

**STATE OF OKLAHOMA  
OFFICE OF PERSONNEL MANAGEMENT**

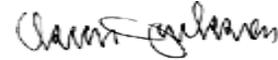
*"Working for Oklahoma"*

**OPM 08-14**

**DATE:** June 9, 2008

**TO:** All Appointing Authorities

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



**SUBJECT: 2008 Human Resources Legislation**

During the 2008 session, the Oklahoma Legislature passed the following human resources-related bills that affect state agencies and employees. This list includes generally-applicable HR-related legislation. It does not include legislation regarding specific agencies or appropriations. This is also not a comprehensive list of bills regarding insurance or retirement. You may access the signed bills mentioned in this memo on the Website of the [Secretary of State](#).

If you have questions concerning state government HR legislation, please contact Shirley A. Russell, OPM Director of Legislative Affairs, by phone at (405) 521-6293, or via e-mail at [Shirley.Russell@opm.ok.gov](mailto:Shirley.Russell@opm.ok.gov).

**Oklahoma Personnel Act**

**Senate Bill 2046  
Nichols/Terrill**

Amends the Whistleblower Act to allow a third-party state employee who has actual knowledge of a disciplinary or retaliatory act taken against the whistleblower to file an appeal to the Merit Protection Commission on behalf of that individual and establishes requirements for filing such appeals.

*Amends 74:840-2.5; effective November 1, 2008.*

**HR Procedures**

**Senate Bill 1673  
Barrington/Ingmire**

Requires state agencies that are authorized to request a check of criminal history records to conduct a national criminal history records check on all persons authorized to access or review national criminal history records checks information.

*Amends 74:150.9; effective July 1, 2008.*

**House Bill 3112  
Peterson, R/Mazzei**

Section 9 prohibits retired members of OPERS from being rehired by former employers for one year after retiring unless he/she waives benefits and returns as a bona fide employee.

*Amends 74:914; effective July 1, 2008.*

### Miscellaneous

**Senate Bill 1507**  
**Gumm/Dorman**

Section 1 requires that any report, administrative rule, budget work program, budget request, or any other document that is required by law to be filed with the Governor, President Pro Tempore of the Senate, or the Speaker of the House of Representatives be submitted electronically.

*Creates 74:464; effective November 1, 2008.*

### Voluntary Payroll Deduction

**Senate Bill 1866**  
**Laughlin/Hickman**

Section 1 increases the minimum membership for a statewide employee association to participate in voluntary payroll deduction (VPD) from 1000 to 2000 dues-paying members. The section permits state employee associations to offer their individual members the ability to purchase benefits, goods, or services through VPD. The bill also changes the effective date in 62:7.10 (D) for exemption from the minimum state employee membership requirement from March 23, 1984 to January 1, 2008.

*Amends 62.7.10; effective June 4, 2008.*

### Benefits and Retirement

**House Bill 3112**  
**Peterson, R/Mazzei**

Section 6 provides a four-percent cost-of-living adjustment for OPERS retirees. Section 13 changes the maximum age of a dependent to twenty-five (25). Section 14 states a dependent shall be allowed to remain covered under the State and Educational Employees Insurance Act up to the age of twenty-five (25) and deletes previous restrictions on dependent participation.

*Amends 74:930.10; 74:1303; 74:1309.1; effective July 1, 2008.*

**Senate Bill 565**  
**Peterson, R/Sparks**

Section 11 changes the maximum age of a dependent to twenty-five (25). Section 12 states a dependent shall be allowed to remain covered under the State and Educational Employees Insurance Act up to the age of twenty-five (25) and deletes previous restrictions on dependent participation.

*Amends 74:1303; 74:1309.1; effective November 1, 2008.*

**Note:** In 2007, House Bill House Bill 1114 indexed the minimum annualized salary for state employees to the Federal Poverty Guidelines for a three-person household as issued each year by the U.S. Department of Health and Human Services. The new classified pay band salary schedule incorporating this year's increase in the minimum poverty guidelines will take effect July 1, 2008. The schedule will be distributed before July 1, 2008, by separate OPM All Appointing Authorities memorandum.