



# **LONGEVITY**

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# **PAY PROGRAM**

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# **GUIDE**

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Office of  
Personnel  
Management

State of Oklahoma



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

July 1, 2006

**STATE OF OKLAHOMA**  
**Office of Personnel Management**

# **Longevity Pay Program Guide**

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



**Oscar B. Jackson, Jr., IPMA-CP**  
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**July 1, 2006**

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## **I. Introduction**

The State of Oklahoma's longevity pay plan was created by the Legislature in 1982 by House Bill 1527. The intent was to provide a tool for state agencies to use in attracting and retaining qualified employees for state service. Although the Longevity Pay Program has undergone some minor modifications in the intervening years, the basic structure has remained the same since its inception.

The purpose of this guide is to provide assistance to State agency human resources and payroll personnel in interpreting and applying the language of the longevity statute to their employees.

## **II. Who is Eligible?**

### **A. The following employees are eligible for longevity pay:**

- All state classified and unclassified employees
- Employees of the Oklahoma School for the Blind and the Oklahoma School for the Deaf who qualify for longevity pay in accordance with subsection D of Section 1419 of Title 10 of the Oklahoma Statutes
- Employees of any State District Attorney's office on or after January 1, 1983.
- Employees in the Office of the Regents for Higher Education
- Legislative session employees who have worked for two (2) years or more in part-time status and are currently eligible for state retirement benefits, but do not receive other longevity payments (See footnote on page 2)

### **B. The following employees are not eligible for longevity pay:**

- Members of boards and commissions
- Employees of institutions under the administrative authority of the State Regents for Higher Education (NOTE: Service is creditable for determining years of service in computing longevity pay – see Section IV G., below).
- Employees of public school districts
- Elected officials
- Employees of a city or county office
- State government judicial branch employees
- Oklahoma Department of Career and Technology Education employees currently receiving longevity pay under another plan
- Employees of any State District Attorney's office before January 1, 1983
- Employees of a public trust such as the Municipal Power Authority, the Oklahoma Housing Authority, or the Oklahoma Student Loan Authority

### III. Eligibility Requirements for Longevity Pay

- A. To receive longevity pay an employee must be continuously employed in the classified or unclassified<sup>1</sup> service of the state for a minimum of two (2) years in full-time or part-time (more than 1,000 hours per year) status.
- B. A break in service of more than thirty (30) calendar days marks an end to continuous service<sup>2</sup>, which requires the employee to serve a new eligibility period of two (2) years. A break in service of thirty (30) calendar days or less is **not** considered an interruption of continuous service.
- C. Effect of Leave without pay (LWOP):  
Periods of leave without pay taken as a result of a job-related illness or injury or in connection with active military duty shall be counted as service. Other periods of non-paid leave status in excess of thirty (30) calendar days do not mark a break in service; however, they shall:
  - 1. Not be used in calculating total months of service for longevity pay purposes; and
  - 2. Extend the anniversary date for longevity pay by the total period of time on non-paid leave status.

**NOTE:** Employees whose conditions of employment include regular periods of leave without pay will not have their anniversary date extended. Such employees shall receive a prorated longevity payment in August or during the month following the employee's first return to duty that fiscal year if the employee is not in pay status on July 1 (See Section V, Payout Provisions).

- D. A break in service with the state in excess of thirty (30) days but which does not exceed two (2) years which was caused by a reduction-in-force shall be treated as if it were a period of non-paid leave status as provided for in Paragraph C, above, for the purpose of calculating total months of service for longevity pay. This provision only applies to state employees laid-off after June 30, 1982.

### IV. Creditable Service

- A. Creditable service is service that counts toward the calculation of the longevity payment, in accordance with the longevity table in Section V, below.
- B. Years of creditable service must be certified through the current employing agency on an OPM approved form (See [Appendix A](#)). This form must be completed and

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<sup>1</sup> Includes temporary employment that is connected to a permanent appointment with a break in service of 30 days or less

<sup>2</sup> Legislative session employees who have worked for two (2) years or more in part-time status and are currently eligible for state retirement benefits should be considered to be continuously employed for the purpose of calculating longevity payment, regardless of whether they meet the requirements for crediting part-time service.

posted as directed by the OPM Administrator by the current employing agency when the employee initially enters on duty with the agency and thereafter whenever an employee's anniversary date is changed. A copy must also be given to the employee.

