

1 ENGROSSED SENATE
2 BILL NO. 1553

By: Gumm of the Senate

3 and

4 Jackson of the House

5
6 An Act relating to state government; amending 74 O.S.
7 2001, Sections 840-1.6A, as last amended by Section
8 1, Chapter 312, O.S.L. 2004, 840-2.17, as last
9 amended by Section 2, Chapter 342, O.S.L. 2007 and
10 840-2.27C, as last amended by Section 3, Chapter 342,
11 O.S.L. 2007 (74 O.S. Supp. 2007, Sections 840-1.6A,
12 840-2.17 and 840-2.27C), which relate to the Office
13 of Personnel Management, raises and salary
14 adjustments; requiring all agencies of the executive
15 branch to submit job descriptions for certain
16 positions to the Office of Personnel Management;
17 requiring certain format; providing for promulgation
18 of rules; deleting requirement for state agencies to
19 submit certain annual report to the Office of
20 Personnel Management; deleting certain reference; and
21 providing an effective date.

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

23 SECTION 1. AMENDATORY 74 O.S. 2001, Section 840-1.6A, as
24 last amended by Section 1, Chapter 312, O.S.L. 2004 (74 O.S. Supp.
2007, Section 840-1.6A), is amended to read as follows:

Section 840-1.6A There is hereby created the Office of
Personnel Management. The chief administrative officer of said
Office of Personnel Management shall be the Administrator who shall
be experienced in the field, theory, and application of personnel
administration. The Administrator shall be appointed by the

1 Governor with the confirmation of the Senate, and serve at the
2 Governor's pleasure. In addition to the other duties imposed by
3 law, the Administrator shall:

4 1. Be responsible for the development of an efficient and
5 effective system of personnel administration that meets the
6 management needs of the various agencies;

7 2. Effective July 1, 1995, organize the Office to provide both
8 service and regulatory functions that are effective and efficient in
9 meeting the management needs of various state agencies. The
10 Administrator is directed to establish an agency service function to
11 assist agencies with human resource needs based upon the
12 administrative capacity and resources of the various agencies;

13 3. Prepare, maintain, and revise a classified system of
14 employment designed to assure the impartial consideration of
15 applicants for employment and to protect state employees from
16 arbitrary dismissal or unfair treatment;

17 4. Develop and maintain a classification and compensation
18 system for all classified positions in the executive branch of state
19 government including those established by the Oklahoma Constitution;

20 5. Require that all agencies of the executive branch shall
21 submit job descriptions for unclassified positions to the Office of
22 Personnel Management. The job descriptions shall be based on a
23 standardized format as prescribed by the Office of Personnel
24 Management. The Office of Personnel Management shall promulgate and

1 implement rules necessary to perform the duties imposed by this
2 paragraph;

3 6. Conduct an analysis of the rates of pay prevailing in the
4 state in the public and private sectors for comparable jobs and
5 report the findings to the Governor, the President Pro Tempore of
6 the Senate, and the Speaker of the House of Representatives no later
7 than December 1 of each year. Such analysis shall include all forms
8 of compensation including fringe benefits. Information solicited by
9 the Office of Personnel Management from public and private sector
10 employers for such analysis, including but not limited to salaries,
11 benefits, and compensation policies and procedures, shall be
12 confidential and shall not be subject to disclosure under the
13 Oklahoma Open Records Act;

14 ~~6.~~ 7. Develop a program for the recruitment of qualified
15 persons, including the administration of valid job-related
16 nondiscriminatory selection procedures providing for competitive
17 examinations when practical and for reasonable selection criteria
18 when competitive examinations are not practical. As part of the
19 recruitment program established by this section, the Administrator
20 may identify positions or job family levels for expedited
21 recruitment. Such expedited recruitment jobs may include only those
22 jobs where education, experience or certification requirements
23 substantially limit the pool of available applicants. Applicants
24 who have been certified by the Office of Personnel Management as

1 meeting the minimum qualifications for such jobs may be referred to
2 agencies with vacancies in such jobs without examination or ranking,
3 and may be eligible for appointment upon referral. However, a
4 referral may not occur until the register for the job has been
5 publicly announced for at least fourteen (14) calendar days. The
6 Administrator may remove positions or job family levels from
7 expedited recruitment at any time. The Administrator shall adopt
8 rules to implement expedited recruitment;

9 ~~7.~~ 8. Implement state affirmative action policies, and assure
10 equal employment opportunity;

