes	50% of hours over 1200	0	420	35%
City of Everett	Yes	0	0	520	100%
City of Federal Way	Yes	0	0	260	100%
City of Kent	Yes	Bonus for maintaining balance	0	1040	20%-80% baed on years of service
City of Kirkland	Yes	0	0	1010	50% up to \$11,000
City of Renton	Yes	Hours over 620	0	0	50%
City of Seattle	Yes	0	0	Unlimited	25%

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAID TIME OFF BENEFITS

6f - SICK LEAVE HOURS CASH-OUT

Survey Participant	Cash-Out Available	At Year End	At Termination	At Retirement	Rate of Cash-Out
City of Spokane	Yes	0	384	384	100%
City of Tacoma	Yes	0	10% of balance, up to 120 days	25% of Accrual	100%
City of Vancouver	Yes	0	Unlimited	Unlimited	5%-50% based on years of service
City of Wenatchee	Yes	0	240	240	25%
City of Yakima	Yes	Unlimited	720	720	Termination: 50%, Retirement: 100%
Washington State Patrol	Yes	96	0	Unlimited	25%

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAID TIME OFF BENEFITS

6g - OTHER LEAVE BENEFITS

Survey Participant	Holidays	Personal Days	Additional Policy Information
State of Arizona	10	NA	
State of California	19.3	NA	164 hours of holiday-in-lieu credit are earned a year. On the first of each month except for the months of April and July, twelve hours of leave credit are added to the monthly annual leave or vacation accrual rate earned by each full-time employee.
State of Idaho	10	NA	
State of Nevada	11	NA	
State of Oregon	9	3	Paid Holidays - Troopers and Sergeants receive a Holiday Leave Bank. They accrue 6 hours per month with a maximum accrual of 72 hours.
County of Clark	5	NA	PDO plan that include portions of the vacation, sick, holidays, etc. as part of the calculation for the PDO. There is a requirement for DSG to utilize a portion of the PDO (2 days) before using the sick leave benefit.
County of Grant	11	NA	
County of King	10	2	
County of Kitsap	11	NA	
County of Pierce	10	2	Applies to Captain, Deputy Sheriff, Sergeant, and Lieutenant receive 96 hours of furlough leave.

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAID TIME OFF BENEFITS

6g - OTHER LEAVE BENEFITS

Survey Participant	Holidays	Personal Days	Additional Policy Information
County of Snohomish	11	NA	
County of Spokane	5	7	
County of Thurston	10	1	
County of Whatcom	12	1	
County of Yakima	12.5	NA	Deputies are allotted 100 hours holiday time to be distributed semi-annually.
City of Bellevue	12	NA	Management Association only receives 10 paid holidays, while the Guild receives 12. That difference is offset with the Management Association receiving 2 personal holidays while the Guild receives none.
City of Bellingham	12	NA	
City of Bremerton	10	1	Police officers required to work holidays receive 1.5x rate of pay. Non-uniform EE's accrue an additional day of vacation for working: President's Day, MLK Day, Veteran's Day, and the day after Thanksgiving.
City of Everett	10	2	Officers and Sergeants receive time off or straight pay for their holiday hours.
City of Federal Way	10	2	

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

PAID TIME OFF BENEFITS

6g - OTHER LEAVE BENEFITS

Survey Participant	Holidays	Personal Days	Additional Policy Information
City of Kent	11	NA	
City of Kirkland	10	2	
City of Renton	9	NA	
City of Seattle	12	2	
City of Spokane	12	NA	Employees receive 7 regularly scheduled holidays - New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, The Day After Thanksgiving, and Christmas. Employees also receive 5 "floating holidays" to schedule as they would vacation.
City of Tacoma	12	2	
City of Vancouver	8	1	Holidays and personal days are included in PDO accrual rates.
City of Wenatchee	10	1	
City of Yakima	10	2	
Participant Average	10.51	2.07	
Washington State Patrol	10	1	

