



Pay Movement Mechanism Usage Report Calendar Year 2004

Actual Cost: Jan. 1, 2004 through Dec. 31, 2004
Projected Cost: Jan. 1, 2005 through June 30, 2005

Presented by:

STATE OF OKLAHOMA
OFFICE OF PERSONNEL MANAGEMENT
February 2005

Oscar B. Jackson, Jr., IPMA-CP
Administrator 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 2004**

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



Oscar B. Jackson, Jr., IPMA-CP
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 2004, a total of 58 state agencies spent approximately \$ 6.9 million for 6,302 employees through pay movement mechanisms. The projected cost for the remaining six months of Fiscal Year 2005 is approximately \$3.3 million.

The totals for Calendar Year 2004 represent a 72.9 percent increase in cost from 2003. In 2003, agencies spent approximately \$4 million on pay movement mechanisms for 3,472 employees.

Recommendations

Even though there was a general increase this year that takes the pressure off market relationships, there is still a need to make strategic adjustments to meet agency goals. Accordingly, 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.

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 costs 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 2004
- The projected cost for January 1 through June 30, 2005

Analysis

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

A total of 59 agencies spent approximately \$6.9 million in Calendar Year 2004 through pay movement mechanisms for 6,302 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 2005 is also approximately \$3.3 million. For a complete list of agency projections, see the projection charts starting on page 77.

The totals for CY 2004 reveal a 72.9 percent increase in cost from 2003, in which approximately \$4 million was spent on pay movement mechanisms for 3,472 employees. See Table A and Table B below for complete comparisons by mechanism of cost and employees affected over the past four years.

¹ Judicial- and legislative-branch agencies are not required to report PMM usage. This year 57 of the 64 merit agencies responded to the survey, and 27 of 53 non-merit agencies responded.

Table A: PMM Costs

PERS. ACTION	PMM TITLE	2001	2002	2003	2004
C05	LATERAL TRANSFER	\$154,228.28	\$81,164.09	\$99,867.97	\$105,687.57
C16	CAREER PROGRESSION	\$2,993,833.87	\$1,915,489.18	\$1,709,239.62	\$2,472,947.64
C20	PERFORMANCE-BASED ADJUSTMENT	\$175,759.31	\$974,229.63	\$1,145,141.97	\$754,155.92
C26	COMPLETION OF PROB/TRIAL PERIOD	\$250,831.70	\$227,286.73	\$260,803.65	\$311,416.85
C28	EQUITY ADJUSTMENT	\$1,361,114.04	\$363,799.42	\$514,774.81	\$819,834.29
C29	SKILL-BASED PAY ADJUSTMENT	\$53,328.49	\$73,172.99	\$140,352.12	\$96,516.23
C45	MARKET ADJUSTMENT	\$1,272,591.97	\$164,188.49	\$143,236.40	\$2,378,055.63
	Total	\$6,261,687.66	\$3,799,330.53	\$4,013,416.54	\$6,938,614.13

Table B: PMM Actions

PERS. ACTION	PMM TITLE	2001	2002	2003	2004
C05	LATERAL TRANSFER	386	473	313	594
C16	CAREER PROGRESSION	2,020	1,562	1,345	1,593
C20	PERFORMANCE-BASED ADJUSTMENT	100	752	600	784
C26	COMPLETION OF PROB/TRIAL PERIOD	384	366	433	530
C28	EQUITY ADJUSTMENT	1,436	452	539	937
C29	SKILL-BASED PAY ADJUSTMENT	89	67	93	98
C45	MARKET ADJUSTMENT	1,201	102	149	1,766
	Total	5,616	3,774	3,472	6,302

This year the cost for all but two pay movement mechanisms increased. Of the two that decreased, performance-based adjustments fell 34 percent from 2003, and skill-based adjustments fell 31 percent.

Conversely, market-based adjustment costs rose 1,560 percent. This reflects agencies' efforts to deal with the State's continued lag behind the market as revealed in the FY05 Annual Compensation Report. Also, equity adjustment costs rose 59 percent. This suggests agencies are continuing to focus on internal pay relationships along with the relationship 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	2002	2003	2004	03-04 %Difference
C05	LATERAL TRANSFER	\$171.59	\$319.07	\$177.93	-44.24%
C16	CAREER PROGRESSION	\$1,226.31	\$1,270.81	\$1,552.38	22.16%
C20	PERFORMANCE-BASED ADJUSTMENT	\$1,295.52	\$1,908.57	\$961.93	-49.60%
C26	COMPLETION OF PROB/TRIAL PERIOD	\$621.00	\$602.32	\$587.58	-2.45%
C28	EQUITY ADJUSTMENT	\$804.87	\$955.06	\$874.96	-8.39%
C29	SKILL-BASED PAY ADJUSTMENT	\$1,092.13	\$1,509.16	\$984.86	-34.74%
C45	MARKET ADJUSTMENT	\$1,609.69	\$961.32	\$1,346.58	40.08%
	Total	\$1,006.71	\$1,155.94	\$1,101.02	-4.75%

The above table reveals that average costs per employee decreased in each PMM category except career progression and market adjustments, with the largest increases in market adjustments. This appears to reflect an increasing focus on employee relationships to the external market in agency salary administration.

Overall, classified employees affected by all pay movement mechanisms received an average of \$1,071, and unclassified employees an average of \$1,253.

Recommendations

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.

PMM Cost Report (Listed by agency number)

Note: Agencies not listed in this report either did not respond to the PMM Survey (See Appendix) or incurred zero CY04 PMM costs and anticipated no costs for January to June 2005.

