

STATE OF OKLAHOMA
Office of Personnel Management

PAY MOVEMENT MECHANISM USAGE REPORT
FOR CALENDAR YEAR 2002

“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.
Administrator & Cabinet Secretary
of Human Resources and Administration

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EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

PMM Costs

The number and cost of pay movement mechanism transactions decreased from CY 2001 to CY 2002. Transactions decreased from 5,616 in 2001 to 3,774 in 2002, while total costs declined from \$6,261,687.66 to \$3,799,330.53. The projected cost for PMM usage for the remainder of FY 2003 is \$1,577,931.27.

Findings

The total number of personnel transactions for pay movement mechanisms declined 32.80% from CY 2001 to CY 2002. The total cost of PMMs decreased 39.32% from the previous calendar year. The overall decline of PMM usage could be attributed to the state revenue shortfall that has occurred over this past calendar year.

Market and equity adjustments declined from CY 2001 to CY 2002, while pay for performance and skill-based pay adjustments increased, perhaps reflecting an increasing emphasis on employee performance in salary administration.

The cost projection for pay movement mechanisms for CY 2003 decreased 7% from CY 2002 actual costs, which reflects conservative planning on the part of agencies.

Considerable improvement has been noted in agency PMM requests. However, it appears that many agencies continue to approach salary administration in a reactive mode, rather than developing compensation objectives, strategy and plans which are integrated with the agency business and human resources strategies.

Recommendations

At such time as funds become available, the Legislature should provide additional funding to agencies for the purposes of targeted pay adjustments through the use of the pay movement mechanisms.

Agencies should focus on developing and implementing strategic compensation plans that are aligned with and support their missions, business objectives, and goals. The Office of Personnel Management staff is available for consultation on compensation and work force planning issues.

ANALYSIS

STATE OF OKLAHOMA PAY MOVEMENT MECHANISMS

Introduction

Title 74, Section 840-2.17 prohibits agencies from granting pay raises to employees unless specifically authorized by the Legislature. Nonetheless, 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 for classified and unclassified employees, 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 2002. The report also provides projected pay movement usage and costs for the period January 1 through June 30, 2003, based on agency projection submitted to OPM.

Analysis

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

64 agencies utilized pay movement mechanism actions during this period: 61 of 67 (91%) merit system agencies and 3 of 64 (5%) non-merit system agencies.

Agencies implemented 3,774 pay movement mechanism actions for classified and unclassified employees during this period.

The actual cost for Calendar Year 2002 for pay movement mechanisms is \$3,799,330.53.

The projected cost for the remainder of FY 2003 is \$1,577,931.27.

Overall, the total costs of pay movement mechanism usage (see Table A below) decreased from \$6,261,687.66 for calendar year 2001 to \$3,799,330.53 for calendar year 2002 representing a 39.3% decrease.

Table A: PMM Costs

PERS. ACTION	PMM TITLE	2001	2002	% Diff.
C05	LATERAL TRANSFER	\$154,228.28	\$81,164.09	-47.4%
C16	CAREER PROGRESSION	\$2,993,833.87	\$1,915,489.18	-36.0%
C20	PERFORMANCE-BASED ADJUSTMENT*	\$175,759.31	\$974,229.63	+454.3%
C26	COMPLETION OF PROB/TRIAL PERIOD	\$250,831.70	\$227,286.73	-9.4%
C28	EQUITY ADJUSTMENT	\$1,361,114.04	\$363,799.42	-73.3%
C29	SKILL-BASED PAY ADJUSTMENT	\$53,328.49	\$73,172.99	+37.2%
C45	MARKET ADJUSTMENT	\$1,272,591.97	\$164,188.49	-87.1%
Total for the Reporting Period		\$6,261,687.66	\$3,799,330.53	-39.3%

*Effective July 1, 2001

Congruently, the total number of PMM actions utilized for classified and unclassified employees (see Table B below) decreased from 5,616 for calendar year 2001 to 3,774 for calendar year 2002, a 32.8% decline.

Table B: PMM Actions

PERSONNEL ACTION	PMM TITLE	2001	2002	% Diff
C05	LATERAL TRANSFER	386	473	+22.5%
C16	CAREER PROGRESSION	2,020	1,562	-22.7%
C20	PERFORMANCE-BASED ADJUSTMENT*	100	752	+652.0%
C26	COMPLETION OF PROB/TRIAL PERIOD	384	366	-4.7%
C28	EQUITY ADJUSTMENT	1,436	452	-68.5%
C29	SKILL-BASED PAY ADJUSTMENT	89	67	-24.7%
C45	MARKET ADJUSTMENT	1,201	102	-91.5%
Total Number of Actions		5,616	3,774	-32.8%

*Effective July 1, 2001

Total costs by pay movement mechanisms and the total number of actions are illustrated graphically beginning on Page 4. Projected costs for the remainder of FY 2003 have been annualized to a Calendar Year 2003 total for comparison purposes and are represented by the dashed bar in each graph.

PAY MOVEMENT MECHANISM YEAR TO YEAR COMPARISON

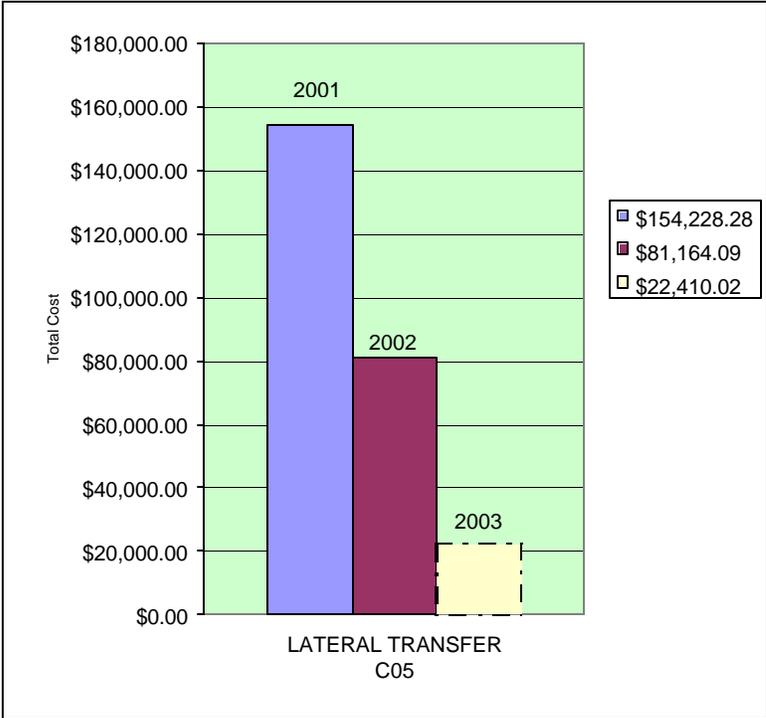


Figure 1: Lateral Transfer Costs

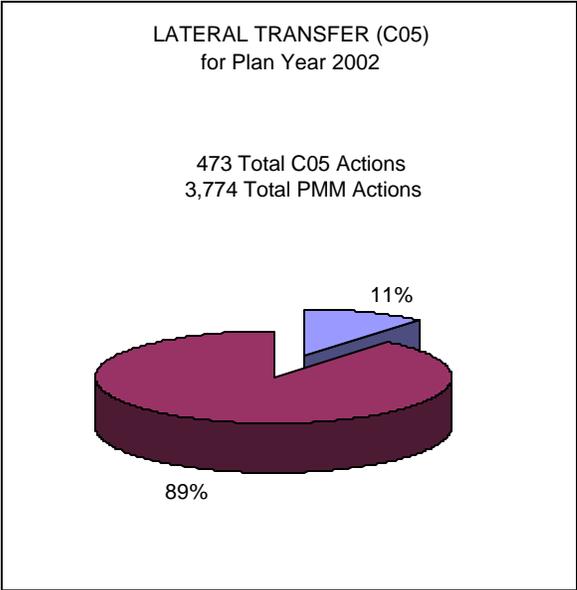
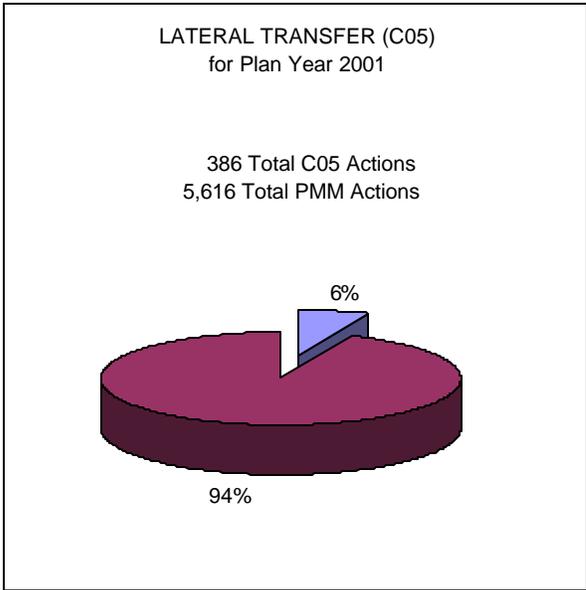


