## 2023-25 Premium and Assignment Pay Changes

*All changes must be adopted at the June 22, 2023, State HR Director’s Meeting*

## Enterprise Wide Premium Pays

*Agency unique premium pays are not identified below.*

### Establishment

**Facility Premium Pay:** Eligible employees who are assigned to a facility that provides direct care to residents, patients and/or clients and whose duties are required to be performed at eligible locations and agencies (DCYF, DSHS, and DVA) will receive a five percent (5%) premium pay for all hours actually spent working on location.

### Revisions

**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.

**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.

**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.

* $1.50 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.

## Assignment Pay

### Abolishment

REFERENCE #40: Basic salary plus ten percent (10%) will be paid to the Department of Transportation employees in the northwest region permanently assigned to the I-90 tunnel and are responsible to monitor, maintain, and operate the highly complex and specialized tunnel systems located only at the I-90 tunnel. (2007-09 WFSE contract; Rev. 7/19)

REFERENCE #65 (1A2): Basic salary plus two (2) ranges shall be paid to trained and qualified employees who are assigned members of the following designated specialty teams: Emergency Response Team (ERT), Special Emergency Response Team (SERT), Inmate Recovery Team (IRT), Crisis Negotiation Team (CRT), Critical Incident Stress Management (CISM), and Honor Guard. Assignment pay under this reference shall be on an hour-for-hour basis for every hour worked during an authorized team related assignment or training.

### Establishment

REFERENCE #37E: Commercial Vehicle Officers and Commercial Vehicle Enforcement Officers of the Washington State Patrol. Instructors of Hazardous Materials/Dangerous Goods, defensive tactics, post collision/brake technician, CVSA course materials, firearms and EVOC, will be compensated an additional $10.00 (ten dollars) per hour, over and above regular salary and benefits, for every hour engaged in giving instruction to or receiving re-certification or instructor training.

REFERENCE #42B: (Teamsters Only) Within the Department of Corrections, employees who are certified instructors of defensive tactics, firearms and fitness will be compensated an additional fifteen dollars ($15.00) per hour, over and above regular salary and benefits, for every hour engaged in giving instruction or in receiving initial and recertification training.

REFERENCE #56B: (Coalition Only) Within the Department of Labor and Industries, conditional to serious hazard exposure as defined by RCW 49.17.180(6): Electrical Construction Inspector, Electrical Construction Inspector Lead, Electrical Inspector Field Supervisor/Technician Specialist, Electrical Plans Examiner, and Factory & Mobile Home Plan Examiner will be compensated basic salary plus ten percent (10%) for each hour they are required to use personal protective equipment (excluding hard hat, boots, hearing and eye protection) to enter a hazardous worksite to consult, inspect or investigate where serious hazards are present.

REFERENCE #71: Within the Washington State Patrol, basic salary plus five percent (5%) shall be paid to Commercial Vehicle Enforcement Officers (CVEO) permanently assigned to Compliance Review.

REFERENCE #72: Basic salary plus five percent (5%) shall be paid to CVEOs permanently assigned to the New Entrant program completing duties to include performing the safety investigations on motor carriers in the State of Washington.

REFERENCE #73: Employees who are assigned by the appointing authority to work as a Field Training Officer (FTO) – or the Communications Officer equivalent – will be compensated for documenting daily observations of a Student Officer for up to one (1) hour at the overtime rate for each duty day worked as an FTO, and up to one (1) hour at the overtime rate for time spent on the end of phase report.

REFERENCE #74: Basic salary plus five (5) percent for WSP Commercial Vehicle Officers and Commercial Vehicle Enforcement Officers for certified Cargo Tank or Level VI Radioactive Material (RAM) inspectors while they conduct said inspections.

REFERENCE #75: Base salary plus twenty percent (20%) for heavy equipment mechanics, within the Equipment Technician series, required to regularly perform as part of their assigned duties hands-on mechanical maintenance, diagnostics, fabrication, calibration, and repair work on heavy equipment and vehicles greater than 26,000 GVW.

REFERENCE #76: Within the Washington State Patrol, basic salary plus ten percent (10%) while performing assigned job responsibilities requiring work at heights above four feet at communication tower sites or are at the same remote location supervising an employee performing these duties. These employees are responsible for performing tower maintenance, which includes working at heights from which an employee might fall in excess of four (4) feet. Employees will be paid a minimum of four (4) hours at the higher rate on each day they perform work at a remote communication tower site or are at the same remote location supervising an employee performing these duties. The higher rate of pay is not to be paid for travel to/from remote tower locations, and does not include administrative time.

REFERENCE #77A: Part A – DSHS: Basic salary range plus ten percent (10%) for Social Service Specialists 3, 4 and 5s who perform unannounced visits in unregulated environments, such as private residences, to conduct investigations for allegations of abuse and/or neglect of vulnerable adults.

REFERENCE #77B: Part B – DCYF: Basic salary range plus ten percent (10%) for Social Service Specialists 3, 4 and 5s who perform visits in unregulated environments, such as private residences, to conduct investigations for allegations of abuse and/or neglect to assess the safety of vulnerable children.

REFERENCE #78: Certified instructors of defensive tactics, firearms, taser, verbal tactics, and pistol maintenance within the Criminal Justice Training Commission will be compensated at basic salary plus ten dollars ($10.00) per hour for every hour engaged in giving instruction in certification and re-certification training.

### Revision

REFERENCE #42A: Within the Department of Corrections, employees who are certified instructors of defensive tactics, firearms and fitness will be compensated an additional ten dollars ($10.00) per hour, over and above regular salary and benefits, for every hour engaged in giving instruction or in receiving initial and recertification training.

REFERENCE #56A: Within the Department of Labor and Industries, conditional to serious hazardous exposure as defined by RCW 49.17.180(6): Industrial Hygienists and Safety & Health Specialists will be compensated basic salary plus ten percent (10%) for each hour they are required to use personal protective equipment (excluding hard hat, boots, hearing and eye protection) to enter a hazardous worksite to conduct, inspect or investigate where hazards are present.