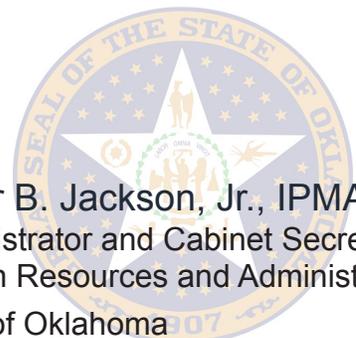


OPM ANNUAL REPORT AND WORKFORCE SUMMARY



“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 and Cabinet Secretary of
Human Resources and Administration
State of Oklahoma
Office of Personnel Management

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STATE OF OKLAHOMA
OFFICE OF PERSONNEL MANAGEMENT

ANNUAL REPORT & WORKFORCE SUMMARY FISCAL YEAR 2008

(JULY 1, 2007 - JUNE 30, 2008)



Coordinated By

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Office of Workforce Planning

November 2008

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COMMENTS FROM THE ADMINISTRATOR



Fiscal Year 2008 offered significant challenges and opportunities for the Office of Personnel Management’s mission to “serve the people of Oklahoma by delivering reliable and innovative human resource services to our partner agencies to achieve their missions.” The twin forces of an aging workforce and a healthy state economy tested our ability to deliver the services our public and state agencies require in what remained essentially a standstill budget on state government expenditures. Fortunately, as this Annual Report and Workforce Summary indicate in both narrative and data, we were able to tap into the creativity of our workforce, their determination to produce effective services and a willingness to think strategically about their work to accomplish a great deal.

This year’s Annual Report and Workforce Summary showcases our efforts. We have been aided significantly by our ability to capture data and trends through the PeopleSoft Human Resources Information System and, new this year, the state’s web-based employment application, testing, applicant tracking and certification system, OKCAREERS. Not only has OKCAREERS improved our ability to think and act strategically, but, of far greater importance, it has streamlined the process by which state agencies post and fill critical vacancies in state government while greatly simplifying and accelerating the process for those applying for state jobs.

This year’s report retains the same emphasis as its predecessors in providing a comprehensive overview of the State of Oklahoma’s workforce and the accomplishments of OPM staff, but it has a slightly different look. OPM has created a uniform style for all reports produced by the agency during a year with different color schemes differentiating them. We hope this will make our publications easier to identify and to reference by state agencies.

I hope you find the Annual Report and Workforce Summary useful and informative. We welcome your comments and suggestions on ways that we can improve it and all of our services to you in years to come.

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

EXECUTIVE SUMMARY

CABINET

The Human Resources and Administration Cabinet Department is comprised of 8 appropriated agencies and 19 non-appropriated agencies. These agencies employed a total of 754 full-time, regular employees at the conclusion of Fiscal Year 2008. Oscar B. Jackson, Jr., serves as Cabinet Secretary, and John S. Richard, Director of the Department of Central Services, serves as Deputy Cabinet Secretary.

OPM

The Office of Personnel Management provides comprehensive human resource services to 135 state agencies, employing 37,274 workers, and thousands of individuals interested in a career in state service. OPM provides services related to recruitment, selection, training, classification, compensation, employee assistance, payroll, workforce planning, and equal opportunity. Oscar B. Jackson, Jr. serves as the administrator for OPM.

SELECTION

External applicants seek employment in the state's classified service by submitting applications to the Applicant Services division of OPM. In FY 08, a total of 42,702 applicants applied through OPM's process, and OPM administered 19,822 performance tests. Agencies appointed 3,051 applicants to full-time regular positions.

DEMOGRAPHICS

About 72.8 percent of the 37,274 employees in the workforce are in classified service while the remaining 27.2 percent are in unclassified service, which is not subject to most of the employment provisions in statute or rule. The state employs at least one person from every county in Oklahoma, with the highest number of employees at 9,694 or 26.0 percent residing in Oklahoma County, 3,913 or 10.5 percent residing in Cleveland County, and 2,311 or 6.2 percent residing in Tulsa County. The average age for state employees is 45.7, and 11,446 (30.7 percent of all state employees) are between the ages of 50 and 59, the highest number in any age category. The average state years of service is 11.1.

COMPENSATION

The average annual salary for all employees is \$39,020. The average classified annual salary is \$34,756. The average unclassified annual salary is \$50,410.

TURNOVER

Resignations account for about 64.6 percent of total turnover, and the overall turnover rate has increased from 13.5 percent in FY 07 to 13.7 percent in FY 08.

ANALYSIS

All employee counts are as of June 30, 2008. In this report, FTE stands for Full-Time Equivalency.

OVERVIEW: OFFICE OF PERSONNEL MANAGEMENT



OFFICE OF PERSONNEL MANAGEMENT

HISTORY

In 1936, state voters adopted the Social Security Amendment to the state constitution to comply with the federal Social Security Act. The Social Security Act required employment standards based on merit for state agencies supported by federal grants-in-aid. This action led to the state's first Merit System. In August 1938, a three-member Merit System Council was appointed by the Governor to administer the Merit System, which applied only to grants-in-aid agencies: Public Welfare (now the Department of Human Services), Employment Security, Health, and Civil Defense (now the Department of Emergency Management).

The purpose of the Merit System was to foster a competent career service free from political patronage. The system was patterned after a standard model provided by the federal Office of State Merit Systems and had no basis in Oklahoma law.

In 1959, the state legislature created the Merit Act, thus giving the Merit System a statutory basis, and provided for the extension of the Merit System to other state agencies through the issuance of Executive Orders. The Act replaced the Merit System Council with a seven-member State Personnel Board to be appointed by the Governor. The Board appointed a director who employed staff.

In 1982, the Oklahoma Legislature passed major reform legislation that replaced the Merit Act with the Oklahoma Personnel Act and created OPM as the administrative agency for the state personnel system. It also created the Ethics and Merit Commission (now the Oklahoma Merit Protection Commission) as a quasi-judicial entity to decide personnel-related disputes. Additional reforms were passed in the 1990s to provide state agencies with more flexibility while maintaining the basic protections of the Merit System. Since that time, OPM's role within state government has evolved from one that is primarily regulatory to one focusing on HR leadership and consultation.

ORGANIZATION

Administrator and Cabinet Secretary: OPM Administrator Oscar B. Jackson, Jr., serves as Cabinet Secretary of Human Resources and Administration. Mr. Jackson serves as the principal point of contact for the following entities: Oklahoma Merit Protection Commission, Oklahoma State and Education Employees Group Insurance Board, the Employees Benefits Council, the Human Rights Commission, and the Office of Personnel Management.

FUNCTION

OPM administers the Merit System of Personnel Administration, which is a comprehensive personnel system consisting of position classification, compensation, recruitment, testing, certification, human resources development and employee assistance.

Agencies, positions, and employees subject to the Merit System are "classified" whereby procedures are governed by the Oklahoma Personnel Act and the Merit Rules. In FY 08, there were 64 Merit System state agencies. The Oklahoma Personnel Act also contains provisions that apply to agencies, positions, and employees that are not subject to the Merit System. The positions and employees in these 51 "non-Merit System" agencies are "unclassified." OPM also administers programs that affect both classified and unclassified employees, including Workforce Planning, Agency Payroll and Voluntary Payroll Deduction, PEP, EAP training, and CPM Progress. Additionally, a number of state and federal personnel laws apply to all state agencies and employees. The work of OPM is divided among eight components:

- Office of the Administrator
- State Employee Assistance Program
- Employee Selection Services (Applicant Services and Personnel Assessment)
- Office of Equal Opportunity and Workplace Diversity
- Financial Management Services
- Human Resource Development Services
- Management Services (Classification and Compensation)
- Office of Workforce Planning

OFFICE OF PERSONNEL MANAGEMENT

OUR MISSION

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

OUR VISION

The Office of Personnel Management: "Human Resources Provider of Choice"
The State of Oklahoma: "Employer of Choice"

CORE VALUES AND BEHAVIORS

Integrity. We are trustworthy. Our actions are consistent with our words, and we pursue the highest good for the state of Oklahoma. We keep our promises and we do what we say we will do. We accept full responsibility for our decisions and our actions.

Customer Service. We listen. We treat others as they wish to be treated. Our work reflects our best effort. We continually examine ourselves, our systems, and our processes to ensure that we can meet our internal and external customer requirements.

Diversity. We value the ideas, background, experiences, and talents of each employee of the Office of Personnel Management. We respect each other. We are committed to ensuring that Oklahoma's state government workforce reflects the diversity of its citizenry.

Human Resources Excellence. We offer leadership in service to the Human Resources professional community through our ongoing efforts to discover, implement, and share best practices. We are experts in the field of HR Management and share our expertise with each other and with our partners throughout state service, and both the public and private sectors. We empower each other to achieve.

Innovation. We seek innovative solutions to human resources issues. We actively encourage creative approaches to human resources management. We are willing to experiment and take risks.

Partnering for Results. We create mutually beneficial partnerships and work with our external and internal customers on an equal basis toward common goals, recognizing the obligations we have to one another.

OPM MANAGEMENT TEAM



Oscar B. Jackson, Jr.
ADMINISTRATOR
AND CABINET
SECRETARY OF
HUMAN RESOURCES
AND ADMINISTRATION



Janet Anderson
EXECUTIVE
ASSISTANT



Hank Batty
DEPUTY
ADMINISTRATOR
FOR PROGRAMS



Marilyn Capps
ASSOCIATE
ADMINISTRATOR/CHIEF
FINANCIAL OFFICER,
FINANCIAL
MANAGEMENT
SERVICES



Kara Smith
GENERAL
COUNSEL



Shirley Russell
DIRECTOR,
LEGISLATIVE
AFFAIRS



Tom Patt
DIRECTOR,
COMPENSATION,
MANAGEMENT
SERVICES



Susan Loftin
DIRECTOR,
CLASSIFICATION,
MANAGEMENT
SERVICES



Brenda Thornton
DIRECTOR,
EQUAL OPPORTUNITY
AND WORKFORCE
DIVERSITY



Natasha Riley
DIRECTOR,
PERSONNEL
ASSESSMENT,
EMPLOYEE SELECTION
SERVICES



Tom Impson
DIRECTOR,
APPLICANT SERVICES,
EMPLOYEE SELECTION
SERVICES



Carrie Rohr
DIRECTOR,
HUMAN RESOURCES
DEVELOPMENT
SERVICES



Bob Stevens
COORDINATOR,
STATE EMPLOYEE
ASSISTANCE PROGRAM



Alan Ross Tripp
MANAGER,
WORKFORCE
PLANNING



OPM ORGANIZATIONAL COMPONENTS

OFFICE OF THE ADMINISTRATOR

Administrator and Cabinet Secretary of Human Resources and Administration

Oscar B. Jackson, Jr.

Deputy Administrator for Programs

Hank Batty

Director of Legislative Affairs

Shirley Russell

Executive Assistant

Janet Anderson

General Counsel

Kara Smith

MANAGEMENT SERVICES

Director of Compensation

Tom Patt

Director of Classification

Susan Loftin

Administrative Assistant

Mary Eldred

Administrative Technicians

Danita Chatman-Berry

Lori Ann Badley

Human Resources Programs Managers

Everett Slavik

Sara Dean

Human Resources Management Specialists

Harry Gentry

Millicent Roozen-Irby

Brian Harrison

Toyna Holman

Brian Jepsen

Marianne Sanchez

Jacob Smith

Ron Thatcher

EMPLOYEE SELECTION SERVICES

Director of Applicant Services

Tom Impson

Director of Personnel Assessment

Natasha Riley

Human Resources Programs Manager

Patti Nelson

Administrative Assistant

Rebecca Coyote

CAPIP Coordinator

Denae Edwards

Human Resources Assistants

Carolyn Fryar

Michelle Gresham

Tracy Tran

Human Resources Management Specialists

Elizabeth Blais

Paul Broderson

Crystal Burke

Justine Heard

Jennifer Jepsen

Herman Johnson

Melissa Jolly

Lindsey Locke

Cassandra Patmon

Sandie Wein

OFFICE OF WORKFORCE PLANNING

Manager of Workforce Planning

Alan Ross Tripp

Research Analyst

Ashland Viscosi

FINANCIAL MANAGEMENT SERVICES

Associate Administrator and Chief Financial Officer

Marilyn Capps

Administrative Assistant

Gilda Cross

Administrative Technicians

Christina Burckel

Jim Patterson

Accountants

Latisha Edwards

Elda Walker

Accounting Technician

Steven Snyder

Administrative Programs Officer

Marsha Reeder

Contracting and Acquisitions Agent

Gina Kwiatkowski

Graphic Artist

Michelle Crozier

Human Resources Programs Manager

Terri Berry

Information System Network Management Specialists

Dustin Crossfield

Matthew Fowler

Information Systems Application Specialist

Marsheila Ward

HUMAN RESOURCES DEVELOPMENT SERVICES

Director of Human Resources Development Service

Carrie Rohr

Administrative Assistant

Grayson Bedwell

Administrative Technicians

Kimberly Hester

Torey Jackson

Shelley Wise

Human Resources Programs Manager

Joyce Smith

Training Specialist and CPM Coordinator

Lisa Fortier

OFFICE OF EQUAL OPPORTUNITY AND WORKFORCE DIVERSITY

Director of Equal Opportunity and Workforce Diversity

Brenda Thornton

Administrative Assistant

Linda Williamson

STATE EMPLOYEE ASSISTANCE PROGRAM

Coordinator of State Employee Assistance Program

Robert Stevens

Administrative Assistant

Blanche Longoria

Employee Assistance Program Coordinators

Deanna Miller

Warren Thompson

FINANCIAL MANAGEMENT SERVICES



Marilyn Capps, MBA
Associate Administrator/
Chief Financial Officer,
Financial Management Services

To insure that OPM Program Departments are equipped to accomplish the agency mission, the Financial Management Services (FMS) team provides a variety of diverse support services to OPM management and staff including budget, accounting and reporting, payroll, procurement, records management, internal human resources and benefits administration, network management services, graphic arts, and support services including telecommunications services, reception, mailroom, and copying services.

BUDGET AND FISCAL SERVICES

OPM's FY-08 Budget Work Program was \$5,493,751. The amount is made up of FY-2008 General Revenue appropriations, \$4,891,745, or 89%, FY-2007 General Revenue carry-over, \$345,071, or 6%, and Revolving Funds, \$256,935, made up the remaining 5%. During the year, the agency collected a total of \$4,597,972 from quarterly Merit System billings, which was deposited in the General Revenue Fund [74 O.S. §840-1 (18)]. FMS also collected funds in the amount of \$140,568 for payroll services provided to other state agencies [74 O.S. §840-1.6A (18)] and training fees as follows: Certified Public Manager training fees of \$50,540 [74 O.S. §840-1.6a (10); 74 O.S. §840-3.15; 74 O.S. §840-1.20]; Certified Personnel Professional training fees of \$7,440; Other Training fees of \$37,093 [74 O.S. §840-1.6A].

VOLUNTARY PAYROLL DEDUCTION

FMS administers the state VPD Program through which employees may have deductions made from their pay-

checks to certain: credit unions, banks, savings associations, insurance companies supplemental life, accident, and health policies; private insurance organizations or service companies for legal services; private organizations for supplemental retirement plans; statewide employee associations; college savings plan, Oklahoma Today Magazine, statewide educational employee organizations or associations, and the Correctional Peace Officer Foundation. The average number of state employees participating in the program on a monthly basis during FY-08 was 9,975. OPM collected \$103,300 in participation fees from insurance companies during the year [62 O.S. §7.10]. OPM also organized a VPD Expo held at the State Capitol to assist state agencies located in the Oklahoma City area to meet the requirements of holding a one-day employee benefit informational meeting and inviting vendors with authorized payroll deductions to attend [74 O.S. §1344 (G)].

OKLAHOMA COMMISSION ON THE STATUS OF WOMEN (OCSW)

The Oklahoma Legislature created the Oklahoma Commission on the Status of Women in 1994 to act as an advisory entity on equity issues relating to gender bias; monitor legislation to determine whether it is discriminatory toward one gender or the other; act as a resource and a clearinghouse for research on issues related to women and gender bias; report annually to the Governor, President Pro Tempore of the Senate, and Speaker of the House of Representatives regarding its activities; and make recommendations concerning needed legislation or regulatory changes relating to equity and gender bias. FMS provides staff support to the OCSW by providing fiscal services including budgeting, accounting and reporting, purchasing, payroll, and inventory [74 O.S. §666 (b)].

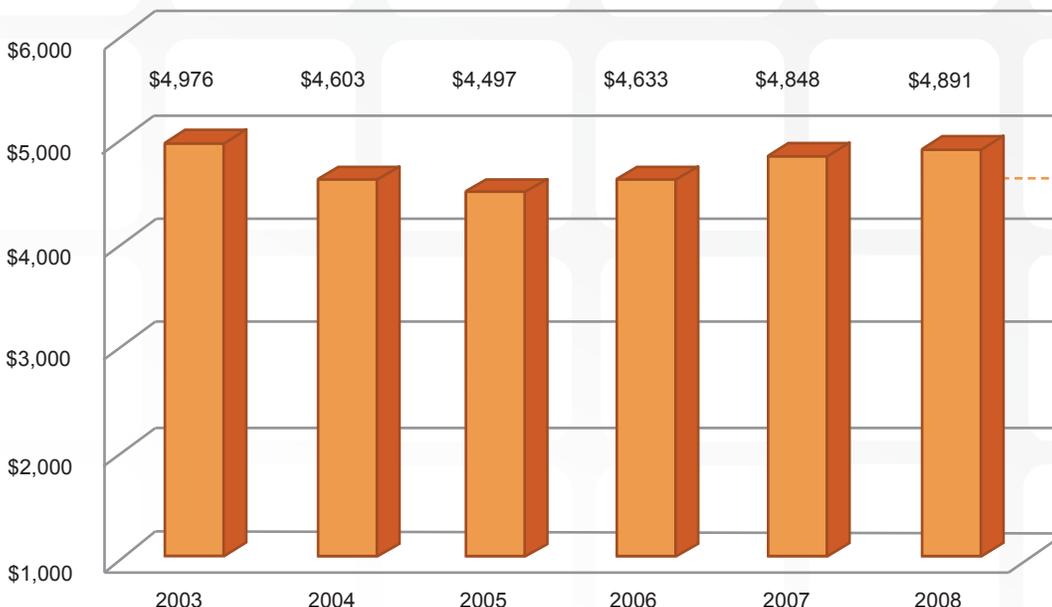


Chart 1:
OPM General Revenue
Appropriations Trend
FY 2003-2008 (In 1,000's)

FY 2008

HR LEGISLATION SUMMARY



Shirley Russell
Director,
Legislative Affairs,
Administration

During the 2008 session, the Oklahoma Legislature passed the following human resources-related bills that affect state agencies and employees (it does

not include legislation regarding specific agencies or appropriations):

OKLAHOMA PERSONNEL ACT (TITLE 74)

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 information from a national criminal history records check.

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.

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 1,000 to 2,000 dues-paying members. The section permits state employee associations to offer their individual members the ability to pur-

chase 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 (4 %) 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.

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.

Note: *In 2007, 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 took effect July 1, 2008.*

PART I

POSITION MANAGEMENT:



CLASSIFICATION



Susan Loftin, IPMA-CP

Director,
Classification,
Management Services

POSITION MANAGEMENT

OPM's Classification Division is assigned responsibilities involving

the classification of jobs and employees under the state Merit System. In this role, team members perform job audits to identify work performed by state employees, develop job family descriptors, allocate positions to the appropriate job family descriptor, and ensure that employees are classified based on position allocations and status. Responsibilities also include maintaining a position management system to identify positions established in the executive branch of state government, establishing unclassified positions as authorized, maintaining job codes for use with unclassified positions, and reviewing agency personnel actions to ensure compliance.

CLASSIFIED

Currently there are 25 occupational groups in the clas-

sified service system. The groups are comprised of 369 job titles with 1,077 levels for these titles.

UNCLASSIFIED

Merit System agencies may request unclassified positions based on statutory authority. The positions are assigned a tracking code, but the positions aren't associated with specific qualifications, duties or compensation in the statewide system.

FY 08 MAJOR ACCOMPLISHMENTS

- Provided semi-annual Allocation and Salary Adjustment report to the Governor, Co-Presidents Pro Tempore of the Senate, and Speaker of the House of Representatives.
- Continued to work with CORE staff for PeopleSoft HRMS implementation to provide current training to all user agencies. This involved continually updating all aspects of the PeopleSoft HR Basic Training manual as revisions are implemented.
- Audited and processed 45,503 personnel actions.
- Provided Human Resources support and guidance for 135 state agencies.
- Managed 369 job family descriptors.
- Revised 16 job family descriptors.
- Adopted 1 new job family descriptor.

Table 1: Fiscal Year Occupational Group Employee Counts

Occupational Group	08 Emp. Count	07 Emp. Count	06 Emp. Count	05 Emp. Count	04 Emp. Count	03 Emp. Count	03-08 % Change
Agricultural Services and Inspections	247	255	249	257	257	259	-4.6%
Corrections & Custody	2,994	3,041	3,059	2,893	2,946	2,977	0.6%
Employment Services	299	308	338	301	312	333	-10.2%
Financial Management	977	959	987	924	940	970	0.7%
General Administrative	3,895	3,941	4,140	3,982	4,049	4,153	-6.2%
General Sciences and Environmental Services	382	227	380	360	363	358	6.7%
General Safety, Security Inspections and Investigations	232	382	242	218	219	198	17.2%
Health Care Services and Administration	848	826	843	786	812	801	5.9%
Historical Preservation	70	72	81	71	66	73	-4.1%
Human Resources Management and Development	440	427	423	390	391	392	12.2%
Information Technology	683	715	739	726	741	745	-8.3%
Institutional and Nutritional Services and Administration	1,694	1,730	1,910	1,819	1,782	1,757	-3.6%
Insurance and Benefits Administration	156	161	174	178	188	201	-22.4%
Law Enforcement	1,588	1,564	1,639	1,528	1,517	1,540	3.1%
Logistics and Property Management	1,323	1,294	1,339	1,282	1,301	1,324	-0.1%
Nursing Services	2,491	2,544	2,614	2,485	2,427	2,367	5.2%
Oil, Gas, Transportation and Utility Regulation	196	198	202	178	158	164	19.5%
Power Generation	307	318	326	313	312	312	-1.6%
Professional Engineering and Land Surveyors	270	273	275	280	301	303	-10.9%
Rehabilitation and Vocational Services	651	661	688	508	656	665	-2.1%
Revenue and Taxation	302	312	324	279	262	333	-9.3%
Social Services	4,865	4,668	4,770	4,472	4,422	4,424	10.0%
Transportation and Highway Construction and Maintenance	2,089	2,126	2,165	2,111	2,125	2,110	-1.0%
Travel, Tourism and Recreation	98	102	93	91	93	112	-12.5%
Veterans Services	25	27	27	29	33	42	-40.5%
Classified	27,122	27,131	28,027	26,461	26,673	26,913	0.8%
Unclassified	10,152	9,780	8,890	7,056	8,068	7,619	33.2%
Total	37,274	36,911	36,917	33,517	34,741	34,532	7.9%

Table 2: FY 08 Classified and Unclassified Usage

Agency	Merit Status	Regular Full-Time Employees	Classified Employees	Unclassified Employees	Percent Classified	Percent Unclassified
Agriculture, Food, and Forestry; Department of	Merit	430	377	53	87.7%	12.3%
Alcoholic Beverage Laws Enforcement Commission	Merit	43	40	3	93.0%	7.0%
Central Services, Department of	Merit	241	178	63	73.9%	26.1%
Children and Youth, Commission on	Merit	27	20	7	74.1%	25.9%
Commerce, Oklahoma Department of	Merit	153	4	149	2.6%	97.4%
Compsource Oklahoma	Merit	367	164	203	44.7%	55.3%
Conservation Commission, Oklahoma	Merit	65	6	59	9.2%	90.8%
Consumer Credit, Commission on	Merit	15	11	4	73.3%	26.7%
Corporation Commission, Oklahoma	Merit	476	365	111	76.7%	23.3%
Corrections, State Department of	Merit	4,735	4,366	369	92.2%	7.8%
Cosmetology, State Board of	Merit	11	8	3	72.7%	27.3%
Dentistry, Oklahoma Board of	Merit	4	1	3	25.0%	75.0%
Education, State Department of	Merit	370	5	365	1.4%	98.6%
Emergency Management, Oklahoma Department of	Merit	25	20	5	80.0%	20.0%
Employees Benefits Council, Oklahoma State	Merit	33	28	5	84.8%	15.2%
Employment Security Commission, Oklahoma	Merit	660	618	42	93.6%	6.4%
Engineers and Land Surveyors, State Board of Licensure for Professional	Merit	8	4	4	50.0%	50.0%
Environmental Quality, Department of	Merit	552	516	36	93.5%	6.5%
Ethics Commission	Merit	6	2	4	33.3%	66.7%
Finance, Office of State	Merit	149	45	104	30.2%	69.8%
Fire Marshal Commission, State	Merit	30	26	4	86.7%	13.3%
Funeral Board, Oklahoma	Merit	3	0	3	0.0%	100.0%
Grand River Dam Authority	Merit	543	363	180	66.9%	33.1%
Handicapped Concerns, Office of	Merit	8	6	2	75.0%	25.0%
Health Care Authority, Oklahoma	Merit	427	0	427	0.0%	100.0%
Health, State Department of	Merit	2,288	1,742	546	76.1%	23.9%
Historical Society, Oklahoma	Merit	157	145	12	92.4%	7.6%
Human Rights Commission, Oklahoma	Merit	15	13	2	86.7%	13.3%
Human Services, Department of	Merit	7,704	7,081	623	91.9%	8.1%
Insurance Board, Oklahoma State and Education Employees Group	Merit	174	151	23	86.8%	13.2%
Investigation, Oklahoma State Bureau of	Merit	298	263	35	88.3%	11.7%
J.D. McCarty Center for Children with Development Disabilities	Merit	206	177	29	85.9%	14.1%
Juvenile Affairs, Office of	Merit	936	877	59	93.7%	6.3%
Labor, Department of	Merit	95	75	20	78.9%	21.1%
Land Office, Commissioners of the	Merit	56	39	17	69.6%	30.4%
Libraries, Oklahoma Department of	Merit	58	54	4	93.1%	6.9%
Liquefied Petroleum Gas Board, Oklahoma	Merit	8	6	2	75.0%	25.0%
Medical Licensure and Supervision, State Board of	Merit	22	16	6	72.7%	27.3%
Mental Health and Substance Abuse Services, Department of	Merit	2,056	1,175	881	57.1%	42.9%
Merit Protection Commission	Merit	8	5	3	62.5%	37.5%
Military Department	Merit	359	193	166	53.8%	46.2%
Narcotics and Dangerous Drugs Control, Oklahoma State Bureau of	Merit	123	86	37	69.9%	30.1%
Osteopathic Examiners, State Board of	Merit	5	2	3	40.0%	60.0%
Pardon and Parole Board	Merit	43	35	8	81.4%	18.6%
Peanut Commission, Oklahoma	Merit	1	0	1	0.0%	100.0%
Personnel Management, Office of	Merit	62	50	12	80.6%	19.4%
Pharmacy, Board of	Merit	9	3	6	33.3%	66.7%

Table 2: FY 08 Classified and Unclassified Usage (cont.)

