



**STATE OF OKLAHOMA
OFFICE OF PERSONNEL MANAGEMENT**

"Working for Oklahoma"

OPM 07-27

DATE: June 14, 2007

TO: All Appointing Authorities

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

A handwritten signature in black ink, appearing to read "Oscar B. Jackson, Jr.", positioned to the right of the "FROM:" field.

RE: 2007 Human Resources Legislation

During the 2007 session, the Oklahoma Legislature passed human resources-related bills that affect state agencies and employees. Though we may provide you with more detailed information regarding individual bills in the coming weeks, you may find the following list helpful in the interim. This list includes major, generally-applicable HR-related legislation. It does not include legislation regarding specific agencies, retirement, insurance, or appropriations. You may access the signed bills mentioned in this memo on the Website of the [Secretary of State](#).

If you have questions concerning state government HR legislation, please contact Shirley A. Russell, OPM Director of Legislative Affairs, by phone at (405) 521-6293, or via e-mail at Shirley.Russell@opm.ok.gov.

Oklahoma Personnel Act

**Senate Bill 626
Brogdon/Denney**

Enrolled SB 626:

- Changes the pay movement mechanism report from a calendar year to a fiscal year report;
- Changes the "satisfactory" language in the reduction-in-force plan regarding displacement privilege to reflect current employee rating usage of "meets standards" in the Performance Management Process;
- Reinstates the internal posting requirement of five (5) working days for job vacancy notices;
- Deletes the requirement that after two years of continuous employment on the job an employee hired through the State Work Incentive Program (SWIP) pass an entrance examination before conversion to permanent classified status; and,
- Increases the maximum cash award amount that can be given to a state employee through the employee recognition program from \$250 to \$500 per recognized employee.

*Amends 74:840-1.20, 840-2.17, 840-2.27C, 840-4.15, 840-5.16, 4121;
effective July 1, 2007*

Compensation

House Bill 1114 ***Benge/Crutchfield***

Section 1 of Enrolled House Bill 1114 indexes the minimum annualized salary for state employees to the Federal Poverty Guidelines for a three-person household as issued each year by the US Department of Health and Human Services.

Amends 74:840-2.16; effective July 1, 2007.

Illegal Immigration

House Bill 1804 ***Terrill/Williamson***

Sections 6 and 7 of Enrolled HB 1804 require state agencies to utilize a federally approved "Status Verification System" (SVS) to determine the employment authorization status of all new employees. All private contractors and subcontractors contracting with state agencies after July 1, 2008, must utilize an SVS to verify the work eligibility of all new employees.

Creates 25:1312, 1313; effective November 1, 2007.

Recruitment and Retention

House Bill 1114 ***Benge/Crutchfield***

Creates the "Financial Reimbursement for Educational Expenses Act of 2007." Permits a state agency to make direct payments not to exceed \$5000 in any 12-month period on behalf of an eligible employee to any private or public entity for qualified educational loan expenses with cumulative total reimbursement not to exceed \$15,000. Employees receiving assistance are committed to a "required payback period" of 2000 hours of full-time employment for each \$5000 of qualified educational loan expenses paid for by the employing agency.

Creates 74:1731, et al. effective July 1, 2007.

Miscellaneous

House Bill 1646 ***Peterson, P/Ford***

Makes it a misdemeanor for any state employee with responsibility or oversight for processing a benefit or allowance to solicit any portion of it as a gratuity, kickback, or loan. The crime is punishable by either a fine of \$500 or more, imprisonment in county jail for up to one year, or both.

Amends 21:69; effective November 1, 2007.