



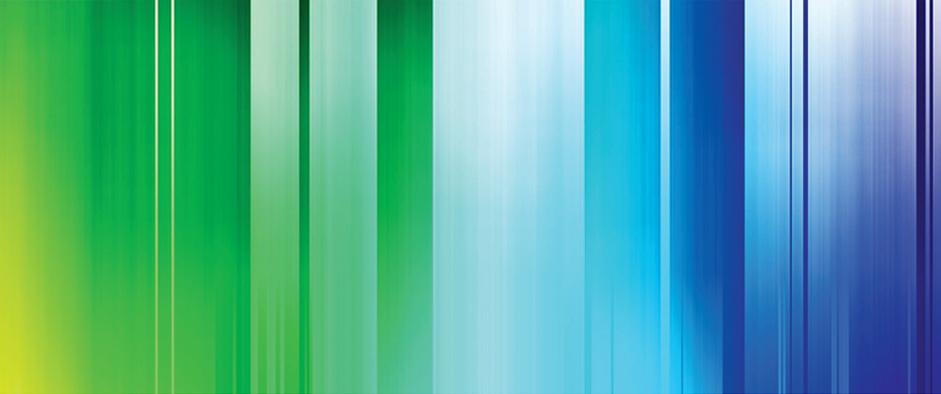
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FISCAL YEAR 2011 ANNUAL REPORT & WORKFORCE SUMMARY



State of Oklahoma

Office of Personnel Management



ANNUAL REPORT & WORKFORCE SUMMARY

FISCAL YEAR 2011
(JULY 1, 2010 - JUNE 30, 2011)

Oscar B. Jackson, Jr., IPMA-CP

Administrator & Cabinet Secretary
of Human Resources and Administration

Coordinated by
Alan R. Tripp
Workforce Planning Manager

November 2011

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COMMENTS FROM THE ADMINISTRATOR

We are extremely pleased to present the FY2011 Office of Personnel Management Annual Report and Workforce Summary, which reflects OPM accomplishments during FY 2011, and presents significant workforce planning information for 127 Merit and Non-Merit state agencies. An additional feature in the Workforce Summary this year is a generational state government workforce analysis for the major generation categories of Traditionals (pre 1945), Baby Boomers (1945-1967), Generation X (1967-1982), and Millennials (1982-2000).

We believe the information contained in this FY2011 report will be useful to state agencies in their strategic human resource planning activities.



Oscar B. Jackson, Jr., IPMA-CP,
Administrator, Oklahoma Office of Personnel Management
Cabinet Secretary of Human Resources and Administration

10/01/11

Date

EXECUTIVE SUMMARY

Cabinet

The cabinet department Human Resources and Administration is comprised of 8 appropriated agencies and 20 non-appropriated agencies. These agencies employed a total of 699 full-time, regular employees at the conclusion of Fiscal Year 2011. Oscar B. Jackson, Jr., serves as Cabinet Secretary, and John S. Richard, Director of the Department of Central Services, serves as Deputy Cabinet Secretary.

OPM

The Office of Personnel Management provides comprehensive human resource services to 127 state agencies, employing 34,390 workers, and thousands of individuals interested in a career in state service. OPM provides services related to recruitment, selection, training, classification, compensation, employee assistance, payroll, workforce planning, and equal opportunity. Oscar B. Jackson, Jr., serves as the administrator for OPM.

Selection

External applicants seek employment in the state's classified service by submitting applications to the Applicant Services division of OPM. In FY 11, a total of 116,542 applications were received through OPM's process, and OPM administered 25,311 tests and performance tests. Agencies appointed 1,734 applicants to full-time regular positions.

Demographics

About 71.6 percent of the 34,390 employees in the workforce are in classified service while the remaining 28.4 percent are in unclassified service, which is not subject to most of the employment provisions in statute or rule. The state employs at least one person from every county in Oklahoma, with the highest number of employees at 8,899 or 25.9 percent residing in Oklahoma County, 3,574 or 10.4 percent residing in Cleveland County, and 2,299 or 6.7 percent residing in Tulsa County. The average age for state employees is 46.7, and 11,094 (30.9 percent of all state employees) are between the ages of 50 and 59, the highest number in any age category. The average state years of service decreased from 12.1 to 11.9.

Compensation

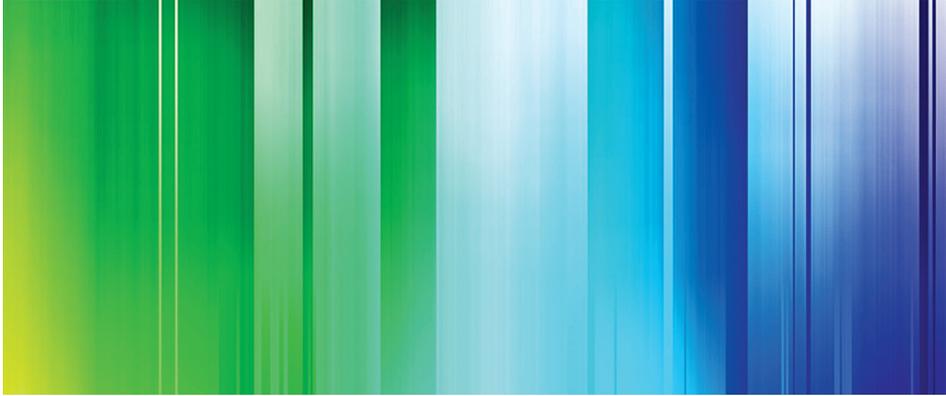
The average annual salary for all employees is \$40,026. The average classified annual salary decreased for the first time in ten years from \$35,241 in 2010 to \$35,196 in 2011. The average unclassified annual salary raised slightly to \$52,214.

Turnover

Resignations account for about 62 percent of total turnover, and the overall turnover rate has decreased from 13.7 percent in FY 10 to 13.6 percent in FY 11.

Analysis

All employee counts are as of June 30, 2011. In this report, FTE stands for Full-Time Equivalency.



STATE OF OKLAHOMA OFFICE OF PERSONNEL MANAGEMENT

OVERVIEW

OFFICE OF PERSONNEL MANAGEMENT

OPM HISTORY

In 1936, state voters adopted the Social Security Amendment to the state constitution to comply with the federal Social Security Act. The Social Security Act required employment standards based on merit for state agencies supported by federal grants-in-aid. This action led to the state's first Merit System. In August 1938, a three-member Merit System Council was appointed by the Governor to administer the Merit System, which applied only to grants-in-aid agencies: Public Welfare (now the Department of Human Services), Employment Security, Health, and Civil Defense (now the Department of Emergency Management).

The purpose of the Merit System was to foster a competent career service free from political patronage.

The system was patterned after a standard model provided by the federal Office of State Merit Systems and had no basis in Oklahoma law.

In 1959, the state legislature created the Merit Act, thus giving the Merit System a statutory basis, and provided for the extension of the Merit System to other state agencies through the issuance of Executive Orders. The Act replaced the Merit System Council with a seven-member State Personnel Board to be appointed by the Governor. The Board appointed a director who employed staff.

In 1982, the Oklahoma Legislature passed major reform legislation that replaced the Merit Act with the Oklahoma Personnel Act and created OPM as the administrative agency for the state personnel system. It also created the Ethics and Merit Commission (now the Oklahoma Merit Protection Commission) as a quasi-judicial entity to decide personnel related disputes. Additional reforms were passed in the 1990s to provide state agencies with more flexibility while maintaining the basic protections of the Merit System. Since that time, OPM's role within state government has evolved from one that is primarily regulatory to one focusing on HR leadership and consultation.

OPM ORGANIZATION

Administrator and Cabinet Secretary: OPM Administrator Oscar B. Jackson, Jr., serves as Cabinet Secretary of Human Resources and Administration. Mr. Jackson serves as the principal point of contact for the following entities: Oklahoma Merit Protection Commission, Oklahoma State and Education Employees Group Insurance Board, the Employees Benefits Council, the Human Rights Commission, and the Office of Personnel Management.

OPM FUNCTION

OPM administers the Merit System of Personnel Administration, which is a comprehensive personnel system consisting of position classification, compensation, recruitment, testing, certification, human resources development and employee assistance.

Agencies, positions, and employees subject to the Merit System are "classified" whereby procedures are governed by the Oklahoma Personnel Act and the Merit Rules. In FY 07, there were 64 Merit System state agencies. The Oklahoma Personnel Act also contains provisions that apply to agencies, positions, and employees that are not subject to the Merit System. The positions and employees in these 51 "non-Merit System" agencies are "unclassified." OPM also administers programs that affect both classified and unclassified employees, including Workforce Planning, Agency Payroll and Voluntary Payroll Deduction, PEP, EAP training, and CPM Progress. Additionally, a number of state and federal personnel laws apply to all state agencies and employees. The work of OPM is divided among nine departments/divisions:

- Office of the Administrator
- State Employee Assistance Program
- Employee Selection Services (Applicant Services and Personnel Assessment)
- Office of Equal Opportunity and Workplace Diversity
- Financial Management Services
- Human Resource Development Services
- Information Technology Services
- Management Services (Classification and Compensation)
- Office of Workforce Planning

OUR MISSION

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

OUR VISION

The Office of Personnel Management: "Human Resources Provider of Choice"
The State of Oklahoma: "Employer of Choice"

CORE VALUES & BEHAVIORS

Integrity. We are trustworthy. Our actions are consistent with our words, and we pursue the highest good for the state of Oklahoma. We keep our promises and we do what we say we will do. We accept full responsibility for our decisions and our actions.

Customer Service. We listen. We treat others as they wish to be treated. Our work reflects our best effort. We continually examine ourselves, our systems, and our processes to ensure that we can meet our internal and external customer requirements.

Diversity. We value the ideas, background, experiences, and talents of each employee of the Office of Personnel Management. We respect each other. We are committed to ensuring that Oklahoma's state government workforce reflects the diversity of its citizenry.

Human Resources Excellence. We offer leadership in service to the Human Resources professional community through our ongoing efforts to discover, implement, and share best practices. We are experts in the field of HR Management and share our expertise with each other and with our partners throughout state service, and both the public and private sectors. We empower each other to achieve.

Innovation. We seek innovative solutions to human resources issues. We actively encourage creative approaches to human resources management. We are willing to experiment and take risks.

Partnering for Results. We create mutually beneficial partnerships and work with our external and internal customers on an equal basis toward common goals, recognizing the obligations we have to one another.

OPM MANAGEMENT TEAM



Oscar B. Jackson, Jr.
ADMINISTRATOR AND CABINET SECRETARY
OF HUMAN RESOURCES AND ADMINISTRATION

Hank Batty
DEPUTY ADMINISTRATOR
FOR PROGRAMS



Janet Anderson
EXECUTIVE
ASSISTANT



Marilyn Capps
ASSOCIATE ADMINISTRATOR/
CHIEF FINANCIAL OFFICER,
FINANCIAL MANAGEMENT SERVICES

Kara Smith
GENERAL COUNSEL



Shirley Russell
DIRECTOR,
LEGISLATIVE AFFAIRS



Tom Patt
ASSISTANT ADMINISTRATOR,
MANAGEMENT SERVICES



Natasha Riley
DIRECTOR,
PERSONNEL ASSESSMENT,
EMPLOYEE SELECTION SERVICES

Tom Impson
DIRECTOR,
APPLICANT SERVICES,
EMPLOYEE SELECTION SERVICES



Lisa Fortier
DIRECTOR,
*HUMAN RESOURCES
DEVELOPMENT SERVICES*



Brenda Thornton
DIRECTOR,
*EQUAL OPPORTUNITY AND
WORKFORCE DIVERSITY*



Bob Stevens
COORDINATOR,
*STATE EMPLOYEE
ASSISTANCE PROGRAM*

Alan Ross Tripp
DIRECTOR,
WORKFORCE PLANNING



OPM ORGANIZATIONAL COMPONENTS

OFFICE OF THE ADMINISTRATOR

Administrator and Cabinet Secretary of
Human Resources and Administration

Oscar B. Jackson, Jr.

Deputy Administrator for Programs

Hank Batty

Director of Legislative Affairs

Shirley Russell

Executive Assistant

Janet Anderson

General Counsel

Kara Smith

MANAGEMENT SERVICES

Assistant Administrator

Tom Patt

Human Resources Programs Manager

Everett Slavik

Human Resources Management Specialists

Brian Harrison

Toyna Holman

Brian Jepsen

Marianne Sanchez

Jacob Smith

Ron Thatcher

EMPLOYEE SELECTION SERVICES

Director of Applicant Services

Tom Impson

Director of Personnel Assessment

Natasha Riley

Human Resources Programs Manager

Patti Nelson

Administrative Assistant

Rebecca Coyote

CAPIP Coordinator

Denae Edwards

Human Resources Assistants

Michelle Gresham

Joyce Gabelsberg

Tracy Tran

Human Resources Management Specialists

Elizabeth Blais

Justine Heard

Jennifer Jepsen

Herman Johnson

Melissa Jolly

Millicent Roozen-Irby

Cassandra Patmon

Sandie Wein

OFFICE OF WORKFORCE PLANNING

Manager of Workforce Planning

Alan Ross Tripp

FINANCIAL MANAGEMENT SERVICES

Associate Administrator and Chief Financial Officer

Marilyn Capps

Administrative Technician

Jim Patterson

Accountant

Latisha Edwards

Connie Lindsey

Accounting Technician

Steven Snyder

Administrative Programs Officer

Marsha Reeder

Contracting and Acquisitions Agent

Gina Kwiatkowski

Graphic Artist

Michelle Crozier

Human Resources Programs Manager

Terri Berry

Information System Network Management Specialists

Dustin Crossfield

Matthew Fowler

HUMAN RESOURCE DEVELOPMENT SERVICES

Director of Human Resource Development Services and
CPM Coordinator

Lisa Fortier

Administrative Assistant

Grayson Bedwell

Administrative Technician

Shelley Phelps

Human Resources Programs Manager

Joyce Smith

OFFICE OF EQUAL OPPORTUNITY AND WORKFORCE DIVERSITY

Director of Equal Opportunity and Workforce Diversity

Brenda Thornton

Administrative Assistant

Linda Williamson

STATE EMPLOYEE ASSISTANCE PROGRAM

Coordinator of State Employee Assistance Program

Robert Stevens

Administrative Assistant

Blanche Longoria

Employee Assistance Program Coordinator

Warren Thompson

FINANCIAL MANAGEMENT SERVICES

Marilyn Capps, MBA, CGFM, CPO

Associate Administrator/Chief Financial Officer,
Financial Management Services

To insure that OPM Program Departments are equipped to accomplish the agency mission, the Financial Management Services (FMS) team provides a variety of diverse support services to OPM management and staff including budget, accounting and reporting, payroll, procurement, records management, internal human resources and benefits administration, network management services, graphic arts, and support services including telecommunications services, reception, mailroom, and copying services. FMS also administers the state VPD Program through which enables employees to have deductions made from their paychecks to certain: credit unions, banks, savings associations, insurance companies supplemental life, accident, and health policies; private insurance organizations or service companies for legal services; private organizations for supplemental retirement plans; statewide employee associations; college savings plan, Oklahoma Today Magazine, statewide educational employee organizations or associations, and the Correctional Peace Officer Foundation.

Budget and Fiscal Services

OPM's FY-11 Budget Work Program was \$4,781,163.

Comprised of:

- FY-2011 General Revenue appropriations, \$3,913,554, (82%);
- FY-2010 General Revenue carryover, \$618,473, (13%);
- Revolving Funds, \$249,136, (4%);

FY 2011 Revenue Collections:

- Quarterly Merit System billings - \$4,595,383 (deposited in the General Revenue Fund. [74 O.S. §840-1 (18)]);
- Payroll services - \$148,268 ([74 O.S. §840-1.6A (18)]);

Training fees as follows:

- Certified Public Manager training fees - \$42,764 [74 O.S. §840-1.6a (10); 74 O.S. §840-3.15; 74 O.S. §840-1.20];
- Certified Personnel Professional training fees - \$720;
- Other Training fees - \$6,590 ([74 O.S. §840-1.6A]);

Voluntary Payroll Deduction (VPD)

- Number of participating employees - 10,092.
- Participation fees collected from insurance companies during the year - \$82,261 ([62 O.S. §7.10])

Oklahoma Commission on the Status of Women (OCSW)

The Oklahoma Legislature created the Oklahoma Commission on the Status of Women in 1994 to act as an advisory entity on equity

issues relating to gender bias; monitor legislation to determine whether it is discriminatory toward one gender or the other; act as a resource and a clearinghouse for research on issues related to women and gender bias; report annually to the Governor, President Pro Tempore of the Senate, and Speaker of the House of Representatives regarding its activities; and make recommendations concerning needed legislation or regulatory changes relating to equity and gender bias. FMS provides staff support to the OCSW by providing fiscal services including budgeting, accounting and reporting, purchasing, payroll, and inventory. [74 O.S. §666 (b)]

Chart 1: OPM General Revenue Appropriations Trend FY 2004-2011



HR LEGISLATION SUMMARY

Shirley Russell

Director, Legislative Affairs,
Administration

During the 2012011 session, the Oklahoma Legislature passed the following human resources-related bills that affect state agencies and employees. This list includes generally-applicable HR-related legislation and administrative consolidation legislation. It does not include legislation regarding specific agencies. This is also not a comprehensive list of bills regarding appropriations, insurance, or retirement.

Appropriations

House Bill 2170 (Sears/Meyers)

Makes general appropriations to the executive, legislative and judicial departments of the state for fiscal year 2012.

Effective July 1, 2011

House Bill 2177 (Sears/Meyers)

Amends section O.S. 74:840-2.28A which established a state-wide voluntary buyout program for “normal” retirement eligible state employees to extend use of the reimbursement fund for eligible VOBO expenditures to no later than June 30, 2012.

Effective July 1, 2011

Employment Policy

House Bill 1231 (Ownbey/Mazzei)

Clarifies that an employee who is not in compliance with state income tax laws shall be terminated if he/she has received three notifications as a state employee, regardless of which agency the employee was employed by at the time of the first and second notices.

Effective August 26, 2011

House Bill 2033 (Sullivan/Anderson)

Modifies the Standards for Workplace Drug and Alcohol Testing Act:

- Allows a public/private employer to request/require an employee to undergo drug or alcohol testing at any time it feels the employee may be under the influence of drugs or alcohol, including under certain circumstances;
- Prohibits an employee who refuses to take a drug or alcohol test from receiving workers’ compensation; and,
- Modifies several provisions regarding definitions, applicant testing, and policy implementation and notification.

Effective November 1, 2011

Senate Bill 837 (Jolley/Sullivan)

Modifies language related to discriminatory practices in employment, housing, and public accommodations. The bill modifies the description of discriminatory practices by adding genetic information to the provision and it replaces statutory references to “handicap” with “disability.” The bill provides exclusive remedies for individuals alleging discrimination in employment on the basis of race, color, national origin, sex, religion, creed, age, disability or genetic information.

Effective November 1, 2011

Senate Joint Resolution 15 (Johnson/Osborn)

Proposes a constitutional amendment prohibiting the state from providing preferential treatment to or discriminating against any individual or group on the basis of race, color, sex, ethnicity or national origin in the operation of public employment, public education or public contract. (This resolution will be on the general election ballot of November 2012.)

Leave

Senate Bill 666 (Marlatt/Jackson)

Establishes emergency leave policy for state employees who

are reserve municipal police officers or reserve deputy sheriffs. Those employees who miss work in the performance of their duties in cases of emergency will not have to use any accrued leave or need to make up any time.

Effective August 26, 2011

Agency Administration

House Bill 1086 (Murphey/Jolley)

Enacts the Transparency, Accountability and Innovation in Oklahoma State Government 2.0 Act of 2011. Section 8 requires the Office of State Finance to establish shared services for payroll processing in which all agencies are to participate--the Oklahoma State Government Payroll Processing One-Stop Initiative. Requires all Treasury payments be made electronically with limited exceptions. Creates state websites for government forms, geographic information, IT projects, and purchasing information.

Effective August 26, 2011

House Bill 1207 (Murphey/Sykes)

Section 4 requires appropriated state agencies to provide information to the Office of State Finance (OSF) listing all employees engaged in financial services, including procurement, payroll, accounts receivable, and accounts payable. Furthermore, OSF is to annually report the financial services cost performance assessment for each appropriated agency. Agencies in the bottom 10% of the assessment must contract with OSF for shared financial services if the Director of OSF decides the contract will result in a savings to the agency. Section 5 modifies provisions on the employee payroll conversion banks to permit employees to accept shared leave as part of the hours accumulated towards the conversion. Use of shared leave is contingent upon approval by the appointing authority.

Effective August 26, 2011

House Bill 1304 (Derby/Jolley)

Enacts the Information Technology Consolidation and Coordination Act which is to be administered by the Information Services Division (ISD) of OSF and the Chief Information Officer. Following assessment, all information technology assets not integral to the agency shall be transferred to the ISD of OSF by Jan. 1, 2012. IT positions not integral to the agency shall be transferred by Feb. 2, 2012. All agencies (appropriated and non-appropriated) are required to use the following OSF services and systems:

- Data Service Center of the Divisions;
- Networking services;
- Communication or intercommunication systems;
- Electronic mail systems; and
- Data and network security systems.

All agencies are also required to use the following CORE programs, services, software and processes:

- Payroll;
- Employee leave system;
- Human resources;

- Accounts receivable;
- Accounts payable;
- Purchasing system;
- Budgeting system;
- Enterprise Learning Management (ELM);
- Budget Request system;
- Asset management; and
- Projects, grants and contracts, which includes federal billing.

Effective August 26, 2011

House Bill 1601 (Stiles/Jolley)

Establishes the Oklahoma State Government Business Licensing One-Stop Program through the Office of State Finance (OSF) for real-time licensing and permitting to the public through the website “Business.ok.gov.” Transfers the 2nd Century Entrepreneurship Center assets and personnel from the OK Department of Commerce to Information Services Division of OSF.

Effective August 26, 2011

Senate Bill 541 (Sykes/Murphey)

Section 3 requires appropriated state agencies to provide information to the Office of State Finance (OSF) listing all employees engaged in financial services, including procurement, payroll, accounts receivable and accounts payable. Furthermore, OSF is to annually report the financial services cost performance assessment for each appropriated agency. Agencies in the bottom 10% of the assessment must contract with OSF for shared financial services if the Director of OSF decides the contract will result in a savings to the agency. (The same language is found in Section 4 of House Bill 1207.)

Effective August 26, 2011

Agency Consolidation/Reorganization

House Bill 2140 (Steele/Bingman)

Enacts the State Government Administrative Process Consolidation and Reorganization Reform Act of 2011. The measure consolidates the following agencies into the Office of State Finance (OSF):

- Department of Central Services (DCS);
- Office of Personnel Management (OPM);
- Oklahoma State Employees Benefits Council (EBC); and,
- State and Education Employees Group Insurance Board (OSEEGIB).

In reference to the consolidated agencies, OSF is required by Dec. 31, 2011, to:

- Consolidate all of their administrative functions;
- Demonstrate a cost reduction equal to 15% of the appropriated agencies; and,
- Provide recommendations to the Legislature for the streamlining, reduction, or elimination of governance structures and statutorily-established positions.

Effective August 26, 2011

House Bill 2172 (Sears/Myers)

Creates the position of an Oklahoma Native American Liaison within the Governor’s staff and eliminates the Indian Affairs Commission.

Effective August 26, 2011

Senate Bill 763 (Jolley/Sullivan)

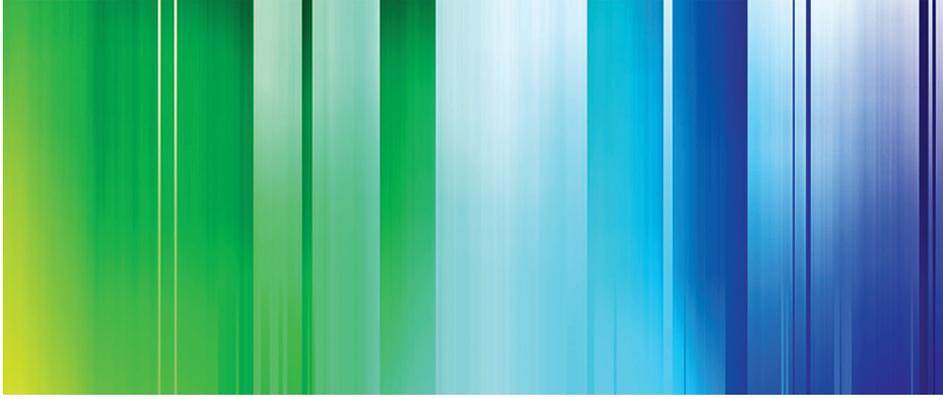
Creates within the Office of the Attorney General an Office of Civil Rights Enforcement to assume all functions, duties, contracts and responsibilities of the Oklahoma Human Rights Commission.

Effective November 1, 2011

Senate Bill 772 (Jolley/Sullivan)

Establishes the Business and Professional License Facilitation Task Force to study centralized governmental models for facilitation of business and professional licenses and applications and requires submission of a report to the legislature by December 1, 2011.

Effective August 26, 2011



STATE OF OKLAHOMA OFFICE OF PERSONNEL MANAGEMENT

PART I POSITION MANAGEMENT

CLASSIFICATION

Tom Patt, CCP, CBP, IPMA-CP

Assistant Administrator,
Management Services

The Classification Division is assigned responsibilities involving the classification of jobs and employees under the state Merit System. Classification team members perform job audits to identify work performed by state employees, develop job family descriptors, allocate positions to the appropriate job family descriptor, and ensure that employees are classified based on position allocations and status. Responsibilities also include maintaining a position management system to identify positions established in the executive branch of state government, establishing unclassified positions as authorized, maintaining job codes for use with unclassified positions, and reviewing agency personnel actions to ensure compliance.

Classified

Currently there are 25 occupational groups in the classified service system. The groups are comprised of 373 job titles with 1,096 levels for these titles.

Unclassified

Merit System agencies may request unclassified positions based on statutory authority. The positions are assigned a tracking code, but the positions are not associated with specific qualifications, duties or compensation in the statewide system.

FY 11 Major Accomplishments

- Provided semi-annual Allocation and Salary Adjustment report to the Governor, President Pro Tempore of the Senate, and Speaker of the House of Representatives.
- Continued to work with CORE staff for PeopleSoft Human Capital Management System implementation to provide current training to all user agencies. This includes continually updating all aspects of the PeopleSoft HR Basic Training Manual as revisions are implemented.
- Worked with the CORE staff to develop a business process on rejected job actions.
- Audited and processed 28,819 personnel actions.
- Provided Human Resources support and guidance for 135 state agencies.
- Managed 373 job family descriptors with 1,096 job family levels.
- Revised 9 job family descriptors.
- Adopted 3 new job family descriptors.

