STATE OF OKLAHOMA

2nd Session of the 47th Legislature (2000)

SENATE BILL 825 By: Long

AS INTRODUCED

An Act relating to state employees; amending Section 6, Chapter 286, O.S.L. 1997, as amended by Section 19, Chapter 410, O.S.L. 1999 (74 O.S. Supp. 1999, Section 840-5.16), which relates to the State Work Incentive Program; clarifying language; expanding membership in the State Work Incentive Program; providing that the Department of Rehabilitation Services shall provide notice and certification to state agencies; providing cooperation by state agencies; providing that the Department of Rehabilitation Services coordinate with state agencies; expanding exemption from probationary hiring procedures; and providing an effective date.

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

SECTION 1. AMENDATORY Section 6, Chapter 286, O.S.L. 1997, as amended by Section 19, Chapter 410, O.S.L. 1999 (74 O.S. Supp. 1999, Section 840-5.16), is amended to read as follows:

Section 840-5.16 A. There is hereby created the State Work Incentive Program aimed at employing participants in the Temporary Assistance to Needy Families Program ~~participants~~ in Oklahoma and vocational rehabilitation clients of the Department of Rehabilitation Services in the state service. The program shall focus on placement of persons in entry-level positions. The Department of Human Services and the Department of Rehabilitation Services shall notify agencies in all branches of state government of this program and shall certify to appointing authorities and the Administrator of the Office of Personnel Management that a person is a participant in the Temporary Assistance to Needy Families Program or is a vocational rehabilitation client of the Department of Rehabilitation Services before the person is eligible to be employed

under the State Work Incentive Program by a state agency. Agencies shall cooperate with the Department of Human Services and the Department of Rehabilitation Services in seeking to provide employment opportunities to persons who are ~~participating~~ participants in the Temporary Assistance to Needy Families Program or who are vocational rehabilitation clients of the Department of Rehabilitation Services. The Department of Human Services, the Department of Rehabilitation Services and the Office of Personnel Management shall coordinate with agencies to facilitate the transition of participants in the Temporary Assistance to Needy Families Program and vocational rehabilitation clients of the Department of Rehabilitation Services into the State Work Incentive Program.

B. Agencies employing eligible persons in the State Work Incentive Program shall employ them in unclassified status for up to two (2) years in full-time or part-time capacity. State Work Incentive Program positions shall not be included within any limitation on full-time-equivalent employee positions for any agency. The service of participants shall be rated pursuant to Section 840-4.17 of this title.

C. Employees hired under the State Work Incentive Program are eligible for leave benefits and other benefits available to state employees, subject to other eligibility requirements, and may be reassigned or promoted while they are participating in the program.

D. Employees hired under the State Work Incentive Program shall be eligible for conversion to permanent classified status after two (2) years of continuous participation in the program. Such employee shall be exempt from probationary hiring procedures including, but not limited to, placement on hiring lists and certification from registers, provided the employee:

1. Has had satisfactory performance as evidenced by service ratings conducted pursuant to Section 840-4.17 of this title;

2. Possesses the minimum requirements specified for an applicable job; and

3. Passes any entrance examination required for the applicable job by the Office of Personnel Management, or is eligible to be hired pursuant to Section 840-4.12(H) of this title.

The Administrator of the Office of Personnel Management shall adopt such rules as are necessary for the implementation of the State Work Incentive Program.

SECTION 2. This act shall become effective November 1, 2000.

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