

1 **SENATE FLOOR VERSION**

2 February 25, 2026

3 **AS AMENDED**

4 SENATE BILL NO. 169

5 By: Hall and Haste

6 [state government - longevity pay - effective date]

7
8
9 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

10 SECTION 1. AMENDATORY 74 O.S. 2021, Section 840-2.18, as
11 last amended by Section 1, Chapter 18, 1st Extraordinary Session,
12 O.S.L. 2023 (74 O.S. Supp. 2025, Section 840-2.18), is amended to
13 read as follows:

14 Section 840-2.18. A. A longevity pay plan is hereby adopted.

15 This plan applies to all state employees, excluding members of
16 boards and commissions, institutions under the administrative
17 authority of the Oklahoma State Regents for Higher Education,
18 employees of public school districts, and elected officials. The
19 plan shall also apply to those employees of the Oklahoma School for
20 the Blind and the Oklahoma School for the Deaf who qualify for
21 longevity pay in accordance with subsection G of Section 1419 of
22 Title 10 of the Oklahoma Statutes.

23 B. The Oklahoma Conservation Commission is hereby authorized to
24 establish a longevity pay program for employees of the conservation

1 districts employed under Section 3-3-103 of Title 27A of the
2 Oklahoma Statutes. Such longevity pay program shall be consistent
3 with the longevity pay program for state employees authorized under
4 this title and payments shall be made in a manner consistent with
5 procedures for reimbursement to conservation districts.

6 C. To be eligible for longevity pay, employees must have been
7 continuously employed in the service of the state for a minimum of
8 two (2) years in full-time status or in part-time status working
9 more than one thousand (1,000) hours a year.

10 For purposes of this section, a break in service of thirty (30)
11 calendar days or less shall not be considered an interruption of
12 continuous service; a break in service of more than thirty (30)
13 calendar days shall mark an end to continuous service. The
14 legislative session employees who have worked for two (2) years or
15 more in part-time status and are eligible for state retirement
16 benefits, but do not receive other longevity payments, shall be
17 eligible and shall be considered to have been continuously employed
18 for purposes of calculating longevity payments, notwithstanding the
19 provisions of subsection E of this section.

20 D. 1. Longevity pay for the first twenty (20) years of service
21 shall be determined pursuant to the following schedule:

22	Years of Service	Annual Longevity Payment
23	At least 2 years but	
24	less than 4 years	\$250.00 <u>\$375.00</u>

1	At least 4 years but	
2	less than 6 years	\$426.00 <u>\$639.00</u>
3	At least 6 years but	
4	less than 8 years	\$626.00 <u>\$939.99</u>
5	At least 8 years but	
6	less than 10 years	\$850.00 <u>\$1,275.00</u>
7	At least 10 years but	
8	less than 12 years	\$1,062.00 <u>\$1,593.00</u>
9	At least 12 years but	
10	less than 14 years	\$1,250.00 <u>\$1,875.00</u>
11	At least 14 years but	
12	less than 16 years	\$1,500.00 <u>\$2,250.00</u>
13	At least 16 years but	
14	less than 18 years	\$1,688.00 <u>\$2,532.00</u>
15	At least 18 years but	
16	less than 20 years	\$1,900.00 <u>\$2,850.00</u>
17	At least 20 years	\$2,000.00 <u>\$3,000.00</u>

18 2. For each additional two (2) years of service after the first
19 twenty (20) years an additional ~~Two Hundred Dollars (\$200.00)~~ Three
20 Hundred Dollars (\$300.00) shall be added to the amount stated above
21 for twenty (20) years of service.

22 The total amount of the annual longevity payment made to an
23 employee by any and all state agencies in any year shall not exceed
24 the amount shown on the table corresponding to that employee's years

1 of service with the state, ~~except as otherwise provided by Section~~
2 ~~840-2.28 of this title.~~ Further, no employee shall receive
3 duplicating longevity payments for the same periods of service with
4 any and all agencies, ~~except as otherwise provided by Section 840-~~
5 ~~2.28 of this title.~~

6 E. To determine years of service, cumulative periods of full-
7 time employment or part-time employment working more than one
8 hundred fifty (150) hours per month with the state excluding service
9 as specified in subsection A of this section are applicable. Part-
10 time employment, working one hundred fifty (150) hours per month or
11 less for the state, excluding service as specified in subsection A
12 of this section, shall be counted only if:

13 1. The period of employment was continuous for at least five
14 (5) months; and

15 2. a. The person worked more than two-fifths (2/5) time.

16 Other employment shall not be counted as service for purposes of
17 longevity payments. Further, no period of employment with the
18 state, whether with one or more than one agency, shall be counted as
19 more than full-time service.

20 b. For purposes of the computation required by this
21 section, any service performed by a person during
22 which the person received compensation for duties
23 performed for the state shall be counted if payment
24 for such service was made using state fiscal

1 resources. The provisions of this ~~paragraph~~
2 subparagraph shall not apply to elected or appointed
3 justices or judges, including special judges, who
4 perform services in the trial or appellate courts.

5 The provisions of this section shall apply to persons
6 who perform services as an administrative law judge
7 within the executive department and employees of the
8 judicial branch.

