

**OPM 02-34**

**TO:** All Appointing Authorities

**FROM:** Oscar B. Jackson, Jr., Administrator and  
Cabinet Secretary of Human Resources

**DATE:** June 26, 2002

**RE:** Supplement to the Merit Rules for Employment

Enclosed please find a camera-ready copy of the July 2001 Supplement to the Merit Rules for Employment. This document contains permanent amendments to the Merit Rules necessary to implement statutory changes made during the 2001 Legislative Session, as well as other changes described below. These amendments become effective July 1, 2002. This document also contains permanent amendments that have been made since the publication of the Merit Rules for Employment dated August 1, 1997, and all currently effective emergency rules. Effective July 1, 2002, this supplement and the Merit Rules for Employment dated August 1, 1997, will constitute a complete set of all currently effective Merit Rules adopted by the Office of Personnel Management. **Please ensure that copies are available to your employees.**

All currently effective administrative rules adopted by the Administrator are also available on the Office of Personnel Management's website at:

[http://www.opm.state.ok.us/html/hr\\_policy\\_rules\\_rule.htm](http://www.opm.state.ok.us/html/hr_policy_rules_rule.htm).

Included in the enclosed rule supplement are the following amendments effective July 1, 2002:

**Subchapter 1**—Amendments to 530:10-1-2 to add definitions for the terms "break in service" and "hiring range" and to clarify the definition of the term "direct reclassification."

**Subchapter 5**—An amendment to 530:10-5-1 to clarify the rule and describe the applicability of the rules in this Subchapter; Merit Rule 530:10-5-11 is revoked from Subchapter 5 and identical text is added to Subchapter 11; amendments to 530:10-5-41 to delete obsolete language; amendments to 530:10-5-51 to provide clarity and establish a time frame by which agencies must forward documents to the Office of Personnel Management when an employee requests a review of the employing agency's assignment of a job family level; amendments to 530:10-5-90 to delete language which conflicts with a definition in 530:10-1-2; and amendments to 530:10-5-91 to delete unnecessary language. If you have questions regarding the amendments to Subchapter 5, please contact David Hays at (405) 521-6329 or [david.hays@opm.state.ok.us](mailto:david.hays@opm.state.ok.us).

**Subchapter 7**—Amendments to 530:10-7-1 to supersede an emergency rule currently in effect and to clarify the applicability of the rules in this Subchapter; amendments to 530:10-7-1.1 to supersede an emergency rule currently in effect and clarify the rule; amendments to 530:10-7-1.2 to supersede an emergency rule currently in place and remove some reporting requirements, as OPM now has the capability to retrieve the information from its computer systems; amendments to 530:10-7-3 to clarify the rule; an amendment to 530:10-7-5 is intended to provide a reference and reminder to agencies that they must comply with the federal Uniformed Services Employment and Reemployment Rights Act for employees returning from military service; an amendment to 530:10-7-6 to allow more flexibility as to when sign-on pay incentives are paid; amendments to 530:10-7-24 to clarify the rule and establish a cap on the total amount an employee may receive when receiving multiple skill-based pay differentials; Merit Rule 530:10-7-27 is necessary to supersede an emergency rule currently in effect. If you have questions regarding the amendments to Subchapter 7, please contact Tom Patt at (405) 522-0422 or [tom.patt@opm.state.ok.us](mailto:tom.patt@opm.state.ok.us).

**Subchapter 9**—Amendments to 530:10-9-5 and 530:10-9-32 to delete obsolete language; an amendment to 530:10-9-52 to delete obsolete language and allow agencies to contact applicants via e-mail; an amendment to 530:10-9-74 to allow agencies to specify proficiency in a non-English language as a selective qualification when necessary to the performance of a particular job; an amendment to 530:10-9-76 to lengthen the amount of time for which an agency can request to extend the life of a certificate. If you have questions regarding the amendments to Subchapter 9, please contact Hank Batty at (405) 521-6333 or [hank.batty@opm.state.ok.us](mailto:hank.batty@opm.state.ok.us).

**Subchapter 11**—Amendments to 530:10-11-35 to clarify the rule; an amendment to 530:10-11-51 to do away with the requirement that filled positions be posted as promotional opportunities when the positions are reallocated (unless the position has been reallocated to a supervisory position); Merit Rule 530:10-11-110 is being added to Subchapter 11 (the rule was formerly 530:10-5-11). If you have questions regarding the amendments to Subchapter 11, please contact Hank Batty at (405) 521-6333 or [hank.batty@opm.state.ok.us](mailto:hank.batty@opm.state.ok.us).

**Subchapter 15**—Amendments to 530:10-15-10 and 530:10-15-12 to move some general language from the rule on sick leave to the rule on general annual and sick leave policies; amendments to 530:10-15-11, 530:10-15-43 and 530:10-15-45 to clarify those rules. If you have questions regarding the amendments to Subchapter 15, please contact Tom Patt at (405) 522-0422 or [tom.patt@opm.state.ok.us](mailto:tom.patt@opm.state.ok.us).

**Subchapter 17**—Amendments to 530:10-17-74, 530:10-17-75, 530:10-17-80, and 530:10-17-82 to clarify these rules. Amendments to 530:10-17-77 to make the rules consistent with statutory changes that made the probationary period for classified employees 12 months rather than 6 months. If you have questions regarding the amendments to the amendments in Subchapter 17 relating to the Carl Albert Public Internship Program, please contact Dayna Petete at (405) 521-6293 or [dayna.petete@opm.state.ok.us](mailto:dayna.petete@opm.state.ok.us).

Enclosure

TITLE 530. OFFICE OF PERSONNEL MANAGEMENT  
CHAPTER 10. MERIT SYSTEM OF PERSONNEL ADMINISTRATION RULES

**Introduction:**

This document contains permanent amendments to the Merit Rules adopted by the Administrator of the Oklahoma Office of Personnel Management that became effective on July 1, 2002. This document also contains other permanent amendments that have been made since the publication of the Merit Rules for Employment dated August 1, 1997, as well as all emergency rules in effect as of July 1, 2002. This document is a supplement to the Merit Rules for Employment dated August 1, 1997. For a complete set of all currently effective Merit Rules adopted by the Office of Personnel Management, you need the Merit Rules for Employment dated August 1, 1997, and this supplement.

SUBCHAPTER 1. GENERAL PROVISIONS  
PART 1. GENERAL PROVISIONS

**530:10-1-2. Definitions [EFF. 7/1/02]**

In addition to terms defined in OAC 455:10-1-2, the following words and terms, when used in the Merit Rules, shall have the following meaning, unless the context clearly indicates otherwise.

**"Absence without leave"** and **"unauthorized absence"** means any absence of an employee from duty without specific approval.

**"Absolute preference veteran"** means a veteran eligible for placement at the top of registers for appointment to the classified service because of a service-connected disability of **30%** or more.

**"Act"** means the Oklahoma Personnel Act.

**"Administrator"** means the appointing authority of the Oklahoma Office of Personnel Management [74:840-1.3]. As the term is used in the Merit Rules, the term includes employees of the Office of Personnel Management to whom the Administrator has lawfully delegated authority to act on his or her behalf. The term, as used in the Merit Rules, may also include Appointing Authorities to whom the Administrator has delegated authority under a duly executed delegation agreement.