Agency	Merit Status	Regular Full-Time Employees	Classified Employees	Unclassified Employees	Percent Classified	Percent Unclassified
Public Employees Retirement System, Oklahoma	Merit	52	34	18	65.4%	34.6%
Real Estate Commission, Oklahoma	Merit	18	13	5	72.2%	27.8%
Rehabilitation Services, Oklahoma Department of	Merit	878	715	163	81.4%	18.6%
Safety, Department of Public	Merit	1,484	1,431	53	96.4%	3.6%
School of Science and Mathematics, Oklahoma	Merit	73	3	70	4.1%	95.9%
Science and Technology, Oklahoma Center for the Advancement of	Merit	25	0	25	0.0%	100.0%
Secretary of State, Office of	Merit	32	27	5	84.4%	15.6%
Securities Commission, Oklahoma	Merit	27	1	26	3.7%	96.3%
Tax Commission, Oklahoma	Merit	899	631	268	70.2%	29.8%
Teachers' Retirement System of Oklahoma	Merit	51	26	25	51.0%	49.0%
Tourism and Recreation Department, Oklahoma	Merit	537	306	231	57.0%	43.0%
Transportation, Department of	Merit	2,398	2,325	73	97.0%	3.0%
Turnpike Authority, Oklahoma	Merit	557	519	38	93.2%	6.8%
Veterans Affairs, Oklahoma Department of	Merit	1,694	1,632	62	96.3%	3.7%
Water Resources Board, Oklahoma	Merit	92	59	33	64.1%	35.9%
Will Rogers Memorial Commission	Merit	8	3	5	37.5%	62.5%
		32,895	27,089	5,806	82.3%	17.7%
Abstractors Board, Oklahoma	Non-Merit	1	0	1	0.0%	100.0%
Accountancy Board, Oklahoma	Non-Merit	7	0	7	0.0%	100.0%
Aeronautics Commission, Oklahoma	Non-Merit	12	0	12	0.0%	100.0%
Alcohol and Drug Counselors, Oklahoma Board of Licensed	Non-Merit	1	0	1	0.0%	100.0%
Alcohol and Drug Influence, Board of Tests for	Non-Merit	6	0	6	0.0%	100.0%
Architects, Landscape Architects, and Interior Designers, Board of Governors of the Licensed	Non-Merit	3	0	3	0.0%	100.0%
Arts Council, Oklahoma	Non-Merit	15	0	15	0.0%	100.0%
Banking Department, Oklahoma State	Non-Merit	37	0	37	0.0%	100.0%
Boll Weevil Eradication Organization, Oklahoma	Non-Merit	11	0	11	0.0%	100.0%
Bond Advisor, Oklahoma State	Non-Merit	3	0	3	0.0%	100.0%
Capitol Complex and Centennial Commemoration Commission, Oklahoma *	Non-Merit	6	0	6	0.0%	100.0%
Career and Technology Education, Oklahoma Department of	Non-Merit	328	0	328	0.0%	100.0%
Chiropractic Examiners, Board of	Non-Merit	3	0	3	0.0%	100.0%
Construction Industries Board	Non-Merit	27	3	24	11.1%	88.9%
Court of Criminal Appeals	Non-Merit	31	0	31	0.0%	100.0%
Davis, J.M. Memorial Commission	Non-Merit	5	0	5	0.0%	100.0%
District Attorneys	Non-Merit	1,108	0	1,108	0.0%	100.0%
District Courts	Non-Merit	633	0	633	0.0%	100.0%
Educational Television Authority, Oklahoma	Non-Merit	70	0	70	0.0%	100.0%
Election Board, State	Non-Merit	23	21	2	91.3%	8.7%
Finance Authority, Oklahoma Industrial	Non-Merit	7	0	7	0.0%	100.0%
Firefighters Pension and Retirement System, Oklahoma	Non-Merit	10	0	10	0.0%	100.0%
Horse Racing Commission, Oklahoma	Non-Merit	43	0	43	0.0%	100.0%
Hospitals Authority, University	Non-Merit	7	0	7	0.0%	100.0%
Indian Affairs Commission, Oklahoma	Non-Merit	3	0	3	0.0%	100.0%
Indigent Defense System, Oklahoma	Non-Merit	123	0	123	0.0%	100.0%
Insurance Department	Non-Merit	126	0	126	0.0%	100.0%
Judicial Complaints, Council on	Non-Merit	3	0	3	0.0%	100.0%
Law Enforcement Education and Training, Council on (CLEET)	Non-Merit	46	0	46	0.0%	100.0%
Law Enforcement Retirement System, Oklahoma	Non-Merit	7	0	7	0.0%	100.0%
Legislative Service Bureau	Non-Merit	18	0	18	0.0%	100.0%

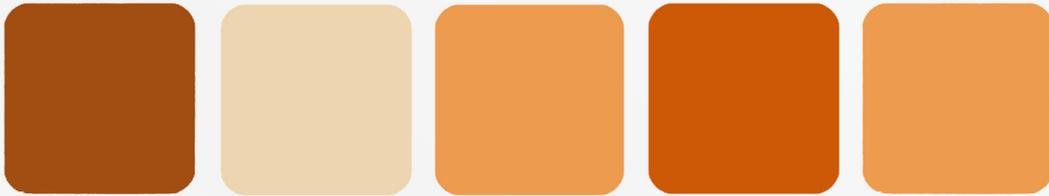
Table 2: FY 08 Classified and Unclassified Usage (cont.)

Agency	Merit Status	Regular Full-Time Employees	Classified Employees	Unclassified Employees	Percent Classified	Percent Unclassified
Long-Term Care Administrators, Oklahoma State Board of Examiners for	Non-Merit	3	0	3	0.0%	100.0%
Lottery Commission	Non-Merit	36	0	36	0.0%	100.0%
Medicolegal Investigations, Board of	Non-Merit	66	0	66	0.0%	100.0%
Mines, Department of	Non-Merit	33	0	33	0.0%	100.0%
Motor Vehicle Commission, Oklahoma	Non-Merit	3	0	3	0.0%	100.0%
Nursing, Oklahoma Board of	Non-Merit	21	0	21	0.0%	100.0%
Office of State Auditor and Inspector	Non-Merit	129	0	129	0.0%	100.0%
Office of the Attorney General	Non-Merit	177	0	177	0.0%	100.0%
Office of the Governor	Non-Merit	33	0	33	0.0%	100.0%
Office of the Lieutenant Governor	Non-Merit	8	0	8	0.0%	100.0%
Office of the State Treasurer	Non-Merit	62	0	62	0.0%	100.0%
Oil and Gas Wells, Commission on Marginally Producing	Non-Merit	4	0	4	0.0%	100.0%
Oil Compact Commission, Interstate	Non-Merit	2	0	2	0.0%	100.0%
Oklahoma State House of Representatives	Non-Merit	239	0	239	0.0%	100.0%
Oklahoma State Senate	Non-Merit	188	0	188	0.0%	100.0%
Optometry, Board of Examiners in	Non-Merit	2	0	2	0.0%	100.0%
Police Pension and Retirement System, Oklahoma	Non-Merit	12	0	12	0.0%	100.0%
Private Vocational Schools, Oklahoma Board of	Non-Merit	2	0	2	0.0%	100.0%
Psychologists, State Board of Examiners of	Non-Merit	3	0	3	0.0%	100.0%
Quartz Mountain Arts and Conference Center and Nature Park	Non-Merit	12	7	5	58.3%	41.7%
Regional University System of Oklahoma	Non-Merit	5	0	5	0.0%	100.0%
Scenic Rivers Commission, Oklahoma	Non-Merit	10	2	8	20.0%	80.0%
Social Workers, Oklahoma State Board of Licensed	Non-Merit	1	0	1	0.0%	100.0%
Space Industry Development Authority, Oklahoma	Non-Merit	4	0	4	0.0%	100.0%
Speech-Language Pathology and Audiology, Board of Examiners for	Non-Merit	2	0	2	0.0%	100.0%
Supreme Court	Non-Merit	161	0	161	0.0%	100.0%
Teacher Preparation, Oklahoma Commission for	Non-Merit	10	0	10	0.0%	100.0%
Tobacco Settlement Endowment Trust Fund, Board of Directors of the	Non-Merit	6	0	6	0.0%	100.0%
Used Motor Vehicle and Parts Commission, Oklahoma	Non-Merit	8	0	8	0.0%	100.0%
Veterinary Medical Examiners, Board of	Non-Merit	3	0	3	0.0%	100.0%
Wheat Utilization, Research, and Market Development Commission, Oklahoma	Non-Merit	5	0	5	0.0%	100.0%
Wildlife Conservation, Department of	Non-Merit	324	0	324	0.0%	100.0%
Worker's Compensation Court	Non-Merit	82	0	82	0.0%	100.0%
Total Non-Merit		4,379	33	4,346	0.8%	99.2%
Total		37,274	27,122	10,152	72.8%	27.2%

Note: The Capitol Complex/Centennial Commission disbanded 6/30/08 in accordance with legislation. The data presented here was taken from 6/15/08.

PART II

SELECTION: HIRING THE WORKERS



PERSONNEL ASSESSMENT



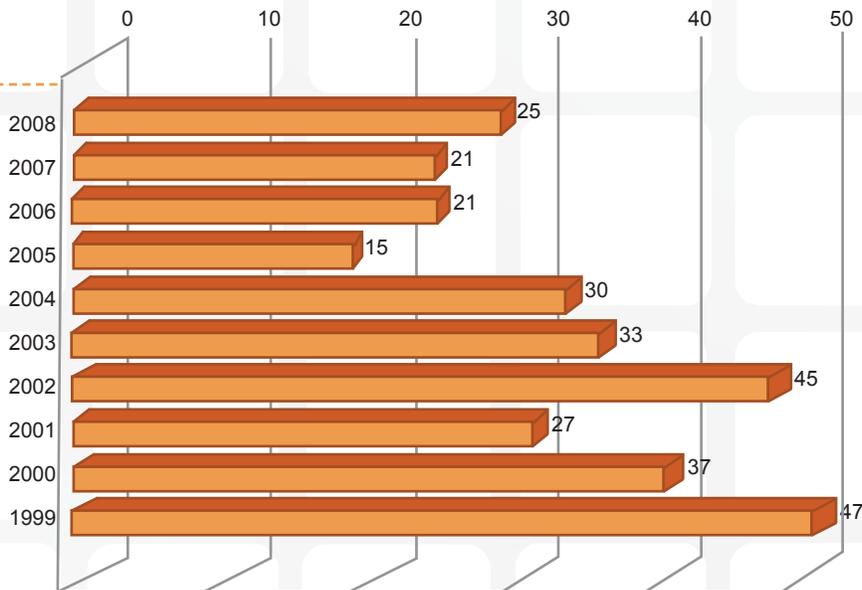
Natasha Riley, IPMA-CS
 Director,
 Personnel Assessment,
 Employee Selection Services

During FY 08, Personnel Assessment staff developed or revised eight written, content-validated job knowledge tests, and developed or revised seventeen ratings of training and experience. Of those seventeen ratings of training and experience, fifteen were supplemental questionnaires. In development and validation of selection devices, Personnel Assessment conducted 51 meetings with agency employees to review new or existing selection devices.

A large part of staff time was devoted to the implementation of OKCAREERS, a new web-based application and testing system. The most staff time was and continues to be spent on the quality assurance process of implementing existing tests in the new system. Due to the high priority of implementing this system, Performance Management Process (PMP) audit reports were not completed before the end of the fiscal year. Fourteen agencies were selected for the FY 08 audit and all fourteen submitted the requested samples. The samples were audited in FY 08 and reports will be delivered in FY 09.

The HRDS course Structured Interviewing Process was taught by staff four times. Staff also provided a guest speaker to four of the HRDS courses on Performance Management Process.

Chart 2: Validated Selection Devices Created or Revised from FY 1999 to FY 2008



NEW OR REVISED WRITTEN TESTS:

- Food Service Specialist II
- Food Service Specialist III & IV
- Library Technician I, II, III
- Information Systems Operations Specialist I & II;
- Information Systems Service Coordinator I
- CADD Specialist I
- Planning Coordinator I
- Certified Procurement Officer certification test
- Certified Personnel Professional certification test

- Power Generation Coal Yard Equipment Operator II
- Power Transmission Maintenance Technician I (Brush Crew)
- Wildlife Damage Control Specialist I
- Planning Coordinator II & III
- Child Support Specialist II, III, IV
- Director of Central Printing
- Construction Manager I
- Rehabilitation of the Blind Specialist I, II, III
- Mechanical Systems Technician I, II, III, IV
- Construction/Maintenance Administrator I, II, III, IV
- Photogrammetrist I & II

NEW OR REVISED SUPPLEMENTAL QUESTIONNAIRES:

- Social Service Specialist III
- Safety Consultant I & II
- Power Generation Operations Technician I
- Power Plant Maintenance Technician I

REVISED TESTS & EVALUATIONS:

- Correctional Industries Manager I, II, III, IV
- Construction Inspector I

APPLICANT SERVICES



Tom Impson
Director,
Applicant Services,
Employee Selection Services

External applicants seek employment in the state's classified service by submitting applications to the Applicant Services Division of OPM. Division team members determine if applicants meet minimum qualifications and conduct ratings of applicant education and experience. The division also reviews agency requests to promote, demote, transfer or reinstate employees. Also administered within the Applicant Services Division is the Carl Albert Public Internship Program, which helps students at colleges and universities throughout the state gain experience inside state government. At the beginning of FY 2008 there were 29 state agencies that had direct online access to job registers managed by OPM. These agencies employ more than 80 percent of all classified employees in state government.

At the beginning of FY 2008, analysts in the Applicant Services Division were busy preparing for a major system conversion. The entirety of applicant data and certification was housed within a legacy data system that was originally implemented in 1981. Throughout the beginning of FY 2008 and portions of FY 2007, the Applicant Services Division team members were actively working with the vendor, JopAps, to create an online system for applicants to apply and have an active role in the entire hiring process. The Applicant Services staff was looking for a system that would benefit hiring agencies as well; providing them with the ability to submit requisitions for jobs online. After lengthy training of staff and agency HR professionals, the Applicant Services Division implemented the new system, OKCAREERS, on January 23, 2008.

Many significant changes occurred in business procedures since the implementation of the OKCAREERS system. OKCAREERS is an announcement driven system in which each job announcement serves as its own recruitment; eliminating the need for applicant registers. High-use jobs such as Administrative Technician, Correctional Security Officer and Workforce Services Specialist no longer have a 500+ applicant register. Rather, a separate job announcement for each facility's vacancy is required each time a new position opens. This process also eliminates the need for continuous announcements previously used for those positions delegated as "hard-to-fill" and those where an actual vacancy may not exist. The added responsibility for an applicant to apply for each position for which they wish to be considered is made easier with a convenient "interest card" feature allowing all applicants to receive email notifications when the job is announced.

At the conclusion of FY 2008 there were 52 state agencies with direct online access to the OKCAREERS system. In FY 08, 52,495 applications were submitted by persons residing within the US, while 16 or .03% were

submitted by persons residing outside of the United States (These countries are: Canada, Iraq, and Germany). With almost all classified state agencies gaining access to the system, applicant and job family statistics continue to grow and the Applicant Services staff has many more reporting capabilities from which to display and analyze data. The Applicant Services Division is excited to see what data is gathered through the next fiscal year from the OKCAREERS online applicant tracking and testing system.

TEST ADMINISTRATION

In FY 2008, the team administered 5,201 tests. On January 23, 2008 the Personnel Assessment Division assumed supervision and administration for the Test Administration section.

REGISTERS

The team is responsible for services related to applicant registers and applicant files. Due to the January 23, 2008 implementation, the last date for the Register Division to process certificates in the legacy system was April 18, 2008. At that time, the Register Division was abolished and all certification duties were transferred to the Applicant Services Division. Also, the implementation eliminated the need for an applicant file room due to all applications available online to Applicant Services staff as well as authorized HR staff within hiring agencies.

PRIORITY REEMPLOYMENT

The division administers the Priority Reemployment Consideration (PRC) program. State law provides for permanent, classified employees separated through a reduction in force to be eligible for priority consideration for jobs in which they meet all requirements. In FY 2008 there was one permanent classified employee that utilized this program.

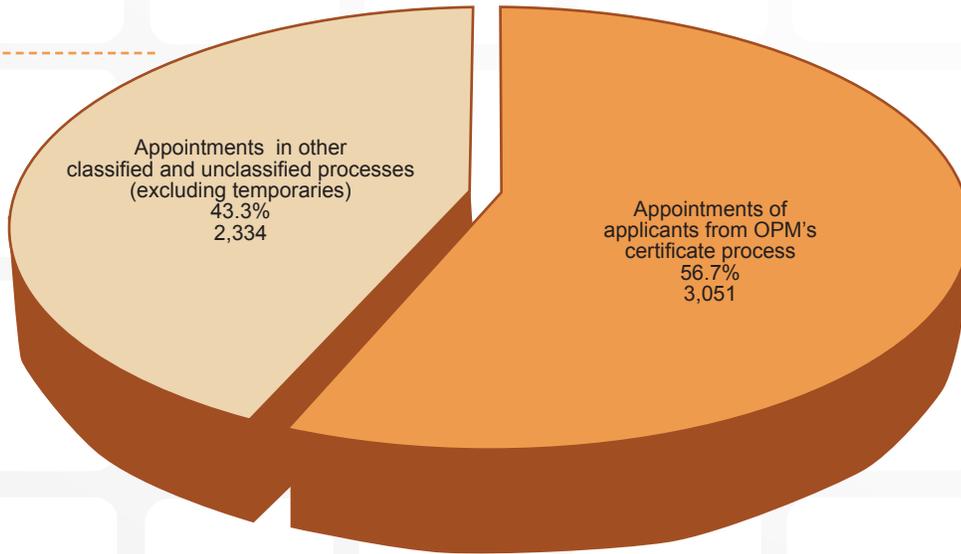
RECRUITMENT

The division organizes recruitment efforts for the state classified service, including provisions under the Fair Employment Practices Act. However, after January 23, 2008 the supervision of the Fair Employment Practices Act was transferred for agency liaison monitoring.

In FY 2008 division staff attended 49 career and job fairs, including events at the University of Oklahoma, University of Central Oklahoma, East Central University, Oklahoma State University, University of Tulsa, Oklahoma City Community College, Oklahoma Christian University, Langston University, Rose State College, Northeastern State University, Southwestern Oklahoma State University, Northwestern Oklahoma State University, Eastern Oklahoma County Technology Center, Francis Tuttle Technology Center, Canadian Valley Technology Center, Wes Watkins Technology Center, and Springlake Metro Technology Center.

- Chart 3: FY 08 Certificate vs. Other Appointments

Note: Data is for the entire Fiscal Year 2008. Includes both Legacy and OKCAREERS data



- Chart 4: Certificate Appointments Trend 1999 - 2008

Note: Data is for the entire Fiscal Year 2008. Includes both Legacy and OKCAREERS data

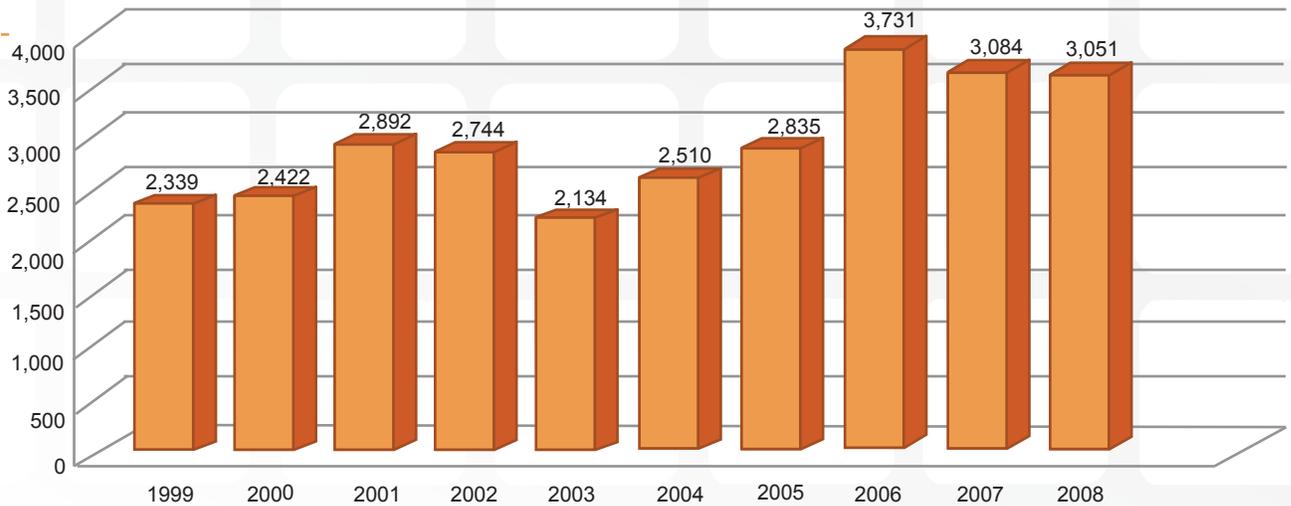


Chart 5: Fiscal Year 2008 Application Process

Note: Data is for the entire Fiscal Year 2008. Includes both Legacy and OKCAREERS data

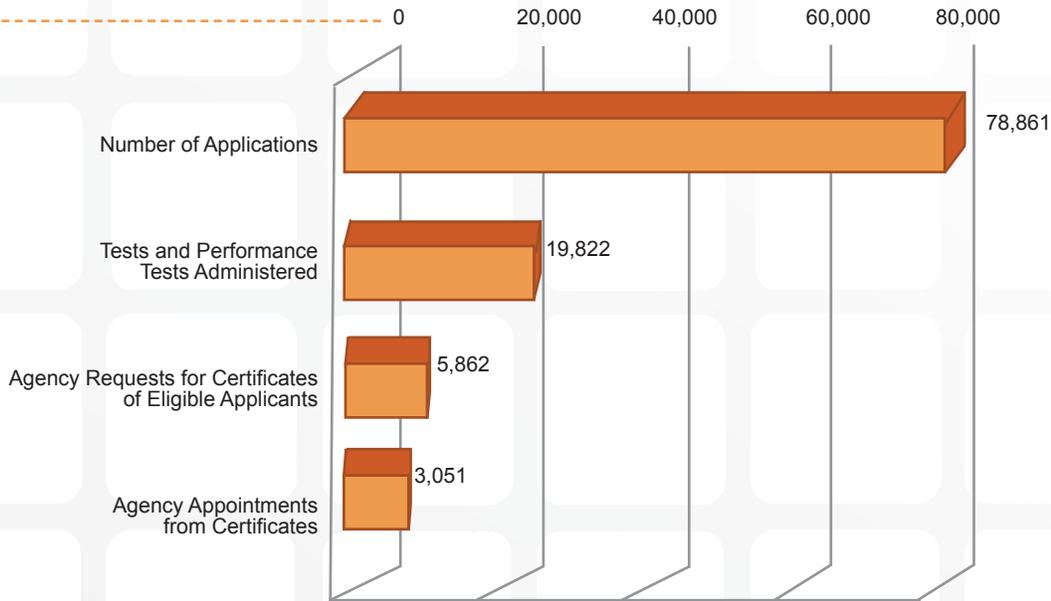
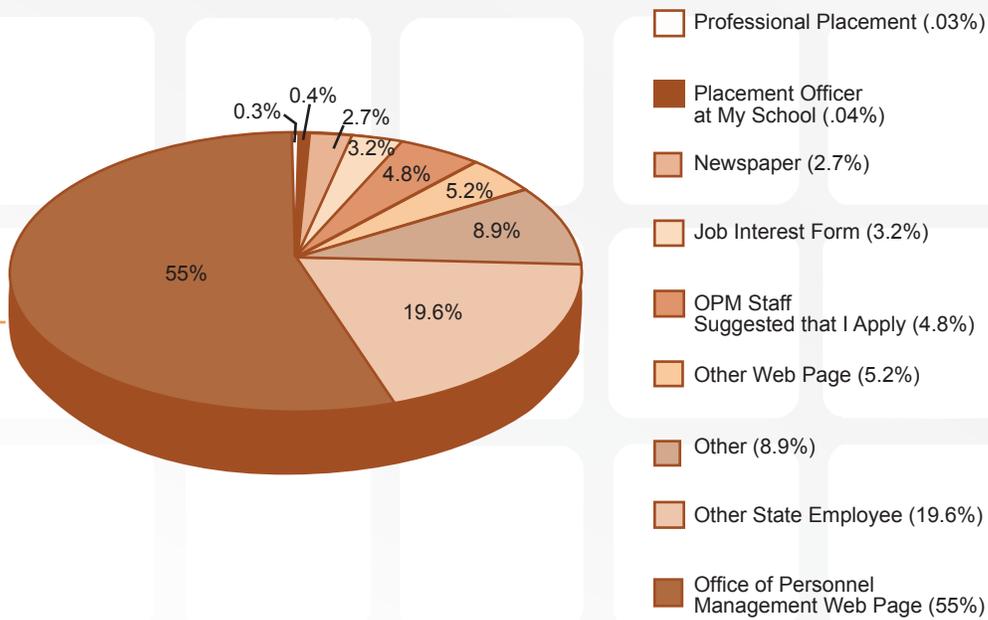


Chart 6: Applications by Source

Note: OKCAREERS was implemented on 1/23/08. Data is from 1/23/08 to 6/30/08.



Map 1: Counties in which Applicants Applied for Jobs

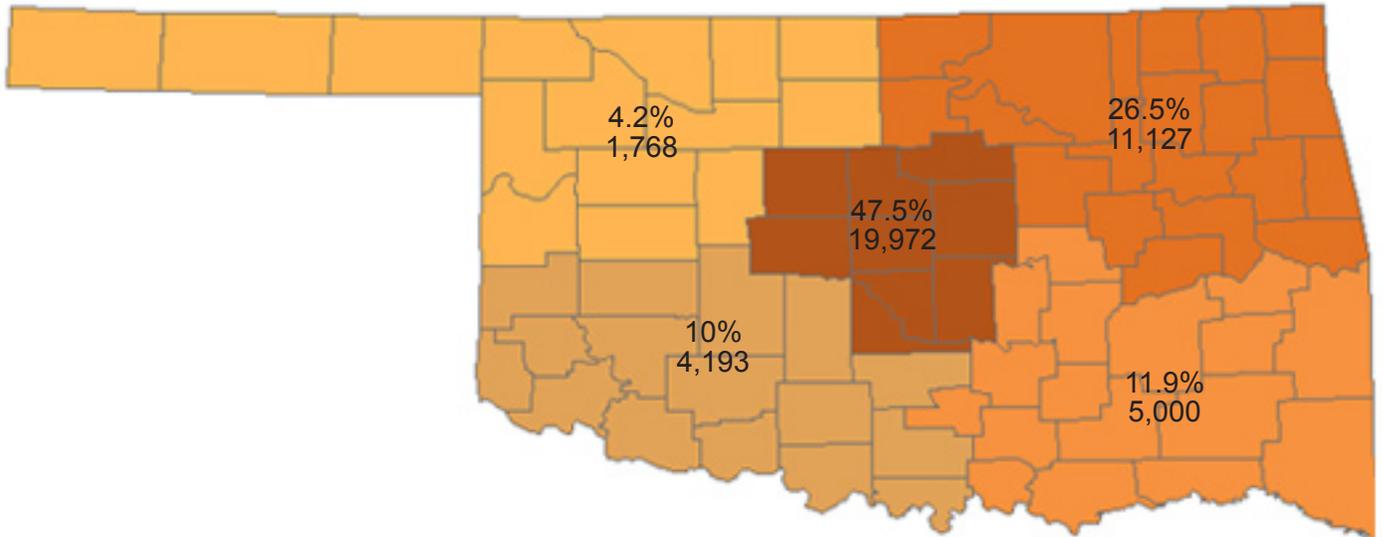


Table 3: Counties in which Applicants Applied for Jobs

County	# of Applicants	County	# of Applicants	County	# of Applicants
Oklahoma	7,453	Garfield	370	Latimer	180
Cleveland	3,938	Seminole	369	Beckham	179
Tulsa	2,467	Ottawa	324	Hughes	172
Canadian	2,244	Choctaw	315	Kay	155
Pottawatomie	1,441	LeFlore	313	Haskell	153
Logan	1,419	Pushmataha	311	Alfalfa	146
Lincoln	1,107	Jackson	305	Nowata	144
Muskogee	1,103	Adair	300	Woods	141
Rogers	981	Pontotoc	299	Washita	133
Comanche	942	Custer	297	Texas	130
McClain	751	McIntosh	295	Marshall	126
Wagoner	751	Kingfisher	290	Jefferson	110
Craig	729	Noble	271	Johnston	108
Creek	711	Woodward	266	Blaine	98
Pittsburg	706	Sequoyah	259	Major	93
Grady	697	Bryan	256	Coal	81
Mayes	689	Carter	244	Grant	80
Okmulgee	601	Tillman	240	Love	76
Cherokee	552	Washington	236	Harmon	66
Payne	534	Cotton	234	Dewey	49
Osage	472	Murray	229	Roger Mills	45
Caddo	460	Kiowa	221	Ellis	43
Delaware	427	Pawnee	214	Harper	39
Garvin	410	McCurtain	213	Beaver	37
Atoka	402	Okfuskee	213	Cimarron	32
Stephens	371	Greer	202	Total	42,060

Note: OKCAREERS was implemented on 1/23/08. Data is from 1/23/08 to 6/30/08.

Chart 7: Ethnicity of Total Applications.

