



Pay Movement Mechanism Usage Report

Calendar Year 2003

Actual Cost: Jan. 1, 2003 through Dec. 31, 2003
Projected Cost: Jan. 1, 2004 through June 30, 2004

Presented by:

STATE OF OKLAHOMA
OFFICE OF PERSONNEL MANAGEMENT
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Oscar B. Jackson, Jr., Administrator
Office of Personnel Management and
Cabinet Secretary of Human Resources and Administration

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STATE OF OKLAHOMA
OFFICE OF PERSONNEL MANAGEMENT

**Pay Movement Mechanism Usage Report
For Calendar Year 2003**

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



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Administrator & Cabinet Secretary of Human Resources and Administration

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Executive Summary

Introduction

Pay movement mechanisms are statutorily authorized methods giving agencies flexibility to grant pay increases to employees in specific circumstances. Agencies are required to report all pay movement mechanism usage to the Office of Personnel Management on an annual basis. Using this information, OPM compiles this report, including pay movement mechanism usage, cost information and an agency-by-agency breakdown of use.

Analysis

In Calendar Year 2003, a total of 53 state agencies spent approximately \$4 million for 3,472 employees through pay movement mechanisms. The projected cost for the remaining six months of Fiscal Year 2003 is also approximately \$4 million.

The totals for Calendar Year 2003 represent a 5.6 percent increase in cost from 2002. In 2002 agencies spent approximately \$3.8 million on pay movement mechanisms for 3,774 employees.

Although the annual cost for these mechanisms appear to be increasing, there are some evidence that continued budget uncertainties may be limiting their use. Most significantly, only one agency projects using performance-based adjustments for classified employees in 2004.

Recommendations

Agencies should focus on developing compensation objectives, strategies and plans that have been integrated with the agency business and human resources strategies. Pay movement mechanisms should provide a key component of these plans. OPM staff is available for consultation on compensation-related issues.

If funds become available, the Legislature should provide additional funding designated for use in pay movement mechanism to agencies. Such funding would encourage agencies to focus on targeted pay adjustments for job family levels with critical recruitment and retention difficulties.

Introduction

Title 74, Section 840-2.17 prohibits agencies from granting pay raises to employees unless the agency uses a method authorized by the Legislature. Pay movement mechanisms have been established to authorize agencies to grant pay increases for employees in the classified service. Agencies also may use the mechanisms for unclassified employees, but agencies are not required to do so. A complete list and description of the pay movement mechanisms is in Appendix A.

Agencies are required to report to the Office of Personnel Management on an annual basis the pay movement mechanisms used and their cost for classified and unclassified employees. Agencies also are to project cost for the balance of the fiscal year.

OPM records pay movement mechanisms as personnel actions throughout the year. At the end of the year, OPM surveys agencies to collect information regarding the use of lump-sum payments and projections.¹ As required annually, OPM compiles the pay movement mechanism usage and cost information in this report.

The report includes:

- A breakdown of pay movement mechanism usage by agency
- The total number of actions
- The total annual cost for Calendar Year 2003
- The projected cost for January 1 through June 30, 2004

Analysis

A review of the pay movement mechanism usage, cost, and projections reveals the following:

A total of 53 agencies spent approximately \$4 million in Calendar Year 2003 through pay movement mechanisms for 3,472 employees. For a complete list of each agency's pay movement mechanism usage, see the PMM Cost Report starting on page 7. The projected cost for the remainder of FY 2004 is also approximately \$4 million. For a complete list of each agency projections, see the projection charts starting on page 61.

The totals for CY 2003 reveal a 5.6 percent increase in cost from 2002 in which \$3.8 million was spent on pay movement mechanisms for 3,774 employees. See Table A and Table B below for complete comparisons by mechanism of cost and employees affected over the past three years.

¹ Judicial- and legislative-branch agencies are not required to report PMM usage. This year all 64 merit agencies responded to the survey, and 35 non-merit agencies responded.

Table A: PMM Costs

PERS. ACTION	PMM TITLE	2001	2002	2003	2004 (projected)
C05	LATERAL TRANSFER	\$154,228.28	\$81,164.09	\$99,867.97	\$105,893.06
C16	CAREER PROGRESSION	\$2,993,833.87	\$1,915,489.18	\$1,709,239.62	\$1,189,185.22
C20	PERFORMANCE-BASED ADJUSTMENT	\$175,759.31	\$974,229.63	\$1,145,141.97	\$830,722.00
C26	COMPLETION OF PROB/TRIAL PERIOD	\$250,831.70	\$227,286.73	\$260,803.65	\$165,268.94
C28	EQUITY ADJUSTMENT	\$1,361,114.04	\$363,799.42	\$514,774.81	\$337,644.84
C29	SKILL-BASED PAY ADJUSTMENT	\$53,328.49	\$73,172.99	\$140,352.12	\$93,385.86
C45	MARKET ADJUSTMENT	\$1,272,591.97	\$164,188.49	\$143,236.40	\$1,301,452.96
	Total	\$6,261,687.66	\$3,799,330.53	\$4,013,416.54	\$4,023,552.88

Table B: PMM Actions

PERS. ACTION	PMM TITLE	2001	2002	2003
C05	LATERAL TRANSFER	386	473	313
C16	CAREER PROGRESSION	2,020	1,562	1,345
C20	PERFORMANCE-BASED ADJUSTMENT	100	752	600
C26	COMPLETION OF PROB/TRIAL PERIOD	384	366	433
C28	EQUITY ADJUSTMENT	1,436	452	539
C29	SKILL-BASED PAY ADJUSTMENT	89	67	93
C45	MARKET ADJUSTMENT	1,201	102	149
	Total	5,616	3,774	3,472

Overall, the annual pay movement mechanism cost appears to have increased slightly since the budget shortfalls appeared in 2002. However, the steady projections for 2004 appear to signal continued budget uncertainties or perhaps the anticipation of a possible across-the-board pay increase from the legislature.

This year the cost for all but two pay movement mechanisms increased. Of the two that decreased, career progression cost fell 11 percent from 2002, and market adjustment cost fell 13 percent.

Perhaps related to the reduction in promotional increases, lateral transfers rose 18 percent. Another possible relationship might be revealed when comparing the decrease in market adjustment cost and the 41 percent rise in equity adjustment cost. This suggests agencies, despite concern over budget uncertainties, are more focused this year on internal pay relationships than on relationships to the external market.

Table C below presents further information for comparisons and trends by showing the average amount spent for each employee affected by a pay movement mechanism.

Table C: PMM Cost Per Employee Affected

PERS. ACTION	PMM TITLE	2001	2002	2003	%Difference
C05	LATERAL TRANSFER	\$399.56	\$171.59	\$319.07	85.94%
C16	CAREER PROGRESSION	\$1,482.10	\$1,226.31	\$1,270.81	3.63%
C20	PERFORMANCE-BASED ADJUSTMENT	\$1,757.59	\$1,295.52	\$1,908.57	47.32%
C26	COMPLETION OF PROB/TRIAL PERIOD	\$653.21	\$621.00	\$602.32	-3.01%
C28	EQUITY ADJUSTMENT	\$947.85	\$804.87	\$955.06	18.66%
C29	SKILL-BASED PAY ADJUSTMENT	\$599.20	\$1,092.13	\$1,509.16	38.18%
C45	MARKET ADJUSTMENT	\$1,059.61	\$1,609.69	\$961.32	-40.28%
	Total	\$1,114.97	\$1,006.71	\$1,155.94	14.82%

The above table reveals an overall increase in the amount spent on average for each employee with the largest increases in skill-based and performance-based cost. This appears to reflect an increasing focus on employee performance in agency salary administration. However, it appears the majority of agencies using these pay movement mechanisms have funding sources outside of appropriations. Furthermore, only one agency projects any use of the performance-based pay movement mechanism for classified employees in the next six months while a handful project use for unclassified employees.

