

STATE OF OKLAHOMA
Office of Personnel Management
PAY MOVEMENT MECHANISM USAGE REPORT

“The mission of the Office of Personnel Management is to provide effective human resource management systems and services responsive to the needs of state government.”



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

OPM Compensation Team

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EXECUTIVE SUMMARY

STATE OF OKLAHOMA PAY MOVEMENT MECHANISMS

Background

Title 74, Section 840-2.17 prohibits agencies from granting pay raises to employees unless specifically authorized by the Legislature. However, agencies are authorized to effect certain pay actions, or pay movement mechanisms, provided they are able to fund them without an increase to their current or subsequent fiscal year budget appropriations. Agencies are required to submit salary administration plans, for the approval of the Administrator of the Office of Personnel Management, which identify the pay movement mechanisms to be utilized for their classified employees.

Agencies are also required to report to the Office of Personnel Management on an annual basis the pay movement mechanisms utilized, along with associated costs. Reports are to include projected pay movement mechanisms and costs for the balance of the fiscal year.

Pursuant to this requirement, this report provides a breakdown of pay movement mechanism usage by agency, including the number of actions, the average percent pay increase provided, and the associated annual cost for Calendar Year 2001. The report also provides projected pay movement usage and costs for the period January 1 through June 30, 2002, based on agency projection submitted to OPM.

Analysis

A review of actual and projected pay movement mechanism usage and costs reveals the following:

- 58 agencies utilized pay movement mechanism actions during this period: 51 of 67 (76%) merit system agencies and 7 of 64 (11%) non-merit system agencies.
- Agencies implemented 5,616 pay movement mechanism actions for classified and unclassified employees during this period.
- The actual cost for Calendar Year 2001 for pay movement mechanisms is \$6,261,687.66.
- The projected cost for the remainder of FY 2002 is \$2,219,553.00.

Overall, the total costs of pay movement mechanism usage (see Table A below) increased from \$5,478,220.45 for calendar year 2000 to \$6,261,687.66 for calendar year 2001 representing a 14.3% increase.

Table A: PMM Costs

PERS. ACTION	PMM TITLE	2000	2001	% Diff.
C05	LATERAL TRANSFER	\$134,512.22	\$154,228.28	+14.7%
C16	CAREER PROGRESSION	\$2,847,123.71	\$2,993,833.87	+5.2%
C20	PERFORMANCE-BASED ADJUSTMENT*	—●—	\$175,759.31	—●—
C26	COMPLETION OF PROB/TRIAL PERIOD	\$342,176.85	\$250,831.70	-26.7%
C28	EQUITY ADJUSTMENT	\$1,635,224.65	\$1,361,114.04	-16.8%
C29	SKILL-BASED PAY ADJUSTMENT	\$95,168.67	\$53,328.49	-44.0%
C45	MARKET ADJUSTMENT	\$424,014.35	\$1,272,591.97	+300.1%
Total for the Reporting Period		\$5,478,220.45	\$6,261,687.66	+14.3%

*Effective July 1, 2001

In contrast, the total number of classified and unclassified employees affected (see Table B below) decreased from 10,281 employees for calendar year 2000 to 5,616 employees for calendar year 2001, a 45.4% decline.

Table B: Affected Employees

PERSONNEL ACTION	PMM TITLE	2000	2001	% Diff
C05	LATERAL TRANSFER	489	386	-21.1%
C16	CAREER PROGRESSION	2,169	2,020	-6.9%
C20	PERFORMANCE-BASED ADJUSTMENT*	—●—	100	—●—
C26	COMPLETION OF PROB/TRIAL PERIOD	656	384	-41.5%
C28	EQUITY ADJUSTMENT	2,213	1,436	-35.1%
C29	SKILL-BASED PAY ADJUSTMENT	186	89	-52.2%
C45	MARKET ADJUSTMENT	4,568	1,201	-73.7%
Total Number of Employees Affected		10,281	5,616	-45.4%

*Effective July 1, 2001

Total costs by pay movement mechanisms and the total number of employees affected by each action are illustrated graphically beginning on Page 4. Projected costs for the remainder of FY 2002 have been annualized to a Calendar Year 2002 total for comparison purposes and are represented by the dashed bar in each graph.

PAY MOVEMENT MECHANISM YEAR TO YEAR COMPARISON

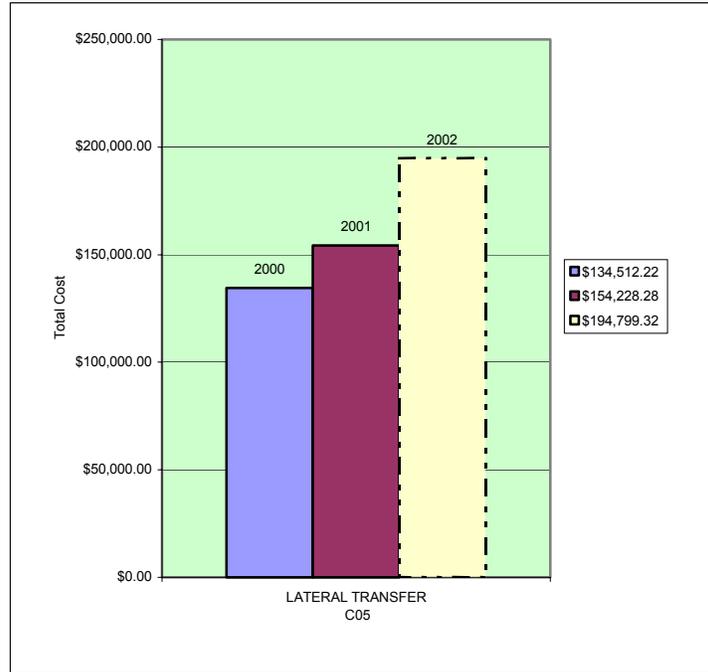


Figure 1: Lateral Transfer Costs

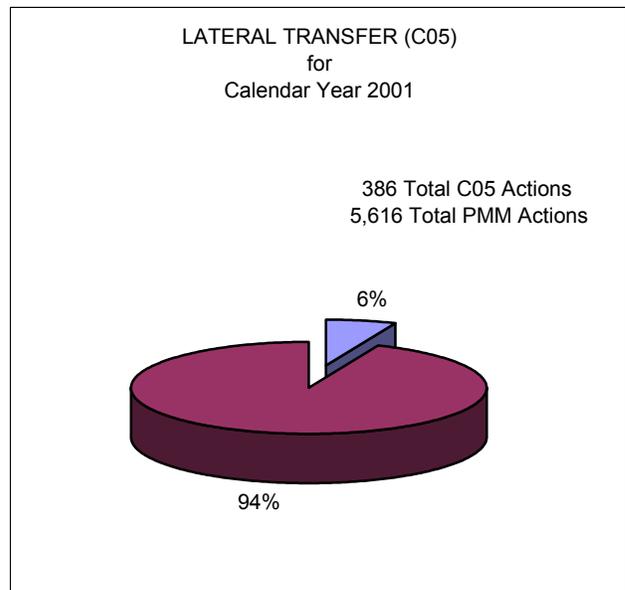
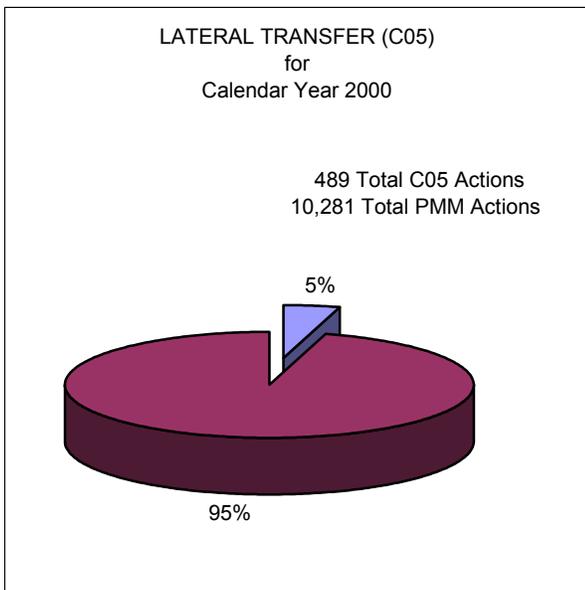