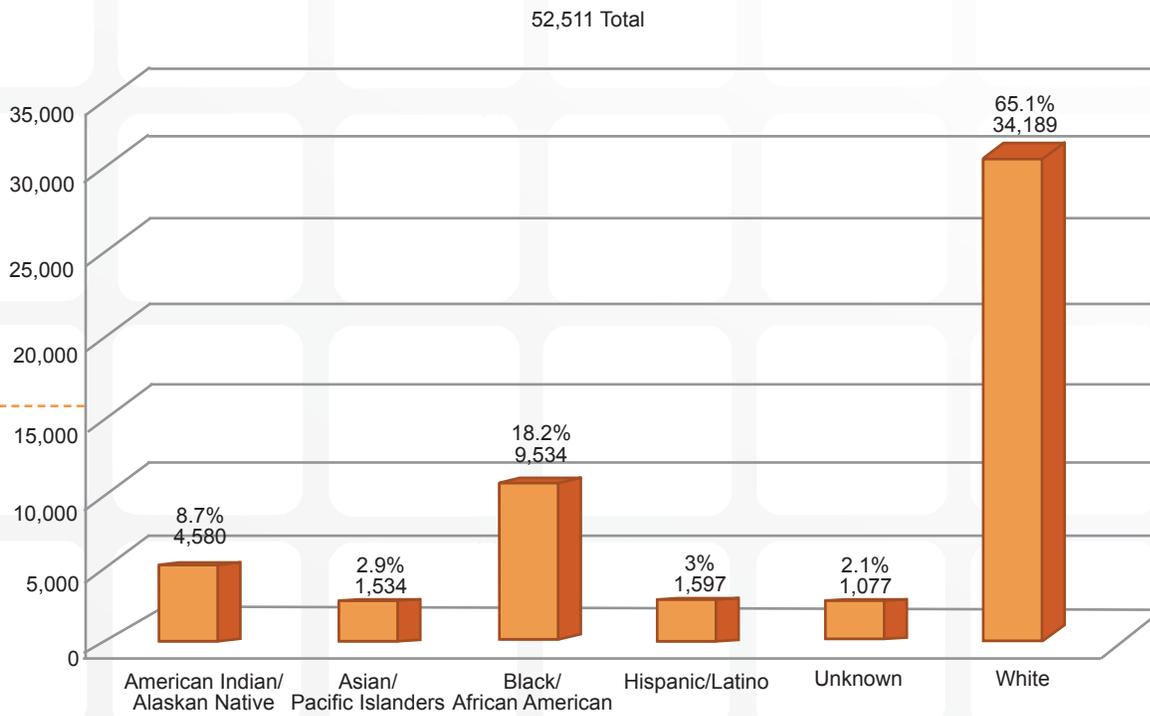
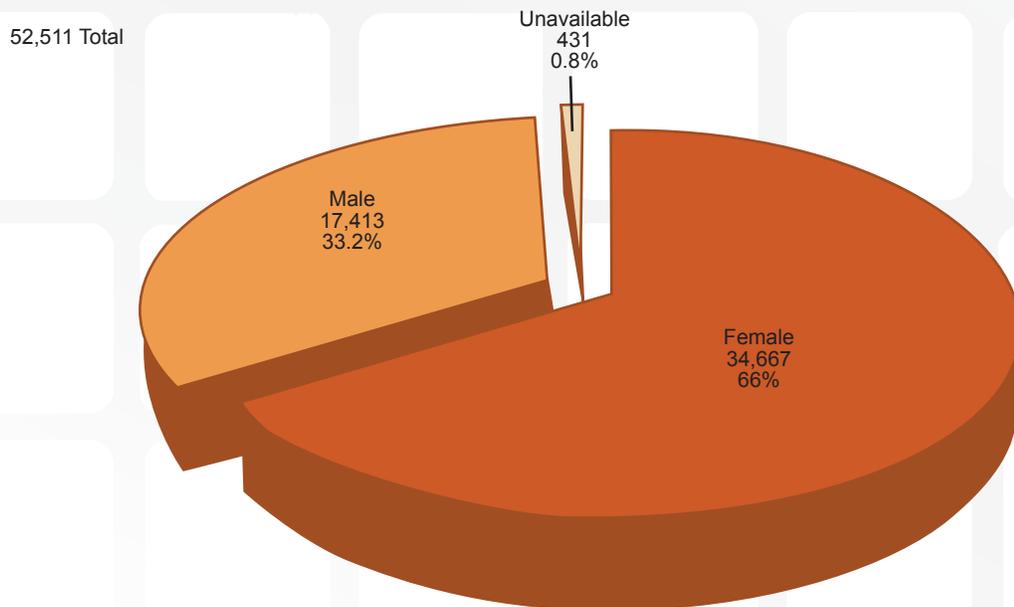
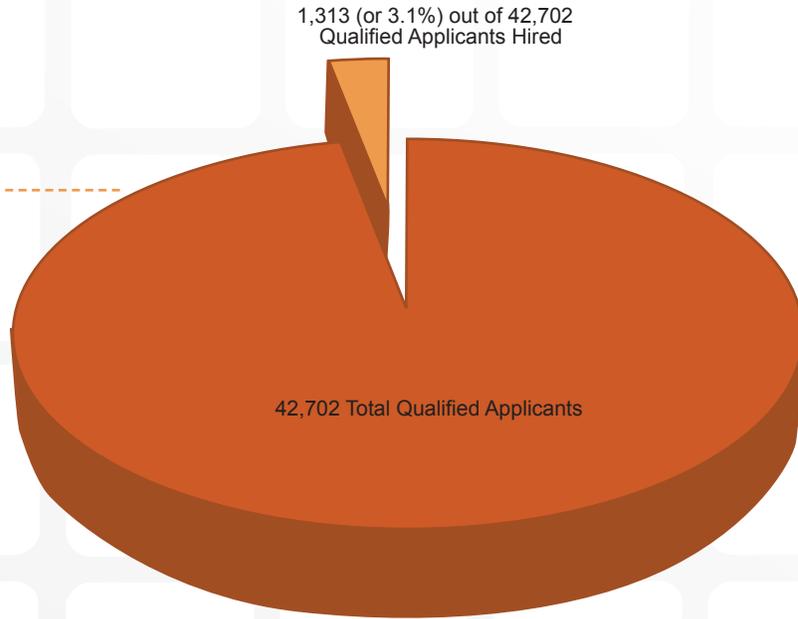


Chart 8: Gender of Applicants



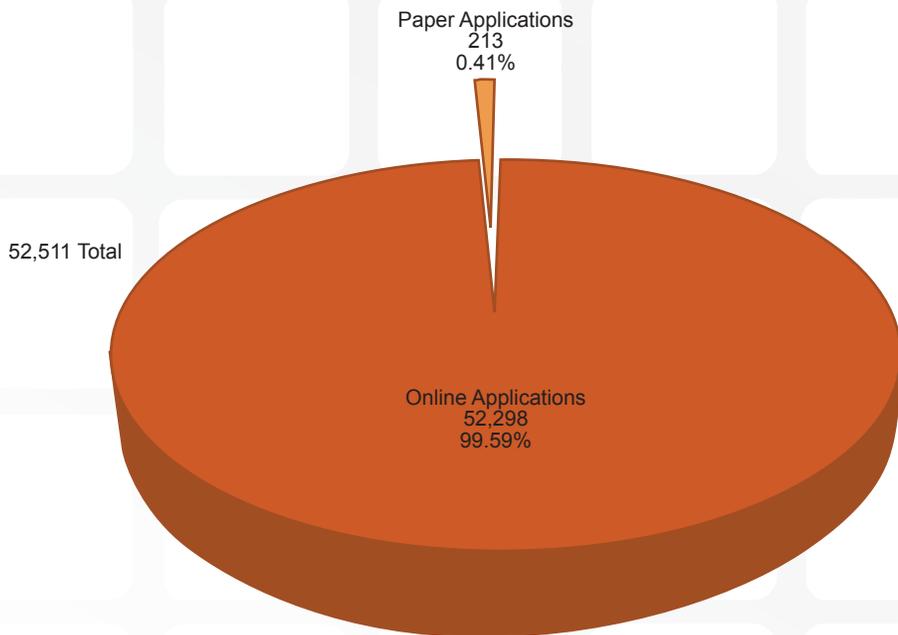
Note: OKCAREERS was implemented on 1/23/08. Data is from 1/23/08 to 6/30/08.

---Chart 9: Qualified Applicants vs. Hires 1/23/08 - 6/30/08



Note: OKCAREERS was implemented on 1/23/08. Data is from 1/23/08 to 6/30/08.

---Chart 10: Online Applications Vs. Paper Applications 1/23/08 - 6/30/08



Note: OKCAREERS was implemented on 1/23/08. Data is from 1/23/08 to 6/30/08.

Table 4: State from which Applicant Applied

State	Number of Applications	State	Number of Applications
Oklahoma	50,908	North Carolina	14
Texas	382	Ohio	12
Arkansas	141	Minnesota	11
Kansas	128	Nevada	10
California	104	Outside of Country	10
Missouri	93	Alabama	9
New Mexico	69	Wisconsin	9
Georgia	53	Indiana	8
Michigan	46	Kentucky	8
Colorado	43	South Dakota	7
Connecticut	39	Massachusetts	6
Iowa	39	South Carolina	6
Maryland	37	Tennessee	5
Virginia	35	Utah	5
Florida	32	Wyoming	5
Arizona	29	Northern Mariana Islands	5
New Jersey	29	Alaska	4
Louisiana	27	Montana	4
Illinois	24	Hawaii	2
Washington	21	Delaware	1
Nebraska	20	North Dakota	1
Pennsylvania	19	West Virginia	1
New York	18	Armed Forces Americas (except Canada)	1
Mississippi	15	Puerto Rico	1
Oregon	15	Total	52,511

Note: OKCAREERS was implemented on 1/23/08. Data is from 1/23/08 to 6/30/08.

Chart 11: FY 08 Appointments by Type

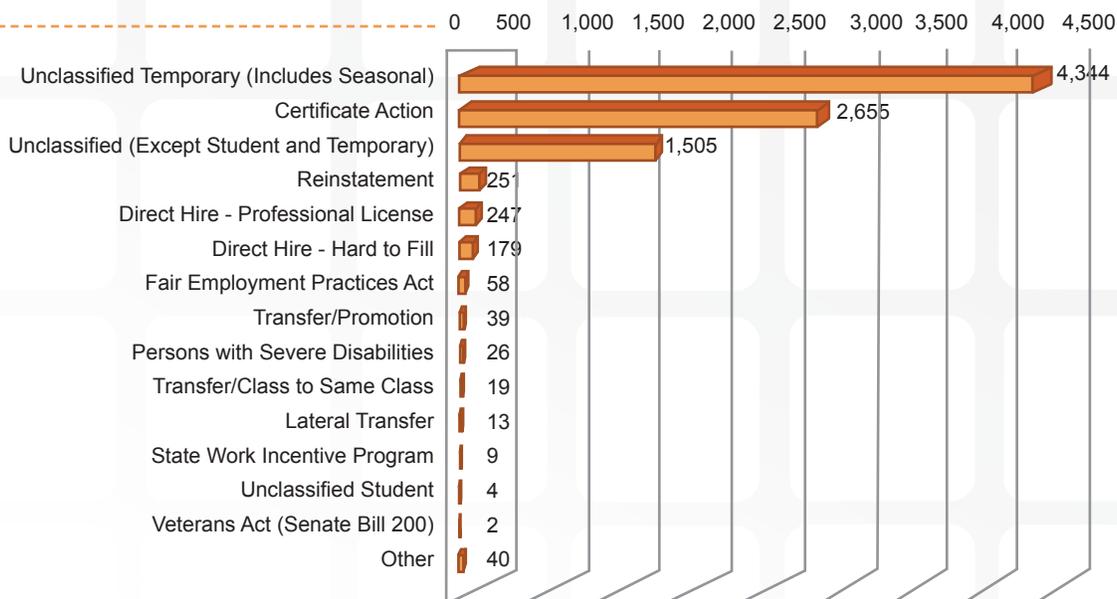
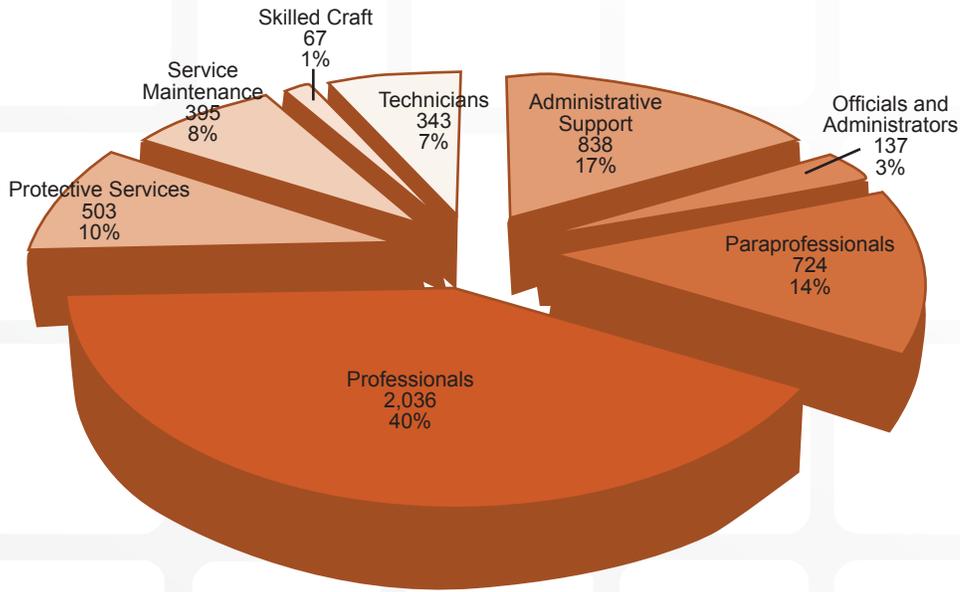


Chart 12:
FY 08 Appointments by Job Category



CARL ALBERT PUBLIC INTERNSHIP PROGRAM

Denae Edwards
CAPIP Coordinator,
Employee Selection Services

The Carl Albert Public Internship Program has assisted students at institutions of higher education in gaining experience and knowledge in state government and has encouraged the recruitment of such students to pursue careers in state government service since 1988. The program has two components: the Undergraduate Internship and the Executive Fellows (students that are pursuing Master's Degrees). During FY 2008, a total of 35 Executive Fellows and nine undergraduates were participating in internships.

The Undergraduate Internship program provides temporary employment for students enrolled in institutions of higher education and working toward an undergraduate degree. Executive Fellows may be employed for up to two years, and those who successfully complete a two-year internship are eligible for appointment to a position in the classified or unclassified state service.

State agencies utilized CAPIP interns from the following universities: Langston University, Oklahoma State University, University of Oklahoma, University of Tulsa, Oklahoma City University, East Central University, University of Arkansas, University of Central Oklahoma, Oklahoma Christian University, University of North Texas, and Excelsior College.

PART III

OPM SERVICES: HELPING THE WORKERS



HUMAN RESOURCES DEVELOPMENT SERVICES



Carrie Rohr
Director,
Human Resources Development Services

Members of the Human Resources Development Services team provide professional development and training services to state employees in order to improve the quality of the state workforce. During FY 08, there were 337 total training session days, with an average of three classes per day.

The HRDS Team also administers the state's Mandatory Supervisory Training Program for executive branch agencies. The Oklahoma Personnel Act requires employees appointed to supervisory positions to complete 24 hours of training within 12 months of assuming a supervisory position and 12 hours of training each year thereafter. In FY 08, over 85 percent of supervisors fully met the requirements.

Members of the HRDS Team also continued partnerships with the Interagency Training Council of the Oklahoma Federal Executive Board and the Oklahoma State University Cooperative Partnership, which provides training to state employees at discounted rates.

GOVERNOR'S EXECUTIVE DEVELOPMENT PROGRAM FOR STATE OFFICIALS

The Governor's Executive Development Program for State Officials provides an educational experience designed to improve the way executives think and make decisions; to exchange ideas and acquire new skills in an interactive setting; and, to network and collaborate with other state government senior-level executives.

Thirty-six participants, representing 21 agencies, attended the 2nd annual Governor's Executive Development Program for State Officials Sunday, July 29 – Thursday, August 12, 2007, at Oklahoma State University, Stillwater, Oklahoma. The program is a collaboration of the William S. Spears School of Business at OSU, the Michael Price School of Business at OU, and the Office of Personnel Management.

The extensive four-and-a-half-day curriculum addressed the five Executive Leadership Competencies, identified by the US Office of Personnel Management: Leading Change, Leading People, Results-Driven, Business Acumen, and Building Coalitions/Communications, and was presented by faculty from Oklahoma State University and the University of Oklahoma.

The next program is scheduled for August 3-7, 2008.

CERTIFIED PUBLIC MANAGER PROGRAM

Lisa Fortier
CPM Coordinator,
Human Resources Development Services

In 1986, OPM created the Certified Public Manager (CPM) Program as a comprehensive management training program for state employees. Since its inception, more than 950 state employees have participated in the program. The program has been honored by the Council of State Governments as an exemplary state management program.

During FY 08, 285 employees from 51 state agencies, boards, and commissions, as well as the city of Oklahoma City and Tulsa County, were enrolled in the CPM program. OPM conducted 161 sessions of CPM-required courses, administered 127 tests, and approved 103 projects. A total of 441 participants have graduated from the program since its inception.

The CPM Program is designed to improve services provided by state government to Oklahoma citizens. Participants in the Program enhance management skills through seminars, examinations, and job-related projects. Graduates offer improved resources to their agencies and to the state. CPM's long-range goal is to help agencies identify and develop the skills of state government's future leaders.

The CPM Program is a three-level program consisting of 258 required classroom hours and 42 elective classroom hours: Level I-Basic Supervisory Skills, 80 classroom hours; Level II – Middle Management Skills, 77 classroom hours; Level III – Advanced Management Skills, 77 classroom hours. In addition, candidates must complete four exams and three work-related projects.

Joyce Smith

Quality Oklahoma & PEP Coordinator,
Human Resources Development Services

QUALITY OKLAHOMA

Quality Oklahoma was established to give state agencies the tools to assess and improve the delivery of services to customers. It stresses the empowerment of employees to make decisions at the lowest levels to increase efficiency and innovation.

The Quality Oklahoma Program promotes continuous improvement of state government by encouraging recognition of employees, implementation of agency team projects; attendance of Human Resource Development training courses in continuous improvement, problem solving, and planning; and maintaining a state-approved list of strategic planning consultants. During FY 2008, 416 people attended 18 quality-oriented courses.

Quality Oklahoma Team Day is the capstone of the program. Held annually at the state capitol, Team Day 2008 showcased 60 team projects, representing 23 state agencies. Six prestigious specialty awards, 24 Commendation of Excellence Awards, and six merit certificates were presented. Team Day's top award was presented to the Oklahoma Department of Mental Health and Substance Abuse Services. This year, savings and revenue generation documentation topped more than \$30 million, for a cumulative total of \$478 million since Team Day's inception in 1993.

PRODUCTIVITY ENHANCEMENT PROGRAM (PEP)

The Productivity Enhancement Program (PEP) is Oklahoma's official state employee suggestion program. The program is governed by the seven-member Committee for Incentive Awards for State Employees. Agencies are encouraged to nominate employees whose innovative ideas have been implemented and result in measurable savings.

Innovative employees can be nominated to receive noncash awards (pin and certificate), individual incentive awards (a minimum of 25 percent of the cost savings up to \$10,000), or unit incentive awards (a shared maximum of 25 percent of the cost savings) for their ideas, programs, or projects which increase document cost savings, generate revenue, or increase productivity or improve safety, efficiency, morale, or services.

To date, more than \$255,000 in cash awards has been presented for more than \$7.8 million in substantiated first-year savings. A total of 307 employees representing 27 agencies have received PEP awards.

Table 5: FY 08 Human Resources Development Services Courses

Workshop Title	# of Participants	# of Sessions Offered
Advanced Creative Problem Solving	100	4
Administrative Law	90	4
Affirmative Action Plan (AAP) Training	64	5
Affirmative Action Plan (AAP) Training--Advanced	77	7
Applied Leadership	161	6
Awards and Recognitions	97	4
Business Etiquette	190	8
Certified Personnel Professional (CPP) Training	32	1
Certified Public Manager (CPM) Executive Development Seminar	36	1
Certified Public Manager (CPM) Orientation	39	2
Challenges of Supervision	225	9
Change Management	48	2
Changing Workplace, The	53	2
Conducting Effective Group Meetings	102	4
Controlling Budgets Thru Agency Risk Management: An Overview	37	2
Customer Service: A Lost Art	76	2
Delegation and Control	145	6
Developing Creative Problem Solving Skills	150	6
Developing Effective Negotiating Skills	168	6
Disability Awareness Workshop (Office of Disability Concerns)	134	6
Effective Communication In Management	147	5
Effective Stress Management	277	11

Table 5: FY 08 Human resources Development Services Courses (cont.)

Workshop Title	# of Participants	# of Sessions Offered
Effective Time Management Techniques	159	6
Emotional Intelligence	208	8
Employee Grievances and Appeals	56	2
Employment Issues: Prevention, Litigation & Retaliation (OMPC)	76	1
Ethics In Public Management	157	6
Everyday Creativity	127	5
FOCUS: Achieving Your Highest Priorities	85	6
Gender Issues In Management	98	4
How to Conduct On-the-Job Training	131	5
How to Make Your Benefits Pay You \$ (EBC Wellness Staff)	46	2
Lateral Thinking for Supervisors	76	3
Legislative Process, The	165	6
Listening Skills for Managers	53	2
Managing a Multigenerational Workforce	190	8
Managing Conflict	190	7
Managing Diversity In the Workplace	85	4
Managing the Troubled Employee Through the EAP Process	84	4
Managing Within the Public Sector (Phases I & II)	15	1
Motivating for Performance	141	6
One Minute Manager	185	8
OPHRA Holiday 2007 Training Conference	60	1
OPHRA Spring 2008 Training Conference	64	1
OPHRA Summer 2008 Training Conference	47	1
Performance Management Process (PMP)	460	21
Personnel Policies and Practices	149	6
Planning Skills for Managers	34	2
Policy Analysis	73	3
Productive Meetings	28	1
Program Evaluation	50	2
Progressive Discipline	238	11
Quality Oklahoma Processes	43	2
Quality Tools	4	1
Risk Management Policyholders Seminar 2007-08 (DCS)	20	1
Safety Management	46	2
Say OK to Your Health (EBC Wellness Staff)	91	4
Seven Habits of Highly Effective People: Intro for Associates (1-day)	22	1
Seven Habits of Highly Effective People: Signature Series (3-day)	81	4
Sexual Harassment & Discrimination In the Workplace	218	10
Skills for Effective Presentations	55	3
Staffing Solutions for State Government Conference	75	1
Strategies for Improving Communication	138	5
Structured Interview Process	154	5
Systems Management	33	1
Team Building	138	7
Violence In the Workplace	234	12
World Trends	137	5
Writing Skills for Managers	124	6
TOTAL (69 course titles)	7,591	316

STATE EMPLOYEE ASSISTANCE PROGRAM



Bob Stevens
Coordinator,
State Employee
Assistance Program
(EAP)

The OPM State EAP, which is a voluntary program that assists state agencies in their management of employees whose personal problems may have a negative impact on job performance. The OPM State Employee Assistance Program provides assistance to both management and support personnel. Services provided by the State EAP include assessment and referral consultation, education, and training workshops, which may be designed to address situations unique to a particular workplace or broad enough to be helpful to any manager or employee, counseling services and critical incident debriefing sessions. The OPM State EAP also assists employees and their family members who are seeking corrective help with medical or mental health problems, including alcohol or drug abuse, and emotional, marital, familial, financial, gambling addiction, or other personal problems. The program's success is predicated on the awareness of potential EAP clients, their families and friends, that this service is available and may have a positive impact on their life both in and out of the workplace.

The Employee Assistance Program Advisory Council was created to assist in the coordination of the State's EAP; to advise the Administrator of the Office of Personnel Management; and provide support to expand and improve program services. The Employee Assistance Program Advisory Council and the Employee Assistance Program are governed under Oklahoma Title 74, Section 840.

During FY 08, OPM State EAP Team members opened 283 new cases. 18 percent were supervisors; 82 percent were non-supervisors.

Out of the 283 individuals assisted:

- 22% were work-related problems
- 58% were family conflict or parent/child problems
- 35% were marital problems
- 36% were mental health or alcohol/drug problems
- 39% were self-referred
- 19% were referred by a supervisor
- 24% were referred by a family member
- 6% were referred by a co-worker
- 6% were referred by HR personnel
- 6% were referred by health professional
- 6% were referred by other sources

74% of the clients seen were from the Oklahoma City area, which includes Shawnee, Norman, Edmond, and Tecumseh. 13% were from the Tulsa area which includes Claremore, Sand Springs, and Broken Arrow. 1% of clients were in the Lawton area and 12% were from cities and towns outside of the larger cities listed.

PART IV

COMPENSATION:
PAYING THE WORKERS



COMPENSATION



Tom Patt, CCP, CBP, IPMA-CP
Director,
Compensation,
Management Services

The Compensation Division is responsible for administering the compensation program for the state classified service and, to a lesser extent, the unclassified service. In fulfilling this responsibility, staff members reviewed and approved several hundred agency requests for market-based adjustments, equity-based adjustments, skill-based pay adjustments, and performance-based pay adjustments during FY 2008. In addition to these pay transactions, the Division fielded numerous questions from agencies for guidance in interpreting statutes and rules related to compensation, including the Fair Labor Standards Act, the Family and Medical Leave Act, the Oklahoma Personnel Act, and the Merit Rules of Personnel Administration, and provided contract payroll services to 44 state agencies.

An important function of the Division is the statutory requirement to conduct an analysis of the rates of pay prevailing in the state in the public and private sectors for comparable jobs and report the findings to the Governor and the Legislature. During FY 2008, the Division fulfilled this requirement by issuing the 2007 Annual Compensation Report. This report contained recommendations concerning pay, benefits, turnover and workforce planning for consideration by state government leaders. In December of 2007, the Compensation staff forwarded this report to the Governor, the Speaker of the House of Representatives, and the President and Co-President Pro Tempore of the Senate.

In April of 2007, Governor Brad Henry established the Governor's Task Force on State Employee Compensation by executive order. Members were appointed from state agencies, the private sector, and the Oklahoma Public Employees Association to provide recommendations to the Governor on a strategic direction for compensation for State of Oklahoma employees. The Compensation Division staff worked closely with the Workforce Planning Staff in supporting the efforts of this important Task Force as it met during the period from September through December of 2007, culminating in the issuance of a final report to the Governor and Legislative leadership on January 1, 2008.

Another important responsibility of the Division is the administration of the Job Content Review process, using the Hay Guide Chart-Profile method of job evaluation. Compensation staff led JCR Committees, consisting of agency representatives trained in the Hay Point Factor System, in the process of assigning points to jobs based on required know-how, problem-solving, and accountability. Based on this evaluation, jobs are allocated to appropriate pay bands within the state's classified salary structure. Eleven jobs were evaluated through this process during FY 2008.

The Compensation Division is also active in the work of the two national compensation associations: the Central States Compensation Association, with 26 member states, and the Southeastern States Salary Conference, with 14 member states. In September of 2007, the Office of Personnel Management hosted the Joint Pay Conference in Oklahoma City, a combined conference of these two associations. The Compensation Division led the planning efforts for this conference, which was extremely well received by all attendees.

