

STATE OF OKLAHOMA

2nd Session of the 60th Legislature (2026)

SENATE BILL 1289

By: Stewart

AS INTRODUCED

An Act relating to state employee compensation; providing for salary increase for certain employees; specifying amount of salary increase; defining term; providing for employees on leave without pay on certain date; providing for exclusion of certain employee categories; providing for noncodification; providing an effective date; and declaring an emergency.

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

SECTION 1. NEW LAW A new section of law not to be codified in the Oklahoma Statutes reads as follows:

A. Effective July 1, 2026, each full-time and part-time employee, including temporary and other limited-term employees, of the state who was employed by the state on the last working day of June 2026 shall be awarded an annualized salary increase equal to five percent (5%) of the employee's annualized salary as of June 30, 2026.

B. As used in this section, "temporary and other limited-term employees" are those persons who:

1. Are not full-time or permanent employees;

1 2. Are not otherwise excluded by this section; and

2 3. Are compensated by an agency, board, commission, or other
3 department or other employing entity for a limited duration and
4 without any subjective expectation by either the employer or the
5 employee that the employment will become permanent.

6 C. Employees eligible for the increase provided for in this
7 section who are on leave without pay on July 1, 2026, shall receive
8 an annualized increase, effective upon their return to work, but
9 shall not receive any increase for a period of time prior to their
10 return to work.

11 D. The following individuals shall be ineligible for a pay
12 increase pursuant to this section, and nothing, except as otherwise
13 provided by Section 840-2.17 of Title 74 of the Oklahoma Statutes,
14 shall be construed to authorize any increase or advancement of the
15 salaries of:

16 1. Any elected official;

17 2. Any cabinet secretary whose salary is governed by Section
18 10.5 of Title 74 of the Oklahoma Statutes;

19 3. Any agency director;

20 4. Any justice or judge whose salary is governed by the
21 provisions of Title 85A of the Oklahoma Statutes or whose
22 compensation is set by the Board on Judicial Compensation pursuant
23 to Section 3.4 of Title 20 of the Oklahoma Statutes;

1 5. Any district attorney whose salary is governed by Section
2 215.30 of Title 19 of the Oklahoma Statutes;

3 6. Employees of institutions under the administrative authority
4 of the Oklahoma State Regents for Higher Education;

5 7. Persons employed pursuant to Section 2241 of Title 74 of the
6 Oklahoma Statutes;

7 8. Persons employed pursuant to Section 1.6a of Title 53 of the
8 Oklahoma Statutes;

9 9. Persons who are employed or under contract pursuant to
10 subsection B of Section 1419 of Title 10 of the Oklahoma Statutes;
11 and

12 10. The Adjutant General and Assistant Adjutants General
13 pursuant to Section 27 of Title 44 of the Oklahoma Statutes.

14 E. No salary increase pursuant to this section shall be made
15 that exceeds a salary limitation provided in an agency's annual
16 appropriation bill or salary limits set by statute.

17 F. With respect to any employee who is not a full-time
18 employee, the salary increase amounts otherwise authorized by
19 subsection A of this section shall be prorated using a methodology
20 applicable to the employee's compensation, weeks worked, months
21 worked, hours worked, or a similar method.

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

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