11 ~~8.~~ 9. Develop and implement a reasonable and expeditious method
12 for referral of capable candidates for vacancies, probationary
13 periods of employment, and the employment of individuals on other
14 types of appointments as necessary;

15 ~~9.~~ 10. Assist state agencies in implementing their duties and
16 obligations pursuant to the Oklahoma Personnel Act, Section 840-1.1
17 et seq. of this title, and provide standard forms to the agencies if
18 necessary;

19 ~~10.~~ 11. Develop, in cooperation with appointing authorities,
20 employee training programs, management training programs, a
21 certified public manager program, a recruiting program, and a system
22 of performance appraisals, and assist appointing authorities in the
23 setting of productivity goals. The Administrator may establish and
24 collect fees for participation in training programs. The

1 Administrator is authorized to purchase awards for presentation to
2 state employees as part of employee recognition activities sponsored
3 by the Office of Personnel Management;

4 ~~11.~~ 12. Establish rules for leave and pay including, but not
5 limited to, rules for leave, furloughs, performance pay increases,
6 rates for pay differentials, on-call pay, and other types of pay
7 incentives and salary adjustments consistent with the Oklahoma
8 Personnel Act;

9 ~~12.~~ 13. Prepare and submit an annual budget covering the costs
10 of administering the personnel program;

11 ~~13.~~ 14. Make an annual report regarding the work of the Office
12 of Personnel Management;

13 ~~14.~~ 15. Adopt and implement rules necessary to perform the
14 duties imposed by law on the Office of Personnel Management in
15 accordance with the provisions of the Administrative Procedures Act.
16 All rules adopted by the Oklahoma Merit Protection Commission shall
17 remain in full force and effect until modified by the appropriate
18 authority;

19 ~~15.~~ 16. Assist the Oklahoma Merit Protection Commission and the
20 Executive Director in effectuating their duties, enforcement of the
21 rules of the Merit System of Personnel Administration, and
22 implementation of corrective action issued by the Commission;

23 ~~16.~~ 17. Be responsible for the development and maintenance of a
24 uniform occupation code system, grouped by job titles or duties, for

1 all classified and unclassified state positions. Said
2 responsibility shall include the establishment of rules governing
3 the identification, tracking, and reporting of all state positions
4 as provided in Section 840-2.13 of this title;

5 ~~17.~~ 18. Be responsible for advising state agencies on personnel
6 policy and administration;

7 ~~18.~~ 19. Establish standards for continuing training, including
8 affirmative action, and certification of personnel professionals in
9 the executive branch of state government, excluding institutions
10 within The Oklahoma State System of Higher Education. Employees
11 appointed to professional personnel positions shall complete an
12 initial training program within six (6) months after assuming the
13 professional personnel position. Thereafter, they shall complete
14 annual training requirements. Each appointing authority shall
15 ensure that all professional personnel employees are notified of,
16 and scheduled to attend, required training programs and shall make
17 time available for employees to complete the programs. The
18 Administrator shall be authorized to bill agencies for the training
19 of personnel professionals pursuant to this paragraph to recover
20 reasonable costs associated with the training. Monies received for
21 such training shall be deposited in the Office of Personnel
22 Management Revolving Fund. Expenditure of such funds collected for
23 the training shall be exempt from any expenditure limit on the
24 Office of Personnel Management established by law;

1 ~~19.~~ 20. Conduct a study identifying the following, by job
2 family descriptor(s):

3 a. selected job family levels with a turnover rate in
4 excess of ten percent (10%),

5 b. selected job family levels identified by the
6 Administrator of the Office of Personnel Management
7 with salaries and benefits that are ten percent (10%)
8 or more below the market for such position(s), and

9 c. selected job family levels identified by the
10 Administrator of the Office of Personnel Management in
11 which recruitment efforts have yielded a low number of
12 qualified applicants.

13 The initial study shall be conducted by December 1, 2001, and every
14 two (2) years thereafter;

15 ~~20.~~ 21. Issue orders directing agencies to:

16 a. conform and comply with the provisions of the Oklahoma
17 Personnel Act, the Merit Rules of Personnel
18 Administration, and all memoranda or other written
19 communications issued to agencies explaining the
20 Oklahoma Personnel Act, the Rules, and any other
21 matter relating to the Merit System of Personnel
22 Administration or under the jurisdiction of the
23 Administrator of the Office of Personnel Management,
24 and

1 b. take action pursuant to Section 840-6.9 of this title
2 ~~for failure to implement those orders;~~

3 ~~21.~~ 22. Establish a workforce planning function within the
4 Office of Personnel Management to assist state agencies in analyzing
5 the current workforce, determining future workforce needs, and
6 implementing solutions so that agencies may accomplish their
7 missions; and

8 ~~22.~~ 23. Establish a quality management function within the
9 Office of Personnel Management to assist state agencies in fully
10 integrating quality management concepts and models into their
11 business practices for the purpose of improving the overall
12 efficiency and effectiveness of state government.

