STATE OF OKLAHOMA

2nd Session of the 45th Legislature (1996)

HOUSE BILL NO. 2788 By: Steidley

AS INTRODUCED

An Act relating to state personnel; requiring annual written notice of compensation; defining term; requiring cooperation among certain persons; amending 74 O.S. 1991, Section 840.16, as amended by Section 22, Chapter 242, O.S.L. 1994, and as renumbered by Section 54, Chapter 242, O.S.L. 1994 (74 O.S. Supp. 1995, Section 840-4.6), which relates to pay structure; modifying statement of certain goal; modifying provisions related to permissible components of certain system; providing for codification; providing an effective date; and declaring an emergency.

BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

SECTION 1. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 840-2.13A of Title 74, unless there is created a duplication in numbering, reads as follows:

The Administrator of the Office of Personnel Management shall provide annual written notice of individual total compensation to all state classified and unclassified employees in the executive branch of state government, except employees of institutions within

The Oklahoma State System of Higher Education. Total compensation shall include but not be limited to base pay, longevity pay, insurance, retirement, and leave benefits. The Administrator of the State and Education Employees Group Insurance Board, the Executive Director of the Oklahoma State Employees Benefits Council, and the chief administrative officers of retirement systems which include state employees are directed to cooperate with the Administrator of the Office of Personnel Management and to provide information that the Administrator finds necessary in order to provide personalized benefits statements, which the Administrator may mail to each employee's home address.

SECTION 2. AMENDATORY 74 O.S. 1991, Section 840.16, as amended by Section 22, Chapter 242, O.S.L. 1994, and as renumbered by Section 54, Chapter 242, O.S.L. 1994 (74 O.S. Supp. 1995, Section 840-4.6), is amended to read as follows:

Section 840-4.6 A. The State of Oklahoma, to recruit, retain and motivate a quality workforce for the purpose of providing quality services to the citizens of Oklahoma, shall provide a pay structure based on internal equity and external competitiveness balanced by the state's fiscal conditions. The state's goal shall be to provide a flexible and adaptable state employee pay system ~~based on~~ that maintains overall pay rates within ninety-five percent (95%) of the market data found in relevant public and private sector markets.

B. The Administrator of the Office of Personnel Management shall develop ~~a~~ salary ~~schedule~~ schedules and pay lines as appropriate to meet the needs of agencies. ~~The schedule~~ Schedules shall reflect the minimum and maximum salaries for each grade listed.

C. The Administrator shall design a compensation system for all classified state employees. The system may include, but shall not be limited to:

1. Entrance rates above the minimum;

2. Competitive area pay and other pay differentials, including, but not limited to, on-call pay, shift pay, and hazardous duty pay; ~~and~~

3. Individual and team performance pay, skill-based pay, and other types of pay incentives; and

4. Salaries on reclassifications, promotions, demotions, and detail to special duty.

D. All executive branch state agencies who employ personnel in the unclassified service of the state, whose salaries are not prescribed by law, shall establish salary schedules for such employees.

SECTION 3. This act shall become effective July 1, 1996.

SECTION 4. It being immediately necessary for the preservation of the public peace, health and safety, an emergency is hereby declared to exist, by reason whereof this act shall take effect and be in full force from and after its passage and approval.

45-2-8772 MAH