

An Act

ENROLLED HOUSE
BILL NO. 1794

By: Christian, Ownbey, Lockhart, McDaniel (Jeannie), Armes, Banz, Bennett, Biggs, Billy, Blackwell, Brown, Brumbaugh, Cannaday, Casey, Cleveland, Cockroft, Condit, Coody, Cooksey, Cox, Dank, Denney, Derby, DeWitt, Dorman, Echols, Enns, Fisher, Floyd, Fourkiller, Glenn, Grau, Hall, Hamilton, Hardin, Henke, Hickman, Hoskin, Hulbert, Inman, Jackson, Johnson, Jordan, Joyner, Kern, Kirby, Kouplen, Martin (Scott), Martin (Steve), Matthews, McBride, McCall, McCullough, McDaniel (Curtis), McDaniel (Randy), McNiell, McPeak, Moore, Morrissette, Mulready, Murphey, Nelson, Newell, Nollan, O'Donnell, Ortega, Osborn, Perryman, Peterson, Pittman, Proctor, Pruett, Quinn, Renegar, Reynolds, Ritze, Roberts (Dustin), Roberts (Sean), Rousselot, Russ, Sanders, Schwartz, Scott, Sears, Shannon, Shelton, Sherrer, Shoemake, Smalley, Stiles, Thomsen, Trebilcock, Turner, Vaughan, Virgin, Walker, Watson, Wesselhoft, Williams, Wood and Wright of the House

and

Shortey, Johnson (Constance) and
Newberry of the Senate

An Act relating to state employee compensation;
making legislative findings related to compensation;
making findings regarding state employee benefits;
providing for inapplicability to certain
modifications or implementation related to

retirement; providing for codification; and providing an effective date.

SUBJECT: State employee compensation

BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

SECTION 1. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 840-2.15A of Title 74, unless there is created a duplication in numbering, reads as follows:

The state employee compensation program is designed to attract, retain and reward quality employees with competitive total compensation based on relevant labor markets. The compensation program will establish pay structures with a goal of working toward the recommendations of the 2013 State Employee Total Remuneration Study. The compensation program will reinforce a productive work climate and culture of accountability and make the State of Oklahoma an employer of choice. Pay structures will be implemented with fairness and equity. Pay delivery mechanisms will be based on a combination of the achievement of performance objectives, recognition of differences in job content, acquisition and application of further skill and education. The Legislature will be accountable for the funding of the pay structures established pursuant to the compensation program.

SECTION 2. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 840-1.6B of Title 74, unless there is created a duplication in numbering, reads as follows:

State employee benefits will not be reduced or realigned by action or enactments of the Legislature until additional appropriations of Sixty Million Dollars (\$60,000,000.00) or more are approved for targeted pay raises based on the annual compensation report described in paragraph 5 of Section 840-1.6A of Title 74 of the Oklahoma Statutes. The provisions of this section shall not restrict modifications to an existing defined benefit plan or the implementation of a new retirement system or plan for state employees which is considered outside the scope of this section.

SECTION 3. This act shall become effective November 1, 2014.

Passed the House of Representatives the 22nd day of May, 2014.



Presiding Officer of the House
of Representatives

Passed the Senate the 23rd day of May, 2014.



Presiding Officer of the Senate

OFFICE OF THE GOVERNOR

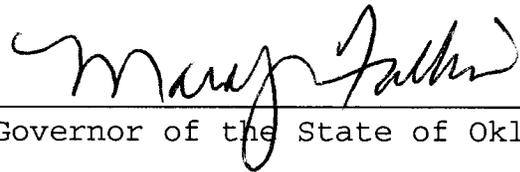
Received by the Office of the Governor this 23rd

day of May, 20 14, at 9:02 o'clock P M.

By: Audrey Ledwell

Approved by the Governor of the State of Oklahoma this 3rd

day of June, 20 14, at 11:18 o'clock A M.


Governor of the State of Oklahoma

OFFICE OF THE SECRETARY OF STATE

Received by the Office of the Secretary of State this 3rd

day of June, 20 14, at 1:38 o'clock P M.

By: Ch. Benze