

EHB 1823

THE STATE SENATE
Monday, April 5, 2004

ENGROSSED

House Bill No. 1823

As Amended

ENGROSSED HOUSE BILL NO. 1823 - By: ERWIN and ROAN of the House and SHURDEN of the Senate.

[Oklahoma Personnel Act - amending 74 O.S., Section 840-2.18 - longevity pay - effective date - emergency]

SECTION 1. AMENDATORY 74 O.S. 2001, Section 840-2.18, as amended by Section 1, Chapter 380, O.S.L. 2003 (74 O.S. Supp. 2003, Section 840-2.18), is amended to read as follows:

Section 840-2.18 A. A longevity pay plan is hereby adopted. This plan applies to all state classified, unclassified, and exempt employees, excluding members of boards and commissions, institutions under the administrative authority of the State Regents for Higher Education, employees of public school districts, and elected officials. The plan shall also apply to those employees of the Oklahoma School for the Blind and the Oklahoma School for the Deaf who qualify for longevity pay in accordance with subsection ~~D~~ G of Section 1419 of Title 10 of the Oklahoma Statutes.

B. The Oklahoma Conservation Commission is hereby authorized to establish a longevity pay program for employees of the conservation districts employed under Section 3-3-103 of Title 27A of the

1 Oklahoma Statutes. Such longevity pay program shall be consistent
2 with the longevity pay program for state employees authorized under
3 this title and payments shall be made in a manner consistent with
4 procedures for reimbursement to conservation districts.

5 C. To be eligible for longevity pay, employees must have been
6 continuously employed in the classified or unclassified service of
7 the state for a minimum of two (2) years in full-time status or in
8 part-time status working more than one thousand (1,000) hours a
9 year.

10 For purposes of this section, a break in service of thirty (30)
11 calendar days or less shall not be considered an interruption of
12 continuous service; a break in service of more than thirty (30)
13 calendar days shall mark an end to continuous service. The
14 legislative session employees who have worked for two (2) years or
15 more in part-time status and are eligible for state retirement
16 benefits, but do not receive other longevity payments, shall be
17 eligible and shall be considered to have been continuously employed
18 for purposes of calculating longevity payments, notwithstanding the
19 provisions of subsection E of this section.

20 D. 1. Longevity pay for the first twenty (20) years of service
21 shall be determined pursuant to the following schedule:

22 Years of Service	Annual Longevity Payment
23 At least 2	

1	years but less than 4 years	\$250.00
2	At least 4	
3	years but less than 6 years	\$426.00
4	At least 6	
5	years but less than 8 years	\$626.00
6	At least 8	
7	years but less than 10 years	\$850.00
8	At least 10	
9	years but less than 12 years	\$1,062.00
10	At least 12	
11	years but less than 14 years	\$1,250.00
12	At least 14	
13	years but less than 16 years	\$1,500.00
14	At least 16	
15	years but less than 18 years	\$1,688.00
16	At least 18	
17	years but less than 20 years	\$1,900.00
18	At least 20 years	\$2,000.00

19 2. For each additional two (2) years of service after the first
20 twenty (20) years an additional Two Hundred Dollars (\$200.00) shall
21 be added to the amount stated above for twenty (20) years of
22 service.

1 The total amount of the annual longevity payment made to an
2 employee by any and all state agencies in any year shall not exceed
3 the amount shown on the table corresponding to that employee's years
4 of service with the state, except as otherwise provided by Sections
5 840-2.27D and 840-2.28 of this title. Further, no employee shall
6 receive duplicating longevity payments for the same periods of
7 service with any and all agencies, except as otherwise provided by
8 Sections 840-2.27D and 840-2.28 of this title.

9 E. To determine years of service, cumulative periods of full-
10 time employment or part-time employment working more than one
11 hundred fifty (150) hours per month with the state excluding service
12 as specified in subsection A of this section are applicable. Part-
13 time employment, working one hundred fifty (150) hours per month or
14 less for the state, excluding service as specified in subsection A
15 of this section, shall be counted only if:

16 1. The period of employment was continuous for at least five
17 (5) months; and

18 2. The person worked more than two-fifths (2/5) time.

19 ~~Other~~ Except as provided in this section, other employment shall
20 not be counted as service for purposes of longevity payments.

21 Further, no period of employment with the state, whether with one or
22 more than one agency, shall be counted as more than full-time
23 service.

1 F. Years of service under the administrative authority of the
2 State Regents for Higher Education or the administrative authority
3 of the Oklahoma Department of Career and Technology Education of any
4 employee who is now employed in a job classification which is
5 eligible for longevity pay shall be included in years of service for
6 purposes of determining longevity pay.

7 G. Years of service shall be certified through the current
8 employing agency by the appointing authority on a form approved by
9 the Office of Personnel Management. Said form shall be filed with
10 the Office of Personnel Management by the current employing agency
11 within sixty (60) calendar days before an employee becomes eligible
12 for longevity payments and thereafter whenever the employee's
13 anniversary date is changed.

