



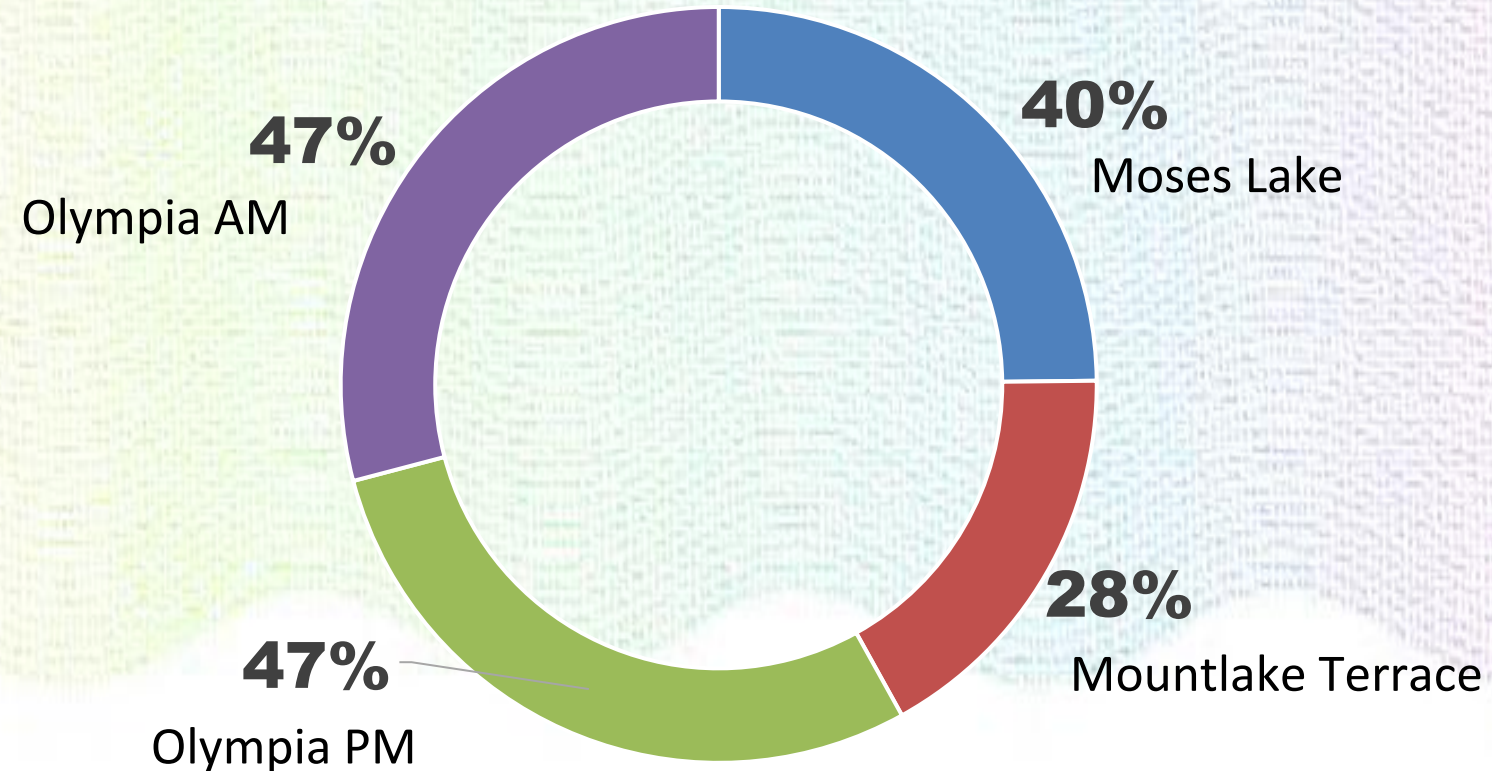
Human Resources Quarterly Report

- Comfortable Being Uncomfortable Survey Responses
- Core Training Updates
- Appointments and Separations
- Tuition and Wellness Reimbursements

