



**STATE OF OKLAHOMA  
OFFICE OF PERSONNEL MANAGEMENT**

*"Working for Oklahoma"*

**OPM 09-11**

**DATE:** March 6, 2009

**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.

**SUBJECT: Clarification Regarding All Appointing Authorities Memo OPM 09-10  
Pay Band Schedule - Minimum Wage Explanation**

Since the issuance of All Appointing Authorities Memo **OPM 09-10, Public Hearing on Proposed 2009 Permanent Amendments to Merit Rules (Pay Band Schedule)**, we have received communications from several agencies noting that the minimum of Pay Band A in the attached classified pay band schedule exceeds the midpoint. This was not a typographical error, but rather is the consequence of the application of the state minimum wage to the classified pay band schedule.

Title 74, Section 840-2.16 requires that the minimum wage for state employees be set at an annualized salary equal to the amount established in the Federal Poverty Guidelines for a three-person household, issued each year in the Federal Register by the United States Department of Health and Human Services. This guideline increases every year by approximately 2 – 3 percent, and since the minimum wage is indexed to this amount, it increases accordingly. For a variety of reasons, OPM did not recommend an overall adjustment this year to the minimums, midpoints and maximums of the pay band schedule. Nevertheless, consistent with the aforementioned minimum wage statute, we are compelled to increase the minimums of those pay bands whose current minimum rates fall below the current Federal Poverty Guideline of \$18,310.

I hope this explanation clarifies this matter. If you have additional questions or comments, please feel free to refer them to Tom Patt, OPM Director of Compensation, at (405) 522-0422, or by email at [tom.patt@opm.ok.gov](mailto:tom.patt@opm.ok.gov).

*"We serve the people of Oklahoma by delivering reliable and innovative human resource services to our partner agencies to achieve their missions."*

**TITLE 530. OFFICE OF PERSONNEL MANAGEMENT**  
**CHAPTER 10. MERIT SYSTEM OF PERSONNEL ADMINISTRATION RULES**  
**APPENDIX A. PAY BAND SCHEDULE [REVOKED]**  
**APPENDIX A. PAY BAND SCHEDULE [NEW]**

<b>PAY BAND</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
<b>A*</b>	\$18,310	\$17,701	\$22,126
<b>B*</b>	\$18,310	\$18,551	\$23,189
<b>C*</b>	\$18,310	\$19,626	\$24,533
<b>D*</b>	\$18,310	\$21,158	\$26,448
<b>E*</b>	\$18,310	\$23,275	\$29,094
<b>F</b>	\$19,202	\$25,602	\$32,003
<b>G</b>	\$21,122	\$28,163	\$35,204
<b>H</b>	\$23,234	\$30,979	\$38,724
<b>I</b>	\$25,730	\$34,307	\$42,884
<b>J</b>	\$28,288	\$37,717	\$47,146
<b>K</b>	\$30,920	\$41,227	\$51,534
<b>L</b>	\$34,012	\$45,349	\$56,686
<b>M</b>	\$37,752	\$50,336	\$62,920
<b>N</b>	\$41,906	\$55,874	\$69,843
<b>O</b>	\$46,934	\$62,578	\$78,223
<b>P</b>	\$53,056	\$70,714	\$88,393
<b>Q</b>	\$59,930	\$79,907	\$99,884
<b>R</b>	\$67,721	\$90,295	\$112,869
<b>*Minimum revised to reflect state employee minimum wage rate (see 74 O.S. 840-2.16)</b>			