



**STATE OF OKLAHOMA
OFFICE OF PERSONNEL MANAGEMENT**

"Working for Oklahoma"

OPM 10-03

DATE: January 5, 2010

TO: All Appointing Authorities

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

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

SUBJECT: FY2009 OPM Annual Compensation Report

The Office of Personnel Management has completed the analysis and recommendations for the FY2009 Annual Compensation Report. This report, required by O.S. Title 74:840-2.12(5), summarizes the results of the Annual Salary Survey of market compensation practices and compares them to those in Oklahoma state government. The report may be downloaded from the OPM website at www.opm.ok.gov under the *Reports and Publications* link, and is also available upon request in both CD and hard copy format.

The findings of this year's report include the following:

- State classified pay lags the relevant market by 15.47 percent.
- The overall turnover rate for classified jobs is 13.2 percent, while the voluntary turnover rate is 11.4 percent.
- The State minimum wage indexing component is creating an unfunded and unpredictable financial liability for state agencies as the minimum wage continues to increase each year.

The report also contains an analysis of:

- Non-cash compensation (fringe benefits)
- Legislative pay adjustments
- Agency Director Salary Structure

The report concludes with my recommendations concerning state employee compensation for the next year.

Please contact the OPM Compensation Division at (405) 521-6307 if you have questions or comments.

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