Table 1: Fiscal Year Occupational Group Employee Counts

Occupational Group	11 Emp. Count	10 Emp. Count	09 Emp. Count	08 Emp. Count	07 Emp. Count	06 Emp. Count	05 Emp. Count	05-11 % Change
Agricultural Services and Inspections	242	240	260	247	255	249	257	-5.8%
Corrections & Custody	2,576	2,803	2,969	2,994	3,041	3,059	2,893	-11.0%
Employment Services	316	316	306	299	308	338	301	5.0%
Financial Management	856	908	962	977	959	987	924	-7.4%
General Administrative	3,361	3,585	3,874	3,895	3,941	4,140	3,982	-15.6%
General Sciences and Environmental Services	358	370	380	382	382	380	360	-0.6%
General Safety, Security Inspections & Investigations	301	310	339	232	227	242	218	38.1%
Health Care Services and Administration	673	726	826	848	826	843	786	-14.4%
Historical Preservation	63	66	72	70	72	81	71	-11.3%
Human Resources Management & Development	354	379	418	440	427	423	390	-9.2%
Information Technology	591	646	677	683	715	739	726	-18.6%
Institutional and Nutritional Services and Administration	1,415	1,497	1,769	1,694	1,730	1,910	1,819	-22.2%
Insurance and Benefits Administration	110	121	129	156	161	174	178	-38.2%
Law Enforcement	1,384	1,446	1,468	1,588	1,564	1,639	1,528	-9.4%
Logistics and Property Management	1,137	1,222	1,331	1,323	1,294	1,339	1,282	-11.3%
Nursing Services	2,236	2,293	2,490	2,491	2,544	2,614	2,485	-10.0%

CONT...Table 1: Fiscal Year Occupational Group Employee Counts

Occupational Group	11 Emp. Count	10 Emp. Count	09 Emp. Count	08 Emp. Count	07 Emp. Count	06 Emp. Count	05 Emp. Count	05-11 % Change
Oil, Gas, Transportation and Utility Regulation	149	160	183	196	198	202	178	-16.3%
Power Generation	262	286	303	307	318	326	313	-16.3%
Professional Engineering and Land Surveyors	270	274	271	270	273	275	280	-3.6%
Rehabilitation and Vocational Services	749	753	700	651	661	688	508	47.4%
Revenue and Taxation	263	278	312	302	312	324	279	-5.7%
Social Services	4,760	4,822	4,956	4,865	4,668	4,770	4,472	6.4%
Transportation and Highway Construction and Maintenance	2,096	2,127	2,196	2,089	2,126	2,165	2,111	-0.7%
Travel, Tourism and Recreation	83	87	99	98	102	93	91	-8.8%
Veterans Services	25	25	27	25	27	27	29	-13.8%
Classified	24,630	25,740	27,317	27,122	27,131	28,027	26,461	-6.9%
Unclassified	9,760	10,232	10,346	10,152	9,780	8,890	7,056	38.3%
Total	34,390	35,972	37,663	37,274	36,911	36,917	33,517	2.6%

Table 2: FY 2011 Classified and Unclassified Usage

Agency	Merit Status	Regular Full-Time Employees	Classified Employees	Unclassified Employees	Percent Classified	Percent Unclassified
Agriculture, Food, and Forestry; Department of	Merit	406	355	51	87.4%	12.6%
Alcoholic Beverage Laws Enforcement Commission	Merit	43	39	4	90.7%	9.3%
Central Services, Department of	Merit	218	152	66	69.7%	30.3%
Children and Youth, Commission on	Merit	26	18	8	69.2%	30.8%
Commerce, Oklahoma Department of	Merit	134	2	132	1.5%	98.5%
Compsource Oklahoma	Merit	345	95	250	27.5%	72.5%
Conservation Commission, Oklahoma	Merit	65	5	60	7.7%	92.3%
Consumer Credit, Commission on	Merit	20	15	5	75.0%	25.0%
Corporation Commission, Oklahoma	Merit	415	285	130	68.7%	31.3%
Corrections, State Department of	Merit	4,039	3,701	338	91.6%	8.4%
Cosmetology, State Board of	Merit	12	10	2	83.3%	16.7%
Dentistry, Oklahoma Board of	Merit	4	1	3	25.0%	75.0%
Education, State Department of	Merit	294	1	293	0.3%	99.7%
Election Board, State	Merit	17	13	4	76.5%	23.5%
Emergency Management, Oklahoma Department of	Merit	23	18	5	78.3%	21.7%
Employees Benefits Council, Oklahoma State	Merit	36	32	4	88.9%	11.1%
Employment Security Commission, Oklahoma	Merit	692	631	61	91.2%	8.8%
Engineers and Land Surveyors, State Board of Licensure for Professional	Merit	9	4	5	44.4%	55.6%
Environmental Quality, Department of	Merit	517	486	31	94.0%	6.0%
Ethics Commission	Merit	6	2	4	33.3%	66.7%
Finance, Office of State	Merit	188	38	150	20.2%	79.8%
Fire Marshal Commission, State	Merit	23	19	4	82.6%	17.4%
Funeral Board, Oklahoma	Merit	3	0	3	0.0%	100.0%

CONT... Table 2: FY 2011 Classified and Unclassified Usage

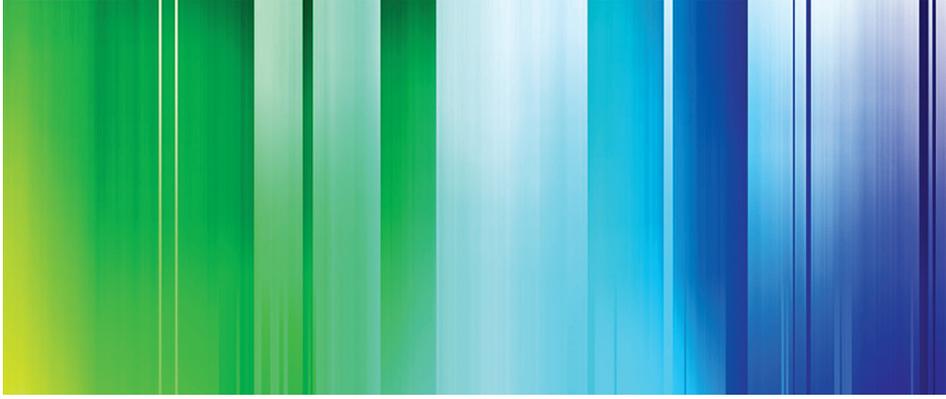
Agency	Merit Status	Regular Full-Time Employees	Classified Employees	Unclassified Employees	Percent Classified	Percent Unclassified
Grand River Dam Authority	Merit	474	296	178	62.4%	37.6%
Handicapped Concerns, Office of	Merit	6	4	2	66.7%	33.3%
Health Care Authority, Oklahoma	Merit	463	0	463	0.0%	100.0%
Health, State Department of	Merit	2,030	1,494	536	73.6%	26.4%
Historical Society, Oklahoma	Merit	140	126	14	90.0%	10.0%
Human Rights Commission, Oklahoma	Merit	12	10	2	83.3%	16.7%
Human Services, Department of	Merit	7,257	6,649	608	91.6%	8.4%
Insurance Board, Oklahoma State and Education Employees Group	Merit	158	135	23	85.4%	14.6%
Investigation, Oklahoma State Bureau of	Merit	304	253	51	83.2%	16.8%
J.D. McCarty Center for Children with Development Disabilities	Merit	217	188	29	86.6%	13.4%
Juvenile Affairs, Office of	Merit	766	713	53	93.1%	6.9%
Labor, Department of	Merit	87	70	17	80.5%	19.5%
Land Office, Commissioners of the	Merit	53	34	19	64.2%	35.8%
Libraries, Oklahoma Department of	Merit	51	42	9	82.4%	17.6%
Liquefied Petroleum Gas Board, Oklahoma	Merit	9	7	2	77.8%	22.2%
Medical Licensure and Supervision, State Board of	Merit	23	15	8	65.2%	34.8%
Mental Health and Substance Abuse Services, Department of	Merit	1,693	864	829	51.0%	49.0%
Merit Protection Commission	Merit	6	4	2	66.7%	33.3%
Military Department	Merit	330	195	135	59.1%	40.9%
Narcotics and Dangerous Drugs Control, Oklahoma State Bureau of	Merit	113	77	36	68.1%	31.9%
Osteopathic Examiners, State Board of	Merit	5	2	3	40.0%	60.0%
Pardon and Parole Board	Merit	33	30	3	90.9%	9.1%
Peanut Commission, Oklahoma	Merit	1	0	1	0.0%	100.0%
Personnel Management, Office of	Merit	46	39	7	84.8%	15.2%
Pharmacy, Board of	Merit	9	3	6	33.3%	66.7%
Physician Manpower Training Commission	Merit	6	3	3	50.0%	50.0%
Public Employees Retirement System, Oklahoma	Merit	56	27	29	48.2%	51.8%
Real Estate Commission, Oklahoma	Merit	18	14	4	77.8%	22.2%
Rehabilitation Services, Oklahoma Department of	Merit	996	800	196	80.3%	19.7%
Safety, Department of Public	Merit	1,373	1,307	66	95.2%	4.8%
School of Science and Mathematics, Oklahoma	Merit	60	3	57	5.0%	95.0%
Science and Technology, Oklahoma Center for the Advancement of	Merit	15	0	15	0.0%	100.0%
Secretary of State, Office of	Merit	34	29	5	85.3%	14.7%
Securities Commission, Oklahoma	Merit	26	0	26	0.0%	100.0%
Tax Commission, Oklahoma	Merit	748	505	243	67.5%	32.5%
Teachers' Retirement System of Oklahoma	Merit	34	13	21	38.2%	61.8%
Tourism and Recreation Department, Oklahoma	Merit	452	257	195	56.9%	43.1%
Transportation, Department of	Merit	2,385	2,330	55	97.7%	2.3%

CONT... Table 2: FY 2011 Classified and Unclassified Usage

Agency	Merit Status	Regular Full-Time Employees	Classified Employees	Unclassified Employees	Percent Classified	Percent Unclassified
Turnpike Authority, Oklahoma	Merit	562	518	44	92.2%	7.8%
Veterans Affairs, Oklahoma Department of	Merit	1,659	1,585	74	95.5%	4.5%
Water Resources Board, Oklahoma	Merit	86	56	30	65.1%	34.9%
Will Rogers Memorial Commission	Merit	7	3	4	42.9%	57.1%
Total Merit		30,338	24,622	5,716	81.2%	18.8%
Abstractors Board, Oklahoma	Non-Merit	3	0	3	0.0%	100.0%
Accountancy Board, Oklahoma	Non-Merit	10	0	10	0.0%	100.0%
Aeronautics Commission, Oklahoma	Non-Merit	10	0	10	0.0%	100.0%
Alcohol and Drug Counselors, Oklahoma Board of Licensed	Non-Merit	1	0	1	0.0%	100.0%
Alcohol and Drug Influence, Board of Tests for	Non-Merit	5	0	5	0.0%	100.0%
Architects, Landscape Architects, and Interior Designers, Board of Governors of the Licensed	Non-Merit	3	0	3	0.0%	100.0%
Arts Council, Oklahoma	Non-Merit	13	0	13	0.0%	100.0%
Banking Department, Oklahoma State	Non-Merit	42	0	42	0.0%	100.0%
Boll Weevil Eradication Organization, Oklahoma	Non-Merit	10	0	10	0.0%	100.0%
Bond Advisor, Oklahoma State	Non-Merit	3	0	3	0.0%	100.0%
Career and Technology Education, Oklahoma Department of	Non-Merit	276	0	276	0.0%	100.0%
Chiropractic Examiners, Board of	Non-Merit	2	0	2	0.0%	100.0%
Construction Industries Board	Non-Merit	29	0	29	0.0%	100.0%
Council on Judicial Complaints	Non-Merit	2	0	2	0.0%	100.0%
Court of Criminal Appeals	Non-Merit	27	0	27	0.0%	100.0%
Davis, J.M. Memorial Commission	Non-Merit	4	0	4	0.0%	100.0%
District Attorneys	Non-Merit	1,046	0	1,046	0.0%	100.0%
District Courts	Non-Merit	614	0	614	0.0%	100.0%
Educational Television Authority, Oklahoma	Non-Merit	62	0	62	0.0%	100.0%
Finance Authority, Oklahoma Industrial	Non-Merit	7	0	7	0.0%	100.0%
Firefighters Pension and Retirement System, Oklahoma	Non-Merit	9	0	9	0.0%	100.0%
Horse Racing Commission, Oklahoma	Non-Merit	39	0	39	0.0%	100.0%
Hospitals Authority, University	Non-Merit	8	0	8	0.0%	100.0%
Indian Affairs Commission, Oklahoma	Non-Merit	2	0	2	0.0%	100.0%
Indigent Defense System, Oklahoma	Non-Merit	112	0	112	0.0%	100.0%
Insurance Department	Non-Merit	114	0	114	0.0%	100.0%
Law Enforcement Education and Training, Council on (CLEET)	Non-Merit	39	0	39	0.0%	100.0%
Law Enforcement Retirement System, Oklahoma	Non-Merit	5	0	5	0.0%	100.0%
Legislative Service Bureau	Non-Merit	7	0	7	0.0%	100.0%
Long-Term Care Administrators, Oklahoma State Board of Examiners for	Non-Merit	2	0	2	0.0%	100.0%
Lottery Commission	Non-Merit	32	0	32	0.0%	100.0%
Medicolegal Investigations, Board of	Non-Merit	77	0	77	0.0%	100.0%

CONT...Table 2: FY 2011 Classified and Unclassified Usage

Agency	Merit Status	Regular Full-Time Employees	Classified Employees	Unclassified Employees	Percent Classified	Percent Unclassified
Mines, Department of	Non-Merit	30	0	30	0.0%	100.0%
Motor Vehicle Commission, Oklahoma	Non-Merit	3	0	3	0.0%	100.0%
Nursing, Oklahoma Board of	Non-Merit	26	0	26	0.0%	100.0%
Office of State Auditor and Inspector	Non-Merit	117	0	117	0.0%	100.0%
Office of the Attorney General	Non-Merit	141	0	141	0.0%	100.0%
Office of the Governor	Non-Merit	27	0	27	0.0%	100.0%
Office of the Lieutenant Governor	Non-Merit	6	0	6	0.0%	100.0%
Office of the State Treasurer	Non-Merit	55	0	55	0.0%	100.0%
Oil and Gas Wells, Commission on Marginally Producing	Non-Merit	4	0	4	0.0%	100.0%
Oil Compact Commission, Interstate	Non-Merit	3	0	3	0.0%	100.0%
Oklahoma State House of Representatives	Non-Merit	218	0	218	0.0%	100.0%
Oklahoma State Senate	Non-Merit	149	0	149	0.0%	100.0%
Optometry, Board of Examiners in	Non-Merit	2	0	2	0.0%	100.0%
Police Pension and Retirement System, Oklahoma	Non-Merit	12	0	12	0.0%	100.0%
Private Vocational Schools, Oklahoma Board of	Non-Merit	1	0	1	0.0%	100.0%
Psychologists, State Board of Examiners of	Non-Merit	3	0	3	0.0%	100.0%
Quartz Mountain Arts and Conference Center and Nature Park	Non-Merit	11	6	5	54.5%	45.5%
Scenic Rivers Commission, Oklahoma	Non-Merit	7	2	5	28.6%	71.4%
Space Industry Development Authority, Oklahoma	Non-Merit	3	0	3	0.0%	100.0%
Speech-Language Pathology and Audiology, Board of Examiners for	Non-Merit	2	0	2	0.0%	100.0%
State Board of Licensed Social Workers	Non-Merit	1	0	1	0.0%	100.0%
Supreme Court	Non-Merit	170	0	170	0.0%	100.0%
Teacher Preparation, Oklahoma Commission for	Non-Merit	10	0	10	0.0%	100.0%
Tobacco Settlement Endowment Trust Fund, Board of Directors of the	Non-Merit	8	0	8	0.0%	100.0%
Used Motor Vehicle and Parts Commission, Oklahoma	Non-Merit	10	0	10	0.0%	100.0%
Veterinary Medical Examiners, Board of	Non-Merit	7	0	7	0.0%	100.0%
Wheat Utilization, Research, and Market Development Commission, Oklahoma	Non-Merit	4	0	4	0.0%	100.0%
Wildlife Conservation, Department of	Non-Merit	332	0	332	0.0%	100.0%
Worker's Compensation Court	Non-Merit	75	0	75	0.0%	100.0%
Total Non-Merit		4,052	8	4,044	0.2%	99.8%
Total		34,390	24,630	9,760	71.6%	28.4%



STATE OF OKLAHOMA OFFICE OF PERSONNEL MANAGEMENT

PART II

SELECTION: HIRING THE WORKERS

PERSONNEL ASSESSMENT

Natasha Riley, IPMA-CS

Director, Personnel Assessment,
Employee Selection Services

The Personnel Assessment Division is responsible for the development of selection devices used to rank applicants for classified job openings. The selection devices created include multiple-choice tests and questionnaires completed by applicants as part of the application. The Personnel Assessment Division also manages the administration of the tests statewide. The Division's other major responsibility is the employee performance evaluation system, and the auditing of agencies' compliance with the applicable statute, rules and program guidelines. State agency personnel often call upon the Division to provide guidance or advice relating to employee selection and employee evaluations.

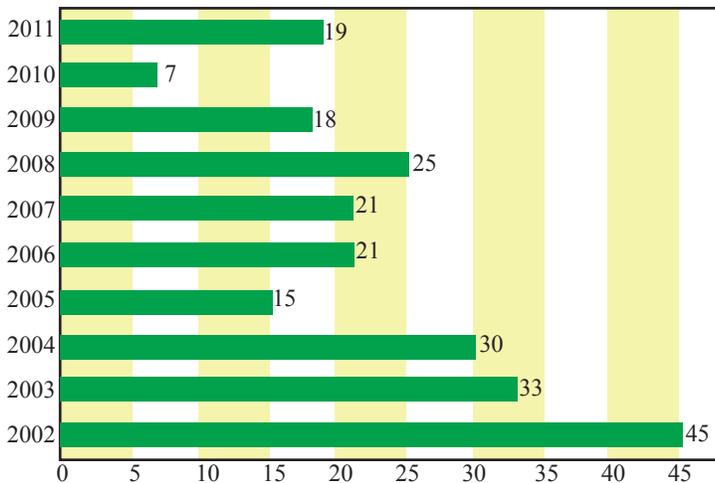
During FY 11, Personnel Assessment staff:

- Developed or revised twelve written, content-validated job knowledge tests and one certification test.
- Developed five job-specific questionnaires regarding training and experience and revised one application-based rating of education and experience.
- Conducted 24 meetings with agency employees to review new or existing selection devices.
- Implemented web-based testing at three Career Technology Centers.
- Audited six agencies for compliance with statute, rules and program guidelines relating to the Performance Management Process (PMP). These six agencies are under Administrative Orders from the Administrator of the Office of Personnel Management and were audited at each step of the PMP process for two years.
- Taught the HRDS course "Structured Interviewing Process" four times.

The Test Administration Unit:

- Proctored 12,741 online or written tests and 2,943 performance tests at OPM.
- Processed all written tests and performance tests given at other testing sites around the state. Statewide test totals (including OPM) were: 20,807 online or written tests and 4,504 performance tests.

Chart 2: Validated Selection Devices



APPLICANT SERVICES

Tom Impson

Director, Applicant Services,
Employee Selection Services

External applicants seek employment in the state's classified service by submitting applications to the Applicant Services Division of OPM. Division team members determine if applicants meet minimum qualifications and conduct ratings of applicant education and experience as well as perform duties under the provisions of the Fair Employment Practices Act. The division also reviews agency requests to promote, demote, transfer or reinstate employees. In addition, administered within the Applicant Services Division is the Carl Albert Internship Program, which helps students at colleges and universities throughout the state gain experience inside state government. At the beginning of FY 2011 all classified state agencies had direct online access to job lists managed by OPM via the OKCAREERS online applicant tracking and testing system. These agencies employ more than 80 percent of all classified employees in state government.

The Applicant Services Division also provides complimentary service to all unclassified and classified agencies to use the OKCAREERS system for the advertisement of unclassified vacancies. This provides agencies the opportunity to have their unclassified announcements on the same webpage as regular, classified announcements; a one-stop-shop for state agencies and job seekers. OKCAREERS allows applicants to apply directly online for these positions and provides agency HR staff the ability to view these unclassified applications continuously as they are submitted online. During FY 2011 there were 607 unclassified job postings announced through the OKCAREERS online system.

The Optional Program for Hiring Applicants with Disabilities is also administered by the Applicant Services Division. This program provides persons with severe disabilities access to state employment, permitted they meet the minimum education and experience qualifications for the job in which they are applying for. Tests for the jobs applied for are waived for qualified applicants certified for this program through the Department of Rehabilitation Services. Applicants hired through this program are eligible for permanent status in the classified service upon successful completion of a probationary period.

Priority Reemployment

The division administers the Priority Reemployment Consideration (PRC) program. State law provides for permanent, classified employees and regular, unclassified employees separated through a reduction in force to be eligible for priority consideration for jobs in which they meet all requirements. In FY 2011 there were eight permanent, classified employees that utilized this program.

Recruitment

The division organizes recruitment efforts for the state classified service. In FY 2011 division state attended 42 career and job fairs, including events at the:

University of Oklahoma, Oklahoma State University, University of Central Oklahoma, Oklahoma State University-OKC Campus, Langston University, Oklahoma Christian University, Southern Nazarene University, Rose State College, Oklahoma City Community College, Redlands Community College, Spring lake Metro Technology Center, Moore-Norman Technology Center, Francis Tuttle Technology Center, Wes Watkins Technology Center, Canadian Valley Technology Center.

Chart 3: Certificate Appointments Trend 2001-2011

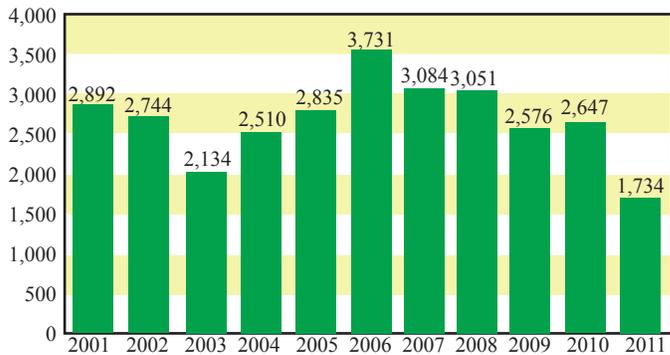


Chart 4: Fiscal Year 2011 Application Process

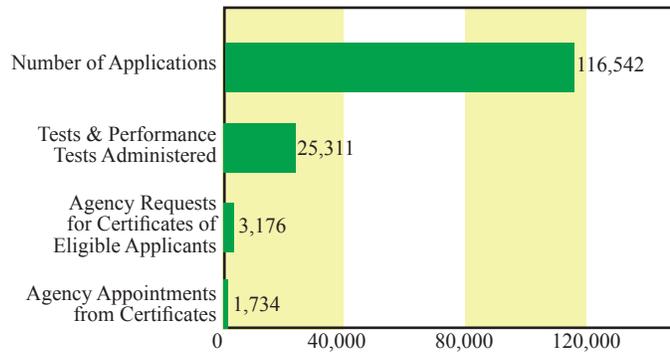
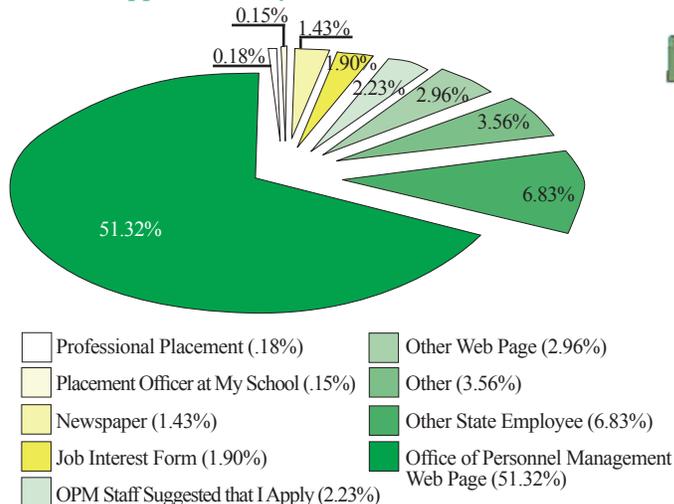
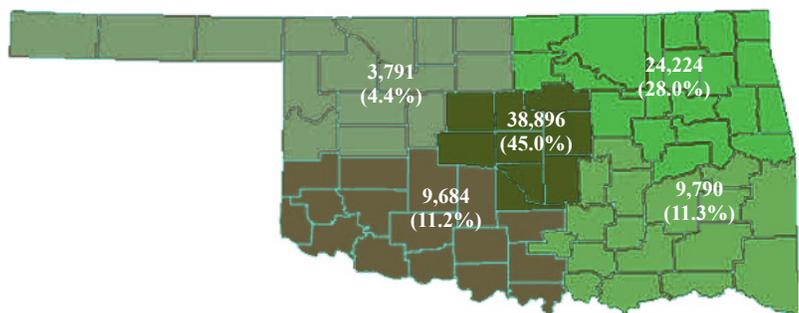


Chart 5: Applications by Source



Map 1: Regions in which Applicants Applied for Jobs



* This does not add up to 100% because not all applicants complete this section of the application.

Table 3: Counties in which Applicants Applied for Jobs

County	# of Applicants	County	# of Applicants	County	# of Applicants	County	# of Applicants
Adair	478	Delaware	874	Lincoln	2,003	Pittsburg	1,326
Alfalfa	296	Dewey	89	Logan	2,457	Pontotoc	763
Atoka	623	Ellis	83	Love	232	Pottawatomie	3,101
Beaver	140	Garfield	797	Major	122	Pushmataha	380
Beckham	321	Garvin	676	Marshall	228	Roger Mills	80
Blaine	142	Grady	1,331	Mayes	1,382	Rogers	1,882
Bryan	530	Grant	128	McClain	1,420	Seminole	789
Caddo	616	Greer	443	McCurtain	462	Sequoyah	691
Canadian	3,874	Harmon	112	McIntosh	553	Stephens	848
Carter	963	Harper	169	Murray	629	Texas	305
Cherokee	1,160	Haskell	300	Muskogee	2,931	Tillman	575
Choctaw	527	Hughes	254	Noble	629	Tulsa	6,214
Cimarron	79	Jackson	468	Nowata	284	Wagoner	1,465
Cleveland	8,161	Jefferson	277	Okfuskee	247	Washington	554
Coal	138	Johnston	239	Oklahoma	16,195	Washita	167
Comanche	2,038	Kay	349	Okmulgee	1,043	Woods	316
Cotton	341	Kingfisher	487	Osage	1,039	Woodward	638
Craig	1,550	Kiowa	276	Ottawa	591	Total	86,385
Creek	1,464	Latimer	382	Pawnee	335		
Custer	549	LeFlore	729	Payne	1,056		

Chart 6: Ethnicity of Total Applications

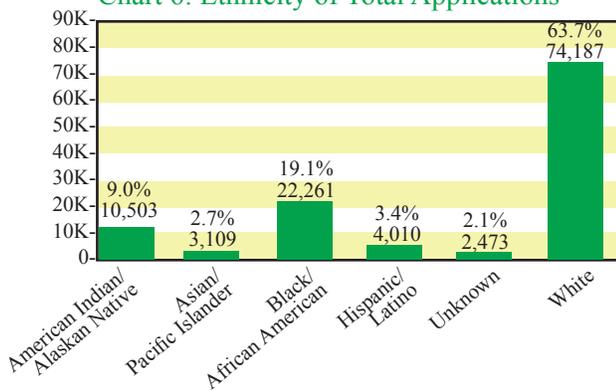


Chart 7: Gender of Applicants

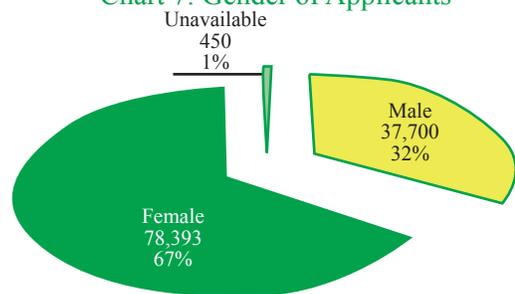


Table 4: States and Other Locations from which Applications Received

State	Number of Applications	State	Number of Applications	State	Number of Applications
Oklahoma	112,283	North Carolina	55	Maine	12
Texas	1,184	Oregon	51	Connecticut	11
Arkansas	396	New Mexico	50	North Dakota	11
Kansas	307	Pennsylvania	50	Hawaii	9
California	300	New York	41	Alaska	8
Missouri	204	Indiana	41	District of Columbia	7
Colorado	175	Alabama	39	Outside of Country	6
Michigan	134	Maryland	38	South Dakota	6
Florida	97	Washington	36	Puerto Rico	6
Arizona	92	Virginia	30	Montana	6
Nebraska	85	Wisconsin	29	Armed Forces Americas	2
Iowa	83	Utah	25	Delaware	2
Illinois	78	Kentucky	22	New Hampshire	2
Ohio	75	Minnesota	21	Armed Forces Pacific	2
Nevada	74	Idaho	20	Rhode Island	1
Louisiana	70	South Carolina	20	Virgin Islands	1
Georgia	68	Wyoming	20	Vermont	1
Tennessee	65	Massachusetts	15	Total	116,542
Mississippi	63	New Jersey	14		

Chart 8: FY 2011 Appointments by Type (7,553)