**"Adverse impact"** or **"disparate impact"** means a substantially different rate of selection in hiring, promotion, or other employment decision which works to the disadvantage of members of a race, sex, or ethnic group. A common yardstick for determining adverse impact is the **"4/5ths rule"** which indicates adverse impact if the selection rate for any protected group is less than 4/5ths (80%) of the selection rate of the group with the highest selection rate.

**"Agency"** means any office, department, board, commission or institution of the executive branch of state government [74:840-1.3].

**"Allocation"** or **"Position allocation"** means the process by which the Office of Personnel Management designates a position to an established job family. A position is allocated on the basis of duties, authority, responsibilities, classification guides, and other appropriate factors.

**"Appointing authority"** means the chief administrative officer of an agency [74:840-1.3]. As the term is used in the Merit Rules, the term includes employees of an agency to whom the Appointing Authority has lawfully delegated authority to act on his or her behalf.

**"Assignment"** or **"Position assignment"** in the context of position allocation means the process by which an Appointing Authority designates a position to an established job family level.

**"Balanced and representative work force"** means a work force whose composition at all levels approximates the composition of the relevant civilian labor force in terms of race, sex, and ethnicity.

**"Base pay"**, **"base rate"**, or **"base salary"** means the hourly rate or salary established for a job performed. It does not include shift differentials, benefits, overtime, incentives, longevity, or any other pay elements.

**"Break in service"** means a period of time in excess of thirty (30) days during which an employee is not present at work and is not in paid leave status or on approved leave without pay.

**"Career progression"** means a type of intra-agency promotion in which an employee is advanced from one level of a job family to a higher non-supervisory level in the same job family.

**"Certification"**, in the context of initial classified appointments, means the submission of available names of eligibles from the appropriate register to an Appointing Authority. Such a list is called a **"certificate"**. Individuals whose names appear on the certificate are said to be **"certified"**. In the context of all other types of appointments, certification means the determination by the Office, or by an Appointing Authority to whom the Administrator has delegated authority, that a candidate possesses permanent classified status or is eligible for reinstatement to permanent classified status, and meets requirements for appointment to a specified job in the classified service.

**"Classification"** means:

(A) the process of placing an employee into an appropriate job family and level within the job family, consistent with the allocation of the position to which the employee is assigned, or

(B) an employee's job family and the level at which work is assigned [74:840-1.3].

**"Classification plan"** means the orderly arrangement of positions within an agency into separate and distinct job families so that each job family will contain those positions which involve similar or comparable skills, duties and responsibilities [74:840-1.3].

**"Classified employee"** means an employee in the classified service, or an employee currently on leave from the

classified service in accordance with established Merit Rules governing leave.

*"Classified service" means state employees and positions under the jurisdiction of the Oklahoma Merit System of Personnel Administration [74: 840-1.3].*

*"Commission" means the Oklahoma Merit Protection Commission [74:840-1.3].*

**"Compensation plan"** means a schedule of salaries or hourly wages established for the jobs recognized in the agency classification plan so that all positions of a given job within an agency may be paid the same salary range established for the job.

**"Consider"** means a reasonable judgment based on job related criteria and on an individual's fitness for duties for initial or internal appointment.

**"Demotion"** means the reclassification of a classified employee to a different job with a lower pay band assignment or to a lower level within the same job family. Demotion may be voluntary or involuntary.

**"Direct reclassification"** means a change made in a classified employee's classification by an Appointing Authority as a result of the adoption of a new or revised job family descriptor.

**"Discharge"** is defined in 455:10-11-3.

*"Displacement" or "displace" means the process of an employee accepting an offer of employment to an occupied or funded vacant position [74:840-2.27B].*

**"EEO Job Categories"**, as used in the context of affirmative action/equal employment opportunity, means the following occupational categories:

(A) **Officials and Administrators:** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district, or area basis.

(B) **Professionals:** Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.

(C) **Technicians:** Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.

(D) **Protective Service Workers:** Occupations in which workers are entrusted with public safety, security and protection from destructive forces.

(E) **Paraprofessionals:** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status.

(F) **Administrative Support (Including Clerical and Sales):** Occupations in which workers are responsible for internal and external communication, recording and

retrieval of data and/or information and other paperwork required in an office.

(G) **Skilled Craft Workers:** Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.

(H) **Service-Maintenance:** Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.

**"Eligible"** means a person who has met all requirements for appointment to a given job.

*"Employee" or "state employee" means an elected or appointed officer or employee of an agency unless otherwise indicated [74:840-1.3].*

*"Entrance examination" means any employment test used by the Office of Personnel Management to rank the names of applicants who possess the minimum requirements of education, experience, or licensure for a job or group of similar jobs on a register of eligibles established by the Office of Personnel Management [74:840-1.3].*

*"Executive Director" means the appointing authority of the Oklahoma Merit Protection Commission [74:840-1.3].*

**"FEPA"** means the Oklahoma Fair Employment Practices Act, Section 840-4.12 of the Oklahoma Personnel Act.

**"FLSA"** means the federal Fair Labor Standards Act.

**"FLSA exempt"** means employees performing work which is considered to be exempt from the overtime payment provisions of the FLSA.

**"FLSA non-exempt"** means employees performing work which is considered to be under the overtime payment provisions of the FLSA.

**"Hiring range"** means a range within a pay band within which an Appointing Authority may establish the initial rate of pay for a given job.

**"Hiring rate"** means the initial rate of pay for a given job within the pay band assigned to the job family level.

**"Hiring rule"** refers to the names of the top 10 available eligibles certified to an Appointing Authority by the Administrator.

**"Initial appointment" or "original appointment"** means the act of an Appointing Authority hiring a person, usually from a certificate, for a probationary period. Contrast the meaning of these terms with "internal action" and "internal appointment" which are also defined in this Section.

*"Interagency transfer" means an action in which an employee leaves employment with one agency and enters employment with another agency while continuously employed with the state [74:840-1.3].*

**"Internal action" or "Internal appointment"** means the reclassification of a current employee or the reinstatement, recall

or reemployment from a Priority Reemployment Consideration Roster of a former employee.

**"Intra-agency transfer"** means moving an employee from one position to another position with the same agency either with or without reclassification [74:840-1.3].

**"Job"** means a position or job family level in a job family [74:840-1.3].

**"Job family"** means:

(A) jobs which require similar core skills and involve similar work, and

(B) a logical progression of roles in a specific type of occupation in which the differences between roles are related to the depth and breadth of experience at various levels within the job family and which are sufficiently similar in duties and requirements of the work to warrant similar treatment as to title, typical functions, knowledge, skills and abilities required, and education and experience requirements [74:840-1.3].

**"Job family descriptor"** means a written document that:

(A) describes a job family, including, but not limited to, the basic purpose, typical functions performed, various levels within the job family, and the knowledge, skills, abilities, education, and experience required for each level, and

(B) identifies the pay band assigned for each level [74:840-1.3].

**"Job family level" or "level"** means a role in a job family having distinguishable characteristics such as knowledge, skills, abilities, education, and experience [74:840-1.3].

**"Job-related organization"** means a membership association which collects annual dues, conducts annual meetings and provides job-related education for its members and which includes state employees, including any association for which payroll deductions for membership dues are authorized pursuant to paragraph 5 of subsection B of Section 7.10 of Title 62 of the Oklahoma Statutes [74:840-1.3].

