

1 ENGROSSED HOUSE
2 BILL NO. 1868

By: Dunnington of the House

3 and

4 Thompson of the Senate

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6
7 [state government - Oklahoma Personnel Act -
8 overtime pay for state employees - effective date]
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11 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

12 SECTION 1. AMENDATORY 74 O.S. 2011, Section 840-2.15, is
13 amended to read as follows:

14 Section 840-2.15 A. The federal Fair Labor Standards Act, 29
15 U.S.C., Section 201, et seq., provides for minimum standards for
16 overtime entitlement, and spells out administrative procedures by
17 which covered work time must be compensated. This section is not a
18 comprehensive listing of the provisions of the Fair Labor Standards
19 Act and regulations promulgated thereunder, and is not intended to
20 conflict with either the Act or the regulations. ~~No~~ Except as
21 otherwise provided by this section, no agency, board, commission,
22 department, institution, bureau, executive officer or other entity
23 of the executive branch shall exceed the minimum overtime
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1 entitlement provisions of the Fair Labor Standards Act and
2 regulations promulgated thereunder except as herein provided.

3 B. Nothing in this title or the federal Fair Labor Standards
4 Act shall be construed to prohibit an employer from paying an
5 employee who is required to work on a holiday, as defined in Section
6 82.1 of Title 25 of the Oklahoma Statutes, for such work at a rate
7 of two times the employee's regular hourly rate, or from
8 rescheduling the holiday at the discretion of the appointing
9 authority; provided, however, any state employee who is required to
10 work on a holiday, as defined in Section 82.1 of Title 25 of the
11 Oklahoma Statutes, in the performance of fire suppression duties
12 shall receive holiday pay at a rate of two times the employee's
13 regular hourly rate.

14 C. Any employee receiving compensatory time consistent with the
15 provisions of the federal Fair Labor Standards Act shall exhaust
16 such compensatory time prior to the taking of annual leave, except
17 where the employee is subject to losing such annual leave due to the
18 application of the accumulation limits in Section 840-2.20 of this
19 title.

20 D. An employee receiving compensatory time under the provisions
21 of subsection A of this section shall be permitted to use accrued
22 compensatory time within one hundred eighty (180) days following the
23 day on which it was accrued, provided the taking of compensatory
24 time does not unduly impact agency operations or the health, safety

1 or welfare of the public, or endanger public property. Agencies
2 shall not be allowed to extend this one-hundred-eighty-day time
3 period for employees in an institutional setting. The balance of
4 any unused compensatory time received but not taken during this time
5 period shall be paid to the employee at the employee's current
6 regular hourly rate.

7 E. Beginning November 1, 2017, any state employee earning less
8 than Thirty Thousand Dollars (\$30,000.00) annually shall receive
9 overtime pay, instead of compensatory time, for all hours worked
10 over forty (40) hours a week.

11 F. Beginning January 1, 2018, any state employee earning less
12 than Thirty-five Thousand Dollars (\$35,000.00) annually shall
13 receive overtime pay, instead of compensatory time, for all hours
14 worked over forty (40) hours a week.

15 G. Beginning January 1, 2019, any state employee earning less
16 than Forty Thousand Dollars (\$40,000.00) annually shall receive
17 overtime pay, instead of compensatory time, for all hours worked
18 over forty (40) hours a week. Nothing in this subsection shall
19 apply to state legislators or other elected officials.

20 H. As used in this section, "institutional setting" shall mean
21 any agency or part of any agency where twenty-four-hour care,
22 monitoring or supervision is required for patients, clients or
23 inmates to protect public health, safety or property.

24 SECTION 2. This act shall become effective November 1, 2017.

1 Passed the House of Representatives the 22nd day of March, 2017.

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4 Presiding Officer of the House
of Representatives

5 Passed the Senate the ____ day of _____, 2017.

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8 Presiding Officer of the Senate