

# HR Exchange

## OPM to Host Joint Pay Conference

*Tom Patt, Director Compensation Division, OPM*

In an earlier HR Exchange article (October 2006), we reported that in 2007, the State of Oklahoma would be hosting the Joint Pay Conference – the combined conference of the Central States Compensation Association (26 member states) and the Southeastern States Salary Conference (14 member states). At the time, the conference was just a vague notion in the minds of the planners. Well, the conference is only a little over two months off now; and that vague notion has become reality: the Office of Personnel Management (OPM) will be hosting the 2007 Joint Pay Conference, September 23 – 26, 2007, at the Crowne Plaza Hotel in Oklahoma City.

The theme of this year’s conference is **“For a Few Dollars More . . . Exploring New Frontiers in Total Compensation.”** The conference will have a western theme, which calls to mind the rich heritage of the state’s past. In keeping with that theme, the agenda includes a tour of the National Cowboy and Western Heritage Museum, as well as a dinner at the famed Cattlemen’s Steakhouse, in the city’s Stockyards District. However, as we celebrate the state’s western heritage, we don’t want to lose sight of the fact that Oklahoma City is a growing metropolis with its feet firmly planted in the 21<sup>st</sup> century. Thus, there will also be an evening of fun in the city’s thriving Bricktown District, starting with a ride on the Bricktown Canal water taxis and dinner at the Bricktown Brewery.

The conference itself should prove to be informative and enriching from a professional

standpoint. The agenda will focus on contemporary issues in public sector total rewards, to include presentations on health care cost containment, implementing a total rewards approach, communicating total rewards, and recruitment and retention of health care professionals, among other topics. Since this is Oklahoma’s centennial year, there will also be some fascinating and entertaining historical re-enactments by Whit Edwards, an award-winning presenter from the Oklahoma Historical Society.

The fee for this year’s conference is extremely reasonable for an event of this magnitude. There is an early-bird registration fee of \$200 for those submitting their forms and payment by August 1, 2007. After August 1, 2007, the fee will increase to \$225. Attendees wishing to bring guests should submit the guest registration form and indicate the activities in which their guests will participate. There are modest additional fees for guest participation in activities.

All of us at OPM who are working on the Joint Pay Conference are anticipating a great turnout of HR professionals from our sister states and from state agencies within Oklahoma. We are doing our utmost to make this conference a memorable event!

### Inside this issue:

<a href="#">2007 Legislative Summary</a>	<a href="#">2</a>
<a href="#">Conversation with George Nigh</a>	<a href="#">5</a>
<a href="#">SHARE Program</a>	<a href="#">8</a>
<a href="#">Public Servants and Public Service</a>	<a href="#">11</a>
<a href="#">Quality Oklahoma Team Day</a>	<a href="#">14</a>
<a href="#">2007 Permanent Rule Amendments</a>	<a href="#">18</a>



## 2007 Legislative Summary

*Shirley Russell, Director of Legislative Affairs, OPM*

**B**ased on the total number of bills filed by the House (1195) and Senate (1130), one could assume that this would be a very lengthy report on Human Resources legislation for the 2007 legislative session. Fortunately (or unfortunately depending upon your point of view) only a total of 366 bills received the Governor's signature and very few were HR bills. Two factors contributed to that small number:

- The shared leadership structure in the Senate between Republicans and Democrats meant that fewer bills were heard in Committee; therefore fewer bills made it to a Senate floor vote.
- The Governor vetoed the General Appropriations bill HB 1234 in late March. Because House Democrats stood firm in their support of the Governor's veto and refused to vote in favor of a veto override, many Senate bills that had a Democratic House author were not heard in committee or considered on the House floor.

The following legislation bills have human resources impact for state agencies:

### ***SB 626 – OPM Request Bill – Effective 7/1/07***

Most of the bill is cleanup language within the Oklahoma Personnel Act; however there are two substantive changes to be aware of:

- Deletes the requirement that after two years of continuous employment on the job employees hired through the State Work Incentive Program (SWIP) pass an entrance examination before conversion to permanent classified status; and,
- Increases the maximum cash award amount that can be given to a state employee through the employee recognition program from \$250 to \$500 per recognized employee each fiscal year.

### ***HB 1114 – Amends 74:840-2.16 of the OK Personnel Act. Minimum annualized salary. Creates “Financial Reimbursement for Educational Expenses Act of 2007”—Effective 7/1/07***

- Indexes the minimum annualized salary for

state employees to the Federal Poverty Guidelines for a three-person household as issued each year by the US Dept of Health and Human Services. This affects the minimums for pay bands A-E by bringing the lowest hourly wage of \$6.05 up to \$ 8.25.

- Permits state agencies to make direct payments not to exceed \$5000 in any 12-month period on behalf of employees for qualified educational loan expenses with a cumulative total reimbursement not to exceed \$15,000. Employees receiving assistance are committed to a “required payback period” of 2000 hours of full-time employment for each \$5000 of qualified educational loan expenses paid for by the agency.

### ***HB 1804 – “Oklahoma Taxpayer And Citizen Protection Act of 2007” -- Effective 11/1/07. Referred to as the “Immigration Bill”***

- All public employers, meaning every department, agency or political subdivision of the state, must utilize a “Status Verification System” (SVS) to verify the employment authorization status of all new employees. Qualified SVS include the Basic Pilot Program from the US Department of Homeland Security, the Social Security Number Verification System, or equivalent programs.
- After 7/1/08, public employers are required to enter into contracts for the physical performance of services only with contractors and subcontractors that are participants in a SVS to verify the work eligibility of all new employees. Therefore, every entity contracting with a public employer must utilize a SVS to verify the employment authorization of its new employees as of 7/1/08. This requirement doesn't apply to contracts entered into prior to 7/1/08.

### ***HB 1646 – Amends crimes and punishments – Effective 11/1/07***

- Makes it a misdemeanor for any state employee with responsibility or oversight for processing a benefit or allowance to solicit any portion of the benefit or allowance as a gratuity, kickback, or loan from a recipient.

[\*\(Continued on page 3\)\*](#)

## 2007 Legislative Summary (Continued)

[\(Continued from page 2\)](#)

**The Governor also issued two Executive Orders that impact state employees and human resources:**

### **2007-13 Governor's Task Force on State Employee Compensation**

The Task Force is to establish a strategic direction for compensation for state Executive branch employees. The Task Force is authorized to: review and analyze data on direct compensation and market studies; review state policies and practices relating to employee compensation; identify positions with critical recruitment and retention concerns; review state employee benefits; and develop strategies to address recruitment and retention issues; and ensure competitive pay with external market on an on-going, long-term basis. The Task Force is composed of nine members including representatives from the Office of Personnel Management, Office of State Finance, Department of Human Services, Department of Corrections, Oklahoma Public Employees Association, and four private sector senior level executives. A final report is due 1/1/08.