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

HEALTH BENEFITS

7a - PPO MEDICAL PLAN COST SHARING - MONTHLY PREMIUMS

Survey Participant	Employee Only		EE +Spouse		EE + Children		Family	
	ER	EE	ER	EE	ER	EE	ER	EE
State of Arizona	\$741.00	\$155.00	\$1,506.01	\$350.00	\$1,447.01	\$331.00	\$1,929.01	\$486.00
State of California	\$512.00	\$82.95	\$1,024.00	\$165.90	\$1,328.00	\$218.87	\$1,328.00	\$218.87
State of Idaho	\$744.24	\$35.00	\$744.24	\$89.00	\$744.24	\$82.00	\$744.24	\$127.00
State of Nevada	\$989.86	\$44.93	\$1,748.39	\$206.96	\$1,673.72	\$96.31	\$2,430.75	\$258.34
State of Oregon	\$1,059.82	\$0.00	\$1,420.01	\$0.00	\$1,218.71	\$0.00	\$1,451.80	\$0.00
County of Clark	\$619.52	\$30.54	\$1,233.32	\$60.32	\$1,730.92	\$89.22	\$1,730.92	\$89.22
County of King	\$599.64	\$0.00	\$599.64	\$0.00	\$479.71	\$0.00	\$479.71	\$0.00
County of Kitsap	\$648.82	\$0.00	\$1,261.90	\$68.12	\$1,086.70	\$48.64	\$1,699.84	\$116.78
County of Pierce	\$1,155.68	\$81.97	\$1,155.68	\$81.97	\$1,155.68	\$81.97	\$1,155.68	\$81.97
County of Snohomish	\$1,175.03	\$66.00	\$1,175.03	\$197.00	\$1,175.03	\$171.00	\$1,175.03	\$257.00
County of Spokane	\$416.02	\$0.00	\$773.02	\$44.64	\$708.12	\$36.52	\$1,065.10	\$81.18
County of Thurston	\$600.19	\$0.00	\$1,145.00	\$0.00	\$1,008.80	\$0.00	\$1,553.61	\$0.00
County of Whatcom	\$1,089.50	\$0.00	\$1,089.50	\$0.00	\$1,089.50	\$0.00	\$1,089.50	\$0.00
County of Yakima	\$1,057.52	\$0.00	\$1,481.52	\$164.61	\$1,318.37	\$146.49	\$1,847.72	\$205.30
City of Bellevue	\$724.15	\$0.00	\$1,441.04	\$79.65	\$1,050.01	\$36.21	\$1,701.69	\$108.62
City of Bellingham	\$655.63	\$0.00	\$1,235.70	\$100.60	\$1,178.51	\$90.51	\$1,748.58	\$191.11
City of Bremerton	\$520.00	\$0.00	\$909.00	\$51.00	\$990.00	\$52.00	\$1,450.00	\$103.00
City of Everett	\$606.81	\$0.00	\$1,213.64	\$0.00	\$1,699.09	\$0.00	\$1,699.09	\$0.00
City of Federal Way	\$609.00	\$0.00	\$1,157.00	\$61.00	\$1,164.00	\$62.00	\$1,713.00	\$123.00
City of Kent	\$650.00	\$0.00	\$1,223.00	\$101.00	\$1,161.00	\$30.00	\$1,753.00	\$160.00
City of Renton	\$519.18	\$10.13	\$1,187.83	\$23.16	\$1,125.17	\$21.93	\$1,793.80	\$34.97
City of Seattle	\$1,362.49	\$71.70	\$1,362.49	\$71.70	\$1,362.49	\$71.70	\$1,362.49	\$71.70
City of Spokane	\$1,326.30	\$105.00	\$1,326.30	\$105.00	\$1,326.30	\$105.00	\$1,326.30	\$105.00
City of Tacoma	\$1,357.00	\$40.00	\$1,357.00	\$80.00	\$1,357.00	\$80.00	\$1,357.00	\$80.00
City of Vancouver	\$651.10	\$0.00	\$1,295.73	\$71.63	\$1,120.05	\$52.11	\$1,764.63	\$123.73
City of Wenatchee	\$652.32	\$0.00	\$1,178.62	\$130.96	\$1,119.28	\$124.36	\$1,710.81	\$190.09
City of Yakima	\$463.49	\$0.00	\$1,064.04	\$32.52	\$1,031.53	\$65.03	\$999.01	\$97.55
Participant Average	\$796.53	\$26.79	\$1,196.62	\$86.55	\$1,179.59	\$77.51	\$1,483.72	\$122.61
Washington State Patrol - Uniform Medical PPO Plan	\$466.00	\$79.00	\$922.00	\$168.00	\$816.00	\$138.00	\$1,272.00	\$227.00

