

STATE OF OKLAHOMA

2nd Session of the 46th Legislature (1998)

HOUSE BILL NO. 3225

By: Deutschendorf

AS INTRODUCED

An Act relating to the Oklahoma Personnel Act;
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. 1997, Section 840-4.6), which
relates to compensation system; modifying language;
and declaring an emergency.

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

SECTION 1. 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. 1997, 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 of the state. The ~~state's~~ goal ~~shall be~~ of the state is to provide a flexible and adaptable state employee pay system based on 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 and pay lines as appropriate to meet the needs of agencies. The schedule 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 pay differentials, including on-call pay, shift pay, and hazardous duty pay; and
3. 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 2. 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.

46-2-8598

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