

Chapter 7

Salary, Pension and Insurance Data

7.1 AGENCY COMPENSATION DATA COLLECTION AND UPDATE

The salary data collection process for collective bargaining has concluded.

The Governor's Office, supported by the OFM Labor Relations unit, negotiates collective bargaining agreements for state governmental agencies and for some institutions of higher education. The nature of collective bargaining requires OFM to have salary data at the employee level. OFM must be prepared for proposals that group employees by bargaining unit, classification, range and step, years of service, etc. It also is necessary to have compensation data available at this level of detail for non-represented state employees to enable similar calculations for non-represented groups.

OFM data collection for 2015-17 collective bargaining salary negotiations and budgeting for all state employee salaries and benefits concluded on May 30, 2014.

7.2 VALID PENSION SYSTEM CODES

The following table reflects all valid pension system codes for the 2013-15 biennial budget.

Retirement Systems	Description
H1	Higher Education System – 5% Contribution Rate
H2	Higher Education System – 7½% Contribution Rate
H3	Higher Education System – 10% Contribution Rate
J2	Judicial Retirement System (capped)
R1	Judicial Retirement Account Plan I
R2	Judicial Retirement Account Plan II
L1	Law Enforcement Officers and Fire Fighters – Plan I
L2	Law Enforcement Officers and Fire Fighters – Plan II
N2	Public Safety Employees' Retirement System
P1	Public Employees' Retirement System (PERS) – Plan I
P2	Public Employees' Retirement System (PERS) – Plan II
P3	Public Employees' Retirement System (PERS) – Plan III
T1	Teachers' Retirement System (TRS) – Plan I
T2	Teachers' Retirement System (TRS) – Plan II
T3	Teachers' Retirement System (TRS) – Plan III
S1	Washington State Patrol Retirement System – Plan I
S2	Washington State Patrol Retirement System – Plan II

7.3 OTHER COMPENSATION COST NOTES

Salaries.

In developing decision packages, agencies should use base salaries from the salary schedules published by OFM/HR at: <http://www.hr.wa.gov/CompClass/Compensation/Pages/SalarySchedules.aspx>.

Discuss the use of any other compensation plan with your OFM analyst before using it in a budget request. Agencies should **not** budget for overtime, sick leave, or shared leave.

Workers compensation costs (medical aid and industrial insurance).

OFM will coordinate with the Office of Actuarial Services at the Department of Labor and Industries to determine agency rates and add workers' compensation rate adjustments to agency budgets in the biennial budget. Agencies should not submit decision packages for workers compensation in the biennial budget request.

In supplemental budgets, however, an agency may submit a decision package for the portion of the rate adjustment that the agency believes it cannot accommodate in its budget.