



Office of Financial Management

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SALARY PROJECTION SYSTEM (SPS) RATES/LOOKUP MAINTENANCE

September 2019

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 OFM Help Desk at HereToHelp@ofm.wa.gov or call 360.407.9100. 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.

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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

https://ofm.wa.gov/sites/default/files/public/shr/CompensationAndJobClasses/Salary%20Schedules/2017Jul1_GWA/NonRepresented/2017Jul1_EMS_Schedule.pdf

General Wage Adjustments

<https://ofm.wa.gov/state-human-resources/compensation-job-classes/compensation-administration/general-wage-adjustment>

Valid Salary SubObjects

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

Benefits

Benefit Cost Table

Benefit	SubObject	Amount	Unit	Max Salary	Effective Date	End Date
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	\$916.00	Monthly		7/1/2018	6/30/2019
Health Insurance	BD	\$939.00	Monthly		7/1/2019	6/30/2020
Health Insurance	BD	\$976.00	Monthly		7/1/2020	6/30/2021

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/2019RatesBusTypeClassCode.pdf>

Industrial Insurance Base Rates by Risk Classification and Fund

<http://www.lni.wa.gov/ClaimsIns/Files/Rates/2019RatesByClassCodeFund.pdf>

Retirement Rates

[Contribution Rate Tables Index](#)