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

AGENCY CODE AGENCY NAME
025 Military Department

TOTAL ACTIVE EEs
372

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	5	\$3,425.13	\$0.00
C16	Career Progression	17	\$21,247.96	\$1,809.00
C20	Performance Pay	148	\$74,000.00	\$0.00
C26	Completion Of Probation/Trial Period	11	\$4,265.93	\$1,542.00
C28	Equity Adjustment	2	\$1,798.18	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	63	\$177,874.88	\$0.00
Total		246	\$282,612.08	\$3,351.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	94	\$47,000.00	\$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		94	\$47,000.00	\$0.00
AGENCY TOTALS		340	\$329,612.08	\$3,351.00

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

AGENCY CODE AGENCY NAME
030 Able Commission

TOTAL ACTIVE EEs
44

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$411.99
C28	Equity Adjustment	16	\$20,236.20	\$23,863.70
C29	Skill-Based Pay Adjustment	6	\$6,239.36	\$8,326.66
C45	Market Adjustment	28	\$40,997.16	\$13,549.87
Total		50	\$67,472.72	\$46,152.22

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$359.58	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	1	\$1,391.34	\$0.00
Total		2	\$1,750.92	\$0.00
AGENCY TOTALS		52	\$69,223.64	\$46,152.22

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
039 Boll Weevil Eradication Org. 54

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$0.00	\$0.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
040 Agriculture Food & Forestry 474

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	10	\$4,687.08	\$2,073.07
C16	Career Progression	35	\$45,246.23	\$2,361.55
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	22	\$13,812.75	\$4,949.92
C28	Equity Adjustment	21	\$11,669.86	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$0.00
Total		88	\$75,415.92	\$9,384.54

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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		89	\$75,415.92	\$9,384.54

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

AGENCY CODE 055 **AGENCY NAME** Arts Council **TOTAL ACTIVE EEs** 15

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	2	\$4,599.84	\$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	\$4,599.84	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	13	\$29,899.32	\$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		13	\$29,899.32	\$0.00
AGENCY TOTALS		15	\$34,499.16	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
060	Oklahoma Aeronautics Commission	10

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	3	\$2,558.22	\$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	\$2,558.22	\$0.00
	AGENCY TOTALS	3	\$2,558.22	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
090	Office of State Finance	125

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	2	\$2,160.19	\$0.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	5	\$6,346.20	\$4,115.65
C28	Equity Adjustment	4	\$4,101.01	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	1	\$2,400.00	\$0.00
	Total	12	\$15,007.40	\$4,115.65

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	12	\$15,007.40	\$4,115.65

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
125	Department of Mines	37

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$2,160.00
C28	Equity Adjustment	0	\$0.00	\$4,950.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$0.00
Total		0	\$0.00	\$7,110.00
AGENCY TOTALS		0	\$0.00	\$7,110.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
127	Children and Youth Commission	22

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	3	\$4,116.14	\$550.00
C20	Performance Pay	11	\$11,000.00	\$0.00
C26	Completion Of Probation/Trial Period	4	\$4,069.05	\$207.00
C28	Equity Adjustment	1	\$738.08	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$0.00
	Total	19	\$19,923.27	\$757.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	4	\$4,000.00	\$0.00
C26	Completion Of Probation/Trial Period	1	\$1,025.25	\$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	\$5,025.25	\$0.00
	AGENCY TOTALS	24	\$24,948.52	\$757.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
131	Department of Corrections	4,655

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	48	\$8,303.39	\$2,800.00
C16	Career Progression	337	\$268,978.61	\$71,000.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	0	\$0.00	\$0.00
C28	Equity Adjustment	3	\$408.53	\$1,000.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	42	\$240,839.16	\$0.00
	Total	430	\$518,529.69	\$74,800.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	5	\$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	4	\$29,955.00	\$0.00
	Total	9	\$29,955.00	\$0.00
	AGENCY TOTALS	439	\$548,484.69	\$74,800.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
 160 Department of Commerce 135

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	3	\$714.72	\$0.00
Total		3	\$714.72	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	3	\$4,845.35	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$0.00
Total		3	\$4,845.35	\$0.00
AGENCY TOTALS		6	\$5,560.07	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
170	Construction Industries Board	34

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$5,546.76
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	\$5,546.76
AGENCY TOTALS		0	\$0.00	\$5,546.76

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
185 Corporation Commission 416

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	3	\$1,223.95	\$0.00
C16	Career Progression	39	\$63,480.41	\$8,400.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	0	\$0.00	\$0.00
C28	Equity Adjustment	16	\$17,758.74	\$6,000.00
C29	Skill-Based Pay Adjustment	2	\$2,794.66	\$2,500.00
C45	Market Adjustment	47	\$49,349.70	\$0.00
Total		107	\$134,607.46	\$16,900.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	1	\$1,050.00	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$0.00
Total		2	\$1,050.00	\$0.00
AGENCY TOTALS		109	\$135,657.46	\$16,900.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
 190 Board of Cosmetology 12

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	8	\$4,150.80	\$0.00
C26	Completion Of Probation/Trial Period	1	\$930.19	\$0.00
C28	Equity Adjustment	0	\$0.00	\$0.00
C29	Skill-Based Pay Adjustment	3	\$3,408.83	\$90.00
C45	Market Adjustment	0	\$0.00	\$0.00
Total		12	\$8,489.82	\$90.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	2	\$1,740.96	\$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	\$1,740.96	\$0.00
AGENCY TOTALS		14	\$10,230.78	\$90.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
204	J.M. Davis Memorial Commission	10

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$2,400.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$0.00
	Total	1	\$2,400.00	\$0.00
	AGENCY TOTALS	1	\$2,400.00	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
265	Department of Education	347

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	8	\$405.38	\$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	8	\$405.38	\$0.00
	AGENCY TOTALS	8	\$405.38	\$0.00

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
290	Employment Securities Commission	795

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	33	\$2,302.71	\$0.00
C16	Career Progression	48	\$67,786.75	\$22,492.89
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	0	\$0.00	\$0.00
C28	Equity Adjustment	113	\$63,207.00	\$0.00
C29	Skill-Based Pay Adjustment	2	\$500.00	\$0.00
C45	Market Adjustment	569	\$71,695.15	\$0.00
	Total	765	\$205,491.61	\$22,492.89

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	1	\$2,115.80	\$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	13	\$4,061.84	\$0.00
	Total	14	\$6,177.64	\$0.00
	AGENCY TOTALS	779	\$211,669.25	\$22,492.89

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
292 Department of Environmental Quality 577