Chart 13: FY 2000 To FY 2008 Average Annual Salary Trend

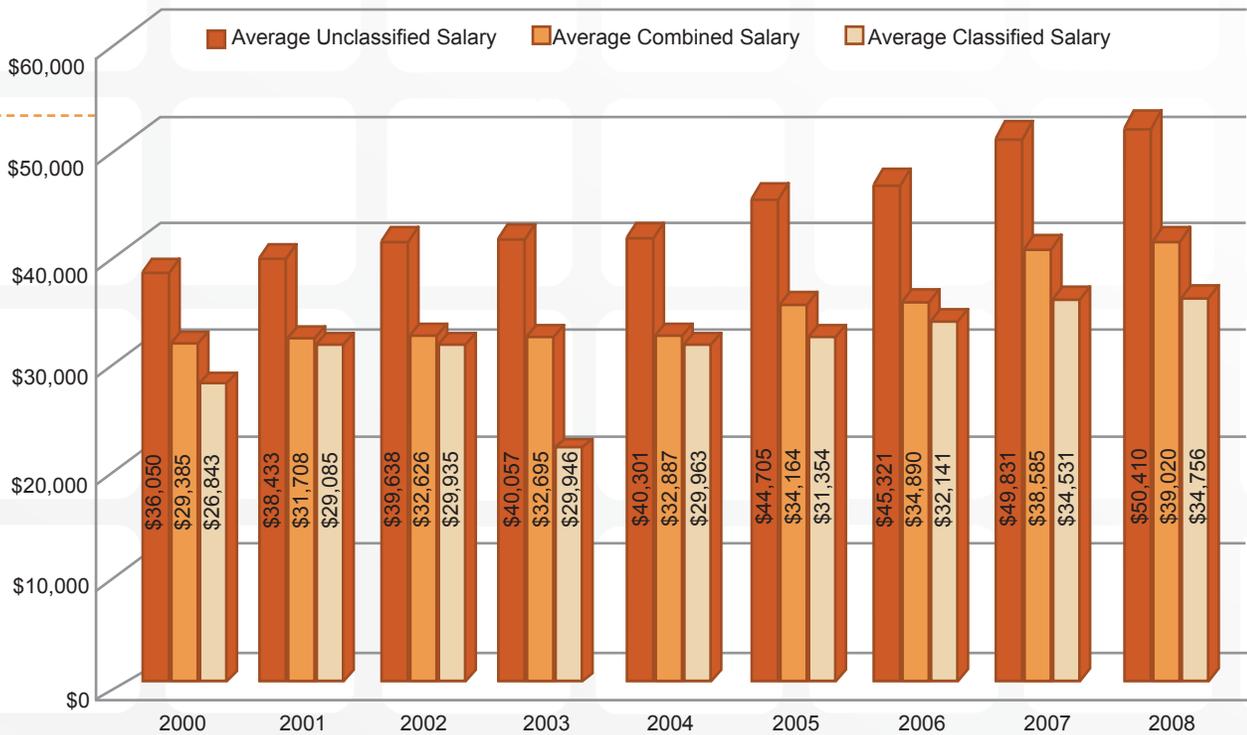


Table 6: FY 2008 Agency Average Salaries

Agency	Classified Employees	Classified Avg. Salary	Unclassified Employees	Unclassified Avg. Salary	Combined Avg. Salary
Accountancy Board, Oklahoma	0	\$0	7	\$40,087	\$40,087
Aeronautics Commission, Oklahoma	0	\$0	12	\$52,182	\$52,182
Agriculture, Food, and Forestry; Department of	377	\$34,068	53	\$50,796	\$36,130
Alcohol and Drug Counselors, Oklahoma Board of Licensed	0	\$0	1	\$50,400	\$50,400
Alcohol and Drug Influence, Board of Tests for	0	\$0	6	\$42,256	\$42,256
Alcoholic Beverage Laws Enforcement Commission	40	\$46,724	3	\$72,905	\$48,551
Architects, Landscape Architects, and Interior Designers, Board of Governors of the Licensed	0	\$0	3	\$52,833	\$52,833
Arts Council, Oklahoma	0	\$0	15	\$45,724	\$45,724
Banking Department, Oklahoma State	0	\$0	37	\$68,801	\$68,801
Boll Weevil Eradication Organization, Oklahoma	0	\$0	11	\$35,557	\$35,557
Bond Advisor, Oklahoma State	0	\$0	3	\$71,266	\$71,266
Capitol Complex & Centennial Commemoration Commission, Oklahoma	0	\$0	6	\$55,440	\$55,440
Career and Technology Education, Oklahoma Department of	0	\$0	328	\$46,469	\$46,469

Table 6: FY 2008 Agency Average Salaries (cont.)

Agency	Classified Employees	Classified Avg. Salary	Unclassified Employees	Unclassified Avg. Salary	Combined Avg. Salary
Central Services, Department of	178	\$36,003	63	\$56,501	\$41,361
Children and Youth, Commission on	20	\$41,644	7	\$52,954	\$44,576
Chiropractic Examiners, Board of	0	\$0	3	\$33,550	\$33,550
Commerce, Oklahoma Department of	4	\$41,048	149	\$53,421	\$53,098
Compsource Oklahoma	164	\$39,531	203	\$43,157	\$41,537
Conservation Commission, Oklahoma	6	\$48,672	59	\$44,295	\$44,699
Construction Industries Board	3	\$39,146	24	\$38,891	\$38,920
Consumer Credit, Commission on	11	\$38,197	4	\$48,894	\$41,050
Corporation Commission, Oklahoma	365	\$38,247	111	\$55,409	\$42,249
Corrections, State Department of	4,366	\$34,972	369	\$69,135	\$37,634
Cosmetology, State Board of	8	\$26,878	3	\$42,659	\$31,181
Court of Criminal Appeals	0	\$0	31	\$79,235	\$79,235
Davis, J.M. Memorial Commission	0	\$0	5	\$33,955	\$33,955
Dentistry, Oklahoma Board of	1	\$45,773	3	\$51,113	\$49,778
District Attorneys	0	\$0	1,108	\$43,065	\$43,065
District Courts	0	\$0	633	\$64,849	\$64,849
Education, State Department of	5	\$28,131	365	\$40,105	\$39,943
Educational Television Authority, Oklahoma	0	\$0	70	\$38,404	\$38,404
Election Board, State	21	\$34,722	2	\$80,935	\$38,741
Emergency Management, OK Department of	20	\$39,183	5	\$49,808	\$41,308
Employees Benefits Council, Oklahoma State	28	\$42,874	5	\$59,927	\$45,458
Employment Security Commission, Oklahoma	618	\$34,457	42	\$40,444	\$34,838
Engineers and Land Surveyors, State Board of Licensure for Professional	4	\$29,292	4	\$62,405	\$45,848
Environmental Quality, Department of	516	\$45,346	36	\$64,140	\$46,572
Ethics Commission	2	\$33,083	4	\$64,195	\$53,824
Finance Authority, Oklahoma Industrial	0	\$0	7	\$70,618	\$70,618
Finance, Office of State	45	\$43,487	104	\$60,118	\$55,095
Fire Marshal Commission, State	26	\$39,889	4	\$62,047	\$42,843
Firefighters Pension and Retirement System, Oklahoma	0	\$0	10	\$53,898	\$53,898
Funeral Board, Oklahoma	0	\$0	3	\$55,415	\$55,415
Grand River Dam Authority	363	\$54,996	180	\$59,454	\$56,474
Handicapped Concerns, Office of	6	\$35,158	2	\$47,145	\$38,155
Health Care Authority, Oklahoma	0	\$0	427	\$49,224	\$49,224
Health, State Department of	1,742	\$37,828	546	\$49,701	\$40,662
Historical Society, Oklahoma	145	\$32,838	12	\$48,375	\$34,025
Horse Racing Commission, Oklahoma	0	\$0	43	\$43,189	\$43,189
Hospitals Authority, University	0	\$0	7	\$67,832	\$67,832
Human Rights Commission, Oklahoma	13	\$33,363	2	\$53,196	\$36,007
Human Services, Department of	7,081	\$32,442	623	\$52,985	\$34,103
Indian Affairs Commission, Oklahoma	0	\$0	3	\$37,849	\$37,849
Indigent Defense System, Oklahoma	0	\$0	123	\$58,106	\$58,106
Insurance Board, Oklahoma State and Education Employees Group	151	\$40,837	23	\$76,907	\$45,604
Insurance Department	0	\$0	126	\$42,970	\$42,970
Investigation, Oklahoma State Bureau of	263	\$49,283	35	\$59,928	\$50,533

Table 6: FY 2008 Agency Average Salaries (cont.)

Agency	Classified Employees	Classified Avg. Salary	Unclassified Employees	Unclassified Avg. Salary	Combined Avg. Salary
J.D. McCarty Center for Children with Development Disabilities	177	\$27,494	29	\$60,849	\$32,190
Judicial Complaints, Council on	0	\$0	3	\$108,629	\$108,629
Juvenile Affairs, Office of	877	\$30,508	59	\$52,486	\$31,894
Labor, Department of	75	\$40,110	20	\$52,108	\$42,636
Land Office, Commissioners of the	39	\$43,928	17	\$51,686	\$46,283
Law Enforcement Education and Training, Council on (CLEET)	0	\$0	46	\$39,511	\$39,511
Law Enforcement Retirement System, Oklahoma	0	\$0	7	\$59,224	\$59,224
Legislative Service Bureau	0	\$0	18	\$48,348	\$48,348
Libraries, Oklahoma Department of	54	\$36,623	4	\$65,142	\$38,590
Liquefied Petroleum Gas Board, Oklahoma	6	\$34,472	2	\$43,230	\$36,661
Long-Term Care Administrators, Oklahoma State Board of Examiners for	0	\$0	3	\$46,961	\$46,961
Lottery Commission	0	\$0	36	\$53,336	\$53,336
Medical Licensure & Supervision, State Board of	16	\$36,513	6	\$60,918	\$43,169
Medicolegal Investigations, Board of	0	\$0	66	\$51,600	\$51,600
Mental Health and Substance Abuse Services, Department of	1,175	\$25,958	881	\$46,542	\$34,778
Merit Protection Commission	5	\$43,709	3	\$55,068	\$47,969
Military Department	193	\$31,054	166	\$32,205	\$31,586
Mines, Department of	0	\$0	33	\$43,513	\$43,513
Motor Vehicle Commission, Oklahoma	0	\$0	3	\$50,866	\$50,866
Narcotics and Dangerous Drugs Control, Oklahoma State Bureau of	86	\$52,121	37	\$39,195	\$48,233
Nursing, Oklahoma Board of	0	\$0	21	\$45,451	\$45,451
Office of State Auditor and Inspector	0	\$0	129	\$46,877	\$46,877
Office of the Attorney General	0	\$0	177	\$56,272	\$56,272
Office of the Governor	0	\$0	33	\$56,059	\$56,059
Office of the Lieutenant Governor	0	\$0	8	\$49,531	\$49,531
Office of the State Treasurer	0	\$0	62	\$48,067	\$48,067
Oil and Gas Wells, Commission on Marginally Producing	0	\$0	4	\$47,416	\$47,416
Oil Compact Commission, Interstate	0	\$0	2	\$75,000	\$75,000
Oklahoma State House of Representatives	0	\$0	239	\$42,446	\$42,446
Oklahoma State Senate	0	\$0	188	\$48,473	\$48,473
Optometry, Board of Examiners in	0	\$0	2	\$36,300	\$36,300
Osteopathic Examiners, State Board of	2	\$40,792	3	\$55,374	\$49,541
Pardon and Parole Board	35	\$37,052	8	\$37,984	\$37,225
Peanut Commission, Oklahoma	0	\$0	1	\$55,044	\$55,044
Personnel Management, Office of	50	\$41,251	12	\$45,061	\$41,988
Pharmacy, Board of	3	\$36,060	6	\$67,989	\$57,346
Physician Manpower Training Commission	3	\$35,030	3	\$57,879	\$46,455
Police Pension and Retirement System, Oklahoma	0	\$0	12	\$58,471	\$58,471
Private Vocational Schools, Oklahoma Board of	0	\$0	2	\$43,750	\$43,750
Psychologists, State Board of Examiners of	0	\$0	3	\$41,255	\$41,255

Table 6: FY 2008 Agency Average Salaries (cont.)

Agency	Classified Employees	Classified Avg. Salary	Unclassified Employees	Unclassified Avg. Salary	Combined Avg. Salary
Public Employees Retirement System, Oklahoma	34	\$35,342	18	\$67,401	\$46,439
Quartz Mountain Arts and Conference Center and Nature Park	7	\$25,944	5	\$36,987	\$30,545
Real Estate Commission, Oklahoma	13	\$35,116	5	\$52,048	\$39,820
Regional University System of Oklahoma	0	\$0	5	\$66,352	\$66,352
Rehabilitation Services, Oklahoma Department of	715	\$33,879	163	\$53,235	\$37,472
Safety, Department of Public	1,431	\$46,607	53	\$59,837	\$47,080
Scenic Rivers Commission, Oklahoma	2	\$29,588	8	\$28,759	\$28,924
School of Science and Mathematics, Oklahoma	3	\$22,736	70	\$47,706	\$46,679
Science and Technology, Oklahoma Center for the Advancement of	0	\$0	25	\$53,994	\$53,994
Secretary of State, Office of	27	\$37,108	5	\$64,476	\$41,384
Securities Commission, Oklahoma	1	\$31,301	26	\$87,071	\$85,005
Social Workers, Registration Board for Licensed	0	\$0	1	\$44,342	\$44,342
Space Industry Development Authority, Oklahoma	0	\$0	4	\$54,910	\$54,910
Speech-Language Pathology and Audiology, Board of Examiners for	0	\$0	2	\$37,953	\$37,953
Supreme Court	0	\$0	161	\$70,007	\$70,007
Tax Commission, Oklahoma	631	\$31,558	268	\$55,161	\$38,594
Teacher Preparation, Oklahoma Commission for	0	\$0	10	\$48,550	\$48,550
Teachers' Retirement System of Oklahoma	26	\$34,491	25	\$56,408	\$45,235
Tobacco Settlement Endowment Trust Fund, Board of Directors of the	0	\$0	6	\$56,114	\$56,114
Tourism and Recreation Department, Oklahoma	306	\$30,367	231	\$28,239	\$29,451
Transportation, Department of	2,325	\$36,118	73	\$50,686	\$36,562
Turnpike Authority, Oklahoma	519	\$28,948	38	\$61,348	\$31,158
Used Motor Vehicle and Parts Commission, Oklahoma	0	\$0	8	\$36,050	\$36,050
Veterans Affairs, Oklahoma Department of	1,632	\$27,973	62	\$87,559	\$30,154
Veterinary Medical Examiners, Board of	0	\$0	3	\$46,145	\$46,145
Water Resources Board, Oklahoma	59	\$46,871	33	\$59,323	\$51,338
Wheat Utilization, Research, and Market Development Commission, Oklahoma	0	\$0	5	\$52,648	\$52,648
Wildlife Conservation, Department of	0	\$0	324	\$41,144	\$41,144
Will Rogers Memorial Commission	3	\$25,607	5	\$49,299	\$40,414
Worker's Compensation Court	0	\$0	82	\$47,428	\$47,428
Other Agencies	0	\$0	1	\$45,000	\$45,000
Total	27,122	\$34,756	10,152	\$50,410	\$39,020

Note: The Capitol Complex/Centennial Commission disbanded 6/30/08 in accordance with legislation. The data presented here was taken from 6/15/08.

Chart 14: FY 08 Average Salaries By Age Groups

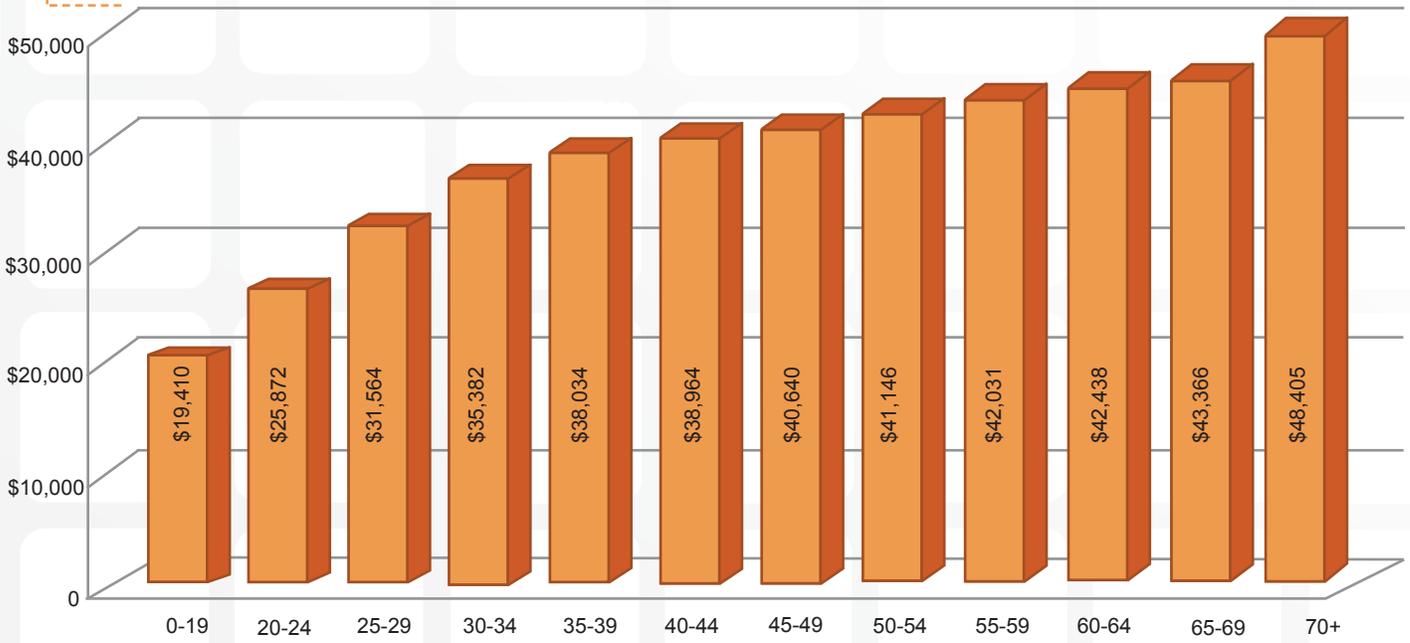


Chart 15: FY 08 Average Salaries By Years of Service

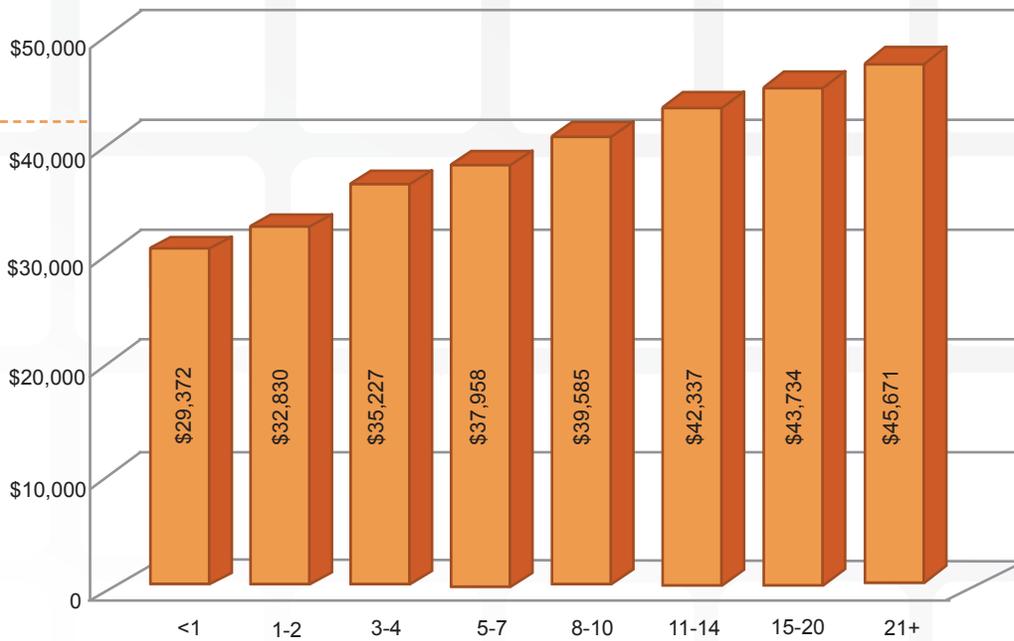


Table 7: FY 08 Average Salaries By Job Categories and Gender

Job Category	Male Count	Male Average	Female Count	Female Average
Administrative Support	744	\$29,832	4,981	\$29,166
Officials and Administrators	1,105	\$67,206	797	\$58,590
Paraprofessionals	831	\$27,095	2,198	\$26,355
Professionals	5,911	\$49,595	10,922	\$40,701
Protective Service	3,259	\$39,006	701	\$34,207
Service Maintenance	1,358	\$27,381	667	\$21,817
Skilled Craft	796	\$38,091	34	\$31,198
Technicians	1,649	\$39,194	1,074	\$35,297
Total	15,653	\$42,867	21,374	\$36,130

Table 8: Paybands

Pay Band	Employees in Pay Band	Percent in Pay Band	Minimum Salary	Midpoint Salary	Maximum Salary
A*	0	0.00%	\$17,600	\$17,701	\$22,126
B*	68	0.26%	\$17,600	\$18,551	\$23,189
C*	315	1.21%	\$17,600	\$19,626	\$24,533
D*	942	3.63%	\$17,600	\$21,158	\$26,448
E*	1,482	5.71%	\$17,600	\$23,275	\$29,094
F	3,227	12.43%	\$19,202	\$25,602	\$32,003
G	1,779	6.85%	\$21,122	\$28,163	\$35,204
H	2,881	11.10%	\$23,234	\$30,979	\$38,724
I	4,579	17.64%	\$25,730	\$34,307	\$42,884
J	3,081	11.87%	\$28,288	\$37,717	\$47,146
K	2,819	10.86%	\$30,920	\$41,227	\$51,534
L	1,894	7.30%	\$34,012	\$45,349	\$56,686
M	1,576	6.07%	\$37,752	\$50,336	\$62,920
N	756	2.91%	\$41,906	\$55,874	\$69,843
O	302	1.16%	\$46,934	\$62,578	\$78,223
P	177	0.68%	\$53,056	\$70,714	\$88,393
Q	66	0.25%	\$59,930	\$79,907	\$99,884
R	14	0.05%	\$67,721	\$90,295	\$112,869
Total	25,958				

* Minimum revised to reflect State Employee minimum wage rate (see 74 O.S. 840-2.16)

1,164 employees are not in pay bands; their salaries are set in statute.

Chart 16: FY 08 Pay Band Distribution



Table 9: Agency PMM Usage 2005-2007

PMM Title	2005	2005 Amount	2006	2006 Amount	2007	2007 Amount
Lateral Transfer	467	\$87,412.86	110	\$105,349.16	73	\$23,073.10
Career Progression	1,599	\$1,933,178.36	2,290	\$3,100,907.34	2,779	\$1,439,820.06
Performance-Based Adjustment	1,344	\$1,201,515.89	619	\$841,769.88	595	\$492,040.48
Completion of Prob/Trial Period	643	\$447,095.23	684	\$473,331.17	553	\$124,313.29
Equity Adjustment	3,918	\$704,417.54	777	\$811,140.03	1,294	\$446,857.75
Skill-Based Pay Adjustment	154	\$200,681.62	152	\$69,944.54	170	\$225,856.57
Market Adjustment	1,711	\$602,994.86	2,239	\$3,560,350.93	1,817	\$1,590,758.06
Total	9,836	\$5,177,296	6,871	\$8,962,793.05	7,281	\$4,342,719.31

AGENCY SERVICES

Everett Slavik

Programs Manager,
Management Services

OPM's Agency Services Unit (ASU) is responsible for payroll and human resource services for approximately 44 small state agencies throughout Oklahoma. ASU provides a comprehensive and professional human resource and payroll service to our partnering agencies. The ASU staff members coordinate all operational HR services to include recruitment, classification, compensation, personnel action processing, etc. Team members assist in conducting Personnel Policy and Procedure staff development training courses several times each quarter for statewide participation.

PART V

WORKFORCE DIVERSITY:



EQUAL OPPORTUNITY AND WORKFORCE DIVERSITY



Brenda Thornton
Director,
Equal Opportunity and
Workforce Diversity

The Equal Opportunity and Workforce Diversity staff provides services that support a diverse workforce. The division reports annually on the progress made in the area of affirmative action, including the status of the recruitment of women, men, and minorities. Staff supports the Affirmative Action Review Council, Governor’s Advisory Council on Asian-American Affairs, Governor’s Advisory Council on Latin American and Hispanic Affairs, and the Governor’s Ethnic American Advisory Council. The division surveys state agencies each year for information to produce the EEO/Affirmative Action Status Report. Reports from previous years are available online.

Table 10: FY 08 Race By Job Category

Job Category	White	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/ Latino	Total Number of Minority in Job Category	Percentage of Minority in Job Category
Administrative Support	4,211	395	46	564	159	1,164	21.66%
Officials and Administrators	1,669	93	21	96	18	228	12.02%
Paraprofessionals	2,023	188	62	614	136	1,000	33.08%
Professionals	12,996	1,067	353	1,657	291	3,368	20.58%
Protective Service	3,135	382	21	303	114	820	20.73%
Service Maintenance	1,522	191	35	190	86	502	24.80%
Skilled Craft	778	56	2	30	7	95	10.88%
Technicians	2,260	178	73	168	46	465	17.06%
Total	28,594	2,550 (33.37%)	613 (8.02%)	3,622 (47.40%)	857 (11.21%)	7,642	21.09%

Note: Not all employees reported race or EEO, therefore totals will be slightly lower than in Chart 17.