Getting Comfortable Being Uncomfortable October 2024

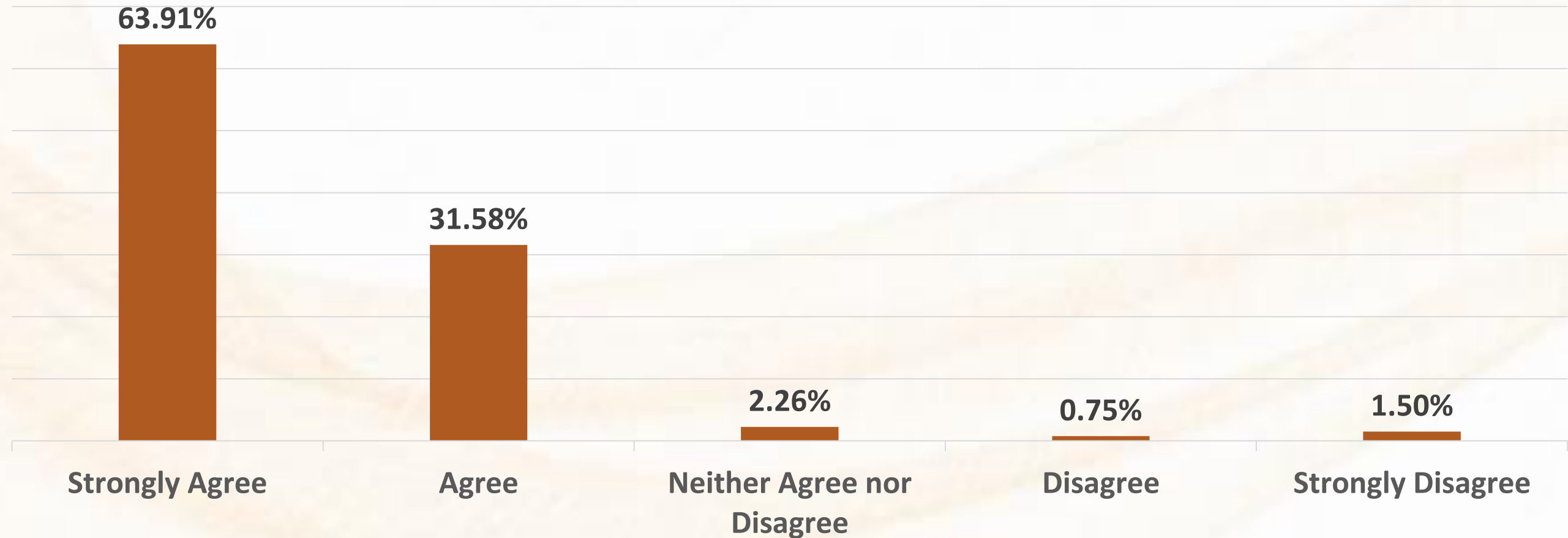
44% Average Overall Response Rate

Survey Response Results by Session



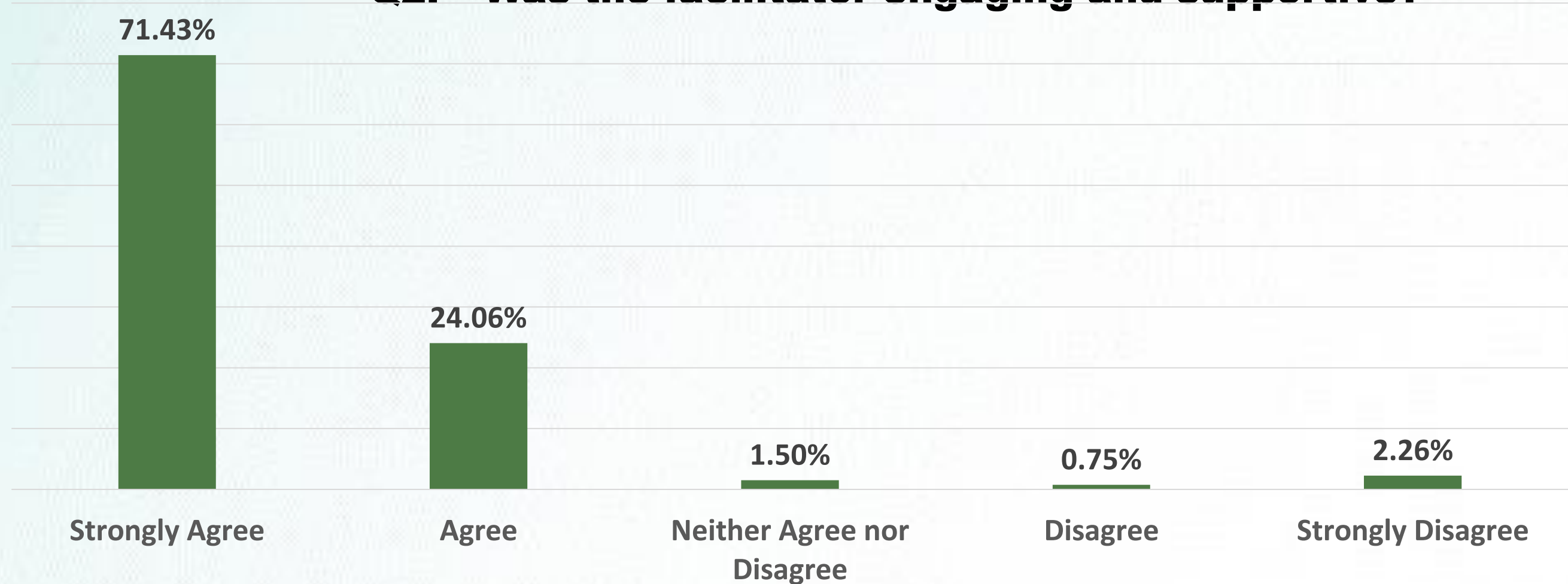
Getting Comfortable Being Uncomfortable October 2024

Q1: Was the training interactive and engaging?



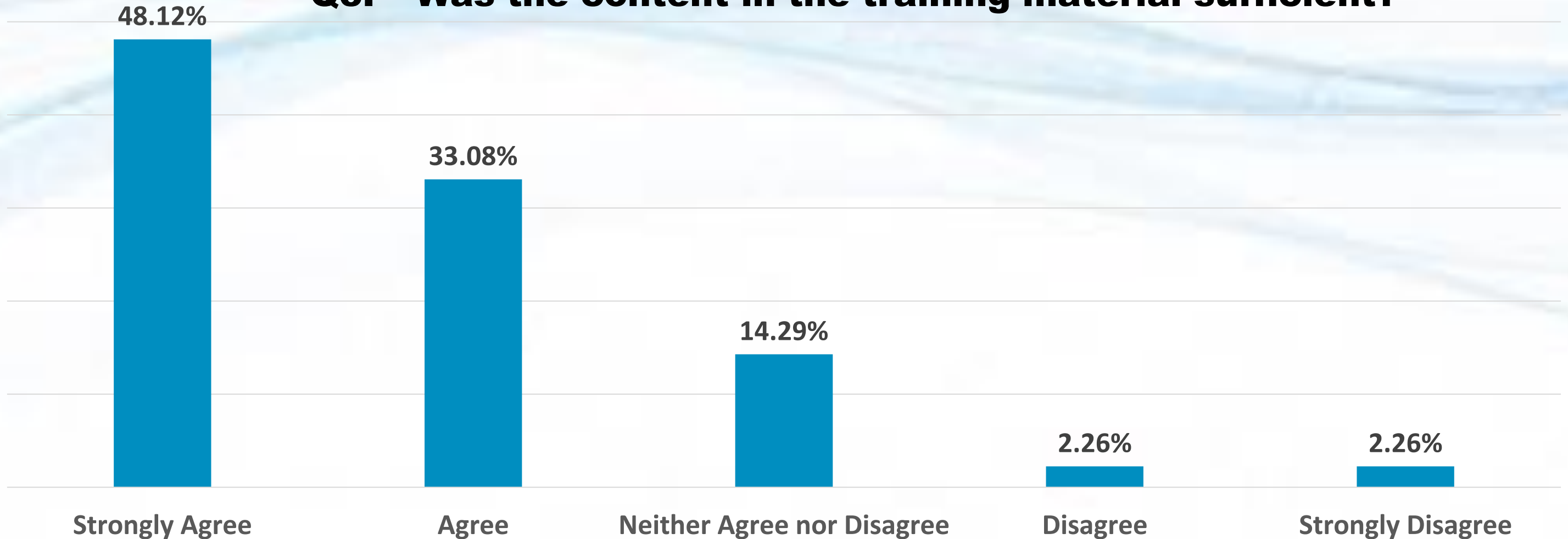
Getting Comfortable Being Uncomfortable October 2024