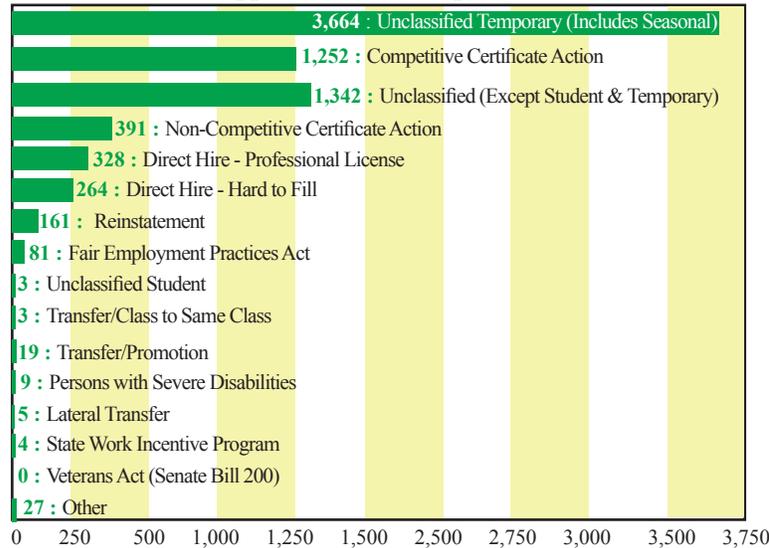


Chart 9: FY 2011 Appointments by Job Category

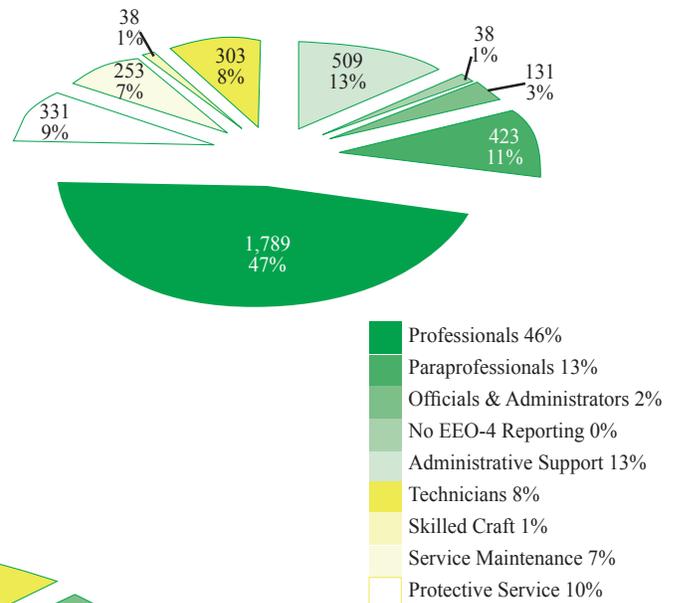


Chart 10: New Hires by Generational Groups

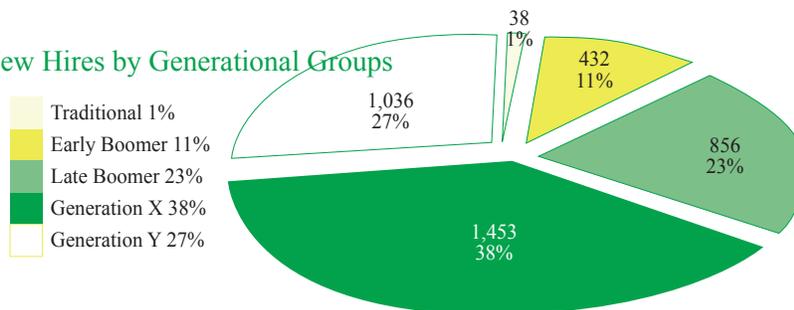


Table 5: New Hires by Age and EEO-4 Category

Job Categories	< 20	20-29	30-39	40-49	50-59	60-69	>70
Administrative Support	1	126	134	115	103	24	2
Officials and Administrators	0	17	25	40	35	14	0
Paraprofessionals	12	159	113	84	51	8	0
Professionals	1	474	513	370	334	93	4
Protective Service	0	141	100	56	27	4	1
Service Maintenance	5	65	68	63	43	9	1
Skilled Craft	1	5	9	7	13	2	1
Technicians	0	63	94	76	50	21	0
No EEO-4 Reporting	0	6	12	5	12	3	0
Total	20 (0.5%)	1,056 (27.7%)	1,068 (28%)	816 (21.4%)	668 (17.5%)	178 (4.7%)	9 (0.2%)

Table 6: Temporary New Hires by Age and EEO-4 Category

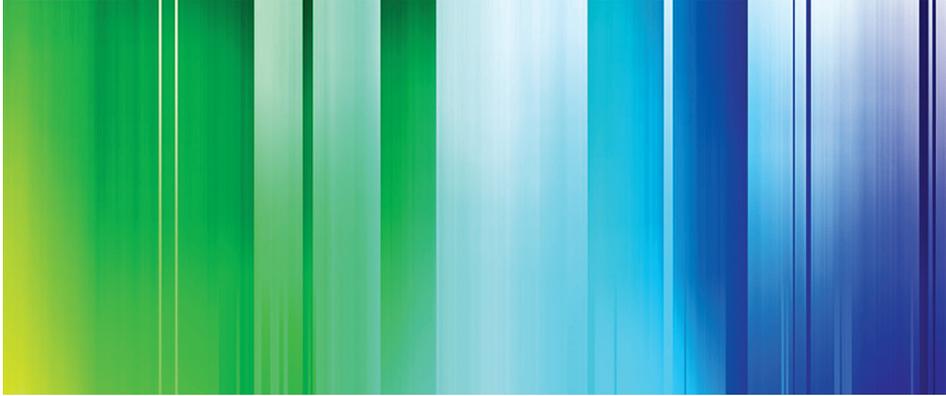
Job Categories	< 20	20-29	30-39	40-49	50-59	60-69	>70
Administrative Support	124	717	310	218	162	93	30
Officials and Administrators	0	0	0	0	0	0	0
Paraprofessionals	34	225	98	67	43	28	3
Professionals	13	205	123	90	70	80	31
Protective Service	7	44	28	18	15	2	1
Service Maintenance	73	72	35	38	32	20	13
Skilled Craft	0	2	1	4	3	1	0
Technicians	2	14	5	1	1	0	0
No EEO-4 Reporting	9	221	104	64	27	10	18
Total	262 (7.2%)	1,500 (41.1%)	704 (19.3%)	500 (13.7%)	353 (9.7%)	234 (6.4%)	96 (2.6%)

CARL ALBERT PUBLIC INTERNSHIP PROGRAM

The Carl Albert Public Internship Program has assisted students at institutions of higher education in gaining experience and knowledge in state government and has encouraged the recruitment of such students to pursue careers in state government service since 1988. The program has three components: the Undergraduate Internship, Senior Undergraduate Internship (students who have completed 90 hours or more of a baccalaureate degree) and the Executive Fellows (students that are pursuing Master's Degrees). During FY 2011, a total of 49 Executive Fellows, six Senior Undergraduate and one Undergraduate were participating in internships.

The Undergraduate Internship program provides temporary employment for students enrolled in institutions of higher education and working toward an undergraduate degree. Senior Undergraduates may be employed for up to two years. Executive Fellows may also be employed for up to two years, and those who successfully complete a two-year internship are eligible for appointment to a position in the classified or unclassified state service.

State agencies utilized CAPIP interns from the following universities: Langston University, Oklahoma State University, University of Oklahoma, University of Tulsa, Oklahoma City University, East Central University, University of Arkansas-Little Rock, University of Central Oklahoma, Oklahoma Christian University and, Northeastern University.



STATE OF OKLAHOMA OFFICE OF PERSONNEL MANAGEMENT

PART III

OPM SERVICES: HELPING THE WORKER

HUMAN RESOURCE DEVELOPMENT SERVICES

Lisa Fortier

Director,

Human Resource Development Services

Members of the Human Resources Development Services team provide professional development and training services to state employees in order to improve the quality of the state workforce. The HRDS Team also administers the state's Mandatory Supervisory Training Program for executive branch agencies. The Oklahoma Personnel Act requires employees appointed to supervisory positions to complete 24 hours of training within 12 months of assuming a supervisory position and 12 hours of training each year thereafter. Members of the HRDS Team also continued partnerships with the Interagency Training Council of the Oklahoma Federal Executive Board and the Oklahoma State University Cooperative Partnership, which provides training to state employees at discounted rates.

During FY 11,

- There were 279 total training session days, with an average of three classes per day, and 5,473 customers served.
- Over 80 percent of supervisors fully met the requirements.

Governor's Executive Development Program for State Officials

The Governor's Executive Development Program for State Officials provides an educational experience designed to improve the way executives think and make decisions; to exchange ideas and acquire new skills in an interactive setting; and, to network and collaborate with other state government senior-level executives.

Twenty-seven participants, representing 16 agencies, attended the 5th annual Governor's Executive Development Program Sunday, August 1 - Thursday, August 5, 2010, at Oklahoma State University, Stillwater, Oklahoma. Natasha Riley, Human Resource Programs Manager, was the OPM participant. The program is a collaboration of the William S. Spears Scholl of Business at OSU, the Michael Price School of Business at OU, and the Office of Personnel Management.

The extensive four-and-a-half-day curriculum addressed the five Executive Leadership Competencies identified by the US Office of Personnel Management. The

competencies include: Leading Change, Leading People, Results-Driven Business Acumen and Building Coalitions/Communications. The seminar was presented by faculty from Oklahoma State University, The University of Oklahoma and Oklahoma City University.

The next program is scheduled for July 31 – August 4, 2011.

Certified Public Manager Program

In 1986, OPM created the Certified Public Manager (CPM) Program as a comprehensive management training program for state employees. Since its inception, more than 950 state employees have participated in the program. The program has been honored by the Council of State Governments as an exemplary state management program.

During FY 11, 231 employees from 53 state agencies, boards, and commissions, as well as the city of Oklahoma City and the University of Oklahoma were enrolled in the CPM program. OPM conducted 119 sessions of CPM-required courses, administered 74 tests, and approved 38 projects. A total of 530 participants have graduated from the program since its inception.

The CPM Program is designed to improve services provided by state government to Oklahoma citizens. Participants in the Program enhance management skills through seminars, examinations, and job-related projects. Graduates offer improved resources to their agencies and to the state. CPM's long-range goal is to help agencies identify and develop the skills of state government's future leaders.

The CPM Program is a three-level program consisting of 258 required classroom hours and 42 elective classroom hours: Level I-Basic Supervisory Skills, 80 classroom hours; Level II – Middle Management Skills, 77 classroom hours; Level III – Advanced Management Skills, 77 classroom hours. In addition, candidates must complete four exams and three work-related projects.

Joyce Smith

Coordinator, Quality Oklahoma & PEP
Human Resources Development Services

Quality Oklahoma Program

Quality Oklahoma was established to give state agencies the tools to assess, improve,

and continuously evaluate the operations of the agencies and delivery of services to customers. It stresses the empowerment of employees to make decisions at the lowest levels to increase efficiency and innovation.

The *Quality Oklahoma Program* promotes continuous improvement of state government by encouraging recognition of employees, implementation of agency team projects; attendance and practice of Human Resource Development training courses in continuous improvement, problem solving, and planning; and maintaining a state-approved list of strategic planning consultants.

The annual *Quality Oklahoma Team Day* is the premier event of the program. Held at the state capitol, Team Day 2011 showcased 54 team projects, representing 10 state agencies. This year, savings and revenue generation documentation topped more than \$150 million, for a cumulative total of more than \$791 million since Team Day's inception in 1993. Six prestigious specialty awards, 25 Commendation of Excellence Awards, and one merit certificate were presented. Team Day's top award, the Quality Crown, was presented to the Oklahoma Department of Mental Health and Substance Abuse Services' Northwest Center for Behavioral Health for the *Reducing Assaultive Behavior in an Acute Care Setting* Project.

Productivity Enhancement Program (PEP)

The This fiscal year boasted the presentation of two Productivity Enhancement Program (PEP) awards to state employees. Their combined innovations saved the state more than \$32,458 in first year savings and resulted in a continuing dramatic cost savings to their agencies.

Sylvia Friend, Department of Central Services, measured the use of dumpsters and documented the need for a reduction of service, saving thousands of dollars per year. Becky Guffy, Department of Corrections, researched vendors and found one that provided kosher meals to correctional facilities for less than DOC was paying.

The Productivity Enhancement Program (PEP) is Oklahoma's official state employee suggestion program. The program is governed by the seven-member Committee for Incentive Awards for State Employees. Agencies are encouraged to nominate employees whose innovative ideas have been implemented and result in measurable savings.

Table 7: FY2011 Human Resource Development Services Courses

Workshop Title	# of Participants	# of Sessions Offered	# of Days
Administrative Law	56	2	2
Advanced Creative Problem Solving	50	2	2
Affirmative Action Plan (AAP) Training	28	4	4
Affirmative Action Plan (AAP) Training--Advanced	93	7	7
Applied Leadership	62	4	4
Awards and Recognitions	70	3	3
Business Etiquette	139	7	7
Certified Public Manager (CPM) Executive Development Seminar	24	1	4
Certified Public Manager (CPM) Orientation	16	2	2
Challenges of Supervision	123	6	12
Change Management	103	4	4
Coaching and Mentoring	87	4	4
Cultural Competency	108	4	4
Customer Service: A Lost Art	210	10	10
Delegation and Control	101	4	4
Developing Creative Problem Solving Skills	118	6	6
Developing Effective Negotiating Skills	79	3	3
Disability Awareness Workshop (Office of Disability Concerns)	132	6	6
Effective Communication In Management	131	6	6
Effective Stress Management	230	10	10
Effective Time Management Techniques	118	5	5
Emotional Intelligence	128	6	6
Employee Grievances and Appeals	47	2	2
Ethics In Public Management	55	2	4
Everyday Creativity	63	2	2
Financially Fit! (Consumer Credit Counseling Services of OK)	50	2	2
FOCUS: Achieving Your Highest Priorities	30	4	4
Gender Issues In Management	34	2	2
How to Conduct On-the-Job Training	62	3	3
Lateral Thinking for Supervisors	57	2	2
Leadership: Keys to Effectiveness	110	4	4
Legislative Process, The	90	3	3
Managing a Multigenerational Workforce	110	5	5
Managing Conflict	142	6	6
Managing the Troubled Employee Through the EAP Process	14	1	1
Managing Within the Public Sector (Phases I & II)	21	1	4
Mediation Skills for Supervisors	8	1	2

Workshop Title	# of Participants	# of Sessions Offered	# of Days
Motivating for Performance	110	4	4
One Minute Manager	64	3	3
OPHRA Conference	29	2	2
Performance Management Process (PMP)	308	13	13
Personnel Policies and Practices	87	5	5
Policy Analysis	56	2	2
Power of Positive Reinforcement	139	5	5
Productive Meetings	53	2	2
Program Evaluation	51	2	2
Progressive Discipline	234	8	8
Project Management	123	4	4
Public Speaking and Effective Presentations	21	1	2
Risk Control	27	2	2
Risk Management: The Overview	37	2	2
Safety Management	62	2	2
Say OK to Your Health (EBC Wellness Staff)	154	7	7
Seven Habits of Highly Effective People: Signature Series (3-day)	34	3	9
Seven Habits of Highly Effective People: Intro for Associates (1-day)	43	3	3
Sexual Harassment & Discrimination In the Workplace	118	4	4
Skills for Effective Presentations	70	3	6
Strategies for Improving Communication	96	4	8
Structured Interview Process	88	4	4
Systems Management	28	1	2
Team Building	112	6	6
Tools and Processes for Problem Solving and Continuous Improvement	17	1	2
Violence In the Workplace	80	3	3
Winning the Workplace Challenge	24	1	1
Writing Skills for Managers	109	5	5
TOTAL (65 Course Titles)	5,473	248	279

STATE EMPLOYEE ASSISTANCE PROGRAM

Bob Stevens

Director,

State Employee Assistance Program (EAP)

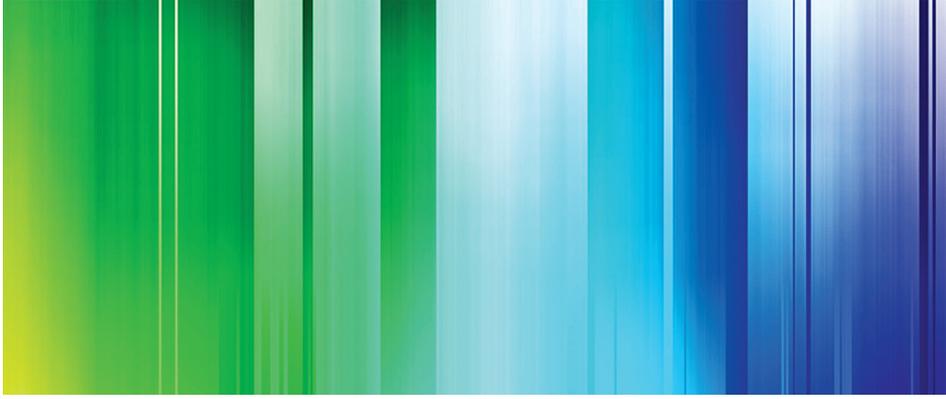
The OPM State EAP, which is a voluntary program that assists state agencies in their management of employees whose personal problems may have a negative impact on job performance. The OPM State Employee Assistance Program provides assistance to both management and support personnel. Services provided by the State EAP include assessment and referral consultation, education, and training workshops, which may be designed to address situations unique to a particular workplace or broad enough to be helpful to any manager or employee, counseling services and critical incident debriefing sessions. The OPM State EAP also assists employees and their family members who are seeking corrective help with medical or mental health problems, including alcohol or drug abuse, and emotional, marital, familial, financial, gambling addiction, or other personal problems. The program's success is predicated on the awareness of potential EAP clients, their families and friends, that this service is available and may have a positive impact on their life both in and out of the workplace.

The Employee Assistance Program Advisory Council was created to assist in the coordination of the State's EAP; to advise the Administrator of the Office of Personnel Management; and provide support to expand and improve program services. The Employee Assistance Program Advisory Council and the Employee Assistance Program are governed under Oklahoma Title 74, Section 840.

During FY 11, OPM State EAP Team members opened 260 new cases. 17 percent were supervisors; 83 percent were non-supervisors. Out of the 260 individuals assisted:

- 15% were work-related problems
- 24 % were family conflict or parent/child problems
- 19 % were marital problems
- 19 % were mental health or alcohol/drug problems
- 50 % were self-referred
- 12.5 % were referred by a supervisor
- 22 % were referred by a family member
- 5.5 % were referred by a co-worker
- 7 % were referred by HR personnel
- 0 % were referred by health professional
- 3% were referred by other sources

78% of the clients seen were from the Oklahoma City area, which includes Norman, Edmond, and Tecumseh. 5% were from the Tulsa area which includes Claremore, Sand Springs, and Broken Arrow. 1.5 % of clients were in the Enid area, 4.5 % of clients were in the Lawton area which includes Altus and 11.25 % were from cities and towns outside of the larger cities listed.



STATE OF OKLAHOMA OFFICE OF PERSONNEL MANAGEMENT

PART IV

COMPENSATION: PAYING THE WORKERS

COMPENSATION

Everett Slavik, IPMA-CP

HR Programs Manager
Management Services

The Compensation Division is responsible for administering the compensation program for the state classified service and, to a lesser extent, the unclassified service. In fulfilling this responsibility, staff members reviewed and approved several hundred agency requests for market-based adjustments, equity-based adjustments, skill-based pay adjustments, and performance-based pay adjustments during FY 2011. In addition to these pay transactions, the Division fielded numerous questions from agencies for guidance in interpreting statutes and rules related to compensation, including the Fair Labor Standards Act, the Family and Medical Leave Act, the Oklahoma Personnel Act, and the Merit Rules of Personnel Administration.

FY 11 Major Accomplishments

- Prepared and issued the 2010 Annual Compensation Report to the Governor, President Pro Tempore of the Senate, and Speaker of the House of Representatives.
- Directed the interagency team comprised of representatives of the Employees Benefits Council, Office of State Finance (CORE), and the Oklahoma Public Employees Retirement System and other state retirement agencies in producing the third annual Total Compensation Statement for approximately 34,000 state employees.
- Provided guidance to numerous agencies on implementing furloughs, reductions in force, and voluntary outs.
- Provided consulting services to several agencies on matters related to the Fair Labor Standards Act.
- Conducted the salary survey for Central States Compensation Association, a national consortium of state compensation directors with 25 member states.

Chart 11: FY 2002 to FY 2011 Average Annual Salary Trend

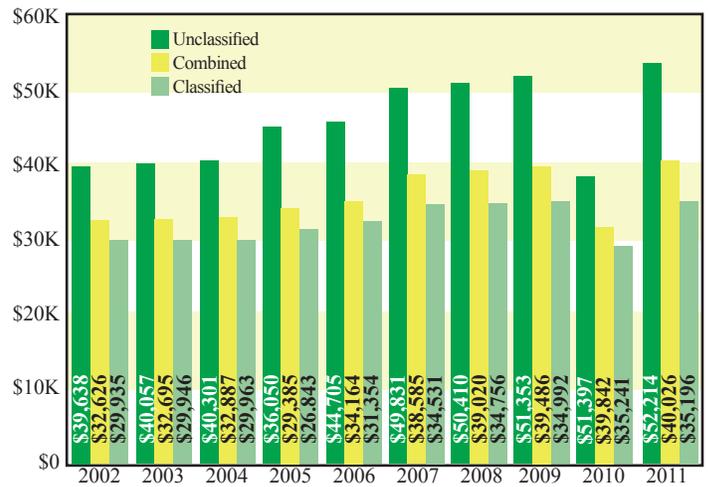


Table 8: FY 2011 Agency Average Salaries

Agency	Com- bined Emp.	Clas- sified Emp.	Classified Average Salary	Unclass. Emp.	Unclassified Average Salary	Combined Average Salary
Abstractors Board, Oklahoma	3	0	\$0	3	\$37,517	\$37,517
Accountancy Board, Oklahoma	10	0	0	10	\$49,125	\$49,125
Aeronautics Commission, Oklahoma	10	0	0	10	\$51,999	\$51,999
Agriculture, Food, and Forestry; Department of	406	355	\$35,378	51	\$50,839	\$37,320
Alcohol and Drug Counselors, Oklahoma Board of Licensed	1	0	0	1	\$50,400	\$50,400
Alcohol and Drug Influence, Board of Tests for	5	0	0	5	\$44,861	\$44,861
Alcoholic Beverage Laws Enforcement Commission	43	39	\$46,421	4	\$63,590	\$48,018
Architects, Landscape Architects, and Interior Designers, Board of Governors of the Licensed	3	0	0	3	\$52,833	\$52,833
Arts Council, Oklahoma	13	0	0	13	\$47,466	\$47,466
Banking Department, Oklahoma State	42	0	0	42	\$70,149	\$70,149
Boll Weevil Eradication Organization, Oklahoma	10	0	0	10	\$41,255	\$41,255
Bond Advisor, Oklahoma State	3	0	0	3	\$75,933	\$75,933
Career and Technology Education, Oklahoma Department of	276	0	0	276	\$47,844	\$47,844

CONT... Table 8: FY 2011 Agency Average Salaries

Agency	Com- bined Emp.	Clas- sified Emp.	Classified Average Salary	Unclass. Emp.	Unclassified Average Salary	Combined Average Salary
Central Services, Department of	218	152	\$38,105	66	\$54,044	\$42,930
Children and Youth, Commission on	26	18	\$42,814	8	\$50,258	\$45,104
Chiropractic Examiners, Board of	2	0	0	2	\$47,117	\$47,117
Commerce, Oklahoma Department of	134	2	\$41,664	132	\$55,202	\$55,000
Compsource Oklahoma	345	95	\$37,361	250	\$44,707	\$42,685
Conservation Commission, Oklahoma	65	5	\$47,412	60	\$46,512	\$46,581
Construction Industries Board	29	0	0	29	\$43,000	\$43,000
Consumer Credit, Commission on	20	15	\$31,974	5	\$58,136	\$38,514
Corporation Commission, Oklahoma	415	285	\$38,640	130	\$56,940	\$44,372
Corrections, State Department of	4,039	3,701	\$34,438	338	\$69,417	\$37,365
Cosmetology, State Board of	12	10	\$29,543	2	\$52,871	\$33,431
Council on Judicial Complaints	2	0	0	2	\$58,944	\$58,944
Court of Criminal Appeals	27	0	0	27	\$84,354	\$84,354
Davis, J.M. Memorial Commission	4	0	0	4	\$36,938	\$36,938
Dentistry, Oklahoma Board of	4	1	\$47,146	3	\$53,701	\$52,062
District Attorneys	1,046	0	0	1,046	\$45,001	\$45,001
District Courts	614	0	0	614	\$67,643	\$67,643
Education, State Department of	294	1	\$31,097	293	\$41,762	\$41,726
Educational Television Authority, Oklahoma	62	0	0	62	\$38,169	\$38,169
Election Board, State	17	13	\$35,198	4	\$65,221	\$42,262
Emergency Management, Oklahoma Department of	23	18	\$39,026	5	\$53,124	\$42,091
Employees Benefits Council, Oklahoma State	36	32	\$44,284	4	\$66,998	\$46,808
Employment Security Commission, Oklahoma	692	631	\$33,576	61	\$31,518	\$33,395
Engineers and Land Surveyors, State Board of Licensure for Professional	9	4	\$32,792	5	\$62,870	\$49,502
Environmental Quality, Department of	517	486	\$48,603	31	\$70,804	\$49,934
Ethics Commission	6	2	\$45,621	4	\$83,454	\$70,843
Finance Authority, Oklahoma Industrial	7	0	0	7	\$74,389	\$74,389
Finance, Office of State	188	38	\$42,393	150	\$59,890	\$56,353
Fire Marshal Commission, State	23	19	\$41,684	4	\$63,254	\$45,435
Firefighters Pension and Retirement System, Oklahoma	9	0	0	9	\$56,259	\$56,259
Funeral Board, Oklahoma	3	0	0	3	\$61,600	\$61,600
Grand River Dam Authority	474	296	\$56,059	178	\$74,025	\$62,806
Handicapped Concerns, Office of	6	4	\$34,302	2	\$47,145	\$38,583
Health Care Authority, Oklahoma	463	0	0	463	\$51,886	\$51,886
Health, State Department of	2,030	1,494	\$37,627	536	\$49,838	\$40,851
Historical Society, Oklahoma	140	126	\$34,290	14	\$51,754	\$36,037
Horse Racing Commission, Oklahoma	39	0	0	39	\$44,872	\$44,872
Hospitals Authority, University	8	0	0	8	\$70,327	\$70,327
Human Rights Commission, Oklahoma	12	10	\$31,870	2	\$52,003	\$35,226
Human Services, Department of	7,257	6,649	\$32,537	608	\$53,754	\$34,315
Indian Affairs Commission, Oklahoma	2	0	0	2	\$43,279	\$43,279
Indigent Defense System, Oklahoma	112	0	0	112	\$59,178	\$59,178

CONT... Table 8: FY 2011 Agency Average Salaries

Agency	Combined Emp.	Classified Emp.	Classified Average Salary	Unclass. Emp.	Unclassified Average Salary	Combined Average Salary
Insurance Board, Oklahoma State and Education Employees Group	158	135	\$42,058	23	\$78,376	\$47,345
Insurance Department	114	0	0	114	\$49,585	\$49,585
Investigation, Oklahoma State Bureau of	304	253	\$51,310	51	\$56,579	\$52,194
J.D. McCarty Center for Children with Development Disabilities	217	188	\$27,932	29	\$59,111	\$32,099
Juvenile Affairs, Office of	766	713	\$30,147	53	\$52,464	\$31,691
Labor, Department of	87	70	\$40,889	17	\$57,223	\$44,081
Land Office, Commissioners of the	53	34	\$42,325	19	\$54,924	\$46,842
Law Enforcement Education and Training, Council on (CLEET)	39	0	0	39	\$39,646	\$39,646
Law Enforcement Retirement System, Oklahoma	5	0	0	5	\$56,687	\$56,687
Legislative Service Bureau	7	0	0	7	\$57,371	\$57,371
Libraries, Oklahoma Department of	51	42	\$36,741	9	\$62,068	\$41,210
Liquefied Petroleum Gas Board, Oklahoma	9	7	\$34,551	2	\$43,905	\$36,630
Long-Term Care Administrators, Oklahoma State Board of Examiners for	2	0	0	2	\$52,651	\$52,651
Lottery Commission	32	0	0	32	\$56,215	\$56,215
Medical Licensure and Supervision, State Board of	23	15	\$37,757	8	\$57,706	\$44,696
Medicolegal Investigations, Board of	77	0	0	77	\$43,462	\$43,462
Mental Health and Substance Abuse Services, Department of	1,693	864	\$24,503	829	\$45,781	\$34,922
Merit Protection Commission	6	4	\$41,144	2	\$53,216	\$45,168
Military Department	330	195	\$32,185	135	\$33,947	\$32,906
Mines, Department of	30	0	0	30	\$44,338	\$44,338
Motor Vehicle Commission, Oklahoma	3	0	0	3	\$52,981	\$52,981
Narcotics and Dangerous Drugs Control, Oklahoma State Bureau of	113	77	\$54,542	36	\$55,893	\$54,973
Nursing, Oklahoma Board of	26	0	0	26	\$51,611	\$51,611
Office of State Auditor and Inspector	117	0	0	117	\$47,917	\$47,917
Office of the Attorney General	141	0	0	141	\$58,614	\$58,614
Office of the Governor	27	0	0	27	\$55,135	\$55,135
Office of the Lieutenant Governor	6	0	0	6	\$58,153	\$58,153
Office of the State Treasurer	55	0	0	55	\$49,022	\$49,022
Oil and Gas Wells, Commission on Marginally Producing	4	0	0	4	\$48,096	\$48,096
Oil Compact Commission, Interstate	3	0	0	3	\$77,500	\$77,500
Oklahoma State House of Representatives	218	0	0	218	\$42,116	\$42,116
Oklahoma State Senate	149	0	0	149	\$48,225	\$48,225
Optometry, Board of Examiners in	2	0	0	2	\$39,442	\$39,442
Osteopathic Examiners, State Board of	5	2	\$48,478	3	\$59,896	\$55,328
Pardon and Parole Board	33	30	\$36,868	3	\$62,623	\$39,209
Peanut Commission, Oklahoma	1	0	0	1	\$63,300	\$63,300
Personnel Management, Office of	46	39	\$41,126	7	\$62,020	\$44,306
Pharmacy, Board of	9	3	\$40,314	6	\$71,582	\$61,159
Physician Manpower Training Commission	6	3	\$36,745	3	\$57,879	\$47,312
Police Pension and Retirement System, Oklahoma	12	0	0	12	\$55,546	\$55,546
Private Vocational Schools, Oklahoma Board of	1	0	0	1	\$50,500	\$50,500
Psychologists, State Board of Examiners of	3	0	0	3	\$40,188	\$40,188