### **2007-23 "Strong and Healthy Oklahoma" Building a culture of health**

In order to address the alarming increase in obesity, diabetes and other chronic diseases that result from poor health habits including a lack of physical activity, this order encourages all Appointing Authorities to "adopt measures that encourage employees to eat better, move more, and be tobacco free." Furthermore, it encourages state employees to utilize the *Guide to a Strong and Healthy Oklahoma* and to participate in the EBC OKHealth Program, which offers incentives such as free initial doctor and lab visits and discounts for participating fitness clubs, as well as financial incentives.

## Oklahomans Attend IPMA-HR Southern Region Conference

*Photo and information submitted by Oklahoma Public Human Resource Administration*

Pictured (left to right): At the May 15-18, 2007, IPMA-HR Southern Region and Texas Municipal



Human Resources Association (TMHRA) Mid-Year Meeting in Galveston, Texas are: Kristin Griffin, Office of State Finance and OPHRA President-Elect; Kay Hagerman, Oklahoma Department of Human Services (DHS) and OPHRA Board Member; Cindy Braun, Office of Juvenile Affairs OPHRA Immediate Past-President; Diane Haser-Bennett, DHS, IPMA-CP, OPHRA Board Member; Gladys Bennett, Oklahoma Historical Society IPMA-CP; Patty Nelson, Office of Personnel Management (OPM); Carolyn Rumsey, OPM; and Tanara Lang, Office of State Bureau of

Investigations. Not pictured: Oscar B. Jackson, Jr., IPMA-CP, OPM, 2007 IPMA-HR President.



## Oklahoma ASPA Chapter Awards

*Photo and information submitted by LeAnn Jenkins, Executive Director, Oklahoma Federal Executive Board*

During the May 7, 2007, "Oklahoma Federal Executive Board Public Service Awards Program" in Oklahoma City, the Oklahoma Chapter of the American Society for Public Administration (ASPA) presented public service awards.



Pictured (left to right): Oscar B. Jackson, Jr., Oklahoma Office of Personnel Management, Oklahoma ASPA Chapter Executive Committee member; Lathonya Shivers, Oklahoma Department of Human Services, Oklahoma ASPA Chapter Executive Committee Member; Adam Walmus, Director of the U.S. James C. Montgomery Veterans Affairs Medical

Center in Muskogee, recipient of the 2007 Oklahoma ASPA Chapter "Distinguished Public Service" award; Lindy Ritz, Director of the US Department of Transportation/Federal Aviation Administration Mike Monroney Aeronautical Center in Oklahoma City, recipient of the Oklahoma ASPA Chapter "Administrator of the Year" award; and Ed Long, President, Oklahoma ASPA Chapter.

## 2007 OK State HR Council HR Legislative Award



*Photo and information submitted by Oklahoma State Council for Human Resource Management*

During the April 29-May 1, 2007, Oklahoma State HR Conference, conducted by the Oklahoma State Council for Human Resource Management, an affiliate of the Society for Human Resource Management (SHRM), Oklahoma Senator James Williamson (R-Tulsa), received the "2007 Legislator of the Year for HR Issues" award from the State Council.

Pictured from left to right at the May 1 Conference Closing Awards Luncheon are: Pat Beck, SPHR, Great Plains Technology Center in Lawton, State Director, Oklahoma State Council for Human Resource Management; Oscar B. Jackson, Jr., IPMA-CP, OPM and IPMA-HR President; and Senator James Williamson. The Conference was held at the Cox Convention Center in Oklahoma City. Over 450 HR professionals were in attendance.



## Susan Loftin Appointed Classification Director



**Susan Loftin**, formerly the Human Resources (HR) Director at the Oklahoma State Bureau of Investigation (OSBI), returned

to the Office of Personnel Management (OPM) on May 21, 2007, as Director of the Classification Division of the OPM Management Services Department. Susan began her human resources career with OPM in 1984, in the Recruitment (now Applicant Services) Division. Susan later worked in the Classification Division before returning to Recruitment as a supervisor in 1988. In 1995, Susan left OPM to become HR Manager of the Department of Environmental Quality (DEQ). After eight years at DEQ, she accepted a position at the OSBI as HR Director.

"I'm very excited about this opportunity," said Loftin. "In some ways it's a return to my roots, even though only a few of my coworkers from the early 1990's are still here." One of those is Hank Batty, Deputy Administrator for Programs. "Having been Susan's supervisor in the past, I'm very familiar with the quality of her work and I am confident she will exert a positive influence on OPM and our customers," said Batty. "Having worked 'the other side of the fence' as an OPM customer for the past twelve years will serve to make her even more valuable to the HR community," he noted. Susan Loftin also recently completed IPMA CP certification requirements.

## "Conversation with George Nigh"

Photo by Jeff Briley, Oklahoma Historical Society

**I**n recognition of the 80th birthday celebration for former Governor George Nigh and in conjunction with a special exhibit, the Oklahoma Historical Society (OHS) hosted a "Conversation with George Nigh" on June 8, 2007, at the Oklahoma History Center. Prior to the event, Dr. Bob Blackburn, OHS Executive Director, invited representatives from a few state agencies to an informal luncheon, whose histories were intertwined with Governor Nigh's career in public service.



Pictured (left to right): James C. Thomas, former Executive Director of the Tourism and Recreation Department and Cabinet Secretary of Tourism, who also served as Administrator of the Office of Personnel Management (OPM) and Cabinet Secretary of Human Resources during the administrations of Governor's George Nigh, Henry Bellmon, and David Walters; Governor George Nigh; Oscar B. Jackson, Jr., OPM Administrator and Cabinet Secretary of Human Resources and Administration; and Dr. Bob Blackburn, Executive Director, Oklahoma Historical Society.

## “7 Habits of Highly Effective People”

*Lisa Fortier, OPM*



**Dr. Stephen Covey**

Office of Personnel’s Human Resources Development Services (HRDS) Lisa Fortier, Training Specialist, will attend certification training for Franklin Covey’s “7 Habits of Highly Effective People.” She will be certified to teach the 3-day workshop that is designed to provide participants with an implementation plan to fully integrate the 7 Habits into their lives. The program is for anyone looking to become a more effective person – regardless of occupation, position, or stage in life.

Lisa Fortier will be offering the 3-day Signature course as a required class in the new Certified Public Manager (CPM) curriculum. HRDS will also add the class to the workshop schedule as a special offering in the fall. For participants who are not enrolled in the CPM Program, the cost for the 3-day workshop will be \$250. A 1-day course entitled “7 Habits for Associates” may also be offered by HRDS for a cost of \$100. The 1-day workshop is a general introduction and overview of the 7 Habits.

Dr. Stephen Covey, author of “*The 7 Habits for Highly Effective People*” will be in attendance at the certification training and will be teaching portions of the workshop. HRDS is excited to offer this dynamic seminar.

## DPS Employee Recognized for 50 Years of Service

*Photo and information submitted by Department of Public Safety*

The Oklahoma Department of Public Safety (DPS) recognized Robert Norman Kious for 50 years of state service in a special ceremony on May 31, 2007. Mr. Kious began his state service on May 27, 1957 when he graduated from the Oklahoma Highway Patrol Academy. On October 31, 1986 he retired from the Oklahoma Highway Patrol and began his career in the DPS Driver Improvement Bureau where he continues to serve as a Hearing Officer in the DPS McAlester Office.