**"Lateral transfer"** means the reclassification of an employee to another state job with the same pay band assignment as the job family level in which the employee had been classified prior to the lateral transfer [74:840-1.3].

**"Leave of absence without pay"** means leave or time off from duty granted by the Appointing Authority, for which period the employee receives no pay.

**"Manifest imbalance"** means representation of females, Blacks, Hispanics, Asian/Pacific Islanders and American Indians/Alaskan natives in specific job groups or EEO job categories within the agency's work force that is substantially below its representation in the appropriate civilian labor force.

**"Merit Rules" or "Merit Rules for Employment" or "Merit System of Personnel Administration Rules"** means rules adopted by the Administrator of the Office of Personnel Management or the Oklahoma Merit Protection Commission pursuant to the Oklahoma Personnel Act [74:840-1.3]. Merit Rules adopted by the Administrator are in OAC 530:10, and Merit Rules adopted by the Commission are in OAC 455:10.

**"Merit System"** means the Oklahoma Merit System of Personnel Administration [74:840-1.3].

**"Minimum qualifications"** means the requirements of education, training, experience and other basic qualifications for a job.

**"Minority"** means a person who appears to belong, identify with, or is regarded in the community as belonging to one of the following racial or ethnic groups:

(A) **"Black"**, meaning all persons having origins in any of the Black racial groups of Africa;

(B) **"Hispanic"**, meaning all persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race;

(C) **"Asian or Pacific Islander"**, meaning all persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.

(D) **"American Indian or Alaskan Native"**, meaning all persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition. For affirmative action purposes, persons who are reported as American Indian shall verify tribal affiliation by providing a certificate of Degree of Indian Blood from the U.S. Department of Interior, Bureau of Indian Affairs, or by providing the name and address of tribal officials who can verify tribal affiliation [74:840-2.1].

**"New position"** means a position not previously existing.

**"Noncompetitive appointment"** means the appointment of a person to a noncompetitive job level within a job family [74:840-1.3].

**"Noncompetitive job"** means an unskilled or semiskilled job designated by the Office of Personnel Management as noncompetitive. Noncompetitive jobs do not require written examinations for placement on registers of eligibles [74:840-1.3].

**"Office"** means the Office of Personnel Management [74:840-1.3].

**"Oklahoma Personnel Act"** means Sections 840-1.1 et seq. of Title 74 of the Oklahoma Statutes, creating the Merit System of Personnel Administration and any amendments or supplements.

**"Part-time employee"** means an employee who works less than full time.

**"Pay band"** means the pay range assigned to a job family level.

**"Payline"** means the relationship between the rate of pay of a particular job family level and the assigned job evaluation points for the same job family level.

**"Permanent employee"** means a classified employee who has acquired permanent status in the classified service according to the Act and the Merit Rules.

**"Position"** means a group of specific duties, tasks and responsibilities assigned by the Appointing Authority to be

performed by one person; a position may be part time or full time, temporary or permanent, occupied or vacant.

**"Priority reemployment consideration"** means the requirement that Appointing Authorities consider eligible former state employees who were separated as a result of a reduction-in-force whose names appear on Priority Reemployment Consideration Rosters before any vacant position is filled by any eligible initially appointed from an employment register.

**"Probationary employee"** means a classified employee who has not acquired permanent status in the classified service in accordance with the Act and the Merit Rules.

**"Probationary period"** means a working test period during which a classified employee is required to demonstrate fitness for the job to which appointed by the satisfactory performance of the duties and responsibilities of the job.

**"Promotion"** means the reclassification of a classified employee to a different job with a higher pay band assignment or to a higher level within the same job family.

**"Promotional examination"** means any employment test designated by the Office of Personnel Management to determine further the qualifications of a permanent classified employee of a state agency for employment in a different job for which the employee possesses the minimum qualifications of education, experience, or licensure within that agency [74:840-1.3].

**"Reallocation"** or **"Position reallocation"** means the process of reassigning an established position, occupied or vacant, from one job family to another.

**"Recall right"** means the entitlement of an eligible person to be offered reappointment to the job family level from which removed by a reduction-in-force before any other person may be appointed, except by recall.

**"Reclassification"** means the process of changing a classified employee from one job family to another job family or from one job family level to another job family level in the same job family, resulting in a change in the employee's assigned job code [74:840-1.3].

**"Register"** means a list of eligibles for original probationary appointment to a job.

**"Register life"** means the length of time during which a person's name may be continuously or intermittently on a register as a result of an entrance examination.

**"Regular and consistent"** means, in connection with an

employee's work assignments, the employee's usual and normal work assignments, excluding incidental, casual, occasional tasks, and activities the employee assumes without direction to do so. Temporary work assignments of less than **60** days in any **12** month period are not considered regular and consistent.

**"Regular unclassified service employee"** means an unclassified service employee who is not on a temporary or other time-limited appointment [74:840-1.3].

**"Reinstatement"** means the reappointment of a former permanent classified employee as provided in the Merit Rules or the replacing of an eligible's name on a register.

**"Resignation"** means an employee's voluntary termination of his or her employment with the state. In the case of a classified employee, it includes the forfeiture of status in the classified service.

**"Salary administration plan"** means the plan adopted by an Appointing Authority and submitted to the Administrator for approval which establishes hiring ranges for positions. Components of a salary administration plan may include but are not limited to conditions for hiring above the midpoint of a pay range, skill-based pay programs, and other pay movement mechanisms authorized by Section 840-2.17 of the Oklahoma Personnel Act.

**"Senior EEO Investigator"** means a person who has been designated by the Administrator to provide advice and support to persons completing the training requirements for discrimination complaints investigators as described in 530:10-3-22.

**"Successor job family level"** means a job family level that takes the place of a class or another job family level.

**"Supervisor"** means a classified or unclassified employee [within the executive branch, excluding employees within The Oklahoma State System of Higher Education 74:840-3.1] who has been assigned authority and responsibility for evaluating the performance of [other state employees] [74:840-3.1].

**"Trial period"** means a working test period after promotion or voluntary demotion during which a classified employee is required to demonstrate satisfactory performance in the job to which promoted or voluntarily demoted before acquiring permanent status in the job.

**"Unclassified service"** or **"exempt service"** means employees and positions excluded from coverage of the Oklahoma Merit System of Personnel Administration [74:840-1.3]. Such employees and positions are subject to various provisions of the Oklahoma Personnel Act and the Merit Rules.

**"Veteran"** means a person who has been honorably discharged from the Armed Forces of the United States and who has been a resident of Oklahoma for at least **1** year before the date of examination [74:840-1.3].

