

STATE OF OKLAHOMA

1st Session of the 48th Legislature (2001)

COMMITTEE SUBSTITUTE  
FOR ENGROSSED  
SENATE BILL NO. 684

By: Leftwich of the Senate

and

Miller (Doug) of the House

COMMITTEE SUBSTITUTE

[ state employees - Oklahoma Personnel Act - effective  
date -

emergency ]

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

SECTION 1. AMENDATORY 74 O.S. 1991, Section 840.7a, as  
renumbered by Section 54, Chapter 242, O.S.L. 1994, and as last  
amended by Section 1, Chapter 21, O.S.L. 1999 (74 O.S. Supp. 2000,  
Section 840-2.20), is amended to read as follows:

Section 840-2.20 A. The Administrator of the Office of  
Personnel Management shall promulgate such emergency and permanent  
rules regarding leave and holiday leave as are necessary to assist  
the state and its agencies.

The Administrator of the Office of Personnel Management, in  
adopting new rules, amending rules and repealing rules, shall ensure  
that the following provisions are incorporated:

1. Eligible employees who enter on duty or who are reinstated  
after a break in service shall receive leave benefits in accordance  
with the schedule outlined below. Leave will be accrued on a  
monthly basis and prorated, as appropriate, for less than full-time  
service. Years of service shall be based on cumulative periods of

employment calculated in the manner that cumulative service is determined for longevity purposes pursuant to Section 840-2.18 of this title.

2. a. ~~The~~ From the effective date of this act, the following accrual rates and accumulation limits apply to eligible employees ~~who initially enter into the state service prior to July 1, 1996, and who have less than ten (10) years' cumulative service~~ as follows:

	ACCRUAL RATES		ACCUMULATION	
			LIMITS	
	Cumulative			
	Years of	Annual	Sick	
	Service	Leave	Leave	
			Annual	
			Leave	
Persons employed	0-5 yrs =	15 day/yr	15 days/yr	30 days
	5-10 yrs =	18 day/yr	15 days/yr	60 days
	<u>10-20 yrs =</u>	<u>20 day/yr</u>	<u>15 days/yr</u>	<u>60 days</u>
	<u>over 20 yrs =</u>	<u>25 day/yr</u>	<u>15 days/yr</u>	<u>60 days</u>

- b. ~~The following accrual rates and accumulation limits apply to eligible employees who either:~~
- ~~(i) initially enter into the state service prior to July 1, 1996, and who have ten (10) years or more cumulative service, or~~
  - ~~(ii) initially enter into the state service on or after July 1, 1996:~~

	<del>ACCRUAL RATES</del>		<del>ACCUMULATION</del>	
			<del>LIMITS</del>	
	<del>Cumulative</del>			
	<del>Years of</del>	<del>Annual</del>	<del>Sick</del>	
	<del>Service</del>	<del>Leave</del>	<del>Leave</del>	
			<del>Annual</del>	
			<del>Leave</del>	
<del>Persons employed</del>	<del>0-5 yrs =</del>	<del>10 day/yr</del>	<del>15 days/yr</del>	<del>30 days</del>
	<del>5-10 yrs =</del>	<del>15 day/yr</del>	<del>15 days/yr</del>	<del>60 days</del>
	<del>10-20 yrs =</del>	<del>20 day/yr</del>	<del>15 days/yr</del>	<del>60 days</del>

~~over 20 yrs = 25 day/yr    15 days/yr                  60 days~~

~~All accrued annual leave and all leave eligibility under O.A.C. 530:10-15-11(b)(5) which is in excess of annual leave limits shall not be reduced or eliminated as a result of these rule changes.~~

3. Temporary employees and other limited term employees are ineligible to accrue, use, or be paid for sick leave and annual leave. Such employees shall be eligible for paid holiday leave at the discretion of the appointing authority.

4. Employees shall not be entitled to retroactive accumulation of leave as a result of amendments to this section. Effective September 1, 1994, employees shall be eligible to accrue leave pursuant to paragraph 1 of this subsection.

5. The Administrator of the Office of Personnel Management and the Executive Director of the Oklahoma Merit Protection Commission shall cooperate to assist agencies in developing policies to prevent violence in state government workplaces without abridging the rights of state employees. Such policy shall include a paid administrative leave provision as a cooling-off period which the Administrator of the Office of Personnel Management is authorized to provide pursuant to the Administrative Procedures Act. Such leave shall not be charged to annual or sick leave accumulations.

6. State employees who terminated their employment in the state service on or after October 1, 1992, may be eligible to have sick leave accrued at the time of termination of employment restored if they return to state employment, provided that the state employees' enter-on-duty dates for reemployment occur on or before two (2) years after their termination of employment and they are eligible to accrue sick leave before the two (2) years expire.

7. Persons subject to the University Hospitals Authority Model Personnel System shall be exempt from the provisions of this section.

8. Employees who are volunteer firefighters pursuant to the Oklahoma Volunteer Firefighters Act and who are called to fight a fire shall not have to use any accrued leave or need to make up any time due to the performance of their volunteer firefighter duties.

B. Nothing in the Oklahoma Personnel Act is intended to prevent or discourage an appointing authority from disciplining or terminating an employee due to abuse of leave benefits or absenteeism. Appointing authorities are encouraged to consider attendance of employees in making decisions regarding promotions, pay increases, and discipline.

C. Upon the transfer of a function in state government to an entity outside state government, employees may, with the agreement of the outside entity, waive any payment for leave accumulations to which the employee is entitled and authorize the transfer of the leave accumulations or a portion thereof to the outside entity.