Figure 1a: Number of Employees Affected by Lateral Transfers

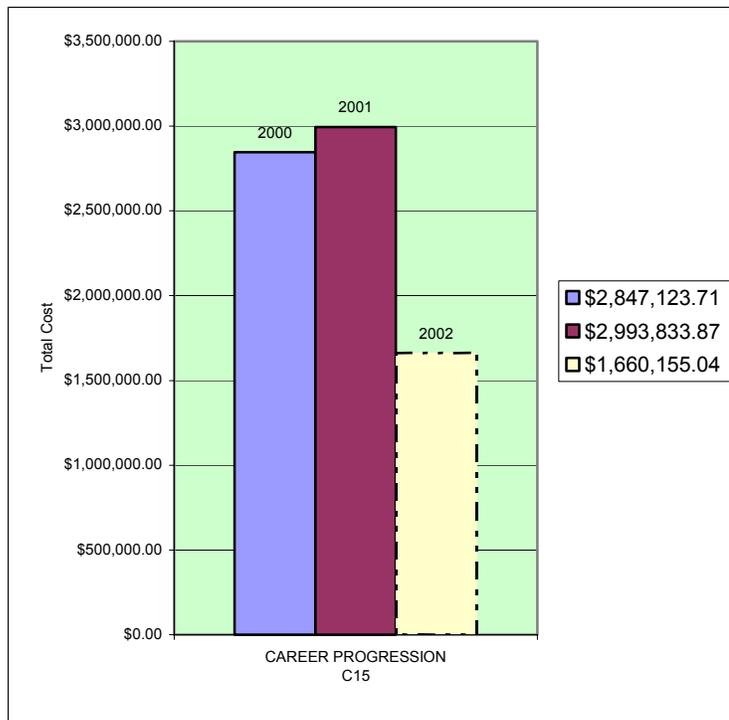


Figure 2: Career Progression Costs

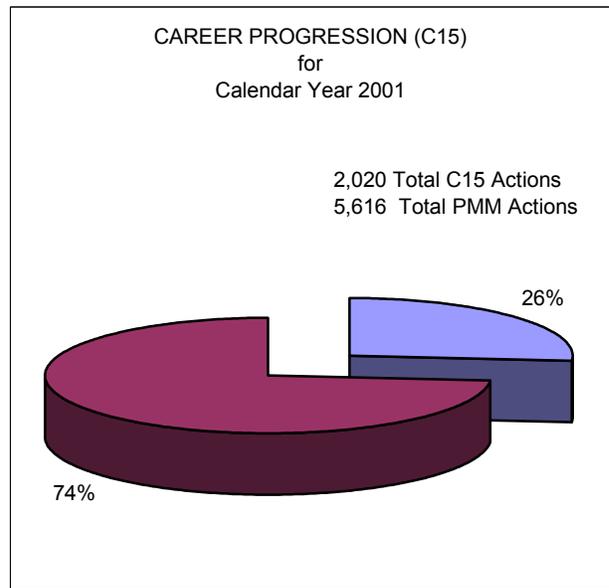
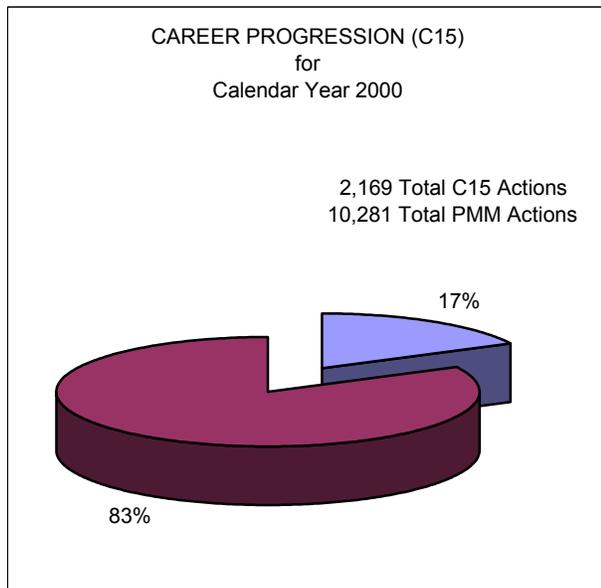


Figure 2a: Number of Employees Affected by Career Progression

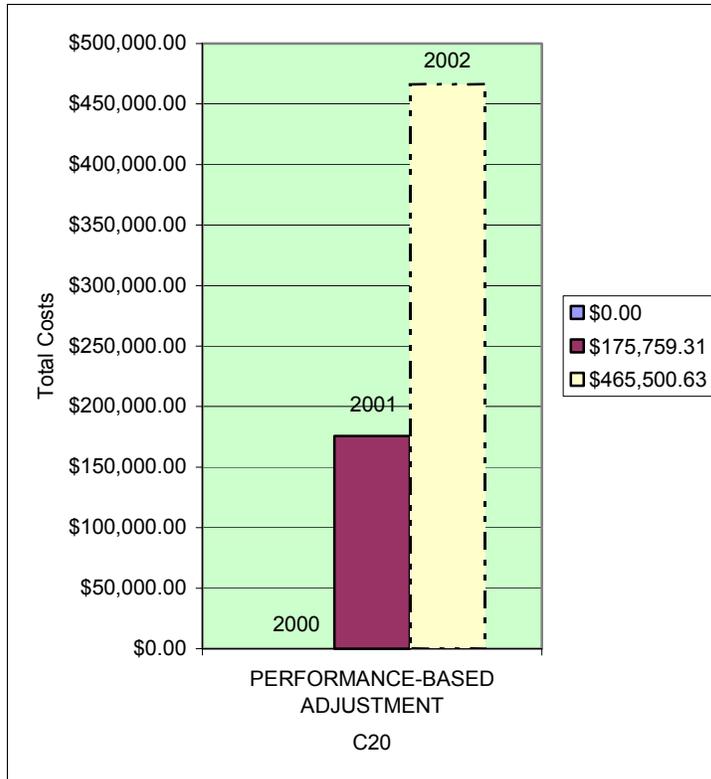


Figure 3: Performance-Based Adjustment Costs

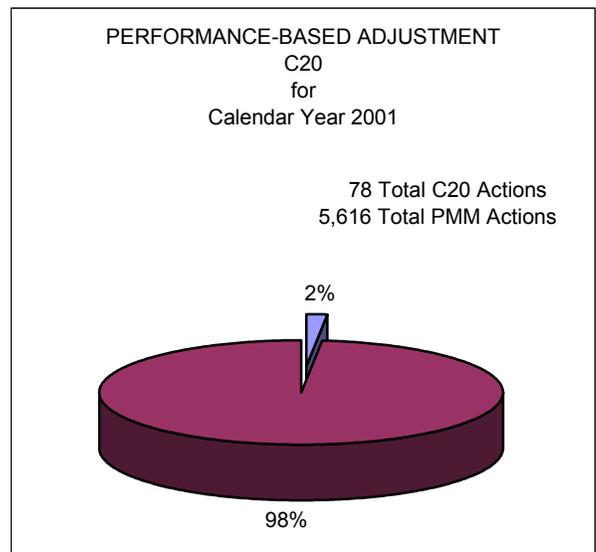
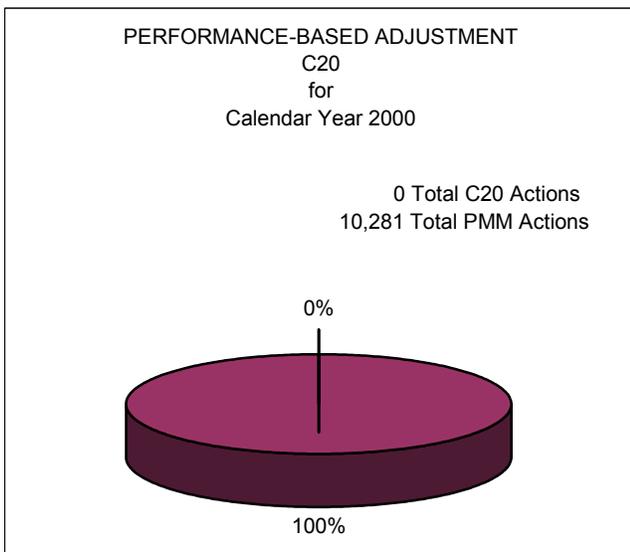


Table 3a: Number of Employees Affected by Performance-Based Adjustments

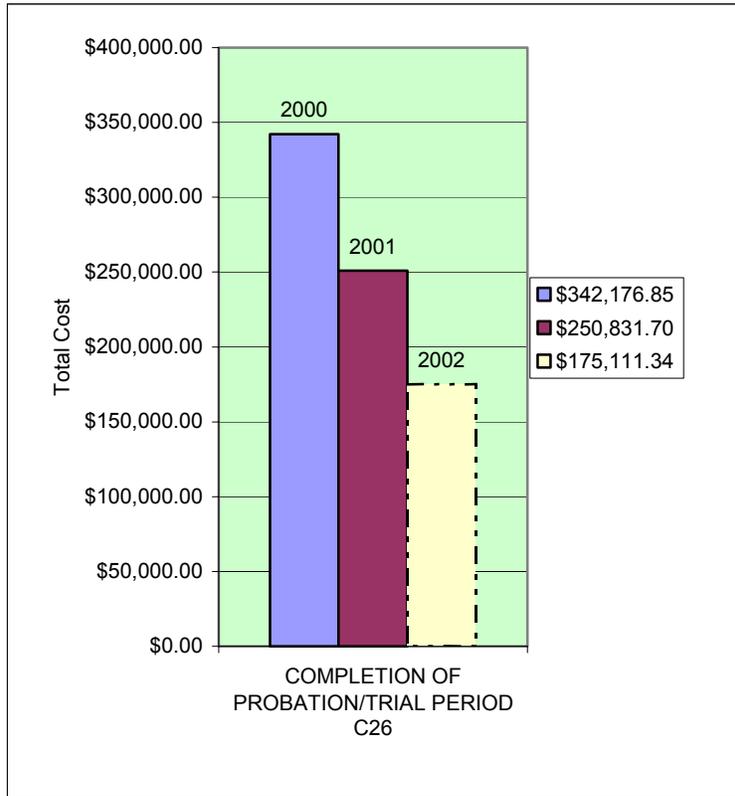


Figure 4: Probationary/Trial Period Adjustment Costs

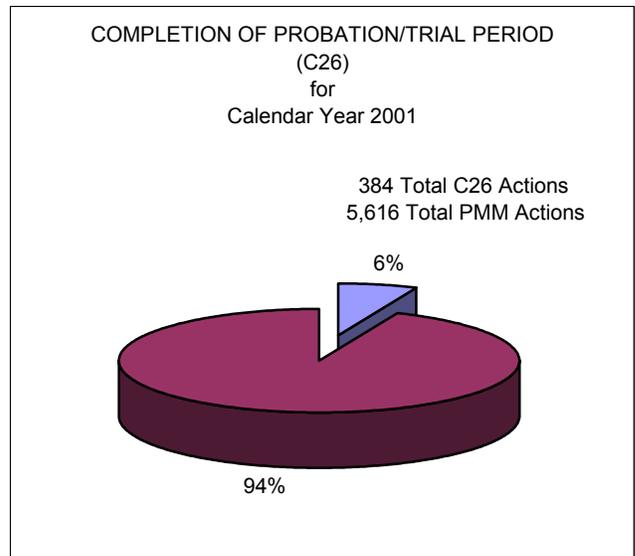
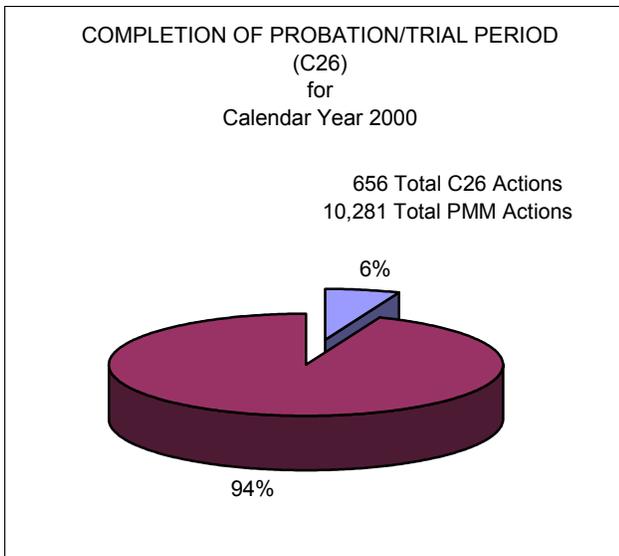


