



STATE OF OKLAHOMA
OFFICE OF PERSONNEL MANAGEMENT
"Working for Oklahoma"

OPM 10-22

DATE: June 30, 2010

TO: All Appointing Authorities

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

A handwritten signature in black ink, appearing to read "Oscar B. Jackson, Jr.", positioned to the right of the "FROM:" field.

SUBJECT: 2010 HR Legislation

During the 2010 session, the Oklahoma Legislature passed the attached human resources-related bills that affect state agencies and employees. This list includes generally-applicable HR-related legislation. It does not include legislation regarding specific agencies. This is also not a comprehensive list of bills regarding appropriations, insurance, or retirement.

You may access the signed bills mentioned in this memo on the website of the Oklahoma Secretary of State at www.sos.ok.gov.

If you have questions concerning state government HR legislation, please contact Shirley A. Russell, OPM Director of Legislative Affairs, by phone at (405) 521-6293, or via e-mail at Shirley.Russell@opm.ok.gov.

"We serve the people of Oklahoma by delivering reliable and innovative human resource services to our partner agencies to achieve their missions."

AAA 2010 HR Legislation

Oklahoma Personnel Act

<p>Senate Bill 1659 Aldridge/Wright</p>	<p>Senate Bill 1659 amends the following sections of the Personnel Act:</p> <ul style="list-style-type: none">• Section 1 -- Amends <u>O.S. 74:840-1.3. Definitions</u> by adding the word "copy" to the list of words defined in the Act. This change will permit the use of electronic documents and storage which will result in lower administrative costs.• Section 2 -- Amends <u>O.S. 74:840-2.15. Overtime and compensatory time--Nonexempt employees</u>: Amends paragraph A to clarify that an executive branch entity shall not exceed the overtime provisions of the Fair Labor Standards Act without expressed statutory permission. Amends paragraph D to reflect the fact that the PeopleSoft Payroll accounting software is designed to begin accrual of compensatory time on the day it was accrued not at the end of the pay period. This does not make any other changes to the accrual of compensatory time.• Section 3 -- Amends <u>O.S. 74:840-2.17. Raises</u> by adding a subsection F which states that adjustments to salaries known as pay movement mechanisms (PMM) do not apply to chief executive officers except for longevity or payment of wages established and mandated by law. The establishment of pay movement mechanisms was one of the recommendations from the comprehensive analysis of Oklahoma's pay system conducted in 1999. PMM's are to be utilized for classified and unclassified employees. Chief Executive Salaries are addressed elsewhere in the relevant agency appropriation bills or in Title 74, Section 3601.2 which sets the range--minimum, midpoint and maximum--for non-appropriated boards, commissions, and agencies. <p><i>Effective November 1, 2010</i></p>
<p>House Bill 2363 Miller/Johnson, M.</p>	<p>Creates new sections <u>O.S. 74:840-2.28A and 74:840-2.28B</u> establishing a statewide voluntary buyout program for "normal" retirement eligible state employees. State agencies may apply to OSF for reimbursement expenditures which include:</p> <ul style="list-style-type: none">• the cost of 18 months of health insurance premium for the employee;• the cost of the longevity pay amount due on the employee's next anniversary date; and,• a maximum lump-sum payment of \$5000. <p>The measure creates a revolving fund to reimburse participating agencies State agencies have until June 30, 2011 to apply for reimbursement of the eligible voluntary buyout expenditures contingent upon the availability of funds initially provided in SB 1442. In exchange for reimbursement, the agency agrees to reduce its FTE by the number of positions lost as a result of the buyout for at least 36 months.</p> <p><i>Effective April 28, 2010.</i></p>

Senate Bill 1442 Johnson/Miller	Appropriates \$22 million for the VOBO reimbursement fund created in HB 2363. <i>Effective April 28, 2010.</i>
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Senate Bill 2260 Russell/Wesselhoft	Amends <u>O.S. 74: 840-2.24</u> to authorize agency directors to grant leave with pay for state employees participating in the Civil Air Patrol disaster services. <i>Effective November 1, 2010.</i>
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Holidays

House Bill 3052 Kirby/Lamb	Amends <u>O.S. 25:82.1</u> to establish a two-day Christmas holiday for state employees. <i>Effective November 1, 2010.</i>
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