



**Registered Nurse 2 (RN2)  
Multiple locations statewide  
Fulltime and On-call with various schedules available!**

Join the Department of Corrections (DOC) team to make a real difference in the lives of others and to find personal fulfillment in your role. DOC is seeking a highly motivated and qualified Registered Nurse (RN) to fill several RN vacancies throughout the state of Washington.

Registered Nurses will receive shift differential in the amount of **two dollars and fifty cents (\$2.50)** per hour for evening shift and night shift work.

Employees may also qualify for one or both of these supplemental shift premiums in addition to the above.

- A. **One dollar (\$1.00)** per hour during any hours assigned to work from 11:00 p.m. until 7:00 a.m.
- B. **Three dollars (\$3.00)** per hour during any hours worked from Friday midnight to Sunday midnight.

At the Washington State Department of Corrections, we value our nurses and understand how important they are to our patients and their families. Additionally, we offer a great benefit package along with opportunity for professional and personal growth.

The Washington State Department of Corrections has eight (8) major correctional facilities throughout the state of Washington, as well as four (4) smaller correctional camps:



- Airway Heights Corrections Center** – Airway Heights, WA.
- Washington Corrections Center** – Shelton, WA.
- Clallam Bay Correction Center** – Clallam Bay, WA.
- Coyote Ridge Corrections Center** – Coyote Ridge, WA.
- Stafford Creek Corrections Center** – Aberdeen, WA.
- Washington State Penitentiary** – Walla Walla, WA.
- Monroe Correctional Complex** – Monroe, WA.
- Washington Corrections Center for Women**– Gig Harbor, WA.
- Larch Corrections Center** – Yacolt, WA.
- Cedar Creek Corrections Center** – Littlerock, WA.
- Olympic Corrections Center** – Forks, WA.
- Mission Creek Corrections Center for Women** – Belfair, WA.

The mission of the Department of Corrections is to 'improve public safety by positively changing lives. For additional information visit our website at [doc.wa.gov](http://doc.wa.gov)

***All applications are reviewed as they are received. The hiring authority reserves the right to offer the position at any time during the recruitment process. It is to the applicant's advantage to apply as early as possible.***

**Some of what our RN's do:**

- The registered nurse delivers services which promote health, foster healing, and support coping and adjustment to various health conditions.
- Screening, assessing, and evaluating incarcerated individuals and their conditions
- Responding to all other requests for health care attention in a complete, timely, clinically appropriate, and therapeutic manner.
- Delegating and supervising work, monitoring, managing, coordinating, and delivering health care.
- Planning transition, making referrals, and arranging follow-up when patients transfer or return to the community.
- Assisting patients to improve their skill and ability to provide care for themselves and their family.
- Counseling, consulting, teaching, advising, and providing health information that improves quality of health services and/or enhances safety and security.



**Required Qualifications:**

- Graduation from an accredited school of professional nursing.
- The ability to obtain a valid Washington State license to practice as a Registered Nurse prior to employment.
- One year experience working as a Registered Nurse.
- Must be American Heart Association Basic Life Support (BLS) (Advanced Cardiac Life Support or other will not substitute for BLS)

NOTE: Must have initial and continuous unencumbered/unrestricted licensure as a Registered Nurse.

**COVID-19 Vaccination Requirement**

Pursuant to [Emergency Proclamation 21-14](#), all Washington State executive branch employees, on-site contractors, and volunteers must be fully vaccinated against COVID-19 by October 18th, 2021. As a condition of employment, the successful candidate will be required to provide proof of their COVID-19 Vaccination as part of the hire process for all positions within our agency.

**On-Call nurses:**

- Be available to work all shifts (day, swing, and graveyard) including weekends and holidays.
- Be willing to work a minimum of 8 shifts a month.
- Provide written availability by the 5th of each month for the following month's coverage.
- Be willing to complete a paid six-week correctional worker core training M-F from 8 to 4:30 pm. (not required)

### Supplemental Information:



**Vision:** Working together for safer communities.

**Mission:** *Improving public safety by positively changing lives.*

**Our Commitment:** *To operate a safe and humane corrections system and partner with others to transform lives for a better Washington.*

DOC is an equal opportunity employer and does not discriminate based on race, creed, color, national origin, sex, marital status, sexual orientation, gender identity, gender expression, age, honorably discharged veteran, veteran status, genetic information, or the presence of any sensory, mental, or physical disability or the use of a trained guide dog or service animal by a person with a disability.

### Our Core Values:

- **Cultivate an environment of integrity and trust:** Corrections values partnership and trust. We foster openness and support courageous conversations. We are committed to doing what we say we are going to do by being accountable and taking personal ownership in our actions.
- **Respectful and inclusive interactions:** Corrections appreciates and values individuals by promoting an inclusive and diverse environment, which encourages safety. We respect, value, and listen to the thoughts, feelings, and perspectives of our stakeholders and consider the impact on those we serve as well as each other.
- **People's safety:** Corrections believes in creating an environment that values physical, mental, and emotional security and well-being. We honor those who advance safety for all.
- **Positivity in words and actions:** At Corrections, we assume positive intentions and believe there is a shared desire for the best outcome. We consistently demonstrate positive behavior and always put forth our best effort.
- **Supporting people's success:** Corrections is committed to our community – understanding individuals, instilling hope, embracing change, and providing opportunities.

