

**BILL SUMMARY**  
2<sup>nd</sup> Session of the 60<sup>th</sup> Legislature

|                        |                             |
|------------------------|-----------------------------|
| <b>Bill No.:</b>       | <b>HB3043</b>               |
| <b>Version:</b>        | <b>CS</b>                   |
| <b>Request Number:</b> | <b>16343</b>                |
| <b>Author:</b>         | <b>Rep. West (Josh)</b>     |
| <b>Date:</b>           | <b>2/18/2026</b>            |
| <b>Impact:</b>         | <b>ODVA: Budget Neutral</b> |

**Research Analysis**

The committee substitute for HB3043 allows the Oklahoma Department of Veterans Affairs (ODVA) to hire seasonal employees for project labor. Seasonal employees will be considered unclassified employees, be limited to 1699 work hours in a 12 month period, and will not be eligible for state employee benefits such as paid leave, paid holidays, retirement and health, dental and life insurance. ODVA is also directed to include a summary of the use of project labor in its annual budget request.

Prepared By: Douglas Amos, House Research Staff

**Fiscal Analysis**

HB 3043 authorizes the Oklahoma Department of Veterans Affairs (ODVA) to hire seasonal employees. According to ODVA, current statute forces the agency to hire full-time staff for short, high-demand periods. Seasonal authority would allow the agency to meet workload demands without incurring full-time salary and benefit costs. ODVA also noted that many skilled nurses prefer PRN work for flexibility and higher hourly pay, allowing the agency to attract this talent pool rather than relying on costly agency labor. While savings are anticipated, the actual amount will depend on hourly rates and workforce availability relative to current full-time staffing. As a result, HB 3043 is projected to be budget neutral for ODVA's FY27 budget, with no material impact on the overall state budget.

Prepared By: Alexandra Ladner, House Fiscal Staff

**Other Considerations**

None.