Figure 4a: Number of Employees Affected by Probationary/Trial Period Adjustments

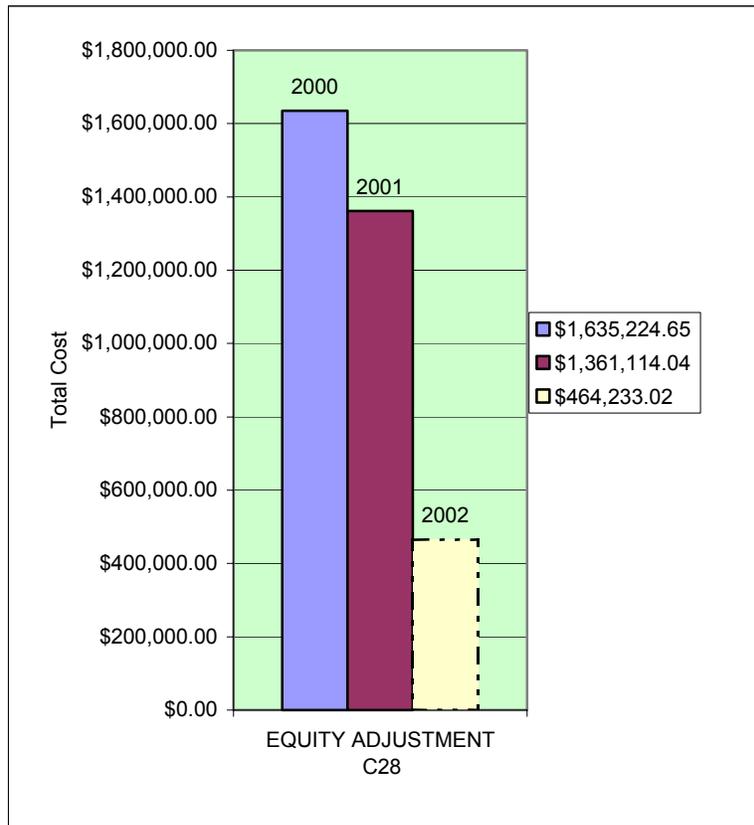


Figure 5: Equity-Based Adjustment Costs

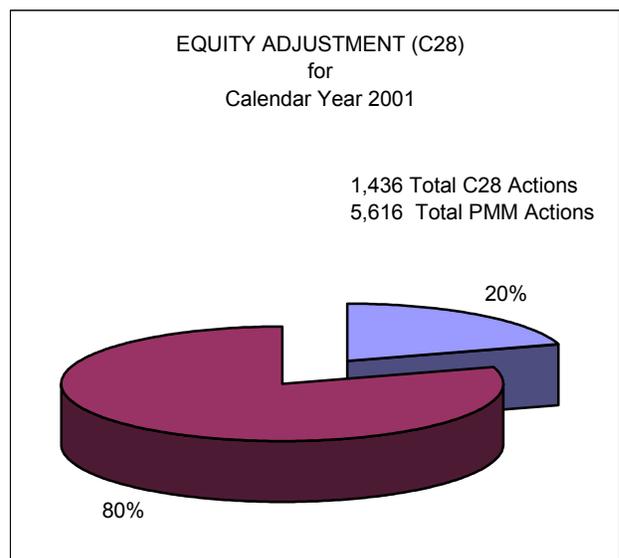
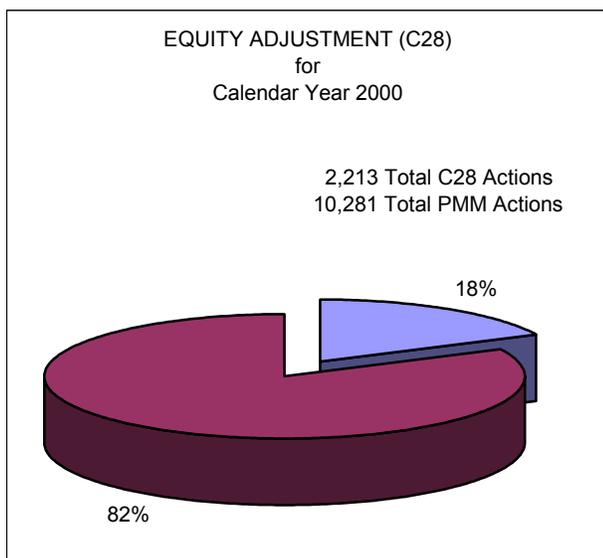


Figure 5a: Number of Employees Affected by Equity-Based Adjustments

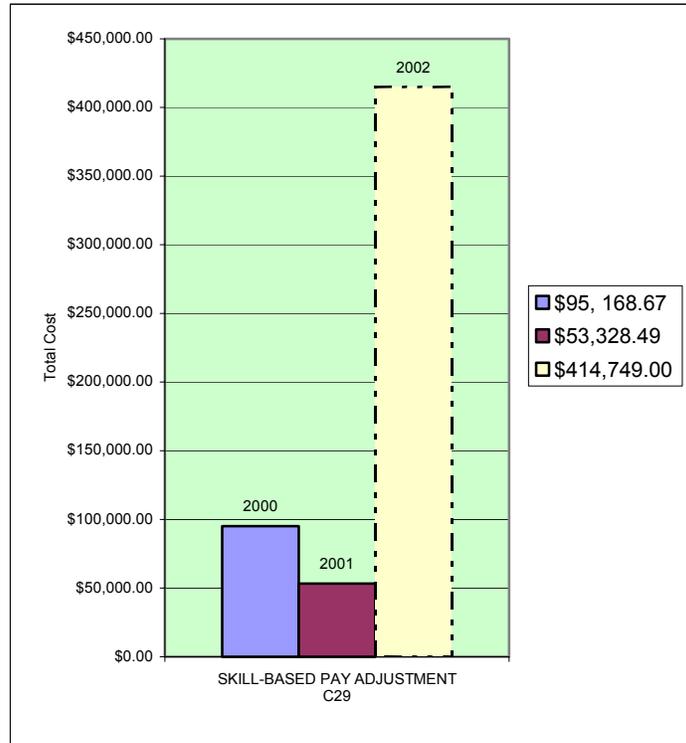


Figure 6: Skilled-Based Pay Costs

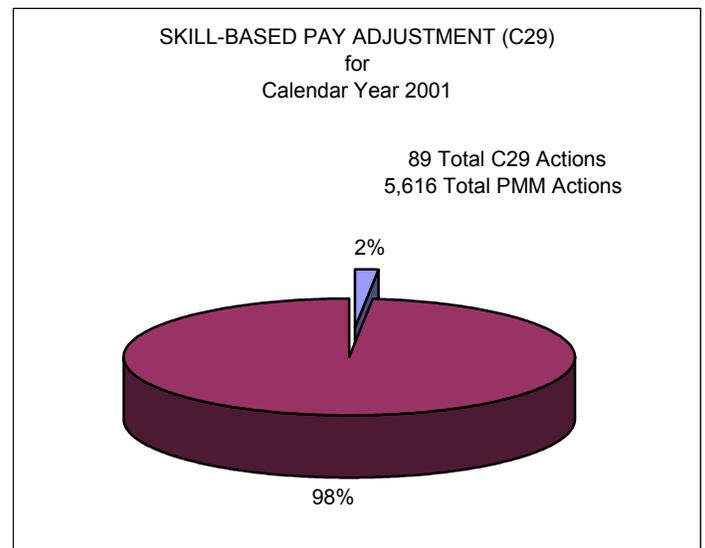
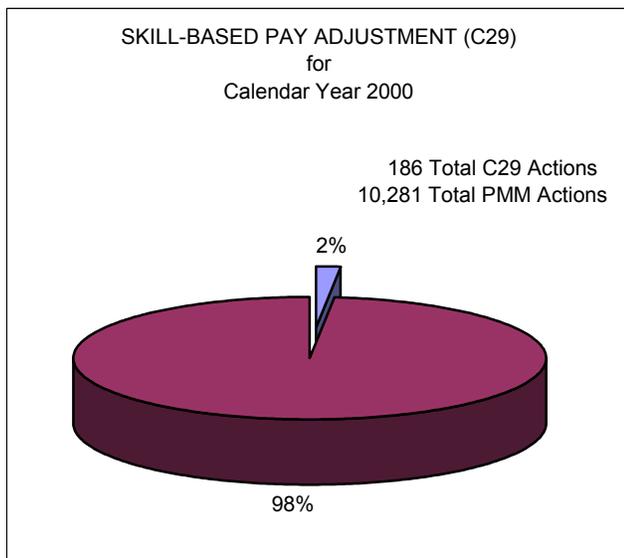