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	8	\$1,016.16	\$0.00
C16	Career Progression	66	\$112,469.92	\$26,255.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	0	\$0.00	\$0.00
C28	Equity Adjustment	108	\$59,437.67	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	203	\$25,392.20	\$0.00
Total		385	\$198,315.95	\$26,255.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	1	\$1,604.28	\$4,320.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	0	\$0.00	\$0.00
C28	Equity Adjustment	1	\$2,806.86	\$1,381.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	2	\$260.39	\$0.00
Total		4	\$4,671.53	\$5,701.00
AGENCY TOTALS		389	\$202,987.48	\$31,956.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
298	Merit Protection Commission	7

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$121.73	\$0.00
C28	Equity Adjustment	0	\$0.00	\$0.00
C29	Skill-Based Pay Adjustment	1	\$1,616.95	\$0.00
C45	Market Adjustment	0	\$0.00	\$0.00
	Total	2	\$1,738.68	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$1,738.68	\$0.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
 300 Auditor and Inspector 156

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	4	\$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		4	\$0.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	75	\$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		75	\$0.00	\$0.00
AGENCY TOTALS		79	\$0.00	\$0.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
 306 Pardon & Parole Board 42

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	1	\$1,350.91	\$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	1	\$2,365.00	\$0.00
	Total	2	\$3,715.91	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$3,715.91	\$0.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
 308 State Bureau of Investigation 299

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	1	\$461.32	\$0.00
C16	Career Progression	24	\$78,001.60	\$2,680.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	25	\$16,765.75	\$5,512.00
C28	Equity Adjustment	20	\$36,541.75	\$1,022.00
C29	Skill-Based Pay Adjustment	1	\$1,082.00	\$1,380.00
C45	Market Adjustment	0	\$0.00	\$0.00
Total		71	\$132,852.42	\$10,594.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$3,119.36	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$0.00
Total		1	\$3,119.36	\$0.00
AGENCY TOTALS		72	\$135,971.78	\$10,594.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
320	Department of Wildlife Conservation	395

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	7	\$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	7	\$0.00	\$0.00
	AGENCY TOTALS	7	\$0.00	\$0.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
 340 Department of Health 2,254

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	32	\$21,501.95	\$0.00
C16	Career Progression	100	\$214,759.79	\$0.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	0	\$0.00	\$0.00
C28	Equity Adjustment	389	\$327,502.73	\$0.00
C29	Skill-Based Pay Adjustment	5	\$1,250.41	\$8,504.76
C45	Market Adjustment	8	\$35,869.57	\$0.00
Total		534	\$600,884.45	\$8,504.76

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	3	\$2,613.39	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$4,414.14
C45	Market Adjustment	0	\$0.00	\$0.00
Total		4	\$2,613.39	\$4,414.14
AGENCY TOTALS		538	\$603,497.84	\$12,918.90

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
345	Department of Transportation	2,415

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	52	\$20,039.08	\$10,000.00
C16	Career Progression	254	\$454,420.02	\$225,000.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	149	\$86,087.32	\$40,000.00
C28	Equity Adjustment	18	\$8,977.55	\$5,000.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$0.00
	Total	473	\$569,523.97	\$280,000.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	473	\$569,523.97	\$280,000.00

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE AGENCY NAME
350 Historical Society

TOTAL ACTIVE EEs
149

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	1	\$509.88	\$0.00
C16	Career Progression	3	\$4,514.90	\$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		4	\$5,024.78	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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		4	\$5,024.78	\$0.00

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PAY MOVEMENT MECHANISM COST REPORT**

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
 355 Human Rights Commission 17

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	1	\$3,666.74	\$0.00
C20	Performance Pay	0	\$0.00	\$2,500.00
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	\$3,666.74	\$2,500.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$3,666.74	\$2,500.00

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

AGENCY CODE AGENCY NAME
385 Insurance Department

TOTAL ACTIVE EEs
120

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$5,000.00
C29	Skill-Based Pay Adjustment	6	\$5,000.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$0.00
Total		6	\$5,000.00	\$5,000.00
AGENCY TOTALS		6	\$5,000.00	\$5,000.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
 390 Compsource Oklahoma 390

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	2	\$0.00	\$0.00
C16	Career Progression	9	\$9,036.49	\$0.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	1	\$489.48	\$220.00
C28	Equity Adjustment	11	\$25,739.75	\$7,503.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	57	\$17,177.86	\$0.00
Total		80	\$52,443.58	\$7,723.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	8	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$3,608.00
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	\$2,480.96	\$0.00
Total		11	\$2,480.96	\$3,608.00
AGENCY TOTALS		91	\$54,924.54	\$11,331.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
 400 Office of Juvenile Affairs 1,021

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	16	\$1,216.96	\$2,000.00
C16	Career Progression	33	\$20,746.06	\$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	0	\$0.00	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$0.00
Total		49	\$21,963.02	\$22,000.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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		50	\$21,963.02	\$22,000.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
405	Department of Labor	110

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	7	\$14,114.58	\$0.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	4	\$3,785.27	\$0.00
C28	Equity Adjustment	2	\$176.34	\$719.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	2	\$3,767.17	\$0.00
	Total	15	\$21,843.36	\$719.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	15	\$21,843.36	\$719.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
410	Land Office	58

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	1	\$0.00	\$0.00
C16	Career Progression	1	\$2,423.50	\$0.00
C20	Performance Pay	17	\$13,285.56	\$0.00
C26	Completion Of Probation/Trial Period	1	\$916.50	\$0.00
C28	Equity Adjustment	0	\$0.00	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	2	\$4,122.70	\$0.00
	Total	22	\$20,748.26	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	3	\$2,687.05	\$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	\$2,687.05	\$0.00
	AGENCY TOTALS	25	\$23,435.31	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
415	Council on Law Enforcement	34

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	1	\$0.00	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
430	Department of Libraries	66

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$518.87	\$1,696.38
C28	Equity Adjustment	0	\$0.00	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	1	\$4,400.00	\$0.00
	Total	4	\$4,918.87	\$1,696.38

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	4	\$4,918.87	\$1,696.38

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
 445 Liquefied Petroleum Gas Administration 12

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$88.29	\$529.74
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$0.00
Total		1	\$88.29	\$529.74

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$88.29	\$529.74

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
 446 Marginally Producing Oil/Gas 4

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$5,000.00
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	\$7,462.00
Total		0	\$0.00	\$12,462.00
AGENCY TOTALS		0	\$0.00	\$12,462.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
 450 Medical License and Supervisory Board 22