The cost and use of pay movement mechanisms divided by classified and unclassified employees is presented in the chart on page 60. Overall, classified employees affected by all pay movement mechanisms receive an average of \$1,126, and unclassified employees an average of \$1,530.

Recommendations

Given the analysis above, two recommendations seem appropriate:

First, it appears that many agencies continue to approach salary administration in a reactive mode, rather than developing compensation objectives, strategy and plans that are integrated with the agency business and human resources strategies. Agencies should continue to 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.

Second, at such time as funds become available, the Legislature should provide additional funding to agencies for the purposes of targeted pay adjustments for job family levels that are critical recruitment and retention concerns. Pay movement mechanisms provide an excellent tool for such an effort, and funding could be designated for use through pay movement mechanisms.

PMM Cost Report

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
025	THE OKLAHOMA MILITARY DEPARTMENT	366

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	2	\$302.79	\$0.00
C16	CAREER PROGRESSION	5	\$3,578.37	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	2	\$1,296.42	\$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
Total		9	\$5,177.58	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
Total		0	\$0.00	\$0.00
AGENCY TOTALS		9	\$5,177.58	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
040	DEPARTMENT OF AGRICULTURE, FOOD AND FORESTRY	458

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	2	\$1,518.14	\$668.88
C16	CAREER PROGRESSION	3	\$2,131.21	\$4,105.77
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	20	\$16,048.86	\$681.76
C28	EQUITY ADJUSTMENT	3	\$2,813.22	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Total		28	\$22,511.43	\$5,456.41

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	1	\$0.00	\$0.00
C16	CAREER PROGRESSION	1	\$921.05	\$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
Total		2	\$921.05	\$0.00
AGENCY TOTALS		30	\$23,432.48	\$5,456.41

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
049	ATTORNEY GENERAL	160

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$4,600.00
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	\$60,000.00
C29	SKILL-BASED PAY ADJUSTMENT	4	\$10,671.00	\$52.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$91,400.00
	Total	4	\$10,671.00	\$156,052.00
	AGENCY TOTALS	4	\$10,671.00	\$156,052.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
090	OFFICE OF STATE FINANCE	120

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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	\$191.67	\$928.23
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	9	\$7,655.30	\$0.00
	Total	10	\$7,846.97	\$928.23

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	0	\$0.00	\$0.00
	AGENCY TOTALS	10	\$7,846.97	\$928.23

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
127	COMMISSION ON CHILDREN & YOUTH	22

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	2	\$4,832.17	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$823.57	\$1,800.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$1,200.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	1	\$1,272.48	\$0.00
	Total	4	\$6,928.22	\$3,000.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	1	\$2,072.00	\$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	\$264.46
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Total	1	\$2,072.00	\$264.46
	AGENCY TOTALS	5	\$9,000.22	\$3,264.46

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
131	DEPARTMENT OF CORRECTIONS	4,716

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	47	\$8,506.05	\$2,000.00
C16	CAREER PROGRESSION	314	\$280,305.25	\$75,000.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	5	\$3,451.73	\$1,000.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$125,000.00
Total		366	\$292,263.03	\$203,000.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	7	\$0.00	\$0.00
C16	CAREER PROGRESSION	1	\$1,584.76	\$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	\$10,500.00
Total		8	\$1,584.76	\$10,500.00
AGENCY TOTALS		374	\$293,847.79	\$213,500.00

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

AGENCY CODE	AGENCY NAME	TOTAL
185	OKLAHOMA CORPORATION COMMISSION	ACTIVE EEs
		381

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	3	\$134.40	\$5,425.00
C16	CAREER PROGRESSION	3	\$4,115.98	\$14,894.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	4	\$2,334.54	\$9,568.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$4,380.00
C45	MARKET ADJUSTMENT	1	\$661.71	\$19,289.00
	Total	11	\$7,246.63	\$53,556.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	1	\$0.00	\$0.00
	AGENCY TOTALS	12	\$7,246.63	\$53,556.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
190	BOARD OF COSMETOLOGY	15

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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	\$2,926.57	\$515.82
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$4,278.06
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Total	5	\$2,926.57	\$4,793.88

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	0	\$0.00	\$0.00
	AGENCY TOTALS	5	\$2,926.57	\$4,793.88

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
269	OKLAHOMA COMMISSION FOR TEACHER PREPARATION	12

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	4	\$8,911.00	\$5,213.00
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	\$2,100.00	\$1,228.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Total	5	\$11,011.00	\$6,441.00
	AGENCY TOTALS	5	\$11,011.00	\$6,441.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
290	EMPLOYMENT SECURITY COMMISSION	779

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	13	\$120.00	\$1,400.00
C16	CAREER PROGRESSION	26	\$34,221.20	\$8,226.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	4	\$2,285.86	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	1	\$500.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Total	44	\$37,127.06	\$9,626.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	0	\$0.00	\$0.00
	AGENCY TOTALS	44	\$37,127.06	\$9,626.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
292	OKLAHOMA DEPARTMENT OF ENVIRONMENTAL QUA	561

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	2	\$2,406.25	\$0.00
C16	CAREER PROGRESSION	61	\$111,872.06	\$32,468.00
C20	PERFORMANCE PAY	0	\$0.00	\$350,718.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	32	\$28,792.51	\$36,894.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Total		95	\$143,070.82	\$420,080.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	2	\$1,788.36	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$1,030.00
C20	PERFORMANCE PAY	0	\$0.00	\$30,130.00
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
Total		2	\$1,788.36	\$31,160.00
AGENCY TOTALS		97	\$144,859.18	\$451,240.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
298	OKLAHOMA MERIT PROTECTION COMMISSION	6

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	1	\$1,695.02	\$0.00
C20	PERFORMANCE PAY	5	\$11,008.90	\$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
Total		6	\$12,703.92	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
Total		0	\$0.00	\$0.00
AGENCY TOTALS		6	\$12,703.92	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
306	OFFICE OF THE PARDON AND PAROLE BOARD	40

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	2	\$4,078.15	\$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	3	\$7,197.36	\$0.00
	Total	5	\$11,275.51	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	0	\$0.00	\$0.00
	AGENCY TOTALS	5	\$11,275.51	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
308	OKLAHOMA STATE BUREAU OF INVESTIGATION	301

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	1	\$466.74	\$0.00
C16	CAREER PROGRESSION	30	\$87,316.78	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	22	\$13,490.78	\$0.00
C28	EQUITY ADJUSTMENT	10	\$9,439.33	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Total		63	\$110,713.63	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
Total		0	\$0.00	\$0.00
AGENCY TOTALS		63	\$110,713.63	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
310	STATE FIRE MARSHAL'S OFFICE	29

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	5	\$16,473.57	\$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	\$1,833.37	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Total	6	\$18,306.94	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	0	\$0.00	\$0.00
	AGENCY TOTALS	6	\$18,306.94	\$0.00

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
315	OKLAHOMA FIREFIGHTERS PENSION SYSTEM	11