Pictured (left to right): Mr. Kious' daughter, Tammie West; his wife Yvonne Kious; Robert Norman Kious; and Kevin Ward, Oklahoma Department of Public Safety Commissioner and Cabinet Secretary of Safety and Security, who presented a commendation from Governor Brad Henry.



## EBC Executive Director Retires

The first Executive Director of the Oklahoma State Employees Benefits Council (EBC), Mitch Parsons, retired July 1, 2007, after fifteen (15) years state service. Pictured (left to right) at the June 26, 2007, Retirement Reception at the Sheraton Century Hotel in Oklahoma City are: Weldon Davis, EBC board member; Becky Payton, York International, EBC board member; Robert Mitchell "Mitch" Parsons, EBC Executive Director; Bryce Fair, State Regents for Higher Educations, EBC board Chair; Cliff Peden, Peden Employee Benefits, EBC board member; and Oscar Jackson, Office of Personnel Management, EBC board member and Secretary. In addition to retirement gifts from EBC staff and Council members, Mr. Parsons received commendations from Governor Brad Henry, Speaker of the Oklahoma House of Representatives Lance Cargill, and Oklahoma Senate Co-President Pro Tempore Mike Morgan.



Pictured (left to right): Jamie Fannin, Civil Rights Administrator, Oklahoma Department of Environmental Quality, and Oklahoma Alliance for Civil Rights, Inc. (OACR) Secretary; Oscar Jackson, Office of Personnel Management; and R. Charles Smith, Civil Rights Administrator, Oklahoma Department of Health, and OACR President.

## Oklahoma Alliance for Civil Rights, Inc. Presents Awards

The Oklahoma Alliance for Civil Rights (OACR), Inc., presented the "2007 Margaret Jimenez-Harris Trailblazer Award" to Oscar Jackson, Office of Personnel Management (OPM) Administrator and Cabinet Secretary of Human Resources and Administration, during a May 18, 2007, Awards Luncheon at the Oklahoma City Metro Technology Center. The award is named in honor of Margaret Jimenez-Harris, who served as Civil Rights Administrator for the Oklahoma Department of Mental Health and Substance Abuse Services, and was a longtime and respected OACR member, who passed away in July 2005. Also recognized during the ceremony was former Oklahoma State Senator Angela Monson, who received the "2007 Kim Jones-Shelton Lifetime Achievement Award."

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## SHARE Program



Tutor & Mentor Group: Tutors and students pose at the Sonic, America's Drive-In corporate office at the End of the Year Tutor-Tot Gathering, which was held on May 29, 2007.

Joyce Smith, OPM

**T**alk about accepting a feel good assignment! SHARE is the bomb! Twenty-two Office of Personnel Management (OPM) employees accepted the invitation to tutor students at Wilson Elementary School. They were joined by one enthusiastic employee from the Oklahoma Health Care Authority. This troop had a great year of tutoring during the 2006-2007 school year in the State employees **Having an Active Role in Education (SHARE) Program.**

You cannot say anything bad about the SHARE Program. Tutors look forward to working with their students. Students look forward to working with their tutors. Grades improve. Self-esteem is

enhanced. Friendship bonds are formed.

Sonic hosted a blow-out end of the year Tutor-Tot gathering. Everyone is happy! OPM SHARE tutors were: Blanche Longoria, Carrie Rohr, Denae Edwards, Hank Batty, Harry Gentry, Jake Smith, Jennifer Jepson, Jenny Chong, Jim Patterson, Joyce

Smith and Justine Heard. Also Linda Williamson, Lisa Fortier, Marianne Sanchez, Marilyn Capps, Natasha Riley, Shelley Wise, Shirley Russell, Torey Jackson and Toyna Holman were OPM tutors. Melinda Jones with Oklahoma Health Care Authority is also participating in SHARE. A

[\(Continued on page 9\)](#)



Office of Personnel Management (OPM) SHARE volunteers. Front row (left to right): Justine Heard, Jenny Chong, Marilyn Capps, Shirley Russell, Blanche Longoria, and Jennifer Jepson. Second Row (left to right): Natasha Riley, Toyna Holman, Denae Edwards, Jim Patterson, Linda Williamson, Lisa Fortier, Jake Smith, Joyce Smith, and Harry Gentry. Third row (left to right): Oscar B. Jackson, Jr., OPM Administrator and Cabinet Secretary of Human Resources and Administration and Hank Batty, OPM Deputy Administrator.



## SHARE Program (Continued)

[\(Continued from page 8\)](#)

special thanks is given to Brian Jepson and Sarah Barber. Both completed the full year before transferring to another agency.

Diane Haser-Bennett and Faith Frazier tutored for several months before accepting new positions in another agency.

“FOCUS is the key word or SHARE,” said Joyce Smith. “You will hear every tutor use this word. These students are smart. They can do the work. They just need the help we offer them to focus on

the work and avoid the distractions of the classroom surroundings.” Oscar B. Jackson, Jr., OPM Administrator, endorses the program and allows employees one hour a week of paid leave to tutor in a selected school. This program has been in full effect for seven years and continues to grow. For the second year, Sonic-America’s Drive-In! hosted an awesome end of the school year celebration for tutors and students. The students reviewed and rated the toys to be included in the upcoming months’ Wacky Packs.

The June toy of the month, the Tot Family, was traded shamelessly. OPM’s Jackson and Smith received the Jack Tot in appreciation for OPM’s participation in the tutoring program. Photo opportunities produced lots of smiles and lunch from the Sonic menu was enjoyed by all.

The SHARE Program is a collaboration between state government and public schools to pilot a

program allowing employees of OPM eight (8) hours of paid leave a year to volunteer time in a selected school in Oklahoma City. SHARE guidelines allow for other agencies to join the program. The

program has been approved by the Human Resource Management Advisory Committee and Oscar B. Jackson, Jr., Cabinet Secretary for Human Resources and Administration and Administrator of the Office of Personnel Management.

“The Oklahoma State Bureau of Investigation tutor program came under the SHARE umbrella this

year,” said Smith. OSBI’s 16 volunteers have tutored at Britton Elementary School for several years. Their program is coordinated by Jolene Russell and is independently operated. “I’d like to see more agencies allow their employees to tutor. I’d love to see this program grow statewide. I truly believe it will,” said Smith. For more information contact Joyce Smith, at (405) 522-3617 or [Joyce.Smith@opm.ok.gov](mailto:Joyce.Smith@opm.ok.gov).



Enjoying some quality time and lunch provided by Sonic (left to right): Elliot Basco, Hank Batty, Deputy Administrator, Office of Personnel Management (OPM); and Oscar B. Jackson, Jr., Administrator and Cabinet Secretary of Human Resources and Administration, OPM. Elliot, who just completed the 5th grade, has been tutored by Mr. Batty for the past two years.