Chart 17: FY 08 Gender, Race and Job Category

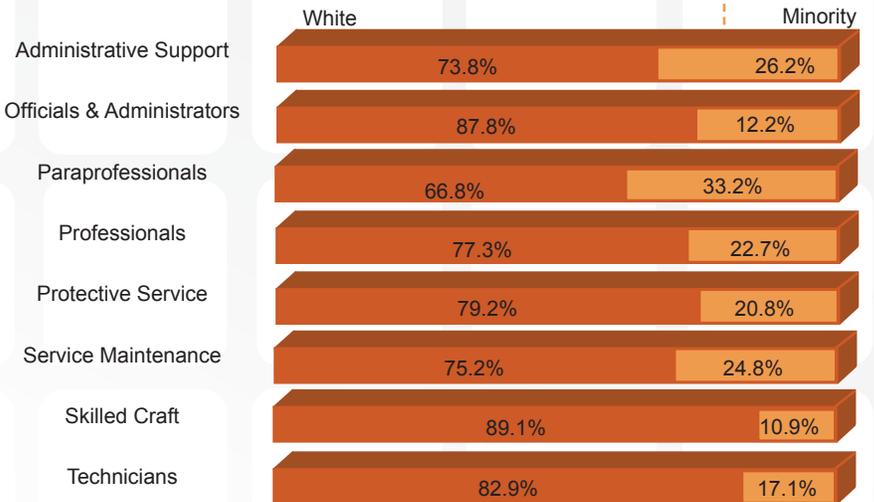
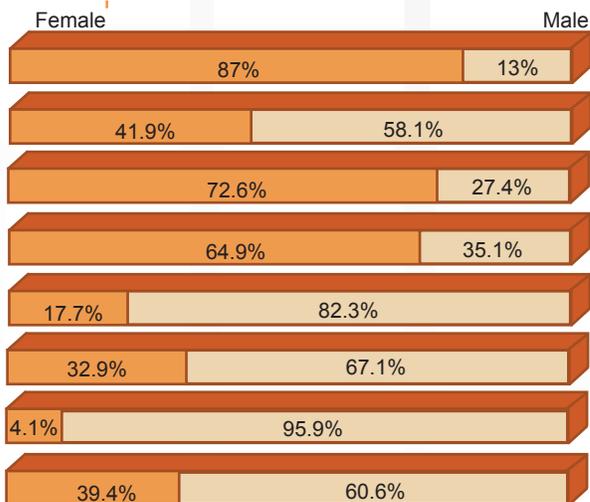
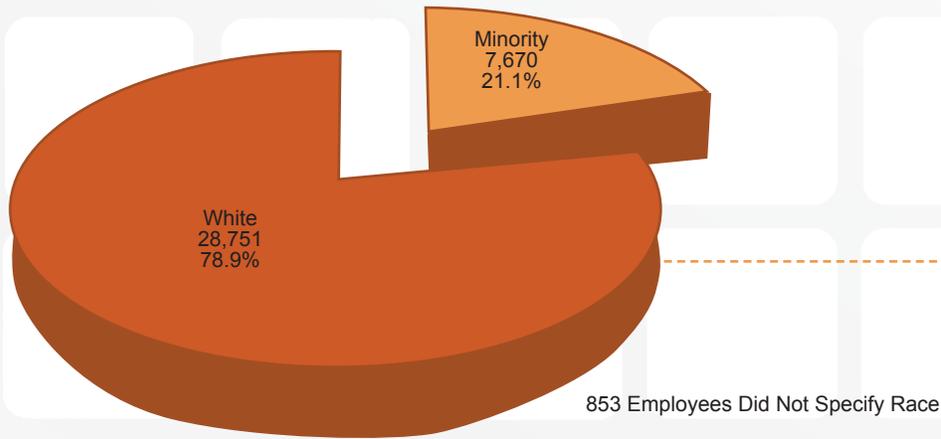
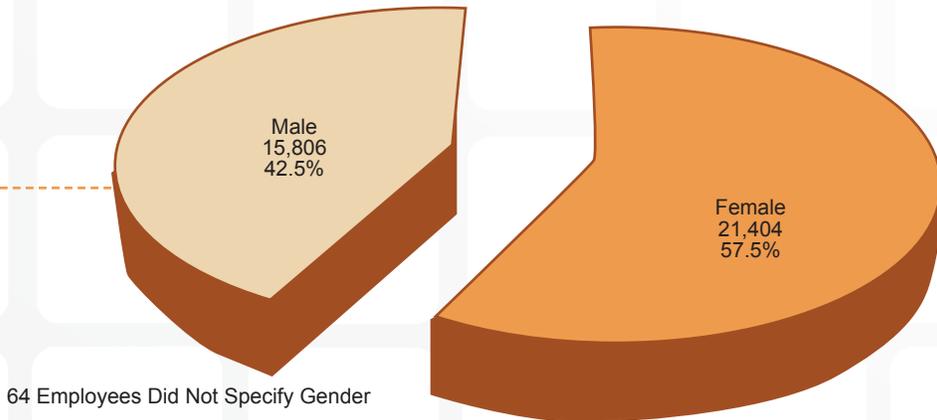


Table 11: Agency Employees By Gender and Race

Agency Name	% Male	% Female	White	American Indian/Alaska Native	Asian	Black/ African American	Hispanic /Latino	Percent Minority
Accountancy Board, Oklahoma	28.6%	71.4%	6	0	0	1	0	14.3%
Aeronautics Commission, Oklahoma	66.7%	33.3%	11	0	1	0	0	8.3%
Agriculture, Food, and Forestry; Department of	70.0%	30.0%	356	44	5	22	2	17.0%
Alcohol and Drug Counselors, Oklahoma Board of Licensed	100.0%	0.0%	1	0	0	0	0	0.0%
Alcohol and Drug Influence, Board of Tests for	66.7%	33.3%	5	1	0	0	0	16.7%
Alcoholic Beverage Laws Enforcement Commission	60.5%	39.5%	34	3	0	6	0	20.9%
Architects, Landscape Architects, and Interior Designers, Board of Governors of the Licensed	0.0%	100.0%	3	0	0	0	0	0.0%
Arts Council, Oklahoma	26.7%	73.3%	12	1	1	0	1	20.0%
Banking Department, Oklahoma State	59.5%	40.5%	32	2	0	1	2	13.5%
Boll Weevil Eradication Organization, Oklahoma	45.5%	54.5%	11	0	0	0	0	0.0%
Bond Advisor, Oklahoma State	66.7%	33.3%	3	0	0	0	0	0.0%
Capitol Complex and Centennial Commemoration Commission, Oklahoma *	16.7%	83.3%	6	0	0	0	0	0.0%
Career and Technology Education, Oklahoma Department of	47.9%	52.1%	305	12	0	8	3	7.0%
Central Services, Department of	57.3%	42.7%	164	17	6	47	7	32.0%
Children and Youth, Commission on	33.3%	66.7%	20	3	0	3	1	25.9%
Chiropractic Examiners, Board of	33.3%	66.7%	3	0	0	0	0	0.0%
Commerce, Oklahoma Department of	37.9%	62.1%	119	10	5	16	3	22.2%
Compsource Oklahoma	33.8%	66.2%	304	17	8	28	10	17.2%
Conservation Commission, Oklahoma	52.3%	47.7%	55	5	0	1	0	9.8%
Construction Industries Board	70.4%	29.6%	24	2	0	0	1	11.1%
Consumer Credit, Commission on	53.3%	46.7%	13	0	0	0	1	7.1%
Corporation Commission, Oklahoma	60.5%	39.5%	398	26	9	37	6	16.4%
Corrections, State Department of	59.6%	40.4%	3,697	437	46	463	92	21.9%
Cosmetology, State Board of	27.3%	72.7%	8	1	0	0	0	11.1%
Court of Criminal Appeals	45.2%	54.8%	28	1	0	1	0	6.7%
Davis, J.M. Memorial Commission	80.0%	20.0%	3	2	0	0	0	40.0%
Dentistry, Oklahoma Board of	25.0%	75.0%	4	0	0	0	0	0.0%
District Attorneys	31.5%	68.5%	729	34	3	28	14	9.8%
District Courts	36.8%	63.2%	228	3	0	7	1	4.6%
Education, State Department of	17.6%	82.4%	309	26	4	25	6	16.5%
Educational Television Authority, Oklahoma	65.7%	34.3%	62	1	0	7	0	11.4%
Election Board, State	21.7%	78.3%	16	1	1	4	1	30.4%
Emergency Management, Oklahoma Department of	56.0%	44.0%	21	1	0	2	1	16.0%
Employees Benefits Council, Oklahoma State	33.3%	66.7%	27	4	0	2	0	18.2%

Table 11: Agency Employees By Gender and Race (cont.)

Agency Name	% Male	% Female	White	American Indian/Alaska Native	Asian	Black/African American	Hispanic/Latino	Percent Minority
Employment Security Commission, Oklahoma	34.7%	65.3%	476	38	15	117	10	27.4%
Engineers and Land Surveyors, State Board of Licensure for Professional	25.0%	75.0%	7	0	0	1	0	12.5%
Environmental Quality, Department of	57.8%	42.2%	443	32	26	37	14	19.7%
Ethics Commission	16.7%	83.3%	4	0	0	1	1	33.3%
Finance Authority, Oklahoma Industrial	57.1%	42.9%	6	1	0	0	0	14.3%
Finance, Office of State	59.1%	40.9%	116	8	6	14	5	22.1%
Fire Marshal Commission, State	80.0%	20.0%	30	0	0	0	0	0.0%
Firefighters Pension and Retirement System, Oklahoma	40.0%	60.0%	6	1	0	2	0	33.3%
Funeral Board, Oklahoma	100.0%	0.0%	2	0	0	0	0	0.0%
Grand River Dam Authority	82.0%	18.0%	488	27	2	2	1	6.2%
Handicapped Concerns, Office of	37.5%	62.5%	8	0	0	0	0	0.0%
Health Care Authority, Oklahoma	19.7%	80.3%	284	15	16	88	19	32.7%
Health, State Department of	17.1%	82.9%	1,832	154	44	159	99	19.9%
Historical Society, Oklahoma	53.5%	46.5%	134	10	0	10	3	14.6%
Horse Racing Commission, Oklahoma	55.8%	44.2%	40	1	0	1	0	4.8%
Hospitals Authority, University	42.9%	57.1%	6	0	0	1	0	14.3%
Human Rights Commission, Oklahoma	26.7%	73.3%	3	0	1	10	1	80.0%
Human Services, Department of	23.5%	76.5%	5,767	560	110	1,093	174	25.1%
Indian Affairs Commission, Oklahoma	0.0%	100.0%	0	2	0	0	0	100.0%
Indigent Defense System, Oklahoma	46.3%	53.7%	106	10	2	2	3	13.8%
Insurance Board, Oklahoma State and Education Employees Group	28.7%	71.3%	146	5	5	15	3	16.1%
Insurance Department	30.2%	69.8%	90	8	6	19	3	28.6%
Investigation, Oklahoma State Bureau of	46.3%	53.7%	251	20	3	18	4	15.2%
J.D. McCarty Center for Children with Development Disabilities	27.7%	72.3%	151	15	6	29	5	26.7%
Judicial Complaints, Council on	66.7%	33.3%	3	0	0	0	0	0.0%
Juvenile Affairs, Office of	44.4%	55.6%	652	58	2	190	32	30.2%
Labor, Department of	58.9%	41.1%	77	6	2	7	3	18.9%
Land Office, Commissioners of the	50.0%	50.0%	47	2	2	4	1	16.1%
Law Enforcement Education and Training, Council on (CLEET)	67.4%	32.6%	40	3	0	1	1	11.1%
Law Enforcement Retirement System, Oklahoma	28.6%	71.4%	5	2	0	0	0	28.6%
Legislative Service Bureau	66.7%	33.3%	13	1	4	0	0	27.8%
Libraries, Oklahoma Department of	29.3%	70.7%	46	2	3	5	2	20.7%

Table 11: Agency Employees By Gender and Race (cont.)

Agency Name	% Male	% Female	White	American Indian/Alaska Native	Asian	Black/African American	Hispanic /Latino	Percent Minority
Medicolegal Investigations, Board of	59.1%	40.9%	52	9	2	2	1	21.2%
Mental Health and Substance Abuse Services, Department of	32.7%	67.3%	1,455	176	88	274	56	29.0%
Merit Protection Commission	25.0%	75.0%	4	1	2	1	0	50.0%
Military Department	64.1%	35.9%	292	34	7	17	9	18.7%
Mines, Department of	54.5%	45.5%	28	2	0	3	0	15.2%
Motor Vehicle Commission, Oklahoma	33.3%	66.7%	3	0	0	0	0	0.0%
Narcotics and Dangerous Drugs Control, Oklahoma State Bureau of	59.3%	40.7%	79	9	1	5	16	28.2%
Nursing, Oklahoma Board of	0.0%	100.0%	13	3	0	5	0	38.1%
Office of State Auditor and Inspector	35.7%	64.3%	113	9	2	4	1	12.4%
Office of the Attorney General	46.9%	53.1%	153	13	0	7	3	13.1%
Office of the Governor	33.3%	66.7%	26	1	1	5	0	21.2%
Office of the Lieutenant Governor	0.0%	100.0%	7	0	0	1	0	12.5%
Office of the State Treasurer	25.8%	74.2%	45	3	4	7	3	27.4%
Oil and Gas Wells, Commission on Marginally Producing	25.0%	75.0%	2	0	0	2	0	50.0%
Oil Compact Commission, Interstate	50.0%	50.0%	1	0	0	0	0	0.0%
Oklahoma State House of Representatives	55.6%	44.4%	215	8	1	13	2	10.0%
Oklahoma State Senate	39.9%	60.1%	156	6	3	14	2	13.8%
Optometry, Board of Examiners in	50.0%	50.0%	2	0	0	0	0	0.0%
Osteopathic Examiners, State Board of	40.0%	60.0%	5	0	0	0	0	0.0%
Pardon and Parole Board	58.1%	41.9%	31	3	0	8	1	27.9%
Peanut Commission, Oklahoma	100.0%	0.0%	1	0	0	0	0	0.0%
Personnel Management, Office of	32.3%	67.7%	38	3	2	17	2	38.7%
Pharmacy, Board of	33.3%	66.7%	9	0	0	0	0	0.0%
Physician Manpower Training Commission	33.3%	66.7%	6	0	0	0	0	0.0%
Police Pension and Retirement System, Oklahoma	25.0%	75.0%	10	1	1	0	0	16.7%
Private Vocational Schools, Oklahoma Board of	100.0%	0.0%	2	0	0	0	0	0.0%
Psychologists, State Board of Examiners of	33.3%	66.7%	3	0	0	0	0	0.0%
Public Employees Retirement System, Oklahoma	28.8%	71.2%	40	3	2	6	1	23.1%
Quartz Mountain Arts and Conference Center and Nature Park	75.0%	25.0%	8	0	0	0	0	0.0%
Real Estate Commission, Oklahoma	22.2%	77.8%	15	0	0	3	0	16.7%
Regional University System of Oklahoma	20.0%	80.0%	5	0	0	0	0	0.0%
Rehabilitation Services, Oklahoma Department of	28.1%	71.9%	692	30	18	122	16	21.2%
Safety, Department of Public	74.4%	25.6%	1,246	102	5	91	37	15.9%
Scenic Rivers Commission, Oklahoma	70.0%	30.0%	10	0	0	0	0	0.0%
School of Science and Mathematics, Oklahoma	57.5%	42.5%	63	0	7	2	1	13.7%

Table 11: Agency Employees By Gender and Race (cont.)

Agency Name	% Male	% Female	White	American Indian/Alaska Native	Asian	Black/African American	Hispanic/Latino	Percent Minority
Science and Technology, Oklahoma Center for the Advancement of	36.0%	64.0%	20	1	1	2	1	20.0%
Secretary of State, Office of	9.4%	90.6%	22	4	2	3	1	31.3%
Securities Commission, Oklahoma	44.4%	55.6%	24	0	1	2	0	11.1%
Social Workers, Registration Board for Licensed	0.0%	100.0%	1	0	0	0	0	0.0%
Space Industry Development Authority, Oklahoma	75.0%	25.0%	4	0	0	0	0	0.0%
Speech-Language Pathology and Audiology, Board of Examiners for	0.0%	100.0%	2	0	0	0	0	0.0%
Supreme Court	47.2%	52.8%	71	1	2	7	1	13.4%
Tax Commission, Oklahoma	38.7%	61.3%	695	50	32	104	18	22.7%
Teacher Preparation, Oklahoma Commission for	10.0%	90.0%	9	0	0	1	0	10.0%
Teachers' Retirement System of Oklahoma	25.5%	74.5%	36	3	2	7	3	29.4%
Tobacco Settlement Endowment Trust Fund, Board of Directors of the	16.7%	83.3%	5	0	0	0	1	16.7%
Tourism and Recreation Department, Oklahoma	54.2%	45.8%	463	49	4	16	5	13.8%
Transportation, Department of	80.9%	19.1%	2,015	187	28	101	67	16.0%
Turnpike Authority, Oklahoma	52.6%	47.4%	416	77	3	45	15	25.2%
Used Motor Vehicle and Parts Commission, Oklahoma	50.0%	50.0%	7	1	0	0	0	12.5%
Veterans Affairs, Oklahoma Department of	21.7%	78.3%	1,322	89	43	184	55	21.9%
Veterinary Medical Examiners, Board of	33.3%	66.7%	3	0	0	0	0	0.0%
Water Resources Board, Oklahoma	58.7%	41.3%	78	5	5	4	0	15.2%
Wheat Utilization, Research, and Market Development Commission, Oklahoma	40.0%	60.0%	5	0	0	0	0	0.0%
Wildlife Conservation, Department of	87.3%	12.7%	295	25	0	2	2	9.0%
Will Rogers Memorial Commission	50.0%	50.0%	6	2	0	0	0	25.0%
Worker's Compensation Court	24.4%	75.6%	69	5	0	8	0	15.9%
Total	42.5%	57.5%	28,750	2,557	614	3,633	857	21.0%
			79%	7%	1.7%	10%	2.4%	

Note: The Capitol Complex/Centennial Commission disbanded 6/30/08 in accordance with legislation. The data presented here was taken from 6/15/08.

PART VI

WORKFORCE PLANNING:



WORKFORCE PLANNING



Alan Ross Tripp
 Manager,
 Office of Workforce Planning

The Office of Workforce Planning works in line with OPM's strategic mission to promote workforce planning and encourage agencies to utilize information to analyze their current workforce, determine future workforce needs, and implement solutions so that agencies may accomplish their missions.

The Office of Workforce Planning is focusing its efforts on three main services that it will provide to agencies: Research and information, workforce planning facilitation, and policy navigation.

Research: The office is collecting and storing information as well as networking with other states and organizations about their workforce planning practices. Such a repository of information will help inspire creative thinking for addressing Oklahoma's workforce challenges. Best practices, guides, training, and programs will be made available online. During FY08 the Office of Workforce Planning worked to complete 114 requests for workforce data and assisted 15 agencies with specific workforce analysis reports.

Facilitation: The office is prepared to:

- 1) Offer training or an overview of the workforce planning process.
- 2) Speak to leadership teams about the implications and benefits of such planning.
- 3) Guide decision makers through the process of evaluating their specific workforce situations.
- 4) Organize a consortium of human resources professionals to increase collaboration and cooperation.

Navigation: As agencies progress and begin to devise and implement plans to overcome their challenges, it will be important that proposals and actions fall within the applicable rules, laws and processes of managing human resources in the state of Oklahoma. The Office of Workforce Planning is poised to connect agencies to the expert advice from various ruling authorities.

Table 12: New Hires By Age And EEO-4 Job Category Total 5,044

Job Categories	Less than 20	20-29	30-39	40-49	50-59	60-69	70+	Total
Administrative Support	20	232	197	192	158	36	3	838
Officials and Administrators	0	9	25	45	46	12	0	137
Paraprofessionals	18	317	163	119	100	5	2	724
Professionals	3	577	550	448	370	86	2	2,036
Protective Service	2	214	160	76	40	11	0	503
Service Maintenance	6	117	76	106	72	16	2	395
Skilled Craft	0	10	17	15	18	7	0	67
Technicians	2	92	98	80	60	10	1	343
No EEO-4 Reporting	0	0	1	0	0	0	0	1
Total	51	1,568	1,287	1,081	864	183	10	5,044
	1.0%	31.1%	25.5%	21.4%	17.1%	3.6%	0.2%	

Table 13: Temporary New Hires By Age And EEO-4 Job Category Total 4,343

Job Categories	Less than 20	20-29	30-39	40-49	50-59	60-69	70+	Total
Administrative Support	178	863	279	284	228	130	58	2,020
Officials and Administrators	0	0	0	0	0	0	0	0
Paraprofessionals	74	359	166	97	83	68	29	876
Professionals	20	211	100	65	64	57	9	526
Protective Service	14	102	50	32	25	19	4	246
Service Maintenance	141	152	57	35	39	30	15	469
Skilled Craft	2	6	2	1	2	4	0	17
Technicians	6	16	5	10	6	5	3	51
No EEO-4 Reporting	2	57	34	9	16	12	8	138
Total	437	1,766	693	533	463	325	126	4,343
	10.1%	40.7%	16.0%	12.3%	10.7%	7.5%	2.9%	

Table 14: Separations by Age and EEO-4 Job Category Total 5,229

Job Categories	Less than 20	20-29	30-39	40-49	50-59	60-69	70+	Total
Administrative Support	1	126	112	164	156	141	18	718
Officials and Administrators	0	4	11	37	60	57	5	174
Paraprofessionals	13	338	195	147	122	52	7	874
Professionals	0	281	496	408	509	306	16	2,016
Protective Service	0	154	150	95	101	53	4	557
Service Maintenance	3	94	81	96	82	63	6	425
Skilled Craft	0	6	15	23	27	17	1	89
Technicians	1	66	87	67	90	60	3	374
No EEO-4 Reporting	0	0	0	2	0	0	0	2
Total	18	1,069	1,147	1,039	1,147	749	60	5,229
	0.3%	20.4%	21.9%	19.9%	21.9%	14.3%	1.1%	

Table 15: Separations of Temporary Employees by Age and EEO-4 Job Category Total 3,445

Job Categories	Less than 20	20-29	30-39	40-49	50-59	60-69	70+	Total
Administrative Support	112	804	211	229	177	119	71	1,723
Officials and Administrators	0	0	0	0	0	0	0	0
Paraprofessionals	44	261	92	54	62	58	25	596
Professionals	9	156	73	45	43	48	11	385
Protective Service	14	61	29	22	14	9	4	153
Service Maintenance	125	171	52	47	33	36	18	482
Skilled Craft	0	6	1	1	5	1	0	14
Technicians	7	14	2	12	6	5	3	49
No EEO-4 Reporting	0	0	2	2	9	6	24	43
Total	311	1,473	462	412	349	282	156	3,445
	9.0%	42.8%	13.4%	12.0%	10.1%	8.2%	4.5%	

Chart 18: Count of Temporary/Part-Time Employees by Age Group

4,659 Total

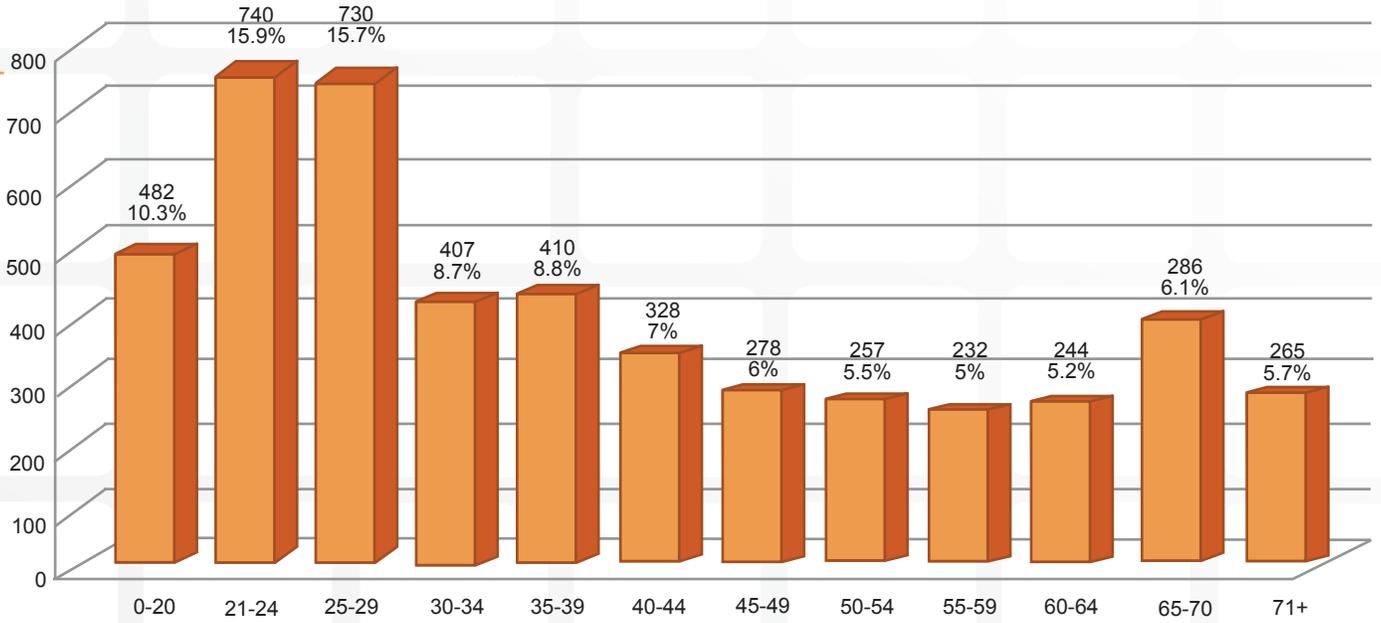


Chart 19: Eligibility Projections and Actual Retirements for FY 05-08

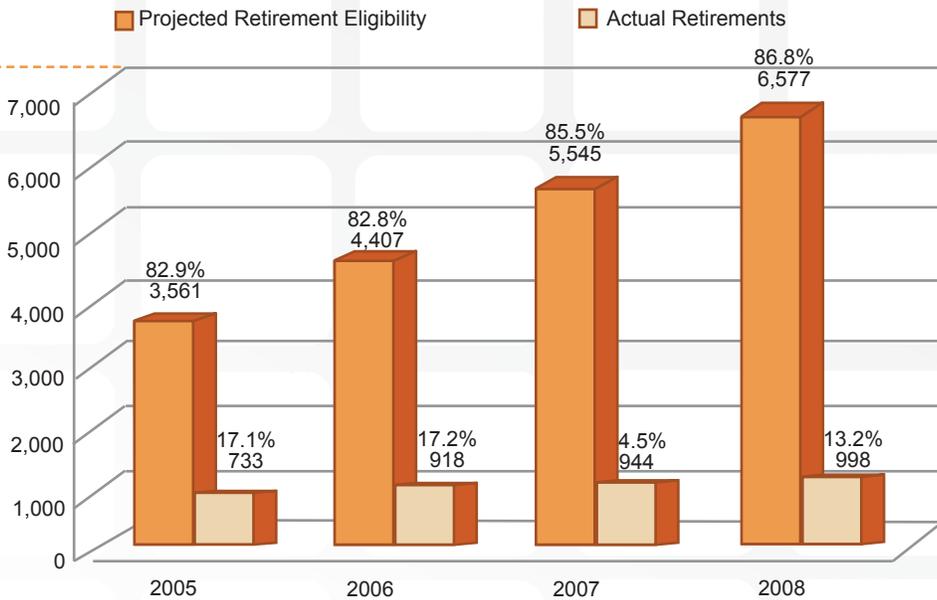


Chart 20: Cumulative Retirement Eligibility for the Next 10 Years

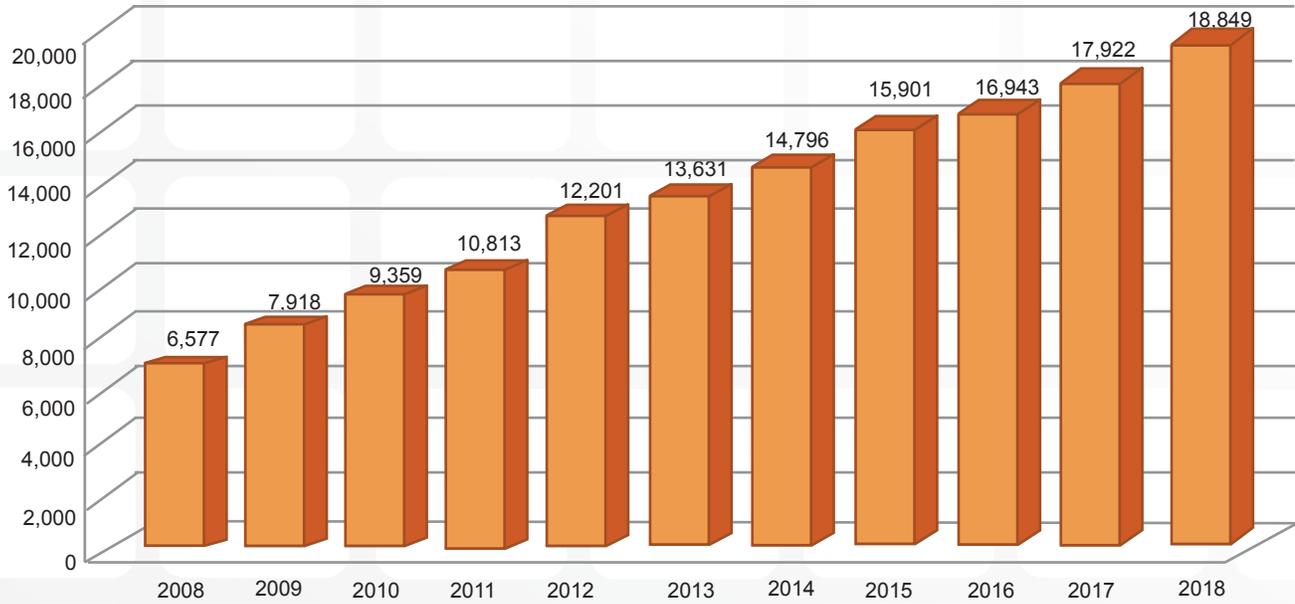
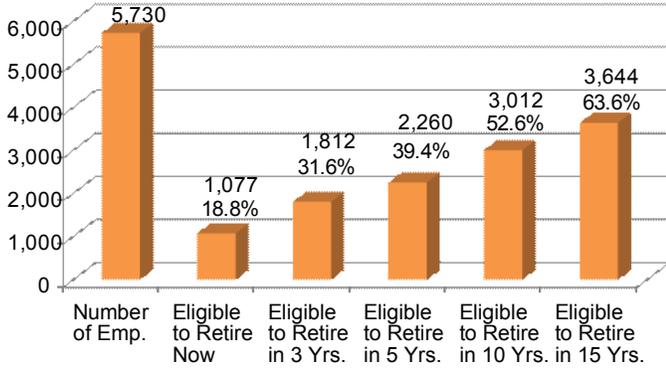