9 F. Years of service under the administrative authority of the
10 Oklahoma State Regents for Higher Education or the administrative
11 authority of the Oklahoma Department of Career and Technology
12 Education of any employee who is now employed in a job
13 classification which is eligible for longevity pay shall be included
14 in years of service for purposes of determining longevity pay.

15 G. Years of service shall be certified through the current
16 employing agency by the appointing authority on a form approved by
17 the Office of Management and Enterprise Services. The form shall be
18 completed and posted as directed by the Director of the Office of
19 Management and Enterprise Services by the current employing agency
20 when the employee initially enters on duty with the agency and
21 thereafter whenever the employee's anniversary date is changed.

22 H. Eligible employees, in full-time status or in part-time
23 status working more than one hundred fifty (150) hours per month,
24 shall receive one (1) lump-sum annual payment, in the amount

1 provided on the preceding schedule, during the month following the
2 anniversary date of the employee's most recent enter-on-duty day
3 with the state. Upon implementation of the statewide information
4 systems project, the lump-sum annual payment may be paid concurrent
5 with the final payroll of the month of the employee's anniversary
6 date. Eligible part-time employees who work one hundred fifty (150)
7 hours per month or less shall receive one (1) lump-sum annual
8 payment, based on the formula in subsection L of this section,
9 during the month following the anniversary date of the employee's
10 most recent enter-on-duty day with the state. To receive longevity
11 pay an employee must be in pay status on or after his or her
12 anniversary date.

13 Eligible employees who would not otherwise receive annual
14 longevity payments because their employment includes regular periods
15 of leave without pay in excess of thirty (30) calendar days shall
16 receive one (1) lump-sum annual payment, based on the formula in
17 subsection L of this section, during:

18 1. The month of August if the employee is in pay status on July
19 1; or

20 2. During the month following the employee's first return to
21 duty that fiscal year if the employee is not in pay status on July
22 1.

23 ~~Except as otherwise provided by Section 840-2.28 of this title,~~
24 ~~employees~~ Employees terminated as a result of a reduction-in-force

1 or retiring from state employment shall receive upon ~~said~~ such
2 termination or retirement the proportionate share of any longevity
3 payment which may have accrued as of the date of termination or
4 retirement. Provided further, that, ~~that~~ the proportionate share of any
5 longevity payment which may have accrued as of the date of death of
6 an employee shall be made to the surviving spouse of the employee or
7 if there is no surviving spouse to the estate of the employee.

8 I. Periods of leave without pay taken in accordance with
9 Section 840-2.21 of this title shall be counted as service. Other
10 periods of nonpaid leave status in excess of thirty (30) calendar
11 days shall not mark a break in service; however, they shall:

12 1. Not be used in calculating total months of service for
13 longevity pay purposes; and

14 2. Extend the anniversary date for longevity pay by the total
15 period of time on nonpaid leave status except as provided in
16 subsection H of this section for employees whose conditions of
17 employment include regular periods of leave without pay.

18 J. Employees currently receiving longevity pay who work for the
19 Oklahoma Department of Career and Technology Education shall not be
20 eligible for the longevity pay plan provided for in this section.

21 K. A break in service with the state in excess of thirty (30)
22 days but which does not exceed two (2) years which was caused by a
23 reduction-in-force shall be treated as if it were a period of
24 nonpaid leave status as provided for in subsection I of this section

1 for the purpose of calculating total months of service for longevity
2 pay. This subsection shall only apply to state employees laid off
3 after June 30, 1982.

4 L. Eligible part-time employees working less than one hundred
5 fifty (150) hours per month and other eligible employees with
6 regular annual periods of leave without pay of more than thirty (30)
7 calendar days will receive a prorated share of the "Annual Longevity
8 Payment" authorized in subsection D of this section. The prorated
9 amount of payment will be based on actual hours worked in the
10 immediately preceding twelve (12) months.

11 M. An employee shall not be entitled to retroactive longevity
12 payments as a result of amendments to this section unless
13 specifically authorized by law.

14 N. The Director of the Office of Management and Enterprise
15 Services is authorized to promulgate such ~~Longevity Pay Plan Rules~~
16 longevity pay plan rules as he or she finds necessary to carry out
17 the provisions of this section.

18 O. As of July 1, 1998, years of service with a city-county
19 health department for employees who left a city-county health
20 department for employment with the Department of Environmental
21 Quality or the Oklahoma Department of Agriculture, Food, and
22 Forestry, between July 1, 1993, and July 1, 1998, and who are now
23 employed in a job classification that is eligible for longevity pay
24

1 pursuant to this section, shall be included in years of service for
2 purposes of determining longevity pay subsequent to July 1, 1998.

3 P. As of July 1, 2003, years of service with a local
4 conservation district shall be included in years of service for
5 purposes of determining longevity pay for local conservation
6 district employees transferred to the Oklahoma Conservation
7 Commission pursuant to the provisions of this section.

8 SECTION 2. This act shall become effective July 1, 2027.

9 COMMITTEE REPORT BY: COMMITTEE ON APPROPRIATIONS
10 February 25, 2026 - DO PASS AS AMENDED

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