

1 STATE OF OKLAHOMA

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

3 HOUSE BILL 3024

By: Lowe

6 AS INTRODUCED

7 An Act relating to public finance; requiring cabinet
8 secretary approval for salary increases in excess of
9 specified percentage; imposing limitation on maximum
10 salary increases; requiring agencies to adopt rules
11 related to job performance; excluding certain
12 licensed professional persons from certain
restrictions; providing for applicability to certain
employee category; providing for inapplicability to
certain employee categories; providing for
codification; providing an effective date; and
declaring an emergency.

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

16 SECTION 1. NEW LAW A new section of law to be codified

17 in the Oklahoma Statutes as Section 280.1 of Title 62, unless there
18 is created a duplication in numbering, reads as follows:

19 A. No executive branch agency shall increase the salary of a
20 state employee by more than ten percent (10%) with respect to any
21 fiscal year unless the cabinet secretary with jurisdiction over the
22 agency formally approves such increase. The Office of Management
23 and Enterprise Services shall prescribe a form to be used by a
24 cabinet secretary and at least one copy of the approval shall be

1 retained by the agency providing the salary increase and one copy
2 shall be retained by the Office of Management and Enterprise
3 Services.

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

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

19 D. Salary adjustments for all employees performing services for
20 an executive branch agency in excess of ten percent (10%) may be
21 authorized as a result of performance reviews, a change in job
22 duties or titles or based on substantial modification of existing
23 duties and responsibilities which shall be documented by the agency

1 using a form prescribed for such purpose by the Office of Management
2 and Enterprise Services.

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

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

17 G. The provisions of subsection A and subsection B of this
18 section shall not be applicable to the employees of institutions
19 within The Oklahoma State System of Higher Education, employees of
20 any career technology district or to employees of any common school
21 district. The provisions of subsection A and subsection B of this
22 section shall be applicable to employees of The Oklahoma State
23 Regents for Higher Education.

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

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

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