

OPM 98-43

DATE: July 6, 1998

TO: All Appointing Authorities

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

SUBJECT: Implementation of House Bill 2928 (1998 Session)

Implementation of General Employee Pay Increase

Effective January 1, 1999, all state employees, with the exception of the following persons, will be eligible for an adjustment to their annual base salary:

- Agency heads, and employees with statutorily set salaries are generally not eligible for the general increase in HB 2928. In various legislation this session, specific increases were provided for some agency directors. Questions regarding specific agency head salaries should be referred to Bill Moore at the Office of State Finance.
- Any elected official prohibited from receiving a salary increase pursuant to Section 10 of Article 23 of the Oklahoma Constitution;
- Any cabinet secretary whose salary is governed by Section 10.5 of Title 74 of the Oklahoma Statutes;
- Any justice or judge whose salary is governed by Section 3.1, 30.2A, 31.2 or 92.1A of Title 20 of the Oklahoma Statutes or by Section 1.2 or 1.2 A of Title 85 of the Oklahoma Statutes;
- Any district attorney whose salary is governed by Section 215.30 of Title 19 of the Oklahoma Statutes;
- Officers and employees of institutions under the administrative authority of the Oklahoma State Regents for Higher Education;
- Persons employed pursuant to Section 1806.1 of Title 74 of the Oklahoma Statutes;
- Persons employed pursuant to Section 1.6a of Title 53 of the Oklahoma Statutes;
- Persons who are employed or under contract pursuant to subsection B of Section 1419 of Title 10 of the Oklahoma Statutes;
- Personnel of the Department of Public Safety, whose salaries are established in Title 47, Sections 2-105, 2-105.6, 2-105.7, and 2-105.8;
- Personnel of the Oklahoma State Bureau of Investigation, whose salaries are established in Title 74, Section 150.6a;
- Commissioned law enforcement personnel of the Oklahoma State Bureau of Narcotics and Dangerous Drugs; or

- Personnel of the Office of State Fire Marshal's in the classified positions of Agent, State Fire Marshal's Office, Agent Supervisor, State Fire Marshal's Office and the unclassified positions of State Fire Marshal and assistant Fire Marshal, State Fire Marshal's Office; and
- Court reporters of the District Court whose salaries are prescribed by law and court reporters whose salaries are prescribed by section 106.9 of Title 20 of the Oklahoma Statutes; and

Employees eligible for the increase who are on leave without pay on January 1, 1999, shall receive an annualized increase effective upon their return to work but shall not receive any increase for a period of time prior to the return to work.

Employees who leave the state service before January 1, 1999, and who are reinstated or reemployed in the state service during January 1999 without a break in service (period of time in excess of 30 days) and who are otherwise eligible for the pay increase shall be granted the raise effective immediately upon reinstatement or reemployment.

In instances such as these, the amount of increase shall be calculated from the salary upon return to state service, providing no break in service has occurred.

If an employee is promoted, or the class he or she occupies receives a grade adjustment effective January 1, 1999, the promotional grade adjustment shall be provided first, followed by the legislated pay increase.

Determining Increase Amount

Employees eligible for the increase provided in HB 2928 shall receive an adjustment to their base salary in the following manner:

- All eligible employees shall receive an annualized salary increase equal to four percent (4%) of their annual salary as of December 31, 1998, **after any other adjustments are made**, but in no case shall the increase be less than \$1,250.00 nor more than \$2,000.00.

The amount of increase that an individual receives should be determined and calculated in the following manner:

- All eligible individuals with an annual base salary of \$31,250.00 or less as of December 31, 1998, will receive a \$1,250.00 increase in base salary;
- All eligible individuals with an annual base salary of more than \$31,250.00 as of December 31, 1998, but less than \$50,000.00 will receive a 4.0% increase in base salary; and
- All eligible individuals with an annual base salary of \$50,000.00 or more as of December 31, 1998, will receive a \$2,000.00 increase in base salary.