

**WASHINGTON STATE PATROL
TRANSPORTATION-FUNDED RECRUITMENT AND RETENTION ACTIVITIES
STATUS REPORT AS OF October 1, 2023**

Summary of recruitment and retention strategies

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

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

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

Major Category	October 1, 2017	October 1, 2018	October 1, 2019	October 1, 2020	October 1, 2021	October 1, 2022	October 1, 2023	Number of Applicants - Current Reporting Period
FIELD FORCE								
Troopers*	95.5	73.4	76.4	25.6	91.4	188.0	146.6	1,040
Other Commissioned Officers	1.0	2.0	2.0	0.0	2.9	0.0	2.0	N/A
NON FIELD FORCE**								
Commissioned Officers								N/A
Aviation	4.0	2.0	2.0	2.0	1.0	3.0	3.0	N/A
Breath Test	1.0	1.0	0.0	0.0	2.0	3.0	2.0	N/A
Commercial Vehicle	13.2	8.2	7.2	4.3	7.6	18.0	20.0	N/A
Homeland Security	2.0	2.0	3.0	3.0	3.9	14.7	17.8	N/A
Investigation	5.8	3.4	6.7	5.1	7.1	9.7	11.0	N/A
Other	0.8	3.1	0.8	1.8	1.3	3.3	1.7	N/A
Office/Administrative Support^	11.2	8.5	8.7	13.4	16.7	15.3	13.0	1,970
Communications Officer	20.4	10.7	16.5	19.4	18.4	44.6	29.1	4,191
Information Technology / Electronic Services	11.0	9.5	11.9	13.5	11.7	13.8	11.8	1,428
Property Management^^	4.1	4.9	4.4	9.3	13.2	14.9	7.9	163
Commercial Vehicle Enforcement Officers	18.5	18.8	17.4	17.2	19.4	23.4	25.3	346
Forensics Scientists	0.6	1.1	0.3	0.3	1.0	3.1	3.2	749
Fire	0.0	0.0	0.0	0.0	0.0	0.0	0.0	107
Other^^^	1.3	3.0	2.2	5.9	7.8	12.1	13.3	2,952

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

Transportation Funded Positions of three largest categories of vacancies:

Major Category	October 1, 2017	October 1, 2018	October 1, 2019	October 1, 2020	October 1, 2021	October 1, 2022	October 1, 2023
Communications Officer	147.4	146.6	146.6	146.3	140.3	140.3	140.0
Vacancy Percentage	13.8%	7.3%	11.2%	13.2%	13.1%	31.8%	20.8%
Information Technology / Electronic Services	103.2	102.5	101.7	98.9	98.9	98.9	101.7
Vacancy Percentage	10.7%	9.3%	11.7%	13.6%	11.9%	14.0%	11.6%
Commercial Vehicle Enforcement Officers	128.1	125.3	125.3	125.7	125.7	122.0	122.0
Vacancy Percentage	14.4%	15.0%	13.9%	13.7%	15.4%	19.2%	20.8%

Workforce Composition

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

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

Vacant positions paid for by sources outside WSP only show ratio of WSP support (e.g., 5% state match for federal Motor Carrier Safety-funded positions)

See Attachment 2 - Affirmative Action Utilization Report.

Notes:

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

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

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

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

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