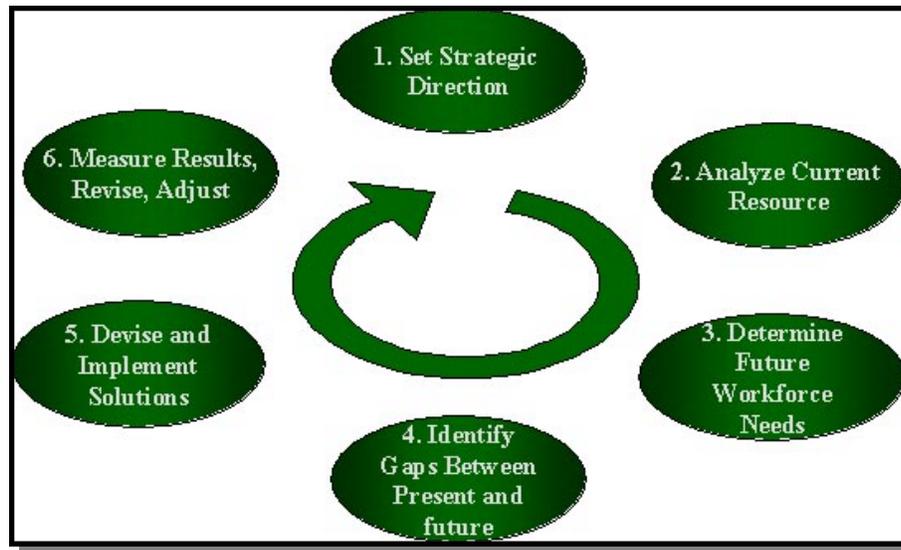


## Workforce Planning 101

### Part Two: Setting Strategic Direction

*Alan Ross Tripp, Workforce Planning Manager, OPM*

As we discussed in the opening segment of Workforce Planning 101, most workforce planning models consists of six basic steps: setting strategic direction, analyzing the current workforce, determining future workforce needs, identifying gaps between the present and future, devising and implementing solutions, and evaluating the results. This model is illustrated below:



In this segment we will discuss the first step of the model, setting strategic direction.

The ultimate goal of Workforce planning is to align an entities assets, both monetary and human, with organizational goals and priorities in order to achieve those goals and priorities. Having a clear cut strategic direction and defined goals is essential if the organization is going to stay focused and on task. As each agency already completes a strategic plan, the foundation for setting long term strategic direction is already in place.

Basic Information to consider when setting strategic direction: The agency's mission, strategic goals and objectives, core business functions, anticipated or possible changes to the agency's mission, strategies, and goals over the next five years.

Once these factors have been considered, the task is then for senior-level managers to expand upon existing strategic plans and

provide clearly stated direction and goals. There is no predetermined format for this communication, but it should be concise, cogent, and should create a large-scale picture of what needs to be done while avoiding the minutiae of it's implementation.

It is then the job of organization's program managers to design and carry out workforce planning under the guidance of a dedicated workforce planning team or committee using the results of the strategic direction process.

In the next installment we will discuss the second step in the workforce planning process, analyzing the current workforce. For questions pertaining to this article or any other workforce planning issues, please visit the website of the Office of Workforce planning at: [http://www.ok.gov/opm/About\\_OPM/Organization/Workforce\\_Planning/](http://www.ok.gov/opm/About_OPM/Organization/Workforce_Planning/) or contact our office at: [wfp@opm.ok.gov](mailto:wfp@opm.ok.gov).

## “Public Servants and Public Service”

Oscar B. Jackson, Jr., IPMA-HR President  
 Reprinted with permission from [IPMA-HR News's](#) special issue during Public Service Recognition week in May 2007.

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***"Since the days of Greece and Rome when the word 'citizen' was a title of honor, we have often seen more emphasis put on the rights of citizenship than on its responsibilities. And today, as never before in the free world, responsibility is the greatest right of citizenship and service is the greatest of freedom's privileges."***  
 .....

Robert F. Kennedy

Last year I was asked to speak at the Oklahoma Association of Minorities in Career and Technology Education Conference, an event that coincided with “Public Service Recognition Week.”

The day I was asked to be the keynote speaker, I happened to be driving near Northeast High School in Oklahoma City. It’s a route I have driven hundreds of times, but not until that day did I notice an engraving on the side of the school. It struck me because it seemed so fitting for a week that is about celebrating public service.

The engraving read: “Enter to learn – leave to serve.” While it’s hardly surprising that a sign at a school would encourage students to “enter to learn,” the “leave to serve” part really hit me as rife with meaning. The words spoke to the critical role played by all of us who have chosen careers in the public sector. In the day-to-day grind of our respective jobs, it is all too easy to forget the importance and nobility of public service. For many of us, it is what we planned to do from the moment we graduated from high school or college.

Not everyone chooses a career in public service. Not everyone chooses to be an educator, or to work for their local, state or federal governments. Not everyone has the innate desire or capacity to serve others. It takes a specific personality -- one with a certain temperament, an ability to work with many different types of people and, most importantly, a True commitment to improving your corner of the world. It takes a steadfast dedication to making a real and lasting difference.

But that is exactly what public servants do. Every day hundreds of thousands of public sector employees at local, state and federal levels of government make a difference in the lives of the people they serve. A few notable examples include:

Half of all medical doctors practicing in our nation today received training from employees of the U.S. Department of Veterans Affairs.

- A worker for the U.S. Food and Drug Administration, Dr. Frances Kelsey, proved instrumental in preventing a generation of birth defects by successfully instituting a ban on the drug Thalidomide.
- A career government scientist created the instrument landing systems used by all commercial and military aircraft.
- A scientist with the federal Agricultural Research Service created a frozen milk concentrate with a shelf life of six months.
- A government employee invented the CAT scan, which helps physicians diagnose cancer, brain disorders and other diseases.

While these men and women are not household names, their contribution to society is beyond measure. Other government workers, meanwhile, achieved considerably greater recognition for their contributions:

- Alexander Graham Bell, father of the telephone, was a U.S. Census Bureau agent.
- Dr. Ruth Rogan Benevito, a federal Department of Agriculture scientist, developed wash-and-wear fabric.
- U.S. Patent Office employee Clara Barton founded the American Red Cross.
- The first person to set foot on the moon, Neil Armstrong, was a public employee.

For the vast majority of public-sector workers, however, there is little fanfare -- no tickertape parade, no White House photo-op, no visit with Oprah Winfrey or David Letterman. Many public servants simply do their jobs, and do them well, without ever learning the impact that their actions have on others. And yet they routinely touch the lives of thousands of people.

[\(Continued on page 12\)](#)



## “Public Servants and Public Service” (Continued)

[\(Continued from page 11\)](#)

Whether the service we are giving is counseling a student, troubleshooting a sewage system, controlling traffic, or as seemingly innocuous as helping someone fill out an application form for benefits or employment, the extra level of care and attention we provide can sometimes make all the difference. The late author Douglas Adams once said “to give real service, you must add something which cannot be bought or measured with money, and that is sincerity and integrity.”