Figure 6a: Number of Employees Affected by Skilled-Based Pay

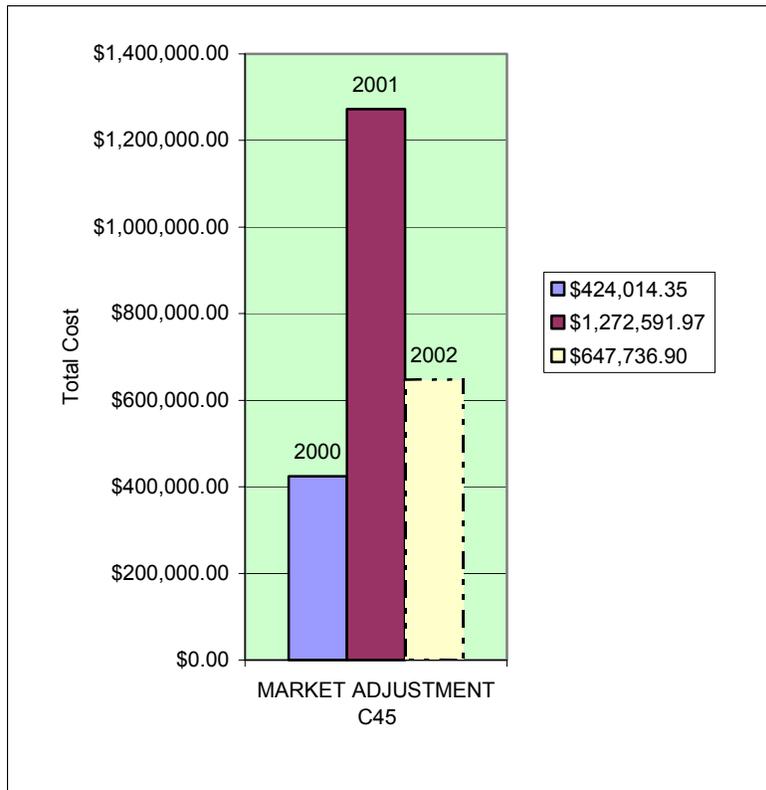


Figure 7: Market-Based Adjustments

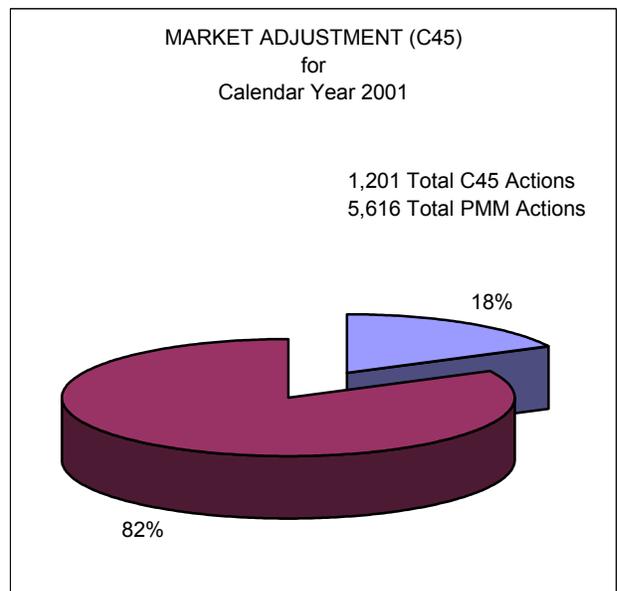
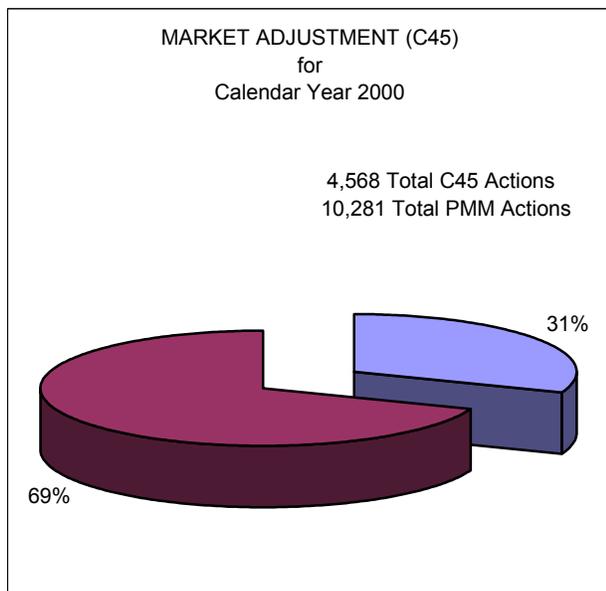


Figure 7a: Number of Employees Affected by Market-Based Adjustments

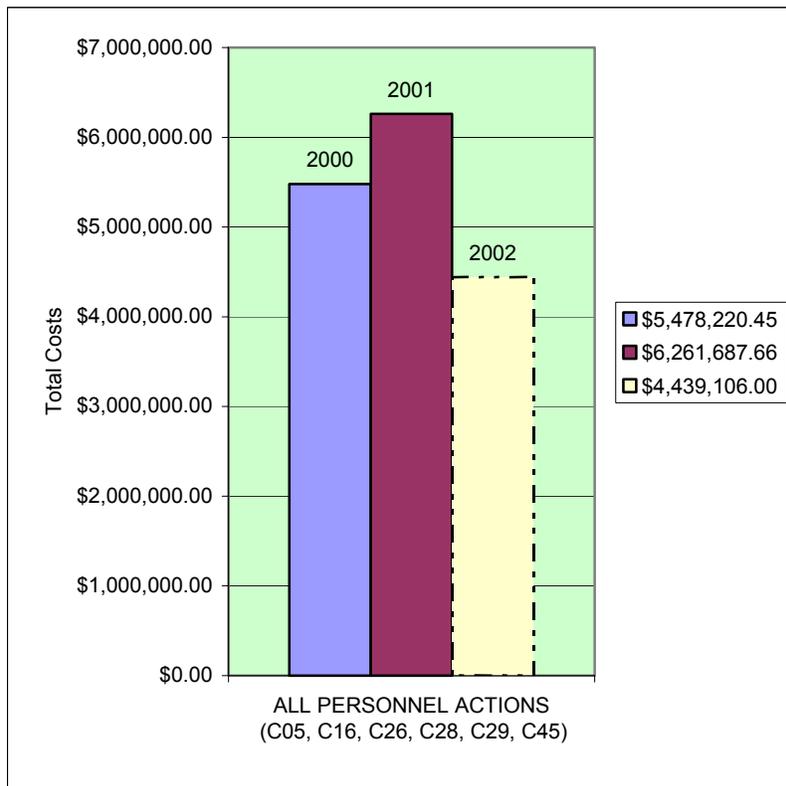
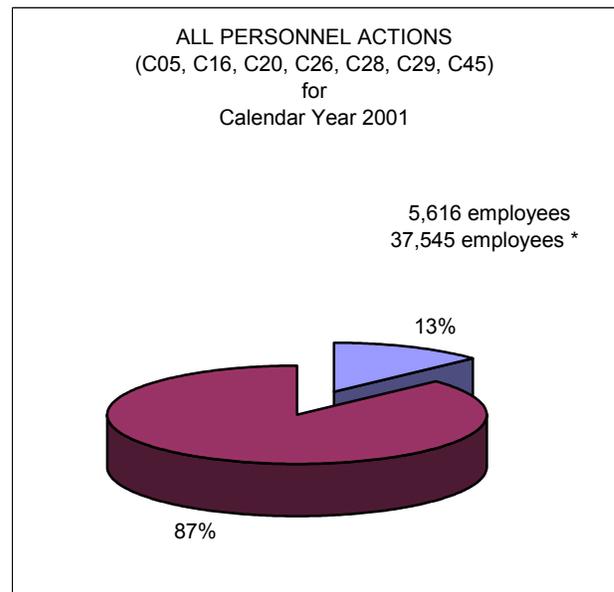
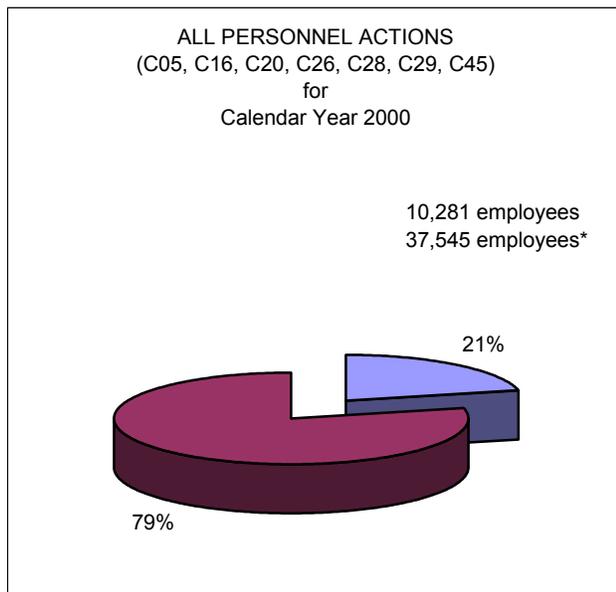


Figure 8: All Pay Movement Mechanism Costs



*indicates state employee population as of December 2001

Figure 8a: Number of Employees Affected by All Pay Movement Mechanisms

FINDINGS AND RECOMMENDATIONS

Findings

The numbers of employees affected in each pay movement mechanism category declined from CY 2000 to CY 2001. Notwithstanding this decline in employees affected, the actual costs of pay movement mechanisms increased in three of the six PMM categories, with the most dramatic increase occurring in market adjustments. The latter increase of slightly over 300%, in the face of a of a nearly 74% decline in the number of affected employees, means that the per capita increase was much larger in 2001 than in the previous year. This suggests that agencies may have been targeting jobs that were significantly below the market during 2001.

The cost projections for pay movement mechanisms resulted in an annualized projection for CY 2002 of \$4,022,285.25, which represents a decrease of 35.8% from CY 2001 actual costs. It is difficult to assess the significance of such a projection. It may suggest that agencies are being conservative in their compensation planning in light of current budget uncertainties. On the other hand, it may simply reflect an under-projection based on error or inaccurate assumptions.

Both the number and cost of equity adjustments declined from CY 2000 to 2001. Agencies have been more judicious in their use of equity-based adjustments; however, there are still some areas of concern to OPM. We have found that some equity-based adjustments could be avoided with more careful salary planning, and that careful judgment must be applied to distinguish between true inequities and pay disparities that are legitimate and justified.

Pay for performance is a relatively new phenomenon in the State compensation system, having become effective on July 1, 2001, as a result of House Bill 1768. As of this writing, 7 agencies have approved Pay-for-Performance Plans. Although only 3 agencies awarded Performance-Based Adjustments in 2001, it is anticipated that more agencies will begin to use this PMM in 2002 as it becomes more familiar and better understood.