#### **530:10-1-6. Violations; penalties [EFF. 3/28/02]**

(a) The Administrator shall issue orders directing agencies to comply with provisions of the Oklahoma Personnel Act, the Merit Rules, or written communications issued to agencies explaining the Oklahoma Personnel Act, the Merit Rules, and any other matter relating to the Merit System of Personnel Administration. [74:840-1.6A]

(b) *The Oklahoma Merit Protection Commission or the Administrator of the Office of Personnel Management may levy an administrative fine not to exceed Five Thousand Dollars (\$5,000.00) against any person, whether subject to the provisions of the merit system or in unclassified service, who*

*after proper notice fails or refuses, within a reasonable period of time, to implement a written order of the Oklahoma Merit Protection Commission or the Administrator of the Office of Personnel Management. Such fine shall be assessed against the person who violates the order and shall not be paid by any monies of the employing entity in which the person is employed or serves.* [74:840-6.9(A)]

(c) *Any person against whom an administrative fine is levied who continues the violation for an unreasonable period of time, as determined by the Oklahoma Merit Protection Commission or Administrator of the Office of Personnel Management, shall forfeit his or her position and shall be ineligible for appointment to or employment in state government for a period of five (5) years* [74:840-6.9(B)].

(d) *Any fines collected pursuant to this section shall be deposited to the revolving fund of the respective entity which levies the fine* [74:840-6.9(C)].

**530:10-1-11. Employee roster [AS AMENDED 7/1/00]**

The Office of Personnel Management shall establish and maintain a roster of all employees in the classified service, showing for each employee the title, salary, date of employment and such other employment data as is deemed pertinent. Also, for the purpose of identifying employees and positions, for payroll certification, the Office of Personnel Management shall maintain a list of unclassified personnel.

**530:10-1-13. Conversion to new classification system [EXPIRED]**

**PART 5. MODEL PROJECTS**

**530:10-1-60. Purpose [EFF. 7/1/98]**

The purpose of model projects is to allow agencies to design model human resource projects to test and evaluate the effect of innovative policies, standards, and procedures. [74:840-1.15]

**530:10-1-61. Authorization of model projects [EFF. 7/1/98]**

The Administrator may approve applications for model projects after review and approval of the project by the Human Resources Management Advisory Committee. Approval of an application for a model project by the Administrator shall constitute authority for the agency to implement the approved model project for a length of time to be specified by the Administrator. [74:840-1.15]

**530:10-1-62. [RESERVED]**

**530:10-1-63. [RESERVED]**

**530:10-1-64. [RESERVED]**

**530:10-1-65. Effect of Merit Rules on model projects [EFF. 7/1/98]**

The Administrator may waive applicability of Merit Rules adopted by the Administrator if necessary to implement a model project approved by the Human Resources Management Advisory Committee and the Administrator. The waiver shall apply only to the model project specified by the Administrator and shall be effective only for the duration of the model project.

The waiver shall end immediately upon termination or completion of the model project.

**SUBCHAPTER 3. AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY**

**PART 3. AFFIRMATIVE ACTION**

**530:10-3-31. Adoption of affirmative action plans [EFF. 7/1/98]**

Each agency in all branches of state government, except institutions within The Oklahoma State System of Higher Education, shall develop and adopt a written affirmative action plan [74:840-2.1]. Affirmative action plans for executive branch agencies, except institutions within The Oklahoma State System of Higher Education, shall conform to the requirements established by the Act and the Merit Rules and shall be subject to the approval of the Administrator [74:840-2.1(B)].

**530:10-3-33. Standards for affirmative action plans [EFF. 7/1/98]**

(a) The provisions of this Section and 530:10-3-33.1 through 530:10-3-33.11 comprise the standards for agency affirmative action plans.

(b) *All agencies, boards, commissions, departments, and offices of each branch of state government, except institutions within The Oklahoma State System of Higher Education, shall submit an affirmative action plan to the Office of Personnel Management annually no later than September 1 following the end of the fiscal year ending June 30 [74:840-2.1(A)].* **Appointing Authorities should submit plans as soon as possible following the end of the fiscal year.**

(c) An Appointing Authority shall submit a corrected plan within **30** days after the date of notice from the Administrator that a previously submitted plan does not meet one or more specified standards.

(d) Affirmative action plans for executive branch agencies authorized **15** or more full-time-equivalent employees shall meet all of the required standards described in 530:10-3-33 through 530:10-3-33.11.

(e) Affirmative action plans for executive branch agencies authorized fewer than **15** full-time-equivalent employees shall contain the required standards described in 530:10-3-33 through 530:10-3-33.4 and 530:10-3-33.8 through 530:10-3-33.10.

**530:10-3-33.5. Job group analysis [EFF. 7/1/00]**

Affirmative action plans for agencies authorized **15** or more full-time-equivalent employees shall include an analysis of the racial or ethnic and sexual composition of the present workforce by job groups. Job groups shall be based on similar work content, advancement opportunities, and rate of pay. Appointing Authorities shall:

- (1) Use the EEO job categories as a basis for job group analysis; however an Appointing Authority may subdivide an EEO job category into several job groups;
- (2) Assign all jobs to job categories using the EEO job category listing published by the Administrator unless the level of assigned responsibility for the job family within the agency matches the description for another category better than the category listed in the Administrator's publication;
- (3) List the number of employees and the total number of male, female, total minority and individual employees in each job group; and

(4) Complete a form prescribed or approved by the Administrator to record job group analysis data. The form shall provide spaces for job group information, including but not limited to: EEO job category and job group, salary or pay band, job titles, numbers of employees by job title, group, and category.

**530:10-3-33.8. Personnel transaction report [EFF. 7/1/01]**

All affirmative action plans shall include a report of personnel transactions. The report shall be an agency-wide summary of personnel transactions showing the progress made toward achieving any affirmative action goals for the preceding year. An Appointing Authority shall:

(1) List the total number of employees and the total number of male, female, individual minority, and total minority employees present at the beginning of the preceding plan period and the corresponding numbers at the end of the period. If the numbers for the beginning of the period are inconsistent with the numbers submitted in the preceding plan, the Appointing Authority shall include an explanation for the differences;

(2) List the number of male, female, individual minority, and total minority employees affected by the following types of personnel transactions during the period;

(A) **New hires.** This type includes new full-time appointments, transfers in, reinstatements, and recalls, but does not include temporary, part-time, or time-limited appointments;

(B) **Promotions.** In addition to promotions, this type includes direct reclassifications resulting in a higher rate of pay, and any other transactions resulting in an employee being reclassified to a different state job with a higher pay band assignment or to a higher level within the same job family;

(C) **Demotions.** This group includes both voluntary and involuntary demotions, direct reclassifications to a job with a lower pay band, and any other transactions resulting in an employee being assigned to a lower pay band or to a lower level in the same job family;

(D) **Separations.** This group includes discharges, resignations, transfers out, retirements, reduction-in-force, or other voluntary or involuntary separation from full-time employment with the agency, but not including the separation of persons on temporary, part-time, or time-limited appointments;

(3) List summary information on a form prescribed or approved by the Administrator, including but not limited to: staffing numbers at the beginning and end of the period, gains and losses during the period, personnel transaction goals for hiring and promotions goals for the preceding period, and the actual numbers of new hires, promotions, demotions, and separations. If the agency is authorized 15 or more full-time-equivalent employees, the Appointing Authority shall include the hiring goals and any optional promotional goals for the preceding period on the form.

**530:10-3-36. Review of affirmative action plans by Affirmative Action Review Council and the Administrator [EFF. 7/1/98]**

(a) Affirmative action plans submitted by executive branch agencies, except institutions within The Oklahoma State System of Higher Education, shall be subject to the approval of the Administrator [74:840-2.1(B)]. **The Administrator shall**

**submit all plans received by September 1 to the Affirmative Action Review Council for the Council's review before December 1.**

(b) The Council shall review plans for compliance with the standards adopted by the Administrator in 530:10-3-33 through 530:10-3-33.11 [74:840-2.1(H)(4)(b)].