People face a wealth of challenges every day: some serious, some not. Through our efforts, we can allay concerns and bring a measure of comfort and stability to their lives. That is no small feat. Former President Bill Clinton once said, “Throughout my years in government, I have been privileged to know and work with extraordinary men and women. Day in and day out, in a variety of settings and at every level of government, these quiet heroes work to give their fellow citizens the tools and opportunities to make the most of their lives.”

Commitment to public service can often be of heroic proportions. Fern Holland, an idealistic young woman from a small town in northern Oklahoma, left a lucrative law practice in favor of working for the Coalition Provisional Authority in Iraq shortly after the toppling of the Saddam Hussein regime. This fearless woman traveled throughout that country to establish women’s centers and help draft the women’s rights section of the interim Iraq constitution. Then tragedy befell in March of 2004. Ms. Holland and two of her colleagues were slain in an ambush near the Iraqi city of Karbala. Her legacy, however, continues to burn brightly.

America’s natural and manmade disasters have also shown us the true nature of our country’s public servants. Carmen Spooner, Community Services Program Manager at the Louisiana Department of Social Services, exemplified public service in the

wake of this country’s most devastating natural disasters.

Like many other dedicated state employees and volunteers, Spooner worked tirelessly in the days following Hurricane Katrina. She answered calls, responded to requests and most notably, reunited three families that were separated during the evacuation of the New Orleans area. She did all of these as an evacuee from New Orleans too.

Despite the personal loss she experienced in the aftermath of Katrina, Spooner worked around the clock to reunite families. Working with Louisiana’s partner, the National Center for Missing and Exploited Children, Spooner connected seven children with their families at a shelter thousands of miles away. Determined to get the children back to their families as quickly as possible, Spooner contacted Angels Flight America to fly the children to San Antonio. Angels Flight America graciously agreed to make the flight and all of these efforts led

to the emotional reunion of 3 Louisiana families on the tarmac at San Antonio International Airport just a day later.

But public servants make a difference in a multitude of ways. Take, for example, the work of Dr.

Maria Carrasco. A family physician at the Baldwin Park Medical Center in Pasadena, California, she has spent countless unpaid hours providing interpreter services for patients who speak limited English. In addition, Dr. Carrasco also educates physicians about the cultural customs that influence how patients perceive health care. Dr. Carrasco believes such work is simply part of her job. Her coworkers give her more credit, however, and have nominated her for their Everyday Heroes program.

[\(Continued on page 13\)](#)

**To give real service, you must add something which cannot be bought or measured with money, and that is sincerity and integrity”  
-Douglas Adam**

## “Public Servants and Public Service” (Continued)

[\(Continued from page 12\)](#)

**D**r. Carrasco is surprised and humbled by the honor, a response that is typical of many public servants. But the plaque on the wall of the Baldwin Park Medical Center says it all; "If you tell them they are heroes, they will tell you what they did was not so much. If you ask the person who received their goodwill, they will tell you it made all the difference."

Teachers, of course, wield tremendous influence on their pupils – so much, in fact, that students oftentimes will follow suit and decide to become teachers themselves. We see it all the time. I myself was so inspired by my teachers; I had plans to be a classroom instructor after graduating from Central High School of Oklahoma City in 1965. I received my college degree in Business Education from the University of Oklahoma.

But here is an even better example of how teachers influence the lives of others even those who don't appreciate it at the time! Brad George wrote the following tribute:

"Mr. Adkins was my Pre-Algebra teacher in 9th grade. I did not like the class, because I did not like the teacher. He made me redo assignments that were poorly done and turn them in. He made us show all of our work or he would hand it back and make us do it over again. I came out of the class with a D+. It was not his fault, most obviously it was mine.

The very next year I had him for math again. I did not want him, he was too hard of a teacher. He made us work too hard. But my parents would not let me get out of the class. I again was a lazy student in his class. He did not let me get away with it; he called my parents and arranged for extra tutoring sessions. I had to go in before school, at lunch and stay after school to get my assignments done and done correctly. He began to instill in me a desire to do better than just getting a passing grade. He showed me that I could do better than being just mediocre.

I am back in college at age 32, married with six children and seeing that the ethics that Mr. Bill Adkins instilled in me makes a better person, not only academically, but as a member of society."

What we do as a public servant -- and how we perform that job -- is vital. If we do our job well and take that extra care, we inspire others to follow our lead, and *that's* how we make a difference. President George W. Bush noted in a Public Service Recognition Week greeting: "Public service is vital to the American character. Americans realize that giving something back to our communities strengthens our country and fulfills our obligation to serve a greater cause. Our nation is deeply indebted to the men and women who devote themselves to public service through their careers".

The public you serve faces obstacles — be they financial, cultural or simply the self-

imposed barriers that limit their dreams and impede aspirations. Again, that's where you can make the difference by showing them the wealth of opportunities available.

Public service is nothing less than a calling. During Public Service Recognition Week, there is no better time to applaud those who consistently give that extra care. It's OK to be humble, of course -- but don't let humility blind you to the reality of how each day you are working to improve the lives of others. Don't forget that you also "serve" as an example to others, and as a reminder of what they can achieve in their own lives.

As public servants, we have much to be proud of, but our generosity of spirit is among our greatest strengths.

And when it comes to public service, our greatest reward is the enrichment and meaning it brings to our own lives. That sense of self-discovery and revelation is certainly what led Ralph Waldo Emerson to observe that the best way of finding yourself is to lose yourself in the service of others. And, as Albert Einstein observed, "only a life lived in the service to others is worth living".

I want to thank and congratulate those of you who have chosen a career in public service. I also want to encourage you to challenge today's students as they graduate college, career tech, or law school to do -- as the sign on Northeast High School encouraged me -- to "leave to serve."



## Quality Oklahoma Team Day Honors Agencies

Joyce Smith, OPM

Not even high winds and driving rains, ejection from the House Chambers, misdeliveries, tons of paperwork or several rejections could dampen the spirit of *Quality Oklahoma* Team Day held on May 8, 2007, at the state capitol. Outstanding teamwork created the event, and the event promotes teamwork. It's an awesome cycle made obvious by the 47 exhibits representing 20 agencies. Booths featuring displays ranging from applications to website designs and many topics in between were the discussions throughout the day. Each had a proud "show and tell" approach as it shared information on successful projects achieved by teams and partnerships.

Team Day is held annually in conjunction with Public Service Recognition Week. Dr. Ken E. Case, Regents Professor Emeritus of Industrial Engineering and Management at Oklahoma State University (OSU), was keynote speaker for the awards ceremony. He received his undergraduate, graduate and doctoral degrees from OSU and has received many awards and recognitions throughout the world for his work in the quality field. He could easily qualify for the Godfather of Quality Award, if there was such an award. He truly understands the value of teamwork and was highly complimentary of the state employees and participating agencies.