Recommendation

1. Agencies are encouraged to send representatives to OPM-sponsored compensation training in June of this year. This training, presented by WorldatWork and developed in conjunction with the International Personnel Management Association, will cover topics intended to enhance compensation knowledge and expertise among State human resource professionals. The seminars will be designed to include modules covering the specific pay authorities available to agencies under the State's compensation program, which should provide a thorough understanding of their appropriate use. In addition, OPM is considering the development of a Best-Practices Manual to assist agencies in administering their compensation programs.
2. The current authority to award up to a 5.0% pay adjustment for "inter-agency" lateral transfers is potentially counterproductive, since it could encourage employees to leave their agencies to accept comparable employment at other agencies. Accordingly, OPM is proposing a change to the statute to eliminate pay adjustments for inter-agency lateral transfers.
3. No action is recommended to address the decrease in projected costs for PMM usage for CY 2002. More experience is needed in comparing actual costs for a year with the earlier projections to determine the accuracy of agency projected figures.

PMM COST REPORT

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES
25	THE OKLAHOMA MILITARY DEPARTMENT	439

PER ACTION PMM TITLE	NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05 LATERAL TRANSFER	2	\$481.36	\$0.00
C16 CAREER PROGRESSION	5	\$1,839.08	\$0.00
C20 PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26 COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28 EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29 SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45 MARKET ADJUSTMENT	16	\$11,662.50	\$925.00
<i>AGENCY SUMMARY TOTALS</i>	23	\$13,982.94	\$925.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
30	ABLE COMMISSION (ALCOHOLIC BEVERAGE LAWS ENFORCEMENT)	62		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	1	\$1,084.05	\$0.00
C16	CAREER PROGRESSION	6	\$6,733.20	\$2,103.95
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$303.24	\$0.00
C28	EQUITY ADJUSTMENT	3	\$927.87	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	3	\$5,321.93	\$1,558.85
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		<i>14</i>	<i>\$14,370.29</i>	<i>\$3,662.80</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
40	DEPARTMENT OF AGRICULTURE	560		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	5	\$467.62	\$0.00
C16	CAREER PROGRESSION	24	\$35,156.35	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	28	\$15,177.22	\$384.37
C28	EQUITY ADJUSTMENT	12	\$8,614.39	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		69	\$59,415.58	\$384.37

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
47	OKLAHOMA INDIGENT DEFENSE SYSTEM	154		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	2	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		2	\$0.00	\$0.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

**AGENCY
CODE** **AGENCY NAME**
90 OFFICE OF STATE FINANCE

**TOTAL ACTIVE
EMPLOYEES**
122

PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$2,000.00
C16	CAREER PROGRESSION	1	\$4,994.19	\$2,000.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	2	\$1,164.40	\$0.00
C28	EQUITY ADJUSTMENT	1	\$5,051.13	\$5,000.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$2,000.00
<i>AGENCY SUMMARY TOTALS</i>		4	\$11,209.72	\$11,000.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
127	COMMISSION ON CHILDREN & YOUTH	21		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	3	\$5,933.80	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		3	\$5,933.80	\$0.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
131	DEPARTMENT OF CORRECTIONS	5,055		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	59	\$15,975.62	\$3,000.00
C16	CAREER PROGRESSION	429	\$431,646.54	\$100,000.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	2	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$5,000.00
C45	MARKET ADJUSTMENT	55	\$99,000.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		<i>545</i>	<i>\$546,622.16</i>	<i>\$108,000.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES
160	DEPARTMENT OF COMMERCE	147

PER ACTION PMM TITLE	NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05 LATERAL TRANSFER	0	\$0.00	\$0.00
C16 CAREER PROGRESSION	2	\$975.78	\$3,903.12
C20 PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26 COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28 EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29 SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45 MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>	2	\$975.78	\$3,903.12

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
185	OKLAHOMA CORPORATION COMMISSION	456		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	2	\$145.87	\$911.66
C16	CAREER PROGRESSION	64	\$125,004.45	\$28,724.37
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	61	\$84,155.42	\$25,536.38
C29	SKILL-BASED PAY ADJUSTMENT	5	\$0.00	\$27,500.00
C45	MARKET ADJUSTMENT	21	\$56,335.81	\$52,045.46
<i>AGENCY SUMMARY TOTALS</i>		153	\$265,641.55	\$134,717.87

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
190	BOARD OF COSMETOLOGY	12		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$313.36	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	1	\$1,626.36	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		2	\$1,939.72	\$0.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
215	BOARD OF DENTISTRY	5		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	2	\$1,067.52	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$11,217.52	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		3	<i>\$12,285.04</i>	<i>\$0.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
265	STATE DEPARTMENT OF EDUCATION	507		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	3	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		3	<i>\$0.00</i>	<i>\$0.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
290	EMPLOYMENT SECURITY COMMISSION	752		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	10	\$6,515.04	\$750.00
C16	CAREER PROGRESSION	34	\$48,550.32	\$4,000.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	6	\$10,710.58	\$500.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$5,000.00
<i>AGENCY SUMMARY TOTALS</i>		50	\$65,775.94	\$10,250.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
292	OKLAHOMA DEPARTMENT OF ENVIRONMENTAL QUALITY	534		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	2	\$0.00	\$0.00
C16	CAREER PROGRESSION	79	\$120,484.14	\$32,230.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	57	\$39,699.86	\$569.00
C28	EQUITY ADJUSTMENT	93	\$61,223.21	\$13,662.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	90	\$192,489.71	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		321	\$413,896.92	\$46,461.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
296	ETHICS COMMISSION	7		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	<i>AGENCY SUMMARY TOTALS</i>	<i>0</i>	<i>\$0.00</i>	<i>\$0.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
298	OKLAHOMA MERIT PROTECTION COMMISSION	8		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$11,615.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		<i>0</i>	<i>\$0.00</i>	<i>\$0.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
300	AUDITOR AND INSPECTOR	170		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	3	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		3	<i>\$0.00</i>	<i>\$0.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES
306	OFFICE OF THE PARDON AND PAROLE BOARD	48

PER ACTION PMM TITLE	NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05 LATERAL TRANSFER	0	\$0.00	\$0.00
C16 CAREER PROGRESSION	0	\$0.00	\$0.00
C20 PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26 COMPLETION OF PROBATION/TRIAL PERIOD	1	\$171.62	\$686.48
C28 EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29 SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45 MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>	<i>1</i>	<i>\$171.62</i>	<i>\$686.48</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
308	OKLAHOMA STATE BUREAU OF INVESTIGATION	278		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	18	\$57,914.44	\$3,209.49
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	15	\$7,789.18	\$991.04
C28	EQUITY ADJUSTMENT	8	\$205.52	\$5,000.00
C29	SKILL-BASED PAY ADJUSTMENT	2	\$1,994.48	\$0.00
C45	MARKET ADJUSTMENT	1	\$11,786.52	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		<i>44</i>	<i>\$79,690.14</i>	<i>\$9,200.53</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
309	DEPARTMENT OF CIVIL EMERGENCY MANAGEMENT	29		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	3	\$12,438.30	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	1	\$833.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	1	\$5,666.70	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		5	<i>\$18,938.00</i>	<i>\$0.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES			
310	STATE FIRE MARSHAL'S OFFICE	31			
PER ACTION PMM TITLE			NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0		\$0.00	\$0.00
C16	CAREER PROGRESSION	1		\$1,050.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0		\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0		\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0		\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0		\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0		\$0.00	\$0.00
	<i>AGENCY SUMMARY TOTALS</i>	<i>1</i>		<i>\$1,050.00</i>	<i>\$0.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES
320	WILDLIFE CONSERVATION COMMISSION	377

PER ACTION PMM TITLE	NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05 LATERAL TRANSFER	1	\$0.00	\$0.00
C16 CAREER PROGRESSION	0	\$0.00	\$0.00
C20 PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26 COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28 EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29 SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45 MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>	<i>1</i>	<i>\$0.00</i>	<i>\$0.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
326	OFFICE OF HANDICAPPED CONCERNS	8		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	1	\$851.76	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		<i>1</i>	<i>\$851.76</i>	<i>\$0.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
340	OKLAHOMA STATE DEPARTMENT OF HEALTH	2,415		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	39	\$26,118.51	\$0.00
C16	CAREER PROGRESSION	269	\$391,497.11	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	31	\$5,207.93	\$0.00
C45	MARKET ADJUSTMENT	146	\$208,159.96	\$3,553.00
<i>AGENCY SUMMARY TOTALS</i>		<i>485</i>	<i>\$630,983.51</i>	<i>\$3,553.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
345	DEPARTMENT OF TRANSPORTATION	2,411		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	107	\$61,001.65	\$2,250.00
C16	CAREER PROGRESSION	230	\$461,219.83	\$10,000.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	55	\$50,324.53	\$6,000.00
C28	EQUITY ADJUSTMENT	690	\$455,063.98	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$2,000.00
C45	MARKET ADJUSTMENT	401	\$182,529.65	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		<i>1,483</i>	<i>\$1,210,139.64</i>	<i>\$20,250.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
350	OKLAHOMA HISTORICAL SOCIETY	175		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	1	\$1,177.56	\$2,000.00
C16	CAREER PROGRESSION	4	\$8,232.24	\$20,000.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	16	\$12,325.65	\$20,000.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$10,000.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		21	\$21,735.45	\$52,000.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
355	OKLAHOMA HUMAN RIGHTS COMMISSION	20		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$4,000.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	AGENCY SUMMARY TOTALS	0	\$0.00	\$4,000.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES
385	INSURANCE COMMISSIONER	136

