

THE HOUSE OF REPRESENTATIVES  
Wednesday, April 9, 2008

ENGROSSED  
Senate Bill No. 1553

ENGROSSED SENATE BILL NO. 1553 - By: GUMM of the Senate and JACKSON of the House.

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

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

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

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

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

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

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

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

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

16 5. Require that all agencies of the executive branch shall submit job descriptions  
17 for unclassified positions to the Office of Personnel Management. The job descriptions  
18 shall be based on a standardized format as prescribed by the Office of Personnel  
19 Management. The Office of Personnel Management shall promulgate and implement  
20 rules necessary to perform the duties imposed by this paragraph;

21 6. Conduct an analysis of the rates of pay prevailing in the state in the public and  
22 private sectors for comparable jobs and report the findings to the Governor, the President

1 Pro Tempore of the Senate, and the Speaker of the House of Representatives no later  
2 than December 1 of each year. Such analysis shall include all forms of compensation  
3 including fringe benefits. Information solicited by the Office of Personnel Management  
4 from public and private sector employers for such analysis, including but not limited to  
5 salaries, benefits, and compensation policies and procedures, shall be confidential and  
6 shall not be subject to disclosure under the Oklahoma Open Records Act;

7 ~~6.~~ 7. Develop a program for the recruitment of qualified persons, including the  
8 administration of valid job-related nondiscriminatory selection procedures providing for  
9 competitive examinations when practical and for reasonable selection criteria when  
10 competitive examinations are not practical. As part of the recruitment program  
11 established by this section, the Administrator may identify positions or job family levels  
12 for expedited recruitment. Such expedited recruitment jobs may include only those jobs  
13 where education, experience or certification requirements substantially limit the pool of  
14 available applicants. Applicants who have been certified by the Office of Personnel  
15 Management as meeting the minimum qualifications for such jobs may be referred to  
16 agencies with vacancies in such jobs without examination or ranking, and may be eligible  
17 for appointment upon referral. However, a referral may not occur until the register for  
18 the job has been publicly announced for at least fourteen (14) calendar days. The  
19 Administrator may remove positions or job family levels from expedited recruitment at  
20 any time. The Administrator shall adopt rules to implement expedited recruitment;

21 ~~7.~~ 8. Implement state affirmative action policies, and assure equal employment  
22 opportunity;

1       ~~8.~~ 9. Develop and implement a reasonable and expeditious method for referral of  
2 capable candidates for vacancies, probationary periods of employment, and the  
3 employment of individuals on other types of appointments as necessary;

4       ~~9.~~ 10. Assist state agencies in implementing their duties and obligations pursuant  
5 to the Oklahoma Personnel Act, Section 840-1.1 et seq. of this title, and provide standard  
6 forms to the agencies if necessary;

7       ~~10.~~ 11. Develop, in cooperation with appointing authorities, employee training  
8 programs, management training programs, a certified public manager program, a  
9 recruiting program, and a system of performance appraisals, and assist appointing  
10 authorities in the setting of productivity goals. The Administrator may establish and  
11 collect fees for participation in training programs. The Administrator is authorized to  
12 purchase awards for presentation to state employees as part of employee recognition  
13 activities sponsored by the Office of Personnel Management;

14       ~~11.~~ 12. Establish rules for leave and pay including, but not limited to, rules for  
15 leave, furloughs, performance pay increases, rates for pay differentials, on-call pay, and  
16 other types of pay incentives and salary adjustments consistent with the Oklahoma  
17 Personnel Act;

18       ~~12.~~ 13. Prepare and submit an annual budget covering the costs of administering  
19 the personnel program;

20       ~~13.~~ 14. Make an annual report regarding the work of the Office of Personnel  
21 Management;

1        ~~14.~~ 15. Adopt and implement rules necessary to perform the duties imposed by law  
2 on the Office of Personnel Management in accordance with the provisions of the  
3 Administrative Procedures Act. All rules adopted by the Oklahoma Merit Protection  
4 Commission shall remain in full force and effect until modified by the appropriate  
5 authority;

6        ~~15.~~ 16. Assist the Oklahoma Merit Protection Commission and the Executive  
7 Director in effectuating their duties, enforcement of the rules of the Merit System of  
8 Personnel Administration, and implementation of corrective action issued by the  
9 Commission;