Q2: Was the facilitator engaging and supportive?



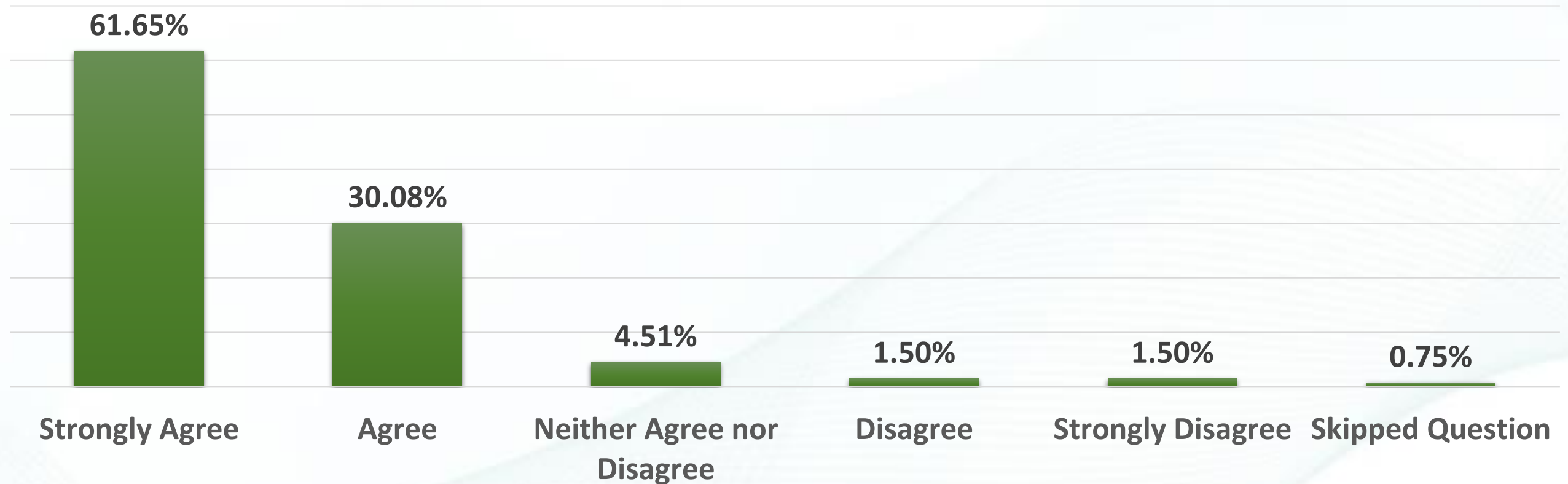
Getting Comfortable Being Uncomfortable October 2024

Q3: Was the content in the training material sufficient?



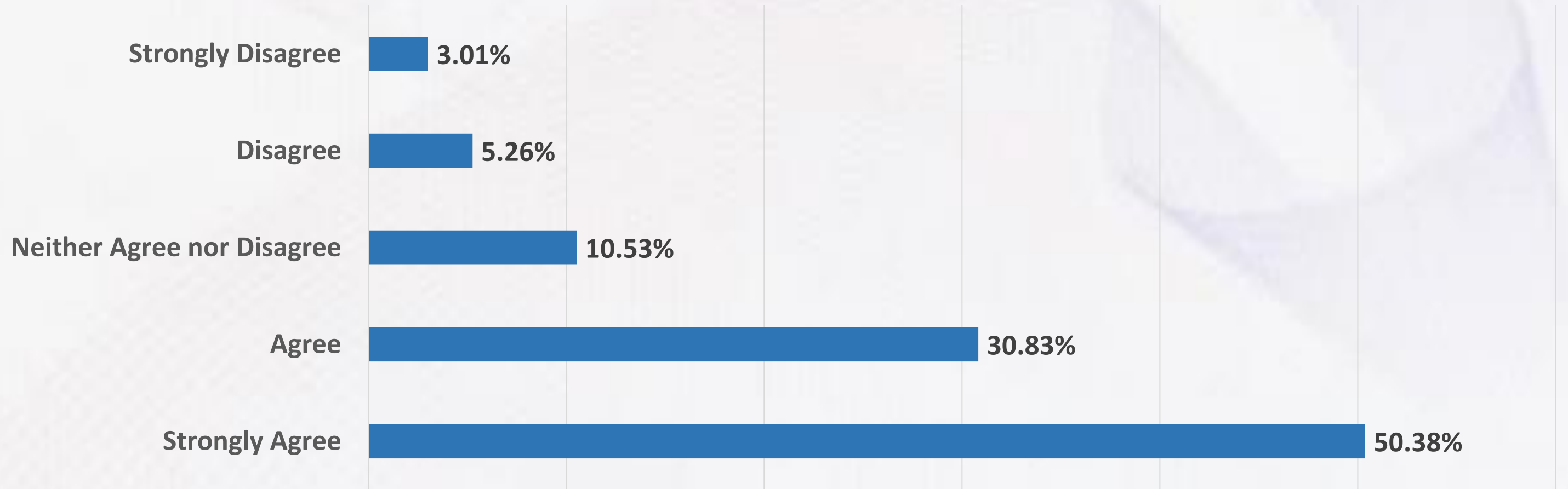
Getting Comfortable Being Uncomfortable October 2024

Q4: Did the instructor facilitate communication and engagement between learners?