- C. Cumulative periods of full-time employment or part-time employment (working **more** than 150 hours per month with the state, excluding ineligible service as specified in Section II B., above, are used to determine years of creditable service for longevity pay calculations. Temporary service that meets the requirements of this section is creditable.
- D. Part-time employment, including temporary employment, working 150 hours per month **or less** for the state, excluding ineligible service as specified in Section II B., above, shall be counted **only if**:
1. The period of employment was continuous for at least five (5) months; **and**
  2. The employee worked **more** than two-fifths (2/5) time (i.e., more than 40% of available work hours during the month).

NOTE: Part-time service that meets the above criterion is given full service credit (not pro-rated).

Example: Employee was employed continuously from 3/12/94 to 3/11/98 in a part-time position working 24 hours per week (60% time). Employee is credited with 4 years of creditable service.

- E. All periods of prior cumulative creditable service must be totaled and the result rounded down to whole years of service (Example: 5 years and 10 months of cumulative service is rounded down to 5 years of creditable service for longevity purposes).
- F. Other employment shall not be counted as service for purposes of longevity payments. No period of employment with the state, with one or more than one agency, shall be counted as more than full-time service.
- G. Specific service which is creditable:
- Any employment listed in Section II A above as conferring eligibility for longevity.
  - As of July 1, 1998, service with a city-county health department when the employee left that service for employment with the Department of Environmental Quality or the State Department of Agriculture, between July 1, 1993 and July 1, 1998.
  - As of July 1, 2003, years of service with a local conservation district for employees who transferred from the district to the Oklahoma Conservation Commission pursuant to the provisions of Enrolled Senate Bill No. 149 of the 1<sup>st</sup> Session of the 49<sup>th</sup> Legislature.

- Years of service under the administrative authority of the State Regents for Higher Education or the Oklahoma Department of Career and Technology Education (See [Appendix C](#) and [Appendix D](#)).

**H. Non-creditable service:**

- Employment in any public school district
- Employment in a district-operated (versus state-operated) technical school.
- Employment as an elected official
- Employment in a State District Attorney's Office prior to January 1, 1983
- Employment in a local conservation district (except for those employees who transferred from the district to the Oklahoma Conservation Commission – see Paragraph G, above)
- Employment in a City or County office
- Members of state boards and commissions
- Employment with a public trust such as the Municipal Power Authority, the Oklahoma Housing Authority, or the Oklahoma Student Loan Authority
- Any other employment not specifically set forth as being eligible or creditable in Section II and Section IV, above.

**V. Payout provisions**

**A. Amount:**

Longevity payments are calculated by reference to the following table:

Years of Service	Annual Longevity Payment
At least 2 years but less than 4 years	\$250.00
At least 4 years but less than 6 years	\$426.00
At least 6 years but less than 8 years	\$626.00
At least 8 years but less than 10 years	\$850.00
At least 10 years but less than 12 years	\$1,062.00
At least 12 years but less than 14 years	\$1,250.00
At least 14 years but less than 16 years	\$1,500.00
At least 16 years but less than 18 years	\$1,688.00
At least 18 years but less than 20 years	\$1,900.00
At least 20 years	\$2,000.00

For each additional two (2) years of service after the first twenty (20) years, an additional Two Hundred Dollars (\$200.00) shall be added to the amount stated for twenty (20) years of service.

The *full amount* in the above table is payable in one lump sum annual payment to eligible full-time employees and part-time employees working more than one hundred fifty (150) hours per month.

Part-time employees working less than 150 hours per month and employees whose service includes regular annual periods of leave without pay of more than thirty (30) calendar days will receive a *pro-rated amount* based on actual hours worked in the immediately preceding twelve months (See Section VI of this guide for guidance in calculating this prorated amount).

**NOTE:** The total amount of the annual longevity payment made to an employee by any and all state agencies in any year may not exceed the amount shown on the table above corresponding to the employee's years of service with the state. In addition, no employee may receive duplicating longevity payments for the same periods of service with any and all agencies. In all cases, the payment is based on *actual service*, with the sole exception being employees who separate from state service and receive severance pay pursuant to O.S. 74:840-2.27D or a voluntary out benefit pursuant to O.S. 74:840-2.28, which authorize a longevity payment based on a projection of service to the employee's next anniversary date.

