

OPM Releases FY2005 Annual Report

The Office of Personnel Management officially released its FY2005 Annual Report on Friday, May 26, 2006. The report, while very different from previous years, still gives an overview of OPM's services and personnel. However, to reflect the increasing need for information and strategic management of our human resources, The FY05 Annual Report focuses on Oklahoma's Workforce. It is data driven and analyzes everything from hiring Oklahoma's workers, compensation and demographics, to turnover trends. It is appropriately titled, "Working for Oklahoma."

By state law, OPM has been directed by the Oklahoma Legislature and Governor Brad Henry "to establish a workforce planning function...to assist state agencies in analyzing the current workforce, determining future workforce needs, and implementing solutions so that agencies may accomplish their missions." The FY05 report is a reflection of OPM's commitment to help agencies utilize workforce planning by providing a detailed statistical analysis of the State's workforce.

Because the visually aggressive report presents most data graphically, it also functions very well as a resource tool. It is divided into seven sections each addressing different aspects of Oklahoma's Workforce and the Office of Personnel Management.

- section one gives an overview of OPM, its role, strategic vision, notable achievements, and a summary of H.R. related legislation.
- Sections two through six focus on a statistical overview of Oklahoma's workforce and highlight OPM's role in these areas. They address Positions and Classification, Hiring Oklahoma's workers, Demographics, Employee Compensation, and Employee Turnover.
 - For example, section three addresses Hiring Oklahoma's workers. It contains information such as OPM received 70,725 applications in FY 05 from 18,770 applicants. Of these 12.32% were appointed. This means that the average applicant applied nearly four times and approximately one out of ten received appointments. This chapter also gives a geographic analysis of where the State's applicants are coming from by region and county.
 - Some interesting information from the demographics section shows that while the average state worker is 46 and has 12.1 years remaining till retirement eligibility, nearly sixteen thousand state employees will be eligible to retire in 10 years.
- Chapter seven returns the focus to OPM and the services it provides. It also includes a list of all OPM departments, employees, and their positions.

Additionally, the online version of the FY 05 OPM Annual Report has links that help navigate quickly from the table of contents to specific points and back for accessing multiple sets of data quickly. It is available in its entirety on the OPM Website at:

[Office of Personnel Management - Reports and Publications](#)