CONT... Table 8: FY 2011 Agency Average Salaries

Agency	Combined Emp.	Classified Emp.	Classified Average Salary	Unclass. Emp.	Unclassified Average Salary	Combined Average Salary
Public Employees Retirement System, Oklahoma	56	27	\$37,446	29	\$57,692	\$47,930
Quartz Mountain Arts and Conference Center and Nature Park	11	6	\$27,239	5	\$37,465	\$31,888
Real Estate Commission, Oklahoma	18	14	\$39,410	4	\$63,892	\$44,851
Rehabilitation Services, Oklahoma Department of	996	800	\$34,564	196	\$58,199	\$39,215
Safety, Department of Public	1,373	1,307	\$47,676	66	\$58,014	\$48,173
Scenic Rivers Commission, Oklahoma	7	2	\$29,588	5	\$31,884	\$31,228
School of Science and Mathematics, Oklahoma	60	3	\$22,736	57	\$48,140	\$46,870
Science and Technology, Oklahoma Center for the Advancement of	15	0	0	15	\$57,547	\$57,547
Secretary of State, Office of	34	29	\$42,952	5	\$76,006	\$47,813
Securities Commission, Oklahoma	26	0	0	26	\$88,946	\$88,946
Space Industry Development Authority, Oklahoma	3	0	0	3	\$46,918	\$46,918
Speech-Language Pathology and Audiology, Board of Examiners for	2	0	0	2	\$41,306	\$41,306
State Board of Licensed Social Workers	1	0	0	1	\$62,500	\$62,500
Supreme Court	170	0	0	170	\$73,495	\$73,495
Tax Commission, Oklahoma	748	505	\$31,658	243	\$54,700	\$39,143
Teacher Preparation, Oklahoma Commission for	10	0	0	10	\$49,881	\$49,881
Teachers' Retirement System of Oklahoma	34	13	\$39,357	21	\$55,910	\$49,581
Tobacco Settlement Endowment Trust Fund, Board of Directors of the	8	0	0	8	\$56,029	\$56,029
Tourism and Recreation Department, Oklahoma	452	257	\$30,168	195	\$29,189	\$29,746
Transportation, Department of	2,385	2,330	\$39,242	55	\$64,597	\$39,827
Turnpike Authority, Oklahoma	562	518	\$28,867	44	\$66,036	\$31,777
Used Motor Vehicle and Parts Commission, Oklahoma	10	0	0	10	\$33,924	\$33,924
Veterans Affairs, Oklahoma Department of	1,659	1,585	\$28,669	74	\$87,414	\$31,290
Veterinary Medical Examiners, Board of	7	0	0	7	\$45,286	\$45,286
Water Resources Board, Oklahoma	86	56	\$48,001	30	\$61,130	\$52,581
Wheat Utilization, Research, and Market Development Commission, Oklahoma	4	0	0	4	\$51,250	\$51,250
Wildlife Conservation, Department of	332	0	0	332	\$41,646	\$41,646
Will Rogers Memorial Commission	7	3	\$25,607	4	\$50,366	\$39,755
Worker's Compensation Court	75	0	0	75	\$48,709	\$48,709
Total (126)	34,390	24,630	\$35,196	9,760	\$52,214	\$40,026

Chart 12: FY 2011 Average Salaries By Age Groups

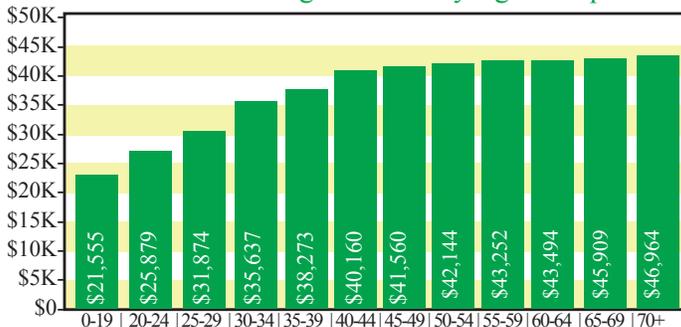


Chart 13: FY 2011 Average Salaries by Years of Service

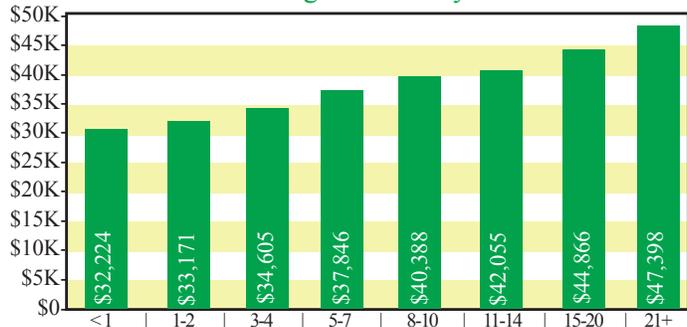


Table 9: FY 2011 Average Salaries by Job Categories and Gender

Job Category	Male Count	Male Average	Female Count	Female Average
Administrative Support	610	\$30,344.12	4,293	\$29,776.04
Officials and Administrators	1,007	\$72,131.67	875	\$60,537.69
Paraprofessionals	668	\$26,202.39	1,941	\$26,160.43
Professionals	5,511	\$50,447.76	10,385	\$40,989.48
Protective Service	2,978	\$39,169.10	599	\$34,275.03
Service Maintenance	1,302	\$28,704.50	565	\$22,262.80
Skilled Craft	699	\$38,774.75	23	\$32,911.62
Technicians	1,661	\$41,006.69	1,022	\$36,845.38
No EEO-4 Reporting	133	\$41,148.50	41	\$46,133.68
Total	14,569	\$44,023.44	19,744	\$37,006.98

* 77 positions did not specify gender.

Table 10: Paybands

Pay Band	Employees in Pay Band	Percent in Pay Band	Minimum Salary	Midpoint Salary	Maximum Salary
A	0	0.00%	\$18,530.00	\$17,701.00	\$22,126.00
B	43	0.18%	\$18,530.00	\$18,551.00	\$23,189.00
C	256	1.09%	\$18,530.00	\$19,626.00	\$24,533.00
D	800	3.40%	\$18,530.00	\$21,158.00	\$26,448.00
E	1355	5.75%	\$18,530.00	\$23,275.00	\$29,094.00
F	2867	12.17%	\$19,202.00	\$25,602.00	\$32,003.00
G	1489	6.32%	\$21,122.00	\$28,163.00	\$35,204.00
H	2362	10.03%	\$23,234.00	\$30,979.00	\$38,724.00
I	4153	17.63%	\$25,730.00	\$34,307.00	\$42,884.00
J	3047	12.94%	\$28,288.00	\$37,717.00	\$47,146.00
K	2747	11.66%	\$30,920.00	\$41,227.00	\$51,534.00
L	1792	7.61%	\$34,012.00	\$45,349.00	\$56,686.00
M	1429	6.07%	\$37,752.00	\$50,336.00	\$62,920.00
N	682	2.90%	\$41,906.00	\$55,874.00	\$69,843.00
O	305	1.29%	\$46,934.00	\$62,578.00	\$78,223.00
P	156	0.66%	\$53,056.00	\$70,714.00	\$88,393.00
Q	59	0.25%	\$59,930.00	\$79,907.00	\$99,884.00
R	14	0.06%	\$67,721.00	\$90,295.00	\$112,869.00

Chart 14: FY 2011 Pay Band Distributions

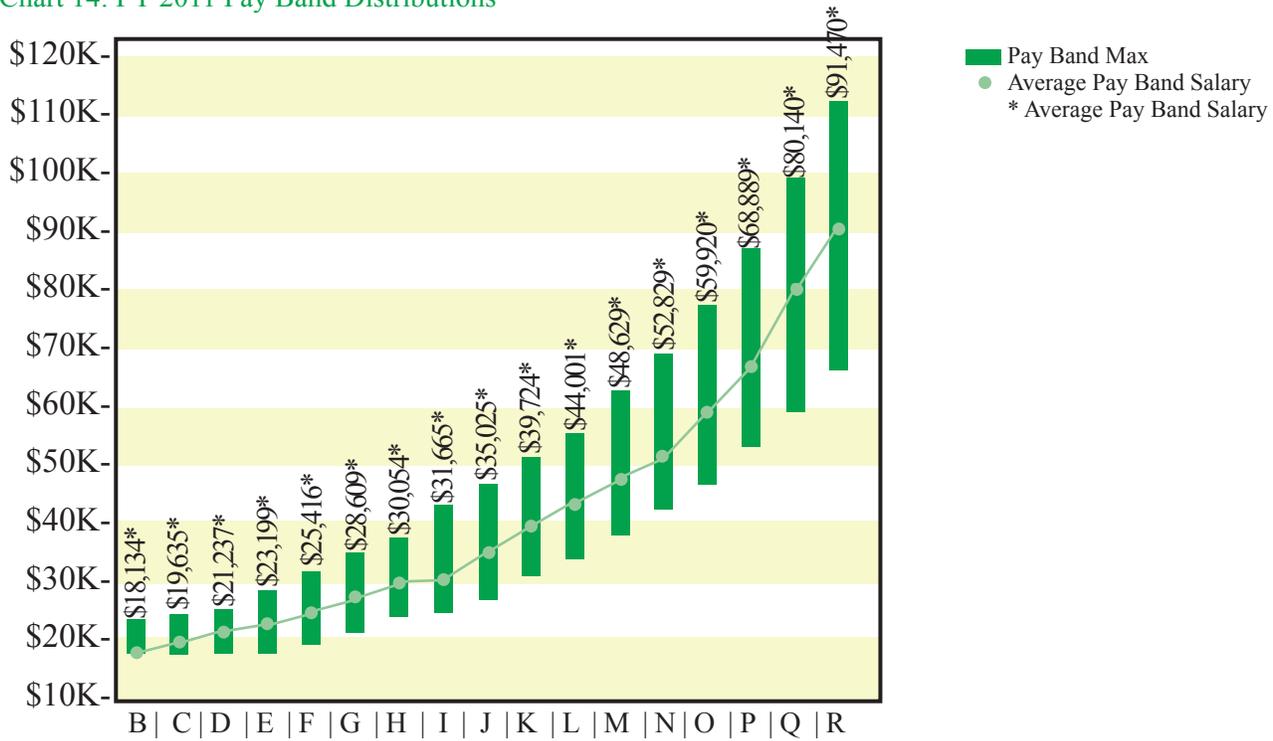
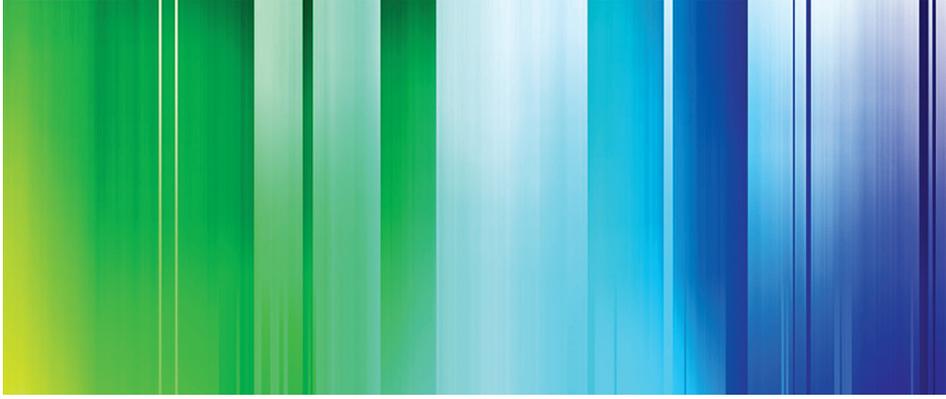


Table 11: Agency PMM Usage FY 2004-FY 2010

Pers. Action	PMM Title	2004	2005	2006	2007	2008	2009	2010
CO5	Lateral Transfer	\$105,687.57	\$87,412.86	\$105,349.16	\$23,073.10	\$219,374.83	\$103,914.09	\$155,319.42
C16	Career Progression	\$2,472,947.64	\$1,933,178.36	\$3,100,907.34	\$1,439,820.06	\$5,832,430.39	\$6,081,320.67	\$3,774,936.46
C20	Performance-Based Adjustment	\$754,155.92	\$1,201,515.89	\$841,769.88	\$492,040.48	\$965,034.00	\$301,338.22	\$194,218.63
C26	Completion of Prob/Trial Period	\$311,416.85	\$447,095.23	\$473,331.17	\$124,313.29	\$827,114.12	\$986,479.06	\$455,873.67
C28	Equity Adjustment	\$819,834.29	\$704,417.54	\$811,140.03	\$446,857.75	\$4,665,221.00	\$886,468.01	\$491,430.12
C29	Skill-Based Pay Adjustment	\$96,516.23	\$200,681.62	\$95,944.54	\$225,856.57	\$204,555.25	\$175,274.91	\$162,527.78
C45	Market Adjustment	\$2,378,055.63	\$602,994.86	\$3,560,350.93	\$1,590,758.06	\$15,325,497.18	\$921,244.25	\$386,461.61
	Total	\$6,938,614.13	\$5,177,296.36	\$8,988,793.06	\$4,342,719.31	\$28,039,226.77	\$9,456,039.21	\$5,620,7

AGENCY SERVICES

OPM’s Agency Services Unit (ASU) is responsible for payroll and human resource services for approximately 43 small state agencies throughout Oklahoma. ASU provides a comprehensive and professional human resource and payroll service to our partnering agencies. The ASU staff members coordinate all operational HR services to include recruitment, classification, compensation, personnel action processing, etc. Team members assist in conducting Personnel Policy and Procedure staff development training courses several times each quarter for statewide participation.



STATE OF OKLAHOMA OFFICE OF PERSONNEL MANAGEMENT

PART V

WORKFORCE DIVERSITY

EQUAL OPPORTUNITY AND WORKFORCE DIVERSITY

Brenda Thornton

Director,

Equal Opportunity and Workforce Diversity

The Office of Equal Opportunity and Workforce Diversity (EOWD) provides services and support to a diverse workforce in the areas of certified discrimination complaints investigations, training, affirmative action and equal employment opportunity. EOWD provides administrative support to and coordinates activities for the Affirmative Action Review Council, partners with the Martin Luther King, Jr. Coalition, and provides assistance during the Martin Luther King, Jr. Holiday. The division creates the EEO/Affirmative Action Status Report that annually captures the progress made in the area of affirmative action, including the status of recruitment, hiring, and promotion of women, men, and minorities. The Status Report is available on-line.

Table 12: FY 2011 Race by Job Category

Job Category	White	American Indian/Alaska Native	Asian	Black/African American	Hispanic/Latino	Pacific Islander	Total Number of Minority in Job Category	Percentage of Minority in Job Category
Administrative Support	3,671	317	44	485	147	5	998	21.4%
Officials and Administrators	1,644	98	25	98	23	0	244	12.9%
Paraprofessionals	1,734	161	70	502	138	5	876	33.6%
Professionals	12,154	1,033	366	1,655	319	8	3,381	21.8%
Protective Service	2,848	341	20	247	117	1	726	20.3%
Service Maintenance	1,409	196	35	154	72	1	458	24.5%
Skilled Craft	674	53	3	24	5	0	85	11.2%
Technicians	2,176	190	82	180	59	2	513	19.1%
Total	26,310	2,389	645	3,345	880	22	7,281	21.7%

* Not all employees reported race and/or EEO, therefore totals will be slightly lower than Chart 15.

Chart 15: FY 2011 Gender, Race and Job Category

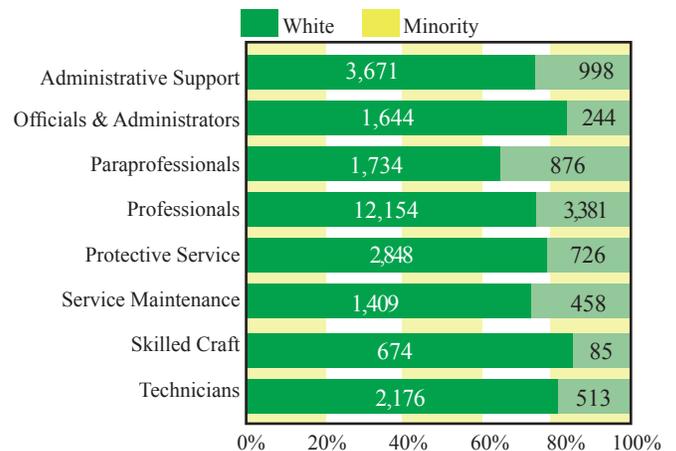
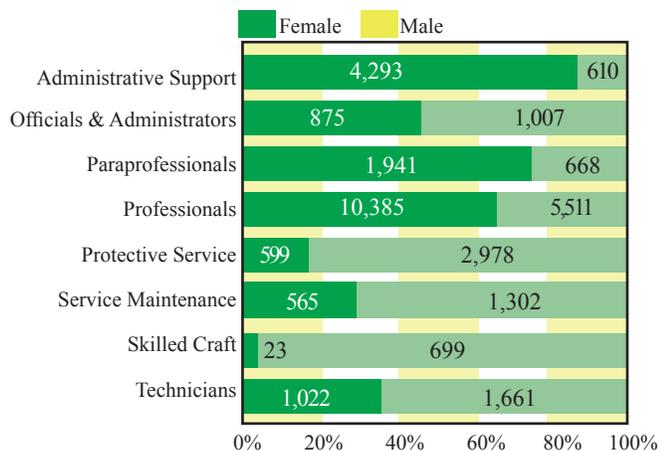
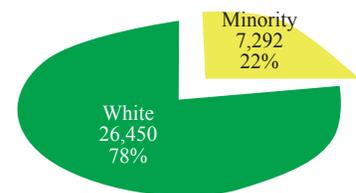


Table 13: Agency Employees by Gender and Race

Agency Name	Male	Female	Total	Percent Male	Percent Female	White	American Indian/Alaskan Native	Black/African American	Asian	Hispanic/Latino	Pacific Islander	Percent Minority
Abstractors Board, Oklahoma	0	3	3	0.0%	100.0%	3	0	0	0	0	0	0.0%
Accountancy Board, Oklahoma	4	6	10	40.0%	60.0%	8	0	2	0	0	0	20.0%
Aeronautics Commission, Oklahoma	6	4	10	60.0%	40.0%	9	0	0	1	0	0	10.0%
Agriculture, Food, and Forestry; Department of	288	118	406	70.9%	29.1%	341	37	19	6	2	1	16.0%
Alcohol and Drug Counselors, Oklahoma Board of Licensed	1	0	1	100.0%	0.0%	1	0	0	0	0	0	0.0%
Alcohol and Drug Influence, Board of Tests for	3	2	5	60.0%	40.0%	3	1	1	0	0	0	40.0%
Alcoholic Beverage Laws Enforcement Commission	25	18	43	58.1%	41.9%	34	2	6	1	0	0	20.9%
Architects, Landscape Architects, and Interior Designers, Board of Governors of the Licensed	0	3	3	0.0%	100.0%	3	0	0	0	0	0	0.0%
Arts Council, Oklahoma	4	9	13	30.8%	69.2%	11	0	1	0	0	0	8.3%
Banking Department, Oklahoma State	25	17	42	59.5%	40.5%	36	3	2	0	1	0	14.3%
Boll Weevil Eradication Organization, Oklahoma	4	6	10	40.0%	60.0%	9	1	0	0	0	0	10.0%
Bond Advisor, Oklahoma State	2	1	3	66.7%	33.3%	3	0	0	0	0	0	0.0%
Career and Technology Education, Oklahoma Department of	130	146	276	47.1%	52.9%	258	11	6	0	1	0	6.5%
Central Services, Department of	125	92	217	57.6%	42.4%	156	16	31	6	8	1	28.4%
Children and Youth, Commission on	7	19	26	26.9%	73.1%	18	4	3	0	0	1	30.8%
Chiropractic Examiners, Board of	1	1	2	50.0%	50.0%	2	0	0	0	0	0	0.0%
Commerce, Oklahoma Department of	53	81	134	39.6%	60.4%	93	12	20	2	7	0	30.6%
Compsource Oklahoma	120	225	345	34.8%	65.2%	278	15	34	8	10	0	19.4%
Conservation Commission, Oklahoma	37	28	65	56.9%	43.1%	59	5	1	0	0	0	9.2%
Construction Industries Board	17	12	29	58.6%	41.4%	24	2	1	0	2	0	17.2%
Consumer Credit, Commission on	8	12	20	40.0%	60.0%	14	2	1	2	1	0	30.0%
Corporation Commission, Oklahoma	251	164	415	60.5%	39.5%	343	23	30	9	10	0	17.3%
Corrections, State Department of	2425	1614	4039	60.0%	40.0%	3,160	358	386	40	95	0	21.8%
Cosmetology, State Board of	3	9	12	25.0%	75.0%	10	2	0	0	0	0	16.7%
Council on Judicial Complaints	1	1	2	50.0%	50.0%	2	0	0	0	0	0	0.0%
Court of Criminal Appeals	11	16	27	40.7%	59.3%	25	0	1	0	0	0	3.8%
Davis, J.M. Memorial Commission	3	1	4	75.0%	25.0%	3	1	0	0	0	0	25.0%
Dentistry, Oklahoma Board of	1	3	4	25.0%	75.0%	4	0	0	0	0	0	0.0%
Disability Concerns, Office of	2	4	6	33.3%	66.7%	6	0	0	0	0	0	0.0%
District Attorneys	319	723	1042	30.6%	69.4%	742	31	28	4	14	0	9.4%
District Courts	225	389	614	36.6%	63.4%	284	5	10	1	1	0	5.6%
Education, State Department of	55	239	294	18.7%	81.3%	246	18	19	8	3	0	16.3%
Educational Television Authority, Oklahoma	42	20	62	67.7%	32.3%	51	3	6	0	2	0	17.7%

CONT...Table 13: Agency Employees by Gender and Race

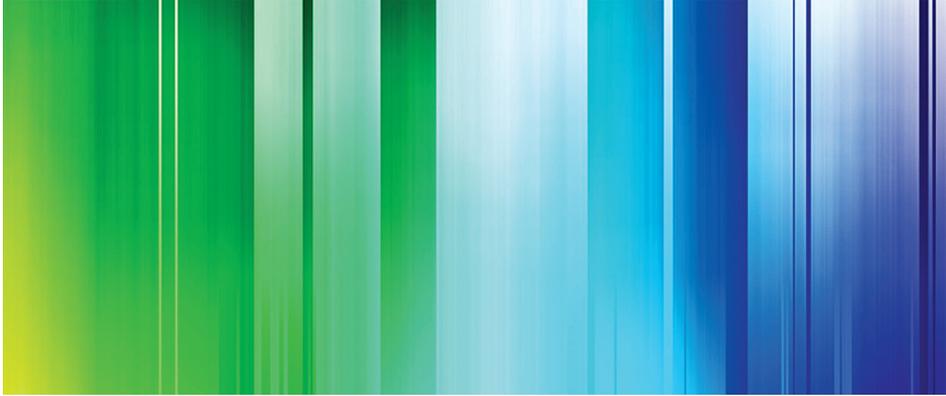
Agency Name	Male	Female	Total	Percent Male	Percent Female	White	American Indian/Alaskan Native	Blacks/African American	Asian	Hispanic/Latino	Pacific Islander	Percent Minority
Election Board, State	4	13	17	23.5%	76.5%	11	0	5	0	1	0	35.3%
Emergency Management, Oklahoma Department of	12	11	23	52.2%	47.8%	19	1	2	0	1	0	17.4%
Employees Benefits Council, Oklahoma State	13	23	36	36.1%	63.9%	28	5	3	0	0	0	22.2%
Employment Security Commission, Oklahoma	230	461	691	33.3%	66.7%	474	42	131	29	14	0	31.3%
Engineers and Land Surveyors, State Board of Licensure for Professional	3	6	9	33.3%	66.7%	7	0	2	0	0	0	22.2%
Environmental Quality, Department of	282	235	517	54.5%	45.5%	411	35	30	26	15	0	20.5%
Ethics Commission	1	5	6	16.7%	83.3%	5	0	1	0	0	0	16.7%
Finance Authority, Oklahoma Industrial	4	3	7	57.1%	42.9%	6	1	0	0	0	0	14.3%
Finance, Office of State	104	84	188	55.3%	44.7%	141	7	20	9	8	0	23.8%
Fire Marshal Commission, State	18	5	23	78.3%	21.7%	20	2	0	0	0	1	13.0%
Firefighters Pension and Retirement System, Oklahoma	3	6	9	33.3%	66.7%	6	1	2	0	0	0	33.3%
Funeral Board, Oklahoma	3	0	3	100.0%	0.0%	3	0	0	0	0	0	0.0%
Grand River Dam Authority	342	74	416	82.2%	17.8%	442	24	2	4	2	0	6.8%
Health Care Authority, Oklahoma	105	355	460	22.8%	77.2%	277	22	115	24	25	0	40.2%
Health, State Department of	352	1678	2030	17.3%	82.7%	1,617	130	145	42	96	0	20.3%
Historical Society, Oklahoma	79	61	140	56.4%	43.6%	117	11	9	1	2	0	16.4%
Horse Racing Commission, Oklahoma	20	19	39	51.3%	48.7%	33	3	1	0	2	0	15.4%
Hospitals Authority, University	4	4	8	50.0%	50.0%	7	0	1	0	0	0	12.5%
Human Rights Commission, Oklahoma	3	9	12	25.0%	75.0%	3	0	7	1	1	0	75.0%
Human Services, Department of	1645	5612	7257	22.7%	77.3%	5,385	539	1,038	114	175	6	25.8%
Indian Affairs Commission, Oklahoma	0	2	2	0.0%	100.0%	0	2	0	0	0	0	100.0%
Indigent Defense System, Oklahoma	49	63	112	43.8%	56.3%	95	10	2	1	4	0	15.2%
Insurance Board, OK State and Education Employees Group	44	114	158	27.8%	72.2%	131	4	14	5	4	0	17.1%
Insurance Department	40	74	114	35.1%	64.9%	84	8	14	3	4	0	25.7%
Investigation, Oklahoma State Bureau of	147	157	304	48.4%	51.6%	255	18	20	5	5	1	16.1%
J.D. McCarty Center for Children with Development Disabilities	51	166	217	23.5%	76.5%	159	20	24	4	10	0	26.7%
Juvenile Affairs, Office of	356	410	766	46.5%	53.5%	551	53	128	0	31	2	28.0%
Labor, Department of	51	36	87	58.6%	41.4%	71	5	7	2	2	0	18.4%
Land Office, Commissioners of the	26	27	53	49.1%	50.9%	45	1	3	3	1	0	15.1%
Law Enforcement Education and Training, Council on (CLEET)	22	17	39	56.4%	43.6%	36	2	0	0	1	0	7.7%
Law Enforcement Retirement System, Oklahoma	0	5	5	0.0%	100.0%	3	2	0	0	0	0	40.0%
Legislative Service Bureau	5	2	7	71.4%	28.6%	5	0	0	2	0	0	28.6%