**B. Timing:**

Eligible full-time employees and part-time employees will receive their longevity payments during the month following their anniversary date<sup>3</sup>. To receive longevity pay an employee must be in pay status on or after his or her anniversary date.

Eligible employees who would not otherwise receive annual longevity payments because their employment includes regular periods of leave without pay in excess of thirty (30) calendar days shall receive their lump-sum annual payments during:

1. The month of August if the employee is in pay status on July 1; or
2. During the month following the employee's first return to duty that fiscal year if the employee is not in pay status on July 1 (See footnote 4).

A state employee returning from leave without pay for active military service is entitled to receive a longevity payment upon return to state employment and is not required to wait until the next anniversary date. Employees who are currently on active duty and who use any paid leave during the month in which the anniversary date occurs or thereafter are entitled to receive a longevity payment while still on active duty in accordance with the timing specified in this section.

With the exception of employees who are receiving severance pay pursuant to O.S. 74:840-2.27D or a voluntary out benefit pursuant to O.S. 74:840-2.28 (see

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<sup>3</sup> For employees whose payroll is processed in PeopleSoft HRMS, the payment will be made during the month in which the anniversary date occurs. Employees in the PeopleSoft system with regular periods of LWOP in excess of 30 days will receive their payment in July if they are in pay status on July 1, or during the month of their first return to duty that fiscal year if they are not in pay status on July 1.

paragraph A, above), any employee terminated as a result of a reduction-in-force or retiring from state employment shall receive upon separation from the state the proportionate share of any longevity payment which may have accrued as of the date of separation. Moreover, on the death of an eligible employee, the proportionate share of any longevity payment which may have accrued as of the date of death shall be paid to the surviving spouse of the employee or if there is no surviving spouse to the estate of the employee.

## VI. Longevity Calculations

### A. Calculating years of prior cumulative service for longevity payment purposes:

To calculate years of prior cumulative service, total all beginning and ending dates of service. Subtract the beginning total from the ending total to arrive at total years and months of service. Round down to total years of service.

#### Example 1:

Employee has service as follows:

<u>State Agency</u>	<u>Beg. Date</u>	<u>End Date</u>	<u>FT/PT</u>
Dept. of Transportation	10/01/1993	07/15/1995	FT
Dept. of Corrections	07/16/1995	08/31/2000	FT
Dept. of Human Services	09/03/2000	12/01/2003	FT
Office of Juvenile Affairs	01/01/2005	Present	FT

#### 1. Total beginning dates of prior service:

10 - 01 - 1993  
 07 - 16 - 1995  
09 - 03 - 2000  
 26 - 20 - 5988

#### 2. Total ending dates of prior service:

07 - 15 - 1995  
 08 - 31 - 2000  
12 - 01 - 2003  
 27 - 47 - 5998

#### 3. Subtract beginning date total from ending date total:

27 - 47 - 5998  
26 - 20 - 5988  
 01 - 27 - 10

Employee has 10 years, 1 month and 27 days of prior service.

#### 4. Round down to whole years of service

Prior cumulative service = 10 years.

**NOTE:** Employee begins a new eligibility period 01/01/2005, due to break in continuous service (12/02/2003 - 12/31/2005). Employee's anniversary date is 01/01/1995.

**Example 2:**

Employee has service as follows:

<u>State Agency</u>	<u>Beg. Date</u>	<u>End Date</u>	<u>FT/PT</u>
Office of Personnel Mgt.	09/11/1988	06/30/1990	FT
Dept. of Human Services*	07/01/1990	12/31/1993	PT
University of Oklahoma**	01/01/1994	11/30/1996	PT
Department of Health	12/01/1996	Present	FT

\*Employee works 30 hours per week

\*\*Employee works 25 hours per week

1. Total beginning dates:

09 - 11 - 1988

07 - 01 - 1990

01 - 01 - 1994

17 - 14 - 5972

2. Total ending dates:

06 - 30 - 1990

12 - 31 - 1993

11 - 30 - 1996

29 - 91 - 5979

3. Subtract beginning date total from ending date total:

29 - 91 - 5979

17 - 14 - 5972

12 - 67 - 07 = 14 - 07 - 07 = 02 - 07 - 08

Employee has 8 years, 2 month and 7 days of prior service.