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

HEALTH BENEFITS

7a - PPO MEDICAL PLAN COST SHARING PERCENTAGE - MONTHLY PREMIUMS

Survey Participant	Employee Only		EE +Spouse		EE + Children		Family	
	ER	EE	ER	EE	ER	EE	ER	EE
State of Arizona	83%	17%	81%	19%	81%	19%	80%	20%
State of California	86%	14%	86%	14%	86%	14%	86%	14%
State of Idaho	96%	4%	89%	11%	90%	10%	85%	15%
State of Nevada	96%	4%	89%	11%	95%	5%	90%	10%
State of Oregon	100%	0%	100%	0%	100%	0%	100%	0%
County of Clark	95%	5%	95%	5%	95%	5%	95%	5%
County of King	100%	0%	100%	0%	100%	0%	100%	0%
County of Kitsap	100%	0%	95%	5%	96%	4%	94%	6%
County of Pierce	93%	7%	93%	7%	93%	7%	93%	7%
County of Snohomish	95%	5%	86%	14%	87%	13%	82%	18%
County of Spokane	100%	0%	95%	5%	95%	5%	93%	7%
County of Thurston	100%	0%	100%	0%	100%	0%	100%	0%
County of Whatcom	100%	0%	100%	0%	100%	0%	100%	0%
County of Yakima	100%	0%	90%	10%	90%	10%	90%	10%
City of Bellevue	100%	0%	95%	5%	97%	3%	94%	6%
City of Bellingham	100%	0%	92%	8%	93%	7%	90%	10%
City of Bremerton	100%	0%	95%	5%	95%	5%	93%	7%
City of Everett	100%	0%	100%	0%	100%	0%	100%	0%
City of Federal Way	100%	0%	95%	5%	95%	5%	93%	7%
City of Kent	100%	0%	92%	8%	97%	3%	92%	8%
City of Renton	98%	2%	98%	2%	98%	2%	98%	2%
City of Seattle	95%	5%	95%	5%	95%	5%	95%	5%
City of Spokane	93%	7%	93%	7%	93%	7%	93%	7%
City of Tacoma	97%	3%	94%	6%	94%	6%	94%	6%
City of Vancouver	100%	0%	95%	5%	96%	4%	93%	7%
City of Wenatchee	100%	0%	90%	10%	90%	10%	90%	10%
City of Yakima	100%	0%	97%	3%	94%	6%	91%	9%
Participant Average	97%	3%	93%	7%	94%	6%	92%	8%
Washington State Patrol - Uniform Medical PPO Plan	86%	14%	85%	15%	86%	14%	85%	15%

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

HEALTH BENEFITS

7b - HMO MEDICAL PLAN COST SHARING - MONTHLY PREMIUMS

Survey Participant	Employee Only		EE +Spouse		EE + Children		Family	
	ER	EE	ER	EE	ER	EE	ER	EE
State of Arizona	\$550.00	\$40.00	\$1,132.99	\$118.99	\$1,070.00	\$101.01	\$1,405.00	\$221.00
State of California	\$512.00	\$149.61	\$1,024.00	\$299.22	\$1,328.00	\$392.19	\$1,328.00	\$392.19
State of Idaho	NA	NA	NA	NA	NA	NA	NA	NA
State of Nevada	\$552.56	\$134.75	\$936.63	\$391.99	\$770.63	\$246.59	\$1,154.70	\$503.83
State of Oregon	\$1,052.01	\$0.00	\$1,409.69	\$0.00	\$1,209.83	\$0.00	\$1,441.25	\$0.00
County of Clark	\$548.82	\$30.54	\$1,098.40	\$60.32	\$1,648.86	\$89.22	\$1,648.86	\$89.22
County of King	\$537.38	\$0.00	\$537.38	\$0.00	\$429.91	\$0.00	\$429.91	\$0.00
County of Kitsap	\$592.64	\$0.00	\$1,152.70	\$62.22	\$992.64	\$44.44	\$1,552.72	\$106.66
County of Pierce	\$1,155.68	\$81.97	\$1,155.68	\$81.97	\$1,155.68	\$81.97	\$1,155.68	\$81.97
County of Snohomish	NA	NA	NA	NA	NA	NA	NA	NA
County of Spokane	\$542.80	\$0.00	\$1,015.36	\$46.74	\$933.06	\$38.58	\$1,397.06	\$84.48
County of Thurston	\$638.35	\$0.00	\$1,221.32	\$0.00	\$1,075.58	\$0.00	\$1,658.55	\$0.00
County of Whatcom	NA	NA	NA	NA	NA	NA	NA	NA
County of Yakima	NA	NA	NA	NA	NA	NA	NA	NA
City of Bellevue	\$644.68	\$0.00	\$1,248.96	\$67.14	\$919.38	\$30.52	\$1,468.81	\$91.57
City of Bellingham	\$519.69	\$0.00	\$980.52	\$51.21	\$1,041.75	\$52.21	\$1,553.80	\$103.41
City of Bremerton	\$781.00	\$0.00	\$1,561.00	\$87.00	\$1,417.00	\$71.00	\$2,196.00	\$157.00
City of Everett	\$648.40	\$0.00	\$1,290.32	\$0.00	\$1,912.79	\$0.00	\$1,912.79	\$0.00
City of Federal Way	\$578.00	\$0.00	\$1,099.00	\$58.00	\$1,105.00	\$59.00	\$1,626.00	\$116.00
City of Kent	\$647.26	\$0.00	\$1,310.64	\$117.00	\$1,199.50	\$97.00	\$1,888.02	\$160.00
City of Renton	NA	NA	NA	NA	NA	NA	NA	NA
City of Seattle	NA	NA	NA	NA	NA	NA	NA	NA
City of Spokane	\$1,100.60	\$105.00	\$1,100.60	\$105.00	\$1,100.60	\$105.00	\$1,100.60	\$105.00
City of Tacoma	\$1,272.00	\$40.00	\$1,272.00	\$80.00	\$1,272.00	\$80.00	\$1,272.00	\$80.00
City of Vancouver	\$558.69	\$0.00	\$1,061.52	\$55.87	\$960.95	\$44.70	\$1,564.34	\$111.74
City of Wenatchee	NA	NA	NA	NA	NA	NA	NA	NA
City of Yakima	NA	NA	NA	NA	NA	NA	NA	NA
Participant Average	\$706.98	\$30.62	\$1,137.30	\$88.56	\$1,133.85	\$80.71	\$1,460.74	\$126.53
Washington State Patrol - Group Medical HMO Plan	\$466.00	\$65.00	\$922.00	\$140.00	\$816.00	\$114.00	\$1,272.00	\$189.00