13 SECTION 2. AMENDATORY 74 O.S. 2001, Section 840-2.17, as
14 last amended by Section 2, Chapter 342, O.S.L. 2007 (74 O.S. Supp.
15 2007, Section 840-2.17), is amended to read as follows:

16 Section 840-2.17 A. Unless otherwise provided by the Oklahoma
17 Constitution, language in law which authorizes the setting or fixing
18 of compensation, pay or salary of state officers and employees shall
19 not be construed to authorize any agency, board, commission,
20 department, institution, bureau, executive officer or other entity
21 of the executive branch of state government to award, grant, give,
22 authorize, or promise any officer or employee of the State of
23 Oklahoma a raise, including, but not limited to, a cost-of-living
24 raise or any other type of raise that would be given to state

1 employees on an across-the-board basis, except as herein provided.
2 Such raises are prohibited unless authorized by the Legislature and
3 by Merit System of Personnel Administration Rules promulgated by the
4 Administrator. This prohibition applies to all classified and
5 unclassified officers and employees in the executive branch of state
6 government, excluding institutions under the administrative
7 authority of the Oklahoma State Regents for Higher Education.

8 B. However, nothing in this section shall be construed to
9 prohibit the following actions if the action is made in good faith
10 and not for the purpose of circumventing subsection A of this
11 section, and if the appointing authority certifies that the action
12 can be implemented for the current fiscal year and the subsequent
13 fiscal year without the need for additional funding to increase the
14 personal services budget of the agency:

15 1. Salary advancements on promotion or direct reclassification
16 to a job family level or class with a higher salary band;

17 2. Salary adjustments resulting from a pay band change for a
18 job family level or class adopted by the Office of Personnel
19 Management;

20 3. Increases in longevity payments pursuant to Section 840-2.18
21 of this title;

22 4. Payment of overtime, special entrance rates, pay
23 differentials;

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1 5. Payment of wages, salaries, or rates of pay established and
2 mandated by law;

3 6. Market adjustments for job family levels tied to market
4 competitiveness;

5 7. Intra-agency lateral transfers, provided that the adjustment
6 does not exceed five percent (5%) and the adjustment is based on the
7 needs of the agency;

8 8. Skill-based adjustments. Such adjustments, which are
9 implemented before November 1, 2006, other than lump-sum payments,
10 shall become permanent after twenty-four (24) months from the date
11 such salary adjustment is implemented and may not later be removed
12 from an employee's base salary if a furlough or reduction-in-force
13 is implemented by the appointing authority granting such salary
14 adjustment. Skill-based pay adjustments, which are implemented on
15 or after November 1, 2006, and which are paid to an employee, shall
16 be paid as long as the employee remains employed in the position and
17 performs the skills for which the differential is due, but shall not
18 be included as a part of the employee's base salary;

19 9. Equity-based adjustments;

20 10. Performance-based adjustments for employees who received at
21 least a "meets standards" rating on their most current performance
22 rating;

23 11. Career progression increases as an employee advances
24 through job family levels; or

1 12. Salary adjustments not to exceed five percent (5%) for
2 probationary classified employees achieving permanent status
3 following the initial probationary period and permanent classified
4 employees successfully completing trial periods after intra-agency
5 lateral transfer or promotion to a different job family level or
6 following career progression to a different job family level.

7 C. Provided, however, any reclassification for one of the
8 purposes provided in subsection B of this section that would require
9 additional funding by the Legislature shall not be implemented
10 without approval of the Legislature.

11 D. The pay movement mechanisms described in paragraphs 6
12 through 11 in subsection B of this section shall be implemented
13 pursuant to rules promulgated by the Administrator of the Office of
14 Personnel Management for the classified service.

15 E. Appointing authorities may implement the pay movement
16 mechanisms in paragraphs 6 through 12 in subsection B of this
17 section subject to the availability of funds within the agency's
18 budget for the current fiscal year and subsequent fiscal year
19 without the need for additional funding to increase the personal
20 services budget of the agency. Failure by the appointing authority
21 to follow the provisions of this subsection may cause the withdrawal
22 of the use of the pay movement mechanisms provided in paragraphs 6,
23 7, 9, 10, and 11 of subsection B of this section within the agency
24 during the next appropriations cycle.