Figure 1a: Number of PMM Actions for Lateral Transfers

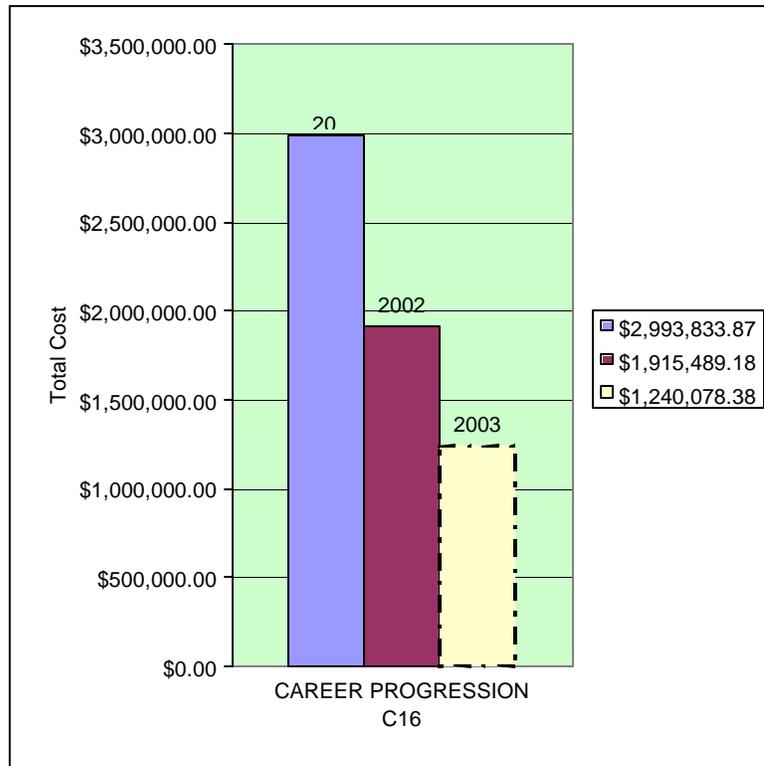


Figure 2: Career Progression Costs

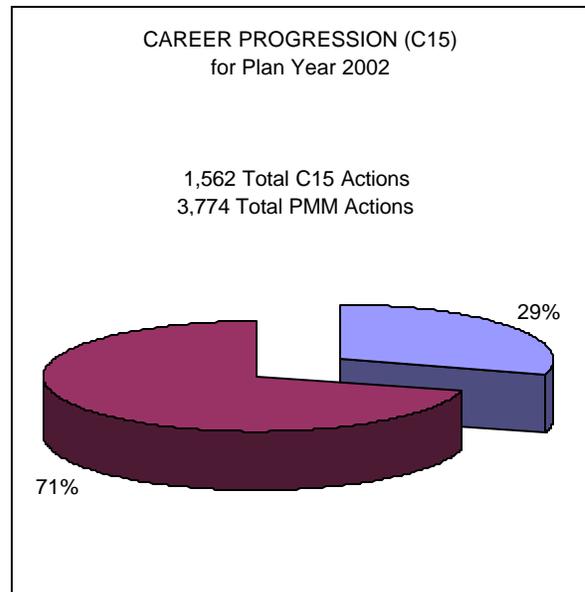
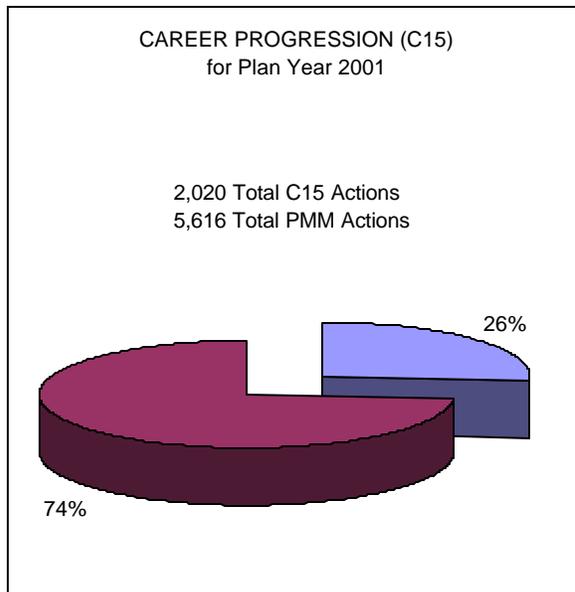


Figure 2a: Number of PMM Actions for Career Progression

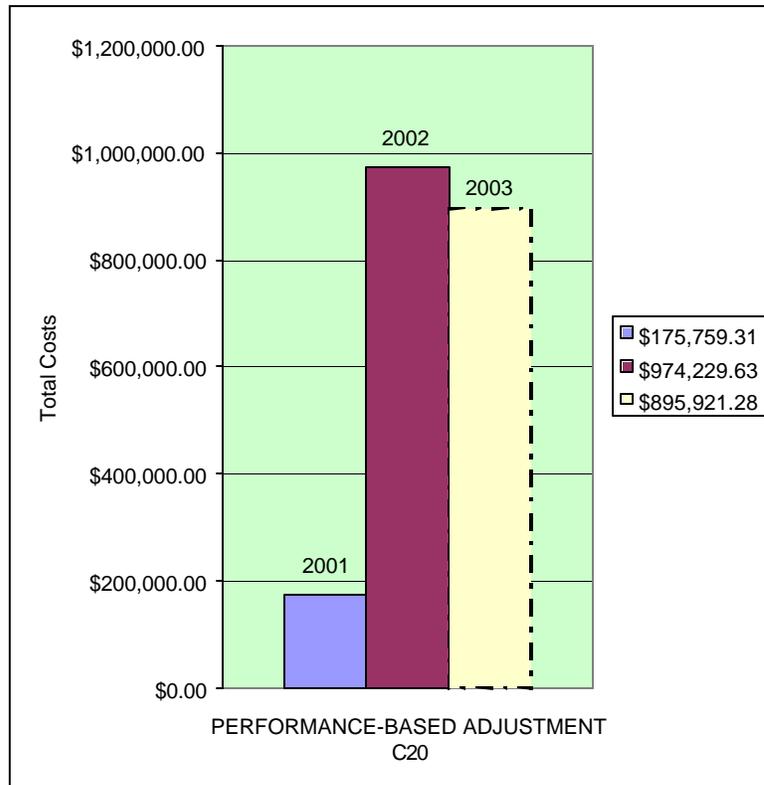


Figure 3: Performance-Based Adjustment Costs

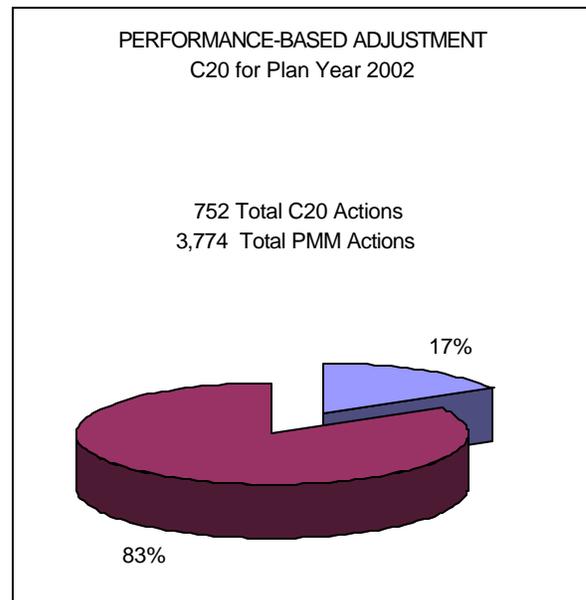
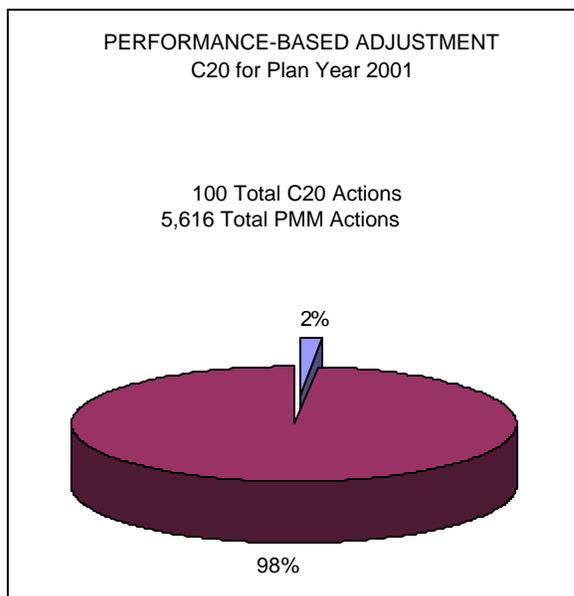


Figure 3a: Number of PMM Actions for Performance-Based Adjustments

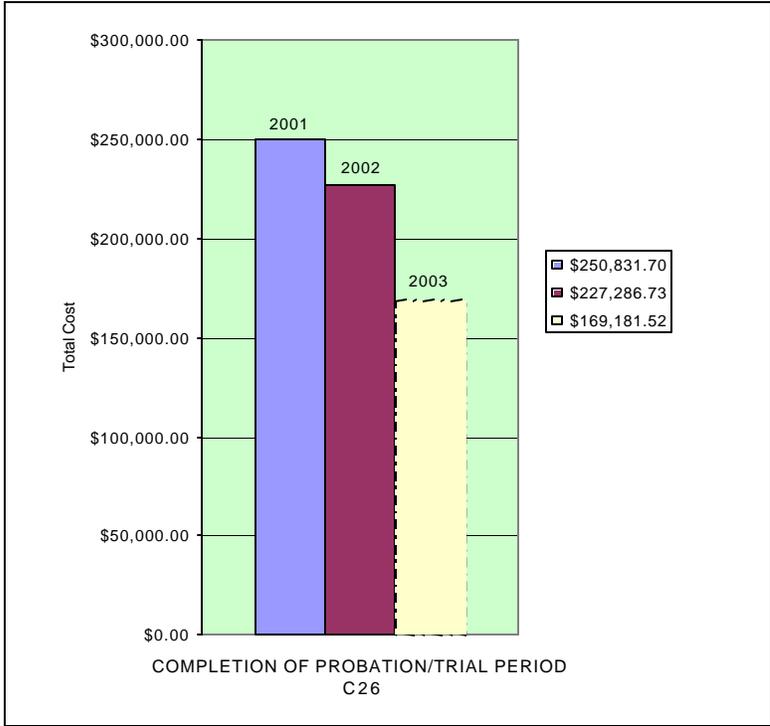


Figure 4: Probationary/Trial Period Adjustment Costs

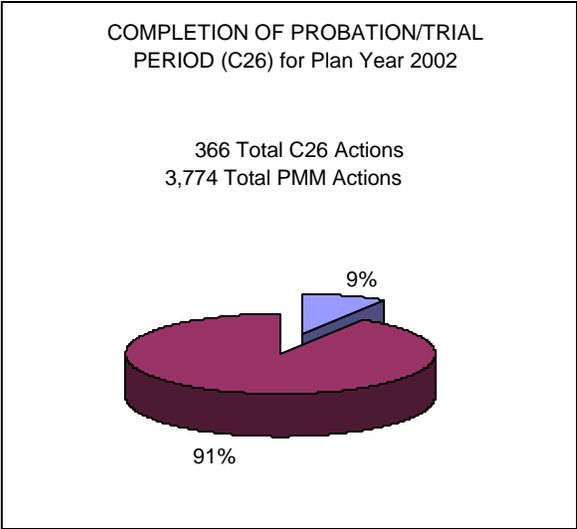
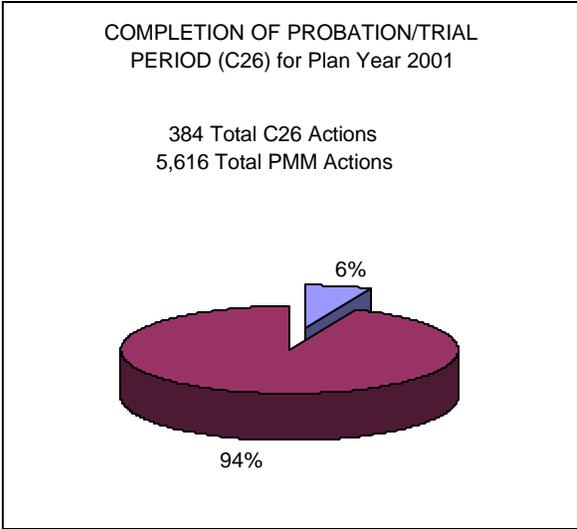


