



STATE OF OKLAHOMA  
OFFICE OF PERSONNEL MANAGEMENT

*"Serving Equal Opportunity Employers"*

**OPM 03-45**

**DATE:** December 5, 2003

**TO:** All Appointing Authorities

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

A handwritten signature in black ink, appearing to read "Oscar B. Jackson, Jr.", is placed over a light gray rectangular background.

**RE: OPM FY 2004 Annual Compensation Report**

The Office of Personnel Management has completed the FY 2004 Annual Compensation Report. This report, mandated by O.S. Title 74:840-2.12(5), summarizes the results of the Annual Salary Survey of market compensation practices and compares them to those in Oklahoma state government. The report includes my recommendations concerning state employee compensation for the next year. Additionally, the report includes tables that show the breakdown by job family levels with:

- A turnover rate in excess of 10 percent.
- Salaries that are 10 percent or more below market
- A low number of qualified applicants

The report contains an Executive Summary, which provides a synopsis of the overall results of the Annual Compensation Report.

The report and accompanying press release may be accessed on the Office of Personnel Management website at <http://www.opm.state.ok.us/>. Questions or comments about the report or the survey may be directed to the OPM Compensation Division at (405) 522-0422.

*"We serve the people of Oklahoma by delivering reliable and innovative  
human resource services to our partner agencies to achieve their missions."*