

BILL SUMMARY
2nd Session of the 54th Legislature

Bill No.:	HB 3293
Version:	CS
Request Number:	10365
Author:	Rep. Osborn
Date:	2/25/2014
Impact:	OMES:
	Estimated Value of Three Percent
	Appropriation (As Funds are Available):
	\$39.0 Million (State)

Research Analysis

The committee substitute for HB 3293 creates the “State Employee Compensation Program” within the Executive Branch. The program is established to attract, retain and reward quality employees with competitive total compensation based on relevant labor markets. The Office of Management and Enterprise Services is responsible for implementing the program.

Prepared By: Kyle Meade

Fiscal Analysis

The measure includes provision for an annual appropriation equal to three percent (3%) of the previous fiscal year's total payroll cost for state employees within the executive branch shall be made to the Human Capital Management Revolving Fund for the purpose of state employee compensation adjustments, subject to the availability of funds. Officials with Office of Management and Enterprise Services (OMES) indicate the estimated cost of an appropriation for that purpose in the first year implementation is \$39.0 million.

OMES is directed to make allocations from the Human Capital Management Revolving Fund to executive branch state agencies for employee salary market adjustments, targeted performance adjustments and equity adjustments pursuant to the recommendations of the 2013 State Employee Total Remuneration Study.

<http://www.ok.gov/OSF/documents/TotalRemunerationStudy.pdf>

Prepared By: Mark Tygret

Other Considerations

None.