Figure 4a: Number of PMM Actions for Probationary/Trial Period Adjustments

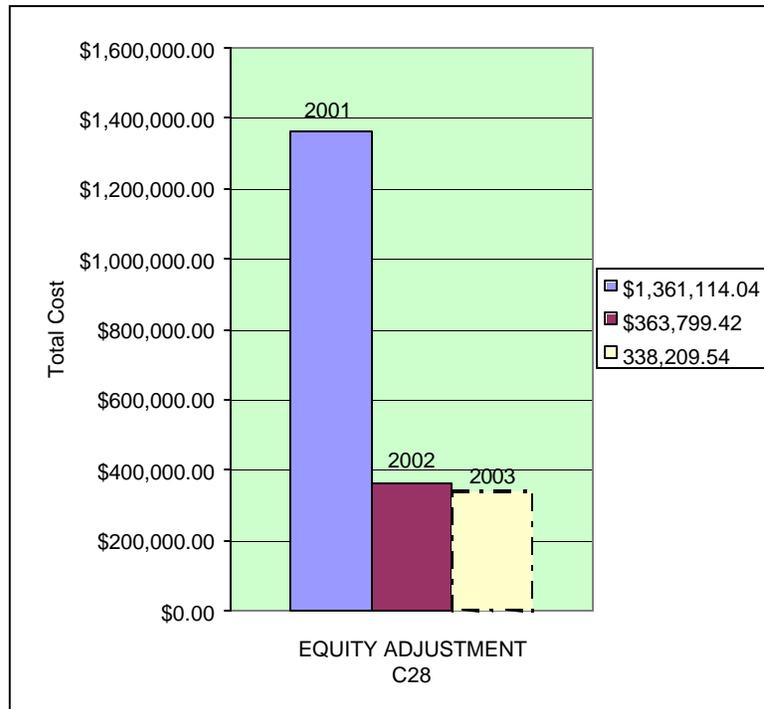


Figure 5: Equity-Based Adjustment Costs

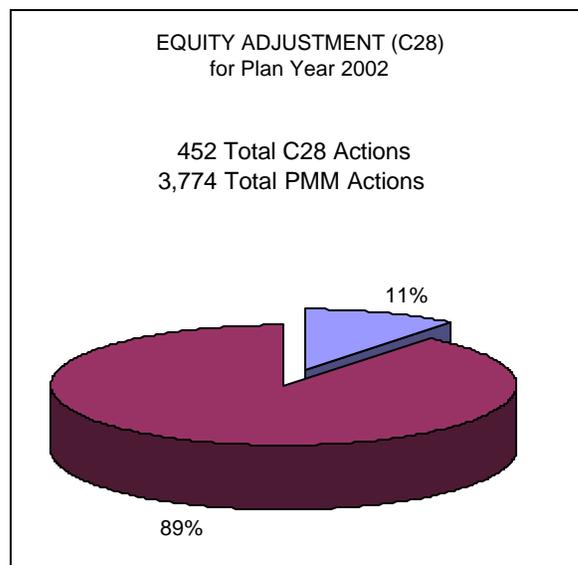
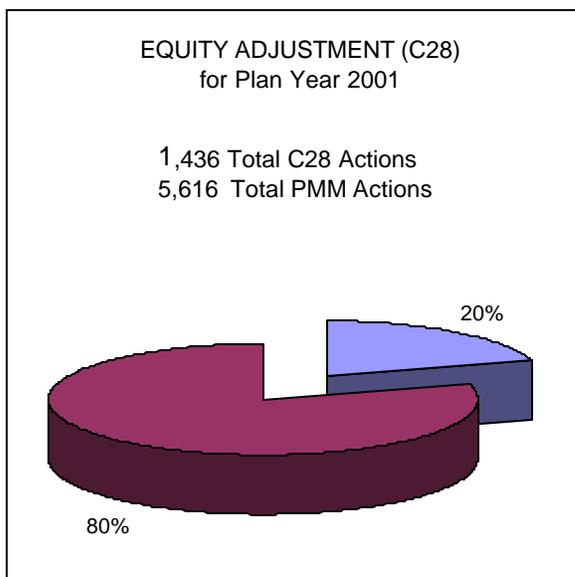


Figure 5a: Number of PMM Actions for Equity-Based Adjustment

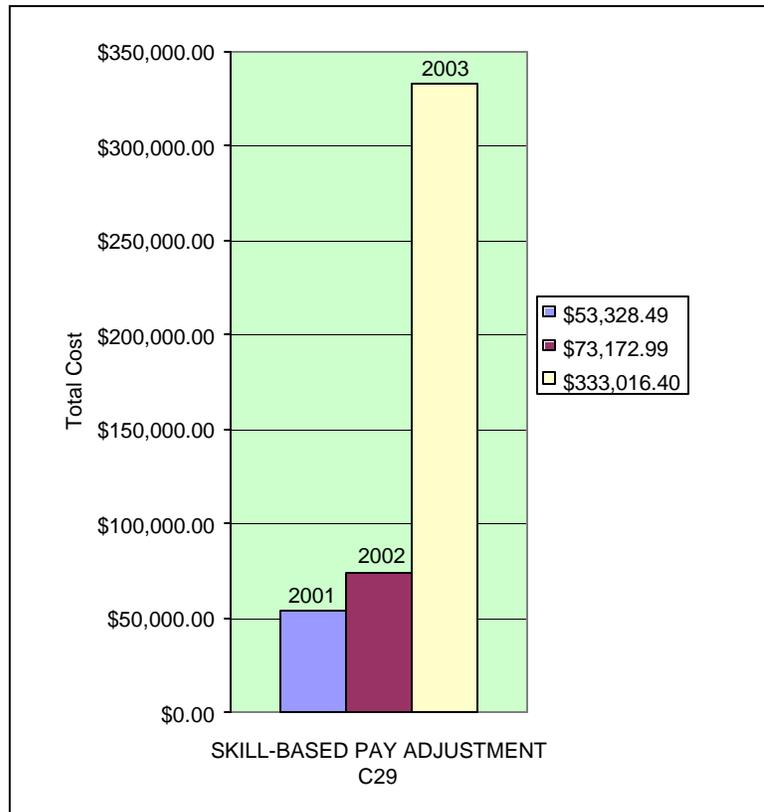


Figure 6: Skilled-Based Pay Costs

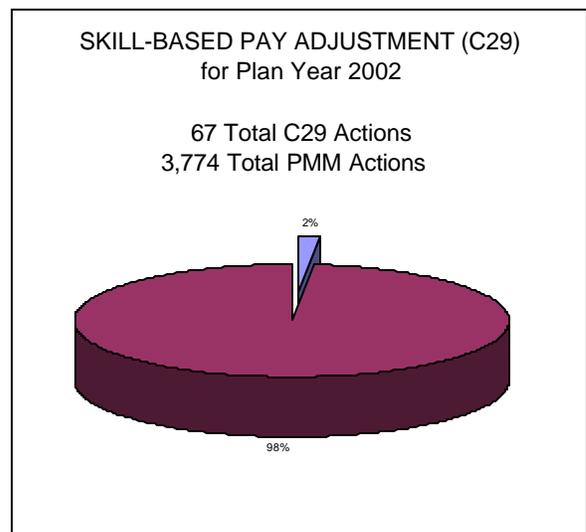
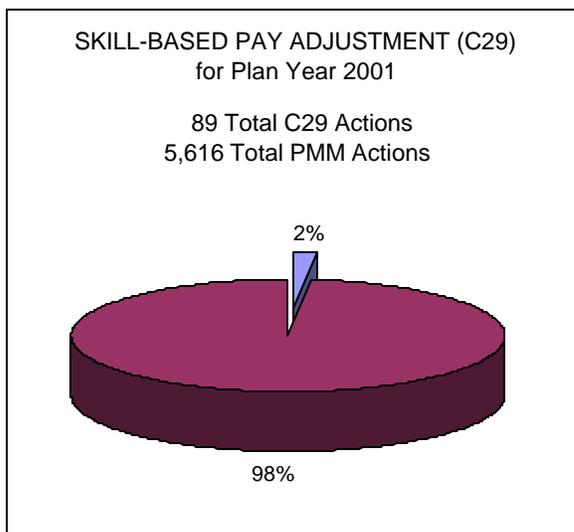