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$25,294.75
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	4	\$1,235.33	\$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
	Total	4	\$1,235.33	\$25,294.75
	AGENCY TOTALS	4	\$1,235.33	\$25,294.75

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AGENCY CODE	AGENCY NAME	TOTAL
320	WILDLIFE CONSERVATION COMMISSION	ACTIVE EEs
		383

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	1	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$289.86
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
	Total	1	\$0.00	\$289.86
	AGENCY TOTALS	1	\$0.00	\$289.86

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
340	OKLAHOMA STATE DEPARTMENT OF HEALTH	2,198

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	27	\$12,616.14	\$485.00
C16	CAREER PROGRESSION	18	\$18,388.05	\$17,357.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	19	\$16,253.39	\$4,017.00
C29	SKILL-BASED PAY ADJUSTMENT	1	\$78.25	\$0.00
C45	MARKET ADJUSTMENT	2	\$2,697.17	\$0.00
	Total	67	\$50,033.00	\$21,859.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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	6	\$9,269.21	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Total	6	\$9,269.21	\$0.00
	AGENCY TOTALS	73	\$59,302.21	\$21,859.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
345	DEPARTMENT OF TRANSPORTION	2,435

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	39	\$25,351.07	\$4,500.00
C16	CAREER PROGRESSION	213	\$340,755.21	\$30,000.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	118	\$61,047.71	\$5,000.00
C28	EQUITY ADJUSTMENT	9	\$4,196.24	\$2,000.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	1	\$476.52	\$0.00
Total		380	\$431,826.75	\$41,500.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	1	\$1,930.68	\$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
Total		1	\$1,930.68	\$0.00
AGENCY TOTALS		381	\$433,757.43	\$41,500.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
350	OKLAHOMA HISTORICAL SOCIETY	150

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$600.00
C16	CAREER PROGRESSION	0	\$0.00	\$16,400.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	2	\$1,023.56	\$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
	Total	2	\$1,023.56	\$17,000.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$2,000.00
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
	Total	0	\$0.00	\$2,000.00
	AGENCY TOTALS	2	\$1,023.56	\$19,000.00

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
385	INSURANCE COMMISSIONER	126

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	1	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	8	\$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	\$3,250.00	\$2,000.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Total	11	\$3,250.00	\$2,000.00
	AGENCY TOTALS	12	\$3,250.00	\$2,000.00

**OFFICE OF PERSONNEL MANAGEMENT
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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
390	COMPSOURCE OKLAHOMA	420

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	3	\$970.98	\$0.00
C16	CAREER PROGRESSION	2	\$3,809.27	\$10,000.00
C20	PERFORMANCE PAY	190	\$354,285.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	4	\$2,251.73	\$1,000.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$3,300.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	23	\$43,779.58	\$0.00
Total		222	\$405,096.56	\$14,300.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$5,000.00
C20	PERFORMANCE PAY	118	\$218,454.70	\$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	4	\$14,944.53	\$750.00
Total		122	\$233,399.23	\$5,750.00
AGENCY TOTALS		344	\$638,495.79	\$20,050.00

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
400	OFFICE OF JUVENILE AFFAIRS	987

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	17	\$2,741.37	\$1,000.00
C16	CAREER PROGRESSION	35	\$32,034.33	\$15,000.00
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
Total		52	\$34,775.70	\$16,000.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
Total		0	\$0.00	\$0.00
AGENCY TOTALS		52	\$34,775.70	\$16,000.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
405	DEPARTMENT OF LABOR	111

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	2	\$44.92	\$0.00
C16	CAREER PROGRESSION	9	\$18,393.44	\$1,305.81
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	7	\$3,436.16	\$0.00
C28	EQUITY ADJUSTMENT	6	\$6,008.31	\$1,078.50
C29	SKILL-BASED PAY ADJUSTMENT	1	\$3,442.45	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Total	25	\$31,325.28	\$2,384.31

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	0	\$0.00	\$0.00
	AGENCY TOTALS	25	\$31,325.28	\$2,384.31

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
410	COMMISSIONERS OF THE LAND OFFICE	55

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	4	\$4,967.37	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	3	\$2,140.90	\$4,611.75
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	4	\$7,756.24	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Total	11	\$14,864.51	\$4,611.75

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	1	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	4	\$7,465.81	\$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
	Total	5	\$7,465.81	\$0.00
	AGENCY TOTALS	16	\$22,330.32	\$4,611.75

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
430	DEPARTMENT OF LIBRARIES	70

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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	3	\$2,779.57	\$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
	Total	3	\$2,779.57	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	0	\$0.00	\$0.00
	AGENCY TOTALS	3	\$2,779.57	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
450	STATE BOARD OF MEDICAL LICENSURE AND SUPERVISION	24

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	34	\$18,770.21	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	2	\$239.21	\$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
Total		36	\$19,009.42	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	4	\$4,021.74	\$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
Total		4	\$4,021.74	\$0.00
AGENCY TOTALS		40	\$23,031.16	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
452	DEPARTMENT OF MENTAL HEALTH AND SUBSTANCE ABUSE SERVICES	1,957

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	11	\$2,207.51	\$3,000.00
C16	CAREER PROGRESSION	8	\$8,162.61	\$20,000.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	5	\$5,611.37	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Total		24	\$15,981.49	\$23,000.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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	\$664.30	\$10,000.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Total		1	\$664.30	\$10,000.00
AGENCY TOTALS		25	\$16,645.79	\$33,000.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
477	STATE BUREAU OF NARCOTICS AND DANGEROUS DRUGS CONTROL	98

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	5	\$1,402.09	\$8,052.42
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
Total		5	\$1,402.09	\$8,052.42

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
Total		0	\$0.00	\$0.00
AGENCY TOTALS		5	\$1,402.09	\$8,052.42

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
515	OKLAHOMA PUBLIC EMPLOYEES RETIREMENT SYSTEM	50

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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	4	\$774.99	\$172.32
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$582.25
C45	MARKET ADJUSTMENT	0	\$0.00	\$5,160.00
	Total	4	\$774.99	\$5,914.57

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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	\$1,024.74
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Total	0	\$0.00	\$1,024.74
	AGENCY TOTALS	4	\$774.99	\$6,939.31

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
516	STATE AND EDUCATION EMPLOYEES GROUP INSURANCE BOARD	189

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	2	\$9,676.92	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	16	\$13,233.09	\$781.31
C28	EQUITY ADJUSTMENT	14	\$19,143.68	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	3	\$4,742.95	\$3,600.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$5,000.00
Total		35	\$46,796.64	\$9,381.31

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
Total		0	\$0.00	\$0.00
AGENCY TOTALS		35	\$46,796.64	\$9,381.31

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
548	OFFICE OF PERSONNEL MANAGEMENT (OPM)	90

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	1	\$160.14	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	8	\$11,011.43	\$6,383.65
C28	EQUITY ADJUSTMENT	0	\$0.00	\$2,800.00
C29	SKILL-BASED PAY ADJUSTMENT	2	\$3,342.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$18,720.00
	Total	11	\$14,513.57	\$27,903.65

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	1	\$625.12	\$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	\$169.89	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Total	2	\$795.01	\$0.00
	AGENCY TOTALS	13	\$15,308.58	\$27,903.65

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
557	POLICE PENSION & RETIREMENT BOARD	10