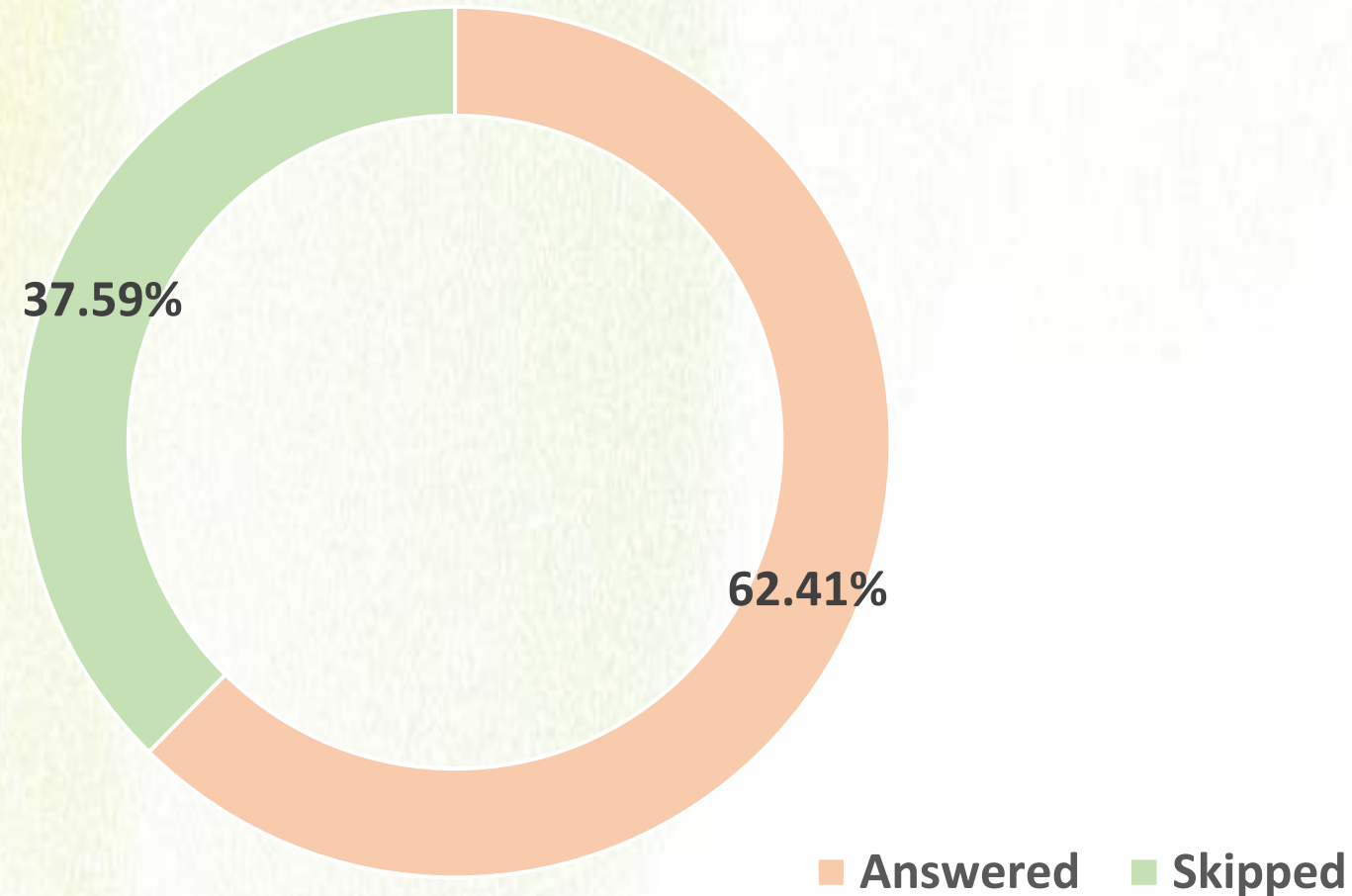
Getting Comfortable Being Uncomfortable October 2024

Q5: Did you find the training material and examples inclusive to all backgrounds?

