

BILL SUMMARY
2nd Session of the 54th Legislature

Bill No.:	HB 3294
Version:	CS
Request Number:	10491
Author:	Rep. Osborn
Date:	3/5/2014
Impact:	State Human Resources System Changes

Estimated Cost Savings

Research Analysis

Not required.

Prepared By: Marcia Goff

Fiscal Analysis – Preliminary

The measure provides a modernization and reconstruction of the state system for human resource procedures and practices for executive branch agencies receiving appropriations. Among the provisions are:

- Elimination of certain entrance examinations for prospective employees
- Transfer of the duties of the Merit Protection Commission to the Office of Management and Enterprise Services (OMES)
- Streamlining of reporting requirements related to employee reallocation decisions
- Eliminates an education voucher for persons receiving benefits resulting from a reduction-in-force
- Shifts the processes for the employment of veterans to an administrative rule basis and removes current procedures from statute
- Removes statutory reference to agency specific executive (formerly unclassified) service employees and positions
- Creates the Career (formerly classified) Service Commission to provide decisions and hearing appeals for complaints and disputes involving employees in the career service
- Designates the Office of Management and Enterprise Services (OMES) as the entity to establish complaint procedures for career service employees
- Establishes discipline and probation processes for career service employees
- Repeals statutes related to the Merit Protection Commission

The provisions of the measure may improve the ability to recruit , compensate and retain state employees. The Human Capital Management Division of the Office of Management and Enterprise Services (OMES) has indicated the improved efficiencies and streamlined processes may result in a system that reduces time required for numerous procedure related to employment, with the potential for cost savings being a principal objective.

OMES officials indicate current cost saving estimates include \$52,411 for modifications related to testing procedures and \$280,000 in reduced costs resulting from the transfer of the duties of the Merit Protection Commission to OMES.

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Other Considerations

None.

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