



311 John A. Cherberg Building  
PO Box 40468  
Olympia, WA 98504-0468  
(360) 786-7300

## Washington State Senate Transportation Committee

Senator Marko Liias, Chair  
Senator John Lovick, Vice Chair  
Senator Sharon Shewmake, Vice Chair  
Senator Curtis King, Ranking Member  
Senator Jeff Holy, Assistant Ranking Member

June 7<sup>th</sup>, 2023

Select Committee on Pension Policy  
P.O. Box 40914  
Olympia, WA 98504-0914

Dear Chair Conway and SCPP Members:

We would like to share a growing and serious problem that exists within the Washington State Patrol (WSP) and request the assistance of the Select Committee on Pension Policy. With hundreds of officers eligible for retirement in the next several years and the diminishing numbers of individuals applying to become cadets, the agency is facing a serious shortfall in its ranks.

In this past session, the Legislature attempted to partially address WSP's recruitment and retention challenges by among other things providing bonuses for cadet hires, establishing lateral hiring bonuses, and providing retention bonuses for current commissioned staff.

However, we recognize that more needs to be done if we are going to improve WSP's operational levels and coverage throughout the state. With one of the main drivers of the historically high level of vacancies associated with the current and projected increases in the number of retirement eligible staff, we would like to request that the Select Committee on Pension Policy examine pension changes and other options that could result in WSP being able to retain pension eligible members for additional years of service.

While we are open to any ideas the Select Committee on Pension Policy might suggest, we would request a specific review of the following:

- A Time Limited Retire Rehire Program
- Pension Enhancements After 20 or 25 Years of Service
- Longevity Salary Increases
- Retention Bonuses for Retirement Eligible Individuals
- Modification to Retirement Eligibility
- Other Incentives to Defer Retirement

We respectfully request that the Select Committee on Pension Policy review the above listed options and any others and present the Legislature a prioritized list with fiscal impacts and other trade-off considerations. Given the urgency of the situation, we would request at least a preliminary prioritized list be delivered in time for consideration in the 2024 legislative session.

Sincerely,

Sen Marko Liias (D-21)

Sen Curtis King (R-14)

Sen Sharon Shewmake (D-42)

Sen Jeff Holy (R-6)