

1 STATE OF OKLAHOMA

2 2nd Session of the 60th Legislature (2026)

3 COMMITTEE SUBSTITUTE

4 FOR

5 HOUSE BILL NO. 3024

6 By: Lowe

7 COMMITTEE SUBSTITUTE

8 An Act relating to public finance; requiring cabinet  
9 secretary approval for salary increases in excess of  
10 specified percentage; imposing limitation on maximum  
11 salary increases; requiring agencies to adopt rules  
12 related to job performance; excluding certain  
13 licensed professional persons from certain  
14 restrictions; providing for applicability to certain  
15 employee category; providing for inapplicability to  
16 non-appropriated agencies; providing for  
17 inapplicability to certain employee categories;  
18 providing for codification; providing an effective  
19 date; and declaring an emergency.

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

21 SECTION 1. NEW LAW A new section of law to be codified  
22 in the Oklahoma Statutes as Section 280.1 of Title 62, unless there  
23 is created a duplication in numbering, reads as follows:

24 A. No executive branch agency shall increase the salary of a  
state employee by more than ten percent (10%) with respect to any  
fiscal year unless the cabinet secretary with jurisdiction over the  
agency formally approves such increase. The Office of Management  
and Enterprise Services shall prescribe a form to be used by a

1 cabinet secretary and at least one copy of the approval shall be  
2 retained by the agency providing the salary increase and one copy  
3 shall be retained by the Office of Management and Enterprise  
4 Services.

5 B. The maximum bonus amount that any state agency may provide  
6 any state employee shall be ten percent (10%) of the base salary  
7 amount in effect for the employee as of the original hire date for  
8 the employee or as of the anniversary of such original hire date for  
9 an employee with service in excess of one (1) fiscal year. The  
10 Office of Management and Enterprise Services shall prescribe a form  
11 to be used by executive branch agencies for the approval of a bonus  
12 amount authorized by this subsection.

13 C. Each state agency shall establish, pursuant to permanent  
14 administrative rules, a maximum authorized bonus amount for each  
15 employee position within the agency and shall also establish metrics  
16 or other performance measures with respect to each such employee  
17 position or job category which shall either already be in effect as  
18 of the date the bonus becomes effective or which shall take effect  
19 not later than thirty (30) days after the employee is hired.

20 D. Salary adjustments for all employees performing services for  
21 an executive branch agency in excess of ten percent (10%) may be  
22 authorized as a result of performance reviews, a change in job  
23 duties or titles or based on substantial modification of existing  
24 duties and responsibilities which shall be documented by the agency

1 using a form prescribed for such purpose by the Office of Management  
2 and Enterprise Services.

3 E. The provisions of subsection A and subsection B of this  
4 section shall not be applicable to the executive director or other  
5 chief executive officers of an agency. Such positions shall be  
6 subject to rules established by the agency on pay, bonuses and  
7 raises pursuant to subsection C of this section.

8 F. The provisions of subsection A and subsection B of this  
9 section shall not be applicable to job positions or categories  
10 requiring advanced degrees or licensing or accreditation including,  
11 but not limited to, medical doctors, certified public accountants,  
12 and professional engineers. Such positions shall not be subject to  
13 the provisions of subsection A or subsection B of this section.  
14 Such positions shall be subject to rules established by their  
15 employing agency on pay, bonus and raises pursuant to subsection C  
16 of this section.

17 G. The provisions of subsection A and subsection B of this  
18 section shall not be applicable to wholly non-appropriated state  
19 agencies or their employees. Wholly non-appropriated state agencies  
20 shall not be subject to the rulemaking provisions of this section.  
21 Such agencies shall remain subject to the pay movement mechanisms  
22 listed in subsection B of Section 840-2.17 of Title 74 of the  
23 Oklahoma Statutes. Salary increases or bonuses exceeding ten  
24 percent (10%) received by any employee of an agency governed by this

1 subsection shall be documented by the agency on a form prescribed  
2 for such purpose by the Office of Management and Enterprise  
3 Services. At least one copy shall be retained by the agency  
4 providing the salary increase or bonus and one copy shall be  
5 retained by the Office of Management and Enterprise Services.

6 H. The provisions of subsection A and subsection B of this  
7 section shall not be applicable to the employees of institutions  
8 within The Oklahoma State System of Higher Education, employees of  
9 any career technology district or to employees of any common school  
10 district. The provisions of subsection A and subsection B of this  
11 section shall be applicable to employees of the Oklahoma State  
12 Regents for Higher Education.

13 SECTION 2. This act shall become effective July 1, 2026.

14 SECTION 3. It being immediately necessary for the preservation  
15 of the public peace, health or safety, an emergency is hereby  
16 declared to exist, by reason whereof this act shall take effect and  
17 be in full force from and after its passage and approval.

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