This year, 23 teams received Commendation of Excellence Awards. A selection committee determined award recipients, and each team



Team Day 2007 Exhibitor 007 (left to right) : J.C. Colbert and Carl Willett. The Department of Corrections' Recruitment Display was "Moving Into the New Millennium".

was presented a formal commendation from Governor Brad Henry's office and an embossed blue ribbon from the Office of Personnel Management.



Team Day 2007 Exhibitor 043: (Left to right): Cindy Gill and Debbie Boyer. The Department of Corrections received *Quality Oklahoma* Team Day's top award, the Quality Crown, for the "Corrections Quality Assurance System" project.

The top honor, the Quality Crown Award, went to the Oklahoma Department of Corrections for its *Corrections Quality Assurance System* project. The agency established a system for the continuous review and evaluation, using Quality principles, of all areas operated by the department or by a provider under the contract with the department. Six other specialty awards were presented to recipients listed on [page 15](#).

Two special certificate awards were presented for the first time this year. One for documentation of the Largest

Revenue Generation was presented to the Office of the State Treasurer for its *Investment Portfolio Enhancement* project. It involved moving \$1  
[\(Continued on page 15\)](#)



## Quality Oklahoma Team Day Honors Agencies (Continued)

[\(Continued from page 14\)](#)

billion from the state's checking account into longer-term, higher yielding investments and purchasing U.S. Agencies Securities rather than U.S. Treasuries. This resulted in earnings doubling from \$50 million in FY 2005 to \$98 million in FY 2006. The other for documentation of the Largest Cost Savings was presented to the Oklahoma Health Care Authority for its *Reform Before the Storm: Redesigning Oklahoma's* project. This project will save the agency \$85.5 million by creating a cost-effective and efficient primary care case management system, while maintaining quality and transitioning members with as little disruption as possible, all within a seven-week period.

Teams left the capitol already making plans on how they could participate in *Quality Oklahoma Team Day 2008*.



Titled Team Day 2007 Exhibitor 030: The Jim Taliaferro Community Mental Health & Substance Abuse Center's project was the "Taliaferro Stream Team."

**All Exhibitors with Recognition Notation**

Corrections Quality Assurance System  
Oklahoma Department of Corrections

- Commendation of Excellence Award
- Quality Crown Award

Life's Events  
Oklahoma Department of Human Services

- Commendation of Excellence Award
- Employee Empowerment Award

Reform Before the Storm: Redesigning Oklahoma's Health Care Delivery System  
Oklahoma Health Care Authority

- Commendation of Excellence Award
- Extra Mile Award

Statewide Emergency Preparedness & Response Program

Oklahoma State Department of Health

- Commendation of Excellence Award
- Motivating the Masses Award

Frequently Asked Questions

Oklahoma State and Educational Employees Group Insurance Board

- Commendation of Excellence Award
- Red Tape Reduction Award

SoonerCare Emergency Room Utilization Project  
Oklahoma Health Care Authority

- Best Booth Award

State Surplus Auction Project  
Oklahoma Department of Central Services

- First to Submit Application Award
- Commendation of Excellence Award

Money Follows the Person Grant:  
Oklahoma Long Term Living Choice Project  
Oklahoma Health Care Authority

- Largest Cost Saving

Project Award

- Commendation of Excellence Award

Investment Portfolio Enhancement  
State Treasurer's Office

- Largest Revenue Generation Award
- Commendation of Excellence Award

Medical History for Children in Custody for Adoption Status

Oklahoma Health Care Authority

- Commendation of Excellence Award



## Quality Oklahoma Team Day Honors Agencies (Continued )

[\(Continued from page 15\)](#)

OKDHS Random Moment Time Study Oklahoma Department of Human Services

- Commendation of Excellence Award

Oklahoma Child Support Enforcement's Lien Automation Project

Oklahoma Department of Human Services

- Commendation of Excellence Award

2006 Coordinator Academy

Employees Benefits Council and Oklahoma Public Employees Retirement System

- Commendation of Excellence Award

OKDHS.org Re-Launch

Oklahoma Department of Human Services

- Commendation of Excellence Award

Collaboration to Reduce Out of State Behavioral Health Treatment for SoonerCare Children

Oklahoma Health Care Authority

- Commendation of Excellence Award

Transition to the 21st Century

Oklahoma Corporation Commission

- Commendation of Excellence Award

The Three C's of Quality: Collaboration, Customer Service and Creativity

Oklahoma Insurance Department

- Commendation of Excellence Award

Insurance Coordinator (IC) Spring Training

Oklahoma State and Education Employees Groups Insurance Board

- Commendation of Excellence Award

CSED Lottery Winnings Interception

Oklahoma Department of Human Services

- Commendation of Excellence Award

Behavioral Health High End Utilizers Project

Oklahoma Health Care Authority

- Commendation of Excellence Award

A Blended Learning Approach to Pre-service Training

Oklahoma Department of Corrections

- Commendation of Excellence Award

Paperless Unemployment Insurance Claim Adjudication Process

Oklahoma Employment Security Commission

- Commendation of Excellence Award

Administrative Cost Allocation

Oklahoma Department of Human Services

- Commendation of Excellence Award

Tobacco Settlement Trust Fund Investment State Treasurer's Office

- Commendation of Excellence Award

OHCA Tribal Consultation

Oklahoma Health Care Authority

Certified Nurse Aide Program

Oklahoma Health Care Authority

Option Period CD-ROM

Oklahoma State and Education Employees Group Insurance Board

SoonerCare Fast Facts

Oklahoma Health Care Authority

Newborn Outreach Initiative

Oklahoma Health Care Authority

Oklahoma Employer/Employee Partnership for Insurance Coverage

Oklahoma Health Care Authority

Electronic Report on Reports Application

Oklahoma Health Care Authority

Oklahoma Young Offender Initiative

Oklahoma Department of Career & Technology Education – Skills Centers

DHS Foster Care Recruitment

Oklahoma Department of Human Services

Correctional Officer Uniform Appearance Process Action Team

Oklahoma Department of Corrections

Northeast Oklahoma Correctional Center Safety Program

Northeast Oklahoma Correctional Center

[\(Continued on page 17\)](#)



## Quality Oklahoma Team Day Honors Agencies (Continued )

[\(Continued from page 16\)](#)

Howard McLeod Correctional Center Garden Project  
Oklahoma Department of Corrections

Recruitment Display "Moving into the New Millennium"  
Oklahoma Department of Corrections

Early Settlement Mediation  
Administrative Office of the Courts

CompSource Oklahoma – Agent Consolidated Bulk Mail Project  
CompSource Oklahoma

Oklahoma Society of Certified Public Managers  
Oklahoma Society of Certified Public Managers

Oklahoma Lottery Special Events and Promotions Team  
Oklahoma Lottery Commission

Oklahoma Lottery Ambassador Program  
Oklahoma Lottery Commission

The Use of Educational Enrichment for Dietitian Recruitment  
OSDH WIC Service

Taliaferro "Stream Team"  
Jim Taliaferro Community Mental Health & Substance Abuse Center

ESI (Electronic Surveillance & Intelligence)  
Oklahoma Bureau of Narcotics

Early Education: Pathway to Child Development Associate (CDA)

OK Department of Career and Technology Education & OK Department of Human Services-Child Care

Make It Your Business: Strategies for a Tobacco-Free Workforce  
Oklahoma State Department of Health

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## State Charitable Campaign

*Shirley Russell, Director of Legislative Affairs, OPM*

The State Agency Review Committee has undergone several changes over the past few months including a name change to the Oversight Committee for the State Employee Charitable Campaign. Four new appointments were made to the Committee: Randall Lopez, Department of Corrections; Leann Overstake and Amy Aiden, OK House of Representatives; and, Shirley Russell, Office of Personnel Management (OPM), designee of Oscar B. Jackson, Jr., OPM Administrator. The Oversight Committee would also like to thank Mike Wester, Rhonda

Burgess, Diane Haser-Bennett and Nancy Barrett for their years of service on the Committee and to the State Charitable Campaign.