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	9	\$3,440.40	\$8,800.00
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
	Total	9	\$3,440.40	\$8,800.00
	AGENCY TOTALS	9	\$3,440.40	\$8,800.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
560	STATE BOARD OF PHARMACY	8

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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	1	\$393.75	\$1,575.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Total		1	\$393.75	\$1,575.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
Total		0	\$0.00	\$0.00
AGENCY TOTALS		1	\$393.75	\$1,575.00

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

AGENCY CODE AGENCY NAME
566 OKLAHOMA TOURISM AND RECREATION DEPARTMENT

**TOTAL
ACTIVE EEs**
873

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	2	\$0.00	\$200.00
C16	CAREER PROGRESSION	2	\$5,343.00	\$1,000.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	13	\$7,549.85	\$600.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$150.00
C29	SKILL-BASED PAY ADJUSTMENT	3	\$2,812.40	\$200.00
C45	MARKET ADJUSTMENT	2	\$1,876.86	\$500.00
Total		22	\$17,582.11	\$2,650.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
Total		2	\$0.00	\$0.00
AGENCY TOTALS		24	\$17,582.11	\$2,650.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
570	BOARD OF PROFESSIONAL ENGINEERS AND LAND SURVEYORS	7

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	2	\$2,766.24	\$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
	Total	2	\$2,766.24	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	1	\$1,732.00	\$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
	Total	1	\$1,732.00	\$0.00
	AGENCY TOTALS	3	\$4,498.24	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
580	DEPARTMENT OF CENTRAL SERVICES	215

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	1	\$147.70	\$729.13
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$345.65	\$1,776.69
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
Total		2	\$493.35	\$2,505.82

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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	\$639.35	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$3,946.18
Total		1	\$639.35	\$3,946.18
AGENCY TOTALS		3	\$1,132.70	\$6,452.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
585	DEPARTMENT OF PUBLIC SAFETY	1,444

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	2	\$917.40	\$5,496.00
C16	CAREER PROGRESSION	50	\$13,715.73	\$111,876.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$646.47	\$6,000.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$12,060.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$2,664.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$38,520.00
Total		53	\$15,279.60	\$176,616.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
Total		0	\$0.00	\$0.00
AGENCY TOTALS		53	\$15,279.60	\$176,616.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
588	OKLAHOMA REAL ESTATE COMMISSION	17

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	1	\$1,045.80	\$0.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$1,045.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	1	\$2,796.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Total		3	\$4,886.80	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
Total		0	\$0.00	\$0.00
AGENCY TOTALS		3	\$4,886.80	\$0.00

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
625	SECRETARY OF STATE	36

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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	2	\$1,350.32	\$885.48
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Total	2	\$1,350.32	\$885.48

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	0	\$0.00	\$0.00
	AGENCY TOTALS	2	\$1,350.32	\$885.48

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL
635	CONSUMER CREDIT	ACTIVE EEs
		17

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	0	\$6,000.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	2	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Total	2	\$6,000.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	0	\$2,250.00	\$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
	Total	0	\$2,250.00	\$0.00
	AGENCY TOTALS	2	\$8,250.00	\$0.00

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
650	OKLAHOMA DEPARTMENT OF VETERANS AFFAIRS	1,635

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	29	\$29,126.65	\$0.00
C16	CAREER PROGRESSION	36	\$50,255.38	\$14,003.04
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	160	\$93,293.37	\$27,041.48
C28	EQUITY ADJUSTMENT	263	\$247,017.81	\$5,256.48
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$3,257.00
Total		488	\$419,693.21	\$49,558.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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	2	\$2,931.76	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
Total		3	\$2,931.76	\$0.00
AGENCY TOTALS		491	\$422,624.97	\$49,558.00

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
670	J.D. MCCARTY CENTER FOR CHILDREN WITH DEVELOPMENTAL DISABILITIES	139

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	3	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$8,865.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	27	\$15,788.83	\$18,000.00
C28	EQUITY ADJUSTMENT	4	\$15,887.55	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Total	34	\$31,676.38	\$26,865.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	0	\$0.00	\$0.00
	AGENCY TOTALS	34	\$31,676.38	\$26,865.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
695	OKLAHOMA TAX COMMISSION	957

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	37	\$15,231.80	\$69,719.60
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
	Total	37	\$15,231.80	\$69,719.60

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	3	\$0.00	\$0.00
	AGENCY TOTALS	40	\$15,231.80	\$69,719.60

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
715	OKLAHOMA TEACHERS' RETIREMENT SYSTEM	49

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	1	\$332.34	\$2,024.28
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	3	\$3,016.23	\$0.00
C28	EQUITY ADJUSTMENT	1	\$202.10	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Total	5	\$3,550.67	\$2,024.28

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	0	\$0.00	\$0.00
	AGENCY TOTALS	5	\$3,550.67	\$2,024.28

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
740	STATE TREASURER	82

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$3,083.35
C20	PERFORMANCE PAY	2	\$2,388.30	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$499.98
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
	Total	2	\$2,388.30	\$3,583.33
	AGENCY TOTALS	2	\$2,388.30	\$3,583.33

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
790	VETERINARY MEDICAL EXAMINERS	6

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	0	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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	2	\$1,800.00	\$1,800.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$0.00
	Total	2	\$1,800.00	\$1,800.00
	AGENCY TOTALS	2	\$1,800.00	\$1,800.00

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
800	OKLAHOMA DEPARTMENT OF CAREER AND TECHNOLOGY EDUCATION	372

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
	Total	3	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	12	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	2	\$3,400.40	\$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
	Total	14	\$3,400.40	\$0.00
	AGENCY TOTALS	17	\$3,400.40	\$0.00

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
805	DEPARTMENT OF REHABILITATION SERVICES	863

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	13	\$779.65	\$0.00
C16	CAREER PROGRESSION	43	\$27,930.37	\$28,823.78
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	1	\$890.02	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	41	\$79,146.74	\$16,008.78
C45	MARKET ADJUSTMENT	91	\$57,452.30	\$26,000.00
Total		189	\$166,199.08	\$70,832.56

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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	12	\$9,928.05	\$3,752.10
C45	MARKET ADJUSTMENT	2	\$2,327.40	\$0.00
Total		16	\$12,255.45	\$3,752.10
AGENCY TOTALS		205	\$178,454.53	\$74,584.66

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
815	EMPLOYEES BENEFITS COUNCIL	28

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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	1	\$3,614.98	\$1,700.00
C45	MARKET ADJUSTMENT	1	\$515.56	\$0.00
Total		2	\$4,130.54	\$1,700.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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
Total		0	\$0.00	\$0.00
AGENCY TOTALS		2	\$4,130.54	\$1,700.00

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AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
830	DEPARTMENT OF HUMAN SERVICES	7,780

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	41	\$6,661.52	\$1,000.00
C16	CAREER PROGRESSION	388	\$551,854.86	\$60,000.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	6	\$5,852.44	\$2,500.00
C29	SKILL-BASED PAY ADJUSTMENT	12	\$3,977.31	\$700.00
C45	MARKET ADJUSTMENT	1	\$260.46	\$70,000.00
	Total	448	\$568,606.59	\$134,200.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	5	\$231.34	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$200.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$0.00
C28	EQUITY ADJUSTMENT	6	\$5,723.46	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$100.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$3,500.00
	Total	11	\$5,954.80	\$3,800.00
	AGENCY TOTALS	459	\$574,561.39	\$138,000.00