(1) The Administrator shall notify an Appointing Authority

in writing a minimum of 7 calendar days before the meeting at which the Council is scheduled to review the Appointing Authority's affirmative action plan.

(2) If an agency is authorized 15 or more full-time-equivalent employees, the Appointing Authority, or a designee of the Appointing Authority, shall appear at the meeting of the Council at which the Council is scheduled to review the affirmative action plan. Failure by the Appointing Authority or designee to attend such meeting may result in a recommendation by the Council that the Administrator reject the agency's affirmative action plan.

(3) The Council shall, by affirmative vote of a majority of a quorum of the members present, recommend that the Administrator reject any affirmative action plan that is not in compliance with one or more of the standards for agency affirmative action plans in 530:10-3-33 through 530:10-3-33.11.

(c) The Administrator shall reject the affirmative action plan of any executive branch agency which is not in compliance with the standards in 530:10-3-33 through 530:10-3-33.11 and the rules in this Subchapter upon recommendation of the Council and shall so notify the Appointing Authority of the agency. By December 31, the Administrator shall approve any plan which has been reviewed by the Council and which is in compliance with the standards in 530:10-3-33 through 530:10-3-33.11 and the rules in this Subchapter. The Administrator shall notify the Appointing Authority of the approval or rejection of the agency's affirmative action plan.

**530:10-3-39. Preparation of the annual status report on equal employment opportunity and affirmative action in state government [EFF. 7/1/98]**

(a) On or before January 1 of each year, the Administrator shall submit a report to the Speaker of the House of Representatives, the President Pro Tempore of the Senate, and the Governor. The report shall state the efforts and progress made by state agencies, except institutions within The Oklahoma State System of Higher Education, in the area of affirmative action, including the status of recruitment, hiring, and promotion of women, men, and minorities within job categories [74:840-2.1(C)].

(b) The Council shall assist the Administrator in preparing the annual status report on equal employment opportunity and affirmative action in state government [74:840-2.1(H)(1)].

**PART 7. AFFIRMATIVE ACTION AND CIVIL RIGHTS PERSONNEL**

**530:10-3-75. Qualifications of civil rights and affirmative action personnel [EFF. 7/1/00]**

(a) Personnel selected by Appointing Authorities to fill full-time Civil Rights Administrator positions in the classified service shall meet the minimum requirements contained in the job family descriptor for these jobs.

(b) Personnel selected by Appointing Authorities to fill full-time civil rights or affirmative action administrator, coordinator or officer positions in the unclassified service shall meet the

requirements as provided in a job description approved by the Administrator.

(c) Other classified and unclassified personnel designated by Appointing Authorities to perform civil rights/affirmative action duties on a part-time basis shall have knowledge of: federal and state civil rights laws; affirmative action and equal employment laws; and Oklahoma state government personnel practices and procedures.

## **SUBCHAPTER 5. POSITION ALLOCATION AND EMPLOYEE CLASSIFICATION SYSTEM**

### **PART 1. GENERAL PROVISIONS**

#### **530:10-5-1. Purpose and scope [EFF. 7/1/02]**

- (a) The purposes of the rules in this Subchapter are to establish:
- (1) an employee classification system for all classified employees; and
  - (2) standards and procedures for conducting audits of classified positions.
- (b) The rules in this Subchapter apply only to employees and positions in the classified service, unless otherwise specified.

#### **530:10-5-2. Authority and responsibility of the Office of Personnel Management [EFF. 7/1/00]**

- (a) The Office of Personnel Management shall develop and maintain a classification system [74:840-1.6A] in which all positions within a job family and level are sufficiently similar in duties and responsibilities that:
- (1) the same descriptive title may be used to designate each position; and
  - (2) essentially the same selection requirements and procedures may be used to select employees; and
  - (3) under like working conditions, the same pay band may be applied.
- (b) The Office of Personnel Management shall be responsible for the adoption, revision and abolishment of job family descriptors; for the audit of positions to determine the proper job family to which a position is allocated [74:840-4.3]; and for the assignment of position identification codes.

#### **530:10-5-3. Authority and responsibility of Appointing Authorities [EFF. 7/1/00]**

- (a) Appointing Authorities have control of positions within their agency and have the authority to organize their agencies, to create positions, to abolish positions and to prescribe or change the duties and responsibilities assigned to any position or employee at any time. Appointing Authorities shall determine the level within a job family at which duties and responsibilities are assigned [74:840-4.3]. Appointing Authorities have the authority to reclassify employees in accordance with other provisions of the Merit Rules.
- (b) Appointing Authorities are responsible for ensuring that:
- (1) job family descriptors are reviewed at least annually and the Office of Personnel Management is notified of any recommended changes in job family descriptors;

- (2) managers and supervisors assign work to employees on a regular and consistent basis that conforms with the employee's classification;
- (3) employees are classified in accordance with the work they are assigned on a regular and consistent basis as an integral part of their normal job [74:840-4.3];
- (4) managers and supervisors cooperate in position allocation audits and classification grievance audits by supplying timely and accurate information about positions being audited;
- (5) all records relied on by the Appointing Authority in making changes to the job family level are maintained; and
- (6) each employee is given a copy of the:
  - (A) job family descriptor for the job family to which the position occupied by the employee is allocated if the employee requests a copy;
  - (B) list of accountabilities to be used in evaluating the employee's performance, as required in 530:10-17-31; and
  - (C) Position Description Questionnaire for the position if one exists and the employee requests a copy.

#### **530:10-5-4. Rights and responsibilities of employees [EFF. 7/1/00]**

- (a) Employees shall be familiar with the job family descriptor, Position Description Questionnaire if one exists, and list of accountabilities for the position they occupy.
- (b) Employees shall participate in the processes and procedures pertaining to the allocation of positions and classification of employees. This is a duty of all employees. Employees shall supply timely and accurate information about duties and responsibilities of other employees and positions when requested to do so.
- (c) *An employee has the right and responsibility to file a classification grievance, as provided by law and rule, when duties performed on a regular and consistent basis do not conform to the employee's job family descriptor and level of assignment [74:840-4.3].*
- (d) *Employees are entitled to the job family level they are currently assigned [74:840-4.3] and to perform work consistent with their classification. An employee is entitled to the compensation assigned to the job family level for which duties were performed on a regular and consistent basis. This provision does not entitle the employee to a higher job family level [74:840-4.3] and does not prohibit reclassification in accordance with other Merit Rules. Employees have no right to reclassification, to occupy a specific position, or to the continued assignment of specific duties and responsibilities.*
- (e) *An employee is not required to perform all of the work operations described in a job family descriptor in order to be eligible for classification thereunder. An employee is not eligible or entitled to classification by reason of performing isolated or singular duties incidental to the job but which are described in another job family descriptor. Employees are entitled to the job family level they are currently assigned. [74:840-4.3]*

(f) *An employee normally performs some of the work of higher-rated jobs and some of the work of lower-rated jobs when required. The normal duties of an employee may include assistance to [other employees]. [74:840-4.3] An employee is required to perform the work operations and duties described or appraised as being covered by a job family descriptor pursuant to that degree or amount of guidance or instruction which is considered usual and normal in order to qualify for the classification [74:840-4.3].*

(g) The fact that the list of accountabilities used in the appraisal of the employee's work performance in accordance with 530:10-17-31 does not include all of the tasks assigned to the employee, does not exempt the employee from performance of such tasks.