1 ~~F. All agencies, boards, and commissions shall report to the~~
2 ~~Office of Personnel Management on a fiscal year basis the pay~~
3 ~~movement mechanisms utilized in paragraphs 6 through 12 in~~
4 ~~subsection B of this section. The report shall include the pay~~
5 ~~movement mechanisms type, frequency, amounts provided, affected~~
6 ~~classifications and job families, and other information as~~
7 ~~prescribed by the Administrator of the Office of Personnel~~
8 ~~Management. Agencies shall report this information for the twelve-~~
9 ~~month period ending June 30 for classified and unclassified~~
10 ~~employees. The Office of Personnel Management shall forward the~~
11 ~~report, which will include findings and recommendations, to the~~
12 ~~Governor, President Pro Tempore of the Senate, and Speaker of the~~
13 ~~House of Representatives no later than February 1 of each year.~~

14 SECTION 3. AMENDATORY 74 O.S. 2001, Section 840-2.27C,
15 as last amended by Section 3, Chapter 342, O.S.L. 2007 (74 O.S.
16 Supp. 2007, Section 840-2.27C), is amended to read as follows:

17 Section 840-2.27C A. At least sixty (60) days before the
18 scheduled beginning of reduction-in-force separations or as
19 otherwise provided by law, the appointing authority shall post in
20 each office of executive branch agencies affected by the proposed
21 reduction-in-force notice that a reduction-in-force will be
22 conducted in accordance with the Oklahoma Personnel Act and Merit
23 rules. The reduction-in-force implementation plan shall be provided
24 to the Director of State Finance and any state employee association

1 representing state employees at such time. The notice shall not be
2 posted unless approved by the cabinet secretary for the agency
3 conducting the reduction-in-force. If there is no incumbent cabinet
4 secretary for the agency, the cabinet-secretary-notice-approval
5 requirement shall not be applicable. The approved notice shall be
6 posted in each office affected by the proposed plan for five (5)
7 days. The appointing authority shall provide a copy of the notice
8 to the Administrator. A reduction-in-force shall not be used as a
9 disciplinary action.

10 B. The reduction-in-force implementation plan and subsequent
11 personnel transactions directly related to the reduction-in-force in
12 executive branch agencies shall be in compliance with rules adopted
13 by the Administrator. The reduction-in-force implementation plan,
14 including the description of and reasons for displacement limits and
15 protections from displacement actions, and severance benefits that
16 will be offered pursuant to Section 840-2.27D of this title shall be
17 posted in each office affected by the plan within five (5) business
18 days after posting of the reduction-in-force notice. The reduction-
19 in-force implementation plan shall:

20 1. Provide for the appointing authority to determine the
21 specific position or positions to be abolished within specified
22 units, divisions, facilities, agency-wide or any parts thereof;

23 2. Provide for retention of affected employees based on type of
24 appointment;

1 3. Require the separation of probationary classified affected
2 employees in affected job family levels, except those affected
3 employees on probationary status after reinstatement from permanent
4 classified status without a break in service, prior to the
5 separation or displacement of any permanent classified affected
6 employee in an affected job family level;

7 4. Provide for retention of permanent classified affected
8 employees in affected job family levels and those affected employees
9 on probationary status after reinstatement from permanent classified
10 status without a break in service based upon consideration of years
11 of service;

12 5. Provide for exercise of displacement opportunities by
13 permanent classified affected employees and those affected employees
14 on probationary status after reinstatement from permanent classified
15 status without a break in service if any displacement opportunities
16 exist; and

17 6. Provide outplacement assistance and employment counseling
18 from the Oklahoma Employment Security Commission and any other
19 outplacement assistance and employment counseling made available by
20 the agency to affected employees regarding the options available
21 pursuant to the State Government Reduction-in-Force and Severance
22 Benefits Act prior to the date that a reduction-in-force is
23 implemented.

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1 C. If an agency implements a reduction-in-force then it shall
2 give a veteran's preference over affected nonveterans who have equal
3 retention points to the affected veteran.