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	17	\$16,150.00	\$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		17	\$16,150.00	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	2	\$1,900.00	\$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	\$1,900.00	\$0.00
AGENCY TOTALS		19	\$18,050.00	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
452	Department of Mental Health	1,997

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	5	\$911.66	\$3,200.00
C16	Career Progression	7	\$10,589.87	\$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	12	\$11,501.53	\$18,200.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	12	\$11,501.53	\$18,200.00

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

AGENCY CODE AGENCY NAME
477 Bureau of Narcotics

TOTAL ACTIVE EEs
91

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	4	\$11,580.91	\$2,789.52
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	9	\$2,124.00	\$0.00
Total		13	\$13,704.91	\$2,789.52

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$3,334.92
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	0	\$0.00	\$0.00
C28	Equity Adjustment	0	\$0.00	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	2	\$579.41	\$263.49
Total		2	\$579.41	\$3,598.41
AGENCY TOTALS		15	\$14,284.32	\$6,387.93

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
510 Nursing Board 34

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	1	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	18	\$58,643.37	\$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		19	\$58,643.37	\$0.00
AGENCY TOTALS		19	\$58,643.37	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
515	Public Employees Retirement System	51

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	1	\$1,693.70	\$0.00
C20	Performance Pay	30	\$40,000.00	\$0.00
C26	Completion Of Probation/Trial Period	2	\$561.29	\$1,144.29
C28	Equity Adjustment	0	\$0.00	\$0.00
C29	Skill-Based Pay Adjustment	2	\$2,635.03	\$1,397.28
C45	Market Adjustment	2	\$10,320.00	\$0.00
	Total	37	\$55,210.02	\$2,541.57

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	1	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	10	\$12,500.00	\$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	\$3,330.41	\$1,075.74
C45	Market Adjustment	0	\$0.00	\$0.00
	Total	12	\$15,830.41	\$1,075.74
	AGENCY TOTALS	49	\$71,040.43	\$3,617.31

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
516	Employees Group Insurance Board	186

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	1	\$0.00	\$0.00
C16	Career Progression	1	\$1,874.94	\$3,124.90
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	3	\$2,393.89	\$1,922.27
C28	Equity Adjustment	0	\$0.00	\$0.00
C29	Skill-Based Pay Adjustment	1	\$2,160.00	\$6,471.54
C45	Market Adjustment	0	\$0.00	\$0.00
	Total	6	\$6,428.83	\$11,518.71

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	4	\$3,344.08	\$0.00
	Total	4	\$3,344.08	\$0.00
	AGENCY TOTALS	10	\$9,772.91	\$11,518.71

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
548	Office of Personnel Management	84

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	4	\$4,285.14	\$2,562.65
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	7	\$4,826.79	\$2,346.80
C28	Equity Adjustment	1	\$449.32	\$1,680.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	12	\$43,304.87	\$2,160.00
	Total	24	\$52,866.12	\$8,749.45

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$297.27	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	3	\$5,996.40	\$0.00
	Total	4	\$6,293.67	\$0.00
	AGENCY TOTALS	28	\$59,159.79	\$8,749.45

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
557	Police Pension & Retirement	10

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	9	\$17,554.63	\$6,088.00
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	\$17,554.63	\$6,088.00
AGENCY TOTALS		9	\$17,554.63	\$6,088.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
560 Pharmacy Board 8

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$1,800.00
Total		0	\$0.00	\$1,800.00
AGENCY TOTALS		0	\$0.00	\$1,800.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
566	Department of Tourism & Recreation	947

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	7	\$3,182.48	\$0.00
C16	Career Progression	3	\$5,634.28	\$0.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	6	\$2,435.16	\$0.00
C28	Equity Adjustment	0	\$0.00	\$0.00
C29	Skill-Based Pay Adjustment	3	\$2,513.52	\$0.00
C45	Market Adjustment	3	\$0.00	\$0.00
	Total	22	\$13,765.44	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	25	\$13,765.44	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
568	Scenic Rivers Commission	10

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	2	\$1,741.84	\$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	\$1,741.84	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$1,741.84	\$0.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
570 Professional Engineers & Land Surveyors 8

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	2	\$2,768.00	\$966.00
C26	Completion Of Probation/Trial Period	0	\$0.00	\$920.00
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	\$2,768.00	\$1,886.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$4,500.00	\$1,886.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
580	Department of Central Services	194

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	3	\$2,430.29	\$0.00
C16	Career Progression	1	\$1,680.00	\$5,784.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	2	\$801.38	\$12,324.00
C28	Equity Adjustment	0	\$0.00	\$2,694.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$0.00
	Total	6	\$4,911.67	\$20,802.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$21,384.00
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	\$21,384.00
	AGENCY TOTALS	6	\$4,911.67	\$42,186.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
585	Department of Public Safety	1,475

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	6	\$5,193.74	\$3,330.00
C16	Career Progression	46	\$271,151.37	\$140,440.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	4	\$1,334.11	\$2,405.00
C28	Equity Adjustment	7	\$9,465.47	\$6,921.00
C29	Skill-Based Pay Adjustment	2	\$3,421.13	\$2,496.00
C45	Market Adjustment	7	\$58,980.24	\$47,638.00
	Total	72	\$349,546.06	\$203,230.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	2	\$17,636.04	\$4,801.00
	Total	5	\$17,636.04	\$4,801.00
	AGENCY TOTALS	77	\$367,182.10	\$208,031.00

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

AGENCY CODE 588 **AGENCY NAME** Real Estate Commission **TOTAL ACTIVE EEs** 18

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	1	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$200.00
C20	Performance Pay	4	\$5,728.54	\$0.00
C26	Completion Of Probation/Trial Period	1	\$1,384.35	\$314.94
C28	Equity Adjustment	1	\$654.90	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$0.00
Total		7	\$7,767.79	\$514.94

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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		7	\$7,767.79	\$514.94

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

AGENCY CODE AGENCY NAME
625 Secretary of State

TOTAL ACTIVE EEs
37

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	29	\$37,584.00	\$0.00
C26	Completion Of Probation/Trial Period	2	\$1,571.28	\$401.59
C28	Equity Adjustment	4	\$3,143.25	\$2,953.11
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$0.00
Total		35	\$42,298.53	\$3,354.70

