

STATE OF OKLAHOMA

2nd Session of the 60th Legislature (2026)

SENATE BILL 1310

By: Bergstrom

AS INTRODUCED

An Act relating to the Department of Human Services; defining term; directing certain salary adjustments of specified employees under certain conditions; specifying certain salary limits; prohibiting certain salary increases and compensation; requiring the Department of Human Services to include certain information in annual budget request; providing for bonuses for certain employees under specified conditions; creating the SNAP Employee Incentive Revolving Fund; specifying type of fund and source of monies; stating purpose of fund; providing for expenditure of monies; providing for codification; 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 to be codified in the Oklahoma Statutes as Section 250.1 of Title 56, unless there is created a duplication in numbering, reads as follows:

A. As used in this section, "base salary" means the salary amount for each position listed in subsection B of this section as of the effective date of this act.

B. When the Supplemental Nutrition Assistance Program (SNAP) payment error rate of this state is not less than six percent (6%),

1 as determined by the most recent annual data from the United States  
2 Department of Agriculture's Food and Nutrition Service, the salaries  
3 of the following employees of the Department of Human Services  
4 shall, upon the effective date of this act and every August 1  
5 thereafter, be adjusted in accordance with subsection C of this  
6 section:

- 7 1. The Director of Human Services;
- 8 2. All executive leadership of the Department;
- 9 3. The director of the division that administers SNAP; and
- 10 4. All supervisors that administer or oversee administration of  
11 SNAP.

12 C. The salary for each position listed in subsection B of this  
13 section shall not exceed:

14 1. Ninety-five percent (95%) of the base salary for that  
15 position when the SNAP payment error rate is not less than six  
16 percent (6%) and not more than six and ninety-nine one-hundredths  
17 percent (6.99%);

18 2. Ninety-two percent (92%) of the base salary for that  
19 position when the SNAP payment error rate is not less than seven  
20 percent (7%) and not more than seven and ninety-nine one-hundredths  
21 percent (7.99%);

22 3. Eighty-nine percent (89%) of the base salary for that  
23 position when the SNAP payment error rate is not less than eight  
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1 percent (8%) and not more than eight and ninety-nine one-hundredths  
2 percent (8.99%);

3 4. Eighty-six percent (86%) of the base salary for that  
4 position when the SNAP payment error rate is not less than nine  
5 percent (9%) and not more than nine and ninety-nine one-hundredths  
6 percent (9.99%); and

7 5. Eighty-three percent (83%) of the base salary for that  
8 position when the SNAP payment error rate is not less than ten  
9 percent (10%).

10 D. The Director shall not receive, and shall not give to any  
11 other employee listed in subsection B of this section, a salary  
12 increase or other financial compensation to offset the salary  
13 reductions described in subsections B and C of this section during  
14 annual periods in which such positions are subject to the provisions  
15 of subsections B and C of this section; provided, however, this  
16 subsection shall not apply to a salary increase authorized by the  
17 Legislature.

18 E. In its annual budget request submitted pursuant to Section  
19 34.36 of Title 62 of the Oklahoma Statutes, the Department shall  
20 report the proceeds derived from the salary reductions described in  
21 subsections B and C of this section in the most recently completed  
22 annual period and request that the Legislature appropriate such  
23 proceeds to the SNAP Employee Incentive Revolving Fund created in  
24 Section 2 of this act.

1 F. Subject to legislative appropriations to the SNAP Employee  
2 Incentive Revolving Fund, when the SNAP payment error rate is not  
3 more than five and seventy-five one-hundredths percent (5.75%),  
4 employees of the Department who administer SNAP shall receive a one-  
5 time bonus of Five Thousand Dollars (\$5,000.00). The bonus shall  
6 not be available to any employees listed in subsection B of this  
7 section.

8 SECTION 2. NEW LAW A new section of law to be codified  
9 in the Oklahoma Statutes as Section 250.2 of Title 56, unless there  
10 is created a duplication in numbering, reads as follows:

11 There is hereby created in the State Treasury a revolving fund  
12 for the Department of Human Services to be designated the "SNAP  
13 Employee Incentive Revolving Fund". The fund shall be a continuing  
14 fund, not subject to fiscal year limitations, and shall consist of  
15 all monies received by the Department from appropriations provided  
16 for the purpose of funding one-time bonuses to employees as provided  
17 by subsection F of Section 1 of this act. All monies accruing to  
18 the credit of the fund are hereby appropriated and may be budgeted  
19 and expended by the Department for the purpose provided for in this  
20 section. Expenditures from the fund shall be made upon warrants  
21 issued by the State Treasurer against claims filed as prescribed by  
22 law with the Director of the Office of Management and Enterprise  
23 Services for approval and payment.

24 SECTION 3. This act shall become effective August 1, 2026.

SECTION 4. It being immediately necessary for the preservation of the public peace, health or safety, an emergency is hereby declared to exist, by reason whereof this act shall take effect and be in full force from and after its passage and approval.

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