Under leadership from the new chair, Karen Jacobs, Department of Human Services, and vice-chair, Brenda Sullivan, OK Tax Commission, the Committee conducted detailed and rigorous reviews of applying charity federations and their member agencies during April and May. Following the requirements outlined in the Oklahoma statutes, the Oversight Committee evaluated over twenty (20) Federation applications and over three hundred (300) individual charities for approval

to participate in the State Charitable Campaign. With the application process completed, the Oversight Committee, in concert with Jan Ette Oakley, Director of the State Charitable Campaign, will work to promote the upcoming 2007 fall campaign. Pacesetter campaigns begin June 15<sup>th</sup> and end August 31<sup>st</sup>. The regular campaign kicks off Sept. 12<sup>th</sup> and may run until November 30<sup>th</sup>.



## 2007 Permanent Rule Amendments

*Kara Smith, OPM General Counsel*

The Following amendments were promulgated during the 2007 First Regular Session:

- **VOLUNTARY PAYROLL DEDUCTION**  
[Effective Date: May 11, 2007]

**530:15-3-15:** The purpose of this amendment is to reflect statutory changes made to Annual distribution of employee organization materials.

- **MERIT RULES:**  
[Effective Date: May 11, 2007]

The purpose of these amendments is to provide clarification and reflect statutory changes. The following sections were amended:

- |               |               |
|---------------|---------------|
| 530:10-1-2    | 530:10-9-100  |
| 530:10-1-43   | 530:10-9-130  |
| 530:10-3-33.6 | 530:10-11-1   |
| 530:10-3-33.7 | 530:10-11-31  |
| 530:10-3-54   | 530:10-11-32  |
| 530:10-7-1    | 530:10-11-39  |
| 530:10-7-6    | 530:10-11-71  |
| 530:10-7-7    | 530:10-13-1   |
| 530:10-7-11   | 530:10-13-2   |
| 530:10-7-12   | 530:10-13-3   |
| 530:10-7-14   | 530:10-13-32  |
| 530:10-7-17   | 530:10-15-1   |
| 530:10-7-24   | 530:10-15-10  |
| 530:10-9-4    | 530:10-15-12  |
| 530:10-9-5    | 530:10-15-45  |
| 530:10-9-37   | 530:10-15-49  |
| 530:10-9-38   | 530:10-17-74  |
| 530:10-9-39   | 530:10-17-75  |
| 530:10-9-40   | 530:10-17-77  |
| 530:10-9-51   | 530:10-17-80  |
| 530:10-9-52   | 530:10-17-110 |
| 530:10-9-54   | 530:10-17-111 |
| 530:10-9-76   | 530:10-17-115 |
| 530:10-9-99   |               |

- **MERIT RULES (HAZARDOUS WEATHER AMENDMENTS)**  
[Effective Date June 11, 2007]:

**530:10-15-11 and 530:10-15-12:** These amendments reflect a changes in the time period in which employees may use accrued leave.

**530:10-15-71:** The purpose of the amendment to this section were made to reflect the Governor's change in policy, which would allow affected employees to use administrative leave during a temporary closure or a temporary reduction in services due to hazardous weather.

**530:10-15-72 [REVOKED]**

- **PAYBAND APPENDIX A .**  
[Effective Date July 1, 2007]:

The amendments to Appendix A of the Merit Rules Chapter 10 reflect a 5.0 percent upward increase to the minimum, midpoint, and maximum of the band structure. (Note: In addition to the amended pay band schedule released by Office of Personnel Management, that reflects HB 1114 provisions, the Office of Personnel Management will be running emergency amendments to address the effectives of HB 1114)/

*2007 Emergency Rule Amendments*

The Following rules were adopted and approved through the emergency rulemaking process:

- **OKLAHOMA STATE CHARITABLE CAMPAIGN RULES**  
[Effective Date May 24, 2007]:

The amendments to Title 695 reflect the legislatively mandated change to the name of the State Agency Review Committee, which is now named the Oversight Committee for the State Employee Charitable Contributions. The amendments include clarifying terms and definitions, which are necessary to clarify and terms that are utilized within the rules. The following sections were amended:

- |             |             |
|-------------|-------------|
| 695:10-1-1  | 695:10-1-13 |
| 695:10-1-2  | 695:10-3-2  |
| 695:10-1-5  | 695:10-3-3  |
| 695:10-1-6  | 695:10-3-4  |
| 695:10-1-7  | 695:10-5-2  |
| 695:10-1-8  | 695:10-5-3  |
| 695:10-1-9  | 695:10-5-4  |
| 695:10-1-10 | 695:10-7-2  |
| 695:10-1-11 | 695:10-13-2 |

*(Continued on page 19)*

## OPHRA "Go Wild" Training

Terri Berry, OPM

The Oklahoma Public Human Resource Association (OPHRA) "Go Wild" training took place June 8, 2007, at the Oklahoma City Zoo. Topics included an update of Human Resource (HR) Legislation, presented by Shirley Russell, Office of Personnel Management (OPM); Employee Assistance Programs in State Government with Deanna Miller, OPM; and Laree Reidenbaugh with the Department of Human Services. Representatives from the Office of Juvenile Affairs, Department of



*OPHRA Board: Denise Edwards, Oklahoma Insurance Department, President; Kay Hagerman, Oklahoma Department of Human Services (DHS), 1<sup>st</sup> Vice President; Diane Haser-Bennett, DHS, Board Member; Linda Parrish, DHS, 2<sup>nd</sup> Vice President; Kristin Griffin, Office of State Finance, President Elect; Faith Frazier, DHS, Board Secretary; Ron Wilson, Oklahoma Health Care Authority, Board Member; Cindy Braun, Office of Juvenile Affairs, Past President; Greg Thomas, Department of Corrections, Treasurer.*

*This elderly female orangutan's long time mate died in July 2006. He was the 2<sup>nd</sup> oldest male orangutan in North America at the time of his death.*



### 2007 Permanent Rule Amendments (Continued)

[\*\(Continued from page 18\)\*](#)

- 695:10-13-3
- 695:10-13-4
- 695:10-13-5
- 695:10-13-6
- 695:10-13-7

Corrections, Department of Human Services and the State Department of Health joined together for the panel discussion, "How To Successfully Recruit For New Employees When You Work For The State!" To top it off, Lucinda Meltabarger, MBA, Human Resources Development Coordinator, Oklahoma Health Care Authority, gave a motivational presentation "Proper Care and Feeding of Your Monkeys." Throughout the day participants were entertained with a live animal demonstration and were also able to tour the zoo during lunch.