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	4	\$8,327.60	\$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	\$8,327.60	\$0.00
AGENCY TOTALS		39	\$50,626.13	\$3,354.70

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
629 School of Science & Math 72

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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		1	\$0.00	\$0.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
630 Securities Commission 27

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$3,755.00
Total		0	\$0.00	\$3,755.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$8,333.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$112,812.00
Total		1	\$8,333.00	\$112,812.00
AGENCY TOTALS		1	\$8,333.00	\$116,567.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
635 Department of Consumer Credit 13

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	8	\$6,000.00	\$0.00
C26	Completion Of Probation/Trial Period	0	\$0.00	\$0.00
C28	Equity Adjustment	2	\$1,060.96	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	1	\$971.74	\$0.00
Total		11	\$8,032.70	\$0.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	2	\$1,500.00	\$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	\$1,500.00	\$0.00
AGENCY TOTALS		13	\$9,532.70	\$0.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
650	Department of Veterans Affairs	1,786

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	32	\$18,418.65	\$152.00
C16	Career Progression	67	\$107,139.92	\$14,857.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	224	\$111,901.30	\$58,145.00
C28	Equity Adjustment	40	\$38,193.57	\$11,650.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$0.00
	Total	363	\$275,653.44	\$84,804.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	2	\$2,173.83	\$0.00
C28	Equity Adjustment	1	\$1,632.40	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$0.00
	Total	4	\$3,806.23	\$0.00
	AGENCY TOTALS	367	\$279,459.67	\$84,804.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
 670 J.D. McCarty Center 194

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	24	\$16,012.32	\$4,958.33
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		25	\$16,012.32	\$4,958.33

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$179.17
C28	Equity Adjustment	0	\$0.00	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	2	\$4,181.28	\$0.00
Total		2	\$4,181.28	\$179.17
AGENCY TOTALS		27	\$20,193.60	\$5,137.50

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

AGENCY CODE AGENCY NAME
695 Tax Commission

TOTAL ACTIVE EEs
896

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	8	\$1,205.38	\$0.00
C16	Career Progression	98	\$129,409.39	\$107,698.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	0	\$0.00	\$0.00
C28	Equity Adjustment	61	\$13,851.57	\$58,650.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$16,518.00
Total		167	\$144,466.34	\$182,866.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	4	\$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		4	\$0.00	\$0.00
AGENCY TOTALS		171	\$144,466.34	\$182,866.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
715 Teachers Retirement 50

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	2	\$638.80	\$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	\$252.46	\$1,185.00
C28	Equity Adjustment	1	\$407.00	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$0.00
Total		4	\$1,298.26	\$1,185.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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		4	\$1,298.26	\$1,185.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
740	Office of the Treasurer	73

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	2	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	7	\$7,363.10	\$0.00
C26	Completion Of Probation/Trial Period	0	\$0.00	\$0.00
C28	Equity Adjustment	0	\$0.00	\$15,981.00
C29	Skill-Based Pay Adjustment	2	\$750.00	\$0.00
C45	Market Adjustment	0	\$0.00	\$57,024.00
	Total	11	\$8,113.10	\$73,005.00
	AGENCY TOTALS	11	\$8,113.10	\$73,005.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
 800 Career & Technology Education Department 385

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	13	\$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	223	\$27,570.00	\$31,714.00
Total		236	\$27,570.00	\$31,714.00
AGENCY TOTALS		236	\$27,570.00	\$31,714.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
805 Rehabilitation Services 890

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	7	\$0.00	\$0.00
C16	Career Progression	86	\$83,007.54	\$30,000.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	0	\$0.00	\$0.00
C28	Equity Adjustment	59	\$119,777.72	\$0.00
C29	Skill-Based Pay Adjustment	32	\$28,140.04	\$2,770.00
C45	Market Adjustment	181	\$114,661.92	\$26,000.00
Total		365	\$345,587.22	\$58,770.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$0.00
C16	Career Progression	1	\$2,217.42	\$0.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	0	\$0.00	\$0.00
C28	Equity Adjustment	3	\$1,764.72	\$0.00
C29	Skill-Based Pay Adjustment	10	\$13,353.27	\$3,800.00
C45	Market Adjustment	2	\$812.04	\$0.00
Total		16	\$18,147.45	\$3,800.00
AGENCY TOTALS		381	\$363,734.67	\$62,570.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
 807 Oklahoma Health Care Authority 364

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	9	\$0.00	\$0.00
C16	Career Progression	0	\$0.00	\$0.00
C20	Performance Pay	336	\$341,482.93	\$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		345	\$341,482.93	\$0.00
AGENCY TOTALS		346	\$341,482.93	\$0.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
 815 Employee Benefits Council 30

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	1	\$273.14	\$820.00
C16	Career Progression	3	\$4,582.84	\$2,335.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	1	\$1,000.00	\$615.00
C28	Equity Adjustment	1	\$470.31	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	4	\$6,546.74	\$0.00
Total		10	\$12,873.03	\$3,770.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$12,873.03	\$3,770.00

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

AGENCY CODE	AGENCY NAME	TOTAL ACTIVE EEs
830	Department of Human Services	7,911

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	151	\$6,310.28	\$5,000.00
C16	Career Progression	262	\$394,445.10	\$45,000.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	0	\$0.00	\$0.00
C28	Equity Adjustment	18	\$32,282.34	\$5,000.00
C29	Skill-Based Pay Adjustment	17	\$7,587.62	\$50,000.00
C45	Market Adjustment	165	\$740,456.32	\$10,000.00
	Total	613	\$1,181,081.66	\$115,000.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	3	\$193.76	\$0.00
C16	Career Progression	2	\$3,035.50	\$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	81	\$301,960.44	\$75,000.00
	Total	86	\$305,189.70	\$75,000.00
	AGENCY TOTALS	699	\$1,486,271.36	\$190,000.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
835 Water Resources Board 102