**530:10-5-6. Notice of creation of positions, changes in positions and abolishment of positions [EFF. 7/1/00]**

(a) After a position is created, the Appointing Authority shall furnish the Office of Personnel Management with a completed Position Description Questionnaire form. OAC 530:10-5-55 describes this form.

(b) The supervisor and the manager of a position shall review the Position Description Questionnaire each time the position becomes vacant to ensure that the duties assigned to the position are in substantial agreement with the job family descriptor and that both continue to identify the work the Appointing Authority wants assigned to the position.

(c) An Appointing Authority may change the duties and responsibilities of positions at any time. When there is a significant change in a position or if there is reason to believe the position is not properly allocated, the Appointing Authority shall request an audit of the position in accordance with 530:10-5-50.

(d) An Appointing Authority shall promptly notify the Office of Personnel Management when a position is abolished.

**530:10-5-8. Job family descriptors [EFF. 7/1/00]**

(a) **Purpose and use of job family descriptors.** Job family descriptors shall be used to distinguish one job family from another as clearly and definitively as possible [74:840-4.3]. Job family descriptors shall also be used as a basis for:

- (1) allocating positions to job families [74:840-4.3];
- (2) selecting employees to fill positions;
- (3) assigning jobs to pay bands;
- (4) ensuring that employees are properly classified [74:840-4.3]; and
- (5) assigning positions to levels by the Appointing Authority.

(b) **Format and content of job family descriptors.** The Office of Personnel Management shall determine the format to be used in preparing job family descriptors.

- (1) A job family descriptor shall consist of:
  - (A) a title and code, including a code for each level in the job family descriptor;
  - (B) a basic purpose describing duties, and responsibilities of employees in the job family;

(C) typical functions performed;

(D) knowledge and skills necessary to perform work at each level; and

(E) the minimum qualifications, such as those for education and experience, that are required for initial or internal appointment to a job included in the job family.

(2) A job family descriptor may also include identification information and other information, such as position allocation standards, which facilitates the allocation of positions to job families, the selection of qualified employees, and the assignment of appropriate pay bands.

**(c) Adoption, revision and abolishment of job family descriptors.**

After the initial conversion of classes to job families on November, 1, 1999, the Administrator shall have a public hearing before adopting a new job family descriptor or revising a job family descriptor to the extent that the allocation of positions or the pay band for the job family is affected, so that interested persons will have an opportunity to express their views. However, the Administrator may make other revisions to job family descriptors and may abolish unused job families as the need to do so is identified.

**(d) Distribution of job family descriptors.**

(1) Before the effective date of the adoption or revision of a job family descriptor for which positions in an agency have been allocated, the Office of Personnel Management shall provide the Appointing Authority with a copy of the job family descriptor.

(2) The Office of Personnel Management shall provide all agencies with a summary of all job family descriptors adopted, revised, or abolished within 1 month after the action.

(3) Appointing Authorities shall give employees notice of new and revised job family descriptors and give copies of job family descriptors to employees in the job family and their supervisors upon request.

**530:10-5-11. Detail to special duty [TEXT OF RULE MOVED TO 530:10-11-110]**

**530:10-5-13. Authority to underfill positions [REVOKED]**

**PART 3. ALLOCATION OF POSITIONS**

**530:10-5-31. Authority for allocation of positions [EFF. 7/1/00]**

The Office of Personnel Management has the authority to allocate a position to the appropriate job family. The Office of Personnel Management shall audit both vacant and occupied positions in accordance with Part 5 of this Subchapter, to determine if positions are properly allocated and shall reallocate positions if it is necessary.

**530:10-5-34. Determination of appropriate job family [EFF. 7/1/00]**

(a) Job family descriptors shall be used in the determination of the allocation of positions. In determining the job family to which a position shall be allocated, a Position Description Questionnaire and a job family descriptor shall be interpreted and applied as a

composite picture of positions the job family includes [74:840-4.3].

(b) Relevant information about the position shall be considered. This may include, but is not limited to, individual position descriptions, information submitted by the Appointing Authority and employee, job audit reports, organizational charts, and lists of accountabilities to be used in appraising performance in the position.

(c) Consideration shall be given to the specific tasks and duties, levels of authority and responsibility, supervision received and exercised, discretion and judgment required, management of work processes and programs, organizational relationships to other positions, and any other factors which assist in the proper allocation of the position.

(d) The Office of Personnel Management may consider the relationship of positions to gain a better understanding of the duties and responsibilities of a position being allocated. However, comparisons among positions are not the basis for the allocation of a position to a job family.

(e) The fact that all of the tasks of a position do not appear in the job family descriptor to which the position has been allocated shall not be taken to mean that the position is necessarily excluded from the job family, nor shall any one example of a typical task, taken without relation to the other parts of the job family descriptor, be construed as determining that a position should be allocated to the job family.

(f) If a job family descriptor which clearly encompasses the duties and responsibilities of a position does not already exist, the Office of Personnel Management shall allocate the position to the most appropriate existing job family, revise an existing job family descriptor, or prepare a new job family descriptor to describe the position.

#### **PART 4. ASSIGNMENT OF JOB FAMILY LEVELS**

##### **530:10-5-40. [RESERVED]**

##### **530:10-5-41. Authority for assignment of positions [EFF. 7/1/02]**

Appointing Authorities have the authority to assign a position to the appropriate job family level, consistent with the job family allocation made by the Office of Personnel Management. Appointing Authorities will be responsible for maintaining appropriate records to track and monitor the level assigned and any changes based on significant changes in duties and responsibilities.

##### **530:10-5-42. [RESERVED]**

##### **530:10-5-43. [RESERVED]**

##### **530:10-5-44. Determination of appropriate job family level [EFF. 7/1/00]**

(a) Appointing Authorities shall use job family descriptors and the job family allocation made by the Administrator in assigning positions to job family levels. In determining the job family level to which a position shall be assigned, Appointing Authorities shall interpret and apply the Position Description Questionnaire

(OPM 39), and the job family descriptor as a composite picture of positions the job family level includes [74:840-4.3]. Appointing Authorities may also use a Supplemental Position Description Questionnaire (OPM 39A) in assigning positions to job family levels.

(b) Relevant information about the position shall be considered. This may include, but is not limited to, individual position descriptions, information submitted by the Appointing Authority and employee, job audit reports, organizational charts, and lists of accountabilities to be used in appraising performance in the position.

(c) Consideration shall be given to the specific tasks and duties, levels of authority and responsibility, supervision received and exercised, discretion and judgment required, management of work processes and programs, organizational relationships to other positions, and any other factors which assist in the proper allocation of the position.

(d) Appointing Authorities may consider the relationship of positions to gain a better understanding of the duties and responsibilities of a position in assigning a position to a job family level. However, comparisons among positions are not the basis for the assignment of a position to a job family level.