4 D. The Director of the Office of State Finance shall review the
5 fiscal components of the reduction-in-force implementation plan and
6 within five (5) business days of receipt reject any plan that does
7 not:

8 1. Demonstrate that funds are available to cover projected
9 costs;

10 2. Contain an estimate of the number of affected employees
11 likely to participate in the education voucher program established
12 in Section 840-2.27D of this title; and

13 3. Contain an estimate of the cost savings or reduced
14 expenditures likely to be achieved by the agency.

15 If the reduction-in-force is conducted pursuant to a
16 reorganization, the fiscal components of the reduction-in-force
17 implementation plan shall contain reasons for the reorganization,
18 which may include, but not be limited to, increased efficiency,
19 improved service delivery, or enhanced quality of service.

20 E. The appointing authority may limit displacement of affected
21 employees at the time of a reduction-in-force. Displacement limits
22 shall not be subject to the approval of the Administrator. Any
23 limitation shall be based upon reasonable, written, articulated
24 criteria as certified by the appointing authority. If displacement

1 is limited, the appointing authority shall take action to avoid or
2 minimize any adverse impact on minorities or women.

3 1. The appointing authority may protect from displacement
4 action up to twenty percent (20%) of projected post-reduction-in-
5 force employees in affected positions within displacement limits;
6 provided, that any fractional number resulting from the final
7 mathematical calculation of the number of those positions shall be
8 rounded to the next higher whole number. The appointing authority
9 must explain why affected employees are being protected.

10 2. If the affected employee has not held within the last five
11 (5) years a position in the job family level or predecessor class in
12 which the affected employee is otherwise eligible for a displacement
13 opportunity, the appointing authority may determine that the
14 affected employee does not possess the recent relevant experience
15 for the position and deny in writing the displacement opportunity.

16 3. An affected permanent classified employee may exercise a
17 displacement privilege, if one exists, if the affected employee has
18 received an overall rating of at least "meets standards", or its
19 equivalent, on the most recent annual service rating. If an
20 affected employee has not been rated in accordance with the time
21 limits established in Section 840-4.17 of this title, the employee
22 shall be deemed to have received an overall rating of at least
23 "meets standards" or its equivalent on the most recent service
24 rating.

1 4. An affected employee who exercises a displacement privilege
2 pursuant to this section shall:

3 a. be required, as a condition of continued employment by
4 the agency, to sign an agreement, in a form to be
5 prescribed by the Administrator of the Office of
6 Personnel Management, acknowledging that the employee
7 had an opportunity to receive severance benefits and
8 affirmatively elected to exercise a displacement
9 privilege and to forego such benefits. An affected
10 employee who signs the agreement required by this
11 subparagraph waives any privilege which might
12 otherwise have been available to the affected employee
13 pursuant to the agreement for the provision of
14 severance benefits, and

15 b. not have the right to exercise any subsequent right to
16 receive severance benefits from the agency for which
17 the affected employee performs services on the date
18 that the employee exercises a displacement privilege.
19 The provisions of this section shall not prohibit any
20 person from exercising a displacement privilege in, or
21 accepting severance benefits from, more than one
22 agency during employment with the State of Oklahoma or
23 from the agency which the affected employee exercised
24

1 a displacement privilege in any future reduction-in-
2 force.

3 F. An affected employee who does not agree pursuant to Section
4 840-2.27E of this title to accept severance benefits and who does
5 not have a displacement opportunity or does not accept a
6 displacement opportunity shall be separated by the reduction-in-
7 force and shall not receive any severance benefits that would have
8 otherwise been provided pursuant to Section 840-2.27D of this title.

9 G. Permanent classified affected employees and those affected
10 employees on probationary status after reinstatement from permanent
11 classified status without a break in service who were removed from a
12 job family level by taking a position in another job family level
13 through displacement or separated after foregoing severance benefits
14 shall be recalled by the agency to the job family level from which
15 they were removed in inverse order of removal before the agency may
16 appoint other persons to the job family level, from the employment
17 register, by internal action or from Priority Reemployment
18 Consideration Rosters as provided by this section. Upon declination
19 of an offer of reappointment to the job family level from which the
20 employee was removed or eighteen (18) months after the date of
21 removal from the job family level, whichever is first, this right to
22 be recalled shall expire.