5. Round down to whole years of service

Prior cumulative service = 8 years.

**NOTE:** Employee began a new eligibility period on 12/01/1996, after a break in continuous service caused by a period of non-eligible service with OU. However, the OU service is creditable for determining years of service for payout. Also, part-time service is creditable because it is at least 5 months continuous service and at least 2/5 time. Employee's anniversary date is 12/01/1988.

**B. Prorating Payments in the Event of Retirement, Reduction-in-Force, or Death:**

To prorate longevity payments in the event of retirement, reduction-in-force, or death, count the number of days (including the last anniversary date) employee was *in a pay status* between the last anniversary date and the date of retirement, reduction-in-force, or death. Divide the result by the total number of days in the year to arrive at a prorating factor to apply to the normal longevity payment. (**NOTE:** Apply to longevity payment amount from last anniversary date.)

**Example:**

Employee retires effective January 31, 2006. Employee's anniversary date is June 15, 1994.

Determine number of calendar days in pay status in the final anniversary year (June 15, 2005 to January 31, 2006)

June	16 days (15-30)
July	31
August	31
September	30
October	31
November	30
December	31
January	31
<b>TOTAL:</b>	<b>231 days</b>

Prorate formula:  $231 \text{ (days)} / 365 \text{ (days in year)} = .6328767$

Multiply this by the longevity payment for 11 years of service (\$1,062)

$\$1,062 \times .6328767 = \underline{\$672.12}$

**NOTE:** If employee has any leave without pay during the period since the last anniversary date, subtract the days of LWOP from the total days in this period.

**Example:**

Employee was on LWOP from September 15 – October 31 (47 calendar days).

Employee's prorating factor is  $(231-47)/365 = 184/365 = .504110$

Longevity is  $\$1,062 \times .504110 = \underline{\$535.36}$

**C. Prorating payments for part-time service:**

To prorate payments for part-time service, divide the number of hours worked per year by the total number of work hours in a year. Multiply the resulting factor by the longevity payment amount.

**Example:**

Employee with 10 years service works 8:00 A.M. – 5:00 P.M., Monday – Wednesday, for a total of 24 hours each week. Total hours worked per year = 24 X 52 = 1248 hours.

Longevity prorating factor =  $1248/2080 = .60$

Longevity payment:  $\$1,062 \times .60 = \underline{\$637.20}$

**D. Calculating a new anniversary date when an employee has leave without pay greater than 30 days:**

To calculate a revised anniversary date in the event of leave without pay greater than 30 days:

1. Calculate the total calendar period of LWOP
2. Add this time to the anniversary date

**Example:**

Employee's original anniversary date is June 15, 1994. Employee is on LWOP from July 15 – September 8, 2005.

1. Calculate LWOP period:

July 15 – 31:	17 days
August:	31 days
September 1 – 8:	<u>8</u> days
<b>Total days</b>	<b>56 days</b>

New anniversary date: August 10, 1994

NOTE: To assist in calculating years of service and adjusting the anniversary date, you may use the [longevity calculator](#), a copy of which is available on the OPM website.



**Appendix A (Cont.)**

**Instructions for Completing  
Employee Longevity Service Certification Form**

**Employee:**

1. Provide your complete name and social security number.
2. **Item 1:** Provide the name of your current employing agency and the start date, including month, day, and year.
3. **Item 2:** Provide the most recent entrance on duty date with the state. This will be the starting date of your most recent period of continuous service with the state. NOTE: A break in service of over 30 days will establish a new entrance on duty date with the state.
4. **Item 3:** Provide the agency names, starting dates, and ending dates of all prior state service. Indicate FT for full-time service or the number of hours worked per month if part-time. DO NOT check the blocks marked "Agency Use Only."
5. Sign the form certifying to the accuracy of the information provided.

**Employing Agency:**

1. Provide this form to employees upon their entrance on duty with your agency and whenever an employee's anniversary date is changed due to leave without pay of greater than 30 days. Place a completed copy in the employee's personnel file and give a copy to the employee.
2. **Item 3:** Check the block if service claimed is with a regular state agency which confers eligibility for longevity or is service as identified below:
  - Employment in an institution under the authority of the Regents for Higher Education
  - Employment in a State-operated Vo-Tech Center
  - Employment in a State District Attorney's Office on or after January 1, 1983
  - Other employment identified in the O.S. 74:840-2.18 or the Longevity Guide as creditable service

NOTE: Service must be full-time, part-time with more than 150 hours worked per month, or part-time less than 150 hours per month if employee worked at least 2/5 time for 5 continuous months.
3. Calculate prior cumulative service by totaling up all periods of service, then rounding down to whole years of service.