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

AGENCY CODE	AGENCY NAME	TOTAL
835	WATER RESOURCES BOARD	ACTIVE EEs
		105

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	1	\$1,217.15	\$1,147.77
C16	CAREER PROGRESSION	12	\$15,110.57	\$5,090.00
C20	PERFORMANCE PAY	0	\$0.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	4	\$4,412.36	\$5,264.00
C28	EQUITY ADJUSTMENT	0	\$0.00	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$0.00
C45	MARKET ADJUSTMENT	0	\$0.00	\$670.00
	Total	17	\$20,740.08	\$12,171.77

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY 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	\$350.00
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
	Total	0	\$0.00	\$350.00
	AGENCY TOTALS	17	\$20,740.08	\$12,521.77

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
978	OKLAHOMA TRANSPORTATION AUTHORITY	538

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	2	\$1,611.84	\$0.00
C16	CAREER PROGRESSION	21	\$32,916.97	\$5,382.00
C20	PERFORMANCE PAY	206	\$429,358.00	\$0.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	0	\$0.00	\$342.00
C28	EQUITY ADJUSTMENT	136	\$124,002.72	\$0.00
C29	SKILL-BASED PAY ADJUSTMENT	0	\$0.00	\$448.00
C45	MARKET ADJUSTMENT	8	\$2,119.17	\$0.00
	Total	373	\$590,008.70	\$6,172.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	0	\$0.00	\$0.00
C16	CAREER PROGRESSION	0	\$0.00	\$0.00
C20	PERFORMANCE PAY	15	\$69,653.94	\$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
	Total	15	\$69,653.94	\$0.00
	AGENCY TOTALS	388	\$659,662.64	\$6,172.00

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

GRAND TOTALS

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	267	\$97,848.27	\$27,651.78
C16	CAREER PROGRESSION	1,340	\$1,702,106.01	\$567,419.44
C20	PERFORMANCE PAY	437	\$822,188.35	\$350,718.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	432	\$260,164.30	\$81,784.49
C28	EQUITY ADJUSTMENT	523	\$496,016.19	\$84,236.72
C29	SKILL-BASED PAY ADJUSTMENT	71	\$112,603.07	\$36,136.09
C45	MARKET ADJUSTMENT	143	\$125,964.47	\$333,874.30
Classified Grand Total		3,213	\$3,616,890.66	\$1,482,112.82
UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER. ACTIONS	CY 2003 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2004
C05	INTRA-AGENCY LATERAL TRANSFER	46	\$2,019.70	\$25,294.75
C16	CAREER PROGRESSION	5	\$7,133.61	\$27,173.17
C20	PERFORMANCE PAY	163	\$322,953.62	\$64,643.00
C26	COMPLETION OF PROBATION/TRIAL PERIOD	1	\$639.35	\$849.98
C28	EQUITY ADJUSTMENT	16	\$18,758.62	\$84,585.70
C29	SKILL-BASED PAY ADJUSTMENT	22	\$27,749.05	\$10,556.84
C45	MARKET ADJUSTMENT	6	\$17,271.93	\$316,852.18
Unclassified Grand Total		259	\$396,525.88	\$530,247.62
GRAND TOTALS		3,472	\$4,013,416.54	\$2,012,360.44

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT
CLASSIFIED PROJECTED COST 01/01/04 TO 06/30/04**

Agency Name	Lateral Transfers (C05)	Career Progression (C16)	Performance Based Adjustment (C20)	Completion of Probationary/Trial Period (C26)	Equity Adjustment (C28)	Skill-Based Pay Adjustment (C29)	Market Adjustment (C45)	Total Projected Increase	Estimated No. of Classified EEs Affected
ABLE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
ANATOMICAL BOARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
ATTORNEY GENERAL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
BOARD OF ARCHITECTS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
BOARD OF CHIROPRACTIC EXAMINERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
BOARD OF DENTISTRY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
BOARD OF EXAMINERS FOR NURSING HOME ADMINISTRATORS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
BOARD OF EXAMINERS FOR SPEECH PATHOLOGISTS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
BOARD OF MEDICAL LICENSURE & SUPERVISION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
BOARD OF PSYCHOLOGISTS EXAMINERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
BOARD OF REGISTRATION FOR FORESTERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
BOLL WEEVIL ERADICATION ORGANIZATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
COMMISSION ON MARGINALLY PRODUCING OIL AND GAS WELLS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
COMMISSIONERS OF THE LAND OFFICE	\$0.00	\$0.00	\$0.00	\$4,611.75	\$0.00	\$0.00	\$0.00	\$4,611.75	2
COMPSOURCE OKLAHOMA	\$0.00	\$10,000.00	\$0.00	\$1,000.00	\$3,300.00	\$0.00	\$0.00	\$14,300.00	8
CONSERVATION COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
CONSUMER CREDIT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
COUNCIL ON LAW ENFORCEMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
COURT OF CRIMINAL APPEALS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
DEPARTMENT OF AGRICULTURE, FOOD, AND FORESTRY	\$668.88	\$4,105.77	\$0.00	\$681.76	\$0.00	\$0.00	\$0.00	\$5,456.41	6
DEPARTMENT OF CENTRAL SERVICES	\$729.13	\$0.00	\$0.00	\$1,776.69	\$0.00	\$0.00	\$0.00	\$2,505.82	3
DEPARTMENT OF CORRECTIONS	\$2,000.00	\$75,000.00	\$0.00	\$0.00	\$1,000.00	\$0.00	\$125,000.00	\$203,000.00	216
DEPARTMENT OF ENVIRONMENTAL QUALITY	\$0.00	\$32,468.00	\$350,718.00	\$0.00	\$36,894.00	\$0.00	\$0.00	\$420,372.00	545
DEPARTMENT OF HUMAN SERVICES	\$1,000.00	\$60,000.00	\$0.00	\$0.00	\$2,500.00	\$700.00	\$70,000.00	\$134,200.00	464
DEPARTMENT OF MENTAL HEALTH AND SUBSTANCE ABUSE SERVICES	\$3,000.00	\$20,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$23,000.00	13
DEPARTMENT OF PUBLIC SAFETY	\$5,496.00	\$111,876.00	\$0.00	\$6,000.00	\$12,060.00	\$2,664.00	\$38,520.00	\$176,616.00	58
DEPARTMENT OF SECURITIES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,000.00	\$6,000.00	2
DEPARTMENT OF TRANSPORTATION	\$4,500.00	\$30,000.00	\$0.00	\$5,000.00	\$2,000.00	\$0.00	\$0.00	\$41,500.00	175
DISTRICT ATTORNEYS COUNCIL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
EMERGENCY MANAGEMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT
CLASSIFIED PROJECTED COST 01/01/04 TO 06/30/04**

