

BILL SUMMARY
2nd Session of the 54th Legislature

Bill No.:	HB 3293
Version:	SAHB
Request Number:	NA
Author:	Rep. Osborn
Date:	5/5/2014
Impact:	No Direct Cost Included From Senate Amendments

Research Analysis

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 coordinating the implementation of the program.

The measure repeals 63 O.S. 2011, Section 2-103a which relates to annual salaries for certain employees of the Oklahoma State Bureau of Narcotics and Dangerous Drugs Control. The measure also repeals section 74 O.S. 2011, Section 840-4.7 of the Oklahoma Personnel Act which relates to the adoption of pay grades and adjustments.

Prepared By: Kyle Meade

Fiscal Analysis

Senate amendments remove provisions where appropriations are made to the Human Capital Management Revolving Fund for the purpose of state employee compensation adjustments, subject to the availability of funds. The measure directs the Office of Management and Enterprise Services (OMES) to develop a compensation schedule for executive branch positions (except entities under the authority of the Regents for Higher Education) based upon the recommendations of the 2013 remuneration study. Also, the measure modifies performance evaluation procedures which include removing existing procedures for such evaluations and the conducting of audits by the Office of Management and Enterprise Services (OMES).

The measure provides a framework for a compensation program and employee evaluations. As no funds are appropriated and no specific compensation changes are included in the measure not already in law, no measureable direct cost is included.

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

Prepared By: Mark Tygret

Other Considerations

Previous versions of the measure included the appropriation of funds equal to three percent (3.0%) of executive agency payroll – estimated at approximately \$39.0 million