CONT... Table 13: Agency Employees by Gender and Race

Agency Name	Male	Female	Total	Percent Male	Percent Female	White	American Indian/Alaskan Native	Black/African American	Asian	Hispanic/Latino	Pacific Islander	Percent Minority
Libraries, Oklahoma Department of	13	38	51	25.5%	74.5%	40	3	5	2	1	0	21.6%
Liquefied Petroleum Gas Board, Oklahoma	7	2	9	77.8%	22.2%	9	0	0	0	0	0	0.0%
Long-Term Care Administrators, Oklahoma State Board of Examiners for	1	1	2	50.0%	50.0%	2	0	0	0	0	0	0.0%
Lottery Commission	17	15	32	53.1%	46.9%	26	2	3	1	0	0	18.8%
Medical Licensure and Supervision, State Board of	8	15	23	34.8%	65.2%	17	4	1	1	0	0	26.1%
Medicolegal Investigations, Board of	35	40	75	46.7%	53.3%	65	3	6	1	2	0	15.6%
Mental Health and Substance Abuse Services, Department of	550	1141	1691	32.5%	67.5%	1,214	133	213	82	45	4	28.2%
Merit Protection Commission	0	6	6	0.0%	100.0%	2	1	1	2	0	0	66.7%
Military Department	210	120	330	63.6%	36.4%	264	33	18	5	10	0	20.0%
Mines, Department of	17	13	30	56.7%	43.3%	25	2	3	0	0	0	16.7%
Motor Vehicle Commission, Oklahoma	1	2	3	33.3%	66.7%	3	0	0	0	0	0	0.0%
Narcotics and Dangerous Drugs Control, Oklahoma State Bureau of	73	40	113	64.6%	35.4%	77	10	5	2	16	0	30.0%
Nursing, Oklahoma Board of	2	24	26	7.7%	92.3%	20	2	3	1	0	0	23.1%
Office of State Auditor and Inspector	49	68	117	41.9%	58.1%	105	5	5	2	0	0	10.3%
Office of the Attorney General	64	74	138	46.4%	53.6%	124	7	5	0	2	0	10.1%
Office of the Governor	10	16	26	38.5%	61.5%	23	1	2	0	1	0	14.8%
Office of the Lieutenant Governor	3	3	6	50.0%	50.0%	6	0	0	0	0	0	0.0%
Office of the State Treasurer	14	41	55	25.5%	74.5%	37	4	7	5	2	0	32.7%
Oil and Gas Wells, Commission on Marginally Producing	2	2	4	50.0%	50.0%	3	0	1	0	0	0	25.0%
Oil Compact Commission, Interstate	2	1	3	66.7%	33.3%	3	0	0	0	0	0	0.0%
Oklahoma State House of Representatives	114	104	218	52.3%	47.7%	197	9	10	1	1	0	9.6%
Oklahoma State Senate	67	82	149	45.0%	55.0%	111	7	8	1	0	0	12.6%
Optometry, Board of Examiners in	1	1	2	50.0%	50.0%	2	0	0	0	0	0	0.0%
Osteopathic Examiners, State Board of	3	2	5	60.0%	40.0%	4	0	1	0	0	0	20.0%
Pardon and Parole Board	17	16	33	51.5%	48.5%	23	2	6	0	2	0	30.3%
Peanut Commission, Oklahoma	1	0	1	100.0%	0.0%	1	0	0	0	0	0	0.0%
Personnel Management, Office of	17	29	46	37.0%	63.0%	29	2	12	1	2	0	37.0%
Pharmacy, Board of	3	6	9	33.3%	66.7%	8	0	1	0	0	0	11.1%
Physician Manpower Training Commission	2	4	6	33.3%	66.7%	6	0	0	0	0	0	0.0%
Police Pension and Retirement System, Oklahoma	3	9	12	25.0%	75.0%	9	1	1	1	0	0	25.0%
Private Vocational Schools, Oklahoma Board of	1	0	1	100.0%	0.0%	1	0	0	0	0	0	0.0%

CONT... Table 13: Agency Employees by Gender and Race

Agency Name	Male	Female	Total	Percent Male	Percent Female	White	American Indian/Alaskan Native	Black/African American	Asian	Hispanic/Latino	Pacific Islander	Percent Minority
Psychologists, State Board of Examiners of	1	2	3	33.3%	66.7%	3	0	0	0	0	0	0.0%
Public Employees Retirement System, Oklahoma	17	38	55	30.9%	69.1%	38	4	7	4	3	0	32.1%
Quartz Mountain Arts and Conference Center and Nature Park	9	2	11	81.8%	18.2%	11	0	0	0	0	0	0.0%
Real Estate Commission, Oklahoma	4	14	18	22.2%	77.8%	15	0	3	0	0	0	16.7%
Rehabilitation Services, Oklahoma Department of	301	695	996	30.2%	69.8%	745	56	158	18	19	0	25.2%
Safety, Department of Public	1016	357	1373	74.0%	26.0%	1,137	102	89	9	35	1	17.2%
Scenic Rivers Commission, Oklahoma	5	2	7	71.4%	28.6%	7	0	0	0	0	0	0.0%
School of Science and Mathematics, Oklahoma	39	21	60	65.0%	35.0%	50	1	1	7	1	0	16.7%
Science and Technology, Oklahoma Center for the Advancement of	5	10	15	33.3%	66.7%	12	1	1	0	1	0	20.0%
Secretary of State, Office of	7	27	34	20.6%	79.4%	26	4	3	1	0	0	23.5%
Securities Commission, Oklahoma	12	14	26	46.2%	53.8%	23	0	2	1	0	0	11.5%
Space Industry Development Authority, Oklahoma	2	1	3	66.7%	33.3%	3	0	0	0	0	0	0.0%
Speech-Language Pathology & Audiology, Board of Examiners for	0	2	2	0.0%	100.0%	2	0	0	0	0	0	0.0%
State Board of Licensed Social Workers	1	0	1	100.0%	0.0%	1	0	0	0	0	0	0.0%
Supreme Court	83	87	170	48.8%	51.2%	84	2	9	4	1	1	16.8%
Tax Commission, Oklahoma	295	453	748	39.4%	60.6%	579	42	84	26	17	0	22.6%
Teacher Preparation, Oklahoma Commission for	1	9	10	10.0%	90.0%	9	0	1	0	0	0	10.0%
Teachers' Retirement System of Oklahoma	11	23	34	32.4%	67.6%	25	1	4	2	2	0	26.5%
Tobacco Settlement Endowment Trust Fund, Board of Directors of the	2	6	8	25.0%	75.0%	6	1	0	0	1	0	25.0%
Tourism and Recreation Department, Oklahoma	240	212	452	53.1%	46.9%	386	40	16	5	5	0	14.6%
Transportation, Department of	1943	442	2385	81.5%	18.5%	1,982	201	98	34	70	0	16.9%
Tumpike Authority, Oklahoma	300	261	561	53.5%	46.5%	427	74	40	6	14	1	24.0%
Used Motor Vehicle and Parts Commission, Oklahoma	6	4	10	60.0%	40.0%	7	0	1	0	2	0	30.0%
Veterans Affairs, Oklahoma Department of	371	1288	1659	22.4%	77.6%	1,282	97	169	52	57	2	22.7%
Veterinary Medical Examiners, Board of	3	4	7	42.9%	57.1%	7	0	0	0	0	0	0.0%
Water Resources Board, Oklahoma	53	33	86	61.6%	38.4%	72	5	4	4	1	0	16.3%
Wheat Utilization, Research, & Market Development Commission, OK	1	3	4	25.0%	75.0%	4	0	0	0	0	0	0.0%
Wildlife Conservation, Department of	290	42	332	87.3%	12.7%	298	26	2	1	5	0	10.2%
Will Rogers Memorial Commission	5	2	7	71.4%	28.6%	5	2	0	0	0	0	28.6%
Worker's Compensation Court	23	52	75	30.7%	69.3%	62	3	8	0	2	0	17.3%
Total	14569	19744	34313	42.5%	57.5%	26,450	2,393	3,351	645	881	22	21.6%
						78.4%	7.1%	9.9%	1.9%	2.6%	0.1%	



STATE OF OKLAHOMA OFFICE OF PERSONNEL MANAGEMENT

PART VI

WORKFORCE PLANNING

WORKFORCE PLANNING

Alan Ross Tripp

Director,
Office of Workforce Planning

The Office of Workforce Planning works to promote and encourage agencies to utilize information to analyze their current workforce, determine future workforce needs, and implement solutions so that agencies may more effectively accomplish their missions. We focus on three main services to agencies: Research and information, workforce planning facilitation, and policy navigation. The office gathers data from all available sources, especially PeopleSoft, Oklahoma’s HRIS system, and survey data from participating agencies. We also collect and store information from other states and organizations about their workforce planning practices.

During FY11 the Office of Workforce Planning:

- Prepared and issued the 2010 OPM Annual Report to the Governor, President Pro Tempore of the Senate, and Speaker of the House of Representatives
- Completed 152 requests for workforce data,
- Assisted 21 agencies with specific workforce analysis reports
- Created 18 agency specific workforce Queries
- Completed four large workforce surveys
- Maintained Agency Employee Survey and an Agency Exit Survey

Chart 16: Count of Temp./Part-Time Group Employees by Age

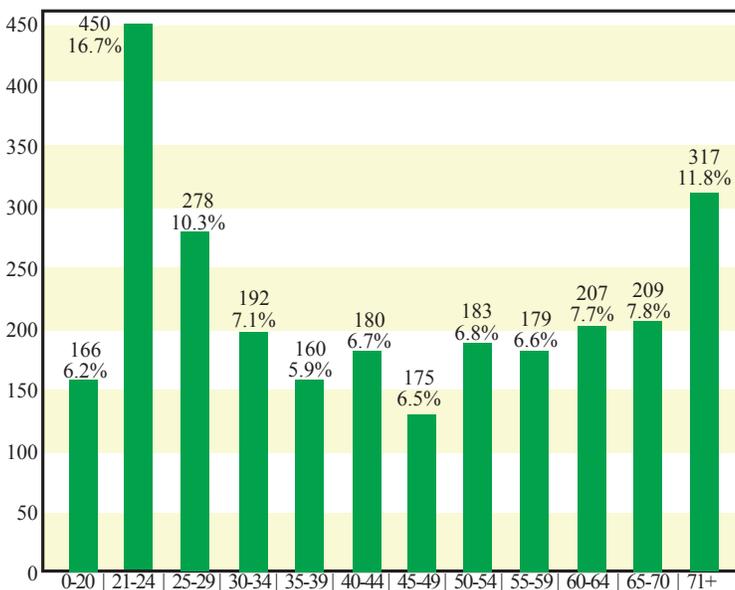


Chart 17: Eligibility Projections and Actual Retirements FY 2006-2011



Chart 18: Cumulative Retirement Eligibility for the Next 10 Years

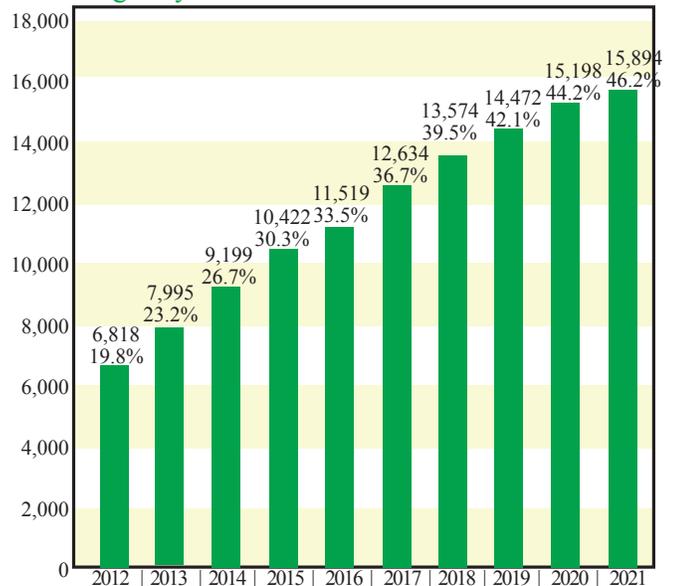


Table 14: Cumulative Retirement Eligibility

EEO-4 Category	Number of Emp.	Eligible to Retire Now	% Eligible to Retire Now	Eligible to Retire in 3 Yrs.	% Eligible to Retire in 3 Yrs.	Eligible to Retire in 5 Yrs.	% Eligible to Retire in 5 Yrs.	Eligible to Retire in 10 Yrs.	% Eligible to Retire in 10 Yrs.	Eligible to Retire in 15 Yrs.	% Eligible to Retire in 15 Yrs.
Administrative Support	4,909	900	18.3%	1,480	30.1%	1,803	36.7%	2,480	50.5%	3,122	63.6%
Officials & Administrators	1,892	655	34.6%	953	50.4%	1,122	59.3%	1,352	71.5%	1,508	79.7%
Para-professionals	2,612	277	10.6%	478	18.3%	621	23.8%	932	35.7%	1,231	47.1%
Professionals	15,910	2,690	16.9%	4,328	27.2%	5,398	33.9%	7,410	46.6%	9,066	57.0%
Protective Service	3,578	285	8.0%	533	14.9%	720	20.1%	1,107	30.9%	1,439	40.2%
Service Maintenance	1,867	184	9.9%	369	19.8%	507	27.2%	788	42.2%	1,071	57.4%
Skilled Craft	759	158	20.8%	285	37.5%	347	45.7%	453	59.7%	570	75.1%
Technicians	2,689	425	15.8%	728	27.1%	943	35.1%	1,287	47.9%	1,547	57.5%

Chart 19: Average Age of State Employees at Retirement (1.1 year increase since 2008)

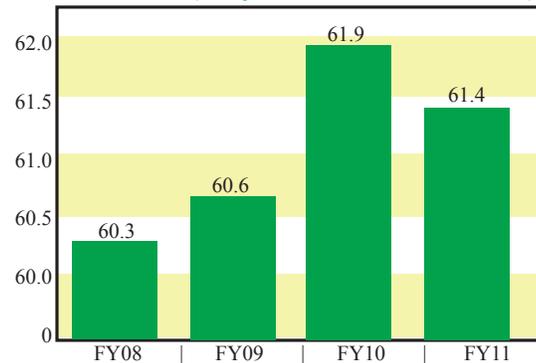
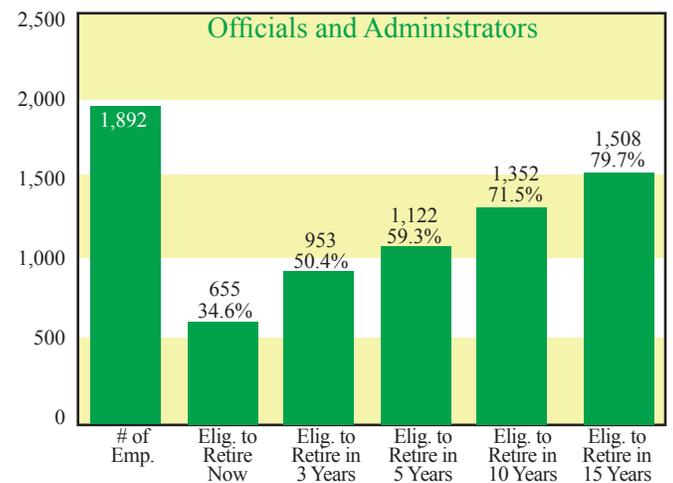
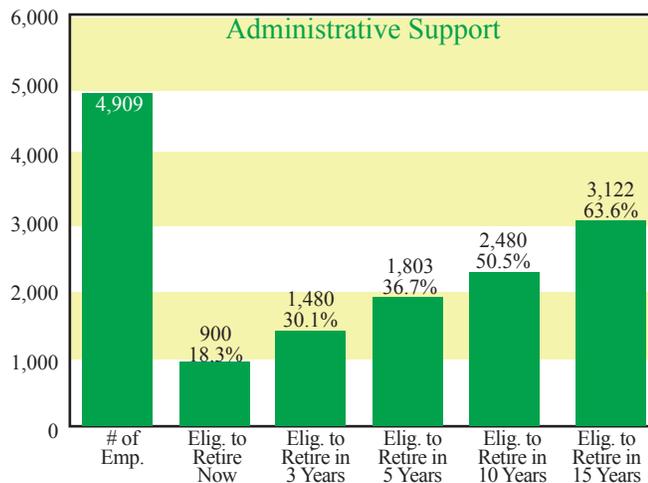
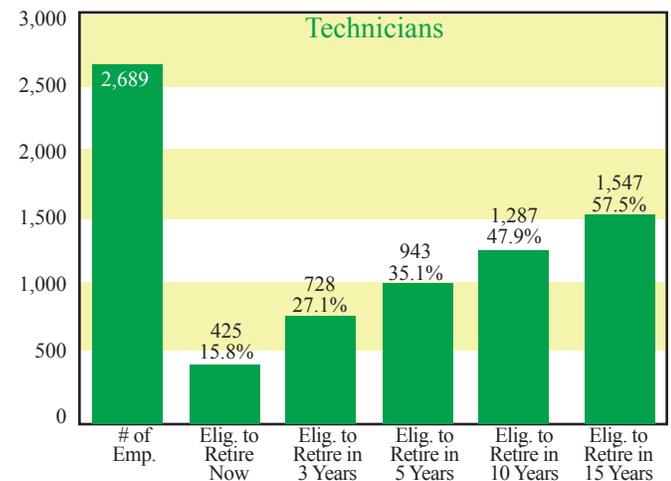
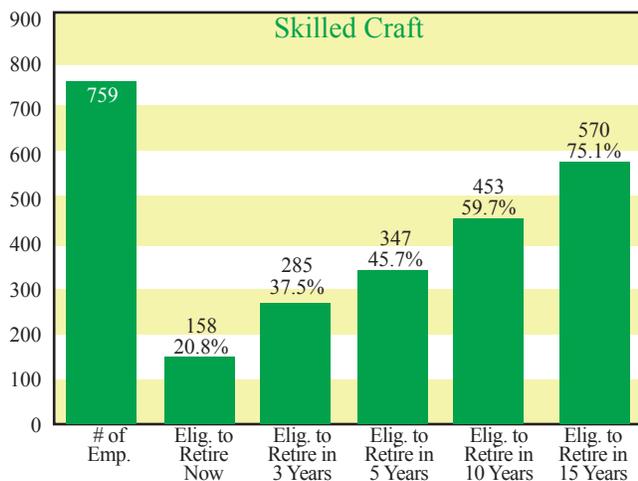
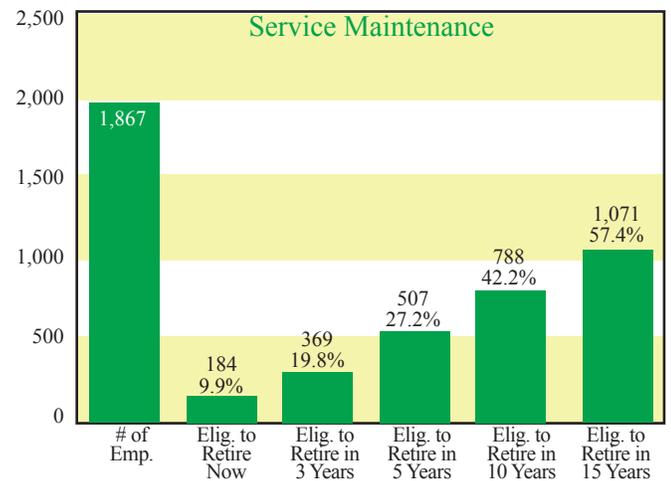
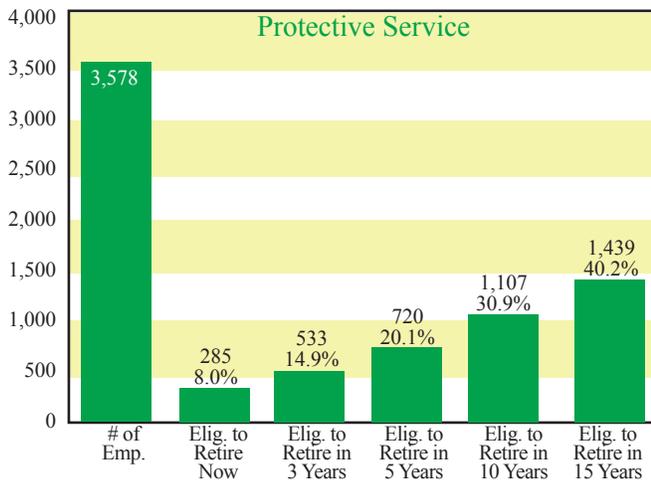
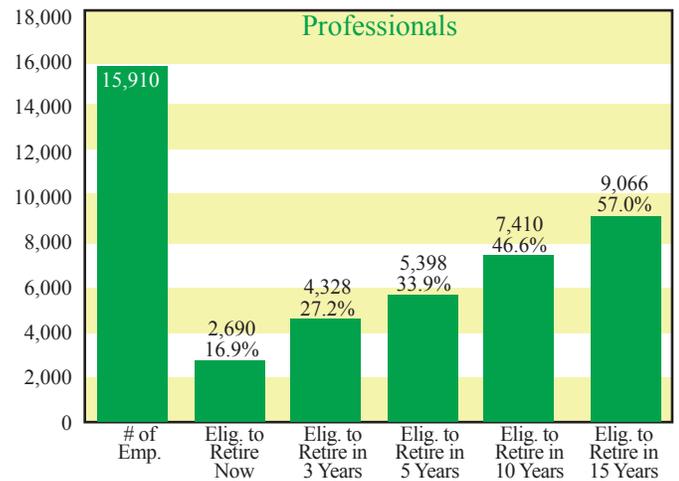
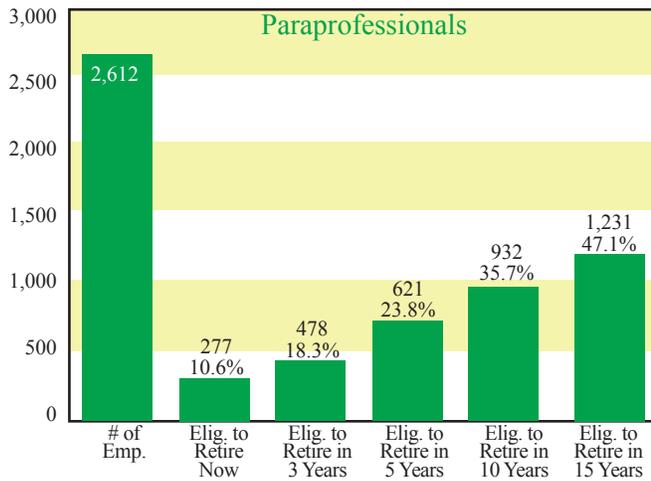
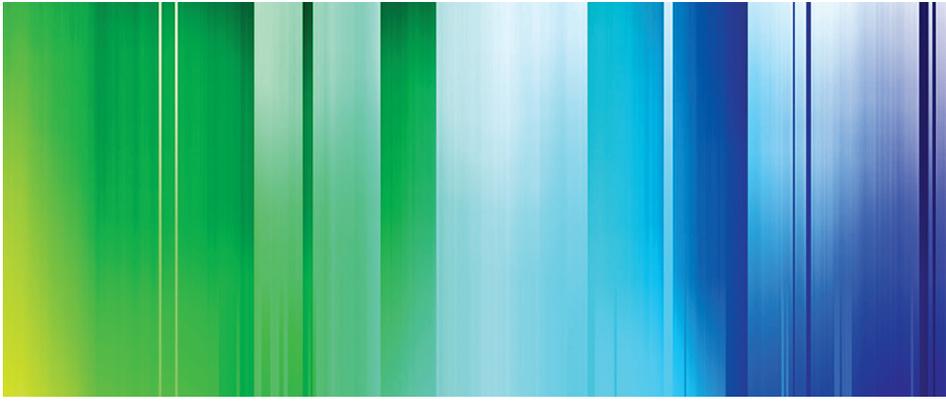


Chart 20: Employees by Years to Retirement Eligibility



CONT...Chart 20: Employees by Years to Retirement Eligibility





STATE OF OKLAHOMA OFFICE OF PERSONNEL MANAGEMENT

PART VII

DEMOGRAPHICS: THE OKLAHOMA WORKFORCE

Chart 21: Average FTE Count 2001 to 2011

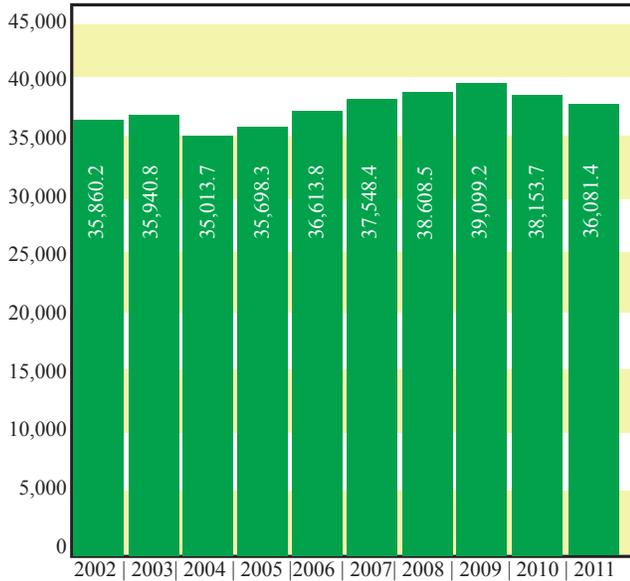


Chart 22: FY 2011 Employee Percentage by Job Category

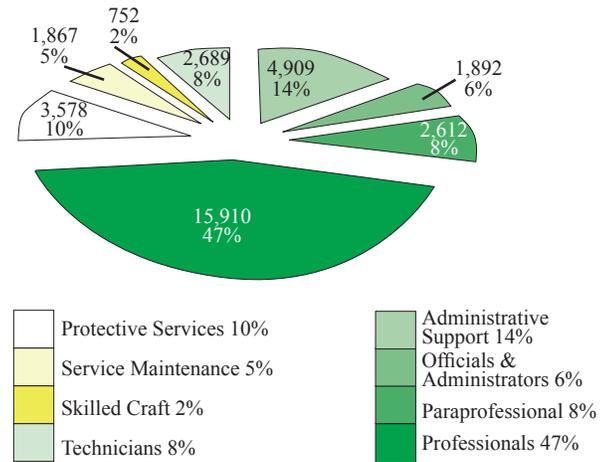


Table 15: Agency Employees by Job Category

Agency	Administrative Support	Officials & Administrators	Paraprofessionals	Professionals	Protective Service	Service Maintenance	Skilled Craft	Technicians
Abstractors Board, Oklahoma	1	1	0	1	0	0	0	0
Accountancy Board, Oklahoma	3	2	0	5	0	0	0	0
Aeronautics Commission, Oklahoma	1	2	0	7	0	0	0	0
Agriculture, Food, and Forestry; Department of	45	42	3	108	105	9	2	92
Alcohol and Drug Counselors, Oklahoma Board of Licensed	0	1	0	0	0	0	0	0
Alcohol and Drug Influence, Board of Tests for	3	1	0	1	0	0	0	0
Alcoholic Beverage Laws Enforcement Commission	7	5	0	7	23	0	0	1
Architects, Landscape Architects, and Interior Designers, Board of Governors of the Licensed	2	1	0	0	0	0	0	0
Arts Council, Oklahoma	2	4	0	7	0	0	0	0
Banking Department, Oklahoma State	6	2	0	33	0	0	0	1
Boll Weevil Eradication Organization, Oklahoma	2	1	0	5	0	2	0	0
Bond Advisor, Oklahoma State	1	0	0	2	0	0	0	0
Career and Technology Education, Oklahoma Department of	46	18	8	168	0	10	9	17
Central Services, Department of	32	32	6	84	0	21	29	14
Children and Youth, Commission on	3	3	0	19	0	0	0	1
Chiropractic Examiners, Board of	0	1	0	1	0	0	0	0
Commerce, Oklahoma Department of	12	23	2	95	0	1	0	1
Compsource Oklahoma	130	8	12	125	0	1	2	67
Conservation Commission, Oklahoma	5	2	0	54	0	0	0	4
Construction Industries Board	9	1	1	18	0	0	0	0
Consumer Credit, Commission on	8	2	0	10	0	0	0	0
Corporation Commission, Oklahoma	69	38	3	177	109	0	0	19
Corrections, State Department of	395	85	49	1,087	2,073	127	20	203
Cosmetology, State Board of	5	2	0	0	0	0	0	5
Council on Judicial Complaints	0	2	0	0	0	0	0	0

