

Salary Projection System

Rates

&

Resources

About SPS Rates

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.

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 listed in this document.

Salary Resources

Job Classifications (General Government and Higher Education*)

[Classified Job Listing | Office of Financial Management \(wa.gov\)](#)

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

Salary & Pay Information

[Total compensation \(salaries & benefits\) | Office of Financial Management \(wa.gov\)](#)

Compensation Plan

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

Salary Schedules

[Salary schedules | Office of Financial Management \(wa.gov\)](#)

Assignment Pay

[Assignment Pay | Office of Financial Management \(wa.gov\)](#)

Washington Management Service (WMS) Band Limits

[2025 WMS Schedule.pdf \(wa.gov\)](#)

Exempt Management Service (EMS) Band Limits

[2025 EMS Schedule.pdf \(wa.gov\)](#)

General Wage Adjustments

[General wage adjustment | Office of Financial Management](#)

Valid Salary SubObjects

[75.70 - Object/Subobject/Sub-subobject Codes \(wa.gov\)](#)

Benefits

Benefit Cost Table

Benefit	SubObject	Amount	Unit	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
Health Insurance	BD	\$1130.00	Monthly	7/1/2022	6/30/2023
Health Insurance	BD	\$1145.00	Monthly	7/1/2023	6/30/2024
Health Insurance	BD	\$1191.00	Monthly	7/1/2024	6/30/2025
Health Insurance	BD	\$1191.00	Monthly	7/1/2025	6/30/2026

OSDI Program Limits, Rates, and other Social Security Rates

[Contribution and Benefit Base \(ssa.gov\)](https://ssa.gov)

Industrial Insurance Rates

[Rates for Workers' Compensation \(wa.gov\)](https://wa.gov)

Retirement

Department of Retirement Systems

[Chapter 6: Contributions - Department of Retirement Systems \(wa.gov\)](https://wa.gov)