



Brad Henry
Governor

FILED

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OKLAHOMA SECRETARY
OF STATE

EXECUTIVE DEPARTMENT

EXECUTIVE ORDER 2008-47

I, Brad Henry, Governor of the State of Oklahoma, by the authority vested in me pursuant to Sections 1 and 2 of Article VI of the Oklahoma Constitution, hereby direct and order as follows:

By Executive Order 2007-13, I established the Governor's Task Force on State Employee Compensation. The January 1, 2008 "*Report of the Governor's Task Force On State Employee Compensation*" included a recommendation for an annual total compensation statement for all state employees.

The State spends approximately \$700 million per year providing a wide array of benefits to employees, including medical benefits, dental and vision benefits, life and disability insurance, and defined benefit and defined contribution retirement plans. However, this State investment in employee total compensation has not been adequately articulated to employees by the State. The effectiveness of these benefits as recruitment and retention tools depends to a large degree on the perceived value of these benefits to the employee population. The only way to realistically determine the perceived value of a benefit plan is to conduct an employee survey. The results of such a survey can be used to ensure that the State is allocating its financial resources toward those benefits with the greatest perceived value among employees.

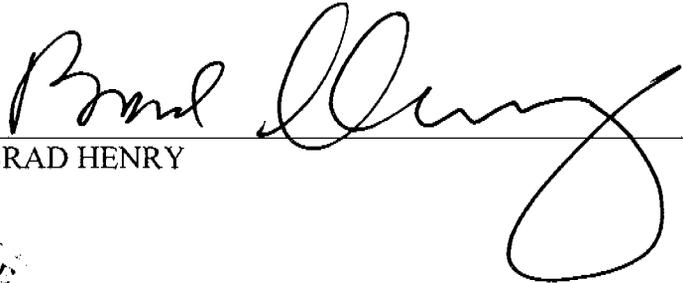
A total compensation communication strategy should be developed to increase employee awareness and understanding. The Office of Personnel Management, working with the Employees Benefits Council, Office of State Finance, Oklahoma Public Employees Retirement System and the other retirement systems, along with any other necessary agencies, shall develop a total compensation "report card" personalized for each employee, and a total compensation statement that accurately reflects the value of the cash compensation and benefits that State employees receive. After the "report card" has been disseminated, the Office of Personnel Management, working with the Office of State Finance and the Employees Benefits Council, and any other necessary agencies, is directed to conduct a survey to determine the value that employees place on each benefit.

This Executive Order shall be distributed to the Office of Personnel Management which shall cause the provisions of this order to be implemented.

043132

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Oklahoma to be affixed at Oklahoma City, Oklahoma, this 3rd day of November, 2008.

BY THE GOVERNOR OF THE STATE OF OKLAHOMA



BRAD HENRY

ATTEST


The seal of the State of Oklahoma is circular, featuring a five-pointed star in the center. The star is surrounded by a ring of smaller stars. The outer border of the seal contains the text "THE SEAL OF THE STATE OF OKLAHOMA" and the year "1907" at the bottom.

Michelle Waddell

SECRETARY OF STATE Acting Assistant