Figure 6a: Number of PMM Actions for Skilled-Based Pay

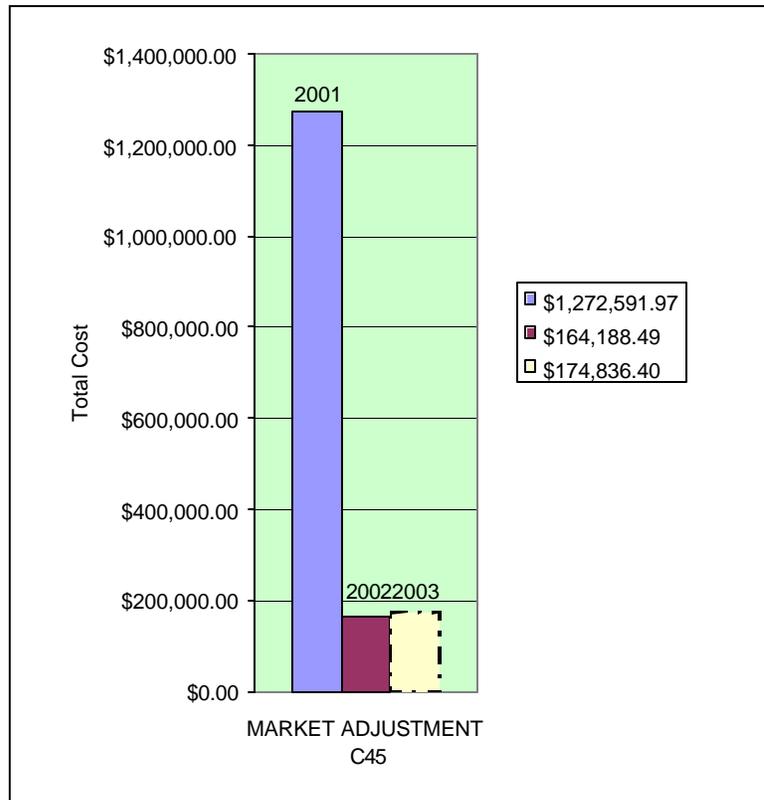


Figure 7: Market-Based Adjustments

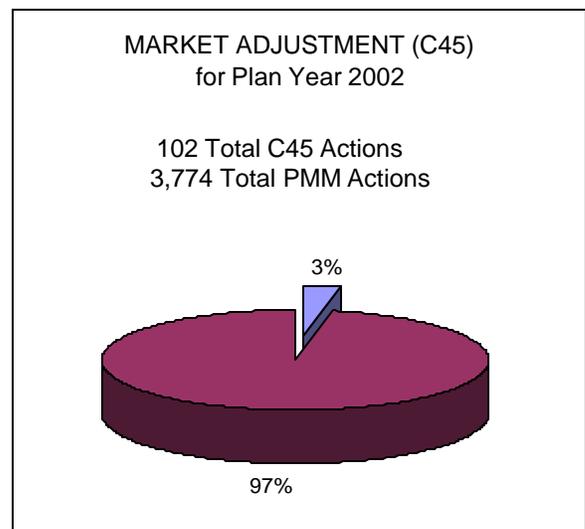
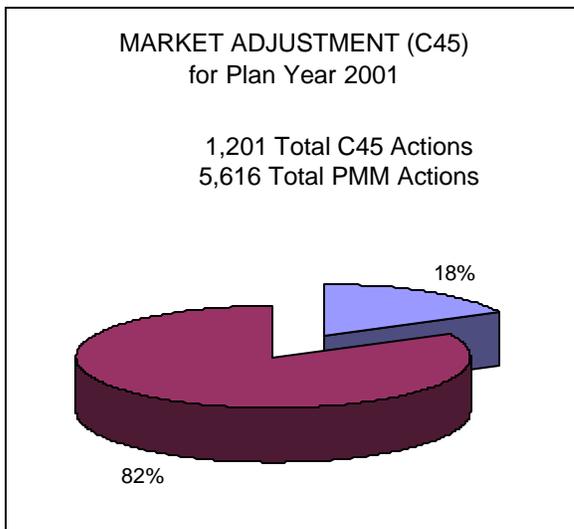


Figure 7a: Number of PMM Actions for Market-Based Adjustments

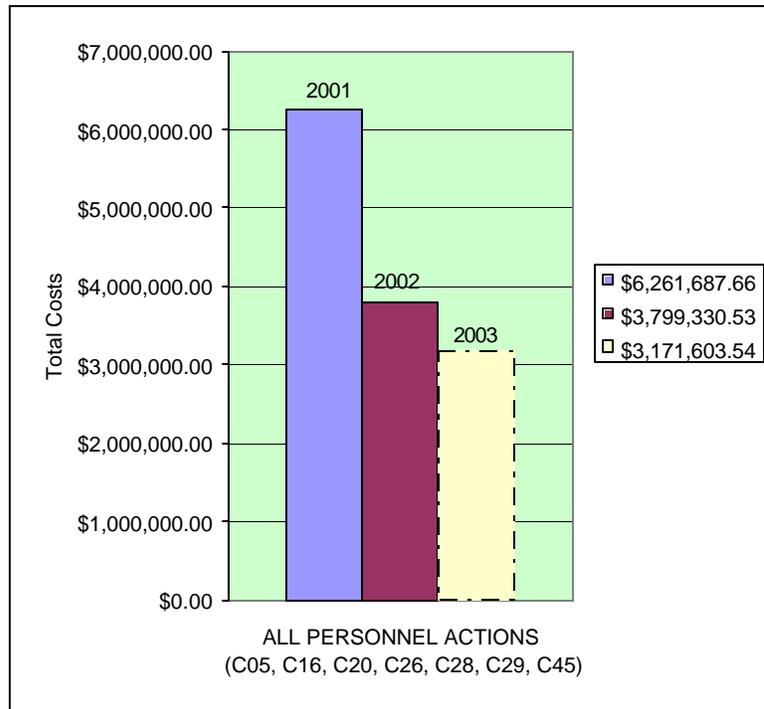
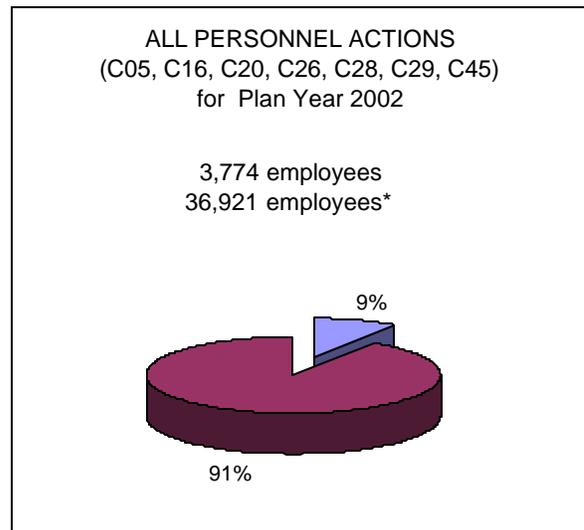
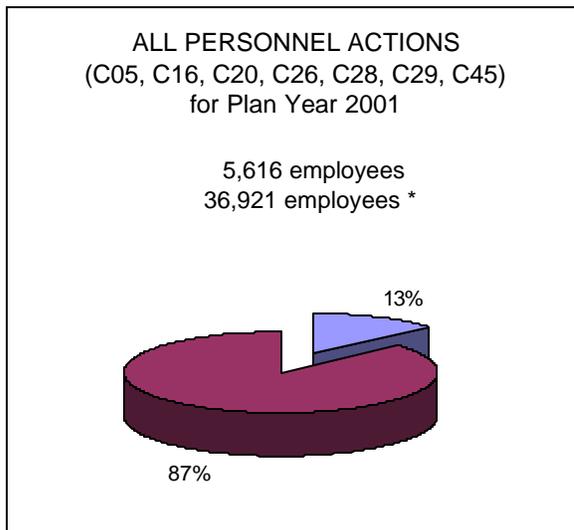


Figure 8: All Pay Movement Mechanism Costs



*indicates state employee population as of December 2002

Figure 8a: Number of PMM Actions for All Pay Movement Mechanisms

FINDINGS AND RECOMMENDATIONS

Findings

The total number of personnel transactions for pay movement mechanisms declined from CY 2001 to CY 2002; representing a 32.80% decline from the previous year. As a result, the total cost of the PMMs decreased 39.32% from the previous calendar year. The overall decline of PMM usage could be attributed to the state revenue shortfall that has occurred over this past calendar year.

Previous years' transactions were dominated by market and equity adjustments that are typically associated with job content and pay relationships rather than performance. However, these two PMM categories declined markedly from CY 2001 to CY 2002, while Pay for Performance and Skill-Based Pay Adjustment transactions increased 454.3% and 37.2% respectively. This shift in emphasis of PMM usage during CY2002 appears to reflect an increasing focus on employee performance in agency salary administration.

The cost projection for pay movement mechanisms for CY 2003 was \$3,155,862.54, which represents a decrease of 7% from CY 2002 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.

A 3-day compensation seminar was held in June of last year and was well attended by agency HR professionals. The program covered general compensation principles, including strategic compensation planning, pay for performance, and alternative strategies and applications for public sector compensation. The seminar also included a session on the State's compensation program, including the effective use of the pay movement mechanisms. Since this training was delivered, considerable improvement has been noted in agency PMM requests. However, it appears that many agencies continue to approach salary administration in a reactive mode, rather than developing compensation objectives, strategy and plans which are integrated with the agency business and human resources strategies.

Recommendations

1. At such time as funds become available, the Legislature should provide additional funding to agencies for the purposes of targeted pay adjustments through the use of the pay movement mechanisms.
2. Agencies should focus on developing and implementing strategic compensation plans that are aligned with and support their missions, business objectives, and goals. Such plans should consider labor market trends and work force demographics and skills mix, as well as data on recruitment and retention. Clearly, the use of pay movement mechanisms will be a key component in these plans. The Office of Personnel Management staff is available for consultation on compensation and work force planning issues.