Agency Name	Lateral Transfers (C05)	Career Progression (C16)	Performance Based Adjustment (C20)	Completion of Probationary/Trial Period (C26)	Equity Adjustment (C28)	Skill-Based Pay Adjustment (C29)	Market Adjustment (C45)	Total Projected Increase	Estimated No. of Classified EEs Affected
EMPLOYEES BENEFITS COUNCIL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,700.00	\$0.00	\$1,700.00	1
ETHICS COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
GRAND RIVER DAM AUTHORITY	\$0.00	\$7,826.74	\$0.00	\$0.00	\$2,412.74	\$0.00	\$15,758.30	\$25,997.78	57
HANDICAPPED CONCERNS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1
HEALTH CARE AUTHORITY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
HUMAN RIGHTS COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
J.D. MCCARTY CENTER FOR CHILDREN WITH DEVELOPMENTAL DISABILITIES	\$0.00	\$8,865.00	\$0.00	\$18,000.00	\$0.00	\$0.00	\$0.00	\$26,865.00	23
J.M. DAVIS MEMORIAL COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
LP GAS ADMINISTRATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
MERIT PROTECTION COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OFFICE OF JUVENILE AFFAIRS	\$1,000.00	\$15,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$16,000.00	27
OFFICE OF PERSONNEL MANAGEMENT	\$0.00	\$0.00	\$0.00	\$6,383.65	\$2,800.00	\$0.00	\$18,720.00	\$27,903.65	18
OFFICE OF STATE FINANCE	\$0.00	\$0.00	\$0.00	\$928.23	\$0.00	\$0.00	\$0.00	\$928.23	2
OFFICE OF THE GOVERNOR	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OFFICE OF THE STATE BOND ADVISOR	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OK BUREAU OF NARCOTICS AND DANGEROUS DRUGS CONTROL	\$0.00	\$8,052.42	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,052.42	3
OK DEPT. OF VETERANS AFFAIRS	\$0.00	\$14,003.04	\$0.00	\$27,041.48	\$5,256.48	\$0.00	\$3,257.00	\$49,558.00	108
OKLAHOMA ACCOUNTANCY BOARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA AERONAUTICS COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA ARTS COUNCIL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA BOARD OF NURSING	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA CENTER FOR THE ADVANCEMENT OF SCIENCE & TECHNOLOGY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA COMMISSION FOR TEACHER PREPARATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA COMMISSION ON CHILDREN AND YOUTH	\$0.00	\$0.00	\$0.00	\$1,800.00	\$1,200.00	\$0.00	\$0.00	\$3,000.00	4
OKLAHOMA CORPORATION COMMISSION	\$5,425.00	\$14,894.00	\$0.00	\$0.00	\$9,568.00	\$4,380.00	\$19,289.00	\$53,556.00	48
OKLAHOMA DEPARTMENT OF CAREER AND TECHNOLOGY EDUCATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA DEPARTMENT OF COMMERCE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA DEPARTMENT OF LABOR	\$0.00	\$1,305.81	\$0.00	\$0.00	\$1,078.50	\$0.00	\$0.00	\$2,384.31	3
OKLAHOMA DEPARTMENT OF LIBRARIES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA DEPARTMENT OF MINES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0

**OFFICE OF PERSONNEL MANAGEMENT
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CLASSIFIED PROJECTED COST 01/01/04 TO 06/30/04**

Agency Name	Lateral Transfers (C05)	Career Progression (C16)	Performance Based Adjustment (C20)	Completion of Probationary/Trial Period (C26)	Equity Adjustment (C28)	Skill-Based Pay Adjustment (C29)	Market Adjustment (C45)	Total Projected Increase	Estimated No. of Classified EEs Affected
OKLAHOMA DEPARTMENT OF REHABILITATION SERVICES	\$0.00	\$28,823.78	\$0.00	\$0.00	\$0.00	\$16,008.78	\$26,000.00	\$70,832.56	75
OKLAHOMA DEPARTMENT OF WILDLIFE CONSERVATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA EDUCATIONAL TELEVISION AUTHORITY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA EMPLOYMENT SECURITY COMMISSION	\$1,400.00	\$8,226.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,626.00	15
OKLAHOMA ENERGY RESOURCE BOARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA FIREFIGHTERS PENSION SYSTEM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA FUNERAL BOARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA HISTORICAL SOCIETY	\$600.00	\$16,400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$17,000.00	6
OKLAHOMA HORSE RACING COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA INDIGENT DEFENSE SYSTEM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA INDUSTRIAL FINANCE AUTHORITY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA INSURANCE DEPARTMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA LAW ENFORCEMENT RETIREMENT SYSTEM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA MILITARY DEPARTMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA MOTOR VEHICLE COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA POLICE PENSION AND RETIREMENT SYSTEM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA PUBLIC EMPLOYEES RETIREMENT SYSTEM	\$0.00	\$0.00	\$0.00	\$172.32	\$0.00	\$582.25	\$5,160.00	\$5,914.57	4
OKLAHOMA SCHOOL OF SCIENCE AND MATH	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA SPACE INDUSTRY AUTHORITY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA STATE & EDUCATION EMPLOYEES GROUP INSURANCE BOARD	\$0.00	\$0.00	\$0.00	\$781.31	\$0.00	\$3,600.00	\$5,000.00	\$9,381.31	10
OKLAHOMA STATE BOARD OF COSMETOLOGY	\$0.00	\$0.00	\$0.00	\$515.82	\$0.00	\$4,278.06	\$0.00	\$4,793.88	5
OKLAHOMA STATE BOARD OF PHARMACY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,575.00	\$0.00	\$1,575.00	1
OKLAHOMA TAX COMMISSION	\$0.00	\$69,719.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$69,719.60	26
OKLAHOMA TOURISM AND RECREATION DEPARTMENT	\$200.00	\$1,000.00	\$0.00	\$600.00	\$150.00	\$200.00	\$500.00	\$2,650.00	17
OKLAHOMA TRANSPORTATION AUTHORITY	\$0.00	\$5,382.00	\$0.00	\$342.00	\$0.00	\$448.00	\$0.00	\$6,172.00	7
OKLAHOMA WATER RESOURCES BOARD	\$1,147.77	\$5,090.00	\$0.00	\$5,264.00	\$0.00	\$0.00	\$670.00	\$12,171.77	14
OSBI	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OSTEOPATHIC EXAMINERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
PHYSICIAN MANPOWER TRAINING COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
PROFESSIONAL ENGINEERS & LAND SURVEYORS, BOARD OF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT
CLASSIFIED PROJECTED COST 01/01/04 TO 06/30/04**

Agency Name	Lateral Transfers (C05)	Career Progression (C16)	Performance Based Adjustment (C20)	Completion of Probationary/Trial Period (C26)	Equity Adjustment (C28)	Skill-Based Pay Adjustment (C29)	Market Adjustment (C45)	Total Projected Increase	Estimated No. of Classified EEs Affected
REAL ESTATE COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
SECRETARY OF STATE	\$0.00	\$0.00	\$0.00	\$885.48	\$0.00	\$0.00	\$0.00	\$885.48	1
STATE AUDITOR AND INSPECTOR	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
STATE BANKING DEPARTMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
STATE DEPARTMENT OF EDUCATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
STATE ELECTION BOARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
STATE FIRE MARSHAL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
STATE HEALTH DEPARTMENT	\$485.00	\$17,357.00	\$0.00	\$0.00	\$4,017.00	\$0.00	\$0.00	\$21,859.00	12
STATE TREASURER	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
TEACHERS' RETIREMENT SYSTEM	\$0.00	\$2,024.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,024.28	1
THE BOARD OF EXAMINERS IN OPTOMETRY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
UNIVERSITY HOSPITALS AUTHORITY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
VETERINARY MEDICAL EXAMINERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
WILL ROGERS MEMORIAL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
Classified Projected Totals	\$27,651.78	\$567,419.44	\$350,718.00	\$81,784.49	\$84,236.72	\$36,136.09	\$333,874.30	\$1,482,112.82	1,981
Projected Annualized Totals	\$55,303.56	\$1,134,838.88	\$701,436.00	\$163,568.98	\$168,473.44	\$72,272.18	\$667,748.60	\$2,964,225.64	3,962