14 H. Eligible employees, in full-time status or in part-time
15 status working more than one hundred fifty (150) hours per month,
16 shall receive one ~~(1)~~ lump-sum annual payment, in the amount
17 provided on the preceding schedule, during the month following the
18 anniversary date of the employee's most recent enter-on-duty day
19 with the state. Eligible part-time employees who work one hundred
20 fifty (150) hours per month or less shall receive one ~~(1)~~ lump-sum
21 annual payment, based on the formula in subsection L of this
22 section, during the month following the anniversary date of the
23 employee's most recent enter-on-duty day with the state. To receive

1 longevity pay an employee must be in pay status on or after ~~his or~~
2 ~~her~~ the anniversary date of the employee.

3 Eligible employees who would not otherwise receive annual
4 longevity payments because their employment includes regular periods
5 of leave without pay in excess of thirty (30) calendar days shall
6 receive one ~~(1)~~ lump-sum annual payment, based on the formula in
7 subsection L of this section, during:

8 1. The month of August if the employee is in pay status on July
9 1; or

10 2. During the month following the employee's first return to
11 duty that fiscal year if the employee is not in pay status on July
12 1.

13 Except as otherwise provided by Sections ~~7~~ 840-2.27D and ~~12~~ 840-
14 2.28 of this ~~act~~ title, employees terminated as a result of a
15 reduction-in-force or retiring from state employment shall receive
16 upon ~~said~~ termination or retirement the proportionate share of any
17 longevity payment which may have accrued as of the date of
18 termination or retirement. Provided further that, the proportionate
19 share of any longevity payment which may have accrued as of the date
20 of death of an employee shall be made to the surviving spouse of the
21 employee or if there is no surviving spouse to the estate of the
22 employee.

1 I. Periods of leave without pay taken in accordance with
2 Section 840-2.21 of this title shall be counted as service. Other
3 periods of nonpaid leave status in excess of thirty (30) calendar
4 days shall not mark a break in service; however, they shall:

5 1. Not be used in calculating total months of service for
6 longevity pay purposes; and

7 2. Extend the anniversary date for longevity pay by the total
8 period of time on nonpaid leave status except as provided in
9 subsection H of this section for employees whose conditions of
10 employment include regular periods of leave without pay.

11 J. Employees currently receiving longevity pay who work for the
12 judicial branch of state government or who work for the Oklahoma
13 Department of Career and Technology Education shall not be eligible
14 for the longevity pay plan provided for in this section.

15 K. A break in service with the state in excess of thirty (30)
16 days but which does not exceed two (2) years which was caused by a
17 reduction-in-force shall be treated as if it were a period of
18 nonpaid leave status as provided for in subsection I of this section
19 for the purpose of calculating total months of service for longevity
20 pay. This subsection shall only apply to state employees laid off
21 after June 30, 1982.

22 L. Eligible part-time employees working less than one hundred
23 fifty (150) hours per month and other eligible employees with

1 regular annual periods of leave without pay of more than thirty (30)
2 calendar days will receive a prorated share of the "Annual Longevity
3 Payment" authorized in subsection D of this section. The prorated
4 amount of payment will be based on actual hours worked in the
5 immediately preceding twelve (12) months.

6 M. An employee shall not be entitled to retroactive longevity
7 payments as a result of amendments to this section unless
8 specifically authorized by law.

9 N. The Administrator of the Office of Personnel Management is
10 authorized to promulgate such Longevity Pay Plan Rules as ~~he or she~~
11 the Administrator finds necessary to carry out the provisions of
12 this section.

13 O. The University Hospitals Authority Model Personnel System
14 shall be exempt from the provisions of this section, except as
15 provided by Section 7 840-2.27D of this ~~act~~ title.

16 P. As of ~~the effective date of this act~~ July 1, 1998, years of
17 service with a city-county health department for employees who left
18 a city-county health department for employment with the Department
19 of Environmental Quality or the ~~State~~ Oklahoma Department of
20 Agriculture, Food, and Forestry between July 1, 1993 and July 1,
21 1998, and who are now employed in a job classification that is
22 eligible for longevity pay pursuant to this section, shall be

1 included in years of service for purposes of determining longevity
2 pay ~~subsequent to the effective date of this act.~~

3 Q. As of ~~the effective date of this act~~ July 1, 2003, years of
4 service with a local conservation district shall be included in
5 years of service for purposes of determining longevity pay for local
6 conservation district employees transferred to the Oklahoma
7 Conservation Commission ~~pursuant to this act.~~

8 R. As of the effective date of this act, years of prior service
9 with a local conservation district shall be included in years of
10 service for purposes of determining longevity pay and leave accrual
11 for those state employees with local conservation district service.

12 SECTION 2. This act shall become effective July 1, 2004.

13 SECTION 3. It being immediately necessary for the preservation
14 of the public peace, health and safety, an emergency is hereby
15 declared to exist, by reason whereof this act shall take effect and
16 be in full force from and after its passage and approval.

17 COMMITTEE REPORT BY: COMMITTEE ON APPROPRIATIONS, dated 3-31-04 - DO
18 PASS, As Amended.