

**STATE OF OKLAHOMA
OFFICE OF PERSONNEL MANAGEMENT**

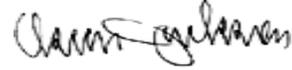
"Working for Oklahoma"

OPM 07-45

DATE: December 21, 2007

TO: All Appointing Authorities

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



SUBJECT: 2007 Annual Compensation Report

The Office of Personnel Management has completed the analysis and recommendations for the current year's Annual Compensation Report. This report, required by O.S. Title 74:840-2.12(5), summarizes the results of the Annual Salary Survey of market compensation practices and compares them to those in Oklahoma state government. A copy of the report is enclosed for your review.

The findings of this year's report include the following:

- State classified pay lags the relevant market by 12.05 percent.
- An increase to the minimums and maximums of the classified pay bands is needed to remain competitive with the market and to remedy structural problems caused by the new minimum wage for state employees.
- The overall turnover rate for classified jobs is 13.9 percent, while the voluntary turnover rate is 11.6 percent.

The report also contains an analysis of:

- Non-cash compensation (fringe benefits)
- Legislative pay adjustments
- Agency Director salary structure

The report concludes with my recommendations concerning state employee compensation for the next year.

The report may be accessed on the Office of Personnel Management website at www.opm.ok.gov under the "Reports and Publication" link. Please let me know if you have questions or comments, or you may contact the OPM Compensation Division at (405) 522-0422.

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