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	2	\$1,836.40	\$0.00
C16	Career Progression	8	\$22,346.00	\$1,400.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	18	\$20,182.84	\$2,008.00
C28	Equity Adjustment	1	\$1,582.29	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$4,870.00
C45	Market Adjustment	12	\$18,961.77	\$0.00
Total		41	\$64,909.30	\$8,278.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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	\$5,340.66	\$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	\$5,340.66	\$0.00
AGENCY TOTALS		45	\$70,249.96	\$8,278.00

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

AGENCY CODE AGENCY NAME TOTAL ACTIVE EEs
 978 Oklahoma Transportation Authority 539

CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
C05	Intra-Agency Lateral Transfer	0	\$0.00	\$1,550.00
C16	Career Progression	15	\$24,291.00	\$4,115.00
C20	Performance Pay	0	\$0.00	\$0.00
C26	Completion Of Probation/Trial Period	1	\$110.90	\$850.00
C28	Equity Adjustment	1	\$1,624.98	\$0.00
C29	Skill-Based Pay Adjustment	0	\$0.00	\$0.00
C45	Market Adjustment	1	\$1,263.54	\$0.00
Total		18	\$27,290.42	\$6,515.00

UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2004 PMM COST	ANTICIPATED PMM COSTS JAN-JUN 2005
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		18	\$27,290.42	\$6,515.00

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT
CLASSIFIED PROJECTED COST 01/01/05 TO 06/30/05**

Agency Name	C05 Lateral Transfers	C16 Career Progression	C20 Performance	C26 Trial Period	C28 Equity	C29 Skill	C45 Market	Total Number Affected
ABLE Commission	\$0.00	\$0.00	\$0.00	\$411.99	\$23,863.70	\$8,326.66	\$13,549.87	58
Agriculture, Food, and Forestry, Department of	\$2,073.07	\$2,361.55	\$0.00	\$4,949.92	\$0.00	\$0.00	\$0.00	22
Bureau of Investigation	\$0.00	\$2,680.00	\$0.00	\$5,512.00	\$1,022.00	\$1,380.00	\$0.00	10
Central Services, Department of	\$0.00	\$5,784.00	\$0.00	\$12,324.00	\$2,694.00	\$0.00	\$0.00	7
Commission on Children and Youth	\$0.00	\$550.00	\$0.00	\$207.00	\$0.00	\$0.00	\$0.00	3
CompSource Oklahoma	\$0.00	\$0.00	\$0.00	\$220.00	\$7,503.00	\$0.00	\$0.00	9
Corporation Commission	\$0.00	\$8,400.00	\$0.00	\$0.00	\$6,000.00	\$2,500.00	\$0.00	13
Corrections, Department of	\$2,800.00	\$71,000.00	\$0.00	\$0.00	\$1,000.00	\$0.00	\$0.00	191
Cosmetology Board	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$90.00	\$0.00	1
Employees Benefits Council	\$820.00	\$2,335.00	\$0.00	\$615.00	\$0.00	\$0.00	\$0.00	3
Employment Security Commission	\$0.00	\$22,492.89	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	33
Environmental Quality, Department of	\$0.00	\$26,255.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	22
Health Department	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,504.76	\$0.00	10
Human Rights Commission	\$0.00	\$0.00	\$2,500.00	\$0.00	\$0.00	\$0.00	\$0.00	1
Human Services, Department of	\$5,000.00	\$45,000.00	\$0.00	\$0.00	\$5,000.00	\$50,000.00	\$10,000.00	287
J.D. McCarty Center For Children With Developmental Disabilities	\$0.00	\$0.00	\$0.00	\$4,958.33	\$0.00	\$0.00	\$0.00	26
Juvenile Affairs, Office of	\$2,000.00	\$20,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	27
Labor, Department of	\$0.00	\$0.00	\$0.00	\$0.00	\$719.00	\$0.00	\$0.00	2
Libraries, Department of	\$0.00	\$0.00	\$0.00	\$1,696.38	\$0.00	\$0.00	\$0.00	2
Liquefied Petroleum Gas Administration	\$0.00	\$0.00	\$0.00	\$0.00	\$529.74	\$0.00	\$0.00	1
Mental Health and Substance Abuse Services, Department of	\$3,200.00	\$15,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	12
Military Department	\$0.00	\$1,809.00	\$0.00	\$1,542.00	\$0.00	\$0.00	\$0.00	18
Narcotics, Bureau of	\$0.00	\$2,789.52	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1
Personnel Management, Office of	\$0.00	\$2,562.65	\$0.00	\$2,346.80	\$1,680.00	\$0.00	\$2,160.00	6
Professional Engineers and Land Surveyors, Board of	\$0.00	\$0.00	\$966.00	\$920.00	\$0.00	\$0.00	\$0.00	2
Public Employees Retirement System	\$0.00	\$0.00	\$0.00	\$1,144.29	\$0.00	\$1,397.28	\$0.00	4
Public Safety, Department of	\$3,330.00	\$140,440.00	\$0.00	\$2,405.00	\$6,921.00	\$2,496.00	\$47,638.00	71
Real Estate Commission	\$0.00	\$200.00	\$0.00	\$314.94	\$0.00	\$0.00	\$0.00	4
Rehabilitation Services, Department of	\$0.00	\$30,000.00	\$0.00	\$0.00	\$0.00	\$2,770.00	\$26,000.00	158
Secretary of State	\$0.00	\$0.00	\$0.00	\$401.59	\$2,953.11	\$0.00	\$0.00	7
Securities, Department of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,755.00	2

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT
CLASSIFIED PROJECTED COST 01/01/05 TO 06/30/05**

Agency Name	C05 Lateral Transfers	C16 Career Progression	C20 Performance	C26 Trial Period	C28 Equity	C29 Skill	C45 Market	Total Number Affected
State & Education Employees Group Insurance Board	\$0.00	\$3,124.90	\$0.00	\$1,922.27	\$0.00	\$6,471.54	\$0.00	10
State Finance	\$0.00	\$0.00	\$0.00	\$4,115.65	\$0.00	\$0.00	\$0.00	8
Tax Commission	\$0.00	\$107,698.00	\$0.00	\$0.00	\$58,650.00	\$0.00	\$16,518.00	153
Teacher's Retirement System	\$0.00	\$0.00	\$0.00	\$1,185.00	\$0.00	\$0.00	\$0.00	4
Transportation (ODOT), Department of	\$10,000.00	\$225,000.00	\$0.00	\$40,000.00	\$5,000.00	\$0.00	\$0.00	235
Transportation Authority	\$1,550.00	\$4,115.00	\$0.00	\$850.00	\$0.00	\$0.00	\$0.00	6
Veterans Affairs, Department of	\$152.00	\$14,857.00	\$0.00	\$58,145.00	\$11,650.00	\$0.00	\$0.00	241
Water Resources Board	\$0.00	\$1,400.00	\$0.00	\$2,008.00	\$0.00	\$4,870.00	\$0.00	9
CLASSIFIED TOTAL*	\$18,232.00	\$548,996.07	\$966.00	\$117,300.54	\$86,854.11	\$18,004.82	\$96,071.00	951

* The 45 remaining agencies that responded to the survey projected no PMMs for January 1, 2005 to June 30, 2005.