Table 16: Cumulative Retirement Eligibility

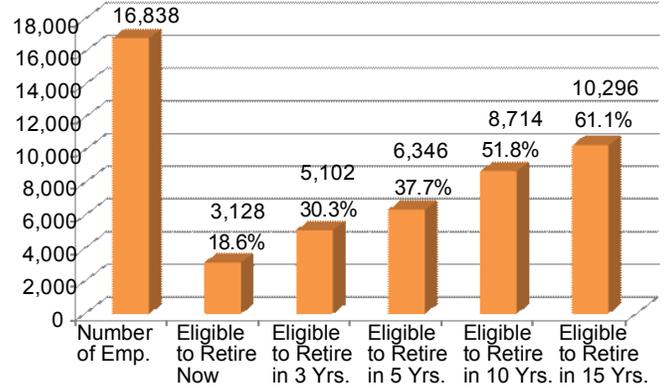
EEO-4 Job Category	Number of Employees	Eligible to Retire Now	% Eligible to Retire Now	Eligible to Retire in 3 Yrs.	% Eligible to Retire in 3 Yrs.	Eligible to Retire in 5 Yrs.	% Eligible to Retire in 5 Yrs.	Eligible to Retire in 10 Yrs.	% Eligible to Retire in 10 Yrs.	Eligible to Retire in 15 Yrs.	% Eligible to Retire in 15 Yrs.
Administrative Support	5,730	1,077	18.8%	1,812	31.6%	2,260	39.4%	3,012	52.6%	3,644	63.6%
Officials and Administrators	1,905	669	35.1%	991	52.0%	1,188	62.4%	1,463	76.8%	1,598	83.9%
Paraprofessionals	3,029	348	11.5%	603	19.9%	784	25.9%	1,137	37.5%	1,474	48.7%
Professionals	16,838	3,128	18.6%	5,102	30.3%	6,346	37.7%	8,714	51.8%	10,296	61.1%
Protective Service	3,961	339	8.6%	611	15.4%	852	21.5%	1,399	35.3%	1,698	42.9%
Service Maintenance	2,025	294	14.5%	512	25.3%	673	33.2%	977	48.2%	1,220	60.2%
Skilled Craft	874	187	21.4%	299	34.2%	397	45.4%	549	62.8%	654	74.8%
Technicians	2,729	507	18.6%	823	30.2%	1,057	38.7%	1,494	54.7%	1,742	63.8%

Chart 21: Employees by Years to Retirement Eligibility

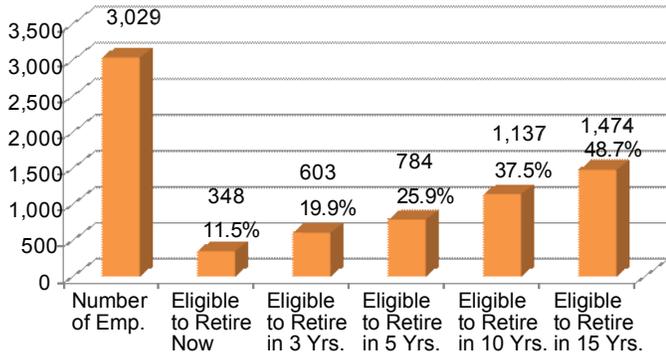
Administrative Support



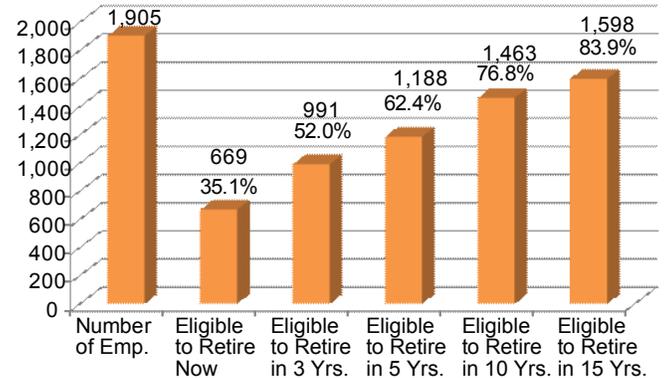
Professionals



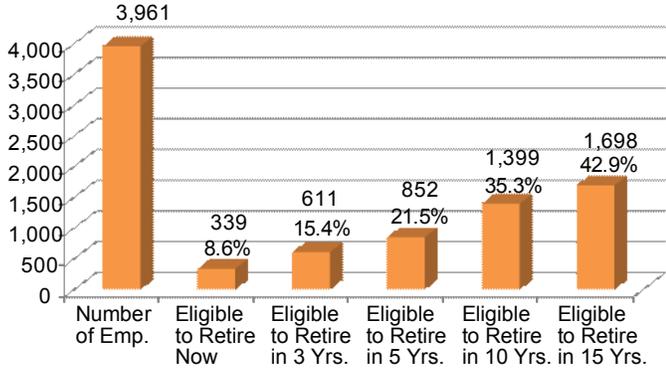
Paraprofessionals



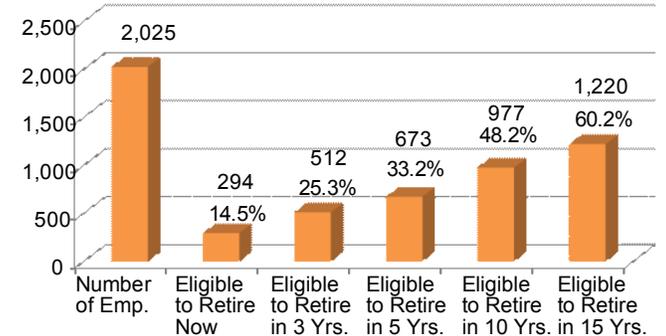
Officials and Administrators



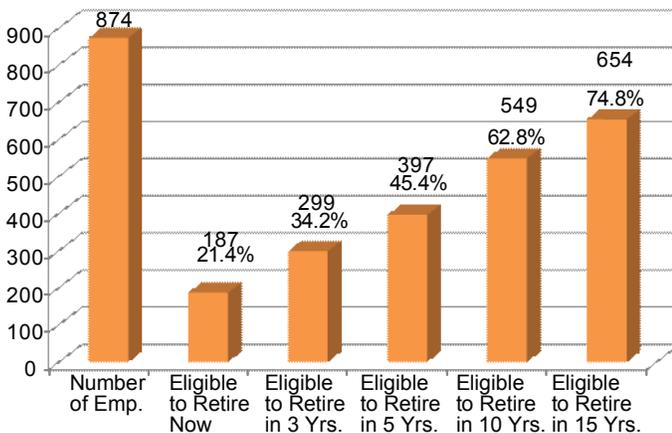
Protective Service



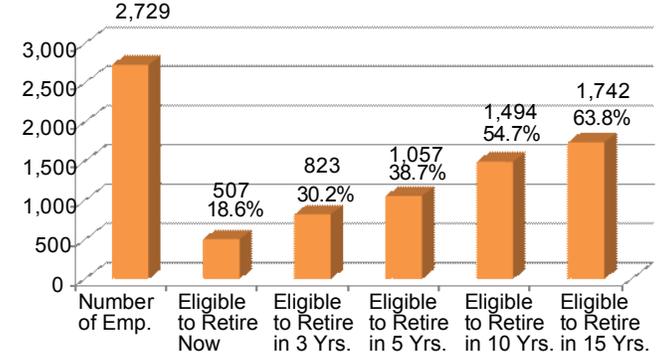
Service Maintenance



Skilled Craft



Technicians

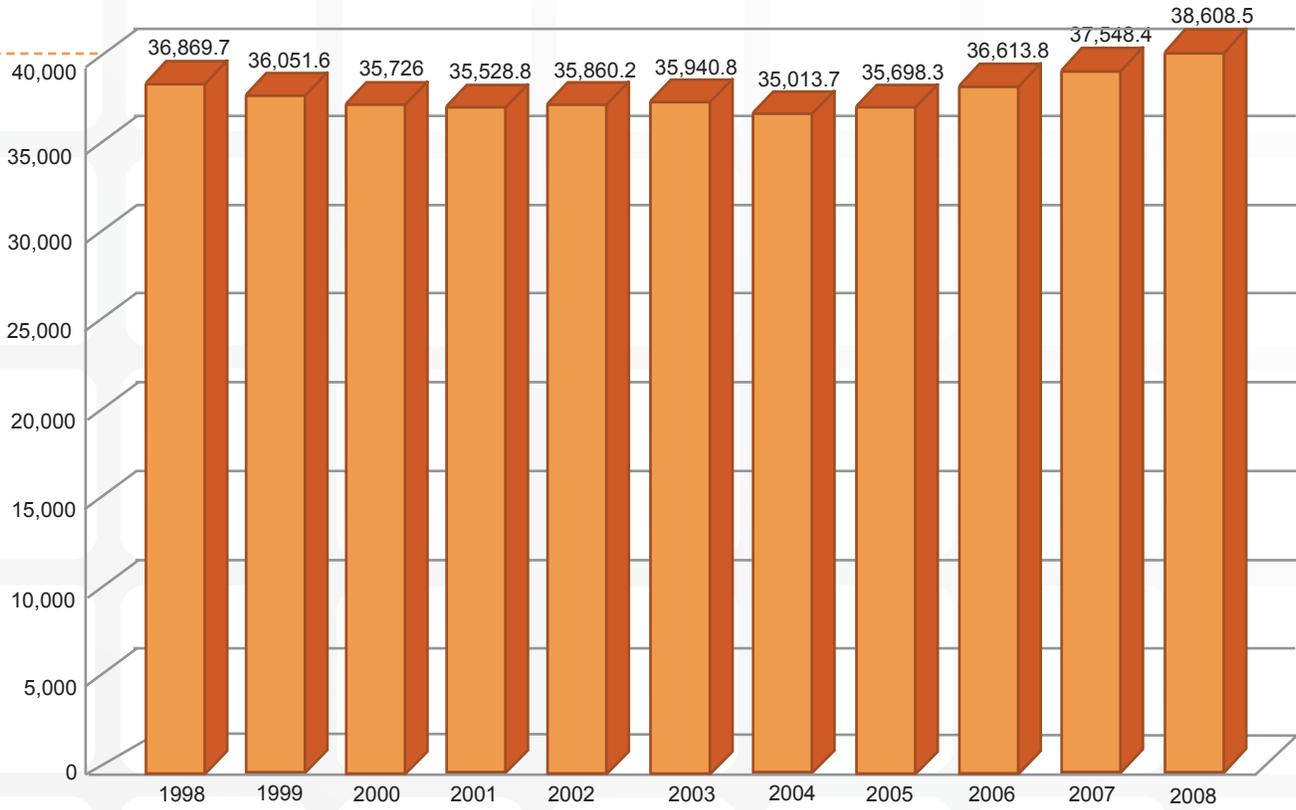


PART VII

DEMOGRAPHICS:
THE OKLAHOMA WORKFORCE



---Chart 22: Average FTE Count 1998 To 2008



Note: Includes all FTE usage from the Executive, Legislative and Judiciary branches. Does not include Higher Education.

---Chart 23: FY08 Employee Percentage by Job Category

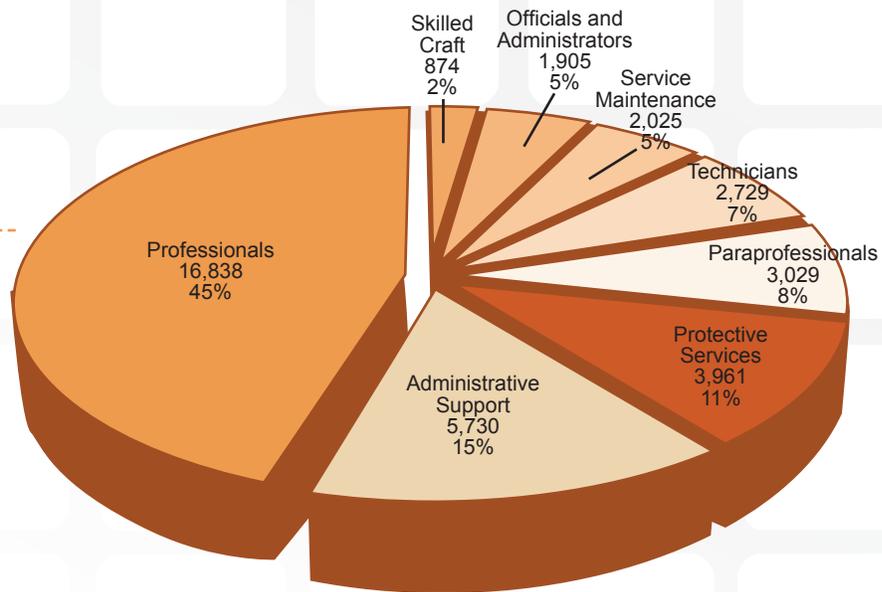


Table 17: Agency Employees by Job Category

Agency	Administrative Support	Officials & Administrators	Para-Professionals	Professionals	Protective Service	Service Maintenance	Skilled Craft	Technicians	Totals
Accountancy Board, Oklahoma	3	1	0	3	0	0	0	0	7
Aeronautics Commission, Oklahoma	0	2	0	10	0	0	0	0	12
Agriculture, Food, and Forestry; Department of	52	46	2	119	95	13	2	99	428
Alcohol and Drug Counselors, Oklahoma Board of Licensed	0	1	0	0	0	0	0	0	1
Alcohol and Drug Influence, Board of Tests for	3	1	0	1	0	0	0	1	6
Alcoholic Beverage Laws Enforcement Commission	5	10	0	7	20	0	0	1	43
Architects, Landscape Architects, and Interior Designers, Board of Governors of the Licensed	2	1	0	0	0	0	0	0	3
Arts Council, Oklahoma	2	6	0	7	0	0	0	0	15
Banking Department, Oklahoma State	4	3	0	29	0	0	0	1	37
Boll Weevil Eradication Organization, Oklahoma	2	1	0	6	0	2	0	0	11
Bond Advisor, Oklahoma State	1	0	0	2	0	0	0	0	3
Capitol Complex and Centennial Commemoration Commission, Oklahoma *	2	2	0	2	0	0	0	0	6
Career and Technology Education, Oklahoma Department of	52	22	9	199	0	12	11	23	328
Central Services, Department of	49	30	8	76	0	27	37	14	241
Children and Youth, Commission on	5	4	0	16	0	0	0	2	27
Chiropractic Examiners, Board of	1	1	0	1	0	0	0	0	3
Commerce, Oklahoma Department of	18	31	2	102	0	0	0	0	153
Compsource Oklahoma	115	11	8	154	0	1	3	75	367
Conservation Commission, Oklahoma	2	11	0	46	0	0	0	6	65
Construction Industries Board	7	1	0	19	0	0	0	0	27
Consumer Credit, Commission on	3	2	0	10	0	0	0	0	15
Corporation Commission, Oklahoma	93	37	5	187	136	0	0	15	473
Corrections, State Department of	528	98	51	1,300	2,365	131	23	239	4,735
Cosmetology, State Board of	6	2	0	0	0	0	0	3	11
Court of Criminal Appeals	8	6	0	17	0	0	0	0	31
Davis, J.M. Memorial Commission	2	1	1	0	0	0	1	0	5
Dentistry, Oklahoma Board of	2	1	0	1	0	0	0	0	4
District Attorneys	572	10	2	516	0	0	0	8	1,108
District Courts	186	1	0	446	0	0	0	0	633
Education, State Department of	71	61	13	217	0	0	0	7	369
Educational Television Authority, Oklahoma	4	8	9	34	0	3	9	3	70
Election Board, State	3	5	2	8	0	0	0	5	23
Emergency Management, Oklahoma Department of	5	2	0	16	1	0	0	1	25
Employees Benefits Council, Oklahoma State	5	6	2	18	0	0	0	2	33
Employment Security Commission, Oklahoma	43	92	37	443	1	0	2	34	652
Engineers and Land Surveyors, State Board of Licensure for Professional	5	1	0	2	0	0	0	0	8
Environmental Quality, Department of	63	56	3	415	0	2	0	13	552
Ethics Commission	1	3	0	1	0	0	0	1	6

Table 17: Agency Employees by Job Category (cont.)

Agency	Administrative Support	Officials & Administrators	Para-Professionals	Professionals	Protective Service	Service Maintenance	Skilled Craft	Technicians	Totals
Finance Authority, Oklahoma Industrial	0	5	0	2	0	0	0	0	7
Finance, Office of State	13	14	7	91	0	0	0	24	149
Fire Marshal Commission, State	3	0	0	6	21	0	0	0	30
Firefighter's Pension and Retirement System, Oklahoma	2	2	2	4	0	0	0	0	10
Funeral Board, Oklahoma	0	2	0	1	0	0	0	0	3
Grand River Dam Authority	73	103	0	51	8	6	274	28	543
Handicapped Concerns, Office of	2	1	0	4	0	0	0	1	8
Health Care Authority, Oklahoma	62	28	37	289	0	0	0	11	427
Health, State Department of	510	81	127	1,447	2	15	2	104	2,288
Historical Society, Oklahoma	19	6	32	60	0	18	11	11	157
Horse Racing Commission, Oklahoma	13	2	1	26	0	1	0	0	43
Hospitals Authority, University	2	4	0	1	0	0	0	0	7
Human Rights Commission, Oklahoma	5	2	0	8	0	0	0	0	15
Human Services, Department of	899	197	706	5,446	32	124	112	186	7,702
Indian Affairs Commission, Oklahoma	1	1	0	1	0	0	0	0	3
Indigent Defense System, Oklahoma	22	15	0	84	0	0	0	2	123
Insurance Board, Oklahoma State and Education Employees Group	17	19	44	79	0	0	0	15	174
Insurance Department	39	7	4	72	0	0	0	4	126
Investigation, Oklahoma State Bureau of	51	15	1	87	66	0	1	77	298
J.D. McCarty Center for Children with Development Disabilities	9	9	113	55	0	13	1	6	206
Judicial Complaints, Council on	0	2	0	1	0	0	0	0	3
Juvenile Affairs, Office of	96	39	215	419	108	35	14	10	936
Labor, Department of	18	12	0	56	0	1	0	8	95
Land Office, Commissioners of the	10	8	0	31	0	0	0	7	56
Law Enforcement Education and Training, Council on (CLEET)	9	2	0	27	0	5	1	2	46
Law Enforcement Retirement System, Oklahoma	1	1	1	4	0	0	0	0	7
Legislative Service Bureau	12	0	0	2	0	0	0	4	18
Libraries, Oklahoma Department of	13	5	4	33	0	0	0	3	58
Liquefied Petroleum Gas Board, Oklahoma	1	1	0	1	0	0	0	5	8
Long-Term Care Administrators, Oklahoma State Board of Examiners for	1	2	0	0	0	0	0	0	3
Lottery Commission	7	5	4	17	0	0	0	3	36
Medical Licensure and Supervision, State Board of	10	4	0	8	0	0	0	0	22
Medicolegal Investigations, Board of	6	3	1	46	3	2	0	5	66
Mental Health and Substance Abuse Services, Department of	244	75	516	928	28	119	35	111	2,056
Merit Protection Commission	0	2	0	6	0	0	0	0	8
Military Department	50	24	19	123	52	25	44	22	359
Mines, Department of	4	3	2	16	8	0	0	0	33
Motor Vehicle Commission, Oklahoma	0	2	0	1	0	0	0	0	3
Narcotics and Dangerous Drugs Control, Oklahoma State Bureau of	18	18	0	25	53	0	0	9	123
Nursing, Oklahoma Board of	11	2	0	8	0	0	0	0	21

Table 17: Agency Employees by Job Category (cont.)

Agency	Administrative Support	Officials & Administrators	Para-Professionals	Professionals	Protective Service	Service Maintenance	Skilled Craft	Technicians	Totals
Office of State Auditor & Inspector	9	21	3	96	0	0	0	0	129
Office of the Attorney General	23	3	11	137	0	0	0	3	177
Office of the Governor	0	0	0	32	0	0	0	0	32
Office of the Lieutenant Governor	1	2	0	4	0	0	0	0	7
Office of the State Treasurer	7	5	4	36	0	0	0	9	61
Oil and Gas Wells, Commission on Marginally Producing	0	2	0	2	0	0	0	0	4
Oil Compact Commission, Interstate	0	1	0	1	0	0	0	0	2
Oklahoma State House of Representatives	87	1	13	40	0	1	0	1	143
Oklahoma State Senate	67	3	1	52	0	8	0	5	136
Optometry, Board of Examiners in	1	1	0	0	0	0	0	0	2
Osteopathic Examiners, State Board of	1	2	0	2	0	0	0	0	5
Pardon and Parole Board	6	3	0	3	26	0	0	0	38
Peanut Commission, Oklahoma	0	1	0	0	0	0	0	0	1
Personnel Management, Office of	12	10	3	33	0	0	0	4	62
Pharmacy, Board of	2	3	0	4	0	0	0	0	9
Physician Manpower Training Commission	2	2	0	2	0	0	0	0	6
Police Pension and Retirement System, Oklahoma	2	4	0	6	0	0	0	0	12
Private Vocational Schools, Oklahoma Board of	0	1	1	0	0	0	0	0	2
Psychologists, State Board of Examiners of	1	0	0	2	0	0	0	0	3
Public Employees Retirement System, Oklahoma	9	7	11	23	0	0	0	2	52
Quartz Mountain Conference Center	2	1	0	2	2	0	4	1	12
Real Estate Commission, Oklahoma	10	3	0	4	0	0	0	1	18
Regional University System of Oklahoma	1	2	0	2	0	0	0	0	5
Rehabilitation Services, Oklahoma Department of	83	56	204	426	4	23	12	70	878
Safety, Department of Public	369	24	2	158	847	12	20	52	1,484
Scenic Rivers Commission, Oklahoma	1	1	0	3	3	1	1	0	10
School of Science and Mathematics, Oklahoma	5	5	1	59	0	3	0	0	73
Science and Technology, Oklahoma Center for the Advancement of	2	6	1	16	0	0	0	0	25
Secretary of State, Office of	14	3	3	9	0	0	0	3	32
Securities Commission, Oklahoma	1	2	2	20	0	0	0	2	27
Social Workers, Oklahoma State Board of Licensed	0	1	0	0	0	0	0	0	1
Space Industry Development Authority, Oklahoma	1	1	0	2	0	0	0	0	4
Speech-Language Pathology and Audiology, Board of Examiners for	1	0	0	1	0	0	0	0	2
Supreme Court	34	10	1	116	0	0	0	0	161
Tax Commission, Oklahoma	87	58	28	663	0	0	3	57	896
Teacher Preparation, Oklahoma Commission for	4	3	1	2	0	0	0	0	10
Teachers' Retirement System of Oklahoma	13	3	3	30	0	0	0	2	51
Tobacco Settlement Endowment Trust Fund, Board of Directors of the	1	2	0	3	0	0	0	0	6
Tourism and Recreation Department, Oklahoma	106	16	63	105	39	80	108	20	537

Table 17: Agency Employees by Job Category (cont.)

Agency	Administrative Support	Officials & Administrators	Para-Professionals	Professionals	Protective Service	Service Maintenance	Skilled Craft	Technicians	Totals
Transportation, Department of	164	262	32	227	0	844	85	776	2,390
Turnpike Authority, Oklahoma	263	16	50	50	0	130	14	34	557
Used Motor Vehicle and Parts Commission, Oklahoma	3	1	0	4	0	0	0	0	8
Veterans Affairs, Oklahoma Department of	79	28	599	245	32	363	44	304	1,694
Veterinary Medical Examiners, Board of	2	0	0	1	0	0	0	0	3
Water Resources Board, Oklahoma	9	17	0	62	0	0	0	4	92
Wheat Utilization, Research, and Market Development Commission, Oklahoma	1	2	0	2	0	0	0	0	5
Wildlife Conservation, Department of	26	5	1	118	9	3	0	162	324
Will Rogers Memorial Commission	1	2	1	2	0	2	0	0	8
Worker's Compensation Court	39	2	0	35	0	0	0	6	82
Other	0	1	0	0	0	0	0	0	1
Total	5,730	1,905	3,029	16,838	3,961	2,025	874	2,729	37,091
	15.4%	5.1%	8.2%	45.4%	10.7%	5.5%	2.4%	7.4%	

Note: The Capitol Complex/Centennial Commission disbanded 6/30/08 in accordance with legislation. The data presented here was taken from 6/15/08.

Note: 183 incumbants did not indicate a job category.

Map 2: State Employee County Residence

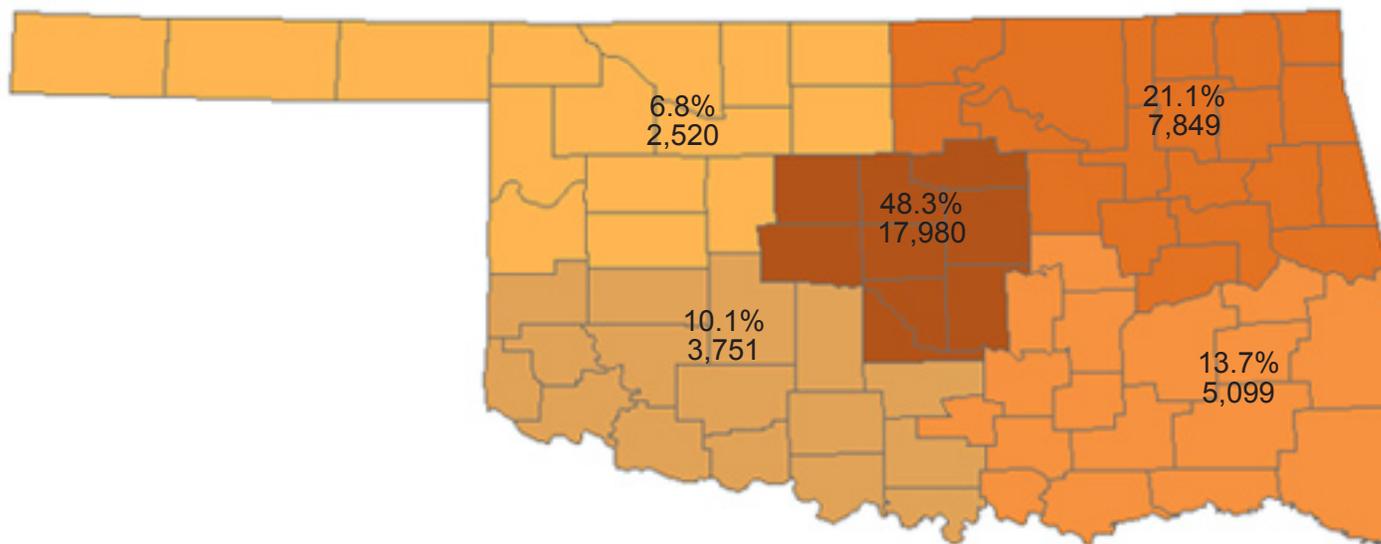


Table 18: State Employee County Residence

County	Employees	County	Employees	County	Employees
Oklahoma	9,694	Carter	515	Cherokee	328
Cleveland	3,913	McClain	510	Atoka	321
Tulsa	2,311	Payne	500	Ottawa	311
Canadian	1,207	Le Flore	469	Stephens	305
Pittsburg	966	Lincoln	404	McCurtain	292
Muskogee	864	Woodward	399	Osage	264
Garfield	820	Murray	395	Sequoyah	264
Pottawatomie	815	Grady	374	Pushmataha	250
Comanche	807	Custer	366	Jackson	249
Garvin	674	Wagoner	360	Latimer	242
Mayes	639	Creek	349	McIntosh	237
Rogers	638	Pontotoc	335	Okmulgee	234
Craig	539	Logan	332	Bryan	230

Table 18: State Employee County Residence (cont.)