**AGENCY HR STAFF  
CHANGES SINCE 7/06**

**Department of Career &  
Technology Education**

Megan Moody  
*HR Manager  
(Resignation)*

**Department of Commerce**

Natalie Shirley  
*Executive Director*

**Department of Human Services**

Susan McCollom  
*HR Management Specialist*

Melissa Tener  
*HR Management Specialist*

Carolyn Rumsey  
Human Resources Programs Manager

*(Transferred from OPM  
as HR Programs Managers in  
Agency Services Unit)*

**Department of Labor**

Oleda Hicks  
*HR Director  
(transferred from CORE)*

**Department of Mental Health &  
Substance Abuse Services**

Judy Allen  
*HR Specialist*

Debra Davis  
*HR Payroll/Benefit Service Manager*

Pam Mulvaney  
*HR Manager*

Patricia Smith  
*HR Specialist*

**Oklahoma Health Care Authority**

Jasmin Manschel  
*HR Assistant*

**Office of Personnel Management**

Susan Loftin  
*Director, Classification Division  
(Transferred from OSBI)*

**Department of Public Safety**

Cory King  
*HR Director*

**Department of Corrections**

Greg Thomas  
Human Resources Manager  
*(Transferred from OPM as Director of  
Classification Division)*

Kim Hudson,  
*HR Management Specialist  
(Transferred from DRS)*

**ALL APPOINTING  
AUTHORITIES  
MEMORANDUMS**

**OPM 07-18 –03/26/07**

2006 Pay Movement Mechanism Usage  
Report

**OPM 07-19 – 04/16/07**

2007 Public Service Recognition Week  
& State Employee Recognition Day

**OPM 07-20 – 04/18/07**

Oklahoma State Government Equal  
Employment Opportunity/Affirmative  
Action (EEO/AA) Status Report for  
Fiscal Year 2006

**OPM 07-21 – 04/19/07**

2008 Holiday Schedule for State  
Employees

**OPM 07-22 – 05/02/07**

Mandatory Direct Deposit  
Implementation and Guidelines for  
Extraordinary Needs or Circumstances

**OPM 07-23 – 05/18/07**

Mandatory Supervisory Training  
Requirement Report for 2006

**OPM 07-24 – 05/29/07**

Executive Order 2007-23 - "Strong and  
Healthy Oklahoma"

**OPM 07-25 – 05/30/07**

OPM FY 2006 Annual Report

**OPM 07-26 – 05/31/07**

Briefing on HR Legislation - June 15,  
2007

**OPM 07-27 – 06/14/07**

2007 Human Resources Legislation

**OPM 07/28 – 06/14/07**

Adjustment to Classified Pay Bands  
and Minimum Pay Rates for State  
Employees

**OPM 07-29 – 06/19/07**

Semi-Annual Allocation and Salary  
Adjustment Report

**OPM 07-30 – 07/06/07**

2007 Joint Pay Conference

(NOTE: These and previous All  
Appointing Authorities memos and  
may be accessed on the OPM web site  
at [www.opm.ok.gov](http://www.opm.ok.gov) under the "All  
Appointing Authority Memos")

**CAPIP NEWS**

**Executive Fellows-Hired**

**Oklahoma Health Care Authority**  
LeDene Alford  
*Langston University*

**Department of Human Services**

Sarah Barber  
*University of Oklahoma*

**Department of Rehabilitation Services**

Ali Bolz  
*Northwestern Oklahoma State University*

**Oklahoma Juvenile Affairs**

Ryan Jones  
*Oklahoma State University*

**Attorney General**

Nate Raddatz  
*Oklahoma City University*

[\(Continued on page 21\)](#)

*(Continued from page 20)*

## CAPIP NEWS (CONTINUED)

Oklahoma Department of Agriculture,  
Food, & Forestry  
Justin Roach  
*Oklahoma State University*

Oklahoma Public Employees  
Retirement System  
Chello Rogers  
*University of Oklahoma*

Executive Fellows-Hired/Converted  
Department of Rehabilitation Services  
Danny Robison  
*University of Arkansas*

Jerry Edwards  
*East Central University*

Executive Fellows-  
Agreement Ended  
Oklahoma Health Care Authority  
Tunde Sosanya  
*University of Oklahoma Health Science Center*

Undergraduate-Hired/Converted  
Lieutenant Governor  
Jenna Morey  
*University of Oklahoma*

Undergraduate-  
Agreement Ended  
Oklahoma State and Education  
Employees Group Insurance Board  
Kathryne Ogrod  
*Oklahoma City University*

## CERTIFIED PERSONNEL PROFESSIONAL (CPP)

Congratulations to the following  
HR Professionals who have passed  
the CPP exam:

**Department of Health**  
Karen D. Franklin

**Department of Commerce**  
Nancy Nedbalek Briedwell

**Department of Human Services**  
Christian Co

**Office of Juvenile Affairs**  
Cynthia K. M. Hollier  
Judy V. Pinney

**Office of Personnel  
Management**  
Paul Brodersen  
Toyna Holman  
Jake Smith

**Veterans Affairs**  
Carrie Crow

## CERTIFIED IPMA-HR

**Office of Personnel  
Management**  
Susan Loftin  
HR Programs Manager  
IPMA-CP

Terri Berry  
HR Programs Manager  
IPMA-CP

Natasha Rilev  
Director of Personnel Assessment  
IPMA-CS

### CAPIP Stats

29 Executive Fellows and  
8 Undergraduate Interns  
are currently working in  
15 different state agencies.

Current Executive  
Fellows and  
Undergraduate Interns  
attend 8 colleges and  
universities.

The CAPIP applicant pool  
consists of 34 graduate  
students and 53  
undergraduates.

*Oklahoma Office of Personnel Management*  
2101 N. Lincoln Boulevard, Suite B-22  
Oklahoma City, OK 73105  
(405) 521-2177  
[www.opm.ok.gov](http://www.opm.ok.gov)

Oscar B. Jackson, Jr., IPMA-CP  
*Administrator and Cabinet Secretary of Human Resources & Administration*

Jenny Chong, Carl Albert Public Internship Program Coordinator  
*Editor*

Janet Anderson, Hank Batty, Oscar B. Jackson, Jr., Joyce Smith, Kara Smith, Ross Tripp,  
Shirley Russell, Lisa Fortier, Tom Patt, Terri Berry, Natasha Riley  
*Article Contributors*

This publication has been printed and distributed by the Office of Personnel Management  
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Clearinghouse of the Oklahoma Department of Libraries.