10       ~~16.~~ 17. Be responsible for the development and maintenance of a uniform  
11 occupation code system, grouped by job titles or duties, for all classified and unclassified  
12 state positions. Said responsibility shall include the establishment of rules governing the  
13 identification, tracking, and reporting of all state positions as provided in Section 840-  
14 2.13 of this title;

15       ~~17.~~ 18. Be responsible for advising state agencies on personnel policy and  
16 administration;

17       ~~18.~~ 19. Establish standards for continuing training, including affirmative action,  
18 and certification of personnel professionals in the executive branch of state government,  
19 excluding institutions within The Oklahoma State System of Higher Education.  
20 Employees appointed to professional personnel positions shall complete an initial  
21 training program within six (6) months after assuming the professional personnel  
22 position. Thereafter, they shall complete annual training requirements. Each

1 appointing authority shall ensure that all professional personnel employees are notified  
2 of, and scheduled to attend, required training programs and shall make time available  
3 for employees to complete the programs. The Administrator shall be authorized to bill  
4 agencies for the training of personnel professionals pursuant to this paragraph to recover  
5 reasonable costs associated with the training. Monies received for such training shall be  
6 deposited in the Office of Personnel Management Revolving Fund. Expenditure of such  
7 funds collected for the training shall be exempt from any expenditure limit on the Office  
8 of Personnel Management established by law;

- 9 ~~19.~~ 20. Conduct a study identifying the following, by job family descriptor(s):
- 10 a. selected job family levels with a turnover rate in excess of ten percent
  - 11 (10%),
  - 12 b. selected job family levels identified by the Administrator of the Office
  - 13 of Personnel Management with salaries and benefits that are ten
  - 14 percent (10%) or more below the market for such position(s), and
  - 15 c. selected job family levels identified by the Administrator of the Office
  - 16 of Personnel Management in which recruitment efforts have yielded a
  - 17 low number of qualified applicants.

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

- 20 ~~20.~~ 21. Issue orders directing agencies to:
- 21 a. conform and comply with the provisions of the Oklahoma Personnel
  - 22 Act, the Merit Rules of Personnel Administration, and all memoranda

UNDERLINED language denotes Amendments to present Statutes.  
**BOLD FACE CAPITALIZED** language denotes Committee Amendments.  
~~Strike thru~~ language denotes deletion from present Statutes.

1 or other written communications issued to agencies explaining the  
2 Oklahoma Personnel Act, the Rules, and any other matter relating to  
3 the Merit System of Personnel Administration or under the jurisdiction  
4 of the Administrator of the Office of Personnel Management, and  
5 b. take action pursuant to Section 840-6.9 of this title ~~for failure to~~  
6 ~~implement those orders;~~

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

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

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

18 Section 840-2.17 A. Unless otherwise provided by the Oklahoma Constitution,  
19 language in law which authorizes the setting or fixing of compensation, pay or salary of  
20 state officers and employees shall not be construed to authorize any agency, board,  
21 commission, department, institution, bureau, executive officer or other entity of the  
22 executive branch of state government to award, grant, give, authorize, or promise any

1 officer or employee of the State of Oklahoma a raise, including, but not limited to, a cost-  
2 of-living raise or any other type of raise that would be given to state employees on an  
3 across-the-board basis, except as herein provided. Such raises are prohibited unless  
4 authorized by the Legislature and by Merit System of Personnel Administration Rules  
5 promulgated by the Administrator. This prohibition applies to all classified and  
6 unclassified officers and employees in the executive branch of state government,  
7 excluding institutions under the administrative authority of the Oklahoma State Regents  
8 for Higher Education.

