

OPM 99- 23

March 16, 1999

TO: All Appointing Authorities-Personnel Directors

FROM: Oscar B. Jackson, Jr.
Administrator and Cabinet Secretary of Human Resources

RE: ***OPM Classification and Compensation Reform Project Report***

Enclosed you will find the ***OPM Classification and Compensation Reform Project Report***. This report is divided into three sections: **Executive Summary**, **Project Report**, and **Appendices**.

The **Executive Summary** provides an overview of the processes and methodology used in this two-year project designed to reform major Human Resources systems for the State of Oklahoma. This summary also includes recommendations to the Governor and Legislative leadership, identifying specific steps for implementing this reform project.

The **Project Report** provides specific, in-depth information on the history of the project, as well as a review of the project processes performed by over 800 state employees and Oklahoma Public Employees Association staff.

The **Appendices** includes a table and lists of work groups of employees who worked on the project.

Two key pieces of legislation authorizing implementation of this project, House Bill 1334 (Representative Jim Dunegan) and Senate Bill 464 (Senator Larry Dickerson) have passed out of their respective house of origin.

With your continued support and participation, this project will enable OPM and affected agencies to implement and maintain important improvements to state government.

Enclosure