PMM COST REPORT

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
025	THE OKLAHOMA MILITARY DEPARTMENT	375

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	6	\$4,561.29	\$0.00
C20	PERFORMANCE PAY	85	\$42,500.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$400.53	\$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
Classified Total		92	\$47,461.82	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
Unclassified Total		0	\$0.00	\$0.00
AGENCY TOTALS		92	\$47,461.82	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
030	ABLE COMMISSION	55

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	2	\$5,286.59	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$758.10	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	3	\$5,998.18	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Classified Total	6	\$12,042.87	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	1	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	1	\$0.00	\$0.00
	AGENCY TOTALS	7	\$12,042.87	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
040	DEPARTMENT OF AGRICULTURE, FOOD AND FORESTRY	469

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	2	\$177.68	\$0.00
C16	CAREER PROGRESSION	4	\$9,380.98	\$699.27
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	25	\$15,076.08	\$4,045.36
C28	EQUITY ADJUSTMENT	4	\$2,674.92	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Classified Total		35	\$27,309.66	\$4,744.63

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
Unclassified Total		0	\$0.00	\$0.00
AGENCY TOTALS		35	\$27,309.66	\$4,744.63

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
047	OKLAHOMA INDIGENT DEFENSE SYSTEM	134

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Classified Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	3	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	3	\$0.00	\$0.00
	AGENCY TOTALS	3	\$0.00	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
090	OFFICE OF STATE FINANCE	111

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	1	\$1,206.72	\$0.00
C16	CAREER PROGRESSION	2	\$5,491.98	\$0.00
C20	PERFORMANCE PAY	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
Classified Total		3	\$6,698.70	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
Unclassified Total		0	\$0.00	\$0.00
AGENCY TOTALS		3	\$6,698.70	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
127	COMMISSION ON CHILDREN & YOUTH	20

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	2	\$2,821.93	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$7,645.86
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$565.38
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
	Classified Total	2	\$2,821.93	\$8,211.24

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$4,247.70
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$1,650.00
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
	Unclassified Total	0	\$0.00	\$5,897.70
	AGENCY TOTALS	2	\$2,821.93	\$14,108.94

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

AGENCY CODE	AGENCY NAME	TOTAL
131	DEPARTMENT OF CORRECTIONS	ACTIVE EE'S
		4,660

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	73	\$5,293.22	\$1,000.00
C16	CAREER PROGRESSION	443	\$373,462.73	\$100,000.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$400.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Classified Total	516	\$378,755.95	\$101,400.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	126	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	126	\$0.00	\$0.00
	AGENCY TOTALS	642	\$378,755.95	\$101,400.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
185	OKLAHOMA CORPORATION COMMISSION	434

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	11	\$11,811.60	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	1	\$1,219.84	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	4	\$6,713.00	\$0.00
C45	MARKET ADJUSTMENT	3	\$5,000.10	\$0.00
Classified Total		19	\$24,744.54	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
Unclassified Total		0	\$0.00	\$0.00
AGENCY TOTALS		19	\$24,744.54	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
190	BOARD OF COSMETOLOGY	13

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	5	\$4,034.64	\$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
	Classified Total	5	\$4,034.64	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	1	\$1,637.82	\$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	1	\$1,638.02	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Unclassified Total	2	\$3,275.84	\$0.00
	AGENCY TOTALS	7	\$7,310.48	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
265	STATE DEPARTMENT OF EDUCATION	454

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Classified Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	2	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	2	\$0.00	\$0.00
	AGENCY TOTALS	2	\$0.00	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
266	OKLAHOMA EDUCATIONAL TELEVISION AUTHORITY	70

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Classified Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	1	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	1	\$0.00	\$0.00
	AGENCY TOTALS	1	\$0.00	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL
290	EMPLOYMENT SECURITY COMMISSION	ACTIVE EE'S
		697

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	8	\$1,512.09	\$0.00
C16	CAREER PROGRESSION	30	\$48,553.21	\$7,870.50
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	3	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	3	\$1,500.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Classified Total		44	\$51,565.30	\$7,870.50

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
Unclassified Total		0	\$0.00	\$0.00
AGENCY TOTALS		44	\$51,565.30	\$7,870.50

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
292	OKLAHOMA DEPARTMENT OF ENVIRONMENTAL QUALITY	504

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	5	\$1,988.67	\$0.00
C16	CAREER PROGRESSION	86	\$158,838.39	\$39,933.00
C20	PERFORMANCE PAY	399	\$400,523.13	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	5	\$4,921.76	\$0.00
C28	EQUITY ADJUSTMENT	27	\$29,844.54	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Classified Total	522	\$596,116.49	\$39,933.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$2,250.00
C20	PERFORMANCE PAY	15	\$21,561.68	\$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
	Unclassified Total	15	\$21,561.68	\$2,250.00
	AGENCY TOTALS	537	\$617,678.17	\$42,183.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
298	OKLAHOMA MERIT PROTECTION COMMISSION	8

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	1	\$975.50	\$0.00
C20	PERFORMANCE PAY	7	\$11,615.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	2	\$1,438.84	\$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
	Classified Total	10	\$14,029.34	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	0	\$0.00	\$0.00
	AGENCY TOTALS	10	\$14,029.34	\$0.00

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
300	AUDITOR AND INSPECTOR	150

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Classified Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	1	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	1	\$100.00	\$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
	Unclassified Total	2	\$100.00	\$0.00
	AGENCY TOTALS	2	\$100.00	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
306	OFFICE OF THE PARDON AND PAROLE BOARD	39

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$1,468.20
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$916.52	\$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
	Classified Total	1	\$916.52	\$1,468.20

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	0	\$0.00	\$0.00
	AGENCY TOTALS	1	\$916.52	\$1,468.20

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
308	OKLAHOMA STATE BUREAU OF INVESTIGATION	282

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	2	\$861.34	\$660.09
C16	CAREER PROGRESSION	23	\$54,859.98	\$72,467.21
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	16	\$10,766.97	\$3,075.53
C28	EQUITY ADJUSTMENT	30	\$24,676.07	\$5,666.55
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$4,910.54
C45	MARKET ADJUSTMENT	4	\$8,025.21	\$40,089.77
	Classified Total	75	\$99,189.57	\$126,869.69

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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	\$12,392.73
	Unclassified Total	0	\$0.00	\$12,392.73
	AGENCY TOTALS	75	\$99,189.57	\$139,262.42

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
309	DEPARTMENT OF CIVIL EMERGENCY MANAGEMENT	27

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	1	\$2,758.20	\$0.00
C20	PERFORMANCE PAY	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
	Classified Total	1	\$2,758.20	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	0	\$0.00	\$0.00
	AGENCY TOTALS	1	\$2,758.20	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL
310	STATE FIRE MARSHAL'S OFFICE	ACTIVE EE'S
		32

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	1	\$1,124.76	\$0.00
C16	CAREER PROGRESSION	6	\$13,284.10	\$8,670.30
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$600.00	\$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
Classified Total		8	\$15,008.86	\$8,670.30

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
Unclassified Total		0	\$0.00	\$0.00
AGENCY TOTALS		8	\$15,008.86	\$8,670.30

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
320	WILDLIFE CONSERVATION COMMISSION	325

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Classified Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	9	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	9	\$0.00	\$0.00
	AGENCY TOTALS	9	\$0.00	\$0.00

**OFFICE OF PERSONNEL MANAGEMENT
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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
340	OKLAHOMA STATE DEPARTMENT OF HEALTH	2,352

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	30	\$18,523.77	\$0.00
C16	CAREER PROGRESSION	59	\$139,538.40	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	5	\$6,972.79	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	5	\$1,713.92	\$0.00
C45	MARKET ADJUSTMENT	62	\$92,348.76	\$0.00
Classified Total		161	\$259,097.64	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	1	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$7,990.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Unclassified Total		1	\$0.00	\$7,990.00
AGENCY TOTALS		162	\$259,097.64	\$7,990.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
342	MEDICOLEGAL INVESTIGATIONS	69

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Classified Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	1	\$2,424.62	\$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
	Unclassified Total	1	\$2,424.62	\$0.00
	AGENCY TOTALS	1	\$2,424.62	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL
345	DEPARTMENT OF TRANSPORTATION	ACTIVE EE'S
		2,364

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	31	\$10,906.04	\$0.00
C16	CAREER PROGRESSION	157	\$197,115.53	\$54,000.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	68	\$38,903.50	\$22,500.00
C28	EQUITY ADJUSTMENT	2	\$1,333.42	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Classified Total	258	\$248,258.49	\$76,500.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	0	\$0.00	\$0.00
	AGENCY TOTALS	258	\$248,258.49	\$76,500.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
350	OKLAHOMA HISTORICAL SOCIETY	144

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	1	\$271.13	\$0.00
C16	CAREER PROGRESSION	3	\$9,347.50	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$572.97	\$0.00
C28	EQUITY ADJUSTMENT	8	\$14,360.50	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Classified Total	13	\$24,552.10	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	0	\$0.00	\$0.00
	AGENCY TOTALS	13	\$24,552.10	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
355	OKLAHOMA HUMAN RIGHTS COMMISSION	17

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	1	\$3,999.96	\$0.00
C20	PERFORMANCE PAY	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
	Classified Total	1	\$3,999.96	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	0	\$0.00	\$0.00
	AGENCY TOTALS	1	\$3,999.96	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
390	COMPSOURCE OKLAHOMA	357

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	1	\$0.00	\$0.00
C16	CAREER PROGRESSION	9	\$21,083.19	\$10,122.84
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	3	\$1,436.11	\$838.32
C28	EQUITY ADJUSTMENT	5	\$6,696.92	\$654.00
C29	SKILL-BASED PAY ADJUSTMENT	3	\$8,280.00	\$0.00
C45	MARKET ADJUSTMENT	7	\$4,577.98	\$29,735.70
	Classified Total	28	\$42,074.20	\$41,350.86

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	1	\$858.12	\$2,498.16
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$2,970.00
	Unclassified Total	1	\$858.12	\$5,468.16
	AGENCY TOTALS	29	\$42,932.32	\$46,819.02

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
400	OFFICE OF JUVENILE AFFAIRS	1,026

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	17	\$3,090.01	\$2,000.00
C16	CAREER PROGRESSION	56	\$52,410.73	\$30,000.00
C20	PERFORMANCE PAY	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
Classified Total		73	\$55,500.74	\$32,000.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
Unclassified Total		0	\$0.00	\$0.00
AGENCY TOTALS		73	\$55,500.74	\$32,000.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
405	DEPARTMENT OF LABOR	107

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	4	\$1,123.42	\$0.00
C16	CAREER PROGRESSION	15	\$15,106.50	\$5,202.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	4	\$4,061.08	\$0.00
C28	EQUITY ADJUSTMENT	20	\$36,991.63	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	1	\$3,495.00	\$24,631.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Classified Total		44	\$60,777.63	\$29,833.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
Unclassified Total		0	\$0.00	\$0.00
AGENCY TOTALS		44	\$60,777.63	\$29,833.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
410	COMMISSIONERS OF THE LAND OFFICE	54

