

Premium Pay

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:

24/7 Facility Premium Pay: (DCYF, DSHS, DVA & Military Department only)

Employees assigned to a facility that provides direct care to residents, patients and/or clients and whose duties are required to be performed on location will receive a five percent (5%) premium pay for all hours actually spent working on location. Expires on June 29, 2027. Hours designated as vacation leave, sick leave and compensatory time or overtime hours shall not be eligible for the five percent (5%) premium.

Locations –

DCYF: JR Secure Residential Facilities; JR Community Residential Facilities; CW – Exceptional Placement Facilities

DSHS - BHA: Eastern State Hospital; Western State Hospital (Civil & Gage); Special Commitment Center (to include Secure Community Transition Facilities); Child Study Treatment Center; Behavioral Health Treatment Centers – Steilacoom Unit and Maple Lane Campus; Brockmann Campus; Olympic Heritage Behavioral Health Facility

DSHS – DDA: Lakeland Village RHC; Rainier School RHC; Fircrest School RHC; Yakima RHC; State Operated Community Residential; Lake Burien Transitional Care Facility

DVA: Orting; Port Orchard; Spokane; Walla Walla

Military Department: Washington Youth Challenge Academy

(Eff. 9/1/2023, rev. 7/2025)

Supplement Basic Shift Premium 24/7 Facilities: (DCYF, DSHS, DVA & Military Department)

Employees who are assigned to a facility that provides direct care to residents, patients, and/or clients and who duties are required to be performed on location will receive an additional one dollar (\$1.00) per hour of supplemental basic shift premium for each hour of basic shift premium received. Hours worked in an overtime status shall not be eligible for supplemental basic shift premium. The supplemental basic shift premium shall expire on June 29, 2027.

Locations -

DCYF: JR Secure Residential Facilities; JR Community Residential Facilities

DSHS - BHA: Eastern State Hospital; Western State Hospital (Civil & Gage); Special Commitment Center (to include Secure Community Transition Facilities); Child Study Treatment Center; Behavioral Health Treatment Centers – Steilacoom Unit and Maple Lane Campus; Brockmann Campus; Olympic Heritage Behavioral Health Facility
DSHS – DDA: Lakeland Village RHC; Rainier School RHC; Fircrest School RHC; Yakima RHC; State Operated Community Residential; Lake Burien Transitional Care Facility
DVA: Orting; Port Orchard; Spokane; Walla Walla
Military Department: Washington Youth Challenge Academy
(Eff. 7/2025)

Basic Shift Premium: In accordance with the criteria outlined in WAC 357-28-190 employees who meet the criteria to receive shift premium will receive \$2.50 an hour when they are regularly scheduled to work at least one (1), but not all, day, evening and night shifts. (Effective 5/15/2020; rev. 7/1/2023)

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. (Eff. 7/1/2019)

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. (Eff. 7/1/2019)

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 \$2.50 an hour shift differential. See [WAC 357-28-190](#). (Eff. 07/1/2019, rev. 07/01/2023)

Special Commitment Center (DSHS): Employees assigned to work on McNeil Island at the Special Commitment Center will receive ten dollars (\$10.00) premium pay for each day they are physically working on the Island. Days in paid status not working on the Island will not qualify for their premium pay. (Eff. 09/23/2019, rev. 01/01/2023)

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](#). (Effective 1/2019)

Prepared by the Office of Financial Management

- \$1.50 an hour during any hours assigned to work while on paid leave from 11:00 p.m. until 7:00 a.m.
- \$4.00 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. (Rev. 7/1/2023)