SECTION 2. AMENDATORY Section 15, Chapter 384, O.S.L. 1997, as last amended by Section 1, Chapter 359, O.S.L. 2000 (74 O.S. Supp. 2000, Section 1707), is amended to read as follows:

Section 1707. A. Effective January 1, 1998, for each qualified participant as defined in this section who is a state employee as defined in this section, the Oklahoma Public Employees Retirement System shall pay each month from funds appropriated or deposited to the Oklahoma State Employees Deferred Savings Incentive Plan Fund created pursuant to this section the sum of Twenty-five Dollars (\$25.00) to a plan established pursuant to the Internal Revenue Code, Section 401(a), for the benefit of the employee; provided, if monies in the fund are insufficient to fully fund the contributions in any month, payments shall be suspended until such time as sufficient monies are available. Employees receiving payroll other than monthly shall have an amount contributed which is equivalent to Twenty-five Dollars (\$25.00) per month.

B. For the purposes of this section, "qualified participant" means a state employee as defined in this section who is an active participant in the Oklahoma State Employees Deferred Compensation Plan making deferrals of at least Twenty-five Dollars (\$25.00) per month. Effective July 1, 2000, each qualified participant shall be eligible for a contribution of Twenty-five Dollars (\$25.00) to the Oklahoma State Employees Deferred Savings Incentive Plan beginning with the first employee deferral into the Oklahoma State Employees Deferred Compensation Plan. The Administrator of the Office of Personnel Management and the Director of State Finance shall be responsible for the provision of such information and assistance as may be necessary to determine which employees are qualified participants and shall provide for appropriate payroll transactions to accomplish contributions to the Oklahoma State Employees Deferred Savings Incentive Plan and the Oklahoma State Employees Deferred Compensation Plan. The Oklahoma Public Employees Retirement System shall be responsible for establishing rules and plan documents for administration of such contributions. Funds so credited shall be held and invested in the same manner as the Oklahoma State Employees Deferred Compensation Plan, as provided in Section 1701 of this title.

C. For the purposes of this section, "state employee" means any officer or employee of the executive, legislative, or judicial branches of the government of this state who is an active member of a public retirement system of this state, but does not include:

1. Employees of the public elementary, secondary, or area vocational school districts;

2. Employees of The Oklahoma State System of Higher Education except employees of the Oklahoma State Regents of Higher Education, employees of the governing boards and employees of the George Nigh Rehabilitation Institute who are participating members of the Oklahoma Public Employees Retirement System;

3. Persons on temporary, student, internship, or other limited-term appointments except for Executive Fellows in the Carl Albert Public Internship Program created in Section 840-3.4 of this title; or

4. Persons employed pursuant to Section 1.6a of Title 53 of the Oklahoma Statutes or Section 1806.1 of this title.

D. No public official shall be able to make contributions to the Section 401(a) plan described by this section during a term of office which commenced prior to July 1, 1997. A public official may make contributions to the Section 401(a) plan described by this section during a term of office which commences after July 1, 1997. No legislator shall be eligible to make contributions to the Section 401(a) plan described by this section until such contributions have been approved by the Board on Legislative Compensation. The provisions of this subsection shall be applicable only in the event that the Plan permits employee contributions.

E. There is hereby created in the State Treasury a revolving fund to be designated the "Oklahoma State Employees Deferred Savings Incentive Plan Fund". The fund shall be a continuing fund, not subject to fiscal year limitations, and shall consist of any monies the Legislature may appropriate or transfer to the fund and any monies contributed for the fund from any other sources, public or private. All monies accruing to the credit of said fund are hereby appropriated and may be budgeted and expended by the Oklahoma Public Employees Retirement System for the matching of deferred compensation contributions pursuant to this section and in accordance with rules promulgated by the Oklahoma Public Employees Retirement System and for reimbursement of expenses for administration of the Deferred Savings Incentive Plan and the Oklahoma State Employees Deferred Compensation Plan. Expenditures from the fund shall be made by warrants issued by the State

Treasurer against claims filed as prescribed by law with the Director of State Finance for approval and payment.

F. Effective July 1, ~~2000~~ 2001, every employer which has state employees participating in the Oklahoma State Employees Deferred Savings Incentive Plan shall pay to the Fund an amount ~~equal to Twenty-five Dollars (\$25.00)~~ no greater than Seventy-five Dollars (\$75.00) that will match the member contributions to the Oklahoma State Employees Deferred Savings Incentive Plan each month for each qualified participant as defined in this section, along with an amount to reimburse the cost of administration of the Oklahoma State Employees Deferred Savings Incentive Plan and the Oklahoma State Employees Deferred Compensation Plan for each qualified participant, as determined by the Board.

1. The Board shall certify each year to the Office of State Finance the determined amount for the administrative cost of the Oklahoma State Deferred Savings Incentive Plan and the Oklahoma State Employees Deferred Compensation Plan which will be required to be paid for each qualified participant. The Board of Trustees shall promulgate such rules as are necessary to implement the provisions of this subsection and provide the methodology for the determination.

2. Each employer shall pay at least monthly to the Fund the sum sufficient to satisfy the obligation under this section as certified by the Board.

3. Each employer is hereby authorized to pay the employer's contribution from the same fund that the compensation for which said contribution is paid from or from any other funds available to it for such purpose.

SECTION 3. This act shall become effective July 1, 2001.

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.

48-1-6855          GH          6/12/15