23 H. The names of permanent classified affected employees and
24 those affected employees on probationary status after reinstatement

1 from permanent classified status without a break in service who have
2 been separated pursuant to the State Government Reduction-in-Force
3 and Severance Benefits Act, who apply and meet all requirements for
4 state jobs in the classified service shall be placed on Priority
5 Reemployment Consideration Rosters ~~in accordance with their~~
6 ~~individual final earned ratings~~ for a maximum of eighteen (18)
7 months after the date of separation. Before any vacant position is
8 filled by any individual eligible for initial appointment from the
9 employment register, individuals on the Priority Reemployment
10 Consideration Rosters shall be given priority consideration for
11 reemployment by any state agency within eighteen (18) months after
12 the date of the reduction-in-force. Upon declination of an offer of
13 reemployment to a job family level having the same or higher pay
14 band than the job family level from which the employee was removed,
15 or eighteen (18) months after the date of separation, whichever is
16 first, this priority consideration for reemployment shall expire.
17 If an agency has posted a reduction-in-force plan and implementation
18 schedule, all affected employees in positions covered by the plan
19 and any within the displacement limits established by the appointing
20 authority of the agency who have been separated shall be eligible
21 for priority reemployment consideration.

22 I. If an agency or any part thereof is scheduled to be closed
23 or abolished as a result of legislation or a court order, the
24 affected employees, who would be eligible for Priority Reemployment

1 Consideration after their separation in accordance with subsection H
2 of this section, may apply and, if qualified and eligible, shall be
3 accorded Priority Reemployment Consideration not to exceed twelve
4 (12) months before the scheduled date of separation. If an agency
5 has posted a reduction-in-force plan and implementation schedule,
6 all affected employees in positions covered by the plan and any
7 within the displacement limits established by the appointing
8 authority of the agency shall be eligible for Priority Reemployment
9 Consideration beginning with the date the schedule is posted, not to
10 exceed twelve (12) months before the scheduled date of separation.

11 J. When the Legislature is not in session, the Contingency
12 Review Board may, upon the request of the Governor, direct agencies,
13 boards and commissions to reduce the number of employees working for
14 the agency, board or commission whenever it is deemed necessary and
15 proper. Such reduction shall be made pursuant to reduction-in-force
16 plans as provided in this section.

17 K. 1. When the Legislature is not in session, the Contingency
18 Review Board may, upon the request of the Governor, direct and
19 require mandatory furloughs for all state employees whenever it is
20 deemed necessary and proper. The Contingency Review Board shall
21 specify the effective dates for furloughs and shall note any
22 exceptions to state employees affected by same. All classified,
23 unclassified, exempt or nonmerit employees, including those

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1 employees of agencies or offices established by statute or the
2 Constitution, shall be affected by such actions.

3 2. Mandatory furlough means the involuntary temporary reduction
4 of work hours or the placement of an employee on involuntary leave
5 without pay. Rules governing leave, longevity pay and participation
6 in the State Employees Group Health, Dental, Disability, and Life
7 Insurance program shall not be affected by mandatory furloughs.
8 Furlough, as provided for in this section or by rules adopted by the
9 Administrator of the Office of Personnel Management, shall not be
10 appealable under the provisions of the Oklahoma Personnel Act.

11 3. Notwithstanding existing laws or provisions to the contrary,
12 members of state boards and commissions shall not receive per diem
13 expenses during periods of mandatory furlough. The Contingency
14 Review Board shall additionally call upon elected officials, members
15 of the judiciary, and other public officers whose salary or
16 emoluments cannot be altered during current terms of office, to
17 voluntarily donate to the General Revenue Fund any portion of their
18 salary which would otherwise have been affected by a mandatory
19 furlough.

20 L. All agencies directed by the Contingency Review Board to
21 terminate or furlough employees, shall report the cumulative cost
22 savings achieved by the reductions-in-force or furloughs to the
23 Governor, President Pro Tempore of the Senate and Speaker of the
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1 House of Representatives on a quarterly basis for one (1) year
2 following the effective date of the action.

3 M. The appointing authority of an agency which has an approved
4 reduction-in-force plan pursuant to the State Government Reduction-
5 in-Force and Severance Benefits Act may request the Administrator of
6 the Office of Personnel Management to appoint an interagency
7 advisory task force for the purpose of assisting the agency and its
8 employees with the implementation of the reduction-in-force. The
9 appointing authority of state agencies requested by the
10 Administrator to participate on a task force shall assign
11 appropriate administrative personnel necessary to facilitate the
12 necessary assistance required for the efficient implementation of
13 the approved reduction-in-force.

14 SECTION 4. This act shall become effective November 1, 2008.

15 Passed the Senate the 11th day of March, 2008.

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Presiding Officer of the Senate

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19 Passed the House of Representatives the ____ day of _____,

20 2008.

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Presiding Officer of the House
of Representatives

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