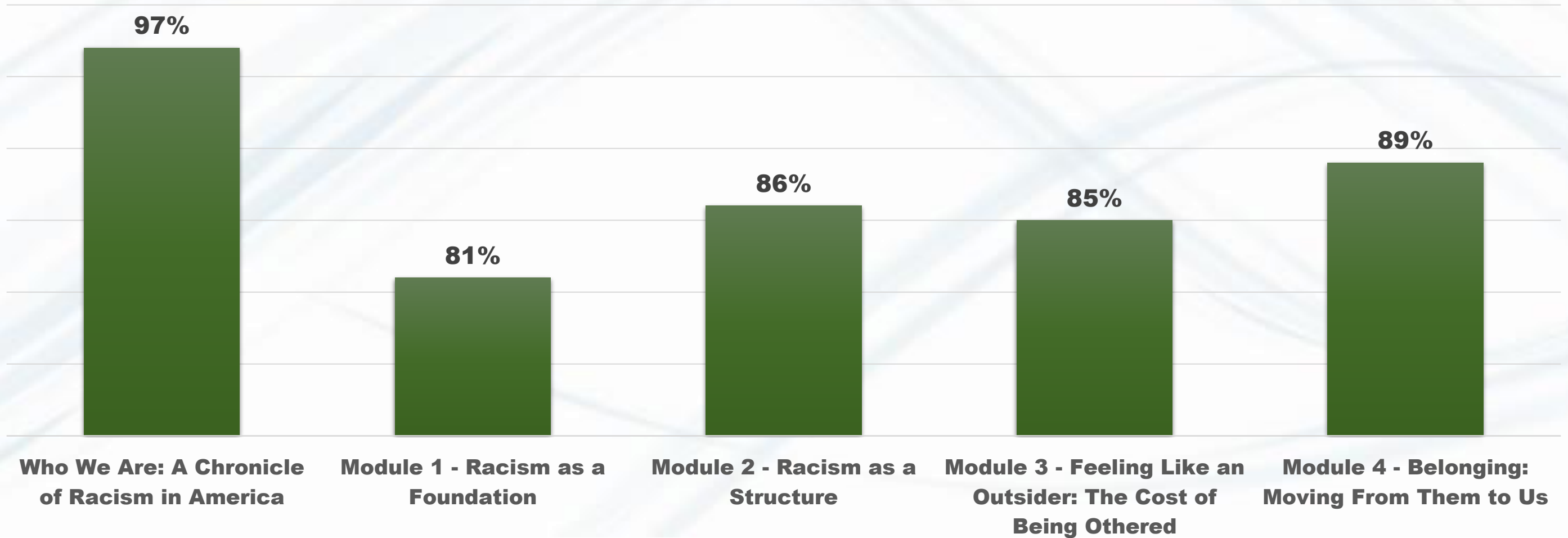


Getting Comfortable Being Uncomfortable October 2024

Q6: Any final thoughts or opinion about this training?