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

- 14 1. Salary advancements on promotion or direct reclassification to a job family level  
15 or class with a higher salary band;
- 16 2. Salary adjustments resulting from a pay band change for a job family level or  
17 class adopted by the Office of Personnel Management;
- 18 3. Increases in longevity payments pursuant to Section 840-2.18 of this title;
- 19 4. Payment of overtime, special entrance rates, pay differentials;
- 20 5. Payment of wages, salaries, or rates of pay established and mandated by law;
- 21 6. Market adjustments for job family levels tied to market competitiveness;

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

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

12           9. Equity-based adjustments;

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

15           11. Career progression increases as an employee advances through job family  
16 levels; or

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

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

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

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

15 ~~F. All agencies, boards, and commissions shall report to the Office of Personnel~~  
16 ~~Management on a fiscal-year basis the pay movement mechanisms utilized in~~  
17 ~~paragraphs 6 through 12 in subsection B of this section. The report shall include the pay~~  
18 ~~movement mechanisms type, frequency, amounts provided, affected classifications and~~  
19 ~~job families, and other information as prescribed by the Administrator of the Office of~~  
20 ~~Personnel Management. Agencies shall report this information for the twelve-month~~  
21 ~~period ending June 30 for classified and unclassified employees. The Office of Personnel~~  
22 ~~Management shall forward the report, which will include findings and recommendations,~~

1 ~~to the Governor, President Pro Tempore of the Senate, and Speaker of the House of~~  
2 ~~Representatives no later than February 1 of each year.~~

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

6 Section 840-2.27C A. At least sixty (60) days before the scheduled beginning of  
7 reduction-in-force separations or as otherwise provided by law, the appointing authority  
8 shall post in each office of executive branch agencies affected by the proposed reduction-  
9 in-force notice that a reduction-in-force will be conducted in accordance with the  
10 Oklahoma Personnel Act and Merit rules. The reduction-in-force implementation plan  
11 shall be provided to the Director of State Finance and any state employee association  
12 representing state employees at such time. The notice shall not be posted unless  
13 approved by the cabinet secretary for the agency conducting the reduction-in-force. If  
14 there is no incumbent cabinet secretary for the agency, the cabinet-secretary-notice-  
15 approval requirement shall not be applicable. The approved notice shall be posted in  
16 each office affected by the proposed plan for five (5) days. The appointing authority shall  
17 provide a copy of the notice to the Administrator. A reduction-in-force shall not be used  
18 as a disciplinary action.

19 B. The reduction-in-force implementation plan and subsequent personnel  
20 transactions directly related to the reduction-in-force in executive branch agencies shall  
21 be in compliance with rules adopted by the Administrator. The reduction-in-force  
22 implementation plan, including the description of and reasons for displacement limits

1 and protections from displacement actions, and severance benefits that will be offered  
2 pursuant to Section 840-2.27D of this title shall be posted in each office affected by the  
3 plan within five (5) business days after posting of the reduction-in-force notice. The  
4 reduction-in-force implementation plan shall:

- 5 1. Provide for the appointing authority to determine the specific position or  
6 positions to be abolished within specified units, divisions, facilities, agency-wide or any  
7 parts thereof;
- 8 2. Provide for retention of affected employees based on type of appointment;
- 9 3. Require the separation of probationary classified affected employees in affected  
10 job family levels, except those affected employees on probationary status after  
11 reinstatement from permanent classified status without a break in service, prior to the  
12 separation or displacement of any permanent classified affected employee in an affected  
13 job family level;
- 14 4. Provide for retention of permanent classified affected employees in affected job  
15 family levels and those affected employees on probationary status after reinstatement  
16 from permanent classified status without a break in service based upon consideration of  
17 years of service;
- 18 5. Provide for exercise of displacement opportunities by permanent classified  
19 affected employees and those affected employees on probationary status after  
20 reinstatement from permanent classified status without a break in service if any  
21 displacement opportunities exist; and

1           6. Provide outplacement assistance and employment counseling from the  
2 Oklahoma Employment Security Commission and any other outplacement assistance  
3 and employment counseling made available by the agency to affected employees  
4 regarding the options available pursuant to the State Government Reduction-in-Force  
5 and Severance Benefits Act prior to the date that a reduction-in-force is implemented.

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

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

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

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

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

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

21           E. The appointing authority may limit displacement of affected employees at the  
22 time of a reduction-in-force. Displacement limits shall not be subject to the approval of

1 the Administrator. Any limitation shall be based upon reasonable, written, articulated  
2 criteria as certified by the appointing authority. If displacement is limited, the  
3 appointing authority shall take action to avoid or minimize any adverse impact on  
4 minorities or women.

