

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 nonrepresented state employees to enable similar calculations for nonrepresented groups.

OFM data collection for 2017–19 collective bargaining salary negotiations and budgeting for all state employee salaries and benefits concluded May 30, 2016.

7.2 VALID PENSION SYSTEM CODES

The following table reflects all valid pension system codes for the 2017–19 biennial budget.

Retirement Systems	Description
H1	higher education system – 5% contribution rate
H2	2 year hi ed system – 7½% contribution rate
H3	2 year hi ed system – 10% contribution rate
H4	4-year hi ed system – 7.5% rate capped at 6%
H5	4-year hi ed system – 10% rate capped at 6%
J2	Judicial Retirement System (capped)
JA	Judicial Retirement Account Plan/PERS 1
JB	Judicial Retirement Account Plan/PERS 2/3
L1	Law Enforcement Officers’ and Fire Fighters’ – Plan I
L2	Law Enforcement Officers’ and Fire Fighters’ – Plan II
NE	not-eligible/unknown system
P0	the retired-rehired
N2	Public Safety Employees’ Retirement System
P1	Public Employees’ Retirement System – Plan I
P2	Public Employees’ Retirement System – Plan II
P3	Public Employees’ Retirement System – Plan III
T1	Teachers’ Retirement System – Plan I
T2	Teachers’ Retirement System – Plan II
T3	Teachers’ Retirement System – 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>. If there are tentative collective bargaining agreements that would affect the cost of a decision package, agencies should estimate that impact and refer to them, separately, in the decision package.

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.