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	1	\$494.28	\$0.00
C16	CAREER PROGRESSION	4	\$11,607.01	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$782.97	\$1,477.81
C28	EQUITY ADJUSTMENT	5	\$2,060.89	\$3,642.36
C29	SKILL-BASED PAY ADJUSTMENT	3	\$13,498.40	\$8,211.89
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Classified Total	14	\$28,443.55	\$13,332.06

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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	\$7,882.59
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Unclassified Total	0	\$0.00	\$7,882.59
	AGENCY TOTALS	14	\$28,443.55	\$21,214.65

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
415	COUNCIL ON LAW ENFORCEMENT & EDUCATION TRAINING	34

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Classified Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	2	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	2	\$0.00	\$0.00
	AGENCY TOTALS	2	\$0.00	\$0.00

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
430	DEPARTMENT OF LIBRARIES	73

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	6	\$3,450.13	\$1,474.16
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
	Classified Total	6	\$3,450.13	\$1,474.16

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	0	\$0.00	\$0.00
	AGENCY TOTALS	6	\$3,450.13	\$1,474.16

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
450	STATE BOARD OF MEDICAL LICENSURE AND SUPERVISION	20

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$549.84	\$549.84
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
	Classified Total	1	\$549.84	\$549.84

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	0	\$0.00	
	AGENCY TOTALS	1	\$549.84	\$549.84

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
452	DEPARTMENT OF MENTAL HEALTH AND SUBSTANCE ABUSE SERVICE	1,776

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	4	\$617.59	\$0.00
C16	CAREER PROGRESSION	17	\$13,086.85	\$11,365.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	4	\$925.17	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Classified Total	25	\$14,629.61	\$11,365.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$18,000.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Unclassified Total	0	\$0.00	\$18,000.00
	AGENCY TOTALS	25	\$14,629.61	\$29,365.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
475	OKLAHOMA MOTOR VEHICLE COMMISSION	4

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Classified Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$650.00
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	\$875.00
	Unclassified Total	0	\$0.00	\$1,525.00
	AGENCY TOTALS	0	\$0.00	\$1,525.00

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
477	STATE BUREAU OF NARCOTICS AND DANGEROUS DRUGS CONTROL	95

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	7	\$18,752.07	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$1,079.54	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	1	\$3,026.54	\$0.00
Classified Total		9	\$22,858.15	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
Unclassified Total		0	\$0.00	\$0.00
AGENCY TOTALS		9	\$22,858.15	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
515	OKLAHOMA PUBLIC EMPLOYEES RETIREMENT SYSTEM	48

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	24	\$25,862.29	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	6	\$3,848.30	\$8.96
C28	EQUITY ADJUSTMENT	3	\$3,930.03	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Classified Total		33	\$33,640.62	\$8.96

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	8	\$17,348.34	\$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	1	\$712.19	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Unclassified Total		9	\$18,060.53	\$0.00
AGENCY TOTALS		42	\$51,701.15	\$8.96

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
516	STATE AND EDUCATION EMPLOYEES GROUP INSURANCE BOARD	177

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	7	\$20,388.88	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	8	\$5,399.74	\$0.00
C28	EQUITY ADJUSTMENT	38	\$53,464.29	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Classified Total		53	\$79,252.91	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
Unclassified Total		0	\$0.00	\$0.00
AGENCY TOTALS		53	\$79,252.91	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
525	STATE BOARD OF OSTEOPATHY	5

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Classified Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	2	\$3,500.70	\$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
	Unclassified Total	2	\$3,500.70	\$0.00
	AGENCY TOTALS	2	\$3,500.70	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
548	OFFICE OF PERSONNEL MANAGEMENT	96

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	4	\$4,842.27	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	11	\$7,123.34	\$3,988.76
C28	EQUITY ADJUSTMENT	5	\$8,596.67	\$186.30
C29	SKILL-BASED PAY ADJUSTMENT	1	\$5,500.00	\$0.00
C45	MARKET ADJUSTMENT	1	\$2,004.48	\$0.00
Classified Total		22	\$28,066.76	\$4,175.06

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
Unclassified Total		0	\$0.00	\$0.00
AGENCY TOTALS		22	\$28,066.76	\$4,175.06

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
560	STATE BOARD OF PHARMACY	8

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$306.26
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$375.00	\$750.00
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
Classified Total		1	\$375.00	\$1,056.26

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
Unclassified Total		0	\$0.00	\$0.00
AGENCY TOTALS		1	\$375.00	\$1,056.26

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
566	OKLAHOMA TOURISM AND RECREATION DEPARTMENT	700

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	6	\$3,651.68	\$900.00
C16	CAREER PROGRESSION	11	\$13,454.45	\$1,800.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	22	\$12,749.53	\$1,200.00
C28	EQUITY ADJUSTMENT	1	\$429.34	\$900.00
C29	SKILL-BASED PAY ADJUSTMENT	2	\$3,359.97	\$1,000.00
C45	MARKET ADJUSTMENT	1	\$800.00	\$480.00
	Classified Total	43	\$34,444.97	\$6,280.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	3	\$0.00	\$450.00
C16	CAREER PROGRESSION	0	\$0.00	\$600.00
C20	PERFORMANCE PAY	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
	Unclassified Total	3	\$0.00	\$1,050.00
	AGENCY TOTALS	46	\$34,444.97	\$7,330.00

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
570	PROFESSIONAL ENGINEERS AND LAND SURVEYORS	6

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	3	\$9,009.03	\$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
	Classified Total	3	\$9,009.03	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	1	\$4,075.40	\$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
	Unclassified Total	1	\$4,075.40	\$0.00
	AGENCY TOTALS	4	\$13,084.43	\$0.00

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
580	DEPARTMENT OF CENTRAL SERVICES	246

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	5	\$8,373.06	\$0.00
C28	EQUITY ADJUSTMENT	1	\$1,006.80	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Classified Total	6	\$9,379.86	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	0	\$0.00	\$0.00
	AGENCY TOTALS	6	\$9,379.86	\$0.00

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
585	DEPARTMENT OF PUBLIC SAFETY	1,435

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	10	\$1,673.60	\$1,000.08
C16	CAREER PROGRESSION	81	\$28,124.47	\$65,634.48
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	3	\$2,289.57	\$1,541.52
C28	EQUITY ADJUSTMENT	11	\$9,535.97	\$1,177.68
C29	SKILL-BASED PAY ADJUSTMENT	1	\$2,159.08	\$1,177.68
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Classified Total		106	\$43,782.69	\$70,531.44

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
Unclassified Total		0	\$0.00	\$0.00
AGENCY TOTALS		106	\$43,782.69	\$70,531.44

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
588	OKLAHOMA REAL ESTATE COMMISSION	20

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	1	\$555.00	\$0.00
C16	CAREER PROGRESSION	1	\$852.75	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	2	\$506.00	\$510.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$1,398.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Classified Total		4	\$1,913.75	\$1,908.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
Unclassified Total		0	\$0.00	\$0.00
AGENCY TOTALS		4	\$1,913.75	\$1,908.00

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
619	PHYSICIAN MANPOWER TRAINING COMMISSION	6

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$2,359.08
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
	Classified Total	0	\$0.00	\$2,359.08

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$1,998.24
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
	Unclassified Total	0	\$0.00	\$1,998.24
	AGENCY TOTALS	0	\$0.00	\$4,357.32

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AGENCY CODE	AGENCY NAME	TOTAL
625	SECRETARY OF STATE	ACTIVE EE'S
		36

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	1	\$0.00	\$0.00
C16	CAREER PROGRESSION	1	\$1,748.60	\$0.00
C20	PERFORMANCE PAY	25	\$28,634.52	\$75,256.55
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
	Classified Total	27	\$30,383.12	\$75,256.55

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	3	\$8,777.49	\$15,653.21
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
	Unclassified Total	3	\$8,777.49	\$15,653.21
	AGENCY TOTALS	30	\$39,160.61	\$90,909.76

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
628	OKLA CENTER FOR THE ADVANCEMENT OF SCIENCE AND TECHNOLOGY	21

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Classified Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	2	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	2	\$0.00	\$0.00
	AGENCY TOTALS	2	\$0.00	\$0.00

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
630	SECURITIES COMMISSION	27

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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	2	\$5,641.92	\$0.00
	Classified Total	2	\$5,641.92	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	0	\$0.00	\$0.00
	AGENCY TOTALS	2	\$5,641.92	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
635	DEPARTMENT OF CONSUMER CREDIT	13

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	9	\$5,294.00	\$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
	Classified Total	9	\$5,294.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	0	\$0.00	\$0.00
	AGENCY TOTALS	9	\$5,294.00	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
650	OKLAHOMA DEPARTMENT OF VETERANS AFFAIRS	1,475

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	17	\$4,595.54	\$752.46
C16	CAREER PROGRESSION	45	\$63,798.64	\$18,655.59
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	124	\$59,478.33	\$24,113.46
C28	EQUITY ADJUSTMENT	220	\$54,202.43	\$120,002.66
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Classified Total		406	\$182,074.94	\$163,524.17

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
Unclassified Total		0	\$0.00	\$0.00
AGENCY TOTALS		406	\$182,074.94	\$163,524.17

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
670	J.D. MCCARTY CENTER FOR CHILDREN WITH DEVELOPMENTAL DISABILITIES	136

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	3	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	7	\$4,708.44	\$10,251.66
C28	EQUITY ADJUSTMENT	0	\$0.00	\$2,136.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Classified Total	10	\$4,708.44	\$12,387.66

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	0	\$0.00	\$0.00
	AGENCY TOTALS	10	\$4,708.44	\$12,387.66

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL
695	OKLAHOMA TAX COMMISSION	ACTIVE EE'S
		1,019

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	3	\$0.00	\$0.00
C16	CAREER PROGRESSION	17	\$41,352.56	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	11	\$28,653.01	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Classified Total		31	\$70,005.57	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
Unclassified Total		0	\$0.00	\$0.00
AGENCY TOTALS		31	\$70,005.57	\$0.00

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
715	OKLAHOMA TEACHERS' RETIREMENT SYSTEM	48