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT
UNCLASSIFIED PROJECTED COST 01/01/05 TO 06/30/05**

Agency Name	C05 Lateral Transfers	C16 Career Progression	C20 Performance	C26 Trial Period	C28 Equity	C29 Skill	C45 Market	Total Number Affected
Bureau of Narcotics	\$0.00	\$3,334.92	\$0.00	\$0.00	\$0.00	\$0.00	\$263.49	3
Career and Technology Education	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$31,714.00	27
Central Services, Department of	\$0.00	\$0.00	\$0.00	\$21,384.00	\$0.00	\$0.00	\$0.00	4
Commission on Marginally Producing Oil & Gas Wells	\$0.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,462.00	2
CompSource Oklahoma	\$0.00	\$3,608.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	4
Construction Industries Board	\$0.00	\$5,546.76	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	5
Environmental Quality, Department of	\$0.00	\$4,320.00	\$0.00	\$0.00	\$1,381.00	\$0.00	\$0.00	2
Health Department	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,414.14	\$0.00	4
Human Services, Department of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$75,000.00	25
Insurance Department	\$0.00	\$0.00	\$0.00	\$0.00	\$5,000.00	\$0.00	\$0.00	3
J.D. McCarty Center For Children With Developmental Disabilities	\$0.00	\$0.00	\$0.00	\$179.17	\$0.00	\$0.00	\$0.00	1
Mines, Department of	\$0.00	\$0.00	\$0.00	\$2,160.00	\$4,950.00	\$0.00	\$0.00	4
Pharmacy, Board of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,800.00	4
Police Pension and Retirement System	\$0.00	\$0.00	\$6,088.00	\$0.00	\$0.00	\$0.00	\$0.00	9
Public Employees Retirement System	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,075.74	\$0.00	1
Public Safety, Department of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,801.00	1
Rehabilitation Services, Department of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,800.00	\$0.00	7
Securities, Department of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$112,812.00	26
Treasurer	\$0.00	\$0.00	\$0.00	\$0.00	\$15,981.00	\$0.00	\$57,024.00	7
UNCLASSIFIED TOTAL*	\$0.00	\$21,809.68	\$6,088.00	\$23,723.17	\$27,312.00	\$9,289.88	\$290,876.49	139

* The 65 remaining agencies that responded to the survey projected no PMMs for January 1, 2005 to June 30, 2005.

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 2004 Report

Agency Number	Agency Name	Merit Status	Responded to Survey	Total Number of PMMs	Total Incurred 2004 COST
007	Centennial Commission	Non-Merit	No	0	\$0.00
020	Accountancy Board	Non-Merit	Yes	0	\$0.00
025	Military Department	Merit	Yes	340	\$329,612.08
030	Able Commission	Merit	Yes	52	\$69,223.64
039	Boll Weevil Eradication Org.	Non-Merit	No	1	\$0.00
040	Agriculture Food & Forestry	Merit	Yes	89	\$75,415.92
044	Anatomical Board	Non-Merit	Yes	0	\$0.00
045	Board of Architects	Non-Merit	No	0	\$0.00
047	Indigent Defense System	Non-Merit	No	0	\$0.00
049	Attorney General	Non-Merit	No	0	\$0.00
055	Arts Council	Non-Merit	Yes	15	\$34,499.16
060	Aeronautics Commission	Non-Merit	Yes	3	\$2,558.22
065	Banking Department	Non-Merit	No	0	\$0.00
090	State Finance	Merit	Yes	12	\$15,007.40
125	Department of Mines	Non-Merit	Yes	0	\$0.00
127	Children and Youth Commission	Merit	Yes	19	\$19,948.52
131	Corrections, Department of	Merit	Yes	439	\$548,484.69
145	Board of Chiropractic Examiners	Non-Merit	No	0	\$0.00
160	Commerce, Department of	Merit	No	6	\$5,560.07
170	Construction Industries Board	Non-Merit	Yes	0	\$0.00
185	Corporation Commission	Merit	Yes	109	\$135,657.46
190	Cosmetology, Board of	Merit	Yes	21	\$26,016.25
199	Court of Criminal Appeals	Non-Merit	No	0	\$0.00
204	J.M. Davis Memorial Commission	Non-Merit	Yes	1	\$2,400.00
215	Board of Dentistry	Merit	Yes	0	\$0.00
220	District Attorney's Council	Non-Merit	No	0	\$0.00
265	Education, Department of	Merit	Yes	8	\$405.38
266	Oklahoma Education Television Authority	Non-Merit	Yes	0	\$0.00
269	Commission for Teacher Preparation	Non-Merit	No	0	\$0.00
270	Election Board	Non-Merit	Yes	0	\$0.00
285	Board of Embalmers & Funeral Directors	Merit	Yes	0	\$0.00
290	Employment Security Commission	Merit	Yes	779	\$211,669.25
292	Environmental Quality, Department of	Merit	Yes	389	\$202,987.48
296	Ethics Commission	Merit	Yes	0	\$0.00
298	Merit Protection Commission	Merit	Yes	2	\$1,738.68
300	Auditor and Inspector	Non-Merit	Yes	79	\$0.00
305	Office of the GoverNor	Non-Merit	No	0	\$0.00
306	Pardon & Parole Board	Merit	Yes	2	\$3,715.91
307	Interstate Oil Compact Commission	Non-Merit	No	0	\$0.00
308	State Bureau of Investigation	Merit	Yes	72	\$135,971.78