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

HEALTH BENEFITS

7b - HMO MEDICAL PLAN COST SHARING PERCENTAGE - MONTHLY PREMIUMS

Survey Participant	Employee Only		EE +Spouse		EE + Children		Family	
	ER	EE	ER	EE	ER	EE	ER	EE
State of Arizona	93%	7%	90%	10%	91%	9%	86%	14%
State of California	77%	23%	77%	23%	77%	23%	77%	23%
State of Idaho	NA	NA	NA	NA	NA	NA	NA	NA
State of Nevada	80%	20%	70%	30%	76%	24%	70%	30%
State of Oregon	100%	0%	100%	0%	100%	0%	100%	0%
County of Clark	95%	5%	95%	5%	95%	5%	95%	5%
County of King	100%	0%	100%	0%	100%	0%	100%	0%
County of Kitsap	100%	0%	95%	5%	96%	4%	94%	6%
County of Pierce	93%	7%	93%	7%	93%	7%	93%	7%
County of Snohomish	NA	NA	NA	NA	NA	NA	NA	NA
County of Spokane	100%	0%	96%	4%	96%	4%	94%	6%
County of Thurston	100%	0%	100%	0%	100%	0%	100%	0%
County of Whatcom	NA	NA	NA	NA	NA	NA	NA	NA
County of Yakima	NA	NA	NA	NA	NA	NA	NA	NA
City of Bellevue	100%	0%	95%	5%	97%	3%	94%	6%
City of Bellingham	100%	0%	95%	5%	95%	5%	94%	6%
City of Bremerton	100%	0%	95%	5%	95%	5%	93%	7%
City of Everett	100%	0%	100%	0%	100%	0%	100%	0%
City of Federal Way	100%	0%	95%	5%	95%	5%	93%	7%
City of Kent	100%	0%	92%	8%	93%	7%	92%	8%
City of Renton	NA	NA	NA	NA	NA	NA	NA	NA
City of Seattle	NA	NA	NA	NA	NA	NA	NA	NA
City of Spokane	91%	9%	91%	9%	91%	9%	91%	9%
City of Tacoma	97%	3%	94%	6%	94%	6%	94%	6%
City of Vancouver	100%	0%	95%	5%	96%	4%	93%	7%
City of Wenatchee	NA	NA	NA	NA	NA	NA	NA	NA
City of Yakima	NA	NA	NA	NA	NA	NA	NA	NA
Participant Average	96%	4%	93%	7%	93%	7%	92%	8%
Washington State Patrol - Group Medical HMO Plan	88%	12%	87%	13%	88%	12%	87%	13%