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	5	\$9,595.78	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	4	\$1,950.18	\$1,050.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$500.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Classified Total		9	\$11,545.96	\$1,550.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
Unclassified Total		0	\$0.00	\$0.00
AGENCY TOTALS		9	\$11,545.96	\$1,550.00

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
740	STATE TREASURER	72

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Classified Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	3	\$6,841.61	\$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
	Unclassified Total	3	\$6,841.61	\$0.00
	AGENCY TOTALS	3	\$6,841.61	\$0.00

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
800	OKLAHOMA DEPARTMENT OF CAREER AND TECHNOLOGY EDUCATION	366

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Classified Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	11	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	11	\$0.00	\$0.00
	AGENCY TOTALS	11	\$0.00	\$0.00

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
805	DEPARTMENT OF REHABILITATION SERVICES	899

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	7	\$3,112.52	\$1,942.38
C16	CAREER PROGRESSION	41	\$28,823.78	\$27,758.54
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	3	\$687.06	\$687.06
C29	SKILL-BASED PAY ADJUSTMENT	20	\$2,969.46	\$103,181.64
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Classified Total		71	\$35,592.82	\$133,569.62

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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	3	\$619.98	\$6,614.86
C45	MARKET ADJUSTMENT	3	\$7,746.24	\$0.00
Unclassified Total		6	\$8,366.22	\$6,614.86
AGENCY TOTALS		77	\$43,959.04	\$140,184.48

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
807	OKLAHOMA HEALTH CARE AUTHORITY	273

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Classified Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	2	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	2	\$0.00	\$0.00
	AGENCY TOTALS	2	\$0.00	\$0.00

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
815	EMPLOYEES BENEFITS COUNCIL	30

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	1	\$1,877.30	\$0.00
C20	PERFORMANCE PAY	22	\$41,259.50	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$1,133.28	\$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
Classified Total		24	\$44,270.08	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	1	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	3	\$6,170.86	\$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
Unclassified Total		4	\$6,170.86	\$0.00
AGENCY TOTALS		28	\$50,440.94	\$0.00

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AGENCY CODE	AGENCY NAME	TOTAL
830	DEPARTMENT OF HUMAN SERVICES	ACTIVE EE'S
		7,880

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	65	\$14,754.78	\$1,000.00
C16	CAREER PROGRESSION	362	\$428,233.67	\$120,000.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	17	\$14,275.42	\$2,000.00
C29	SKILL-BASED PAY ADJUSTMENT	13	\$7,323.33	\$6,000.00
C45	MARKET ADJUSTMENT	8	\$20,065.50	\$0.00
Classified Total		465	\$484,652.70	\$129,000.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	3	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$1,000.00
C29	SKILL-BASED PAY ADJUSTMENT	1	\$939.67	\$600.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Unclassified Total		4	\$939.67	\$1,600.00
AGENCY TOTALS		469	\$485,592.37	\$130,600.00

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
835	WATER RESOURCES BOARD	97

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	1	\$1,899.96	\$0.00
C16	CAREER PROGRESSION	4	\$9,045.55	\$15,000.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	30	\$33,262.53	\$5,000.00
C28	EQUITY ADJUSTMENT	2	\$1,108.64	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	1	\$1,828.75	\$900.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Classified Total		38	\$47,145.43	\$20,900.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
Unclassified Total		0	\$0.00	\$0.00
AGENCY TOTALS		38	\$47,145.43	\$20,900.00

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
978	OKLAHOMA TRANSPORTATION AUTHORITY	978

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	6	\$3,215.49	\$1,500.00
C16	CAREER PROGRESSION	14	\$32,995.07	\$5,000.00
C20	PERFORMANCE PAY	126	\$297,968.00	\$300,000.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	2	\$374.49	\$0.00
C28	EQUITY ADJUSTMENT	26	\$57,249.61	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	1	\$4,924.04	\$0.00
C45	MARKET ADJUSTMENT	10	\$14,951.76	\$0.00
	Classified Total	185	\$411,678.46	\$306,500.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	9	\$35,091.00	\$40,000.00
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
	Unclassified Total	9	\$35,091.00	\$40,000.00
	AGENCY TOTALS	194	\$446,769.46	\$346,500.00

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EE'S
980	GRAND RIVER DAM AUTHORITY	436

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	3	\$514.80	\$0.00
C16	CAREER PROGRESSION	23	\$56,221.19	\$21,236.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	2	\$2,045.34	\$1,664.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Classified Total	28	\$58,781.33	\$22,900.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003
C05	LATERAL TRANSFER	1	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	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
	Unclassified Total	1	\$0.00	\$0.00
	AGENCY TOTALS	29	\$58,781.33	\$22,900.00

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CLASSIFIED PERSONNEL ACTION	GRAND TOTAL PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003S
C05	LATERAL TRANSFER	304	\$81,164.09	\$10,755.01
C16	CAREER PROGRESSION	1,562	\$1,915,489.18	\$617,189.19
C20	PERFORMANCE PAY	705	\$866,700.11	\$385,261.49
C26	COMPLETION OF PROBATION/TRIAL PERIOD	366	\$227,286.73	\$82,940.76
C28	EQUITY ADJUSTMENT	451	\$362,941.30	\$139,616.61
C29	SKILL-BASED PAY ADJUSTMENT	61	\$69,263.13	\$151,410.75
C45	MARKET ADJUSTMENT	99	\$156,442.25	\$70,305.47

CLASSIFIED GRAND TOTALS		3,548	\$3,679,286.79	\$1,457,479.28
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UNCLASSIFIED PERSONNEL ACTION	GRAND TOTAL PMM TITLE	NUMBER OF PER. ACTIONS	CY 2002 PMM COSTS	ANTICIPATED PMM COSTS JAN-JUN 2003S
C05	LATERAL TRANSFER	169	\$0.00	\$450.00
C16	CAREER PROGRESSION	0	\$0.00	\$2,850.00
C20	PERFORMANCE PAY	47	\$107,529.52	\$62,549.15
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$1,650.00
C28	EQUITY ADJUSTMENT	1	\$858.12	\$29,488.16
C29	SKILL-BASED PAY ADJUSTMENT	6	\$3,909.86	\$15,097.45
C45	MARKET ADJUSTMENT	3	\$7,746.24	\$16,237.73

UNCLASSIFIED GRAND TOTALS		226	\$120,043.74	\$128,322.49
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GRAND TOTALS		3,774	\$3,799,330.53	\$1,585,801.77
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**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT
CLASSIFIED PROJECTED COSTS 01/01/03 – 06/30/03**

Agency Name	Lateral Transfer	Career Progression	Completion of Prob/Trial Period	Equity Adjustment	Skill-Based Pay Adjustment	Market Adjustment	Performance-Based Adjustment	Total Projected Increase	Estimated # of Classified Employees Affected
Agriculture, Oklahoma Dept. of	\$0.00	\$699.27	\$4,045.36	\$0.00	\$0.00	\$0.00	\$0.00	\$4,744.63	9
Alcoholic Beverage Laws Enforcement Commission	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Auditor & Inspector	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Central Services, Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Children & Youth, Oklahoma Commission on	\$0.00	\$0.00	\$565.38	\$0.00	\$0.00	\$0.00	\$7,645.86	\$8,211.24	10
Civil Emergency Management, Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
CompSource Oklahoma	\$0.00	\$10,122.84	\$838.32	\$654.00	\$0.00	\$29,735.70	\$0.00	\$41,350.86	28
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	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Corrections, Oklahoma Dept. of	\$1,000.00	\$100,000.00	\$0.00	\$400.00	\$0.00	\$0.00	\$0.00	\$101,400.00	
Cosmetology Brd., Oklahoma State	\$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	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Employment Security Commission, Oklahoma	\$0.00	\$7,870.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,870.50	14
Environmental Quality, Oklahoma Dept. of	\$0.00	\$39,933.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$39,933.00	29
Ethics Commission	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Finance, Office of State	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Fire Marshal's Office, State	\$0.00	\$8,670.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,670.30	5
Grand River Dam Authority (GRDA)	\$0.00	\$21,236.00	\$0.00	\$1,664.00	\$0.00	\$0.00	\$0.00	\$22,900.00	5
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	\$0.00	\$0.00	\$0.00	
Historical Society, Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Human Rights Commission, Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Human Services, Dept. of	\$1,000.00	\$120,000.00	\$0.00	\$2,000.00	\$6,000.00	\$0.00	\$0.00	\$129,000.00	255
Investigation, Oklahoma State Bureau of	\$660.09	\$72,467.21	\$3,075.53	\$5,666.55	\$4,910.54	\$40,089.77	\$0.00	\$126,869.69	56
J.D. McCarty Center for Children With Developmental Disabilities	\$0.00	\$0.00	\$10,251.66	\$2,136.00	\$0.00	\$0.00	\$0.00	\$12,387.66	21
Juvenile Affairs, Office of	\$2,000.00	\$30,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$32,000.00	32
Labor, Dept. of	\$0.00	\$5,202.00	\$0.00	\$0.00	\$24,631.00	\$0.00	\$0.00	\$29,833.00	8

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT
CLASSIFIED PROJECTED COSTS 01/01/03 – 06/30/03**