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Agency Name	Lateral Transfers (C05)	Career Progression (C16)	Performance Based Adjustment (C20)	Completion of Probationary/Trial Period (C26)	Equity Adjustment (C28)	Skill-Based Pay Adjustment (C29)	Market Adjustment (C45)	Total Projected Increase	Estimated No. of Unclassified EEs Affected
ABLE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
ANATOMICAL BOARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
ATTORNEY GENERAL	\$0.00	\$4,600.00	\$0.00	\$0.00	\$60,000.00	\$52.00	\$91,400.00	\$156,052.00	136
BOARD OF ARCHITECTS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
BOARD OF CHIROPRACTIC EXAMINERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
BOARD OF DENTISTRY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
BOARD OF EXAMINERS FOR NURSING HOME ADMINISTRATORS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
BOARD OF EXAMINERS FOR SPEECH PATHOLOGISTS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
BOARD OF MEDICAL LICENSURE & SUPERVISION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
BOARD OF PSYCHOLOGISTS EXAMINERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
BOARD OF REGISTRATION FOR FORESTERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
BOLL WEEVIL ERADICATION ORGANIZATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
COMMISSION ON MARGINALLY PRODUCING OIL AND GAS WELLS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
COMMISSIONERS OF THE LAND OFFICE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
COMPSOURCE OKLAHOMA	\$0.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$750.00	\$5,750.00	4
CONSERVATION COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
CONSUMER CREDIT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
COUNCIL ON LAW ENFORCEMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
COURT OF CRIMINAL APPEALS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
DEPARTMENT OF AGRICULTURE, FOOD, AND FORESTRY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
DEPARTMENT OF CENTRAL SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,946.18	\$3,946.18	1
DEPARTMENT OF CORRECTIONS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$10,500.00	\$10,500.00	3
DEPARTMENT OF ENVIRONMENTAL QUALITY	\$0.00	\$1,030.00	\$30,130.00	\$0.00	\$0.00	\$0.00	\$0.00	\$31,452.00	26
DEPARTMENT OF HUMAN SERVICES	\$0.00	\$200.00	\$0.00	\$0.00	\$0.00	\$100.00	\$3,500.00	\$3,800.00	10
DEPARTMENT OF MENTAL HEALTH AND	\$0.00	\$0.00	\$0.00	\$0.00	\$10,000.00	\$0.00	\$0.00	\$10,000.00	10

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Agency Name	Lateral Transfers (C05)	Career Progression (C16)	Performance Based Adjustment (C20)	Completion of Probationary/Trial Period (C26)	Equity Adjustment (C28)	Skill-Based Pay Adjustment (C29)	Market Adjustment (C45)	Total Projected Increase	Estimated No. of Unclassified EEs Affected
SUBSTANCE ABUSE SERVICES									
DEPARTMENT OF PUBLIC SAFETY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
DEPARTMENT OF SECURITIES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$148,800.00	\$148,800.00	26
DEPARTMENT OF TRANSPORTATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
DISTRICT ATTORNEYS COUNCIL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
EMERGENCY MANAGEMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
EMPLOYEES BENEFITS COUNCIL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
ETHICS COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
GRAND RIVER DAM AUTHORITY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
HANDICAPPED CONCERNS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
HEALTH CARE AUTHORITY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
HUMAN RIGHTS COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
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	0
J.M. DAVIS MEMORIAL COMMISSION	\$0.00	\$2,006.76	\$0.00	\$0.00	\$0.00	\$600.00	\$0.00	\$2,606.76	2
LP GAS ADMINISTRATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
MERIT PROTECTION COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OFFICE OF JUVENILE AFFAIRS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OFFICE OF PERSONNEL MANAGEMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OFFICE OF STATE FINANCE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OFFICE OF THE GOVERNOR	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OFFICE OF THE STATE BOND ADVISOR	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OK BUREAU OF NARCOTICS AND DANGEROUS DRUGS CONTROL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OK DEPT. OF VETERANS AFFAIRS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA ACCOUNTANCY BOARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA AERONAUTICS COMMISSION	\$0.00	\$2,500.20	\$0.00	\$0.00	\$12,321.24	\$0.00	\$0.00	\$14,821.44	2
OKLAHOMA ARTS COUNCIL	\$0.00	\$0.00	\$20,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$20,500.00	15
OKLAHOMA BOARD OF NURSING	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA CENTER FOR THE ADVANCEMENT OF SCIENCE & TECHNOLOGY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0

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Agency Name	Lateral Transfers (C05)	Career Progression (C16)	Performance Based Adjustment (C20)	Completion of Probationary/Trial Period (C26)	Equity Adjustment (C28)	Skill-Based Pay Adjustment (C29)	Market Adjustment (C45)	Total Projected Increase	Estimated No. of Unclassified EEs Affected
OKLAHOMA COMMISSION FOR TEACHER PREPARATION	\$0.00	\$0.00	\$5,213.00	\$0.00	\$0.00	\$1,228.00	\$0.00	\$6,441.00	5
OKLAHOMA COMMISSION ON CHILDREN AND YOUTH	\$0.00	\$0.00	\$0.00	\$0.00	\$264.46	\$0.00	\$0.00	\$264.46	1
OKLAHOMA CORPORATION COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA DEPARTMENT OF CAREER AND TECHNOLOGY EDUCATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA DEPARTMENT OF COMMERCE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA DEPARTMENT OF LABOR	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA DEPARTMENT OF LIBRARIES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA DEPARTMENT OF MINES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA DEPARTMENT OF REHABILITATION SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,752.10	\$0.00	\$3,752.10	3
OKLAHOMA DEPARTMENT OF WILDLIFE CONSERVATION	\$0.00	\$289.86	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$289.86	7
OKLAHOMA EDUCATIONAL TELEVISION AUTHORITY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA EMPLOYMENT SECURITY COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA ENERGY RESOURCE BOARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA FIREFIGHTERS PENSION SYSTEM	\$25,294.75	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$25,294.75	1
OKLAHOMA FUNERAL BOARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA HISTORICAL SOCIETY	\$0.00	\$2,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,000.00	1
OKLAHOMA HORSE RACING COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA INDIGENT DEFENSE SYSTEM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA INDUSTRIAL FINANCE AUTHORITY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA INSURANCE DEPARTMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,000.00	\$0.00	\$2,000.00	2
OKLAHOMA LAW ENFORCEMENT RETIREMENT SYSTEM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA MILITARY DEPARTMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA MOTOR VEHICLE COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$2,000.00	\$0.00	\$0.00	\$2,000.00	1
OKLAHOMA POLICE PENSION AND RETIREMENT SYSTEM	\$0.00	\$0.00	\$8,800.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,800.00	9
OKLAHOMA PUBLIC EMPLOYEES RETIREMENT SYSTEM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,024.74	\$0.00	\$1,024.74	1

