

1 **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2 STATE OF OKLAHOMA

3 2nd Session of the 60th Legislature (2026)

4 COMMITTEE SUBSTITUTE
5 FOR
6 HOUSE BILL NO. 3024

By: Lowe of the House

and

Kern of the Senate

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10 COMMITTEE SUBSTITUTE

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

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

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

A. No executive branch agency shall increase the salary of a
state employee by more than ten percent (10%) with respect to any

1 fiscal year unless the cabinet secretary with jurisdiction over the
2 agency formally approves such increase. The Office of Management
3 and Enterprise Services shall prescribe a form to be used by a
4 cabinet secretary and at least one copy of the approval shall be
5 retained by the agency providing the salary increase and one copy
6 shall be retained by the Office of Management and Enterprise
7 Services.

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

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

23 D. Salary adjustments for all employees performing services for
24 an executive branch agency in excess of ten percent (10%) may be

1 authorized as a result of performance reviews, a change in job
2 duties or titles or based on substantial modification of existing
3 duties and responsibilities which shall be documented by the agency
4 using a form prescribed for such purpose by the Office of Management
5 and Enterprise Services.

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

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

20 G. The provisions of subsection A and subsection B of this
21 section shall not be applicable to wholly non-appropriated state
22 agencies or their employees. Wholly non-appropriated state agencies
23 shall not be subject to the rulemaking provisions of this section.
24 Such agencies shall remain subject to the pay movement mechanisms

1 listed in subsection B of Section 840-2.17 of Title 74 of the
2 Oklahoma Statutes. Salary increases or bonuses exceeding ten
3 percent (10%) received by any employee of an agency governed by this
4 subsection shall be documented by the agency on a form prescribed
5 for such purpose by the Office of Management and Enterprise
6 Services. At least one copy shall be retained by the agency
7 providing the salary increase or bonus and one copy shall be
8 retained by the Office of Management and Enterprise Services.

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

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

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

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22 COMMITTEE REPORT BY: COMMITTEE ON GOVERNMENT OVERSIGHT, dated
23 03/03/2026 - DO PASS, As Amended and Coauthored.

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