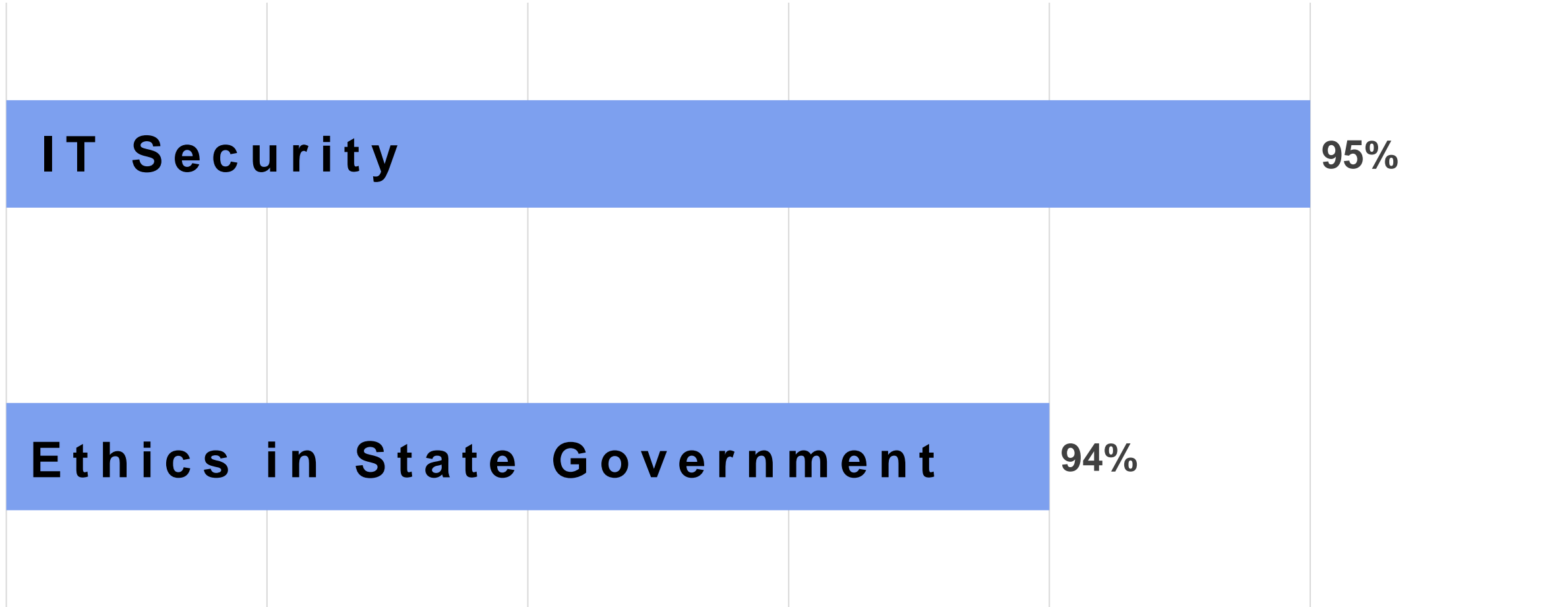


Diversity, Equity and Inclusion Training

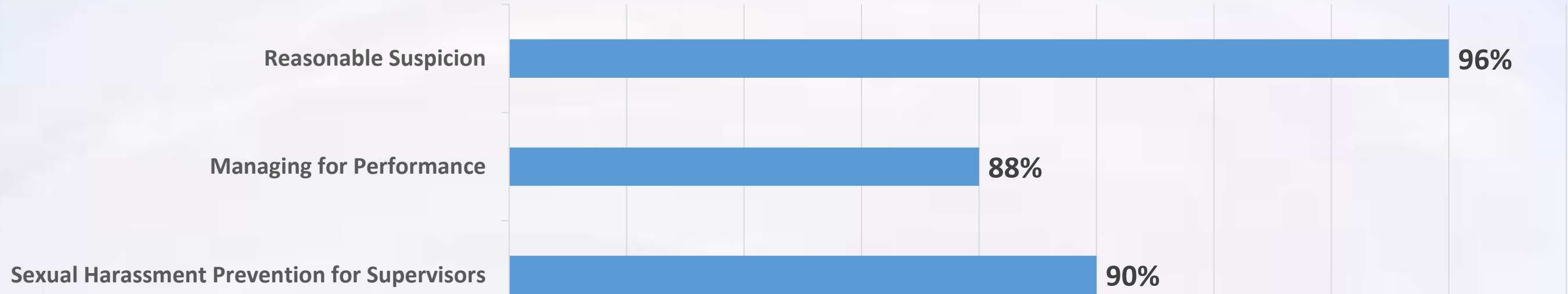




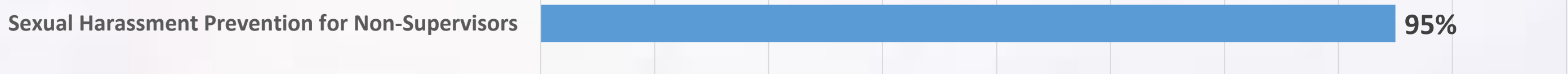
All Employees Core Training



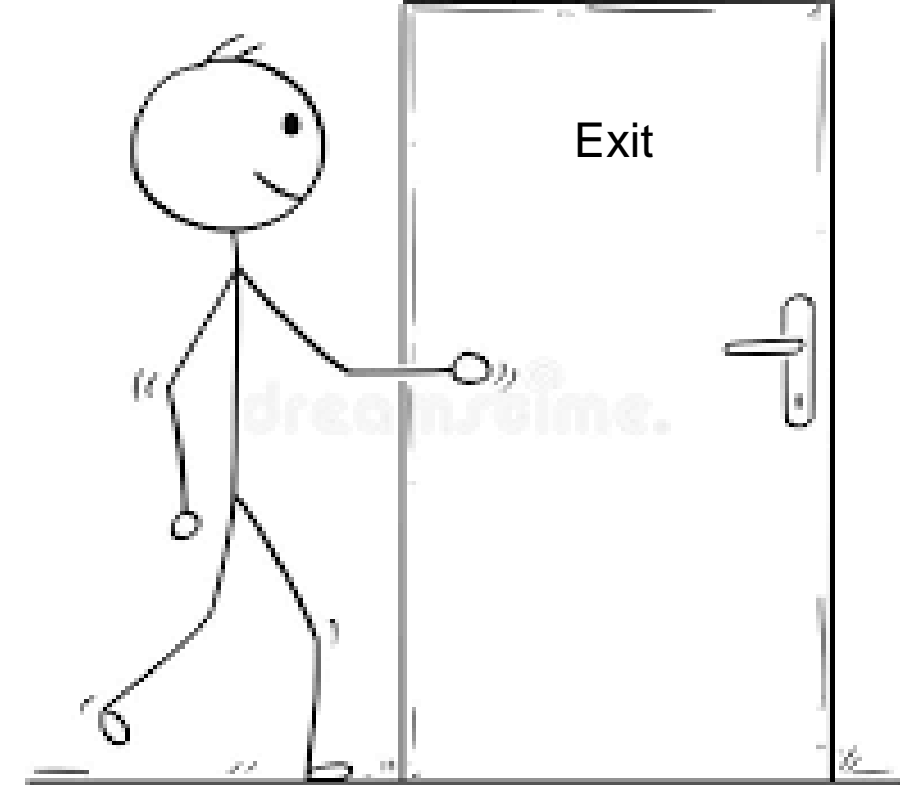
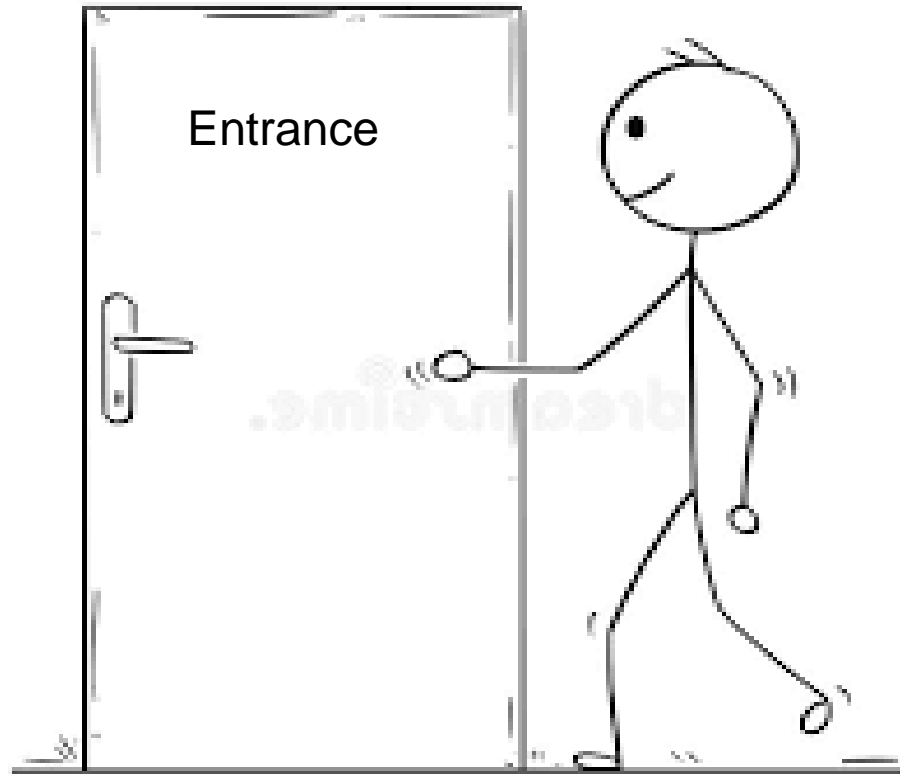
Supervisory Core Training