County	Employees	County	Employees	County	Employees
Okfuskee	220	Noble	142	Out of State	75
Kay	212	Washita	141	Major	71
Caddo	207	Harper	138	Jefferson	61
Washington	199	Choctaw	133	Love	59
Greer	196	Kingfisher	132	Cotton	53
Seminole	193	Beckham	122	Ellis	53
Woods	189	Texas	122	Grant	53
Alfalfa	183	Marshall	117	Nowata	40
Delaware	178	Coal	107	Harmon	39
Kiowa	168	Blaine	99	Beaver	37
Hughes	155	Adair	98	Dewey	37
Tillman	155	Johnston	89	Roger Mills	31
Pawnee	143	Haskell	84	Cimarron	21

Table 19: Employees by Age Group - Average Age 45.7

EEO-4 Job Category	< 20	20-29	30-39	40-49	50-59	60-69	70+	Total
Administrative Support	20	584	946	1,499	1,870	737	74	5,730
Officials and Administrators	0	27	191	569	797	291	30	1,905
Paraprofessionals	26	634	581	779	759	226	24	3,029
Professionals	3	1,683	3,353	4,477	5,400	1,792	130	16,838
Protective Service	2	676	1,207	1,086	785	194	11	3,961
Service Maintenance	7	231	326	614	607	227	13	2,025
Skilled Craft	1	38	98	339	296	100	2	874
Technicians	2	280	541	774	880	236	16	2,729
Total	61	4,153	7,243	10,137	11,394	3,803	300	37,091

Table 20: Employees by Years of Service - Average Years of Service 11.1

EEO-4 Job Category	< 3	3-5	6-8	9-10	11-15	16-20	21+	Total
Administrative Support	1,496	831	711	422	630	677	963	5,730
Officials and Administrators	143	121	122	103	215	365	836	1,905
Paraprofessionals	1,181	536	298	154	243	255	362	3,029
Professionals	3,738	2,307	2,016	1,214	2,092	2,167	3,304	16,838
Protective Service	1,095	466	458	410	532	551	449	3,961
Service Maintenance	612	376	203	129	180	223	302	2,025
Skilled Craft	167	112	95	54	91	100	255	874
Technicians	583	364	289	199	264	394	636	2,729
Total	9,015	5,113	4,192	2,685	4,247	4,732	7,107	37,091

Table 21: Employees By Years To Retirement Eligibility - Average Years To Retirement Eligibility 12.6

EEO-4 Job Category	< 3	3-5	6-8	9-10	11-15	16-20	21+	Total
Administrative Support	1,562	698	475	277	632	588	1,498	5,730
Officials and Administrators	890	298	187	88	135	138	169	1,905
Paraprofessionals	520	264	203	150	337	344	1,211	3,029
Professionals	4,406	1,940	1,516	852	1,582	1,893	4,649	16,838
Protective Service	519	333	340	207	299	569	1,694	3,961
Service Maintenance	430	243	186	118	243	254	551	2,025
Skilled Craft	267	130	104	48	105	99	121	874
Technicians	711	346	280	157	248	222	765	2,729
Total	9,305	4,252	3,291	1,897	3,581	4,107	10,658	37,091

Table 22: FY 08 Agency Average Age, Years of Service

Agency	< Age 50	Age 50+	Average Age	Average Years of Service	Average Years to Retirement Eligibility
Accountancy Board, Oklahoma	4	3	42.0	11.3	16.1
Aeronautics Commission, Oklahoma	6	6	45.4	8.1	13.9
Agriculture, Food, and Forestry; Department of	237	193	46.1	13.6	11.4
Alcohol and Drug Counselors, Oklahoma Board of Licensed	0	1	57.0	1.0	4.0
Alcohol and Drug Influence, Board of Tests for	1	5	53.5	10.8	7.3
Alcoholic Beverage Laws Enforcement Commission	21	22	48.5	17.9	7.7
Architects, Landscape Architects, and Interior Designers, Board of Governors of the Licensed	2	1	44.3	12.7	15.0
Arts Council, Oklahoma	8	7	45.4	8.0	13.7
Banking Department, Oklahoma State	22	15	47.6	17.3	8.1
Boll Weevil Eradication Organization, Oklahoma	7	4	47.8	7.5	12.7
Bond Advisor, Oklahoma State	1	2	51.7	15.3	4.3
Capitol Complex and Centennial Commemoration Commission, Oklahoma *	1	5	57.3	16.5	4.8
Career and Technology Education, Oklahoma Department of	166	162	48.1	12.8	10.5
Central Services, Department of	109	132	49.0	12.3	9.4
Children and Youth, Commission on	17	10	44.6	9.6	13.9
Chiropractic Examiners, Board of	3	0	26.3	4.3	29.0
Commerce, Oklahoma Department of	92	61	45.5	9.9	13.3
Compsource Oklahoma	197	170	46.8	9.4	12.1
Conservation Commission, Oklahoma	40	25	45.9	12.0	12.7
Construction Industries Board	9	18	50.7	7.2	9.6
Consumer Credit, Commission on	5	10	54.9	8.8	7.4
Corporation Commission, Oklahoma	191	285	50.9	13.1	8.6
Corrections, State Department of	2,954	1,781	44.7	10.8	13.4
Cosmetology, State Board of	9	2	46.4	11.4	11.0
Court of Criminal Appeals	17	14	51.0	12.3	9.2
Davis, J.M. Memorial Commission	4	1	43.4	3.0	17.4
Dentistry, Oklahoma Board of	2	2	51.5	24.5	2.3
District Attorneys	753	355	43.1	8.2	15.6
District Courts	292	341	50.1	11.2	9.4
Education, State Department of	199	171	46.4	9.2	12.8
Educational Television Authority, Oklahoma	40	30	46.4	7.8	13.5
Election Board, State	8	15	50.7	14.4	7.5
Emergency Management, Oklahoma Department of	7	18	55.0	11.6	5.8
Employees Benefits Council, Oklahoma State	15	18	49.2	10.4	10.1
Employment Security Commission, Oklahoma	276	384	50.3	13.2	8.6
Engineers and Land Surveyors, State Board of Licensure for Professional	5	3	46.0	6.1	13.8
Environmental Quality, Department of	329	223	45.0	11.7	13.3
Ethics Commission	1	5	55.3	14.0	5.3
Finance Authority, Oklahoma Industrial	1	6	61.0	19.7	0.6
Finance, Office of State	81	68	47.7	11.2	11.1
Fire Marshal Commission, State	14	16	49.7	10.3	10.5
Firefighters Pension and Retirement System, Oklahoma	5	5	44.8	11.3	12.7
Funeral Board, Oklahoma	1	2	52.3	8.3	10.0
Grand River Dam Authority	347	196	45.4	12.5	11.5
Handicapped Concerns, Office of	5	3	49.4	15.5	10.0
Health Care Authority, Oklahoma	297	130	43.6	9.2	14.8
Health, State Department of	1,249	1,039	46.4	10.6	12.4
Historical Society, Oklahoma	68	89	48.7	11.6	10.7
Horse Racing Commission, Oklahoma	19	24	51.0	12.0	9.0
Hospitals Authority, University	3	4	42.3	14.4	14.1

Table 22: FY 08 Agency Average Age, Years of Service (cont.)

Agency	< Age 50	Age 50+	Average Age	Average Years of Service	Average Years to Retirement Eligibility
Human Rights Commission, Oklahoma	11	4	45.6	11.9	12.4
Human Services, Department of	4,591	3,113	44.9	11.7	13.0
Indian Affairs Commission, Oklahoma	1	2	52.7	6.3	9.3
Indigent Defense System, Oklahoma	72	51	46.2	10.0	12.8
Insurance Board, Oklahoma State and Education Employees Group	96	78	47.7	11.8	11.0
Insurance Department	77	49	44.1	7.1	15.2
Investigation, Oklahoma State Bureau of	192	106	43.8	11.5	13.8
J.D. McCarty Center for Children with Development Disabilities	149	57	39.1	5.5	18.8
Judicial Complaints, Council on	1	2	55.7	16.7	3.7
Juvenile Affairs, Office of	576	360	45.0	9.7	13.6
Labor, Department of	50	45	47.3	11.0	11.8
Land Office, Commissioners of the	22	34	50.7	14.6	7.6
Law Enforcement Education and Training, Council on (CLEET)	24	22	46.9	6.7	12.5
Law Enforcement Retirement System, Oklahoma	3	4	47.9	18.1	8.7
Legislative Service Bureau	12	6	44.1	7.3	15.9
Libraries, Oklahoma Department of	16	42	52.9	15.2	6.4
Liquefied Petroleum Gas Board, Oklahoma	2	6	56.1	14.9	5.9
Long-Term Care Administrators, Oklahoma State Board of Examiners for	0	3	55.7	12.7	3.0
Lottery Commission	26	10	42.4	4.9	17.4
Medical Licensure and Supervision, State Board of	10	12	50.7	13.5	8.5
Medicolegal Investigations, Board of	51	15	41.4	6.6	17.5
Mental Health and Substance Abuse Services, Department of	1,195	861	45.5	8.9	13.2
Merit Protection Commission	5	3	44.3	5.1	14.9
Military Department	212	147	45.3	7.6	14.1
Mines, Department of	14	19	50.5	17.5	5.7
Motor Vehicle Commission, Oklahoma	1	2	51.0	16.7	4.3
Narcotics and Dangerous Drugs Control, Oklahoma State Bureau of	86	37	41.9	10.4	15.5
Nursing, Oklahoma Board of	11	10	46.6	5.9	13.9
Office of State Auditor and Inspector	90	39	42.0	11.1	14.9
Office of the Attorney General	104	73	45.5	9.7	13.6
Office of the Governor	25	8	41.5	7.9	17.5
Office of the Lieutenant Governor	5	3	38.6	4.9	20.1
Office of the State Treasurer	34	28	46.9	9.9	11.8
Oil and Gas Wells, Commission on Marginally Producing	2	2	43.8	4.5	15.3
Oil Compact Commission, Interstate	2	0	31.0	5.0	26.0
Oklahoma State House of Representatives	128	111	46.3	6.5	13.8
Oklahoma State Senate	79	109	50.6	12.1	9.7
Optometry, Board of Examiners in	0	2	57.5	6.5	7.5
Osteopathic Examiners, State Board of	0	5	62.8	11.8	1.8
Pardon and Parole Board	14	29	51.7	15.1	7.4
Peanut Commission, Oklahoma	0	1	59.0	21.0	0.0
Personnel Management, Office of	36	26	44.3	9.3	14.1
Pharmacy, Board of	4	5	48.2	11.6	11.3
Physician Manpower Training Commission	3	3	51.2	18.5	4.3
Police Pension and Retirement System, Oklahoma	5	7	49.4	14.3	7.9
Private Vocational Schools, Oklahoma Board of	0	2	62.5	25.5	0.0
Psychologists, State Board of Examiners of	1	2	53.0	23.3	6.0
Public Employees Retirement System, Oklahoma	28	24	48.8	12.5	9.8
Quartz Mountain Conference Center	4	8	52.4	16.8	4.8
Real Estate Commission, Oklahoma	14	4	44.1	10.3	14.1

Table 22: FY 08 Agency Average Age, Years of Service (cont.)

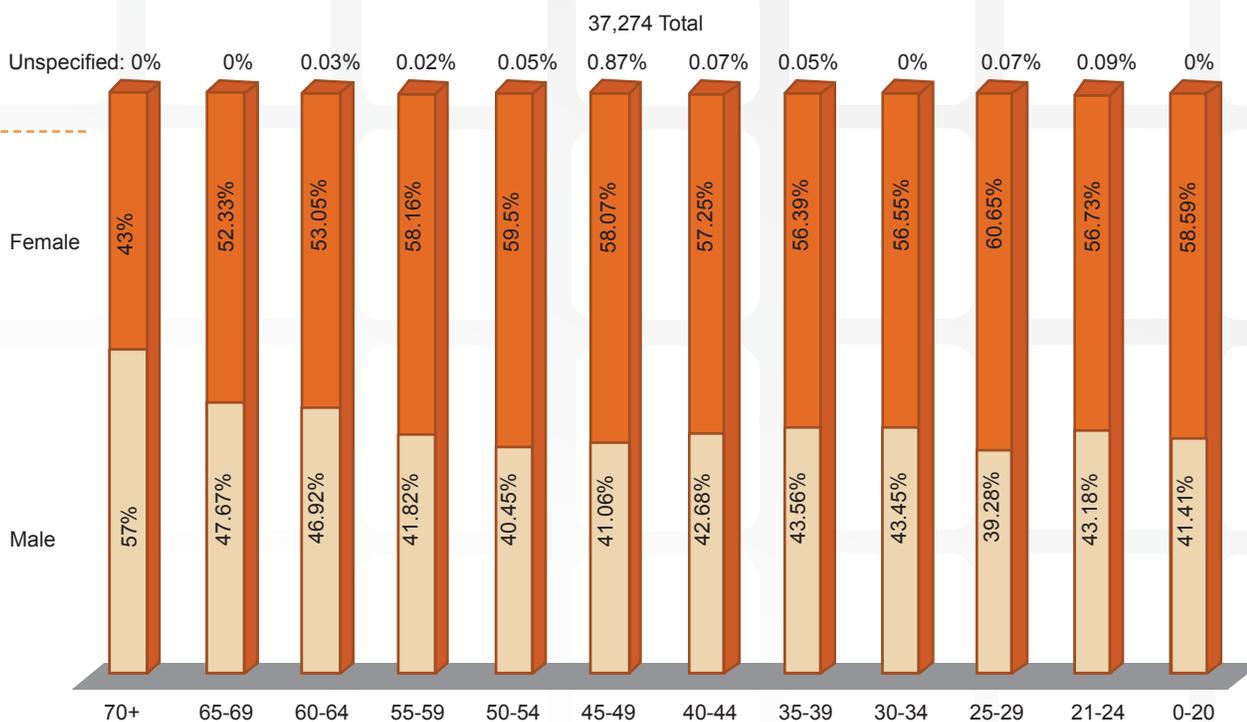
Agency	< Age 50	Age 50+	Average Age	Average Years of Service	Average Years to Retirement Eligibility
Regional University System of Oklahoma	3	2	43.6	13.2	12.6
Rehabilitation Services, Oklahoma Department of	391	487	49.4	13.5	9.5
Safety, Department of Public	1,044	440	43.0	12.4	14.0
Scenic Rivers Commission, Oklahoma	7	3	40.3	10.0	17.3
School of Science and Mathematics, Oklahoma	38	35	46.9	7.1	13.5
Science and Technology, Oklahoma Center for the Advancement of	14	11	46.1	7.8	13.3
Secretary of State, Office of	17	15	46.1	14.6	10.7
Securities Commission, Oklahoma	12	15	50.4	17.0	7.6
Social Workers, Oklahoma State Board of Licensed	1	0	37.0	6.0	22.0
Space Industry Development Authority, Oklahoma	2	2	43.8	3.3	16.5
Speech-Language Pathology and Audiology, Board of Examiners for	1	1	42.5	8.0	16.5
Supreme Court	74	87	48.0	12.4	11.2
Tax Commission, Oklahoma	419	480	49.2	14.1	8.9
Teacher Preparation, Oklahoma Commission for	3	7	52.9	11.5	5.5
Teachers' Retirement System of Oklahoma	19	32	51.5	13.6	8.1
Tobacco Settlement Endowment Trust Fund, Board of Directors of the	5	1	46.7	9.8	11.2
Tourism and Recreation Department, Oklahoma	285	252	46.9	11.4	11.4
Transportation, Department of	1,437	961	45.9	14.1	11.0
Turnpike Authority, Oklahoma	313	244	46.8	8.5	12.5
Used Motor Vehicle and Parts Commission, Oklahoma	4	4	47.5	10.5	11.6
Veterans Affairs, Oklahoma Department of	1,032	662	44.4	7.0	14.8
Veterinary Medical Examiners, Board of	3	0	45.0	10.7	15.0
Water Resources Board, Oklahoma	61	31	42.5	12.4	14.1
Wheat Utilization, Research, and Market Development Commission, Oklahoma	4	1	38.0	6.0	19.8
Wildlife Conservation, Department of	218	106	42.5	15.4	13.3
Will Rogers Memorial Commission	1	7	52.1	12.0	6.6
Worker's Compensation Court	42	40	48.8	13.3	9.7
Other	0	1	63.0	1.0	4.0
FY 07 TOTAL	21,656	15,188	47.3	11.5	12.1
FY 08 TOTAL	21,674	15,600	45.7	11.1	12.6

Note: The Capitol Complex/Centennial Commission disbanded 6/30/08 in accordance with legislation. The data presented here was taken from 6/15/08.

Table 23: FY 08 Occupational Group Age Information

Occupational Group	Avg. Age	Avg. Yrs. of Svc.	Avg. Yrs. to Ret. Elig.	% Eligible to Retire w/in 3 Yrs.
Agricultural Services and Inspections	45.1	14.3	12.0	36.8%
Corrections & Custody	41.9	9.7	15.8	16.2%
Employment Services	50.2	12.0	9.2	41.1%
Financial Management	50.2	13.7	8.3	44.4%
General Administrative	48.7	13.0	9.8	40.0%
General Safety, Security Inspections and Investigations	46.5	8.9	12.7	26.3%
General Sciences and Environmental Services	43.6	12.0	14.1	29.3%
Health Care Services and Administration	46.2	11.3	12.0	30.9%
Historical Preservation	47.5	12.3	11.2	44.3%
Human Resources Management and Development	48.7	15.3	8.9	42.5%
Information Technology	48.2	14.7	9.3	37.3%
Institutional and Nutritional Services and Administration	44.6	8.9	14.0	23.6%
Insurance and Benefits Administration	49.7	12.3	9.0	37.8%
Law Enforcement	41.4	11.6	15.3	20.5%
Logistics and Property Management	49.4	11.8	9.5	35.1%
Nursing Services	44.4	7.6	14.6	20.8%
Oil, Gas, Transportation and Utility Regulation	52.3	13.4	8.2	45.4%
Power Generation	46.7	13.6	9.4	30.6%
Professional Engineering and Land Surveyors	45.4	14.7	11.2	28.5%
Rehabilitation and Vocational Services	45.7	11.5	12.6	29.0%
Revenue and Taxation	48.2	11.7	10.5	33.1%
Social Services	43.5	10.8	14.5	25.4%
Transportation and Highway Construction and Maintenance	45.8	12.7	11.5	31.7%
Travel, Tourism and Recreation	44.9	13.3	12.1	31.6%
Veterans Services	52.7	13.0	7.0	48.0%
Classified	45.5	11.3	12.6	29.0%
Unclassified	46.2	10.6	12.4	29.1%
Total	45.7	11.1	12.6	29.0%

Chart 24: FY 08 Gender by Age Groups - 37,274 Total



PART VIII

TURNOVER: WORKER MOBILITY



Chart 25: FY 08 Turnover

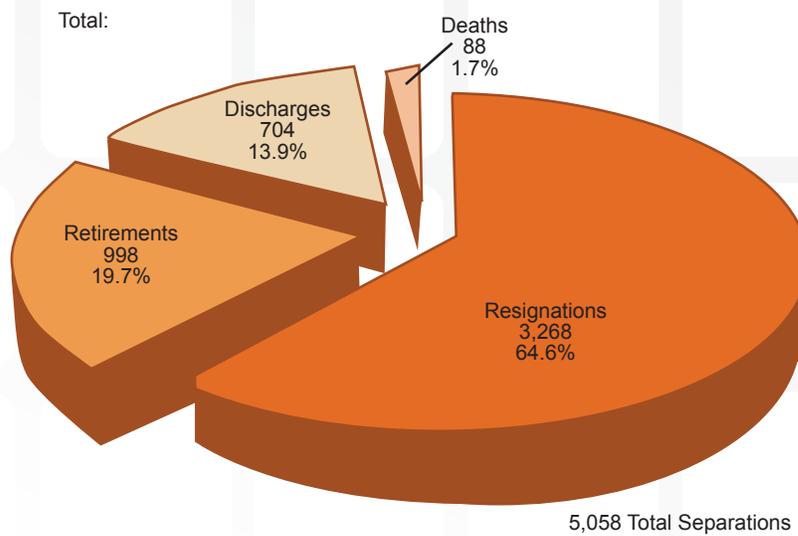
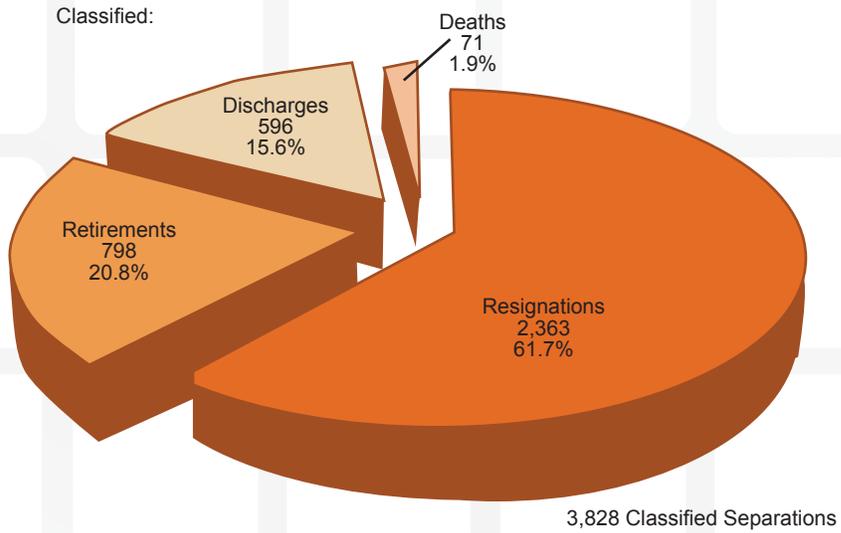
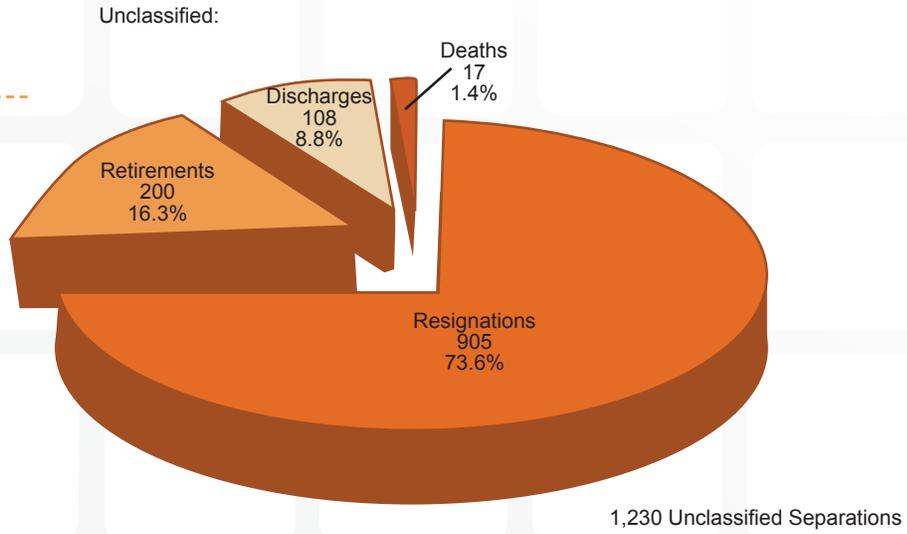


Table 24: Classified Turnover Trend FY 1999 to FY 2008

Fiscal Year	Resignation	Retirement	Discharge	Total	Turnover Rate
1999	2,305	658	339	3,302	11.7%
2000	2,688	700	413	3,801	13.8%
2001	2,495	714	363	3,572	13.1%
2002	2,139	715	415	3,269	12.1%
2003	2,000	641	458	3,238	11.9%
2004	2,270	720	479	3,705	13.7%
2005	2,288	602	507	3,397	12.6%
2006	2,610	747	617	3,974	14.2%
2007	2,352	735	560	3,647	13.2%
2008	2,363	798	596	3,757	13.8%

Chart 26: State Separations vs. Agency Changes

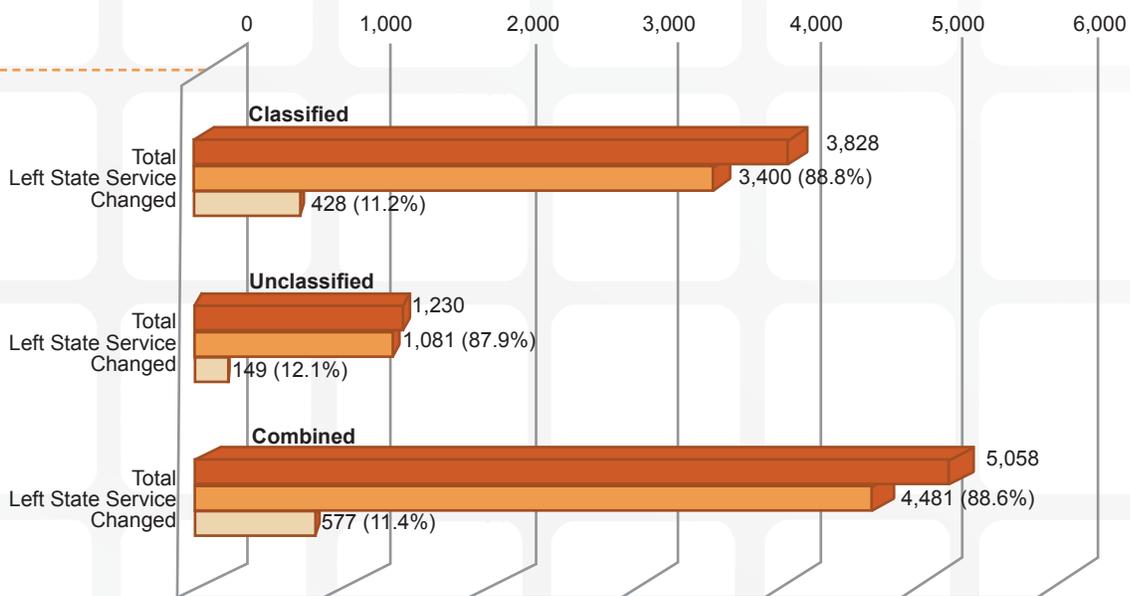


Table 25: Turnover by Years of Service

Reason	> 1	1	2	3	4	5-10	11-15	16-20	21+	Total
Resignation	947	619	379	221	134	553	181	132	102	3,268
Retirement	0	1	0	1	2	92	101	217	584	998
Transferred Out	7	14	12	6	5	23	16	14	6	103
Voluntary Turnover Total	954 (21.8%)	634 (14.5%)	391 (8.9%)	228 (5.2%)	141 (3.2%)	668 (15.3%)	298 (6.8%)	363 (8.3%)	692 (15.8%)	4,369
Death	4	4	4	2	3	16	16	15	24	88
Discharge	365	128	40	32	15	72	27	12	13	704
Reduction in Force	2	0	0	0	0	0	1	0	0	3
Involuntary Turnover Total	371 (46.7%)	132 (16.6%)	44 (5.5%)	34 (4.3%)	18 (2.3%)	88 (11.1%)	44 (5.5%)	27 (3.4%)	37 (4.7%)	795
Total Turnover	1,325 (25.7%)	766 (14.8%)	435 (8.4%)	262 (5.1%)	159 (3.1%)	756 (14.6%)	342 (6.6%)	390 (7.6%)	729 (14.1%)	5,164

Chart 27: Top 5 Positions; Number of Employees Separating within the First 24 Months on the Job

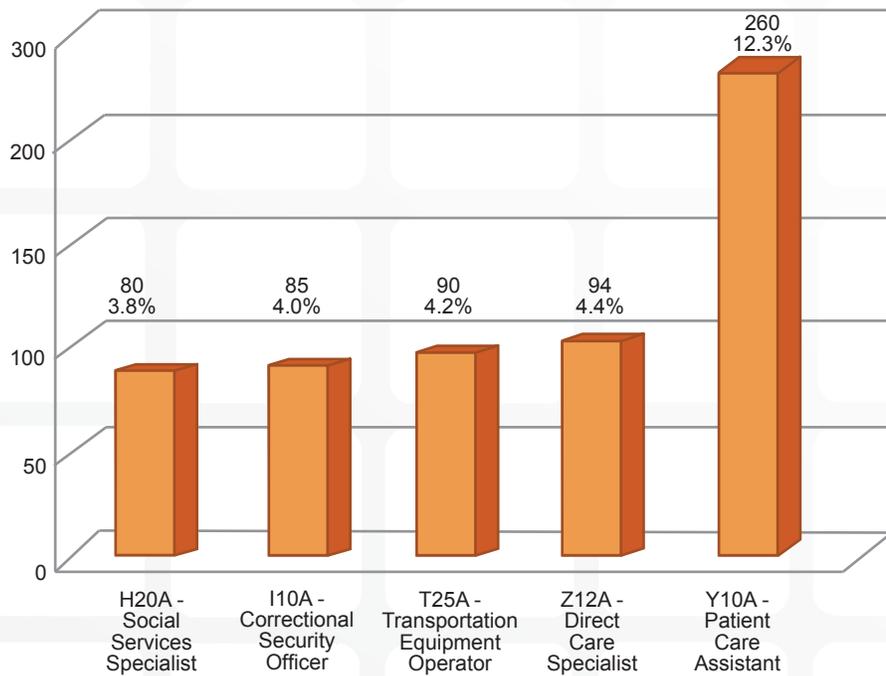


Table 26: FY 08 Classified Occupational Group Turnover

Occupational Group	Employees as of 7/1/07	Resignation	Retirement	Discharge	Death	Total	Turnover Rate
Insurance and Benefits Administration	161	7	4	1	0	12	7.5%
Information Technology	715	21	21	5	3	50	7.0%
Human Resources Management and Development	427	21	14	2	2	39	9.1%
Financial Management	959	42	26	5	3	76	7.9%
General Administrative	3,941	210	137	35	12	394	10.0%
Logistics and Property Management	1,294	87	48	37	3	175	13.5%
Law Enforcement	1,564	55	55	6	2	118	7.5%
Social Services	4,668	462	114	49	9	634	13.6%
Corrections & Custody	3,041	305	88	52	7	452	14.9%
General Safety, Security Inspections and Investigations	227	24	3	7	3	37	16.3%
Rehabilitation and Vocational Services	661	56	11	7	4	78	11.8%
Agricultural Services and Inspections	255	14	14	1	0	29	11.4%
Oil, Gas, Transportation and Utility Regulation	198	8	4	3	0	15	7.6%
Veterans Services	27	1	1	1	0	3	11.1%
Travel, Tourism and Recreation	102	8	5	1	0	14	13.7%
Power Generation	318	2	6	1	4	13	4.1%
General Sciences and Environmental Services	382	22	5	2	0	29	7.6%
Professional Engineering and Land Surveyors	273	16	2	0	0	18	6.6%
Transportation and Highway Construction and Maintenance	2,126	168	76	40	5	289	13.6%
Historical Preservation	72	5	2	0	0	7	9.7%
Revenue and Taxation	312	14	12	3	2	31	9.9%
Employment Services	308	25	18	7	0	50	16.2%
Health Care Services and Administration	826	54	23	10	3	90	10.9%
Nursing Services	2,544	457	64	204	4	729	28.7%
Institutional and Nutritional Services and Administration	1,730	279	45	117	5	446	25.8%
Total of Classified Occupational Groups	27,131	2,363 (6.4%)	798 (2.2%)	596 (1.6%)	71 (0.2%)	3,828 (10.4%)	14.1%
Unclassified	9,780	905 (2.5%)	200 (0.5%)	108 (0.3%)	17 (0.0%)	1,230 (3.3%)	12.6%
Total	36,911	3,268 (8.9%)	998 (2.7%)	704 (1.9%)	88 (0.2%)	5,058 (13.7%)	13.7%