PER ACTION PMM TITLE	NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05 LATERAL TRANSFER	3	\$0.00	\$0.00
C16 CAREER PROGRESSION	0	\$0.00	\$0.00
C20 PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26 COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28 EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29 SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45 MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>	3	\$0.00	\$0.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
390	COMPSOURCE OKLAHOMA	375		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	2	\$1,179.21	\$0.00
C16	CAREER PROGRESSION	11	\$26,958.74	\$13,536.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$745.29	\$0.00
C28	EQUITY ADJUSTMENT	30	\$41,489.84	\$8,185.00
C29	SKILL-BASED PAY ADJUSTMENT	4	\$9,282.96	\$5,157.00
C45	MARKET ADJUSTMENT	90	\$53,570.07	\$182,402.00
<i>AGENCY SUMMARY TOTALS</i>		138	\$133,226.11	\$209,280.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
400	OFFICE OF JUVENILE AFFAIRS	1,110		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	19	\$473.35	\$1,500.00
C16	CAREER PROGRESSION	73	\$62,815.95	\$30,000.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		92	\$63,289.30	\$31,500.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
405	DEPARTMENT OF LABOR	107		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	2	\$678.51	\$0.00
C16	CAREER PROGRESSION	10	\$12,964.64	\$2,145.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	3	\$1,752.21	\$4,500.00
C28	EQUITY ADJUSTMENT	6	\$5,394.95	\$1,000.00
C29	SKILL-BASED PAY ADJUSTMENT	1	\$2,330.00	\$4,000.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		22	\$23,120.31	\$11,645.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
410	COMMISSIONERS OF THE LAND OFFICE	54		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	3	\$913.49	\$0.00
C16	CAREER PROGRESSION	3	\$2,144.83	\$9,000.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$4,572.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$5,000.00
C45	MARKET ADJUSTMENT	3	\$7,492.68	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		9	\$10,551.00	\$18,572.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
415	COUNCIL ON LAW ENFORCEMENT & EDUCATION TRAINING	40		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	1	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		<i>1</i>	<i>\$0.00</i>	<i>\$0.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
430	DEPARTMENT OF LIBRARIES	76		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	1	\$1,136.02	\$0.00
C16	CAREER PROGRESSION	1	\$2,279.95	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	5	\$2,988.02	\$0.00
C28	EQUITY ADJUSTMENT	4	\$3,963.90	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		11	\$10,367.89	\$0.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
445	LIQUEFIED PETROLEUM GAS ADMINISTRATION	11		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	1	\$2,200.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		<i>1</i>	<i>\$2,200.00</i>	<i>\$0.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES
450	STATE BOARD OF MEDICAL LICENSURE AND SUPERVISION	22

PER ACTION PMM TITLE	NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05 LATERAL TRANSFER	0	\$0.00	\$0.00
C16 CAREER PROGRESSION	3	\$3,261.45	\$0.00
C20 PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26 COMPLETION OF PROBATION/TRIAL PERIOD	1	\$1,073.05	\$183.29
C28 EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29 SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45 MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>	4	\$4,334.50	\$183.29

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
452	DEPARTMENT OF MENTAL HEALTH AND SUBSTANCE ABUSES SERVICES	1,951		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	9	\$4,193.54	\$0.00
C16	CAREER PROGRESSION	18	\$20,304.03	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	1	\$159.01	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		28	\$24,656.58	\$0.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
475	OKLAHOMA MOTOR VEHICLE COMMISSION	4		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	2	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		2	<i>\$0.00</i>	<i>\$0.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
477	STATE BUREAU OF NARCOTICS AND DANGEROUS DRUGS CONTROL	100		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	3	\$3,862.16	\$11,012.68
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$187.34
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		3	\$3,862.16	\$11,200.02

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
515	OKLAHOMA PUBLIC EMPLOYEES RETIREMENT SYSTEM	50		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	9	\$5,140.41	\$1,109.00
C28	EQUITY ADJUSTMENT	15	\$5,156.38	\$1,996.20
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		24	\$10,296.79	\$3,105.20

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
516	STATE AND EDUCATION EMPLOYEES GROUP INSURANCE BOARD	185		
PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	1	\$0.00	\$588.00
C16	CAREER PROGRESSION	21	\$57,425.94	\$4,045.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$3,594.00
C28	EQUITY ADJUSTMENT	3	\$5,605.16	\$2,595.00
C29	SKILL-BASED PAY ADJUSTMENT	1	\$2,154.15	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	<i>AGENCY SUMMARY TOTALS</i>	26	\$65,185.25	\$10,822.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
525	STATE BOARD OF OSTEOPATHIC EXAMINERS	5		
PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	<i>AGENCY SUMMARY TOTALS</i>	0	\$0.00	\$0.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
557	OKLAHOMA POLICE PENSION & RETIREMENT SYSTEM	9		
PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$8,712.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	<i>AGENCY SUMMARY TOTALS</i>	0	\$0.00	\$8,712.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
548	OFFICE OF PERSONNEL MANAGEMENT	106		
PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	2	\$2,434.54	\$0.00
C16	CAREER PROGRESSION	1	\$896.02	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	73	\$164,070.80	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	14	\$8,854.70	\$1,314.89
C28	EQUITY ADJUSTMENT	14	\$10,943.52	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	1	\$0.00	\$5,500.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	<i>AGENCY SUMMARY TOTALS</i>	105	\$187,199.58	\$6,814.89

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
560	STATE BOARD OF PHARMACY	9		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	1	\$2,819.64	\$1,166.64
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		<i>1</i>	<i>\$2,819.64</i>	<i>\$1,166.64</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
566	OKLAHOMA TOURISM AND RECREATION DEPARTMENT	1,092		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	12	\$1,885.23	\$2,500.00
C16	CAREER PROGRESSION	18	\$25,727.40	\$45,000.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	21	\$11,843.55	\$18,000.00
C28	EQUITY ADJUSTMENT	3	\$20,857.92	\$2,400.00
C29	SKILL-BASED PAY ADJUSTMENT	1	\$376.12	\$7,200.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$4,800.00
<i>AGENCY SUMMARY TOTALS</i>		55	\$60,690.22	\$79,900.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
570	STATE BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEERS	7		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		<i>0</i>	<i>\$0.00</i>	<i>\$0.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
580	DEPARTMENT OF CENTRAL SERVICES	265		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	2	\$2,729.82	\$5,000.00
C16	CAREER PROGRESSION	2	\$3,862.96	\$45,641.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	10	\$6,682.66	\$3,899.00
C28	EQUITY ADJUSTMENT	10	\$16,794.75	\$10,677.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$2,628.00
<i>AGENCY SUMMARY TOTALS</i>		24	\$30,070.19	\$67,845.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
585	DEPARTMENT OF PUBLIC SAFETY	1,446		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	4	\$2,450.33	\$0.00
C16	CAREER PROGRESSION	80	\$45,274.87	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$243.30	\$0.00
C28	EQUITY ADJUSTMENT	2	\$2,600.28	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	2	\$4,195.87	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		89	\$54,764.65	\$0.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
588	OKLAHOMA REAL ESTATE COMMISSION	20		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$900.00
C16	CAREER PROGRESSION	1	\$377.58	\$1,300.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$390.40	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		2	<i>\$767.98</i>	<i>\$2,200.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
619	PHYSICIAN MANPOWER TRAINING COMMISSION	6		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	5	\$907.51	\$5,445.06
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		5	<i>\$907.51</i>	<i>\$5,445.06</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
625	SECRETARY OF STATE	38		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	2	\$1,305.66	\$0.00
C16	CAREER PROGRESSION	1	\$2,328.00	\$5,029.84
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	2	\$1,119.28	\$1,018.77
C28	EQUITY ADJUSTMENT	1	\$2,615.70	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	1	\$2,916.65	\$7,562.00
<i>AGENCY SUMMARY TOTALS</i>		7	\$10,285.29	\$13,610.61

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES
629	OKLAHOMA SCHOOL OF SCIENCE AND MATHEMATICS	74

PER ACTION PMM TITLE	NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05 LATERAL TRANSFER	0	\$0.00	\$0.00
C16 CAREER PROGRESSION	0	\$0.00	\$0.00
C20 PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26 COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28 EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29 SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45 MARKET ADJUSTMENT	1	\$1,666.70	\$0.00
<i>AGENCY SUMMARY TOTALS</i>	1	\$1,666.70	\$0.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES
630	OKLAHOMA DEPARTMENT OF SECURITIES	30

PER ACTION PMM TITLE	NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05 LATERAL TRANSFER	0	\$0.00	\$0.00
C16 CAREER PROGRESSION	0	\$0.00	\$0.00
C20 PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26 COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28 EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29 SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45 MARKET ADJUSTMENT	0	\$0.00	\$3,000.00
<i>AGENCY SUMMARY TOTALS</i>	<i>0</i>	<i>\$0.00</i>	<i>\$3,000.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
635	DEPARTMENT OF CONSUMER CREDIT	15		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		<i>0</i>	<i>\$0.00</i>	<i>\$0.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
645	OKLAHOMA CONSERVATION COMMISSION	16		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		<i>0</i>	<i>\$0.00</i>	<i>\$0.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
650	OKLAHOMA DEPARTMENT OF VETERANS AFFAIRS	1,510		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	17	\$8,259.81	\$0.00
C16	CAREER PROGRESSION	96	\$180,082.84	\$28,419.68
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	111	\$59,792.63	\$18,645.88
C28	EQUITY ADJUSTMENT	222	\$319,005.38	\$43,051.63
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	10	\$39,909.75	\$934.99
<i>AGENCY SUMMARY TOTALS</i>		456	\$607,050.41	\$91,052.18

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES
670	J.D. MCCARTY CENTER FOR CHILDREN WITH DEVELOPMENTAL DISABILITIES	140

PER ACTION PMM TITLE	NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05 LATERAL TRANSFER	1	\$0.00	\$0.00
C16 CAREER PROGRESSION	0	\$0.00	\$2,500.00
C20 PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26 COMPLETION OF PROBATION/TRIAL PERIOD	10	\$3,565.76	\$1,472.61
C28 EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29 SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45 MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>	<i>11</i>	<i>\$3,565.76</i>	<i>\$3,972.61</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
695	OKLAHOMA TAX COMMISSION	1,107		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	6	\$0.00	\$0.00
C16	CAREER PROGRESSION	104	\$214,720.14	\$59,996.10
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	124	\$188,065.71	\$53,894.22
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		234	\$402,785.85	\$113,890.32

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
715	OKLAHOMA TEACHERS' RETIREMENT SYSTEM	50		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	2	\$2,187.72	\$0.00
C16	CAREER PROGRESSION	1	\$126.64	\$2,919.73
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	5	\$1,745.39	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		8	<i>\$4,059.75</i>	<i>\$2,919.73</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
800	OKLAHOMA DEPARTMENT OF CAREER AND TECHNOLOGY EDUCATION	465		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	5	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		5	<i>\$0.00</i>	<i>\$0.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
805	DEPARTMENT OF REHABILITATION SERVICES	921		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	7	\$944.86	\$60,000.00
C16	CAREER PROGRESSION	58	\$67,265.29	\$140,000.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	68	\$56,659.56	\$2,640.00
C29	SKILL-BASED PAY ADJUSTMENT	18	\$14,498.60	\$160,958.65
C45	MARKET ADJUSTMENT	173	\$202,181.55	\$1,518.00
<i>AGENCY SUMMARY TOTALS</i>		324	\$341,549.86	\$365,116.65

