

OPM 00-21

DATE: March 23, 2000

TO: All Appointing Authorities

FROM: Oscar B. Jackson, Jr., Administrator
and Cabinet Secretary of Human Resources

RE: Pay Movement Mechanism Report

Pursuant to Title 74, 840-2.17, (f), the Classification and Compensation Reform Act of 1999, the Office of Personnel Management (OPM) has submitted the enclosed report on the usage of Pay Movement Mechanisms by State of Oklahoma agencies for the period of November 1, 1999 through December 31, 1999, to the Governor, Speaker of the House of Representatives, and the President ProTempore of the Senate.

The report summary and additional information follow:

- A Salary Administration Plan was required from each state agency with classified employees. Fifty-eight (58) agencies submitted Salary Administration Plans for the period covering November through December 1999.
- Agencies utilized all Pay Movement Mechanisms for this period, except Skill-Based Pay.
- Agencies implemented 805 Pay Movement Mechanism actions during this period.
- Based on the data provided, the actual cost for the effected Pay Movement Mechanisms for November and December 1999 is \$149,550.55.
- Projected cost for FY 2000 is \$716,551.99.
- Projected annualized cost for FY 2001 is \$1,133,998.56.
- All actual and projected costs for the implementation of Pay Movement Mechanisms are funded from existent budgets without request for additional funds by agencies.
- Emergency rules are currently in place and with the enactment of permanent rules, only minor refinements are expected.

Questions may be directed to the OPM Compensation Section at (405) 522-4222.

Enclosure