**Example:** Employee worked at the agencies below for the time periods shown.

Dept. of Transportation	10/01/1993	07/15/1995	FT
Dept. of Corrections	07/16/1995	08/31/2000	FT
Dept. of Human Services	09/03/2000	12/01/2003	FT
<b>Total</b>	<b>26/20/5988</b>	<b>27/47/5998</b>	

Subtract total beg. Dates from total end dates:	$  \begin{array}{r}  27 - 47 - 5998 \\  - 26 - 20 - 5988 \\  \hline  01 - 27 - 10  \end{array}  $
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This employee has 10 years, 1 month and 30 days of cumulative creditable service. Thus, for longevity purposes, the cumulative service is rounded down to 10 years.

4. Subtract years of cumulative service from date of entrance on duty with state.

**Example:**

EOD with state:	11/1/2004
	- 10
Longevity Anniv. Date:	11/1/1994

## Appendix B – Longevity Statute

### Title 74, Section 840-2.18 Longevity Pay

A. A longevity pay plan is hereby adopted. This plan applies to all state classified, unclassified, and exempt employees, excluding members of boards and commissions, institutions under the administrative authority of the State Regents for Higher Education, employees of public school districts, and elected officials. The plan shall also apply to those employees of the Oklahoma School for the Blind and the Oklahoma School for the Deaf who qualify for longevity pay in accordance with subsection D of Section 1419 of Title 10 of the Oklahoma Statutes.

B. The Oklahoma Conservation Commission is hereby authorized to establish a longevity pay program for employees of the conservation districts employed under Section 3-3-103 of Title 27A of the Oklahoma Statutes. Such longevity pay program shall be consistent with the longevity pay program for state employees authorized under this title and payments shall be made in a manner consistent with procedures for reimbursement to conservation districts.

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

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

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

Years of Service	Annual Longevity Payment
At least 2 years but less than 4 years	\$250.00
At least 4 years but less than 6 years	\$426.00
At least 6 years but less than 8 years	\$626.00
At least 8 years but less than 10 years	\$850.00
At least 10 years but less than 12 years	\$1,062.00

At least 12 years but less than 14 years	\$1,250.00
At least 14 years but less than 16 years	\$1,500.00
At least 16 years but less than 18 years	\$1,688.00
At least 18 years but less than 20 years	\$1,900.00
At least 20 years	\$2,000.00

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

The total amount of the annual longevity payment made to an employee by any and all state agencies in any year shall not exceed the amount shown on the table corresponding to that employee's years of service with the state, except as otherwise provided by Sections 840-2.27D and 840-2.28 of this title. Further, no employee shall receive duplicating longevity payments for the same periods of service with any and all agencies, except as otherwise provided by Sections 840-2.27D and 840-2.28 of this title.

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

1. The period of employment was continuous for at least five (5) months; and
2. The person worked more than two-fifths (2/5) time.

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

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

G. Years of service shall be certified through the current employing agency by the appointing authority on a form approved by the Office of Personnel Management. Said form shall be completed and posted as directed by the Administrator of the Office of Personnel Management by the current employing agency when the employee initially enters on duty with the agency and thereafter whenever the employee's anniversary date is changed.

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

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

1. The month of August if the employee is in pay status on July 1; or
2. During the month following the employee's first return to duty that fiscal year if the employee is not in pay status on July 1.

Except as otherwise provided by Sections 840-2.27D and 840-2.28 of this title, employees terminated as a result of a reduction-in-force or retiring from state employment shall receive upon said termination or retirement the proportionate share of any longevity payment which may have accrued as of the date of termination or retirement. Provided further that, the proportionate share of any longevity payment which may have accrued as of the date of death of an employee shall be made to the surviving spouse of the employee or if there is no surviving spouse to the estate of the employee.

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

1. Not be used in calculating total months of service for longevity pay purposes; and
2. Extend the anniversary date for longevity pay by the total period of time on nonpaid leave status except as provided in subsection H of this section for employees whose conditions of employment include regular periods of leave without pay.