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
807	OKLAHOMA HEALTH CARE AUTHORITY	282		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	<i>AGENCY SUMMARY TOTALS</i>	<i>0</i>	<i>\$0.00</i>	<i>\$0.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES
815	EMPLOYEES BENEFITS COUNCIL	32

PER ACTION PMM TITLE	NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05 LATERAL TRANSFER	0	\$0.00	\$0.00
C16 CAREER PROGRESSION	0	\$0.00	\$2,194.92
C20 PERFORMANCE-BASED ADJUSTMENT	22	\$10,781.00	\$32,733.00
C26 COMPLETION OF PROBATION/TRIAL PERIOD	2	\$1,754.83	\$0.00
C28 EQUITY ADJUSTMENT	2	\$3,511.50	\$1,657.08
C29 SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45 MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>	26	\$16,047.33	\$36,585.00

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
830	DEPARTMENT OF HUMAN SERVICES	8,260		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	39	\$10,075.72	\$16,000.00
C16	CAREER PROGRESSION	284	\$357,819.13	\$190,000.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	42	\$28,109.66	\$20,000.00
C29	SKILL-BASED PAY ADJUSTMENT	18	\$5,548.44	\$6,000.00
C45	MARKET ADJUSTMENT	21	\$10,392.13	\$50,000.00
<i>AGENCY SUMMARY TOTALS</i>		<i>404</i>	<i>\$411,945.08</i>	<i>\$282,000.00</i>

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES
835	OKLAHOMA WATER RESOURCES BOARD	101

PER ACTION PMM TITLE	NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05 LATERAL TRANSFER	0	\$0.00	\$0.00
C16 CAREER PROGRESSION	9	\$24,752.88	\$15,000.00
C20 PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26 COMPLETION OF PROBATION/TRIAL PERIOD	8	\$4,363.84	\$5,000.00
C28 EQUITY ADJUSTMENT	1	\$1,404.65	\$0.00
C29 SKILL-BASED PAY ADJUSTMENT	1	\$791.65	\$0.00
C45 MARKET ADJUSTMENT	6	\$18,442.88	\$0.00
<i>AGENCY SUMMARY TOTALS</i>	25	\$49,755.90	\$20,000.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES
845	MEDICAL TECH AND RESEARCH AUTHORITY	

PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	4	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	<i>AGENCY SUMMARY TOTALS</i>	4	<i>\$0.00</i>	<i>\$0.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
880	WILL ROGERS MEMORIAL COMMISSION	21		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		<i>0</i>	<i>\$0.00</i>	<i>\$0.00</i>

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
978	OKLAHOMA TRANSPORTATION AUTHORITY	494		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	2	\$413.19	\$0.00
C16	CAREER PROGRESSION	15	\$22,987.53	\$11,000.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	7	\$11,808.43	\$19,750.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	165	\$168,388.71	\$7,500.00
<i>AGENCY SUMMARY TOTALS</i>		<i>189</i>	<i>\$203,597.86</i>	<i>\$38,250.00</i>

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EMPLOYEES		
980	GRAND RIVER DAM AUTHORITY	443		
PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	1	\$0.00	\$0.00
C16	CAREER PROGRESSION	31	\$137,186.21	\$0.00
C20	PERFORMANCE-BASED ADJUSTMENT	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$289.80	\$0.00
C28	EQUITY ADJUSTMENT	5	\$7,982.64	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
<i>AGENCY SUMMARY TOTALS</i>		38	\$145,458.65	\$0.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT**

*****GRAND TOTALS*****

PER ACTION PMM TITLE		NUMBER OF PER. ACTIONS	INCREASE FOR CY 2001	FY 2002 PROJECTED COSTS (JAN - JUN)
C05	LATERAL TRANSFER	386	\$154,228.28	\$97,399.66
C16	CAREER PROGRESSION	2,020	\$2,993,833.87	\$830,077.52
C20	PERFORMANCE-BASED ADJUSTMENT	100	\$175,759.31	\$418,660.69
C26	COMPLETION OF PROBATION/TRIAL PERIOD	384	\$250,831.70	\$87,555.67
C28	EQUITY ADJUSTMENT	1,436	\$1,361,114.04	\$232,116.51
C29	SKILL-BASED PAY ADJUSTMENT	89	\$53,328.49	\$229,874.50
C45	MARKET ADJUSTMENT	1,201	\$1,272,591.97	\$323,868.45
		5,616	\$6,261,687.66	\$2,219,553.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT
PROJECTED 01/01/02 – 6/30/02**

Agency Name	Lateral Transfer	Career Progression	Completion of Prob/Trial Period	Equity Adjustment	Skill-Based Pay Adjustment	Market Adjustment	Performance-Based Adjustment	Total Increase
Agriculture, Oklahoma Dept. of	\$0.00	\$0.00	\$384.37	\$0.00	\$0.00	\$0.00	\$0.00	\$384.37
Alcoholic Beverage Laws Enforcement Commission	\$0.00	\$2,103.95	\$0.00	\$0.00	\$1,558.85	\$0.00	\$0.00	\$3,662.80
Auditor & Inspector	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Central Services, Dept. of	\$5,000.00	\$45,641.00	\$3,899.00	\$10,677.00	\$0.00	\$2,628.00	\$0.00	\$67,845.00
Children & Youth, Oklahoma Commission on	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Civil Emergency Management, Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Commerce, Oklahoma Dept. of	\$0.00	\$3,903.12	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,903.12
CompSource Oklahoma	\$0.00	\$13,536.00	\$0.00	\$8,185.00	\$5,157.00	\$182,402.00	\$0.00	\$209,280.00
Conservation Commission, Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Consumer Credit, Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Corporation Commission, Oklahoma	\$911.66	\$28,724.37	\$0.00	\$25,536.38	\$27,500.00	\$52,045.46	\$0.00	\$134,717.87
Corrections, Oklahoma Dept. of	\$3,000.00	\$100,000.00	\$0.00	\$0.00	\$5,000.00	\$0.00	\$0.00	\$108,000.00
Cosmetology Brd., Oklahoma State	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Council on Law Enforcement & Education Training	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Dentistry, Brd. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Education, Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Employee Benefits Council	\$0.00	\$2,194.92	\$0.00	\$1,657.08	\$0.00	\$0.00	\$32,733.00	\$36,585.00
Employment Security Commission, Oklahoma	\$750.00	\$4,000.00	\$0.00	\$500.00	\$0.00	\$5,000.00	\$0.00	\$10,250.00
Environmental Quality, Oklahoma Dept. of	\$0.00	\$32,230.00	\$569.00	\$13,662.00	\$0.00	\$0.00	\$360,155.63	\$406,616.63
Ethics Commission	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Finance, Office of State	\$2,000.00	\$2,000.00	\$0.00	\$5,000.00	\$0.00	\$2,000.00	\$0.00	\$11,000.00
Fire Marshal's Office, State	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Grand River Dam Authority (GRDA)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Handicapped Concerns, Office of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Health Care Authority, Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Health, Oklahoma State Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,553.00	\$0.00	\$3,553.00
Historical Society, Oklahoma	\$2,000.00	\$20,000.00	\$20,000.00	\$10,000.00	\$0.00	\$0.00	\$0.00	\$52,000.00
Human Rights Commission, Oklahoma	\$0.00	\$4,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,000.00
Human Services, Dept. of	\$16,000.00	\$190,000.00	\$0.00	\$20,000.00	\$6,000.00	\$50,000.00	\$0.00	\$282,000.00
Insurance Commissioner	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Investigation, Oklahoma State Bureau of	\$0.00	\$3,209.49	\$991.04	\$5,000.00	\$0.00	\$0.00	\$0.00	\$9,200.53
J.D. McCarty Center for Children With Developmental Disabilities	\$0.00	\$2,500.00	\$1,472.61	\$0.00	\$0.00	\$0.00	\$0.00	\$3,972.61
Juvenile Affairs, Office of	\$1,500.00	\$30,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$31,500.00
Labor, Dept. of	\$0.00	\$2,145.00	\$4,500.00	\$1,000.00	\$4,000.00	\$0.00	\$0.00	\$11,645.00
Land Office, Commissioners of the	\$0.00	\$9,000.00	\$0.00	\$4,572.00	\$5,000.00	\$0.00	\$0.00	\$18,572.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT
PROJECTED 01/01/02 – 6/30/02**