Table 27: FY 08 Agency Turnover

Agency	Employees as of July 1, 2007	Resignation	Retirement	Discharge	Death	Turnover Rate	Changed Agency	Left State Service
Accountancy Board, Oklahoma	8	2	0	0	0	25.0%	0	2
Aeronautics Commission, Oklahoma	10	4	0	0	0	40.0%	0	4
Agriculture, Food, and Forestry; Department of	435	27	19	5	1	12.0%	3	49
Alcohol and Drug Counselors, Oklahoma Board of Licensed	2	1	0	0	0	50.0%	0	1
Alcohol and Drug Influence, Board of Tests for	6	0	0	0	0	0.0%	0	0
Alcoholic Beverage Laws Enforcement Commission	47	1	4	0	0	10.6%	1	4
Architects, Landscape Architects, and Interior Designers, Board of Governors of the Licensed	3	0	0	0	0	0.0%	0	0
Arts Council, Oklahoma	16	1	2	0	0	18.8%	0	3
Banking Department, Oklahoma State	38	3	0	0	0	7.9%	0	3
Boll Weevil Eradication Organization, Oklahoma	9	0	0	1	0	11.1%	0	1
Bond Advisor, Oklahoma State	3	0	0	0	0	0.0%	0	0
Capitol Complex and Centennial Commemoration Commission, Oklahoma *	7	1	0	0	0	14.3%	0	1
Career and Technology Education, Oklahoma Department of	350	26	20	0	0	13.1%	2	44
Central Services, Department of	230	14	5	3	1	10.0%	5	18
Children and Youth, Commission on	26	0	0	0	0	0.0%	0	0
Chiropractic Examiners, Board of	3	0	0	0	0	0.0%	0	0
Commerce, Oklahoma Department of	153	13	4	0	0	11.1%	2	15
CompSource Oklahoma	359	23	10	3	0	10.0%	1	35
Conservation Commission, Oklahoma	50	1	0	0	0	2.0%	0	1
Construction Industries Board	34	3	2	2	0	20.6%	1	6
Consumer Credit, Commission on	16	3	0	0	0	18.8%	0	3
Corporation Commission, Oklahoma	470	18	11	5	1	7.4%	2	33
Corrections, State Department of	4,699	417	140	70	12	13.6%	69	570
Cosmetology, State Board of	13	0	1	0	0	7.7%	0	1
Court of Criminal Appeals	32	0	0	0	0	0.0%	0	0
Davis, J.M. Memorial Commission	4	0	0	0	0	0.0%	0	0
Dentistry, Oklahoma Board of	4	0	0	0	0	0.0%	0	0
District Attorneys	1,084	134	18	18	1	15.8%	19	152
District Courts	633	18	8	4	1	4.9%	1	30
Education, State Department of	378	37	5	4	0	12.2%	5	41
Educational Television Authority, Oklahoma	69	6	2	0	0	11.6%	1	7
Election Board, State	22	0	1	0	0	4.5%	0	1
Emergency Management, Oklahoma Department of	25	0	1	0	0	4.0%	0	1
Employees Benefits Council, Oklahoma State	31	4	1	0	0	16.1%	1	4
Employment Security Commission, Oklahoma	699	47	38	11	0	13.7%	3	93
Engineers and Land Surveyors, State Board of Licensure for Professional	8	0	0	0	0	0.0%	0	0
Environmental Quality, Department of	548	31	5	1	0	6.8%	1	36
Ethics Commission	6	1	0	0	0	16.7%	0	1
Finance Authority, Oklahoma Industrial	6	0	0	0	0	0.0%	0	0
Finance, Office of State	151	17	4	3	1	16.6%	2	23
Fire Marshal Commission, State	32	2	3	0	0	15.6%	1	4
Firefighters Pension and Retirement System, Oklahoma	10	1	0	0	0	10.0%	0	1
Funeral Board, Oklahoma	3	0	0	0	0	0.0%	0	0

Table 27: FY 08 Agency Turnover (cont.)

Agency	Employees as of July 1, 2007	Resignation	Retirement	Discharge	Death	Turnover Rate	Changed Agency	Left State Service
Grand River Dam Authority	496	7	12	1	4	4.8%	3	21
Handicapped Concerns, Office of	8	1	0	0	0	12.5%	0	1
Health Care Authority, Oklahoma	397	35	9	0	0	11.1%	2	42
Health, State Department of	2,269	165	50	10	6	10.2%	16	215
Historical Society, Oklahoma	149	9	5	2	0	10.7%	2	14
Horse Racing Commission, Oklahoma	46	4	2	0	1	15.2%	1	6
Hospitals Authority, University	5	1	0	1	0	40.0%	1	1
Human Rights Commission, Oklahoma	17	0	1	2	0	17.6%	0	3
Human Services, Department of	7,540	666	199	103	24	13.2%	99	893
Indian Affairs Commission, Oklahoma	3	0	0	0	0	0.0%	0	0
Indigent Defense System, Oklahoma	123	14	1	0	0	12.2%	2	13
Insurance Board, Oklahoma State and Education Employees Group	172	3	1	0	0	2.3%	0	4
Insurance Department	140	18	2	7	0	19.3%	2	25
Investigation, Oklahoma State Bureau of	285	7	8	1	2	6.3%	2	16
J.D. McCarty Center for Children with Development Disabilities	185	42	3	15	0	32.4%	5	55
Judicial Complaints, Council on	2	0	0	0	0	0.0%	0	0
Juvenile Affairs, Office of	937	125	24	37	3	20.2%	21	168
Labor, Department of	94	12	4	2	1	20.2%	4	15
Land Office, Commissioners of the	54	0	1	0	0	1.9%	0	1
Law Enforcement Education and Training, Council on (CLEET)	34	3	2	1	0	17.6%	1	5
Law Enforcement Retirement System, Oklahoma	4	0	0	0	0	0.0%	0	0
Legislative Service Bureau	28	9	0	0	0	32.1%	1	8
Libraries, Oklahoma Department of	59	3	2	1	0	10.2%	0	6
Liquefied Petroleum Gas Board, Oklahoma	8	0	0	0	0	0.0%	0	0
Long-Term Care Administrators, Oklahoma State Board of Examiners for	2	0	0	0	0	0.0%	0	0
Lottery Commission	37	5	0	0	0	13.5%	1	4
Medical Licensure and Supervision, State Board of	20	0	0	1	0	5.0%	0	1
Medicolegal Investigations, Board of	64	11	0	3	0	21.9%	3	11
Mental Health and Substance Abuse Services, Department of	2,011	341	58	89	5	24.5%	80	413
Merit Protection Commission	7	1	1	0	0	28.6%	1	1
Military Department	350	49	5	8	0	17.7%	4	58
Mines, Department of	34	1	0	0	0	2.9%	0	1
Motor Vehicle Commission, Oklahoma	4	1	0	0	0	25.0%	0	1
Narcotics and Dangerous Drugs Control, Oklahoma State Bureau of	98	5	2	0	0	7.1%	4	3
Nursing, Oklahoma Board of	25	4	0	0	1	20.0%	1	4
Office of State Auditor and Inspector	146	25	5	3	0	22.6%	5	28
Office of the Attorney General	174	17	2	2	0	12.1%	2	19
Office of the Governor	30	1	1	0	0	6.7%	0	2
Office of the Lieutenant Governor	6	2	0	0	0	33.3%	0	2
Office of the State Treasurer	62	6	0	0	0	9.7%	1	5
Oil and Gas Wells, Commission on Marginally Producing	5	5	0	0	0	100.0%	0	5
Oil Compact Commission, Interstate	2	0	0	0	0	0.0%	0	0
Oklahoma State House of Representatives	232	12	4	1	0	7.3%	1	16
Oklahoma State Senate	191	5	3	0	0	4.2%	0	8
Optometry, Board of Examiners in	1	0	0	0	0	0.0%	0	0
Osteopathic Examiners, State Board of	5	0	1	0	0	20.0%	0	1

Table 27: FY 08 Agency Turnover (cont.)

Agency	Employees as of July 1, 2007	Resignation	Retirement	Discharge	Death	Turnover Rate	Changed Agency	Left State Service
Pardon and Parole Board	36	5	1	0	0	16.7%	1	5
Peanut Commission, Oklahoma	1	0	0	0	0	0.0%	0	0
Personnel Management, Office of	61	4	3	0	0	11.5%	4	3
Pharmacy, Board of	8	0	0	0	0	0.0%	0	0
Physician Manpower Training Commission	6	0	0	1	0	16.7%	0	1
Police Pension and Retirement System, Oklahoma	9	1	0	0	0	11.1%	0	1
Private Vocational Schools, Oklahoma Board of	2	0	0	0	0	0.0%	0	0
Psychologists, State Board of Examiners of	1	0	0	0	0	0.0%	0	0
Public Employees Retirement System, Oklahoma	51	4	2	1	0	13.7%	1	6
Quartz Mountain Conference Center	11	0	0	0	0	0.0%	0	0
Real Estate Commission, Oklahoma	16	2	1	0	0	18.8%	1	2
Regional University System of Oklahoma	7	2	1	0	0	42.9%	0	3
Rehabilitation Services, Oklahoma Department of	881	56	22	13	6	11.0%	15	82
Safety, Department of Public	1,467	53	50	9	1	7.7%	13	100
Scenic Rivers Commission, Oklahoma	9	1	0	0	0	11.1%	0	1
School of Science and Mathematics, Oklahoma	69	8	4	0	0	17.4%	1	11
Science and Technology, Oklahoma Center for the Advancement of	23	5	2	0	0	30.4%	1	6
Secretary of State, Office of	30	0	0	0	0	0.0%	0	0
Securities Commission, Oklahoma	26	0	1	0	0	3.8%	0	1
Social Workers, Oklahoma State Board of Licensed	1	0	0	0	0	0.0%	0	0
Space Industry Development Authority, Oklahoma	3	0	0	0	0	0.0%	0	0
Speech-Language Pathology and Audiology, Board of Examiners for	1	0	0	0	0	0.0%	0	0
Supreme Court	160	16	1	0	0	10.6%	3	14
Tax Commission, Oklahoma	913	51	28	10	6	10.4%	9	86
Teacher Preparation, Oklahoma Commission for	9	1	0	0	0	11.1%	0	1
Teachers' Retirement System of Oklahoma	49	1	0	1	0	4.1%	0	2
Tobacco Settlement Endowment Trust Fund, Board of Directors of the	4	0	0	0	0	0.0%	0	0
Tourism and Recreation Department, Oklahoma	567	43	14	2	0	10.4%	8	51
Transportation, Department of	2,414	157	86	30	4	11.5%	32	245
Turnpike Authority, Oklahoma	557	52	13	18	2	15.3%	7	78
Used Motor Vehicle and Parts Commission, Oklahoma	9	1	0	0	0	11.1%	0	1
Veterans Affairs, Oklahoma Department of	1,712	319	44	194	4	32.8%	93	468
Veterinary Medical Examiners, Board of	3	0	0	0	0	0.0%	0	0
Water Resources Board, Oklahoma	90	3	2	2	0	7.8%	1	6
Wheat Utilization, Research, and Market Development Commission, Oklahoma	5	0	0	0	0	0.0%	0	0
Wildlife Conservation, Department of	316	7	10	3	0	6.3%	1	19
Will Rogers Memorial Commission	7	0	0	0	0	0.0%	0	0
Worker's Compensation Court	84	5	1	0	0	7.1%	1	5
Total	36,911	3,268	998	704	88	13.7%	577	4,481
		8.9%	2.7%	1.9%	0.2%		1.6%	12.1%

Note: The Capitol Complex/Centennial Commission disbanded 6/30/08 in accordance with legislation. The data presented here was taken from 6/15/08.

PART IX

APPENDIX:



APPENDIX

ALL AGENCIES-SEPARATED BY CABINET

Agency	Merit Status	FY 08 Emp. Count	Avg. Age	Avg. Years of Service	Avg. Salary	Total Turnover
Governor						
Office of the Governor	Non-Merit	33	41.5	7.9	\$56,059	6.7%
Lieutenant Governor						
Office of the Lieutenant Governor	Non-Merit	8	38.6	4.9	\$49,531	33.3%
Agriculture						
Agriculture, Food, and Forestry; Department of	Merit	430	46.1	13.6	\$36,130	12.0%
Boll Weevil Eradication Organization, Oklahoma	Non-Merit	11	47.8	7.5	\$35,557	11.1%
Conservation Commission, Oklahoma	Merit	65	45.9	12.0	\$44,699	2.0%
Peanut Commission, Oklahoma	Merit	1	59.0	21.0	\$55,044	0.0%
Wheat Utilization, Research, and Market Development Commission, Oklahoma	Non-Merit	5	38.0	6.0	\$52,648	0.0%
		512	46.0	13.0	\$37,403	10.8%
Commerce and Tourism						
Capitol Complex and Centennial Commemoration Commission, Oklahoma *	Non-Merit	6	57.3	16.5	\$55,440	14.3%
Commerce, Oklahoma Department of	Merit	153	45.5	9.9	\$53,098	11.1%
Davis, J.M. Memorial Commission	Non-Merit	5	43.4	3.0	\$33,955	0.0%
Employment Security Commission, Oklahoma	Merit	660	50.3	13.2	\$34,838	13.7%
Finance Authority, Oklahoma Industrial	Non-Merit	7	61.0	19.7	\$70,618	0.0%
Historical Society, Oklahoma	Merit	157	48.7	11.6	\$34,025	10.7%
Labor, Department of	Merit	95	47.3	11.0	\$42,636	20.2%
Scenic Rivers Commission, Oklahoma	Non-Merit	10	40.3	10.0	\$28,924	11.1%
Tourism and Recreation Department, Oklahoma	Merit	537	46.9	11.4	\$29,451	10.4%
Will Rogers Memorial Commission	Merit	8	52.1	12.0	\$40,414	0.0%
		1,638	48.0	12.0	\$35,369	11.9%
Education						
Arts Council, Oklahoma	Non-Merit	15	45.4	8.0	\$45,724	18.8%
Career and Technology Education, Oklahoma Department of	Non-Merit	328	48.1	12.8	\$46,469	13.1%
Education, State Department of	Merit	370	46.4	9.2	\$39,943	12.2%
Educational Television Authority, Oklahoma	Non-Merit	70	46.4	7.8	\$38,404	11.6%
Libraries, Oklahoma Department of	Merit	58	52.9	15.2	\$38,590	10.2%
Physician Manpower Training Commission	Merit	6	51.2	18.5	\$46,455	16.7%
Private Vocational Schools, Oklahoma Board of	Non-Merit	2	62.5	25.5	\$43,750	0.0%
Quartz Mountain Arts and Conference Center and Nature Park	Non-Merit	12	52.4	16.8	\$30,545	0.0%
Regional University System of Oklahoma	Non-Merit	5	43.6	13.2	\$66,352	42.9%
School of Science and Mathematics, Oklahoma	Merit	73	46.9	7.1	\$46,679	17.4%
Teacher Preparation, Oklahoma Commission for	Non-Merit	10	52.9	11.5	\$48,550	11.1%
		949	47.6	10.7	\$42,772	12.8%
Energy						
Corporation Commission, Oklahoma	Merit	476	50.9	13.1	\$42,249	7.4%
Liquefied Petroleum Gas Board, Oklahoma	Merit	8	56.1	14.9	\$36,661	0.0%
Mines, Department of	Non-Merit	33	50.5	17.5	\$43,513	2.9%
Oil and Gas Wells, Commission on Marginally Producing	Non-Merit	4	43.8	4.5	\$47,416	100.0%
Oil Compact Commission, Interstate	Non-Merit	2	31.0	5.0	\$75,000	0.0%
		523	51.0	13.0	\$42,408	13.0%
Environment						
Environmental Quality, Department of	Merit	552	45.0	11.7	\$46,572	6.8%
Grand River Dam Authority	Merit	543	45.4	12.5	\$56,474	4.8%

APPENDIX: All Agencies - Separated by Cabinet (cont.)

Agency	Merit Status	FY 08 Emp. Count	Avg. Age	Avg. Years of Service	Avg. Salary	Total Turnover
Water Resources Board, Oklahoma	Merit	92	42.5	12.4	\$51,338	7.8%
Wildlife Conservation, Department of	Non-Merit	324	42.5	15.4	\$41,144	6.3%
		1,511	44.4	12.8	\$49,256	6.0%
Finance and Revenue						
Banking Department, Oklahoma State	Non-Merit	37	47.6	17.3	\$68,801	7.9%
Bond Advisor, Oklahoma State	Non-Merit	3	51.7	15.3	\$71,266	0.0%
Compsource Oklahoma	Non-Merit	367	46.8	9.4	\$41,537	10.0%
Consumer Credit, Commission on	Merit	15	54.9	8.8	\$41,050	18.8%
Finance, Office of State	Merit	149	47.7	11.2	\$55,095	16.6%
Firefighters Pension and Retirement System, Oklahoma	Non-Merit	10	44.8	11.3	\$53,898	10.0%
Insurance Department	Non-Merit	126	44.1	7.1	\$42,970	19.3%
Land Office, Commissioners of the	Merit	56	50.7	14.6	\$46,283	1.9%
Law Enforcement Retirement System, Oklahoma	Non-Merit	7	47.9	18.1	\$59,224	0.0%
Lottery Commission	Non-Merit	36	42.4	4.9	\$53,336	13.5%
Office of State Auditor and Inspector	Non-Merit	129	42.0	11.1	\$46,877	22.6%
Office of the State Treasurer	Non-Merit	62	46.9	9.9	\$48,067	9.7%
Police Pension and Retirement System, Oklahoma	Non-Merit	12	49.4	14.3	\$58,471	11.1%
Public Employees Retirement System, Oklahoma	Merit	52	48.8	12.5	\$46,439	13.7%
Securities Commission, Oklahoma	Merit	27	50.4	17.0	\$85,005	3.8%
Tax Commission, Oklahoma	Merit	899	49.2	14.1	\$38,594	10.4%
Teachers' Retirement System of Oklahoma	Merit	51	51.5	13.6	\$45,235	4.1%
		2,038	47.8	12.1	\$43,744	11.7%
Health						
Alcohol and Drug Counselors, Oklahoma Board of Licensed	Non-Merit	1	57.0	1.0	\$50,400	50.0%
Health Care Authority, Oklahoma	Merit	427	43.6	9.2	\$49,224	11.1%
Health, State Department of	Merit	2,288	46.4	10.6	\$40,662	10.2%
Hospitals Authority, University	Non-Merit	7	42.3	14.4	\$67,832	40.0%
Long-Term Care Administrators, Oklahoma State Board of Examiners for	Non-Merit	3	55.7	12.7	\$46,961	0.0%
Mental Health and Substance Abuse Services, Department of	Merit	2,056	45.5	8.9	\$34,778	24.5%
Tobacco Settlement Endowment Trust Fund, Board of Directors of the	Non-Merit	6	46.7	9.8	\$56,114	0.0%
		4,788	45.8	9.8	\$38,964	16.5%
Human Resources and Administration						
Accountancy Board, Oklahoma	Non-Merit	7	42.0	11.3	\$40,087	25.0%
Architects, Landscape Architects, and Interior Designers, Board of Governors of the Licensed	Non-Merit	3	44.3	12.7	\$52,833	0.0%
Central Services, Department of	Merit	241	49.0	12.3	\$41,361	10.0%
Chiropractic Examiners, Board of	Non-Merit	3	26.3	4.3	\$33,550	0.0%
Construction Industries Board	Non-Merit	27	50.7	7.2	\$38,920	20.6%
Cosmetology, State Board of	Merit	11	46.4	11.4	\$31,181	7.7%
Dentistry, Oklahoma Board of	Merit	4	51.5	24.5	\$49,778	0.0%
Employees Benefits Council, Oklahoma State	Merit	33	49.2	10.4	\$45,458	16.1%
Engineers and Land Surveyors, State Board of Licensure for Professional	Merit	8	46.0	6.1	\$45,848	0.0%
Funeral Board, Oklahoma	Merit	3	52.3	8.3	\$55,415	0.0%
Horse Racing Commission, Oklahoma	Non-Merit	43	51.0	12.0	\$43,189	15.2%
Human Rights Commission, Oklahoma	Merit	15	45.6	11.9	\$36,007	17.6%
Insurance Board, Oklahoma State and Education Employees Group	Non-Merit	174	47.7	11.8	\$45,604	2.3%
Medical Licensure and Supervision, State Board of	Merit	22	50.7	13.5	\$43,169	5.0%
Merit Protection Commission	Merit	8	44.3	5.1	\$47,969	28.6%
Motor Vehicle Commission, Oklahoma	Merit	3	51.0	16.7	\$50,866	25.0%
Nursing, Oklahoma Board of	Non-Merit	21	46.6	5.9	\$45,451	20.0%
Optometry, Board of Examiners in	Non-Merit	2	57.5	6.5	\$36,300	0.0%
Osteopathic Examiners, State Board of	Merit	5	62.8	11.8	\$49,541	20.0%

APPENDIX: All Agencies - Separated by Cabinet (cont.)

Agency	Merit Status	FY 08 Emp. Count	Avg. Age	Avg. Years of Service	Avg. Salary	Total Turnover
Personnel Management, Office of	Merit	62	44.3	9.3	\$41,988	11.5%
Pharmacy, Board of	Merit	9	48.2	11.6	\$57,346	0.0%
Psychologists, State Board of Examiners of	Non-Merit	3	53.0	23.3	\$41,255	0.0%
Real Estate Commission, Oklahoma	Merit	18	44.1	10.3	\$39,820	18.8%
Social Workers, Registration Board for Licensed	Non-Merit	1	37.0	6.0	\$44,342	0.0%
Speech-Language Pathology and Audiology, Board of Examiners for	Non-Merit	2	42.5	8.0	\$37,953	0.0%
Used Motor Vehicle and Parts Commission, Oklahoma	Non-Merit	8	47.5	10.5	\$36,050	11.1%
Veterinary Medical Examiners, Board of	Non-Merit	3	45.0	10.7	\$46,145	0.0%
		739	48.1	11.3	\$42,942	9.7%
Human Services						
Children and Youth, Commission on	Merit	27	44.6	9.6	\$44,576	0.0%
Handicapped Concerns, Office of	Merit	8	49.4	15.5	\$38,155	12.5%
Human Services, Department of	Merit	7,704	44.9	11.7	\$34,103	13.2%
Indian Affairs Commission, Oklahoma	Non-Merit	3	52.7	6.3	\$37,849	0.0%
J.D. McCarty Center for Children with Development Disabilities	Merit	206	39.1	5.5	\$32,190	32.4%
Juvenile Affairs, Office of	Merit	936	45.0	9.7	\$31,894	20.2%
Rehabilitation Services, Oklahoma Department of	Merit	878	49.4	13.5	\$37,472	11.0%
		9,762	45.2	11.6	\$34,187	14.0%
Military						
Military Department	Merit	359	45.3	7.6	\$31,586	17.7%
Safety and Security						
Alcohol and Drug Influence, Board of Tests for	Non-Merit	6	53.5	10.8	\$42,256	0.0%
Alcoholic Beverage Laws Enforcement Commission	Merit	43	48.5	17.9	\$48,551	10.6%
Corrections, State Department of	Merit	4,735	44.7	10.8	\$37,634	13.6%
District Attorneys	Non-Merit	1,108	43.1	8.2	\$43,065	15.8%
Emergency Management, Oklahoma Department of	Merit	25	55.0	11.6	\$41,308	4.0%
Fire Marshal Commission, State	Merit	30	49.7	10.3	\$42,843	15.6%
Indigent Defense System, Oklahoma	Non-Merit	123	46.2	10.0	\$58,106	12.2%
Investigation, Oklahoma State Bureau of	Merit	298	43.8	11.5	\$50,533	6.3%
Law Enforcement Education and Training, Council on (CLEET)	Non-Merit	46	46.9	6.7	\$39,511	17.6%
Medicolegal Investigations, Board of	Non-Merit	66	41.4	6.6	\$51,600	21.9%
Narcotics and Dangerous Drugs Control, Oklahoma State Bureau of	Merit	123	41.9	10.4	\$48,233	7.1%
Office of the Attorney General	Non-Merit	177	45.5	9.7	\$56,272	12.1%
Pardon and Parole Board	Merit	43	51.7	15.1	\$37,225	16.7%
Safety, Department of Public	Merit	1,484	43.0	12.4	\$47,080	7.7%
		8,307	44.3	10.7	\$41,575	12.7%
Science and Technology						
Science and Technology, Oklahoma Center for the Advancement of	Merit	25	46.1	7.8	\$53,994	30.4%
Secretary of State						
Election Board, State	Non-Merit	23	50.7	14.4	\$38,741	4.5%
Ethics Commission	Merit	6	55.3	14.0	\$53,824	16.7%
Secretary of State, Office of	Merit	32	46.1	14.6	\$41,384	0.0%
		61	48.8	14.4	\$41,611	3.5%
Transportation						
Aeronautics Commission, Oklahoma	Non-Merit	12	45.4	8.1	\$52,182	40.0%
Space Industry Development Authority, Oklahoma	Non-Merit	4	43.8	3.3	\$54,910	0.0%
Transportation, Department of	Merit	2,398	45.9	14.1	\$36,562	11.5%
Turnpike Authority, Oklahoma	Merit	557	46.8	8.5	\$31,158	15.3%
		2,971	46.1	13.0	\$35,636	12.2%
Veterans Affairs						
Veterans Affairs, Oklahoma Department of	Merit	1,694	44.4	7.0	\$30,154	32.8%

APPENDIX: All Agencies - Separated by Cabinet (cont.)

Agency	Merit Status	FY 08 Emp. Count	Avg. Age	Avg. Years of Service	Avg. Salary	Total Turnover
Not Assigned to Executive Cabinet						
Court of Criminal Appeals	Non-Merit	31	51.0	12.3	\$79,235	0.0%
District Courts	Non-Merit	633	50.1	11.2	\$64,849	4.9%
Judicial Complaints, Council on	Non-Merit	3	55.7	16.7	\$108,629	0.0%
Legislative Service Bureau	Non-Merit	18	44.1	7.3	\$48,348	32.1%
Oklahoma State House of Representatives	Non-Merit	239	46.3	6.5	\$42,446	7.3%
Oklahoma State Senate	Non-Merit	188	50.6	12.1	\$48,473	4.2%
Supreme Court	Non-Merit	161	48.0	12.4	\$70,007	10.6%
Worker's Compensation Court	Non-Merit	82	48.8	13.3	\$47,428	7.1%
		1,355	49.1	10.7	\$58,391	6.3%

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STATE OF OKLAHOMA
Office of Personnel Management
Fiscal Year 2008 Annual Report and Workforce Summary