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

HEALTH BENEFITS

7c - DENTAL PLAN COST SHARING - MONTHLY PREMIUMS

Survey Participant	Employee Only		EE +Spouse		EE + Children		Family	
	ER	EE	ER	EE	ER	EE	ER	EE
State of Arizona	\$4.96	\$30.98	\$9.92	\$65.71	\$9.90	\$50.57	\$13.69	\$104.56
State of California	\$14.72	\$0.00	\$24.29	\$0.00	\$34.46	\$0.00	\$34.46	\$0.00
State of Idaho	\$14.08	\$8.00	\$14.08	\$37.00	\$14.08	\$47.50	\$14.08	\$61.00
State of Nevada	NA	NA	NA	NA	NA	NA	NA	NA
State of Oregon	\$77.14	\$0.00	\$103.35	\$0.00	\$88.69	\$0.00	\$105.69	\$0.00
County of Clark	\$53.10	\$2.70	\$106.38	\$5.20	\$159.58	\$7.80	\$159.58	\$7.80
County of King	\$64.06	\$0.00	\$64.06	\$0.00	\$51.26	\$0.00	\$51.26	\$0.00
County of Kitsap	\$52.80	\$0.00	\$89.96	\$4.13	\$158.09	\$11.70	\$158.09	\$11.70
County of Pierce	\$135.82	\$0.00	\$135.82	\$0.00	\$135.82	\$0.00	\$135.82	\$0.00
County of Snohomish	\$89.90	\$0.00	\$89.90	\$0.00	\$89.90	\$0.00	\$89.90	\$0.00
County of Spokane	\$82.76	\$0.00	\$82.76	\$0.00	\$82.76	\$0.00	\$82.76	\$0.00
County of Thurston	\$55.87	\$0.00	\$98.98	\$0.00	\$178.48	\$0.00	\$178.48	\$0.00
County of Whatcom	\$111.18	\$0.00	\$111.18	\$0.00	\$111.18	\$0.00	\$111.18	\$0.00
County of Yakima	NA	NA	NA	NA	NA	NA	NA	NA
City of Bellevue	\$55.68	\$0.00	\$93.77	\$9.52	\$112.85	\$14.29	\$150.93	\$23.81
City of Bellingham	\$50.76	\$0.00	\$95.95	\$0.00	\$150.19	\$0.00	\$150.19	\$0.00
City of Bremerton	\$51.00	\$0.00	\$96.00	\$0.00	\$150.00	\$0.00	\$150.00	\$0.00
City of Everett	\$52.79	\$0.00	\$140.59	\$0.00	\$140.59	\$0.00	\$140.59	\$0.00
City of Federal Way	\$51.00	\$0.00	\$96.00	\$0.00	\$150.00	\$0.00	\$150.00	\$0.00
City of Kent	NA	NA	NA	NA	NA	NA	NA	NA
City of Renton	\$63.25	\$1.23	\$134.81	\$2.63	\$173.66	\$3.39	\$192.32	\$3.75
City of Seattle	\$132.27	\$0.00	\$132.27	\$0.00	\$132.27	\$0.00	\$132.27	\$0.00
City of Spokane	\$117.00	\$0.00	\$117.00	\$0.00	\$117.00	\$0.00	\$117.00	\$0.00
City of Tacoma	\$124.00	\$0.00	\$124.00	\$0.00	\$124.00	\$0.00	\$124.00	\$0.00
City of Vancouver	\$61.56	\$0.00	\$115.24	\$0.00	\$133.58	\$0.00	\$187.26	\$0.00
City of Wenatchee	\$48.62	\$0.00	\$87.24	\$9.69	\$92.70	\$10.30	\$136.17	\$15.13
City of Yakima	\$92.00	\$0.00	\$92.00	\$0.00	\$92.00	\$0.00	\$92.00	\$0.00
Participant Average	\$69.01	\$1.79	\$93.98	\$5.58	\$111.79	\$6.06	\$119.07	\$9.49
Washington State Patrol	\$44.72	\$0.00	\$89.44	\$0.00	\$89.44	\$0.00	\$134.16	\$0.00

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

HEALTH BENEFITS

7c - DENTAL PLAN COST SHARING PERCENTAGE - MONTHLY PREMIUMS

Survey Participant	Employee Only		EE +Spouse		EE + Children		Family	
	ER	EE	ER	EE	ER	EE	ER	EE
State of Arizona	14%	86%	13%	87%	16%	84%	12%	88%
State of California	100%	0%	100%	0%	100%	0%	100%	0%
State of Idaho	64%	36%	28%	72%	23%	77%	19%	81%
State of Nevada	NA	NA	NA	NA	NA	NA	NA	NA
State of Oregon	100%	0%	100%	0%	100%	0%	100%	0%
County of Clark	95%	5%	95%	5%	95%	5%	95%	5%
County of King	100%	0%	100%	0%	100%	0%	100%	0%
County of Kitsap	100%	0%	96%	4%	93%	7%	93%	7%
County of Pierce	100%	0%	100%	0%	100%	0%	100%	0%
County of Snohomish	100%	0%	100%	0%	100%	0%	100%	0%
County of Spokane	100%	0%	100%	0%	100%	0%	100%	0%
County of Thurston	100%	0%	100%	0%	100%	0%	100%	0%
County of Whatcom	100%	0%	100%	0%	100%	0%	100%	0%
County of Yakima	NA	NA	NA	NA	NA	NA	NA	NA
City of Bellevue	100%	0%	91%	9%	89%	11%	86%	14%
City of Bellingham	100%	0%	100%	0%	100%	0%	100%	0%
City of Bremerton	100%	0%	100%	0%	100%	0%	100%	0%
City of Everett	100%	0%	100%	0%	100%	0%	100%	0%
City of Federal Way	100%	0%	100%	0%	100%	0%	100%	0%
City of Kent	NA	NA	NA	NA	NA	NA	NA	NA
City of Renton	98%	2%	98%	2%	98%	2%	98%	2%
City of Seattle	100%	0%	100%	0%	100%	0%	100%	0%
City of Spokane	100%	0%	100%	0%	100%	0%	100%	0%
City of Tacoma	100%	0%	100%	0%	100%	0%	100%	0%
City of Vancouver	100%	0%	100%	0%	100%	0%	100%	0%
City of Wenatchee	100%	0%	90%	10%	90%	10%	90%	10%
City of Yakima	100%	0%	100%	0%	100%	0%	100%	0%
Participant Average	97%	3%	94%	6%	95%	5%	93%	7%
Washington State Patrol	100%	0%	100%	0%	100%	0%	100%	0%

