

OPM 98-20

DATE: March 6, 1998

TO: All Appointing Authorities

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

RE: Reappointment of TUH Employees (Severance Repayment Procedures)

The purpose of this memo is to inform you of repayment procedures in the event that an agency appoints a state employee who has received RIF Severance Benefit payments. This procedure will mainly apply to former employees of The University Hospitals (TUH) who were separated from state service on February 4, 1998.

The statutes on Reduction-In-Force (Title 74, Section 840-2.27 et. seq.) were amended in the 1997 Legislative session to allow agencies to provide severance payments to eligible employees who are separated via RIF. The law also provides that if the employee is reemployed by an agency other than institutions within The Oklahoma State System of Higher Education, within one year after separation, the employee must repay a proportional amount of the severance benefit. Not all TUH employees were eligible to receive severance benefits but the majority did receive severance benefits.

1. Prior to the appointment of a former TUH employee within one year of the separation date (February 4, 1998), please contact The University Hospital Authority at 405-271-4962. Officials at that agency will calculate repayment.
2. The prospective employee must make repayment of the proportional share of their severance payments to the University Hospital Authority before the employee can be placed on the state payroll.
3. The prospective employee may be eligible to have a portion of their sick leave reinstated. The University Hospital Authority will calculate what portion of their sick leave may be reinstated by the hiring agency.

If you have any questions regarding these procedures contact Jim Hazeldine, Deputy Administrator for Programs, OPM at 405-521-6303. For details about individual severance payments and sick leave reinstatement eligibility for a prospective employee please contact John Johnson, Deputy Director, University Hospital Authority at 405-271-4962.