Agency Name	Lateral Transfer	Career Progression	Completion of Prob/Trial Period	Equity Adjustment	Skill-Based Pay Adjustment	Market Adjustment	Performance-Based Adjustment	Total Increase
Libraries, Oklahoma Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Liquefied Petroleum Gas Administration, Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Medical Licensure & Supervision, Oklahoma State Brd. of	\$0.00	\$0.00	\$183.29	\$0.00	\$0.00	\$0.00	\$0.00	\$183.29
Medical Tech & Research Authority	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Mental Health & Substance Abuse Services, Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Merit Protection Commission, Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$11,615.00	\$11,615.00
Military Dept., The Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$925.00	\$0.00	\$925.00
Narcotics & Dangerous Drugs Control, Oklahoma State Bureau of	\$0.00	\$11,012.68	\$187.34	\$0.00	\$0.00	\$0.00	\$0.00	\$11,200.02
Oklahoma Dept. of Career & Technology Education	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Oklahoma Indigent Defense System	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Oklahoma Motor Vehicle Commission	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Oklahoma Police Pension & Retirement System	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,712.00	\$8,712.00
Osteopathic Examiners, State Brd. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Pardon & Parole Brd.	\$0.00	\$0.00	\$686.48	\$0.00	\$0.00	\$0.00	\$0.00	\$686.48
Personnel Management, Office of	\$0.00	\$0.00	\$1,314.89	\$0.00	\$5,500.00	\$0.00	\$0.00	\$6,814.89
Pharmacy, Oklahoma State Brd. of	\$0.00	\$1,166.64	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,166.64
Physician Manpower Training Commission	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,445.06	\$5,445.06
Prof. Engineers & Land Surveyors, State Brd. of Registration for	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Public Safety, Oklahoma Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Real Estate Commission, Oklahoma	\$900.00	\$1,300.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,200.00
Rehabilitation Services, Dept. of	\$60,000.00	\$140,000.00	\$0.00	\$2,640.00	\$160,958.65	\$1,518.00	\$0.00	\$365,116.65
Retirement System, Oklahoma Public Employees	\$0.00	\$0.00	\$1,109.00	\$1,996.20	\$0.00	\$0.00	\$0.00	\$3,105.20
Retirement System, Oklahoma Teachers'	\$0.00	\$2,919.73	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,919.73
Science & Mathematics, Oklahoma School of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Secretary of State	\$0.00	\$5,029.84	\$1,018.77	\$0.00	\$0.00	\$7,562.00	\$0.00	\$13,610.61
Securities, Oklahoma Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,000.00	\$0.00	\$3,000.00
State & Education Employees Group Insurance Brd., Oklahoma	\$588.00	\$4,045.00	\$3,594.00	\$2,595.00	\$0.00	\$0.00	\$0.00	\$10,822.00
Tax Commission, Oklahoma	\$0.00	\$59,996.10	\$0.00	\$53,894.22	\$0.00	\$0.00	\$0.00	\$113,890.32
Tourism & Recreation Dept., Oklahoma	\$2,500.00	\$45,000.00	\$18,000.00	\$2,400.00	\$7,200.00	\$4,800.00	\$0.00	\$79,900.00
Transportation Authority, Oklahoma	\$0.00	\$11,000.00	\$0.00	\$19,750.00	\$0.00	\$7,500.00	\$0.00	\$38,250.00
Transportation, Oklahoma Dept. of	\$2,250.00	\$10,000.00	\$6,000.00	\$0.00	\$2,000.00	\$0.00	\$0.00	\$20,250.00
Veterans Affairs, Oklahoma Dept. of	\$0.00	\$28,419.68	\$18,645.88	\$43,051.63	\$0.00	\$934.99	\$0.00	\$91,052.18
Water Resources Brd., Oklahoma	\$0.00	\$15,000.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$20,000.00
Wildlife Conservation Commission	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

**OFFICE OF PERSONNEL MANAGEMENT
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PROJECTED 01/01/02 – 6/30/02**

Agency Name	Lateral Transfer	Career Progression	Completion of Prob/Trial Period	Equity Adjustment	Skill-Based Pay Adjustment	Market Adjustment	Performance-Based Adjustment	Total Increase
Will Rogers Memorial Commission	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Projected Totals	\$97,399.66	\$830,077.52	\$87,555.67	\$232,116.51	\$229,874.50	\$323,868.45	\$418,660.69	\$2,219,553.00
Annualized Projected Totals	\$194,799.32	\$1,660,155.04	\$175,111.34	\$464,233.02	\$414,749.00	\$647,736.90	\$465,500.63	\$4,022,285.25

APPENDIX

Pay Movement Mechanisms

Pay movement mechanisms available for use by agencies and included in this report are the following:

Promotion: (530:10-7-14 (b))

The reclassification of a classified employee to a different job with a higher pay band assignment. A promotion may occur within the same job family or may involve the movement from one job family to another. The key to promotions is as follows:

- it is a move to a higher pay band
- it is a move to a supervisory level (can be from non-supervisory to supervisory or supervisory to supervisory)
- it must be posted

Career Progression: (530:10-7-14 (b))

A type of intra-agency promotion in which an employee is advanced from one level of a job family to a higher **non-supervisory** level in the same job family. Rate of pay upon career progression is the same as promotion and can be found in the above referenced merit rule. The keys to career progressions are as follows:

- it is a move within the same job family (intra-agency)
- it is a move from a lower non-supervisory level to a higher non-supervisory level, may be same or higher pay band (key is same JFD, higher level)
- does not require posting

Lateral transfer: (530:10-7-14 (e))

An agency may provide up to a 5% increase for an employee that is transferred to a position in the same job family and level or to another job family and level with the same pay band assignment. The keys to lateral transfers are as follows:

- it is a move from one job to another which has the same pay band assignment

Market Adjustment: (530:10-7-20)

An agency may make a salary adjustment to a specific job family or job family level in response to market conditions. The agency making the request is responsible for providing information that supports the request, such as

- relevant market data
- other supporting information such as recruitment and retention difficulties, market conditions, and other factors leading to the recommendation for the adjustment

- all employees in the affected jobs at the requesting agency are to be given uniform treatment when an adjustment is approved and subsequently implemented.

Completion of Initial Probation or Trial Period: (530:10-7-22)

An agency may provide a salary adjustment not to exceed 5% to an employee successfully completing their initial probation period or to employees completing trial periods after promotion. The keys to completion of initial probation or trial period are as follows:

- may be provided to classified employees achieving permanent status following the initial probationary period
- may be provided to classified employees achieving permanent status following reinstatement to the classified service
- may be provided to permanent classified employees completing a trial period after promotion to a different job family
- may be provided to employees completing trial periods after career progression in accordance with SB 464.

Skill-Based Pay: (530:10-7-24)

An agency may develop a skill-based pay program (SBP) that must be a separate document from the salary administration plan. Prior to implementing an SBP program, the program must be approved by the Administrator. All SBP programs must be related to the following:

- the acquisition of additional skills and abilities which can be applied to the work to be performed and which will increase the value of the employee to the agency
- the skills must be verifiable through certification, licensure, diploma, or some other method
- the skills must be beyond the qualifications required by the job descriptor.

Such adjustments may be provided as a differential over and above an employee's base pay or as a one-time lump-sum payment. Lump sum skill-based pay adjustments shall be limited to 10% of an employee's annual salary and may be provided to employees whose base pay is at or exceeds the maximum rate of pay for the pay band. Skill-based differentials shall be limited to 10% of an employee's monthly salary for employees paid on a monthly basis, and 10% of an employee's biweekly salary for employees paid on a biweekly basis. These payments shall be paid only as long as the employee occupies a position to which the skill is applicable in accordance with the agency's salary administration plan.

Equity-Based Adjustment: (530:10-7-26)

An agency may provide an equity adjustment when individual employees are significantly underpaid relative to other employees at the same agency in the

same job family and level. Any adjustment that would cause an employee's salary to exceed the midpoint must be approved by the Administrator. The keys to equity-based adjustment are as follows:

- may be provided to employees who are significantly underpaid relative to other employees at the same agency and in the same job family and level
- any adjustment which causes an employee's salary to exceed the midpoint must be approved by the Administrator. In this instance, the agency must submit a request in writing to the Administrator which includes the following:
 1. affected job family and level
 2. affected employee salaries
 3. baseline employee salary
 4. rationale for requesting equity adjustment

Performance-Based Adjustment: (530:10-7-27)

An agency may implement a performance-based adjustment program to reward employees who have achieved an overall rating of "meets standards" or better on their most recent performance evaluation. Plans must be approved by the OPM Administrator and include the following elements, among others:

- the manner in which the award will be made, including whether awards will be made for both "meets standards" and "exceeds standards," or "exceeds standards" only; and whether they will constitute adjustments to base salary, lump sum payments, or a combination thereof.
- certification that the plan provides uniform treatment of employees, and identification of the amount or percentage the Appointing Authority intends to award to qualifying employees, not to exceed 5% of salary for "meets standards" and 10% of salary for "exceeds standards."
- Identification of the 12-month evaluation cycle to be used within the agency.

AGENCY LIST BY AGENCY CODE

25	Oklahoma Military Department
30	ABLE Commission
40	Department of Agriculture
47	Oklahoma Indigent Defense System
90	Office of State Finance
127	Commission on Children and Youth
131	Department of Corrections
160	Department of Commerce
185	Oklahoma Corporation Commission
190	Board of Cosmetology
215	Board of Dentistry
265	State Department of Education
290	Employment Security Commission
292	Oklahoma Department of Environmental Quality
296	Ethics Commission
298	Oklahoma Merit Protection Commission
300	Auditor and Inspector
306	Office of the Pardon and Parole Board
308	Oklahoma State Bureau of Investigation
309	Department of Civil Emergency Management
310	State Fire Marshal's Office
320	Wildlife Conservation Commission
326	Office of Handicapped Concerns
340	Oklahoma State Department of Health
345	Department of Transportation
350	Oklahoma Historical Society
355	Oklahoma Human Rights Commission
385	Insurance Commissioner
390	CompSource Oklahoma
400	Office of Juvenile Affairs
405	Department of Labor
410	Commissioners of the Land Office
415	Council on Law Enforcement Education & Training
430	Department of Libraries
445	Liquefied Petroleum Gas Administration
450	State Board of Medical Licensure and Supervision
452	Dept. of Mental Health and Substance Abuse Services
475	Oklahoma Motor Vehicle Commission
477	State Bureau of Narcotics & Dangerous Drugs Control
515	Oklahoma Public Employees Retirement System
516	State and Education Employees Group Insurance Board
525	State Board of Osteopathic Examiners
548	Office of Personnel Management
560	State Board of Pharmacy
566	Oklahoma Tourism and Recreation Department
570	State Board of Registration for Professional Engineers
580	Department of Central Services
585	Department of Public Safety
588	Oklahoma Real Estate Commission

619	Physician Manpower Training Commission
625	Secretary of State
629	Oklahoma School of Science and Mathematics
630	Oklahoma Department of Securities
635	Department of Consumer Credit
645	Oklahoma Conservation Commission
650	Oklahoma Department of Veterans Affairs
670	J.D. McCarty Ctr. for Children with Dev. Disabilities
695	Oklahoma Tax Commission
715	Oklahoma Teachers' Retirement System
800	Oklahoma Dept. of Career and Technology Education
805	Department of Rehabilitation Services
807	Oklahoma Health Care Authority
815	Employees Benefits Council
830	Department of Human Services
835	Oklahoma Water Resources Board
845	Medical Tech and Research Authority
880	Will Rogers Memorial Commission
978	Oklahoma Transportation Authority
980	Grand River Dam Authority