Non-Supervisory Core Training

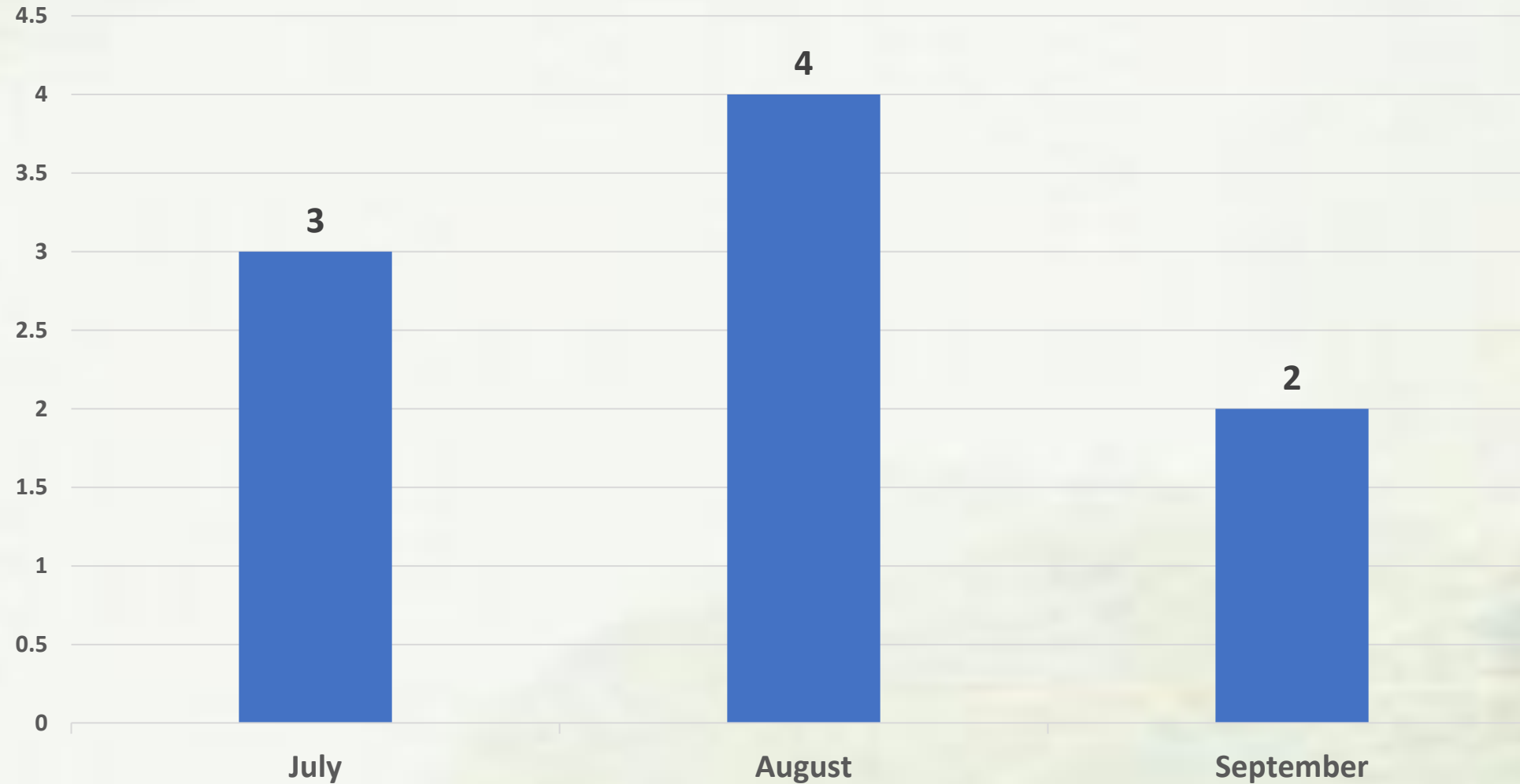


Appointment and Separations July 2024 – September 2024

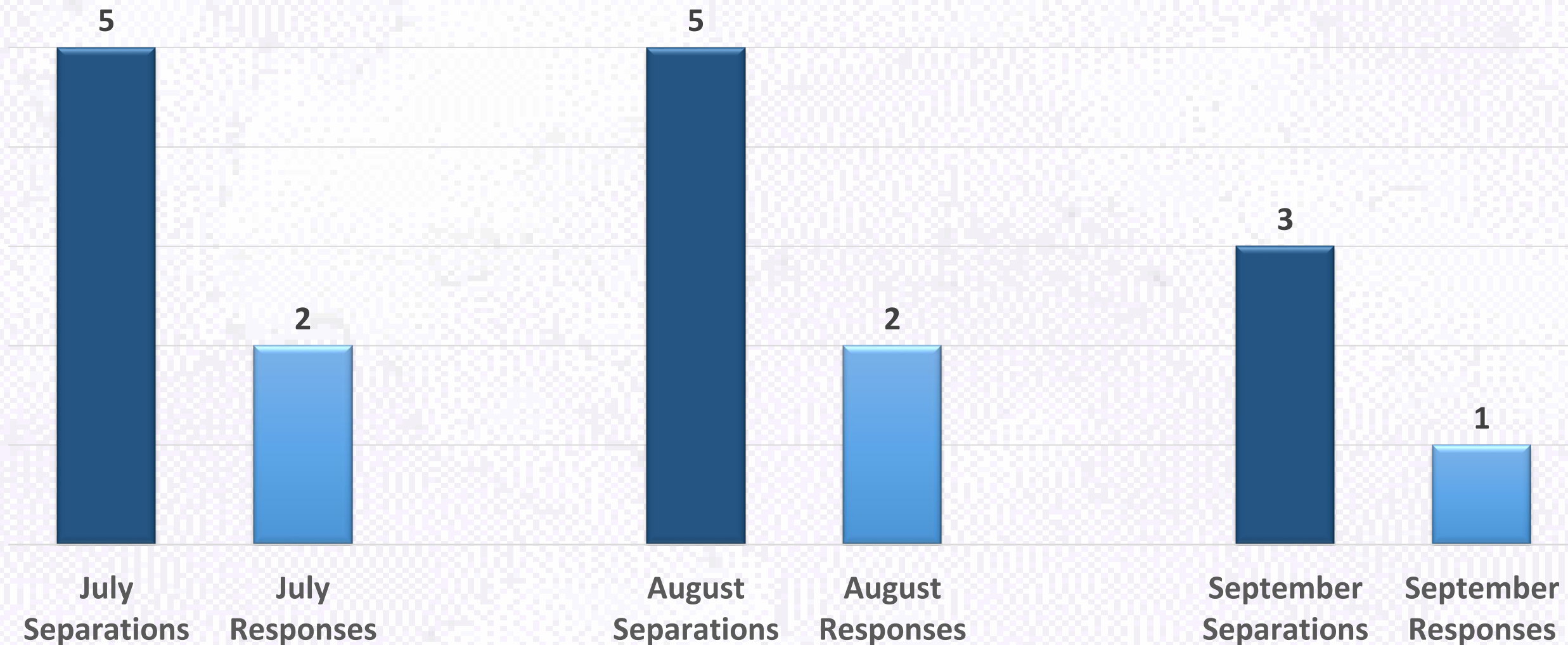


3rd Quarter Appointments

July 2024– September 2024



3rd Quarter Separations July 2024– September 2024

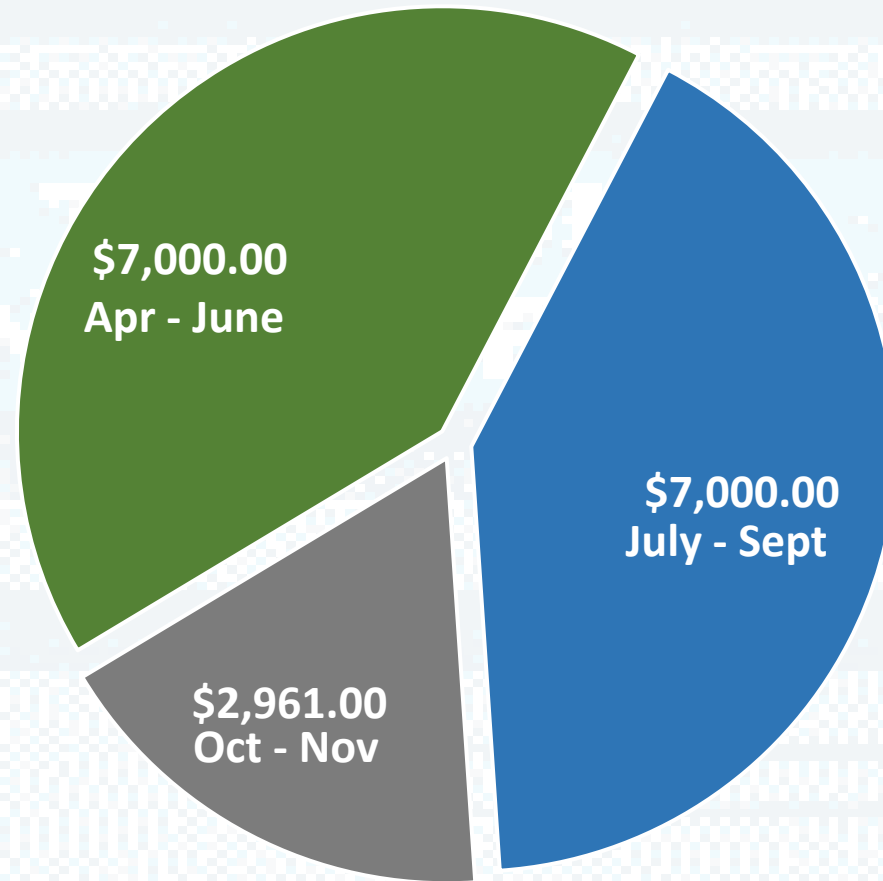




Updates

- Tuition Reimbursement
- Wellness Incentive Reimbursement

Tuition Reimbursements January 2024 – November 2024



Biennial budget
balance remaining
is \$16,349 through
June.

Wellness Reimbursements January 2024 – November 2024





Washington State Liquor and Cannabis Board

Director's Notes 2025 – 27 Coalition Contract Ratified

- **Pay Range Increases**
 - LEO1 change to LCB Recruit, range 57 (2-range increase)
 - LEO2 and LEO 3 consolidate job classes to LCB Officer range 63 (5-range increase for current LEO2s, 2-range increase for current LEO3s)
 - LEO4 change to LCB Lieutenant, range 68 (3-range increase)
- **Recruitment & Retention Incentive Payments**
 - New enforcement officers - \$2000 sign-on bonus
 - After successful completion of 12-month probation or at the 6-month trial service period at the Officer level, whichever is appropriate, \$2000 recruitment/retention incentive
 - After completion of an additional two (2) years of continuous employment in a permanent appointment as an Enforcement Officer - \$3500 final payment recruitment/retention incentive
- **One-Time Retention Incentive**
 - \$4000 for current LCB Enforcement Officers and Lieutenants once the Officer or Lieutenant reach 24-months of continuous service or for current LCB Enforcement Officers and Lieutenants that have already reached 24 months of continuous service and are still employed as an Enforcement Officer or Lieutenant on 7/1/2025 will receive the bonus on their 7/25/25 paycheck.

WPEA – Pending



Washington State Liquor and Cannabis Board

Questions 