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OKLAHOMA SCHOOL OF SCIENCE AND MATH	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA SPACE INDUSTRY AUTHORITY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA STATE & EDUCATION EMPLOYEES GROUP INSURANCE BOARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA STATE BOARD OF COSMETOLOGY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA STATE BOARD OF PHARMACY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA TAX COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA TOURISM AND RECREATION DEPARTMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA TRANSPORTATION AUTHORITY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OKLAHOMA WATER RESOURCES BOARD	\$0.00	\$0.00	\$0.00	\$350.00	\$0.00	\$0.00	\$0.00	\$350.00	2
OSBI	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
OSTEOPATHIC EXAMINERS PHYSICIAN MANPOWER TRAINING COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
PROFESSIONAL ENGINEERS & LAND SURVEYORS, BOARD OF	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
REAL ESTATE COMMISSION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
SECRETARY OF STATE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
STATE AUDITOR AND INSPECTOR	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
STATE BANKING DEPARTMENT	\$0.00	\$6,463.00	\$0.00	\$0.00	\$0.00	\$0.00	\$57,956.00	\$64,419.00	36
STATE DEPARTMENT OF EDUCATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
STATE ELECTION BOARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
STATE FIRE MARSHAL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
STATE HEALTH DEPARTMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
STATE TREASURER	\$0.00	\$3,083.35	\$0.00	\$499.98	\$0.00	\$0.00	\$0.00	\$3,583.33	2
TEACHERS' RETIREMENT SYSTEM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
THE BOARD OF EXAMINERS IN OPTOMETRY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
UNIVERSITY HOSPITALS AUTHORITY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
VETERINARY MEDICAL EXAMINERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,800.00	\$0.00	\$1,800.00	2

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Agency Name	Lateral Transfers (C05)	Career Progression (C16)	Performance Based Adjustment (C20)	Completion of Probationary/Trial Period (C26)	Equity Adjustment (C28)	Skill-Based Pay Adjustment (C29)	Market Adjustment (C45)	Total Projected Increase	Estimated No. of Unclassified EEs Affected
WILL ROGERS MEMORIAL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0
Unclassified Projected Totals	\$25,294.75	\$27,173.17	\$64,643.00	\$849.98	\$84,585.70	\$10,556.84	\$316,852.18	\$530,247.62	308
Projected Annualized Totals	\$50,589.50	\$54,346.34	\$129,286.00	\$1,699.96	\$169,171.40	\$21,113.68	\$633,704.36	\$1,060,495.24	616

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.

Agencies Surveyed for CY 2003 Report

020	ACCOUNTANCY BOARD
025	MILITARY DEPARTMENT
030	ABLE COMMISSION
039	BOLL WEEVIL ERADICATION ORG.
040	AGRICULTURE FOOD & FORESTRY
045	BOARD OF ARCHITECTS
047	INDIGENT DEFENSE SYSTEM
049	ATTORNEY GENERAL
055	ARTS COUNCIL
065	BANKING DEPARTMENT
090	OFFICE OF STATE FINANCE
125	DEPARTMENT OF MINES
127	CHILDREN AND YOUTH COMMISSION
131	DEPARTMENT OF CORRECTIONS
145	BOARD OF CHIROPRACTIC EXAMINERS
160	DEPARTMENT OF COMMERCE
185	CORPORATION COMMISSION
190	BOARD OF COSMETOLOGY
199	COURT OF CRIMINAL APPEALS
204	J.M. DAVIS MEMORIAL COMMISSION
215	BOARD OF DENTISTRY
220	DISTRICT ATTORNEY'S COUNCIL
265	DEPARTMENT OF EDUCATION
266	OKLAHOMA EDUCATION TELEVISION AUTHORITY
269	COMMISSION FOR TEACHER PREPARATION
270	ELECTION BOARD
285	BOARD OF EMBALMERS & FUNERAL DIRECTORS
290	EMPLOYMENT SECURITIES COMMISSION
292	DEPARTMENT OF ENVIRONMENTAL QUALITY
296	ETHICS COMMISSION
298	MERIT PROTECTION COMMISSION
300	AUDITOR AND INSPECTOR
305	OFFICE OF THE GOVERNOR
306	PARDON & PAROLE BOARD
308	STATE BUREAU OF INVESTIGATION
309	CIVIL EMERGENCY MANAGEMENT
310	STATE FIRE MARSHAL
315	FIREFIGHTERS PENSION & RETIREMENT
320	DEPARTMENT OF WILDLIFE CONSERVATION
326	OFFICE OF HANDICAPPED CONCERNS
340	DEPARTMENT OF HEALTH
345	DEPARTMENT OF TRANSPORTATION
346	OKLAHOMA SPACE INDUSTRY DEVELOPMENT AUTHORITY
350	HISTORICAL SOCIETY
353	HORSE RACING COMMISSION
355	HUMAN RIGHTS COMMISSION
370	INDUSTRIAL FINANCE AUTHORITY

385	INSURANCE DEPARTMENT
390	COMPSOURCE OKLAHOMA
400	OFFICE OF JUVENILE AFFAIRS
405	DEPARTMENT OF LABOR
410	LAND OFFICE
415	COUNCIL ON LAW ENFORCEMENT
416	LAW ENFORCEMENT RETIREMENT SYSTEM
430	DEPARTMENT OF LIBRARIES
445	LIQUIFIED PETROLUEM GAS ADMINISTRATION
446	MARGINALLY PRODUCING OIL/GAS
450	MEDICAL LICENSE AND SUPERVIORY BOARD
452	DEPARTMENT OF MENTAL HEALTH
475	MOTOR VEHICLES COMMISSION
477	BUREAU OF NARCOTICS
509	NURSING HOME BOARD
510	NURSING BOARD
515	PUBLIC EMPLOYEES RETIREMENT SYSTEM
516	EMPLOYEES GROUP INSURANCE BOARD
520	OPTOMETRY BOARD
525	OSTEOPATHIC BOARD
548	OFFICE OF PERSONNEL MANAGEMENT
557	POLICE PENSION & RETIREMENT
560	PHARMACY BOARD
566	DEPARTMENT OF TOURISM & RECREATION
570	PROFESSIONAL ENGINEERS & LAND SURVEYORS
575	PSYCHOLOGY BOARD
580	DEPARTMENT OF CENTRAL SERVICES
585	DEPARTMENT OF PUBLIC SAFETY
588	REAL ESTATE COMMISSION
619	PHYSICIAN MANPOWER TRAINING COMMISSION
625	SECRETARY OF STATE
628	SCIENCE & TECHNOLOGY CENTER
629	SCHOOL OF SCIENCE & MATH
630	SECURITIES COMMISSION
632	SPEECH PATHOLOGY & AUDIOLOGY BOARD
635	DEPARTMENT OF CONSUMER CREDIT
645	CONSERVATION COMMISSION
650	DEPARTMENT OF VETERANS AFFAIRS
670	J.D. MCCARTY CENTER
695	TAX COMMISSION
715	TEACHERS RETIREMENT
740	OFFICE OF THE TREASURER
790	VETERINARY MEDICAL EXAMINERS BOARD
800	CAREER & TECHNOLOGY EDUCATION DEPARTMENT
805	REHABILITATION SERVICES
807	OKLAHOMA HEALTH CARE AUTHORITY
815	EMPLOYEE BENEFITS COUNCIL
825	UNIVERSITY HOSPITAL AUTHORITY
830	DEPARTMENT OF HUMAN SERVICES

835	WATER RESOURCES BOARD
880	WILL ROGERS MEMORIAL COMMISSION
978	OKLAHOMA TRANSPORTATION AUTHORITY
980	GRAND RIVER DAM AUTHORITY