#### **PART 5. AUDITS OF POSITIONS**

##### **530:10-5-50. Initiation of audits [EFF. 7/1/00]**

(a) The Office of Personnel Management may initiate audits of individual positions or survey audits of positions as any need to do so is identified.

(b) Audits of positions shall be conducted by the Office of Personnel Management at the written request of an Appointing Authority [74:840-4.3]. The written request shall include a Position Description Questionnaire completed according to 530:10-5-55.

(c) Audits of positions shall be conducted by the Office of Personnel Management at the written request of the Executive Director of the Merit Protection Commission in connection with a complaint filed with the Commission.

(d) The Office of Personnel Management shall conduct audits on receipt of a Classification Dispute Review Request form completed according to 530:10-5-55.

##### **530:10-5-51. Classification disputes [EFF. 7/1/02]**

(a) *An employee has the right and responsibility to file a classification grievance, as provided by law and rule, when duties performed on a regular and consistent basis do not conform to the job family descriptor [74:840-4.3].* The Office of Personnel Management shall not accept classification grievances directly from employees. A formal classification grievance shall be filed with the employing agency according to the rules for filing classification grievances promulgated by the Merit Protection Commission (OAC 455:10-19-1 et seq.). An internal classification grievance must be concluded within the agency before an employee may file a Classification Dispute Review Request form with the Office of Personnel Management. If the resolution decision by the Appointing Authority is to advise the employee to complete an Office of Personnel Management

Classification Dispute Review Request form (OPM-70), as provided in OAC 455:10-19-35, the form will be submitted through appropriate supervisory channels to the agency office responsible for human resources functions.

(b) Upon receipt of a Classification Dispute Review Request form submitted through appropriate supervisory channels, the agency office responsible for human resources functions will review it along with any other appropriate records, including the internal grievance file, to determine the nature and scope of the grievance. If the grievance concerns only the job family level to which the position is assigned, a position audit will be conducted by a designated agency representative who has been assigned the responsibility to complete position audits, to determine the proper job family level. If an Appointing Authority has been delegated position allocation authority in accordance with OAC 530:10-1-30, designated agency representatives will also be responsible for conducting classification grievance audits to determine both the appropriate job family and job family level. In conducting these audits, consideration shall be given to all relevant information concerning the position according to OAC 530:10-5-34.

(c) If the review of the Classification Dispute Review Request and other related information indicates that the grievance includes the job family to which the position is allocated, and the agency has not been delegated position allocation authority, the form will be forwarded within **20** days to the Office of Personnel Management requesting that a position audit be completed. The Office of Personnel Management will then be responsible for completing the audit and determining an appropriate job family for the position. Upon receipt of the allocation decision made by the Office of Personnel Management, a designated agency representative will be responsible for determining the proper job family level for the position.

(d) If an incumbent employee does not agree with the job family level assigned to a position by the Appointing Authority after completion of a grievance audit, the employee may request a review by the Office of Personnel Management. The employee shall submit the request to the agency office responsible for the agency's human resources management functions within **20** calendar days of the date of the notice of the final decision by the agency. Within **7** calendar days of receipt, the agency shall attach all documents considered by the agency in determining the job family level to the request for review and submit it to the Office of Personnel Management. Within **14** calendar days of receipt, the Office of Personnel Management will review the information submitted and make a final decision concerning the proper level of assignment. Such decision shall be based solely on a review of the written documentation submitted.

(e) An employee may request an OPM review of the job family to which a position has been allocated by an agency which has delegated position allocation authority. The request for review must be received in the agency office responsible for the agency's human resource management functions no later than **20** calendar days after the date of the final notice of the decision by the agency.

(f) *An employee is entitled to the compensation assigned to the job family level for which duties were performed on a regular and consistent basis* [74:840-4.3].

(g) If a classification grievance or a classification dispute review indicates an employee has not received the compensation assigned to the job family level for which duties were performed on a regular and consistent basis, the Appointing Authority shall compensate an employee for the difference between the employee's actual rate of pay and the rate of pay the employee would have received on promotion to the job family level that was consistent with the duties and responsibilities of the employee. Back pay shall be limited to the date the employee filed the classification grievance pursuant to Section 840-6.2 of the Oklahoma Personnel Act.

**530:10-5-54. Collection and exchange of information about positions [EFF. 7/1/00]**

(a) In addition to the forms described in 530:10-5-55, the Office of Personnel Management may request other information from the Appointing Authority and from the employee if the position is occupied. Additionally, the Office of Personnel Management may collect information through on-site job audits, meetings or other methods. Only the Office of Personnel Management shall have authority to determine when an on-site audit is appropriate.

(b) A list of accountabilities to be used in the appraisal of an employee's work performance in the position in accordance with 530:10-17-31, does not by itself contain sufficient information to make a determination of appropriate allocation for the position.

(c) Upon completion of an audit and the allocation of a position in accordance with 530:10-5-56, the Office of Personnel Management shall send one copy of the allocated Position Description Questionnaire (or the Classification Dispute Review Request Form) to the Appointing Authority and one copy to the employee if the position is occupied. Other materials submitted to, or collected by, the Office of Personnel Management which were considered in the allocation of the position shall become the property of the Office of Personnel Management and shall not be returned. All such documents are open to the public.

(d) The Office of Personnel Management shall determine those records which are relevant to the proper allocation of a specific position and may refuse or return other records, such as, training manuals, operations manuals, evaluations of individual employee performance, work samples, magnetic tapes and disks, photographs, clippings, etc.

(e) Throughout the process that leads to the allocation of a position, the Appointing Authority shall give the employee who occupies the position being audited copies of any completed Position Description Questionnaire (if the audit was initiated by the Appointing Authority, the Office of Personnel Management, or the Executive Director of the Commission) and any additional written material about the position or the audit before the agency submits the material to the Office of Personnel Management.

(f) Any employee who occupies the position being audited shall provide written comments through appropriate supervisory channels in the agency. The employee shall send a copy of any Classification Dispute Review Request form (if the audit was

initiated by a classification grievance) and any additional written material about the position or the audit through appropriate supervisory channels in the agency to the Office of Personnel Management. The Appointing Authority shall not alter the statements made by the employee and shall forward materials submitted by the employee to the Office of Personnel Management.

(g) Appointing Authorities shall ensure that employees occupying positions being audited are informed about appropriate supervisory channels in the agency, including when and where to submit information concerning the audit.

**530:10-5-55. Forms used to describe positions [EFFECTIVE 7/1/00]**

(a) **Position Description Questionnaire.** The basic document for the collection of information about positions is the Position Description Questionnaire (OPM 39), a form prescribed by the Office of Personnel Management. This form shall be completed by the Appointing Authority or a person designated by the Appointing Authority who is familiar with the duties and responsibilities the Appointing Authority has assigned to the position to be audited. The completed form shall be submitted to the Office of Personnel Management according to this Section. The purpose of the Position Description Questionnaire is to help the person completing the form supply the information about a position that is needed to properly allocate the position.

(1) The form contains instructions for its completion and for it to be accompanied by an organization chart showing the relationship of the position to other positions.

