



State of Oklahoma
Office of Management and Enterprise Services

HCM 14-04

DATE: June 11, 2014
TO: All Appointing Authorities
FROM: Lucinda Meltabarger, HCM Administrator
SUBJECT: Pay Band Schedule – Minimum Wage Adjustment

Title 74, Section 840-2.16 requires that the minimum wage for classified and unclassified state employees, with certain exceptions, be set at an annualized salary equal to the amount established in the Federal Poverty Guidelines for a three-person household, issued each year in the Federal Register by the United States Department of Health and Human Services. The new amount is \$19,790 with an hourly rate of \$9.52.

In accordance with the aforementioned minimum wage statute, we are required on July 1, 2014, to adjust the pay rates of all affected employees whose current rates fall below the new annual Federal Poverty Guideline of \$19,790. We are also in the process of submitting emergency rules to raise the minimum rates of pay bands A through F of the classified pay structure, since those minimums are currently below the new Federal Poverty Guideline.

NOTE: Senate Bill 2131 increases salaries of some employees as of June 30, 2014, so the new salary will be used to determine minimum wage adjustment eligibility.

PLEASE NOTE: OMES/CORE has indicated that they will make the necessary adjustments to pay rates for all eligible full-time salaried and hourly employees on July 5, 2014. OMES/CORE has requested that agencies with affected employees refrain from entering July transactions for those employees until after the July 5 update.

If there are questions or if additional information is needed, please feel free to contact Jake Smith at (405) 521-6327 or Jacob.Smith@omes.ok.gov or Elizabeth Blais at (405) 522-6907 or Elizabeth.Blais@omes.ok.gov.