CONT...Table 15: Agency Employees by Job Category

Agency	Administrative Support	Officials & Administrators	Para-professionals	Professionals	Protective Service	Service Maintenance	Skilled Craft	Technicians
Court of Criminal Appeals	7	6	0	14	0	0	0	0
Davis, J.M. Memorial Commission	1	1	1	0	0	0	1	0
Dentistry, Oklahoma Board of	2	1	0	1	0	0	0	0
Disability Concerns, Office of	2	1	0	3	0	0	0	0
District Attorneys	544	17	4	474	0	0	0	7
District Courts	179	1	0	434	0	0	0	0
Education, State Department of	41	49	15	184	0	0	0	4
Educational Television Authority, Oklahoma	5	15	0	24	0	1	2	15
Election Board, State	2	4	1	8	0	0	0	2
Emergency Management, Oklahoma Department of	4	2	0	15	1	0	0	1
Employees Benefits Council, Oklahoma State	6	6	0	20	0	0	0	4
Employment Security Commission, Oklahoma	36	88	70	452	0	0	4	39
Engineers and Land Surveyors, State Board of Licensure for Professional	5	1	0	3	0	0	0	0
Environmental Quality, Department of	52	54	2	389	0	2	0	18
Ethics Commission	0	3	0	2	0	0	0	1
Finance Authority, Oklahoma Industrial	0	5	0	2	0	0	0	0
Finance, Office of State	16	13	10	123	0	0	0	26
Fire Marshal Commission, State	2	0	0	5	16	0	0	0
Firefighters Pension and Retirement System, Oklahoma	3	2	1	3	0	0	0	0
Funeral Board, Oklahoma	0	2	0	1	0	0	0	0
Grand River Dam Authority	18	151	0	38	6	5	239	17
Health Care Authority, Oklahoma	42	21	80	277	0	0	0	43
Health, State Department of	451	67	94	1,295	3	12	2	106
Historical Society, Oklahoma	15	8	24	54	0	15	11	13
Horse Racing Commission, Oklahoma	13	1	0	24	0	1	0	0
Hospitals Authority, University	1	4	0	3	0	0	0	0
Human Rights Commission, Oklahoma	5	2	0	5	0	0	0	0
Human Services, Department of	820	371	518	5,203	30	60	87	168
Indian Affairs Commission, Oklahoma	1	1	0	0	0	0	0	0
Indigent Defense System, Oklahoma	23	13	0	76	0	0	0	0
Insurance Board, Oklahoma State and Education Employees Group	10	20	36	81	0	0	0	11
Insurance Department	25	11	3	69	0	0	0	6
Investigation, Oklahoma State Bureau of	47	14	1	103	66	0	1	72
J.D. McCarty Center for Children with Development Disabilities	12	12	109	60	0	17	1	6
Juvenile Affairs, Office of	75	31	160	360	98	25	9	8
Labor, Department of	15	10	1	43	0	0	0	18
Land Office, Commissioners of the	11	6	1	16	0	0	0	19
Law Enforcement Education and Training, Council on (CLEET)	12	3	0	20	0	2	2	0
Law Enforcement Retirement System, Oklahoma	1	1	0	3	0	0	0	0
Legislative Service Bureau	0	1	0	4	0	0	0	2

CONT...Table 15: Agency Employees by Job Category

Agency	Admin- istrative Support	Officials & Adminis- trators	Para- profes- sionals	Profes- sionals	Protec- tive Service	Service Mainte- nance	Skilled Craft	Techni- cians
Libraries, Oklahoma Department of	11	5	4	28	0	0	0	3
Liquefied Petroleum Gas Board, Oklahoma	2	1	0	1	0	0	0	5
Long-Term Care Administrators, Oklahoma State Board of Examiners for	1	1	0	0	0	0	0	0
Lottery Commission	5	5	2	17	0	0	0	3
Medical Licensure and Supervision, State Board of	11	3	0	9	0	0	0	0
Medicolegal Investigations, Board of	5	6	3	40	14	1	0	8
Mental Health and Substance Abuse Services, Department of	178	37	436	820	18	94	30	80
Merit Protection Commission	0	1	0	5	0	0	0	0
Military Department	41	18	14	106	60	26	43	22
Mines, Department of	4	2	1	16	7	0	0	0
Motor Vehicle Commission, Oklahoma	0	2	0	1	0	0	0	0
Narcotics and Dangerous Drugs Control, Oklahoma State Bureau of	18	17	0	18	55	0	0	5
Nursing, Oklahoma Board of	11	4	0	11	0	0	0	0
Office of State Auditor and Inspector	5	20	1	90	0	0	0	0
Office of the Attorney General	16	2	11	110	0	0	0	2
Office of the Governor	0	1	0	25	0	0	0	0
Office of the Lieutenant Governor	1	2	0	2	0	0	0	0
Office of the State Treasurer	8	5	4	32	0	0	0	5
Oil and Gas Wells, Commission on Marginally Producing	1	1	0	2	0	0	0	0
Oil Compact Commission, Interstate	0	2	0	1	0	0	0	0
Oklahoma State House of Representatives	67	5	6	42	1	0	0	1
Oklahoma State Senate	44	5	2	21	0	4	0	3
Optometry, Board of Examiners in	1	1	0	0	0	0	0	0
Osteopathic Examiners, State Board of	1	2	0	2	0	0	0	0
Pardon and Parole Board	5	3	0	3	22	0	0	0
Peanut Commission, Oklahoma	0	1	0	0	0	0	0	0
Personnel Management, Office of	6	12	3	23	0	0	0	2
Pharmacy, Board of	2	4	0	3	0	0	0	0
Physician Manpower Training Commission	2	2	0	2	0	0	0	0
Police Pension and Retirement System, Oklahoma	2	4	0	6	0	0	0	0
Private Vocational Schools, Oklahoma Board of	0	1	0	0	0	0	0	0
Psychologists, State Board of Examiners of	1	0	0	2	0	0	0	0
Public Employees Retirement System, Oklahoma	10	7	13	23	0	0	0	3
Quartz Mountain Arts and Conference Center and Nature Park	1	1	0	2	2	0	4	1
Real Estate Commission, Oklahoma	10	3	0	4	0	0	0	1
Rehabilitation Services, Oklahoma Department of	54	52	172	604	4	24	10	76
Safety, Department of Public	319	17	23	146	798	14	17	39
Scenic Rivers Commission, Oklahoma	1	1	0	2	1	1	1	0
School of Science and Mathematics, Oklahoma	4	6	1	46	0	3	0	0

CONT...Table 15: Agency Employees by Job Category

Agency	Administrative Support	Officials & Administrators	Para-professionals	Professionals	Protective Service	Service Maintenance	Skilled Craft	Technicians
Science and Technology, Oklahoma Center for the Advancement of	1	5	0	9	0	0	0	0
Secretary of State, Office of	13	3	3	12	0	0	0	3
Securities Commission, Oklahoma	0	3	2	19	0	0	0	2
Space Industry Development Authority, Oklahoma	1	1	0	1	0	0	0	0
Speech-Language Pathology and Audiology, Board of Examiners for	1	0	0	1	0	0	0	0
State Board of Licensed Social Workers	0	1	0	0	0	0	0	0
Supreme Court	21	10	2	137	0	0	0	0
Tax Commission, Oklahoma	67	58	28	549	0	0	2	44
Teacher Preparation, Oklahoma Commission for	3	3	1	3	0	0	0	0
Teachers' Retirement System of Oklahoma	3	2	3	26	0	0	0	0
Tobacco Settlement Endowment Trust Fund, Board of Directors of the	1	2	0	5	0	0	0	0
Tourism and Recreation Department, Oklahoma	93	15	46	85	33	76	87	17
Transportation, Department of	144	173	0	345	0	838	86	799
Turnpike Authority, Oklahoma	269	11	44	57	0	136	13	32
Used Motor Vehicle and Parts Commission, Oklahoma	3	1	0	6	0	0	0	0
Veterans Affairs, Oklahoma Department of	74	21	568	258	33	334	45	326
Veterinary Medical Examiners, Board of	3	1	0	3	0	0	0	0
Water Resources Board, Oklahoma	8	16	0	59	0	0	0	3
Wheat Utilization, Research, and Market Development Commission, Oklahoma	1	1	0	2	0	0	0	0
Wildlife Conservation, Department of	29	2	1	127	0	3	0	170
Will Rogers Memorial Commission	1	1	1	2	0	2	0	0
Worker's Compensation Court	34	2	2	34	0	0	0	3
Total	4,909	1,892	2,612	15,910	3,578	1,867	759	2,689

*174 Employees did not report EE04 Status

Map 2: State Employees by Region of Residence

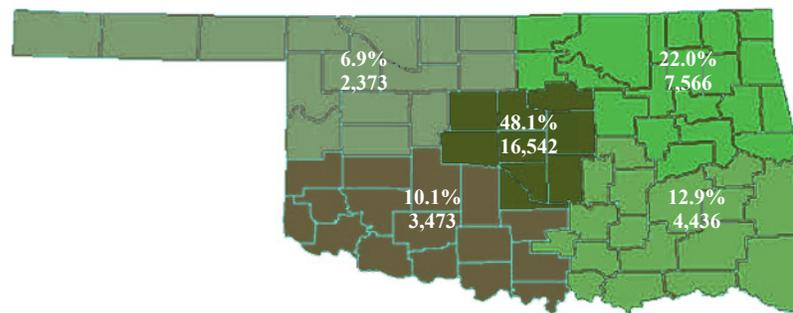


Table 16: State Employees by County Residence

County	Employees	County	Employees	County	Employees	County	Employees
Adair	99	Delaware	222	Lincoln	352	Pittsburg	858
Alfalfa	167	Dewey	39	Logan	332	Pontotoc	298
Atoka	253	Ellis	46	Love	64	Pottawatomie	750
Beaver	34	Garfield	661	Major	65	Pushmataha	223
Beckham	124	Garvin	539	Marshall	116	Roger Mills	22
Blaine	84	Grady	359	Mayes	538	Rogers	640
Bryan	219	Grant	40	McClain	481	Seminole	174
Caddo	202	Greer	154	McCurtain	262	Sequoyah	226
Canadian	1263	Harmon	34	McIntosh	208	Stephens	527
Carter	482	Harper	139	Murray	346	Texas	114
Cherokee	253	Haskell	80	Muskogee	754	Tillman	117
Choctaw	99	Hughes	130	Noble	132	Tulsa	2299
Cimarron	21	Jackson	245	Nowata	37	Wagoner	229
Cleveland	3574	Jefferson	49	Okfuskee	201	Washington	181
Coal	109	Johnston	83	Oklahoma	8899	Washita	119
Comanche	728	Kay	203	Okmulgee	204	Woods	189
Cotton	62	Kingfisher	94	Osage	259	Woodward	343
Craig	514	Kiowa	163	Ottawa	199	Out of State	127
Creek	325	Latimer	96	Pawnee	149		
Custer	360	Le Flore	542	Payne	466		

Table 17: Employees by Age Group

EEO-4 Job Category	< 20	20-29	30-39	40-49	50-59	60-69	70+	Total
Administrative Support	4	403	775	1,210	1,698	741	78	4,909
Officials and Administrators	0	36	185	500	795	354	22	1,892
Paraprofessionals	21	492	534	615	691	246	13	2,612
Professionals	3	1,526	3,359	3,984	4,937	1,961	140	15,910
Protective Service	0	539	1,054	1,064	714	190	17	3,578
Service Maintenance	6	212	323	549	572	188	17	1,867
Skilled Craft	1	26	88	246	312	82	4	759
Technicians	0	247	582	674	879	290	17	2,689
Total	35	3,481	6,900	8,842	10,598	4,052	308	34,216

Table 18: Employees by Years of Service

EEO-4 Job Category	< 3	3-5	6-8	9-10	11-15	16-20	21+	Total
Administrative Support	824	984	626	388	709	463	915	4,909
Officials and Administrators	118	143	149	87	271	239	885	1,892
Paraprofessionals	838	544	347	145	250	141	347	2,612
Professionals	2,892	2,849	1,872	1,116	2,337	1,525	3,319	15,910
Protective Service	584	811	339	239	708	398	499	3,578
Service Maintenance	492	408	268	98	237	99	265	1,867
Skilled Craft	88	133	101	49	113	46	229	759
Technicians	492	486	314	157	396	200	644	2,689
Total	6,328	6,358	4,016	2,279	5,021	3,111	7,103	34,216

* 174 Employees did not report EE04 Status

Table 19: Employees by Years to Retirement Eligibility

EEO-4 Job Category	< 3	3-5	6-8	9-10	11-15	16-20	21+	Total
Administrative Support	1,480	488	381	277	611	532	1,140	4,909
Officials and Administrators	953	239	127	60	164	167	182	1,892
Paraprofessionals	478	213	183	125	293	283	1,037	2,612
Professionals	4,328	1,593	1,178	622	1,723	1,918	4,548	15,910
Protective Service	533	279	244	94	386	642	1,400	3,578
Service Maintenance	369	207	171	90	284	209	537	1,867
Skilled Craft	285	86	66	42	105	68	107	759
Technicians	728	308	202	114	247	323	767	2,689
Total	9,154	3,413	2,552	1,424	3,813	4,142	9,718	34,216

* 174 Employees did not report EE04 Status

Table 20: FY 2011 Agency Average Age, Years of Service, and Years to Retirement Eligibility

Agency	< Age 50	Age 50+	Average Age	Average Years of Service	Average Years to Ret. Eligibility
Agriculture, Food, and Forestry; Department of	222	184	46.7	13.6	11.6
Alcoholic Beverage Laws Enforcement Commission	21	22	49.4	18.4	7.7
Central Services, Department of	99	119	49.3	11.7	10.2
Children and Youth, Commission on	16	10	45.9	12.6	12.8
Commerce, Oklahoma Department of	82	52	47.0	12.0	12.5
Compsource Oklahoma	181	164	48.1	10.8	11.6
Conservation Commission, Oklahoma	32	33	50.6	14.2	8.7
Consumer Credit, Commission on	11	9	44.2	5.3	16.1
Corporation Commission, Oklahoma	127	288	53.8	15.3	5.8
Corrections, State Department of	2493	1546	45.6	11.7	13.3
Cosmetology, State Board of	5	7	51.1	12.8	8.0
Dentistry, Oklahoma Board of	1	3	51.5	20.2	4.6
Education, State Department of	158	136	47.5	10.1	12.3
Election Board, State	4	13	53.5	17.2	5.0
Emergency Management, Oklahoma Department of	5	18	56.3	13.2	4.5
Employees Benefits Council, Oklahoma State	20	16	48.3	11.5	11.3
Employment Security Commission, Oklahoma	317	375	49.3	12.0	10.1
Engineers & Land Surveyors, State Board of Licensure for Prof.	4	5	49.6	8.6	11.2
Environmental Quality, Department of	301	216	46.2	13.7	12.3
Ethics Commission	0	6	61.5	16.5	-0.9
Finance, Office of State	98	90	47.9	11.0	12.0
Fire Marshal Commission, State	8	15	51.8	11.8	8.9
Funeral Board, Oklahoma	2	1	47.1	7.7	15.2
Grand River Dam Authority	263	211	48.2	15.3	6.5
Disability Concerns, Office of	3	3	55.2	20.7	3.1
Health Care Authority, Oklahoma	310	153	44.2	9.7	15.3
Health, State Department of	1067	963	47.7	12.0	11.7
Historical Society, Oklahoma	63	77	49.5	11.3	10.2
Human Rights Commission, Oklahoma	8	4	48.4	12.5	11.5
Human Services, Department of	4293	2964	45.5	12.2	13.1

CONT...Table 20: FY 2011 Agency Average Age, Years of Service, and Years to Retirement Eligibility

Agency	< Age 50	Age 50+	Average Age	Average Years of Service	Average Years to Ret. Eligibility
Insurance Board, Oklahoma State and Education Employees Group	79	79	49.8	13.9	9.3
Investigation, Oklahoma State Bureau of	186	118	45.5	13.0	12.9
J.D. McCarty Center for Children with Development Disabilities	146	71	41.4	6.8	17.9
Juvenile Affairs, Office of	454	312	45.2	10.3	14.1
Labor, Department of	43	44	49.7	12.1	10.2
Land Office, Commissioners of the	22	31	49.8	13.8	8.7
Libraries, Oklahoma Department of	13	38	54.1	17.6	4.8
Liquefied Petroleum Gas Board, Oklahoma	2	7	60.4	17.8	0.3
Medical Licensure and Supervision, State Board of	9	14	54.0	13.7	6.4
Mental Health and Substance Abuse Services, Department of	941	752	46.3	9.4	13.4
Merit Protection Commission	2	4	49.3	6.3	12.0
Military Department	184	146	46.9	8.5	13.6
Narcotics and Dangerous Drugs Control, Oklahoma State Bureau of	83	30	43.7	11.5	15.0
Osteopathic Examiners, State Board of	0	5	62.6	18.7	-2.4
Pardon and Parole Board	10	23	52.5	19.0	5.2
Peanut Commission, Oklahoma	0	1	62.9	24.2	-3.6
Personnel Management, Office of	24	22	49.2	13.9	9.7
Pharmacy, Board of	4	5	49.7	12.5	9.7
Physician Manpower Training Commission	2	4	55.0	22.0	1.2
Public Employees Retirement System, Oklahoma	28	28	47.6	11.3	11.8
Real Estate Commission, Oklahoma	10	8	47.8	14.0	11.1
Rehabilitation Services, Oklahoma Department of	490	506	48.9	12.3	10.6
Safety, Department of Public	936	437	44.5	13.7	13.2
School of Science and Mathematics, Oklahoma	28	32	50.6	9.8	10.9
Science and Technology, Oklahoma Center for the Advancement of	8	7	49.0	11.1	11.1
Secretary of State, Office of	16	18	48.8	16.8	8.7
Securities Commission, Oklahoma	10	16	53.3	19.1	4.7
Tax Commission, Oklahoma	295	453	51.3	15.5	7.2
Teachers' Retirement System of Oklahoma	14	20	50.9	12.1	8.8
Tourism and Recreation Department, Oklahoma	231	221	47.9	12.4	11.0
Transportation, Department of	1360	1025	46.7	14.4	11.0
Turnpike Authority, Oklahoma	283	279	48.3	9.6	11.8
Veterans Affairs, Oklahoma Department of	960	699	45.7	7.9	14.4
Water Resources Board, Oklahoma	57	29	43.2	14.2	14.0
Will Rogers Memorial Commission	2	5	50.5	15.3	8.2
Abstractors Board, Oklahoma	1	2	54.0	2.6	9.8
Accountancy Board, Oklahoma	7	3	40.1	8.4	18.8
Aeronautics Commission, Oklahoma	4	6	46.4	10.9	12.5
Alcohol and Drug Counselors, Oklahoma Board of Licensed	0	1	60.5	4.9	1.5
Alcohol and Drug Influence, Board of Tests for	3	2	45.2	6.0	15.7
Architects, Landscape Architects, and Interior Designers, Board of Governors of the Licensed	2	1	47.9	16.2	11.3

CONT...Table 20: FY 2011 Agency Average Age, Years of Service, and Years to Retirement Eligibility

Agency	< Age 50	Age 50+	Average Age	Average Years of Service	Average Years to Ret. Eligibility
Arts Council, Oklahoma	10	3	42.9	8.0	17.6
Banking Department, Oklahoma State	24	18	49.0	18.4	7.8
Boll Weevil Eradication Organization, Oklahoma	3	7	51.6	11.4	9.5
Bond Advisor, Oklahoma State	1	2	55.5	19.0	1.7
Career and Technology Education, Oklahoma Department of	132	144	49.3	14.4	9.6
Chiropractic Examiners, Board of	2	0	31.9	9.5	24.3
Construction Industries Board	8	21	54.2	10.7	7.1
Council on Judicial Complaints	0	2	53.2	21.9	3.3
Court of Criminal Appeals	8	19	55.8	16.6	4.3
Davis, J.M. Memorial Commission	2	2	49.0	5.9	12.9
District Attorneys	654	392	44.4	9.5	15.1
District Courts	269	345	51.3	12.6	8.7
Educational Television Authority, Oklahoma	32	30	49.3	10.5	11.2
Finance Authority, Oklahoma Industrial	2	5	60.9	20.3	-1.3
Firefighters Pension and Retirement System, Oklahoma	6	3	42.8	11.9	15.2
Horse Racing Commission, Oklahoma	10	29	55.2	12.4	5.6
Hospitals Authority, University	4	4	43.6	15.7	13.0
Indian Affairs Commission, Oklahoma	1	1	51.7	11.4	10.3
Indigent Defense System, Oklahoma	65	47	48.5	12.5	11.3
Insurance Department	69	45	45.3	7.8	15.0
Law Enforcement Education and Training, Council on (CLEET)	20	19	46.6	6.9	14.2
Law Enforcement Retirement System, Oklahoma	2	3	50.6	24.1	3.5
Legislative Service Bureau	4	3	51.1	14.2	9.1
Long-Term Care Administrators, Oklahoma State Board of Examiners for	1	1	53.1	14.2	5.7
Lottery Commission	21	11	46.0	8.6	14.3
Medicolegal Investigations, Board of	53	24	41.7	5.9	18.1
Mines, Department of	11	19	52.9	21.0	3.4
Motor Vehicle Commission, Oklahoma	1	2	54.7	20.1	1.8
Nursing, Oklahoma Board of	12	14	49.8	7.9	11.7
Office of State Auditor and Inspector	84	33	41.7	11.0	16.4
Office of the Attorney General	69	72	48.5	11.9	11.3
Office of the Governor	21	6	37.3	3.6	22.8
Office of the Lieutenant Governor	5	1	36.5	3.8	22.8
Office of the State Treasurer	25	30	50.2	12.6	9.4
Oil and Gas Wells, Commission on Marginally Producing	3	1	36.3	3.1	23.2
Oil Compact Commission, Interstate	2	1	36.3	1.0	23.2
Oklahoma State House of Representatives	108	110	48.1	7.5	12.9
Oklahoma State Senate	66	83	51.1	12.2	9.3
Optometry, Board of Examiners in	0	2	61.0	10.2	5.0
Police Pension and Retirement System, Oklahoma	6	6	47.6	14.8	10.0
Private Vocational Schools, Oklahoma Board of	0	1	65.1	35.9	-10.5
Psychologists, State Board of Examiners of	2	1	43.7	17.9	12.5

CONT... Table 20: FY 2011 Agency Average Age, Years of Service, and Years to Retirement Eligibility

Agency	< Age 50	Age 50+	Average Age	Average Years of Service	Average Years to Ret. Eligibility
Quartz Mountain Arts and Conference Center and Nature Park	3	8	53.5	18.1	4.0
Scenic Rivers Commission, Oklahoma	4	3	47.2	16.1	10.6
Space Industry Development Authority, Oklahoma	0	3	56.9	5.6	5.1
Speech-Language Pathology and Audiology, Board of Examiners for	1	1	46.0	11.4	13.8
State Board of Licensed Social Workers	1	0	43.0	19.1	8.9
Supreme Court	78	92	49.6	13.0	10.0
Teacher Preparation, Oklahoma Commission for	2	8	55.4	13.0	5.0
Tobacco Settlement Endowment Trust Fund, Board of Directors of the	5	3	45.0	11.5	13.7
Used Motor Vehicle and Parts Commission, Oklahoma	6	4	48.2	10.5	12.3
Veterinary Medical Examiners, Board of	6	1	44.5	10.3	15.9
Wheat Utilization, Research, and Market Development Commission, Oklahoma	3	1	38.5	4.6	20.4
Wildlife Conservation, Department of	216	116	43.4	16.3	12.8
Worker's Compensation Court	32	43	51.1	16.2	7.4
Total	19,338	15,052	46.7	11.9	12.3

Chart 23: Gender by Age Groups

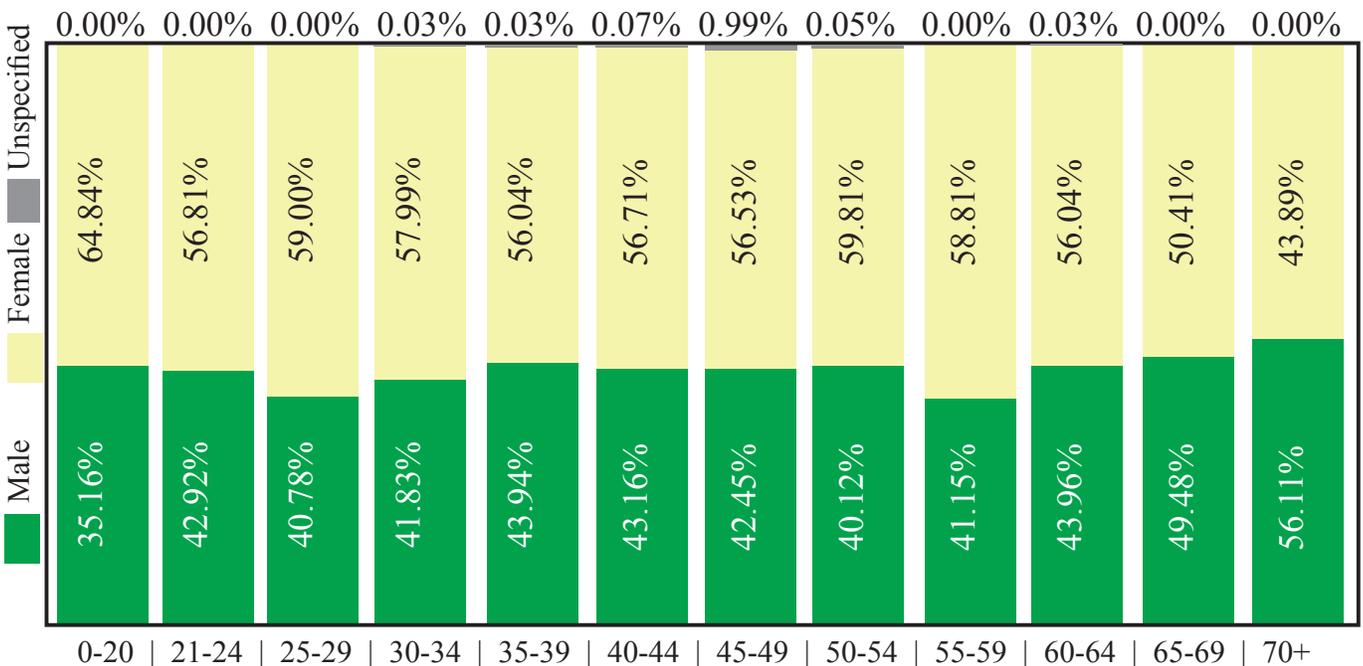


Table 21: FY 2011 Occupational Group Age Information

Occupational Group	Average Age	Average Years of Service	Average Years. to Ret. Elig.	% Eligible to Retire w/in 3 Yrs.
Agricultural Services and Inspections	45.3	14.1	12.4	29.8%
Corrections & Custody	42.7	10.8	16.0	14.7%
Employment Services	49.5	10.6	10.6	29.4%
Financial Management	52.0	15.0	7.0	43.2%
General Administrative	49.8	13.9	9.2	36.9%
General Sciences and Environmental Services	44.9	13.8	13.0	28.2%
General Safety, Security Inspections and Investigations	45.8	9.4	13.9	21.9%
Health Care Services and Administration	47.5	12.1	11.7	25.7%
Historical Preservation	47.6	12.9	11.1	31.7%
Human Resources Management and Development	49.9	16.8	7.9	43.2%
Information Technology	49.8	15.6	8.5	37.2%
Institutional and Nutritional Services and Administration	45.5	9.3	14.0	20.2%
Insurance and Benefits Administration	51.8	13.9	7.6	40.0%
Law Enforcement	43.4	13.6	14.2	20.9%
Logistics and Property Management	50.8	12.2	9.0	32.5%
Nursing Services	45.3	8.1	14.7	18.7%
Oil, Gas, Transportation and Utility Regulation	55.2	15.7	4.9	49.7%
Power Generation	48.6	15.9	4.9	50.8%
Professional Engineering and Land Surveyors	46.4	16.6	10.6	37.0%
Rehabilitation and Vocational Services	46.2	11.2	13.1	22.6%
Revenue and Taxation	49.5	13.1	9.9	32.3%
Social Services	43.8	11.2	14.9	21.6%
Transportation and Highway Construction and Maintenance	46.6	12.6	11.8	27.8%
Travel, Tourism and Recreation	46.4	15.0	11.5	30.1%
Veterans Services	52.9	12.4	7.0	32.0%
Classified	46.4	12.0	12.5	26.4%
Unclassified	47.5	11.8	11.7	27.7%
Total	46.7	11.9	12.3	26.7%

