



*SALARY PROJECTION SYSTEM (SPS) RATES/
LOOKUP MAINTENANCE*

July 2017

The Salary Projection System (SPS) utilizes a number of sources for the rates used in the salary projections. The rates are entered into the SPS Data Tables and allows the user to select valid options for job class codes, salary steps, retirement system as well as determining the calculation used in a projection. This document is a guide to finding the rates utilized by SPS. Information available on the Internet will be listed here as links to the relevant websites. Other information is available in tables of this document.

If you find an error or omission, please report it as soon as possible by contacting the Budget Portfolio Systems Help Desk by emailing SolutionsCenter@WaTech.wa.gov. Please be prepared to cite a source for the correction.

The Department of Labor and Industries (LNI) Agency Experience Factor used in SPS is not publicly available; therefore, a link is not available.

Please contact the WaTech Solution Center to inquire about the LNI rate used if necessary.

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Salary

Job Classifications (General Government and Higher Education*)

<http://hr.ofm.wa.gov/Compensation-Job-Classes/classifiedjoblisting/specifications>

* SPS *only includes Higher Education job classes utilized by the Higher Education Coordinating Board*

Salary & Pay Information

<http://hr.ofm.wa.gov/compensation-job-classes/compensation-administration/total-compensation-salaries-benefits>

Compensation Plan

<http://hr.ofm.wa.gov/compensation-job-classes/compensation-administration/compensation-plan-components>

Salary Schedules

<http://hr.ofm.wa.gov/compensation-job-classes/compensation-administration/compensation-plan-components/salary-schedules>

Assignment Pay

<http://hr.ofm.wa.gov/compensation-job-classes/compensation-administration/compensation-plan-components/assignment-pay>

Washington Management Service (WMS) Band Limits

http://hr.ofm.wa.gov/sites/default/files/documents/CompensationAndJobClasses/Salary%20Schedules/2017Jul1_GWA/NonRepresented/2017Jul1_WMS_Schedule.pdf

Exempt Management Service (EMS) Band Limits

http://hr.ofm.wa.gov/sites/default/files/documents/CompensationAndJobClasses/Salary%20Schedules/2017Jul1_GWA/NonRepresented/2017Jul1_EMS_Schedule.pdf

General Wage Adjustments

[General Wage Adjustment \(GWA\)](#)

Valid Salary SubObjects

<http://www.ofm.wa.gov/policy/75.70.htm>

SubObject	Title
AA	State Classified
AB	Higher Ed Class
AC	State Exempt
AD	Higher Ed Exempt
AE	State Special
AF	Higher Ed Faculty
AG	Comm SP Officers
AH	Higher Ed Grad Ast
AJ	State Other
AK	Higher Ed Other
AL	Higher Ed Student
AN	Justice/Judges
AR	Elected Officials
AS	S/L Buyout
AT	Terminal Leave
AU	OT & Callback
NW	Spec Emp Comp
NZ	Other Grants/Bene

Benefits

Benefit Cost Table

Benefit	SubObject	Amount	Unit	Max Salary	Effective Date	End Date
OASI	BA	6.2	6.2 percent	\$102,000.00	1/1/2008	12/31/2008
OASI	BA	6.2	6.2 percent	\$106,800.00	1/1/2009	12/31/2011
OASI	BA	6.2	6.2 percent	\$110,100.00	1/1/2012	12/31/2012
OASI	BA	6.2	6.2 percent	\$113,700.00	1/1/2013	12/31/2013
OASI	BA	6.2	6.2 percent	\$117,000.00	1/1/2014	12/31/2014
OASI	BA	6.2	6.2 percent	\$118,500.00	1/1/2015	12/31/2016
OASI	BA	6.2	6.2 percent	\$127,200.00	1/1/2017	
Health Insurance	BD	\$561.00	Monthly		7/1/2008	6/30/2009
Health Insurance	BD	\$745.00	Monthly		7/1/2009	6/30/2010
Health Insurance	BD	\$850.00	Monthly		7/1/2010	6/30/2012
Health Insurance	BD	\$800.00	Monthly		7/1/2012	6/30/2013
Health Insurance	BD	\$782.00	Monthly		7/1/2013	6/30/2014
Health Insurance	BD	\$662.00	Monthly		7/1/2014	6/30/2015
Health Insurance	BD	\$840.00	Monthly		7/1/2015	6/30/2016
Health Insurance	BD	\$894.00	Monthly		7/1/2016	6/30/2017
Health Insurance	BD	\$913.00	Monthly		7/1/2017	6/30/2018
Health Insurance	BD	\$957.00	Monthly		7/1/2018	

Max Salary Amounts for Social Security

https://www.ssa.gov/policy/docs/quickfacts/prog_highlights/index.html

Industrial Insurance Base Rates by Business Type and Risk Classification

<http://www.lni.wa.gov/ClaimsIns/Files/Rates/2017RatesBusTypeClassCode.pdf>

Industrial Insurance Base Rates by Risk Classification and Fund

<http://www.lni.wa.gov/ClaimsIns/Files/Rates/2017RatesByClassCodeFund.pdf>

Retirement Rates

[Contribution Rate Tables](#)