



FILED

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**OKLAHOMA SECRETARY
OF STATE**

Frank Keating
Governor

EXECUTIVE DEPARTMENT

EXECUTIVE ORDER 98-05

I, Frank Keating, Governor of the State of Oklahoma, pursuant to the authority vested in me by Sections 1 and 2 of Article VI of the Oklahoma Constitution, in order for the state to improve and maintain a high quality of technical support services to the various agencies, boards, and commissions of the state hereby direct the Administrator of the Office of Personnel Management to establish professional level data processing classifications within the Merit System of Personnel Administration for incentive pay and differential pay.

Establishment of a special classification which addresses constitutionally permissible pay incentives and differentials is intended to curtail the current trend within state government of losing data processing professionals to the private sector as well as instability within state government due to transfers and promotions from one state agency, board, or commission to another.

The Administrator of the Office of Personnel Management shall adopt such rules as may be necessary for the implementation of the professional level data processing classification within the Merit System of Personnel Management for:

Incentive pay for new employees to state government who are hired to fill positions in professional level data processing classifications.

Differential pay which is project mission critical for current data processing state government employees who are assigned to projects determined by a state agency to be critical to the accomplishment of the mission of that state agency.

The rules adopted to implement the directives of this Order shall include:

A requirement that any appointing authority who chooses to implement incentive pay and differential pay for professional level data processing classifications shall provide the Administrator of the Office of Personnel Management and the Director of the Office of State Finance with a written plan of procedures for such implementation.

Standards for the written plan to assist appointing authorities in establishing procedures for implementation, including but not limited to project description, staffing plan, staff prerequisites for eligibility for incentive pay or differential pay, and method for funding.

This executive order shall be forwarded to the Administrator of the Office of Personnel Management and the Director of the Office of State Finance who shall cause the provisions of this order to be implemented.

IN WITNESS WHEREOF, I have set my hand and caused the Great Seal of the State of Oklahoma to be affixed at Oklahoma City, this 18th day of February, 1998.

BY THE GOVERNOR OF THE STATE OF OKLAHOMA

A handwritten signature in black ink, appearing to read "S. L. Nichols", is written over a horizontal line.

Attest:

A handwritten signature in black ink is written over a horizontal line.

Secretary of State