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

HEALTH BENEFITS

7d - VISION PLAN COST SHARING - MONTHLY PREMIUMS

Survey Participant	Employee Only		EE +Spouse		EE + Children		Family	
	ER	EE	ER	EE	ER	EE	ER	EE
State of Arizona	\$0.00	\$4.83	\$0.00	\$13.52	NA	NA	\$0.00	\$16.86
State of California	\$8.64	\$0.00	\$8.64	\$0.00	\$8.64	\$0.00	\$8.64	\$0.00
State of Idaho	NA	NA	NA	NA	NA	NA	NA	NA
State of Nevada	NA	NA	NA	NA	NA	NA	NA	NA
State of Oregon	NA	NA	NA	NA	NA	NA	NA	NA
County of Clark	\$7.64	\$0.00	\$10.94	\$0.00	\$19.84	\$0.00	\$19.84	\$0.00
County of King	\$12.45	\$0.00	\$12.45	\$0.00	\$9.96	\$0.00	\$9.96	\$0.00
County of Kitsap	NA	NA	NA	NA	NA	NA	NA	NA
County of Pierce	NA	NA	NA	NA	NA	NA	NA	NA
County of Snohomish	\$14.09	\$0.00	\$14.09	\$0.00	\$14.09	\$0.00	\$14.09	\$0.00
County of Spokane	NA	NA	NA	NA	NA	NA	NA	NA
County of Thurston	\$8.93	\$0.00	\$16.95	\$0.00	\$15.61	\$0.00	\$23.64	\$0.00
County of Whatcom	\$23.48	\$0.00	\$23.48	\$0.00	\$23.48	\$0.00	\$23.48	\$0.00
County of Yakima	NA	NA	NA	NA	NA	NA	NA	NA
City of Bellevue	\$0.64	\$0.00	\$1.16	\$0.00	\$1.17	\$0.00	\$1.96	\$0.00
City of Bellingham	\$9.00	\$0.00	\$9.00	\$0.00	\$9.00	\$0.00	\$9.00	\$0.00
City of Bremerton	NA	NA	NA	NA	NA	NA	NA	NA
City of Everett	\$14.00	\$0.00	\$24.02	\$0.00	\$24.02	\$0.00	\$24.02	\$0.00
City of Federal Way	\$17.00	\$0.00	\$17.00	\$0.00	\$17.00	\$0.00	\$17.00	\$0.00
City of Kent	NA	NA	NA	NA	NA	NA	NA	NA
City of Renton	NA	NA	NA	NA	NA	NA	NA	NA
City of Seattle	\$29.81	\$0.00	\$29.81	\$0.00	\$29.81	\$0.00	\$29.81	\$0.00
City of Spokane	NA	NA	NA	NA	NA	NA	NA	NA
City of Tacoma	\$11.88	\$0.00	\$11.88	\$0.00	\$11.88	\$0.00	\$11.88	\$0.00
City of Vancouver	NA	NA	NA	NA	NA	NA	NA	NA
City of Wenatchee	\$16.82	\$0.00	\$15.14	\$1.68	\$15.14	\$1.68	\$15.14	\$1.68
City of Yakima	NA	NA	NA	NA	NA	NA	NA	NA
Participant Average	\$12.46	\$0.35	\$13.90	\$1.09	\$15.36	\$0.13	\$14.89	\$1.32
Washington State Patrol	NA	NA	NA	NA	NA	NA	NA	NA