Agency Number	Agency Name	Merit Status	Responded to Survey	Total Number of PMMs	Total Incurred 2004 COST
309	Civil Emergency Management	Merit	No	0	\$0.00
310	State Fire Marshal	Merit	Yes	0	\$0.00
315	Firefighters Pension & Retirement	Non-Merit	No	0	\$0.00
320	Wildlife Conservation, Department of	Non-Merit	Yes	7	\$0.00
326	Office of Handicapped Concerns	Merit	Yes	0	\$0.00
340	Health Department	Merit	Yes	538	\$603,497.84
342	Medicolegal Investigations	Non-Merit	Yes	0	\$0.00
345	Transportation, Department of	Merit	Yes	473	\$569,523.97
346	Oklahoma Space Industry Development Authority	Non-Merit	Yes	0	\$0.00
350	Historical Society	Merit	Yes	4	\$5,024.78
353	Horse Racing Commission	Non-Merit	No	0	\$0.00
355	Human Rights Commission	Merit	Yes	2	\$8,666.74
360	Indian Affairs Commission	Non-Merit	No	0	\$0.00
370	Industrial Finance Authority	Non-Merit	No	0	\$0.00
385	Insurance Department	Non-Merit	Yes	6	\$5,000.00
390	CompSource Oklahoma	Non-Merit	Yes	91	\$54,924.54
400	Juvenile Affairs, Office of	Merit	Yes	50	\$21,963.02
405	Labor, Department of	Merit	Yes	15	\$21,843.36
410	Land Office	Merit	Yes	25	\$23,435.31
415	Council on Law Enforcement	Non-Merit	Yes	1	\$0.00
416	Law Enforcement Retirement System	Non-Merit	No	0	\$0.00
430	Libraries, Department of	Merit	Yes	4	\$4,918.87
440	Office of Lieutenant Governor	Non-Merit	No	0	\$0.00
445	Liquified Petroleum Gas Administration	Merit	Yes	2	\$176.58
446	Marginally Producing Oil/Gas	Non-Merit	Yes	0	\$0.00
450	Medical License and Supervisory Board	Merit	Yes	19	\$18,050.00
452	Mental Health, Department of	Merit	Yes	12	\$11,501.53
475	Motor Vehicles Commission	Merit	Yes	0	\$0.00
477	Narcotics, Bureau of	Merit	Yes	15	\$14,284.32
509	Nursing Home Board	Non-Merit	No	0	\$0.00
510	Nursing Board	Non-Merit	Yes	19	\$58,643.37
515	Public Employees Retirement System	Merit	Yes	49	\$71,040.43
516	Employees Group Insurance Board	Non-Merit	Yes	10	\$9,772.91
520	Optometry Board	Non-Merit	No	0	\$0.00
525	Osteopathic Board	Merit	No	0	\$0.00
535	Peanut Commission	Merit	No	0	\$0.00
548	Personnel Management, Office of	Merit	Yes	28	\$59,159.79
557	Police Pension & Retirement	Non-Merit	Yes	9	\$17,554.63
560	Pharmacy Board	Merit	Yes	0	\$0.00
563	Private Schools Board	Non-Merit	No	0	\$0.00
566	Tourism & Recreation, Department of	Merit	Yes	25	\$13,765.44
568	Scenic Rivers Commission	Non-Merit	No	2	\$1,741.84

Agency Number	Agency Name	Merit Status	Responded to Survey	Total Number of PMMs	Total Incurred 2004 COST
570	Professional Engineers & Land Surveyors	Merit	Yes	3	\$4,500.00
575	Psychology Board	Non-Merit	Yes	0	\$0.00
580	Central Services, Department of	Merit	Yes	6	\$4,911.67
582	Office of the State Bond Adviser	Non-Merit	Yes	0	\$0.00
585	Public Safety, Department of	Merit	Yes	77	\$367,182.10
588	Real Estate Commission	Merit	Yes	7	\$7,767.79
615	Board of Registration for Foresters	Non-Merit	Yes	0	\$0.00
619	Physician Manpower Training Commission	Merit	Yes	0	\$0.00
620	Quartz Mountain Center	Non-Merit	No	0	\$0.00
625	Secretary of State	Merit	Yes	39	\$50,626.13
628	Science & TechNology Center	Merit	Yes	0	\$0.00
629	School of Science & Math	Merit	Yes	1	\$0.00
630	Securities Commission	Merit	Yes	1	\$8,333.00
631	Sheep and Wool Commission	Merit	No	0	\$0.00
632	Speech Pathology & Audiology Board	Non-Merit	No	0	\$0.00
635	Consumer Credit, Department of	Merit	Yes	13	\$9,532.70
645	Conservation Commission	Merit	No	0	\$0.00
650	Veterans Affairs, Department of	Merit	Yes	367	\$279,459.67
670	J.D. McCarty Center	Merit	Yes	27	\$20,193.60
695	Tax Commission	Merit	Yes	171	\$144,466.34
715	Teachers Retirement	Merit	Yes	4	\$1,298.26
740	State Treasurer, Office of the	Non-Merit	Yes	11	\$8,113.10
755	Used Motor Vehicle & Parts Commission	Non-Merit	No	0	\$0.00
790	Veterinary Medical Examiners Board	Non-Merit	Yes	0	\$0.00
800	Career & TechNology Education Department	Non-Merit	Yes	236	\$330,840.00
805	Rehabilitation Services	Merit	Yes	381	\$363,734.67
807	Health Care Authority	Merit	Yes	346	\$341,482.93
815	Employee Benefits Council	Merit	Yes	10	\$12,873.03
825	University Hospital Authority	Non-Merit	Yes	0	\$0.00
830	Human Services, Department of	Merit	Yes	699	\$1,486,271.36
835	Water Resources Board	Merit	Yes	45	\$70,249.96
875	Wheat Commission	Non-Merit	No	0	\$0.00
880	Will Rogers Memorial Commission	Merit	Yes	0	\$0.00
978	Transportation Authority	Merit	Yes	18	\$27,290.42
980	Grand River Dam Authority	Merit	No	0	\$0.00