Table 22: FY 2011 Generational Information by Agency

Agency	Traditionals	Early Boomer	Late Boomer	Gen. X	Gen. Y
Abstractors Board, Oklahoma	1	0	2	0	0
Accountancy Board, Oklahoma	0	1	3	4	2
Aeronautics Commission, Oklahoma	0	2	5	2	1
Agriculture, Food, and Forestry; Department of	11	94	146	109	46
Alcohol and Drug Counselors, Oklahoma Board of Licensed	0	1	0	0	0
Alcohol and Drug Influence, Board of Tests for	0	2	1	2	0
Alcoholic Beverage Laws Enforcement Commission	0	15	12	15	1
Architects, Landscape Architects, and Interior Designers, Brd. of Gov. of the Licensed	0	1	1	1	0
Arts Council, Oklahoma	0	2	2	9	0
Banking Department, Oklahoma State	1	9	21	8	3
Boll Weevil Eradication Organization, Oklahoma	1	1	6	1	1
Bond Advisor, Oklahoma State	1	1	0	1	0
Career and Technology Education, Oklahoma Department of	5	81	114	65	11
Central Services, Department of	10	67	76	54	11
Children and Youth, Commission on	0	6	9	10	1
Chiropractic Examiners, Board of	0	0	0	1	1
Commerce, Oklahoma Department of	5	31	38	56	4
Compsource Oklahoma	19	97	101	102	26
Conservation Commission, Oklahoma	9	17	17	17	5
Construction Industries Board	4	11	10	3	1
Consumer Credit, Commission on	1	5	5	4	5
Corporation Commission, Oklahoma	49	161	126	70	9
Corrections, State Department of	87	869	1288	1385	410
Cosmetology, State Board of	0	3	7	2	0
Council on Judicial Complaints	0	0	2	0	0
Court of Criminal Appeals	6	6	14	1	0
Davis, J.M. Memorial Commission	0	1	2	1	0
Dentistry, Oklahoma Board of	0	1	3	0	0
District Attorneys	25	195	325	361	140
District Courts	45	175	256	120	18
Education, State Department of	7	80	94	93	20
Educational Television Authority, Oklahoma	6	15	21	18	2
Election Board, State	0	9	5	3	0
Emergency Management, Oklahoma Department of	2	12	6	2	1
Employees Benefits Council, Oklahoma State	3	6	13	12	2
Employment Security Commission, Oklahoma	40	213	220	164	55
Engineers and Land Surveyors, State Board of Licensure for Professional	1	1	4	2	1
Environmental Quality, Department of	31	109	139	198	40
Ethics Commission	1	5	0	0	0
Finance Authority, Oklahoma Industrial	4	1	1	1	0
Finance, Office of State	12	41	66	56	13
Fire Marshal Commission, State	1	9	8	5	0

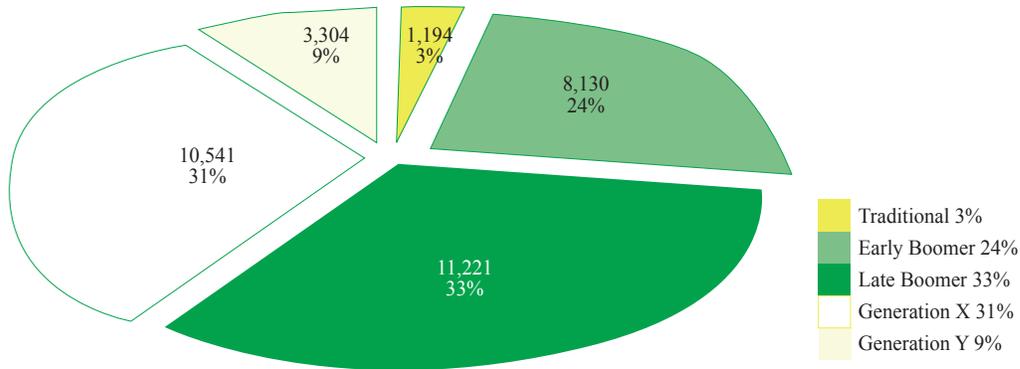
CONT... Table 22: FY 2011 Generational Information by Agency

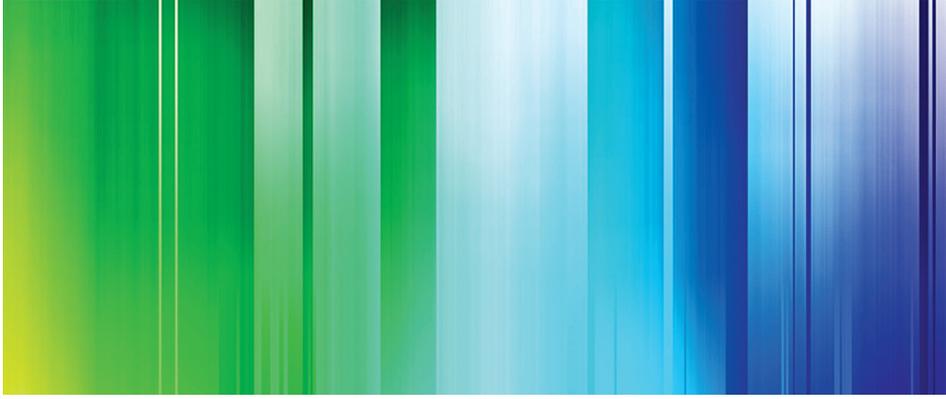
Agency	Traditionals	Early Boomer	Late Boomer	Gen. X	Gen. Y
Firefighters Pension and Retirement System, Oklahoma	0	2	2	3	2
Funeral Board, Oklahoma	1	0	0	2	0
Grand River Dam Authority	10	104	187	100	73
Handicapped Concerns, Office of	1	2	2	1	0
Health Care Authority, Oklahoma	7	67	162	185	42
Health, State Department of	67	562	619	658	124
Historical Society, Oklahoma	8	49	37	39	7
Horse Racing Commission, Oklahoma	5	16	12	5	1
Hospitals Authority, University	0	3	1	2	2
Human Rights Commission, Oklahoma	0	3	6	3	0
Human Services, Department of	196	1645	2152	2419	845
Indian Affairs Commission, Oklahoma	0	1	0	1	0
Indigent Defense System, Oklahoma	7	24	37	41	3
Insurance Board, Oklahoma State and Education Employees Group	7	46	57	45	3
Insurance Department	5	25	31	39	14
Investigation, Oklahoma State Bureau of	7	75	74	119	29
J.D. McCarty Center for Children with Development Disabilities	5	40	56	54	62
Juvenile Affairs, Office of	18	141	272	242	93
Labor, Department of	7	24	25	27	4
Land Office, Commissioners of the	2	20	19	5	7
Law Enforcement Education and Training, Council on (CLEET)	0	12	10	13	4
Law Enforcement Retirement System, Oklahoma	0	2	2	1	0
Legislative Service Bureau	1	1	2	3	0
Libraries, Oklahoma Department of	2	31	9	7	2
Liquefied Petroleum Gas Board, Oklahoma	2	5	2	0	0
Long-Term Care Administrators, Oklahoma State Board of Examiners for	0	1	1	0	0
Lottery Commission	1	8	8	14	1
Medical Licensure and Supervision, State Board of	4	7	8	4	0
Medicolegal Investigations, Board of	2	9	23	27	16
Mental Health and Substance Abuse Services, Department of	53	397	557	496	190
Merit Protection Commission	0	3	1	1	1
Military Department	13	74	118	98	27
Mines, Department of	2	12	13	3	0
Motor Vehicle Commission, Oklahoma	0	2	1	0	0
Narcotics and Dangerous Drugs Control, Oklahoma State Bureau of	1	18	33	50	11
Nursing, Oklahoma Board of	2	7	8	8	1
Office of State Auditor and Inspector	4	14	32	42	25
Office of the Governor	0	2	5	10	10
Office of the Lieutenant Governor	0	1	0	2	3
Office of the State Treasurer	3	17	21	11	3
Oil and Gas Wells, Commission on Marginally Producing	0	0	1	1	2
Oil Compact Commission, Interstate	0	0	1	0	2
Oklahoma State House of Representatives	24	59	42	68	25

CONT... Table 22: FY 2011 Generational Information by Agency

Agency	Traditionals	Early Boomer	Late Boomer	Gen. X	Gen. Y
Oklahoma State Senate	20	42	42	35	10
Optometry, Board of Examiners in	1	0	1	0	0
Osteopathic Examiners, State Board of	3	1	1	0	0
Pardon and Parole Board	3	14	8	7	1
Peanut Commission, Oklahoma	0	1	0	0	0
Personnel Management, Office of	3	15	11	17	0
Pharmacy, Board of	0	3	5	0	1
Physician Manpower Training Commission	1	1	4	0	0
Police Pension and Retirement System, Oklahoma	0	4	4	3	1
Private Vocational Schools, Oklahoma Board of	1	0	0	0	0
Psychologists, State Board of Examiners of	1	0	0	1	1
Public Employees Retirement System, Oklahoma	6	12	14	20	4
Quartz Mountain Arts and Conference Center and Nature Park	0	5	4	2	0
Real Estate Commission, Oklahoma	0	4	7	7	0
Rehabilitation Services, Oklahoma Department of	43	302	319	266	66
Safety, Department of Public	30	214	456	560	113
Scenic Rivers Commission, Oklahoma	1	0	3	2	1
School of Science and Mathematics, Oklahoma	6	18	17	18	1
Science and Technology, Oklahoma Center for the Advancement of	1	5	4	3	2
Secretary of State, Office of	1	11	11	8	3
Securities Commission, Oklahoma	4	7	9	6	0
Space Industry Development Authority, Oklahoma	0	2	1	0	0
Speech-Language Pathology and Audiology, Board of Examiners for	0	1	0	1	0
State Board of Licensed Social Workers	0	0	0	1	0
Supreme Court	12	57	38	57	6
Tax Commission, Oklahoma	51	237	297	136	27
Teacher Preparation, Oklahoma Commission for	2	1	6	1	0
Teachers' Retirement System of Oklahoma	3	10	13	7	1
Tobacco Settlement Endowment Trust Fund, Board of Directors of the	0	1	4	2	1
Tourism and Recreation Department, Oklahoma	15	120	166	115	36
Transportation, Department of	48	500	965	657	215
Turnpike Authority, Oklahoma	19	143	223	132	45
Used Motor Vehicle and Parts Commission, Oklahoma	0	4	3	2	1
Veterans Affairs, Oklahoma Department of	50	366	561	450	232
Veterinary Medical Examiners, Board of	0	0	5	2	0
Water Resources Board, Oklahoma	1	14	21	40	10
Wheat Utilization, Research, and Market Development Commission, OK	0	0	2	1	1
Wildlife Conservation, Department of	3	64	99	114	52
Will Rogers Memorial Commission	0	5	0	1	1
Worker's Compensation Court	5	23	25	21	1
	1,194	8,130	11,221	10,541	3,304
	3.5%	23.6%	32.6%	30.7%	9.6%

Chart 24: Workforce by Generation





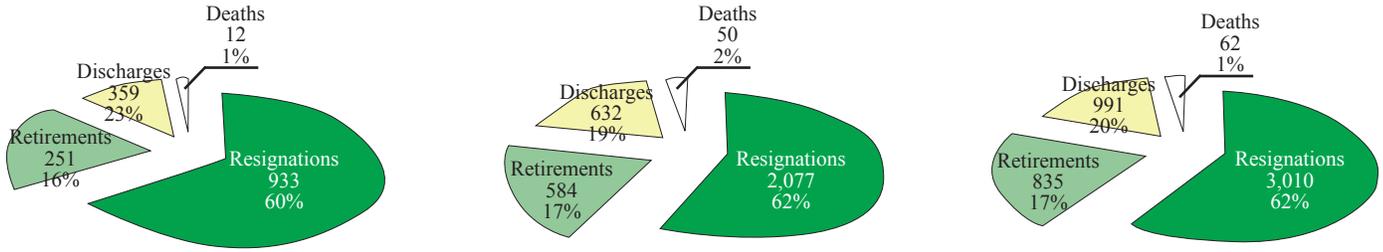
STATE OF OKLAHOMA OFFICE OF PERSONNEL MANAGEMENT

PART VIII

TURNOVER

WORKER MOBILITY

Chart 25: Turnover



1,555 Unclassified Separations

3,343 Classified Separations

4,898 Total Separations

Table 23: Classified Turnover Trend FY 2005 to FY 2011

Fiscal Year	Resignation	Retirement	Discharge	Deaths	Total	Turnover Rate
2005	2,288	602	507	69	3,466	13.0%
2006	2,610	747	617	60	4,034	15.2%
2007	2,352	735	560	59	3,706	13.2%
2008	2,363	798	596	71	3,828	14.1%
2009	2,052	761	688	92	3,593	13.2%
2010	1,972	974	783	58	3,787	13.9%
2011	2,077	584	632	50	3,343	13.0%

Chart 26: State Separations vs. Agency Changes

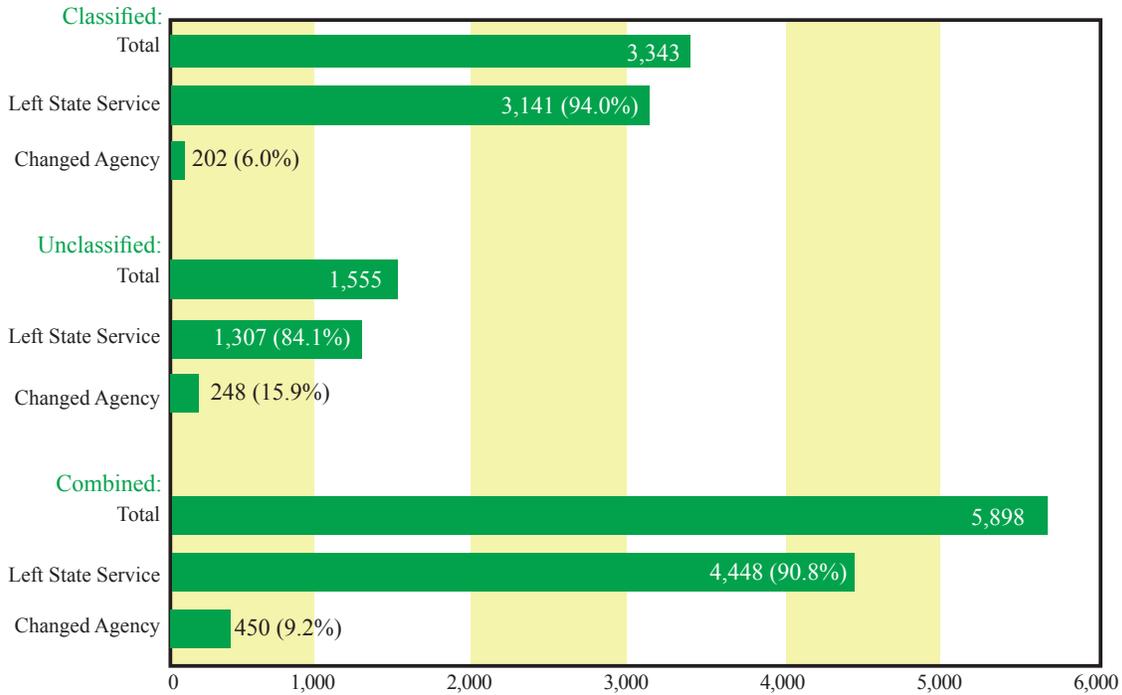


Table 24: Turnover by Years of Service

Reason	> 1	1	2	3	4	5-10	11-15	16-20	21+	Total
Resignation	387	556	318	256	187	877	140	68	221	3,010
Retirement	47	59	54	36	48	178	94	66	253	835
Transferred Out	6	5	4	1	8	13	3	2	5	47
Voluntary Turnover Total	440 (11.3%)	620 (15.9%)	376 (9.7%)	293 (7.5%)	243 (6.2%)	1068 (27.4%)	237 (6.1%)	136 (3.5%)	479 (12.3%)	3892
Death	3	13	3	5	2	10	7	3	16	62
Discharge	129	185	82	62	47	279	43	39	68	934
Expiration of Unclassified Appointment	10	11	10	4	4	24	4	2	11	80
Reduction in Force	9	3	5	3	3	20	4	4	6	57
Involuntary Turnover Total	151 (13.3%)	212 (18.7%)	100 (8.8%)	74 (6.5%)	56 (4.9%)	333 (29.4%)	58 (5.1%)	48 (4.2%)	101 (8.9%)	1133
Total Turnover	591 (11.8%)	832 (16.6%)	476 (9.5%)	367 (7.3%)	299 (6.0%)	1401 (27.9%)	295 (5.9%)	184 (3.7%)	580 (11.5%)	5,025

Chart 27: Top 5 Jobs; Number of Employees Separating within the First 24 Months on the Job

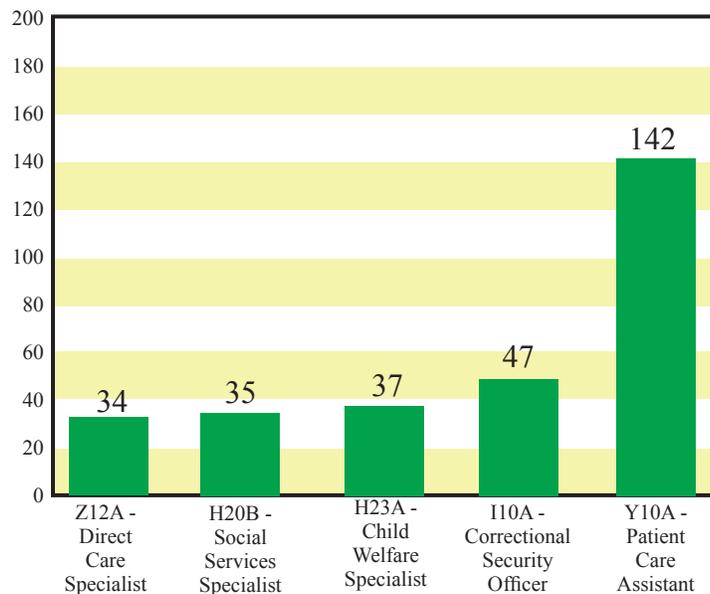


Table 25: FY 2011 Classified Occupational Group Turnover

Occupational Group	Employees as of 7/1/10	Resignations	Retirements	Discharges	Deaths	Total	Turnover Rate
Agricultural Services and Inspections	240	7	5	0	0	12	5.0%
Corrections & Custody	2,803	304	45	46	5	400	15.5%
Employment Services	316	24	3	4	0	31	9.8%
Financial Management	908	29	21	5	5	60	7.0%
General Administrative	3,585	185	91	35	10	321	9.6%

CONT...Table 25: FY 2011 Classified Occupational Group Turnover

Occupational Group	Employees as of 7/1/10	Resignations	Retirements	Discharges	Deaths	Total	Turnover Rate
General Sciences and Environmental Services	370	16	9	2	0	27	7.5%
General Safety, Security Inspections and Investigations	310	35	5	18	4	62	20.6%
Health Care Services and Administration	726	83	26	12	0	121	18.0%
Historical Preservation	66	3	3	1	0	7	11.1%
Human Resources Management and Development	379	20	4	4	1	29	8.2%
Information Technology	646	30	10	9	2	51	8.6%
Institutional and Nutritional Services and Administration	1,497	226	28	112	2	368	26.0%
Insurance and Benefits Administration	121	4	3	1	0	8	7.3%
Law Enforcement	1,446	27	25	6	2	60	4.3%
Logistics and Property Management	1,222	75	29	27	0	131	11.5%
Nursing Services	2,293	413	45	251	7	716	32.0%
Oil, Gas, Transportation and Utility Regulation	160	7	2	3	0	12	8.1%
Power Generation	286	0	6	2	0	8	3.1%
Professional Engineering and Land Surveyors	274	7	5	1	0	13	4.8%
Rehabilitation and Vocational Services	753	60	21	8	1	90	12.0%
Revenue and Taxation	278	14	6	6	0	26	9.9%
Social Services	4,822	388	87	51	6	532	11.2%
Transportation and Highway Construction and Maintenance	2,127	114	102	28	5	249	11.9%
Travel, Tourism and Recreation	87	5	3	0	0	8	9.6%
Veterans Services	25	1	0	0	0	1	4.0%
Total of Classified Occupational Groups	25,740	2,077	584	632	50	3,343	13.0%
Unclassified	10,232	933	251	359	12	1,555	15.2%
Total	35,972	3,010	835	991	62	4,898	13.6%

Table 26: FY 2011 Agency Turnover

Agency	Total # of Emp.	Resignation	Retirement	Discharge	Death	Turnover Rate
Abstractors Board, Oklahoma	3	1	0	0	0	33.3%
Accountancy Board, Oklahoma	9	1	1	1	0	33.3%
Aeronautics Commission, Oklahoma	11	2	1	0	0	27.3%
Agriculture, Food, and Forestry; Department of	413	26	15	3	0	10.7%
Alcohol and Drug Counselors, Oklahoma Board of Licensed	2	0	0	0	0	0.0%
Alcohol and Drug Influence, Board of Tests for	5	0	0	0	0	0.0%
Alcoholic Beverage Laws Enforcement Commission	43	0	2	0	0	4.7%
Architects, Landscape Architects, and Interior Designers, Board of Governors of the Licensed	4	0	0	0	0	0.0%
Arts Council, Oklahoma	14	1	1	0	0	14.3%
Banking Department, Oklahoma State	39	0	0	0	0	0.0%
Boll Weevil Eradication Organization, Oklahoma	11	0	0	1	0	9.1%
Bond Advisor, Oklahoma State	2	0	0	0	0	0.0%
Career and Technology Education, Oklahoma Department of	279	9	8	0	1	6.5%
Central Services, Department of	230	21	5	0	0	11.3%
Children and Youth, Commission on	26	1	1	0	0	7.7%
Chiropractic Examiners, Board of	3	1	0	0	0	33.3%
Commerce, Oklahoma Department of	142	12	3	2	0	12.0%
Compsource Oklahoma	354	17	12	5	1	9.9%
Conservation Commission, Oklahoma	70	5	1	0	0	8.6%
Construction Industries Board	27	1	0	1	1	11.1%
Consumer Credit, Commission on	16	4	0	4	0	50.0%
Corporation Commission, Oklahoma	434	22	7	8	0	8.5%
Corrections, State Department of	4,356	430	60	79	7	13.2%
Cosmetology, State Board of	12	0	0	1	0	8.3%
Council on Judicial Complaints	2	0	0	0	0	0.0%
Court of Criminal Appeals	27	1	0	0	0	3.7%
Davis, J.M. Memorial Commission	5	1	0	0	0	20.0%
Dentistry, Oklahoma Board of	4	0	1	0	0	25.0%
Disability Concerns, Office of	7	0	0	1	0	14.3%
District Attorneys	1,124	149	34	62	0	21.8%
District Courts	624	33	36	3	1	11.7%
Education, State Department of	355	39	9	10	0	16.3%
Educational Television Authority, Oklahoma	68	5	1	0	1	10.3%
Election Board, State	180	2	1	0	0	1.7%
Emergency Management, Oklahoma Department of	26	1	4	0	0	19.2%
Employees Benefits Council, Oklahoma State	33	2	1	0	0	9.1%
Employment Security Commission, Oklahoma	751	60	4	61	0	16.6%
Engineers and Land Surveyors, State Board of Licensure for Professional	9	0	0	0	0	0.0%
Environmental Quality, Department of	545	28	15	6	1	9.2%

CONT...Table 26: FY 2010 Agency Turnover

Agency	Total # of Emp.	Resignation	Retirement	Discharge	Death	Turnover Rate
Ethics Commission	5	0	0	0	0	0.0%
Finance Authority, Oklahoma Industrial	6	0	0	0	0	0.0%
Finance, Office of State	173	15	3	2	0	11.6%
Fire Marshal Commission, State	27	1	2	1	0	14.8%
Firefighters Pension and Retirement System, Oklahoma	9	0	1	0	0	11.1%
Funeral Board, Oklahoma	3	0	0	0	0	0.0%
Grand River Dam Authority	478	5	18	3	0	5.4%
Health Care Authority, Oklahoma	454	35	2	0	2	8.6%
Health, State Department of	2,069	179	56	22	0	12.4%
Historical Society, Oklahoma	146	7	8	1	0	11.0%
Horse Racing Commission, Oklahoma	42	5	2	0	0	16.7%
Hospitals Authority, University	8	0	0	0	0	0.0%
Human Rights Commission, Oklahoma	13	1	1	0	1	23.1%
Human Services, Department of	7,426	549	142	99	12	10.8%
Indian Affairs Commission, Oklahoma	2	0	0	0	0	0.0%
Indigent Defense System, Oklahoma	113	8	2	0	0	8.8%
Insurance Board, Oklahoma State and Education Employees Group	162	2	1	1	0	2.5%
Insurance Department	127	22	3	22	0	37.0%
Investigation, Oklahoma State Bureau of	318	12	8	4	0	7.5%
J.D. McCarty Center for Children with Development Disabilities	220	48	2	20	0	31.8%
Juvenile Affairs, Office of	820	127	2	44	3	21.5%
Labor, Department of	90	0	0	7	1	8.9%
Land Office, Commissioners of the	54	8	4	0	0	22.2%
Law Enforcement Education and Training, Council on (CLEET)	44	6	2	0	0	18.2%
Law Enforcement Retirement System, Oklahoma	5	0	0	0	0	0.0%
Legislative Service Bureau	9	2	0	0	0	22.2%
Libraries, Oklahoma Department of	53	3	2	0	0	9.4%
Liquefied Petroleum Gas Board, Oklahoma	8	0	1	0	0	12.5%
Long-Term Care Administrators, Oklahoma State Board of Examiners for	2	0	0	0	0	0.0%
Lottery Commission	36	3	0	1	0	11.1%
Medical Licensure and Supervision, State Board of	21	0	0	1	0	4.8%
Medicolegal Investigations, Board of	72	17	2	11	0	41.7%
Mental Health and Substance Abuse Services, Department of	1,807	253	28	164	6	25.0%
Merit Protection Commission	6	1	0	0	0	16.7%
Military Department	333	35	5	6	0	13.8%
Mines, Department of	32	0	0	0	0	0.0%
Motor Vehicle Commission, Oklahoma	3	0	0	0	0	0.0%
Narcotics and Dangerous Drugs Control, Oklahoma State Bureau of	114	7	1	1	0	7.9%

CONT...Table 26: FY 2011 Agency Turnover

Agency	Total # of Emp.	Resignation	Retirement	Discharge	Death	Turnover Rate
Nursing, Oklahoma Board of	24	2	0	0	0	8.3%
Office of State Auditor and Inspector	120	13	2	4	0	15.8%
Office of the Attorney General	151	22	1	5	0	18.5%
Office of the Governor	27	22	5	0	0	100.0%
Office of the Lieutenant Governor	7	1	0	0	0	14.3%
Office of the State Treasurer	58	4	1	2	0	12.1%
Oil and Gas Wells, Commission on Marginally Producing	4	0	0	1	0	25.0%
Oil Compact Commission, Interstate	3	3	0	0	0	100.0%
Oklahoma State House of Representatives	239	16	1	24	1	17.6%
Oklahoma State Senate	178	14	2	0	0	9.0%
Optometry, Board of Examiners in	4	1	0	0	0	25.0%
Osteopathic Examiners, State Board of	5	0	1	0	0	20.0%
Pardon and Parole Board	38	1	2	1	0	10.5%
Peanut Commission, Oklahoma	1	0	0	0	0	0.0%
Personnel Management, Office of	54	4	0	3	0	13.0%
Pharmacy, Board of	9	1	0	0	0	11.1%
Physician Manpower Training Commission	12	2	0	0	0	16.7%
Police Pension and Retirement System, Oklahoma	11	0	1	0	0	9.1%
Private Vocational Schools, Oklahoma Board of	1	0	0	0	0	0.0%
Psychologists, State Board of Examiners of	3	0	0	0	0	0.0%
Public Employees Retirement System, Oklahoma	54	3	1	0	0	7.4%
Quartz Mountain Arts and Conference Center and Nature Park	1	1	0	0	0	100.0%
Real Estate Commission, Oklahoma	18	0	0	0	0	0.0%
Regional University System of Oklahoma	6	0	0	0	0	0.0%
Rehabilitation Services, Oklahoma Department of	973	55	34	17	1	11.0%
Safety, Department of Public	1,456	32	17	5	5	4.1%
Scenic Rivers Commission, Oklahoma	7	0	0	0	0	0.0%
School of Science and Mathematics, Oklahoma	72	4	0	10	0	19.4%
Secretary of State, Office of	19	2	1	1	0	21.1%
Securities Commission, Oklahoma	27	0	0	0	0	0.0%
Space Industry Development Authority, Oklahoma	3	1	0	0	0	33.3%
Speech-Language Pathology and Audiology, Board of Examiners for	2	0	0	0	0	0.0%
State Board of Licensed Social Workers	29	5	0	0	0	17.2%
Supreme Court	172	10	8	0	1	11.0%
Tax Commission, Oklahoma	805	34	32	7	4	9.6%
Teacher Preparation, Oklahoma Commission for	10	0	0	0	0	0.0%
Teachers' Retirement System of Oklahoma	43	1	5	2	0	18.6%
Tobacco Settlement Endowment Trust Fund, Board of Directors of the	8	2	0	1	0	37.5%

