



WYOMING HIGHWAY PATROL ASSOCIATION

1209 Pronghorn Dr
Rock Springs, WY 82901

Help Wanted!

The State of Wyoming is looking for 30 Troopers, 15 dispatchers, and 15 Port of Entry Officers.

Hello Wyoming,

First, let me say thank you. Thank you for the opportunity to serve the citizens of the greatest state in the nation! For the last 20 plus years I have had the honor to serve our residents and the traveling public as a Trooper for the Wyoming Highway Patrol (WHP). This has been my dream job since I was a kid and I am fortunate to live it out. During my tenure, I have seen both the best and worst of events in communities across Wyoming. The rollercoaster of calls I have been involved in has not deterred my resolve to be a Wyoming State Trooper.

Dedicated to serving Wyoming since 1933, the WHP started with only six members and currently employs 208 sworn members, when fully staffed. That number does not include the 47 dispatchers who take your emergency calls or the 97 Port of Entry Officers who ensure commercial vehicle movements are made prudently and legally across the State. We also have numerous civilian members who help in completing our agency mission in a professional manner.

With challenging times in policing currently, your WHP has seen a decrease in sheer numbers of applicants and even fewer who are qualified for the position. In addition, the agency is experiencing difficulties in retention of current members. Since 2010, 178 Troopers have separated from the WHP due to retirement, seeking law enforcement positions elsewhere, getting out of the business overall, just to name a few reasons. From 2015 until now, the attrition rate for newly-hired Troopers has cost the State of Wyoming more than \$7 Million in training costs alone. That agency cost is in addition to hiring and training costs for our dispatchers and port of entry officers which have been facing drastic hiring shortfalls and departures from employment with the agency as well.

Law enforcement agencies across the country are recognizing the need to identify the best applicants to serve and are actively recruiting. Relocation allowances, sign on bonuses, step increases in pay, and competitive compensation packages are being offered to get the best applicants for their agency. The **Wyoming Highway Patrol is suffering** because we **don't** offer any of these to our employees! Many agencies in Wyoming and surrounding states are gaining employees due to the WHP's inability to retain or attract quality candidates. Salaries are well below many local agencies along with private companies.

It is our turn to **Ask Wyoming for Her HELP!** In 2021, the cost of living has gone up 7.8% alone not to include the 20% since 2010. Adding consistent increases in health and retirement contributions, our members are taking home less pay now than they were in 2010. We have many members who are utilizing federal and state assistance, like SNAP or TANF. **WHP Wages have not kept up** with the cost of living compared to agencies in both the public and private sectors in Wyoming or surrounding states. Wyoming



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taxpayers are footing the bill to continually train Troopers, dispatchers, and Port of Entry officers in order for them to go to other agencies or private business. WHP member shortages have increased burnout of employees, solo shifts (which are statistically far more dangerous), and reduced Trooper availability in many communities across the State.

Please help your Wyoming Highway Patrol. Support wage increases and competitive pay for those who serve you every day. ***Wyoming simply cannot afford*** to continue losing these vital public servants. They believe in serving Wyoming and are part of the Wyoming Highway Patrol Family.

Thank you,

A handwritten signature in black ink, appearing to read "Duane Ellis".

Sgt. Duane Ellis, WHPA President Elect