Agency Name	Lateral Transfer	Career Progression	Completion of Prob/Trial Period	Equity Adjustment	Skill-Based Pay Adjustment	Market Adjustment	Performance-Based Adjustment	Total Projected Increase	Estimated # of Classified Employees Affected
Land Office, Commissioners of the	\$0.00	\$0.00	\$1,477.81	\$3,642.36	\$8,211.89	\$0.00	\$0.00	\$13,332.06	9
Libraries, Oklahoma Dept. of	\$0.00	\$0.00	\$1,474.16	\$0.00	\$0.00	\$0.00	\$0.00	\$1,474.16	3
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 Bd. of	\$0.00	\$0.00	\$549.84	\$0.00	\$0.00	\$0.00	\$0.00	\$549.84	1
Mental Health & Substance Abuse Services, Dept. of	\$0.00	\$11,365.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$11,365.00	7
Merit Protection Commission, Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Military Dept., The Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Narcotics & Dangerous Drugs Control, Oklahoma State Bureau of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Oklahoma Dept. of Career & Technology Education	\$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	\$0.00	\$0.00	
Osteopathic Examiners, State Bd. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Pardon & Parole Bd.	\$0.00	\$0.00	\$0.00	\$1,468.20	\$0.00	\$0.00	\$0.00	\$1,468.20	1
Personnel Management, Office of	\$0.00	\$0.00	\$3,988.76	\$186.30	\$0.00	\$0.00	\$0.00	\$4,175.06	7
Pharmacy, Oklahoma State Bd. of	\$0.00	\$306.26	\$750.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,056.26	2
Physician Manpower Training Commission	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,359.08	\$2,359.08	3
Prof. Engineers & Land Surveyors, State Bd. of Registration for	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Public Safety, Oklahoma Dept. of	\$1,000.08	\$65,634.48	\$1,541.52	\$1,177.68	\$1,177.68	\$0.00	\$0.00	\$70,531.44	95
Real Estate Commission, Oklahoma	\$0.00	\$0.00	\$510.00	\$0.00	\$1,398.00	\$0.00	\$0.00	\$1,908.00	2
Rehabilitation Services, Dept. of	\$1,942.38	\$27,758.54	\$0.00	\$687.06	\$103,181.64	\$0.00	\$0.00	\$133,569.62	172
Retirement System, Oklahoma Public Employees	\$0.00	\$0.00	\$8.96	\$0.00	\$0.00	\$0.00	\$0.00	\$8.96	1
Retirement System, Oklahoma Teachers'	\$0.00	\$0.00	\$1,050.00	\$500.00	\$0.00	\$0.00	\$0.00	\$1,550.00	3
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	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$75,256.55	\$75,256.55	25
Securities, Oklahoma Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
State & Education Employees Group Insurance Bd., Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Tax Commission, Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Tourism & Recreation Dept., Oklahoma	\$900.00	\$1,800.00	\$1,200.00	\$900.00	\$1,000.00	\$480.00	\$0.00	\$6,280.00	12
Transportation Authority, Oklahoma	\$1,500.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$300,000.00	\$306,500.00	132
Transportation, Oklahoma Dept. of	\$0.00	\$54,000.00	\$22,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$76,500.00	165
Veterans Affairs, Oklahoma Dept. of	\$752.46	\$18,655.59	\$24,113.46	\$120,022.66	\$0.00	\$0.00	\$0.00	\$163,524.17	244

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT
CLASSIFIED PROJECTED COSTS 01/01/03 – 06/30/03**

Agency Name	Lateral Transfer	Career Progression	Completion of Prob/Trial Period	Equity Adjustment	Skill-Based Pay Adjustment	Market Adjustment	Performance- Based Adjustment	Total Projected Increase	Estimated # of Classified Employees Affected
Water Resources Brd., Oklahoma	\$0.00	\$15,000.00	\$5,000.00	\$0.00	\$900.00	\$0.00	\$0.00	\$20,900.00	7
Will Rogers Memorial Commission	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Projected Totals	\$10,755.01	\$615,720.99	\$82,940.76	\$141,084.81	\$151,410.75	\$70,305.47	\$385,261.49	\$1,457,479.28	1,363
Projected Annualized Total	\$21,510.02	\$1,231,441.98	\$165,881.52	\$282,169.62	\$302,821.50	\$140,610.94	\$770,522.98	\$2,914,958.56	

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT
UNCLASSIFIED PROJECTED COSTS 01/01/03 – 06/30/03**

Agency Name	Lateral Transfer	Career Progression	Completion of Prob/Trial Period	Equity Adjustment	Skill-Based Pay Adjustment	Market Adjustment	Performance-Based Adjustment	Total Projected Increase	Estimated # of Unclassified Employees Affected
Agriculture, Oklahoma Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Alcoholic Beverage Laws Enforcement Commission	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Auditor & Inspector	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Central Services, Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Children & Youth, Oklahoma Commission on	\$0.00	\$0.00	\$1,650.00	\$0.00	\$0.00	\$0.00	\$4,247.70	\$5,897.70	6
Civil Emergency Management, Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
CompSource Oklahoma	\$0.00	\$0.00	\$0.00	\$2,498.16	\$0.00	\$2,970.00	\$0.00	\$5,468.16	5
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	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Corrections, Oklahoma Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Cosmetology Brd., Oklahoma State	\$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	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Employment Security Commission, Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Environmental Quality, Oklahoma Dept. of	\$0.00	\$2,250.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,250.00	2
Ethics Commission	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Finance, Office of State	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
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	\$7,990.00	\$0.00	\$0.00	\$0.00	\$7,990.00	2
Historical Society, Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Human Rights Commission, Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Human Services, Dept. of	\$0.00	\$0.00	\$0.00	\$1,000.00	\$600.00	\$0.00	\$0.00	\$1,600.00	5
Investigation, Oklahoma State Bureau of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12,392.73	\$0.00	\$12,392.73	6
J.D. McCarty Center for Children With Developmental Disabilities	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Juvenile Affairs, Office of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Labor, Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT
UNCLASSIFIED PROJECTED COSTS 01/01/03 – 06/30/03**

Agency Name	Lateral Transfer	Career Progression	Completion of Prob/Trial Period	Equity Adjustment	Skill-Based Pay Adjustment	Market Adjustment	Performance- Based Adjustment	Total Projected Increase	Estimated # of Unclassified Employees Affected
Land Office, Commissioners of the	\$0.00	\$0.00	\$0.00	\$0.00	\$7,882.59	\$0.00	\$0.00	\$7,882.59	2
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	\$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	\$18,000.00	\$0.00	\$0.00	\$0.00	\$18,000.00	9
Merit Protection Commission, Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Military Dept., The Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Narcotics & Dangerous Drugs Control, Oklahoma State Bureau of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Oklahoma Dept. of Career & Technology Education	\$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	\$875.00	\$650.00	\$1,525.00	2
Oklahoma Police Pension & Retirement System	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
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	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Personnel Management, Office of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Pharmacy, Oklahoma State Brd. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Physician Manpower Training Commission	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,998.24	\$1,998.24	2
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	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Rehabilitation Services, Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$6,614.86	\$0.00	\$0.00	\$6,614.86	7
Retirement System, Oklahoma Public Employees	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Retirement System, Oklahoma Teachers'	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
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	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$15,653.21	\$15,653.21	3
Securities, Oklahoma Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
State & Education Employees Group Insurance Brd., Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Tax Commission, Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Tourism & Recreation Dept., Oklahoma	\$450.00	\$600.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,050.00	2
Transportation Authority, Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$40,000.00	\$40,000.00	10
Transportation, Oklahoma Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Veterans Affairs, Oklahoma Dept. of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	

**OFFICE OF PERSONNEL MANAGEMENT
 PAY MOVEMENT MECHANISM COST REPORT
 UNCLASSIFIED PROJECTED COSTS 01/01/03 – 06/30/03**

Agency Name	Lateral Transfer	Career Progression	Completion of Prob/Trial Period	Equity Adjustment	Skill-Based Pay Adjustment	Market Adjustment	Performance-Based Adjustment	Total Projected Increase	Estimated # of Unclassified Employees Affected
Water Resources Brd., Oklahoma	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Will Rogers Memorial Commission	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Projected Totals	\$450.00	\$2,850.00	\$1,650.00	\$29,488.16	\$15,097.45	\$16,237.73	\$62,549.15	\$128,322.49	63
Projected Annualized Total	\$900.00	\$5,700.00	\$3,300.00	\$58,976.32	\$30,194.90	\$32,475.46	\$125,098.30	\$256,644.96	

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

025	Military Dept., The Oklahoma
030	Alcoholic Beverage Laws Enforcement Commission
040	Agriculture, Oklahoma Dept. of
047	Oklahoma Indigent Defense System
090	Finance, Office of State
127	Children & Youth, Oklahoma Commission on
131	Corrections, Oklahoma Dept. of
185	Corporation Commission, Oklahoma
190	Cosmetology Brd., Oklahoma State
265	Education, Dept. of
266	Oklahoma Educational Television Authority
290	Employment Security Commission, Oklahoma
292	Environmental Quality, Oklahoma Dept. of
298	Merit Protection Commission, Oklahoma
300	Auditor & Inspector
306	Pardon & Parole Brd.
308	Investigation, Oklahoma State Bureau of
309	Civil Emergency Management, Dept. of
310	Fire Marshal's Office, State
320	Wildlife Conservation Commission
340	Health, Oklahoma State Dept. of
342	Medicolegal Investigations
345	Transportation, Oklahoma Dept. of
350	Historical Society, Oklahoma
355	Human Rights Commission, Oklahoma
390	CompSource Oklahoma
400	Juvenile Affairs, Office of
405	Labor, Dept. of
410	Land Office, Commissioners of the
415	Council on Law Enforcement & Education Training
430	Libraries, Oklahoma Dept. of
450	Medical Licensure & Supervision, Oklahoma State Brd. of
452	Mental Health & Substance Abuse Services, Dept. of
477	Narcotics & Dangerous Drugs Control, Oklahoma State Bureau of
515	Retirement System, Oklahoma Public Employees
516	State & Education Employees Group Insurance Brd., Oklahoma
525	Osteopathic Examiners, State Brd. of
548	Personnel Management, Office of
560	Pharmacy, Oklahoma State Brd. of
566	Tourism & Recreation Dept., Oklahoma
570	Prof. Engineers & Land Surveyors, State Brd. of Registration for
580	Central Services, Dept. of
585	Public Safety, Oklahoma Dept. of
588	Real Estate Commission, Oklahoma
619	Physician Manpower Training Commission
625	Secretary of State
628	Oklahoma Center for the Advancement of Science & Technology
630	Securities, Oklahoma Dept. of

635 Consumer Credit, Dept. of
650 Veterans Affairs, Oklahoma Dept. of
670 J.D. McCarty Center for Children With Developmental Disabilities
695 Tax Commission, Oklahoma
715 Retirement System, Oklahoma Teachers'
740 State Treasurer
800 Oklahoma Dept. of Career & Technology Education
805 Rehabilitation Services, Dept. of
807 Health Care Authority, Oklahoma
815 Employee Benefits Council
830 Human Services, Dept. of
835 Water Resources Brd., Oklahoma
978 Transportation Authority, Oklahoma
980 Grand River Dam Authority (GRDA)