CONT...Table 26: FY 2011 Agency Turnover

Agency	Total # of Emp.	Resignation	Retirement	Discharge	Death	Turnover Rate
Tourism and Recreation Department, Oklahoma	452	42	11	13	1	14.8%
Transportation, Department of	2,385	105	126	19	8	10.8%
Turnpike Authority, Oklahoma	562	37	16	12	0	11.6%
Used Motor Vehicle and Parts Commission, Oklahoma	10	1	0	0	0	10.0%
Veterans Affairs, Oklahoma Department of	1,659	334	39	205	3	35.0%
Veterinary Medical Examiners, Board of	7	0	0	0	0	0.0%
Water Resources Board, Oklahoma	86	3	0	0	0	3.5%
Wheat Utilization, Research, and Market Development Commission, Oklahoma	4	1	0	1	0	50.0%
Wildlife Conservation, Department of	332	6	7	0	0	3.9%
Will Rogers Memorial Commission	7	0	0	0	0	0.0%
Worker's Compensation Court	75	1	1	0	0	2.7%
Total	35,972	3,010	835	991	62	13.6%
		8.8%	2.4%	2.9%	0.2%	

Table 27: Separations by Age and EEO-4 Job Category

Job Categories	> 20	20-29	30-39	40-49	50-59	60-69	70+
Administrative Support	0	99	148	123	123	113	10
Officials and Administrators	0	5	27	48	67	52	4
Paraprofessionals	14	283	164	142	118	47	6
Professionals	0	264	564	431	515	327	43
Protective Service	0	130	154	89	73	30	3
Service Maintenance	0	62	60	66	71	54	6
Skilled Craft	0	8	6	11	21	18	5
Technicians	0	43	103	75	92	59	4
No EEO-4 Reporting	0	3	6	8	15	12	6
Total	14	897	1,232	993	1,095	712	87
	0.3%	17.8%	24.5%	19.7%	21.8%	14.2%	1.7%

Table 27: Separations of Temporary Employees by Age and EEO-4 Job Category

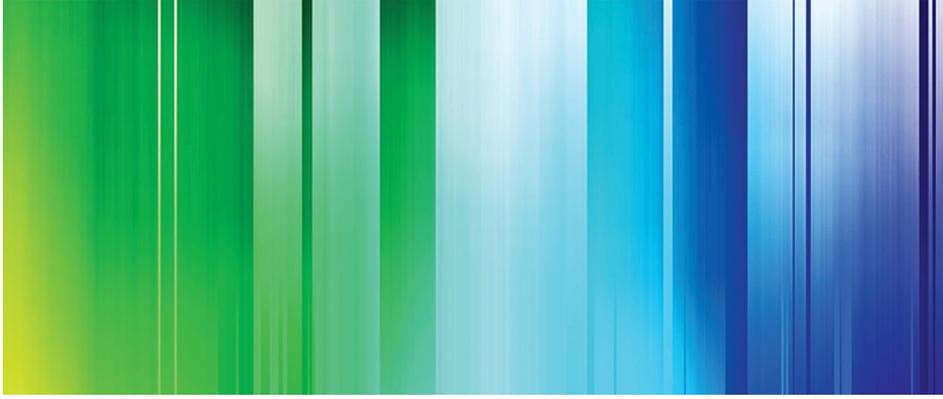
Job Categories	> 20	20-29	30-39	40-49	50-59	60-69	70+
Administrative Support	64	519	210	167	109	76	52
Officials and Administrators	0	0	0	0	0	0	0
Paraprofessionals	12	156	58	40	29	13	8
Professionals	13	186	106	72	62	74	36
Protective Service	1	31	17	11	6	4	3
Service Maintenance	63	91	33	35	32	12	15
Skilled Craft	0	2	1	3	3	0	0
Technicians	2	8	2	2	1	0	0
No EEO-4 Reporting	9	901	723	440	143	43	4
Total	164	1,894	1,150	770	385	222	118
	3.5%	40.3%	24.5%	16.4%	8.2%	4.7%	2.5%

Table 29: Separations by Generational Groups

	Resignation	Retirement	Discharge	Death	Exp. of Uncl Appointment	Transferred Out	Reduction in Force		(%)
Traditional	38	165	15	5	10	0	2	235	4.7%
Early Boomer	351	538	127	34	23	10	10	1,093	21.7%
Late Boomer	704	130	243	14	21	12	19	1,143	22.7%
Gen X	1,269	2	354	8	16	19	21	1,689	33.6%
Gen Y	652	0	195	1	12	6	5	871	17.3%
Totals	3,014	835	934	62	82	47	57	5,031	
(%)	59.9%	16.6%	18.6%	1.2%	1.6%	0.9%	1.1%		

Table 30: 10 Year Workforce Projections by Generation

Current Workforce			Projected 2021 Workforce			% Change
Traditional (< 1945)	1,194	3.5%	Traditional (< 1945)	259	0.8%	-16.5
Early Boomer (1945 -1956)	8,130	23.6%	Early Boomer (1945 -1956)	4584	13.3%	-43.6%
Late Boomer (1956 -1967)	11221	32.6%	Late Boomer (1956 -1967)	11401	33.2%	1.6%
Gen X (1967 -1981)	10541	30.7%	Gen X (1967 -1981)	11065	32.2%	5.0%
Gen Y (1982 -2000)	3304	9.6%	Gen Y (1982 -2000)	7081	20.6%	114.3%



STATE OF OKLAHOMA OFFICE OF PERSONNEL MANAGEMENT

APPENDIX

ALL AGENCIES ARRANGED BY CABINET

Appendix: All Agencies, Separated by Cabinet

Agency	Cabinet	Merit Status	FY 11 Emp. Count	Average Age	Avg. Yrs. of Service	Average Salary	Total Turnover
Governor							
Office of the Governor	Governor	Non-Merit	27	37.3	3.6	\$55,135	100.0%
Lieutenant Governor							
Office of the Lieutenant Governor	Lieutenant Governor	Non-Merit	6	36.5	3.8	\$58,153	16.7%
Agriculture							
Boll Weevil Eradication Organization, Oklahoma	Agriculture	Non-Merit	10	51.6	11.4	\$41,255	10.0%
Agriculture, Food, and Forestry; Department of	Agriculture	Merit	406	46.7	13.6	\$37,320	10.8%
Peanut Commission, Oklahoma	Agriculture	Merit	1	62.9	24.2	\$63,300	0.0%
Conservation Commission, Oklahoma	Agriculture	Merit	65	50.6	14.2	\$46,581	9.2%
Wheat Utilization, Research, and Market Development Commission, Oklahoma	Agriculture	Non-Merit	4	38.5	4.6	\$51,250	50.0%
			486	47.3	13.5	\$38,808	10.9%
Commerce and Tourism							
Commerce, Oklahoma Department of	Commerce and Tourism	Merit	134	47.0	12.0	\$55,000	12.7%
Davis, J.M. Memorial Commission	Commerce and Tourism	Non-Merit	4	49.0	5.9	\$36,938	25.0%
Employment Security Commission, Oklahoma	Commerce and Tourism	Merit	692	49.3	12.0	\$49,502	18.1%
Historical Society, Oklahoma	Commerce and Tourism	Merit	140	49.5	11.3	\$36,037	11.4%
Finance Authority, Oklahoma Industrial	Commerce and Tourism	Non-Merit	7	60.9	20.3	\$56,353	0.0%
Labor, Department of	Commerce and Tourism	Merit	87	49.7	12.1	\$44,081	9.2%
Tourism and Recreation Department, Oklahoma	Commerce and Tourism	Merit	452	47.9	12.4	\$29,746	14.8%
Scenic Rivers Commission, Oklahoma	Commerce and Tourism	Non-Merit	7	47.2	16.1	\$31,228	0.0%
Will Rogers Memorial Commission	Commerce and Tourism	Merit	7	50.5	15.3	\$39,755	0.0%
			1,530	48.4	12.6	\$32,449	15.3%
Education							
Arts Council, Oklahoma	Education	Non-Merit	13	42.9	8.0	\$47,466	15.4%
Education, State Department of	Education	Merit	294	47.5	10.1	\$38,169	19.7%
Educational Television Authority, Oklahoma	Education	Non-Merit	62	49.3	10.5	\$42,262	11.3%
Teacher Preparation, Oklahoma Commission for	Education	Non-Merit	10	55.4	13.0	\$49,881	0.0%
Libraries, Oklahoma Department of	Education	Merit	51	54.1	17.6	\$41,210	9.8%
Private Vocational Schools, Oklahoma Board of	Education	Non-Merit	1	65.1	35.9	\$50,500	0.0%
Physician Manpower Training Commission	Education	Merit	6	55.0	22.0	\$47,312	0.0%
Quartz Mountain Arts and Conference Center & Nature Park	Education	Non-Merit	11	53.5	18.1	\$31,888	18.2%
School of Science and Mathematics, Oklahoma	Education	Merit	60	50.6	9.8	\$46,870	23.3%
Career & Technology Education, Oklahoma Department of	Education	Non-Merit	276	49.3	14.4	\$47,844	6.5%
			784	49.8	14.0	\$47,182	13.5%
Energy							
Mines, Department of	Energy	Non-Merit	30	52.9	21.0	\$44,338	0.0%
Corporation Commission, Oklahoma	Energy	Merit	415	53.8	15.3	\$44,372	8.9%
Oil Compact Commission, Interstate	Energy	Non-Merit	3	36.3	1.0	\$77,500	100.0%
Liquefied Petroleum Gas Board, Oklahoma	Energy	Merit	9	60.4	17.8	\$36,630	11.1%
Oil and Gas Wells, Commission on Marginally Producing	Energy	Non-Merit	4	36.3	3.1	\$48,096	25.0%
			461	53.6	15.5	\$44,467	9.1%

CONT... Appendix: All Agencies, Separated by Cabinet

Agency	Cabinet	Merit Status	FY 11 Emp. Count	Average Age	Avg. Yrs. of Service	Average Salary	Total Turnover
Environment							
Environmental Quality, Department of	Environment	Merit	517	46.2	13.7	\$70,843	9.7%
Wildlife Conservation, Department of	Environment	Non-Merit	332	43.4	16.3	\$41,646	3.9%
Water Resources Board, Oklahoma	Environment	Merit	86	43.2	14.2	\$52,581	3.5%
Grand River Dam Authority	Environment	Merit	474	48.2	15.3	\$38,583	5.5%
			1,409	46.1	14.9	\$51,996	6.5%
Finance and Revenue							
Banking Department, Oklahoma State	Finance and Revenue	Non-Merit	42	49.0	18.4	\$70,149	0.0%
Finance, Office of State	Finance and Revenue	Merit	188	47.9	11.0	\$45,435	10.6%
Office of State Auditor and Inspector	Finance and Revenue	Non-Merit	117	41.7	11.0	\$47,917	16.2%
Firefighters Pension and Retirement System, Oklahoma	Finance and Revenue	Non-Merit	9	42.8	11.9	\$61,600	11.1%
Insurance Department	Finance and Revenue	Non-Merit	114	45.3	7.8	\$49,585	41.2%
Compsource Oklahoma	Finance and Revenue	Merit	345	48.1	10.8	\$42,685	10.1%
Land Office, Commissioners of the	Finance and Revenue	Merit	53	49.8	13.8	\$46,842	22.6%
Law Enforcement Retirement System, Oklahoma	Finance and Revenue	Non-Merit	5	50.6	24.1	\$56,687	0.0%
Lottery Commission	Finance and Revenue	Non-Merit	32	46.0	8.6	\$56,215	12.5%
Public Employees Retirement System, Oklahoma	Finance and Revenue	Merit	56	47.6	11.3	\$47,930	7.1%
Police Pension and Retirement System, Oklahoma	Finance and Revenue	Non-Merit	12	47.6	14.8	\$55,546	8.3%
Bond Advisor, Oklahoma State	Finance and Revenue	Non-Merit	3	55.5	19.0	\$75,933	0.0%
Securities Commission, Oklahoma	Finance and Revenue	Merit	26	53.3	19.1	\$88,946	0.0%
Consumer Credit, Commission on	Finance and Revenue	Merit	20	44.2	5.3	\$38,514	40.0%
Tax Commission, Oklahoma	Finance and Revenue	Merit	748	51.3	15.5	\$39,143	10.3%
Teachers' Retirement System of Oklahoma	Finance and Revenue	Merit	34	50.9	12.1	\$49,581	23.5%
Office of the State Treasurer	Finance and Revenue	Non-Merit	55	50.2	12.6	\$49,022	12.7%
			1,859	51.1	15.1	\$41,613	13.1%
Health							
Tobacco Settlement Endowment Trust Fund, Board of Directors of the	Health	Non-Merit	8	45.0	11.5	\$56,029	37.5%
Health, State Department of	Health	Merit	2,030	47.7	12.0	\$40,851	12.7%
Alcohol & Drug Counselors, Oklahoma Board of Licensed	Health	Non-Merit	1	60.5	4.9	\$50,400	0.0%
Mental Health & Substance Abuse Services, Department of	Health	Merit	1,693	46.3	9.4	\$34,922	26.6%
Long-Term Care Administrators, Oklahoma State Board of Examiners for	Health	Non-Merit	2	53.1	14.2	\$52,651	0.0%
Health Care Authority, Oklahoma	Health	Merit	463	44.2	9.7	\$51,886	8.4%
Hospitals Authority, University	Health	Non-Merit	8	43.6	15.7	\$70,327	0.0%
			4,205	45.9	9.5	\$38,701	17.8%
Human Resource and Administration							
Accountancy Board, Oklahoma	H.R. & Admin.	Non-Merit	10	40.1	8.4	\$49,125	30.0%
Abstractors Board, Oklahoma	H.R. & Admin.	Non-Merit	3	54.0	2.6	\$37,517	33.3%
Architects, Landscape Architects, and Interior Designers, Board of Governors of the Licensed	Human Resources and Administration	Non-Merit	3	47.9	16.2	\$52,833	0.0%
Chiropractic Examiners, Board of	H.R. & Admin.	Non-Merit	2	31.9	9.5	\$47,117	50.0%
Construction Industries Board	H.R. & Admin.	Non-Merit	29	54.2	10.7	\$43,000	10.3%

CONT... Appendix: All Agencies, Separated by Cabinet

Agency	Cabinet	Merit Status	FY 11 Emp. Count	Average Age	Avg. Yrs. of Service	Average Salary	Total Turnover
Cosmetology, State Board of	H.R. & Admin.	Merit	12	51.1	12.8	\$33,431	8.3%
Dentistry, Oklahoma Board of	H.R. & Admin.	Merit	4	51.5	20.2	\$52,062	25.0%
Funeral Board, Oklahoma	H.R. & Admin.	Merit	3	47.1	7.7	\$62,806	0.0%
Merit Protection Commission	H.R. & Admin.	Merit	6	49.3	6.3	\$45,168	16.7%
Horse Racing Commission, Oklahoma	H.R. & Admin.	Non-Merit	39	55.2	12.4	\$44,872	17.9%
Human Rights Commission, Oklahoma	H.R. & Admin.	Merit	12	48.4	12.5	\$35,226	25.0%
Medical Licensure and Supervision, State Board of	H.R. & Admin.	Merit	23	54.0	13.7	\$44,696	4.3%
Motor Vehicle Commission, Oklahoma	H.R. & Admin.	Non-Merit	3	54.7	20.1	\$52,981	0.0%
Nursing, Oklahoma Board of	H.R. & Admin.	Non-Merit	26	49.8	7.9	\$51,611	7.7%
Insurance Board, OK State & Education Employees Group	H.R. & Admin.	Merit	158	49.8	13.9	\$47,345	2.5%
Optometry, Board of Examiners in	H.R. & Admin.	Non-Merit	2	61.0	10.2	\$39,442	50.0%
Osteopathic Examiners, State Board of	H.R. & Admin.	Merit	5	62.6	18.7	\$55,328	20.0%
Personnel Management, Office of	H.R. & Admin.	Merit	46	49.2	13.9	\$44,306	15.2%
Pharmacy, Board of	H.R. & Admin.	Merit	9	49.7	12.5	\$61,159	11.1%
Engineers and Land Surveyors, State Board of Licensure for Professional	Human Resources and Administration	Merit	9	49.6	8.6	\$49,934	0.0%
Psychologists, State Board of Examiners of	H.R. & Admin.	Non-Merit	3	43.7	17.9	\$40,188	0.0%
Central Services, Department of	H.R. & Admin.	Merit	218	49.3	11.7	\$42,930	11.9%
Real Estate Commission, Oklahoma	H.R. & Admin.	Merit	18	47.8	14.0	\$44,851	0.0%
State Board of Licensed Social Workers	H.R. & Admin.	Non-Merit	1	43.0	19.1	\$62,500	100.0%
Speech-Language Pathology and Audiology, Board of Examiners for	Human Resources and Administration	Non-Merit	2	46.0	11.4	\$41,306	0.0%
Used Motor Vehicle and Parts Commission, Oklahoma	H.R. & Admin.	Non-Merit	10	48.2	10.5	\$33,924	10.0%
Veterinary Medical Examiners, Board of	H.R. & Admin.	Non-Merit	7	44.5	10.3	\$45,286	0.0%
Employees Benefits Council, Oklahoma State	H.R. & Admin.	Merit	36	48.3	11.5	\$33,395	8.3%
			699	47.6	11.3	\$35,778	9.9%
Human Services							
Children and Youth, Commission on	Human Services	Merit	26	45.9	12.6	\$45,104	7.7%
Handicapped Concerns, Office of	Human Services	Merit	6	55.2	20.7	\$45,001	16.7%
Indian Affairs Commission, Oklahoma	Human Services	Non-Merit	2	51.7	11.4	\$43,279	0.0%
Juvenile Affairs, Office of	Human Services	Merit	766	45.2	10.3	\$31,691	23.0%
J.D. McCarty Center for Children w/ Development Disabilities	Human Services	Merit	217	41.4	6.8	\$32,099	32.3%
Rehabilitation Services, Oklahoma Department of	Human Services	Merit	996	48.9	12.3	\$39,215	10.7%
Human Services, Department of	Human Services	Merit	7,257	45.5	12.2	\$34,315	11.1%
			9,270	45.7	11.9	\$34,575	12.5%
Military							
Military Department	Military	Merit	330	46.9	8.5	\$32,906	13.9%
Safety and Security							
Alcoholic Beverage Laws Enforcement Commission	Safety and Security	Merit	43	49.4	18.4	\$48,018	4.7%
Indigent Defense System, Oklahoma	Safety and Security	Non-Merit	112	48.5	12.5	\$59,178	8.9%

CONT... Appendix: All Agencies, Separated by Cabinet

Agency	Cabinet	Merit Status	FY 11 Emp. Count	Average Age	Avg. Yrs. of Service	Average Salary	Total Turnover
Office of the Attorney General	Safety and Security	Non-Merit	141	48.5	11.9	\$58,614	19.9%
Corrections, State Department of	Safety and Security	Merit	4,039	45.6	11.7	\$37,365	14.3%
District Attorneys	Safety and Security	Non-Merit	1,046	44.4	9.5	\$67,643	23.4%
Pardon and Parole Board	Safety and Security	Merit	33	52.5	19.0	\$39,209	12.1%
Investigation, Oklahoma State Bureau of	Safety and Security	Merit	304	45.5	13.0	\$52,194	7.9%
Emergency Management, Oklahoma Department of	Safety and Security	Merit	23	56.3	13.2	\$46,808	21.7%
Fire Marshal Commission, State	Safety and Security	Merit	23	51.8	11.8	\$56,259	17.4%
Medicolegal Investigations, Board of	Safety and Security	Non-Merit	77	41.7	5.9	\$43,462	39.0%
Law Enforcement Education and Training, Council on (CLEET)	Safety and Security	Non-Merit	39	46.6	6.9	\$39,646	20.5%
Narcotics & Dangerous Drugs Control, OK State Bureau of	Safety and Security	Merit	113	43.7	11.5	\$54,973	8.0%
Safety, Department of Public	Safety and Security	Merit	1,373	44.5	13.7	\$48,173	4.3%
Alcohol and Drug Influence, Board of Tests for	Safety and Security	Non-Merit	5	45.2	6.0	\$44,861	0.0%
			7,371	44.4	13.0	\$48,208	13.6%
Science and Technology							
Science & Technology, Oklahoma Center for the Advancement of	Science and Technology	Merit	15	49.0	11.1	\$57,547	26.7%
Secretary of State							
Election Board, State	Secretary of State	Non-Merit	17	53.5	17.2	\$42,091	17.6%
Ethics Commission	Secretary of State	Merit	6	61.5	16.5	\$74,389	0.0%
Secretary of State, Office of	Secretary of State	Merit	34	48.8	16.8	\$47,813	14.7%
Council on Judicial Complaints	Secretary of State	Non-Merit	2	53.2	21.9	\$58,944	0.0%
			59	51.6	17.1	\$49,244	13.6%
Transportation							
Aeronautics Commission, Oklahoma	Transportation	Non-Merit	10	46.4	10.9	\$51,999	30.0%
Transportation, Department of	Transportation	Merit	2,385	46.7	14.4	\$39,827	10.8%
Space Industry Development Authority, Oklahoma	Transportation	Non-Merit	3	56.9	5.6	\$46,918	33.3%
Turnpike Authority, Oklahoma	Transportation	Merit	562	48.3	9.6	\$31,777	11.6%
			2,960	47.0	13.5	\$38,347	11.0%
Veterans Affairs							
Veterans Affairs, Oklahoma Department of	Veterans Affairs	Merit	1,659	45.7	7.9	\$31,290	35.0%
Not Assigned to Executive Cabinet (N.A.T.E.C.)							
Court of Criminal Appeals	N.A.T.E.C.	Non-Merit	27	55.8	16.6	\$84,354	3.7%
District Courts	N.A.T.E.C.	Non-Merit	614	51.3	12.6	\$41,726	11.9%
Worker's Compensation Court	N.A.T.E.C.	Non-Merit	75	51.1	16.2	\$48,709	2.7%
Oklahoma State Senate	N.A.T.E.C.	Non-Merit	149	51.1	12.2	\$48,225	10.7%
Oklahoma State House of Representatives	N.A.T.E.C.	Non-Merit	218	48.1	7.5	\$42,116	19.3%
Legislative Service Bureau	N.A.T.E.C.	Non-Merit	7	51.1	14.2	\$57,371	28.6%
Supreme Court	N.A.T.E.C.	Non-Merit	170	49.6	13.0	\$73,495	11.2%
			1,260	49.7	11.3	\$53,176	12.3%

AFFILIATED COUNCILS AND COMMISSIONS

Governor's Advisory Council on Latin American and Hispanic Affairs*

- Giovanni I. Perry - Chair, Norman
- Juanita Vasquez-Sykes - Vice Chair, Oklahoma City
- Louis A. Maltos - Secretary, Shawnee
- Yolanda Velarde Charney, Owasso
- Dr. Eloy A. Chavez, Shawnee
- Nancy Galvan, El Reno
- Sebastian Lantos, Tulsa
- Teri Mora, Guymon
- Guillermo Rojas, Tulsa
- Steven J. Valencia, Alva

Governor's Advisory Council on Asian-American Affairs*

- Hung Le - Chair, Oklahoma City
- Dr. Kyung-Whan Min - Vice Chair, Edmond
- Dr. Evelina C. Morales - Secretary, Oklahoma City
- Tinny Chang, Oklahoma City
- Thuy Pham, Oklahoma City
- Dr. Rita Raman, Edmond
- Vasithy Pic Sengdara, Oklahoma City
- Nick Wu, Norman

Governor's Ethnic American Advisory Council*

- Malaka A. Elyazgi - Chair, Norman
- Dr. Basel S. Hassoun- Vice Chair/Secretary, Oklahoma City
- Dr. Riaz Ahmad, Edmond
- Dr. Muhammad Anwar, Norman
- Mohammad J. Farzaneh, Norman
- Tony Pezeskian, Edmond
- Dr. Sandra Kaye Rana, Broken Arrow
- Wes Salous, Oklahoma City
- Marjaneh Seirafi-Pour, Norman

Affirmative Action Review Council*

- Harold Roberts - Chair, Tulsa
- Sylvia Morales - Vice Chair, Oklahoma City
- Currie Ballard, Coyle
- Representative Mike Shelton, Oklahoma City
- Representative Jabar Shumate, Tulsa
- Jonathan S. Small II, Edmond

Oklahoma Commission on the Status of Women

- Joyce Martin- Chair
- Adeline Yerkes - Vice Chair
- Valeska Littlefield - Secretary
- Fern Bowling, Advisory Council Chair
- Patty Bryant, Nominating Committee
- Deena Fisher, Nominating Committee
- Mary Walker, Nominating Committee

Commission Members

- Maj. Gen. Rita Aragon, (ret)
- Representative Lee Denney
- Malaka Elyazgi
- Risha Grant
- Catherine Haynes
- Ashley Kehl
- Biography
- Lou Kohlman
- Carolyn McLarty
- Bernice Mitchell
- Chris Morriss
- Jennifer Paustenbaugh
- Representative Pam Peterson
- Patricia Presley
- Nancy Rothman
- Joyce Horton-Sanders
- Devon Shannon
- Holly Shelton
- Nancy Smith
- Peggy Thompson
- Valerie Thompson

Oversight Committee for the State Employee Charitable Contributions

- Karen Jacobs - Chair, Oklahoma City
- Brenda Sullivan - Vice Chair, Oklahoma City
- Oscar B. Jackson Jr., Norman
- Shirley Russell, Designee for Oscar Jackson, Norman
- Dusty Darr, Oklahoma City
- Randall Lopez, McAlester
- Jerry Pectol, Oklahoma City
- Melanie Pouncey Sullivan, Oklahoma City

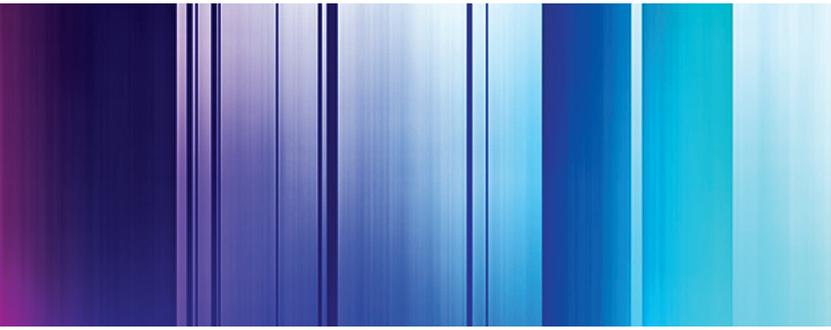
Certified Public Manager Advisory Board

- Kay Hagerman - Chair, Oklahoma City
- Dr. Julie Raadschelders, Norman
- Jeff Gifford, Oklahoma City
- Vickie Karns, Stillwater
- Paula Printup-Porter, Oklahoma City
- Dr. Brett Sharp, Edmond
- Steve Thompson, Oklahoma City
- Cynthia White, Oklahoma City
- Jeannette Williams, Oklahoma City

Incentive Awards for State Employees Committee (Productivity Enhancement Program)

- John S. Richard - Chair
- Michael Clingman
- Oscar B. Jackson, Jr.
- Linda Campbell
- Clayton Abernathy

* Authorization for the council ended on April 8, 2011



MISSION STATEMENT:

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

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