J. Employees currently receiving longevity pay who work for the judicial branch of state government or who work for the Oklahoma Department of Career and Technology Education shall not be eligible for the longevity pay plan provided for in this section.

K. A break in service with the state in excess of thirty (30) days but which does not exceed two (2) years which was caused by a reduction-in-force shall be treated as if it were a period of nonpaid leave status as provided for in subsection I of this section for the purpose of calculating total months of service for longevity pay. This subsection shall only apply to state employees laid off after June 30, 1982.

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

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

**N. The Administrator of the Office of Personnel Management is authorized to promulgate such Longevity Pay Plan Rules as he or she finds necessary to carry out the provisions of this section.**

**O. As of July 1, 1998, years of service with a city-county health department for employees who left a city-county health department for employment with the Department of Environmental Quality or the State Department of Agriculture, between July 1, 1993 and July 1, 1998, and who are now employed in a job classification that is eligible for longevity pay pursuant to this section, shall be included in years of service for purposes of determining longevity pay subsequent to July 1, 1998.**

**P. As of July 1, 2003, years of service with a local conservation district shall be included in years of service for purposes of determining longevity pay for local conservation district employees transferred to the Oklahoma Conservation Commission pursuant to the provisions of Enrolled Senate Bill No. 149 of the 1st Session of the 49th Legislature.**

## Appendix C - Institutions under the Regents for Higher Education

### A

Ardmore Higher Education Program, Ardmore

### C

Cameron University, Lawton

*Cameron University, Duncan*

Carl Albert State College, Poteau

*Carl Albert State College, Sallisaw*

Connors State College, Warner

*Connors State College, Muskogee*

### E

East Central University, Ada

Eastern Oklahoma State College, Wilburton

*Eastern Oklahoma State College, McAlester*

### L

Langston University, Langston

*Langston University, Oklahoma City*

*Langston University, Tulsa*

### M

Murray State College, Tishomingo

### N

Northeastern Oklahoma A&M College, Miami

Northeastern State University, Tahlequah

*Northeastern State University, Broken Arrow*

*Northeastern State University, Muskogee*

Northern Oklahoma College, Tonkawa

*Northern Oklahoma College, Enid*

*Northern Oklahoma College, Stillwater*

Northwestern Oklahoma State University, Alva

*Northwestern Oklahoma State University, Enid*

*Northwestern Oklahoma State University, Woodward*

### O

Oklahoma City Community College, Oklahoma City

Oklahoma Panhandle State University, Goodwell

Oklahoma State University, Stillwater  
*Oklahoma State University Center for Health Sciences, Tulsa*  
*Oklahoma State University-Oklahoma City*  
*Oklahoma State University Technical Branch-Okmulgee*  
*Oklahoma State University-Tulsa*

**R**

Redlands Community College, El Reno  
Rogers State University, Claremore  
*Rogers State University, Bartlesville*  
*Rogers State University, Pryor*  
Rose State College, Midwest City

**S**

Seminole State College, Seminole  
Southeastern Oklahoma State University, Durant  
*Southeastern Oklahoma State University, Idabel*  
Southwestern Oklahoma State University, Weatherford  
*Southwestern Oklahoma State University, Sayre*

**T**

Tulsa Community College, Tulsa

**U**

University of Central Oklahoma, Edmond  
University Learning Center of Northern Oklahoma, Ponca City  
University of Oklahoma, Norman  
*University of Oklahoma Health Sciences Center, Oklahoma City*  
*University of Oklahoma-Tulsa*  
University of Science & Arts of Oklahoma, Chickasha

**W**

Western Oklahoma State College, Altus

## Appendix D – Institutions under Dept. of Career and Technology Education

### Skills Centers

#### Correctional Facilities

Mack Alford CC	Jess Dunn CC	William S. Key CC	Oklahoma State Reformatory
Mabel Bassett CF	Jim E. Hamilton CC	LARC Facility	
Jackie Brannon CC	Joseph Harp CC	John Lilley CC	
James Crabtree CC	Bill Johnson CC	Howard McLeod CC	

#### Private Prisons

Diamondback CF

#### Juvenile Facilities

Cedar Canyon	SW Juvenile Center	L.E. Rader
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#### Community Corrections

Altus	Elk City	Lawton
Ardmore	Hillside	