NA - Not applicable
Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

HEALTH BENEFITS

7d - VISION PLAN COST SHARING PERCENTAGE - MONTHLY PREMIUMS

Survey Participant	Employee Only		EE +Spouse		EE + Children		Family	
	ER	EE	ER	EE	ER	EE	ER	EE
State of Arizona	0%	100%	0%	100%	NA	NA	0%	0%
State of California	100%	0%	100%	0%	100%	0%	100%	100%
State of Idaho	NA	NA	NA	NA	NA	NA	NA	NA
State of Nevada	NA	NA	NA	NA	NA	NA	NA	NA
State of Oregon	NA	NA	NA	NA	NA	NA	NA	NA
County of Clark	100%	0%	100%	0%	100%	0%	100%	100%
County of King	100%	0%	100%	0%	100%	0%	100%	100%
County of Kitsap	NA	NA	NA	NA	NA	NA	NA	NA
County of Pierce	NA	NA	NA	NA	NA	NA	NA	NA
County of Snohomish	100%	0%	100%	0%	100%	0%	100%	100%
County of Spokane	NA	NA	NA	NA	NA	NA	NA	NA
County of Thurston	100%	0%	100%	0%	100%	0%	100%	100%
County of Whatcom	100%	0%	100%	0%	100%	0%	100%	100%
County of Yakima	NA	NA	NA	NA	NA	NA	NA	NA
City of Bellevue	100%	0%	100%	0%	100%	0%	100%	100%
City of Bellingham	100%	0%	100%	0%	100%	0%	100%	100%
City of Bremerton	NA	NA	NA	NA	NA	NA	NA	NA
City of Everett	100%	0%	100%	0%	100%	0%	100%	100%
City of Federal Way	100%	0%	100%	0%	100%	0%	100%	100%
City of Kent	NA	NA	NA	NA	NA	NA	NA	NA
City of Renton	NA	NA	NA	NA	NA	NA	NA	NA
City of Seattle	100%	0%	100%	0%	100%	0%	100%	100%
City of Spokane	NA	NA	NA	NA	NA	NA	NA	NA
City of Tacoma	100%	0%	100%	0%	100%	0%	100%	100%
City of Vancouver	NA	NA	NA	NA	NA	NA	NA	NA
City of Wenatchee	100%	0%	90%	10%	90%	10%	90%	90%
City of Yakima	NA	NA	NA	NA	NA	NA	NA	NA
Participant Average	97%	3%	93%	7%	99%	1%	92%	8%
Washington State Patrol	NA	NA	NA	NA	NA	NA	NA	NA

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

RETIREMENT BENEFITS

8a - SOCIAL SECURITY CONTRIBUTIONS

Survey Participant	Contribute to Social Security (OASDI)	Social Security (OASDI) Percentage Contribution	Medicare Percentage Contribution
State of Arizona	Yes	6.20%	1.45%
State of California	No		1.45%
State of Idaho	Yes	6.20%	1.45%
State of Nevada	No		1.45%
State of Oregon	Yes*		1.45%
County of Clark	Yes	6.20%	1.45%
County of Grant	Yes	6.20%	1.45%
County of King	Yes	6.20%	1.45%
County of Kitsap	Yes	6.20%	1.45%
County of Pierce	Yes	6.20%	1.45%
County of Snohomish	Yes	6.20%	1.45%
County of Spokane	Yes	6.20%	1.45%
County of Thurston	Yes	6.20%	1.45%
County of Whatcom	Yes	6.20%	1.45%
County of Yakima	Yes	6.20%	1.45%
City of Bellevue	No		1.45%
City of Bellingham	No		1.45%
City of Bremerton	No		1.45%
City of Everett	No		1.45%
City of Federal Way	No		1.45%
City of Kent	Yes	6.20%	1.45%
City of Kirkland	No		1.45%
City of Renton	Yes	6.20%	1.45%
City of Seattle	No		1.45%
City of Spokane	No		1.45%
City of Tacoma	Yes	6.20%	1.45%
City of Vancouver	No		1.45%
City of Wenatchee	Yes	6.20%	1.45%
City of Yakima	Yes	6.20%	1.45%
Washington State Patrol	No		1.45%

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

RETIREMENT BENEFITS

8b - DEFINED BENEFIT / PENSION PLAN INFORMATION - OUT OF STATE PARTICIPANTS ONLY

Survey Participant	Plan Name	Employer Contribution	Employee Contribution	EE Contributions Picked up by ER
State of Arizona	Public Safety Personnell Retirement System of Arizona	32.54%	10.35%	No
State of California	CalPERS (Ca. Highway Patrol)	36.00%	12.00%	No
State of Idaho	PERSI (Public Employee Retirement System of Idaho)	11.66%	8.36%	No
State of Nevada	State of Nevada Retirement System (Employee/Employer Paid)	20.75%	20.75%	No
State of Oregon	State of Oregon Public Employees' Retirement System	12.00%	0.00%	Yes*
Participant Average		22.59%	10.29%	
Washington State Patrol	Washington State Patrol Retirement System	8.00%	7.00%	No

*State of Oregon employer contribution is 6.00%. Employee contribution is 6.00%. The State picks up the 6.00% employee contribution, for a total of 12.00%.

