

Premium Pay

Effective July 1, 2019

Please note premium pay may vary by each higher education institution. Contact the [individual institution\(s\)](#) for information regarding premium pay.

The following premiums apply to Non-represented Employees:

Basic Shift Premium: \$1.00 an hour for full-time employees who are regularly scheduled to work at least one (1), but not all, day, evening and night shifts.

IT Supervisor Premium: This premium is for employees within the information technology professional structure who are in the entry, journey and senior/specialist levels designated as and performing all the duties of a supervisor. In accordance with WAC 357-01-317, IT supervisory employees will receive five percent (5%) supervisory pay differential in addition to their base pay as long as they meet the definition of supervisor.

King County Duty Station Premium Pay: Employees who are assigned a permanent duty station in King County shall receive a five percent (5%) premium pay. When an employee is no longer permanently assigned to a King County duty station, they will not be eligible for this premium pay.

Special Commitment Center Premium Pay: Employees who are assigned to work on McNeil Island at the Special Commitment Center shall receive \$10.00 premium pay for each day the employee is physically working on the island. Any days in paid status while not physically on the island will not qualify for premium pay.

Registered Nurses – Basic: Registered nurses and related job classes requiring licensure as a registered nurse, licensed practical nurse, mental health practical nurse and psychiatric security nurse shall receive a \$1.50 an hour shift differential. See [WAC 357-28-190](#).

Supplemental Shift Premium for Nurses: For the classes of registered nurse and related job classes requiring a licensure as a registered nurse, supplemental shift premium shall be paid in the amounts and under the following conditions: See [WAC 357-28-195](#).

- \$1.00 an hour during any hours assigned to work while on paid leave from 11:00 p.m. until 7:00 a.m.
- \$3.00 an hour during any hours worked or while on paid leave from Friday midnight to Sunday midnight.
- Supplemental shift premiums are payable regardless of employment status and/or whether the work was prescheduled.
- Supplemental shift premiums are not payable during hours other than those specified.