### IMPORTANT NOTES:

- Please include a minimum of three professional references with your application. A professional reference is defined as an individual who has been paid to supervise your work and can attest to your work performance, technical skills, and job competencies. If you do not have any or sufficient professional references, please include non-related professionals, such as educators or other

professional associates. *Phone number AND email address are required for all professional references.*

- Prior to a new hire, a background check including criminal record history will be conducted. Information from the background check will not necessarily preclude employment but will be considered in determining the applicant's suitability and competence to perform in the position.
- Employees may work directly with or in close proximity to incarcerated individuals in a potentially hazardous setting. Please consider this when deciding whether to apply.
- We are committed to maintaining a drug and alcohol-free work environment, and our employees are expected to comply with all state and federal laws. A pre-employment drug test may be administered as part of the selection process, and applicants who test positive for any controlled substances, will be disqualified from consideration.
- Oleoresin Capsicum (OC) is an aerosol pepper spray made available as a means of self-defense and/or de-escalation. Applicants with sensitivities or allergies are encouraged to ask about the level of exposure they could expect in this position.
- Animal care projects are a common component of most Washington State prisons, including dog and cat programs. Applicants with animal sensitivities or allergies are encouraged to ask about the level of exposure they could expect in this position.
- Tuberculosis (TB) is a priority health issue for DOC employees. The successful candidate may be required to provide valid proof of a baseline TB skin test within 60 days from the date of hire. When positive tests result, further information, testing and treatment may also be required. Employment is not contingent upon test results.
- This position may be represented by a Union Shop.

We are committed to hiring individuals who possess core diversity competencies:

- Foster a positive attitude and openness toward the ever changing social and cultural makeup of the workplace.
- Work effectively with people of different perspectives, abilities, disabilities, races, religions, ages, lifestyle preferences and social, ethnic, and cultural backgrounds.
- Respectfully acknowledge people's differences and recognize these differences as important and valuable.
- Promote inclusiveness.
- Be culturally sensitive and appropriate.
- Respect and value diverse backgrounds and traditions.

For questions about this recruitment, or to request reasonable accommodation in the application process, please email [ldelong@doc1.wa.gov](mailto:ldelong@doc1.wa.gov) or call us at (425)760-4485

For TTY service, please call the Washington Relay Service at 7-1-1 or 1-800-833-6388

## BENEFITS

### **More than Just a Paycheck!**

Employee benefits are not just about the kind of services you get, they are also about how much you may have to pay out of pocket. Washington State offers one of the most competitive benefits packages in the nation.

We understand that your life revolves around more than just your career and that your priority is making sure that you and your family will maintain health and financial security. That's why choice is a key component of our benefits package. We have a selection of health and retirement plans, paid leave, staff training and other compensation benefits that you can mix and match to meet your current and future needs.

### **Read about our benefits:**

*The following information describes typical benefits available for full-time employees who are expected to work more than six months. Actual benefits may vary by appointment type or be prorated for other than full-time work. Check with the agency human resource office for specific benefit information.*

### **Insurance Benefits**

Employees and families are covered by medical (including vision), dental and basic life insurance. There are multiple medical plans with affordable monthly premiums that offer coverage throughout the state. Staff are eligible to enroll each year in a medical flexible spending account which enables them to use tax-deferred dollars toward their health care expenses. Employees are also covered by basic life and long term disability insurance, with the option to purchase additional coverage amounts. To view premium rates, coverage choice in your area and how to enroll, please visit the [Public Employees Benefits Board \(PEBB\) website](#).

### **Retirement and Deferred Compensation**

State Employees are members of the Washington Public Employees' Retirement System (PERS). New employees have the option of two employer contributed retirement programs. For additional information, check out the [Department of Retirement Systems'](#) web site.

Employees also have the ability to participate in the [Deferred Compensation Program](#) (DCP). This is a supplemental retirement savings program (similar to an IRA) that allows you control over the amount of pre-tax salary dollars you defer as well as the flexibility to choose between multiple investment options.

### **Vacation (Annual Leave)**

You begin accruing vacation starting your first month of employment. Since we value your loyalty, the amount of vacation you can accrue increases the longer you work with us. Washington State supports members of the armed forces with 21 days paid military leave per year. Vacation accrues for full-time employees per [WAC 357-31-165](#).

## Holidays

Full-time employees are entitled to twelve\* paid holidays:

<b>HOLIDAY</b>	<b>DATE</b>
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New Year's Day	January 1
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Martin Luther King, Jr's birthday	Third Monday in January
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Presidents' Day	Third Monday in February
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Memorial Day	Last Monday in May
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Juneteenth	June 19
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Independence Day	July 4
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Labor Day	First Monday in September
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Veterans' Day	November 11
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Thanksgiving Day	Fourth Thursday in November & Friday after
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Christmas Day	December 25
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Personal Holiday	Employee's selection each calendar year
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\*Employees who are members of certain Unions are entitled to an additional personal leave day of their choice. Please refer to specific [Collective Bargaining Agreements](#) for more information.

## **Social Security**

All state employees are covered by the federal Social Security and Medicare systems. The state and the employee pay an equal amount into the system.

## **Sick Leave**

Full-time employees earn eight hours of sick leave per month. Paid sick leave may be used for reasons included in [WAC 357-31-130](#).

Please visit the [State HR Website](#) for more detailed information.