



**STATE OF OKLAHOMA
OFFICE OF PERSONNEL MANAGEMENT**

"Serving Equal Opportunity Employers"

OPM 04-43

DATE: December 7, 2004

TO: All Appointing Authorities

FROM: Oscar B. Jackson, Jr., IPMA-CP
Administrator and Cabinet Secretary of Human Resources & 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 2005 Annual Compensation Report

The Office of Personnel Management has completed the FY 2005 Annual Compensation Report. This report, required by O.S. Title 74:840-1.6A(5), summarizes the results of the Annual Salary Survey of market compensation practices and compares them to those in Oklahoma state government.

The report also contains an analysis of:

- Non-cash compensation (fringe benefits)
- Legislative pay adjustments
- Turnover for FY 2004 (including estimates of associated costs)
- State Classified Pay Band structure

The report may be downloaded from the Office of Personnel Management website at <http://www.opm.state.ok.us/FY2005AnnualCompReport.pdf>.

Please advise if you have questions or comments, or you may contact the OPM Compensation Division at (405) 522-0422.