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

RETIREMENT BENEFITS

8c - DEFINED CONTRIBUTION PLAN INFORMATION - 401(a)

Survey Participant	Plan Name	Employer Contributions	
		Flat Amount No Match Required	Maximum Match
State of Arizona	401(a) Retirement Plan	0.00%	0.00%
State of California	Savings Plus (401k)	0.00%	0.00%
State of Idaho	Choice 401(k)	0.00%	0.00%
State of Nevada	NA		
State of Oregon	Individual Account Program	6.00%	0.00%
County of Clark	NA		
County of Grant	Washington State Department of Retirement Systems	5.23%	0.00%
County of King	NA		
County of Kitsap	NA		
County of Pierce	NA		
County of Snohomish	NA		
County of Spokane	NA		
County of Thurston	NA		
County of Whatcom	401(a) Plan (unrepresented Lieutenants only)	0.00%	2.00%
County of Yakima	NA		

NA - Not applicable
Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

RETIREMENT BENEFITS

8c - DEFINED CONTRIBUTION PLAN INFORMATION - 401(a)

Survey Participant	Plan Name	Employer Contributions	
		Flat Amount No Match Required	Maximum Match
City of Bellevue	LEOFF	8.00%	5.00%
City of Bellingham	NA		
City of Bremerton	LEOFF 1 and 2	16.00%	0.00%
City of Everett	NA		
City of Federal Way	Municipal Employees Benefit Trust/Federal Way Retirement System	6.20%	5.20%
City of Kent	NA		
City of Kirkland	NA		
City of Renton	NA		
City of Seattle	NA		
City of Spokane	NA		
City of Tacoma	NA		
City of Vancouver	NA		
City of Wenatchee	NA		
City of Yakima	NA		
Participant Average (percentages only)		8.29%	4.07%
Washington State Patrol	NA		

NA - Not applicable
Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

RETIREMENT BENEFITS

8d - DEFERRED COMPENSATION PLAN INFORMATION - 457

Survey Participant	Plan Name	Employer Contributions		Employee Contribution
		Flat Amount No Match Required	Maximum Match	
State of Arizona	Deferred Compensation Plan	0.00%	0.00%	Up to IRS Max
State of California	Savings Plus (457)	0.00%	0.00%	Up to IRS Max
State of Idaho	Nationwide PEBSCO	0.00%	0.00%	Up to IRS Max
State of Nevada	Deferred Compensation	0.00%	0.00%	Up to IRS Max
State of Oregon	Oregon Savings Growth Plan	0.00%	0.00%	Up to IRS Max
County of Clark	ICMA Retirement Corporation	0.00%	0.00%	Up to IRS Max
County of Grant	Grant County 457 Plan	0.00%	0.00%	Up to IRS Max
County of King	Deferred Compensation Plan	0.00%	0.00%	Up to IRS Max
County of Kitsap	DCP, ING, Nationwide, ICMA, Hartford	0.00%	0.00%	Up to IRS Max
County of Pierce	ICMA and ING	0.00%	0.00%	Up to IRS Max
County of Snohomish	Nationwide	0.00%	0.00%	Up to IRS Max
County of Spokane	Nationwide and Great West	0.00%	0.00%	Up to IRS Max
County of Thurston	Nationwide, Hartford, ICMA-RC	0.00%	0.00%	Up to IRS Max
County of Whatcom	Deferred Compensation Plan	0.00%	0.00%	Up to IRS Max
County of Yakima	WA State Department of Retirement Systems LEOFF II	5.00%	0.00%	Up to IRS Max
City of Bellevue	Great West	0.00%	0.00%	Up to IRS Max
City of Bellingham	IMCA/DCP/Hartford	0.00%	4.75%	Up to IRS Max
City of Bremerton	ING, State of Washington Deferred Comp, Nationwide	4.00%	0.00%	Up to IRS Max
City of Everett	ICMA or Hartford	0.00%	\$1,800	Up to IRS Max
City of Federal Way	ICMA	3.00%	\$2,228	Up to IRS Max
City of Kent	ICMA	3.00%	0.00%	Up to IRS Max
City of Kirkland	ICMA	0.00%	0.00%	Up to IRS Max

NA - Not applicable

Data effective January 1, 2014

WASHINGTON STATE PATROL 2014 COMPENSATION SURVEY

RETIREMENT BENEFITS

8d - DEFERRED COMPENSATION PLAN INFORMATION - 457

Survey Participant	Plan Name	Employer Contributions		Employee Contribution
		Flat Amount No Match Required	Maximum Match	
City of Renton	Hartford or ICMA	3.00%	0.00%	Up to IRS Max
City of Seattle	City of Seattle Deferred Compensation Plan	0.00%	3.50%	Up to IRS Max
City of Spokane	ICMA-RC	4.00%	4.00%	Up to IRS Max
City of Tacoma	Deferred Compensation	0.00%	\$4,992	Up to IRS Max
City of Vancouver	ING or ICMA	0.00%	1.00%	Up to IRS Max
City of Wenatchee	Hartford	0.00%	0.00%	Up to IRS Max
City of Yakima	ICMA	5.00%	0.00%	Up to IRS Max
Participant Average (percentages only)		3.86%	3.31%	Up to IRS Max
Washington State Patrol	State of Washington Department of Retirement	0.00%	0.00%	Up to IRS Max