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

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

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

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

3           a.       be required, as a condition of continued employment by the agency, to  
4                   sign an agreement, in a form to be prescribed by the Administrator of  
5                   the Office of Personnel Management, acknowledging that the employee  
6                   had an opportunity to receive severance benefits and affirmatively  
7                   elected to exercise a displacement privilege and to forego such benefits.

8           An affected employee who signs the agreement required by this  
9           subparagraph waives any privilege which might otherwise have been  
10           available to the affected employee pursuant to the agreement for the  
11           provision of severance benefits, and

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

21           F. An affected employee who does not agree pursuant to Section 840-2.27E of this  
22 title to accept severance benefits and who does not have a displacement opportunity or

1 does not accept a displacement opportunity shall be separated by the reduction-in-force  
2 and shall not receive any severance benefits that would have otherwise been provided  
3 pursuant to Section 840-2.27D of this title.

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

15 H. The names of permanent classified affected employees and those affected  
16 employees on probationary status after reinstatement from permanent classified status  
17 without a break in service who have been separated pursuant to the State Government  
18 Reduction-in-Force and Severance Benefits Act, who apply and meet all requirements for  
19 state jobs in the classified service shall be placed on Priority Reemployment  
20 Consideration Rosters ~~in accordance with their individual final earned ratings~~ for a  
21 maximum of eighteen (18) months after the date of separation. Before any vacant  
22 position is filled by any individual eligible for initial appointment from the employment

1 register, individuals on the Priority Reemployment Consideration Rosters shall be given  
2 priority consideration for reemployment by any state agency within eighteen (18) months  
3 after the date of the reduction-in-force. Upon declination of an offer of reemployment to a  
4 job family level having the same or higher pay band than the job family level from which  
5 the employee was removed, or eighteen (18) months after the date of separation,  
6 whichever is first, this priority consideration for reemployment shall expire. If an agency  
7 has posted a reduction-in-force plan and implementation schedule, all affected employees  
8 in positions covered by the plan and any within the displacement limits established by  
9 the appointing authority of the agency who have been separated shall be eligible for  
10 priority reemployment consideration.

11 I. If an agency or any part thereof is scheduled to be closed or abolished as a result  
12 of legislation or a court order, the affected employees, who would be eligible for Priority  
13 Reemployment Consideration after their separation in accordance with subsection H of  
14 this section, may apply and, if qualified and eligible, shall be accorded Priority  
15 Reemployment Consideration not to exceed twelve (12) months before the scheduled date  
16 of separation. If an agency has posted a reduction-in-force plan and implementation  
17 schedule, all affected employees in positions covered by the plan and any within the  
18 displacement limits established by the appointing authority of the agency shall be  
19 eligible for Priority Reemployment Consideration beginning with the date the schedule is  
20 posted, not to exceed twelve (12) months before the scheduled date of separation.

21 J. When the Legislature is not in session, the Contingency Review Board may,  
22 upon the request of the Governor, direct agencies, boards and commissions to reduce the

1 number of employees working for the agency, board or commission whenever it is deemed  
2 necessary and proper. Such reduction shall be made pursuant to reduction-in-force plans  
3 as provided in this section.

4 K. 1. When the Legislature is not in session, the Contingency Review Board may,  
5 upon the request of the Governor, direct and require mandatory furloughs for all state  
6 employees whenever it is deemed necessary and proper. The Contingency Review Board  
7 shall specify the effective dates for furloughs and shall note any exceptions to state  
8 employees affected by same. All classified, unclassified, exempt or nonmerit employees,  
9 including those employees of agencies or offices established by statute or the  
10 Constitution, shall be affected by such actions.

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

18 3. Notwithstanding existing laws or provisions to the contrary, members of state  
19 boards and commissions shall not receive per diem expenses during periods of mandatory  
20 furlough. The Contingency Review Board shall additionally call upon elected officials,  
21 members of the judiciary, and other public officers whose salary or emoluments cannot be  
22 altered during current terms of office, to voluntarily donate to the General Revenue Fund

1 any portion of their salary which would otherwise have been affected by a mandatory  
2 furlough.

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

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

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

17 COMMITTEE REPORT BY: COMMITTEE ON GENERAL GOVERNMENT AND  
18 TRANSPORTATION, dated 04-08-08 - DO PASS.