(2) The form contains spaces for the Appointing Authority or the Appointing Authority's designee to:

(A) identify himself or herself, the position described, any employee who occupies the position, and the agency where the position is located;

(B) indicate the reasons for completion of the form;

(C) describe the position, including but not limited to duties, supervision exercised and received, decision-making, work guidelines, equipment operated, personal contacts, fiscal impact of work, travel and other special requirements; and

(D) sign and date the form.

(3) The form contains spaces for any employee occupying the position to indicate having read the completed form.

(4) The form contains spaces for the Office of Personnel Management to record the:

(A) allocation of the position;

(B) staff member making the allocation; and

(C) date of the allocation.

(b) **Classification Dispute Review Request form.** A completed Classification Dispute Review Request form (OPM 70) shall be used as the basis for the allocation and assignment of a position instead of a Position Description Questionnaire if the audit is initiated as a result of a classification dispute according to 530:10-5-51. This form shall be completed by the employee who occupies the position and is the only form authorized for use in completing an audit or review of a position as a result of a

classification grievance. The completed form shall be submitted to the Office of Personnel Management according to this Section. The purposes of the Classification Dispute Review Request form are to help the employee completing the form supply the information about his or her duties and responsibilities, to help the Appointing Authority in comparing what the employee does or has done with what the Appointing Authority wants done, and to help persons who are allocating the position or reviewing the classification of the employee to make the correct decision.

(1) The form contains instructions for completing the form which require it to be accompanied by an organization chart showing the relationship of the position to other positions.

(2) The form contains spaces for the incumbent employee to:

(A) identify himself or herself, the position occupied, and the agency where the position is located;

(B) indicate the reasons for completion of the form;

(C) describe his or her position, including but not limited to duties, supervision exercised and received, decision-making, work guidelines, equipment operated, personal contacts, fiscal impact of work, travel and other special requirements; and

(D) sign and date the form.

(3) The form contains spaces for the Appointing Authority or a person designated by the Appointing Authority to respond to the employee's statements.

(4) The form contains spaces for the Office of Personnel Management to record the:

(A) allocation of the position or the classification of the duties and responsibilities;

(B) staff member making the decision; and

(C) date of the decision.

(c) **Supplemental Position Description Questionnaire.** An additional document for the collection of information about positions is the Supplemental Position Description Questionnaire (OPM 39A). This form is designed primarily for the collection of information concerning significant changes in the duties and responsibilities assigned to a position since it was last audited and may be used by agencies in conducting reviews related to the job family level to which a position is assigned to determine whether assignment to another level is appropriate. This form will be completed by the Appointing Authority or a person designated by the Appointing Authority who is familiar with the duties and responsibilities the Appointing Authority has assigned or wishes to be assigned to the position. Agencies may also use other forms or methods for collecting the information needed, if desired.

**530:10-5-56. Conduct of position audits [EFF. 7/1/00]**

(a) The conduct of an audit of a position begins when a properly completed Position Description Questionnaire (OPM 39) or a Classification Dispute Review Request form (OPM 70) is received in the Office of Personnel Management. The Office of Personnel Management reserves the right to refuse to accept incomplete or improperly completed forms.

(b) The Office of Personnel Management shall send a written notice of the allocation of the position and its effective date to the

Appointing Authority and the employee if the position is occupied. If the Office of Personnel Management finds that an allocation shall not be made within **30** calendar days after the receipt of a properly completed form according to (a) of this Section, both the Appointing Authority and the employee shall be sent written notice of the expected date of allocation. If the audit is conducted at the request of the Executive Director of the Merit Protection Commission, a notice shall be sent to the Executive Director.

(c) After an allocation has been made by the Office of Personnel Management, the Appointing Authority shall assign an appropriate level to the position based on the duties and responsibilities assigned. If the position is occupied, the Appointing Authority shall send a written notice of the level assignment and its effective date to the employee within **20** calendar days of receipt of the OPM allocation.

(d) Position audits by an agency, either to determine the proper job family level or to determine an appropriate allocation under a position allocation delegation agreement, shall begin upon receipt of a properly completed Position Description

Questionnaire (OPM 39), Classification Dispute Review Request (OPM 70), Supplemental Position Description Questionnaire (OPM 39A), or other information prescribed by the agency. These audits shall be completed within **30** calendar days after the receipt of required information, or the requesting official and the incumbent employee shall be provided written notice of the expected date of completion.

**530:10-5-57. Conduct of classification survey audits [EFF. 7/1/00]**

(a) The Office of Personnel Management may conduct audits of positions within job families to resolve internal inequities in the allocation of positions and to determine the need to adopt, revise or abolish job family descriptors. While survey audits are being conducted, the timing and methods for collection of information and issuance of notices provided for individual audits shall not apply. The Office of Personnel Management shall notify Appointing Authorities and employees of the procedures to be followed during survey audits as survey audits are conducted.

(b) The allocation of positions may be delayed by the Office of Personnel Management until after the completion of the survey audit and the effective date of adoption, revision or abolishment of job family descriptors as appropriate. At such time, the provisions of 530:10-5-56 shall become applicable.

**530:10-5-58. Reinitiation of audit after the allocation of a position becomes final [EFF. 7/1/00]**

Once the allocation of a position to a job family becomes final in accordance with the Merit Rules in this Subchapter, the Appointing Authority shall not reinitiate an audit unless the duties and responsibilities of the position are significantly changed, a new job family descriptor is adopted, an existing job family descriptor is revised, or a classification survey is conducted that results in a better understanding of the duties and responsibilities of the position.

**PART 7. IMPARTIAL REVIEW OF THE FINAL ALLOCATION OF A POSITION [REVOKED]**

**PART 9. STATUS OF EMPLOYEES WHEN POSITIONS ARE REALLOCATED**

**530:10-5-90. Status of incumbent when job family is adopted or revised [EFF. 7/1/02]**

(a) Direct reclassification does not require individual position audit or promotional posting. In all cases where licensure, certification, or examination is required by law, the requirement shall be met by the employee within any time limits prescribed by law. Otherwise, the employee shall not be required to possess the minimum qualifications or be examined for the successor job family level.

(b) An Appointing Authority shall directly reclassify a probationary or permanent employee in a position which has been reallocated to the job family level to which the position was reallocated, if the:

- (1) Office of Personnel Management determines that the duties and responsibilities corresponding with an employee's

job family level are identified as part of a new or revised job family descriptor; and

(2) employee had status in the former job family level on a regular basis, that is, not on detail to special duty; however, direct reclassification shall not cancel or otherwise affect a probationary period with the agency or a trial period after promotion.

(c) Direct reclassification shall take place within **30** calendar days after the effective date of the adoption of the new or revised job family descriptor.

(d) If the employee is ineligible for direct reclassification and the Appointing Authority does not or cannot directly reclassify, promote, demote, or transfer the employee, or detail the employee to special duty, the applicable provisions in the Merit Rules for reductions-in-force shall apply.

**530:10-5-91. Other position reallocations [EFF. 7/1/02]**

(a) If a position is reallocated under conditions other than those outlined in 530:10-5-90, and the classification of an incumbent employee does not match the new allocation of the position, the Appointing Authority shall take action within **60** calendar days after the effective date of the allocation to ensure that the employee is properly classified. The Appointing Authority may:

(1) transfer a permanent employee to another position in the agency allocated to the job family matching the classification of the employee in accordance with the Merit Rules governing transfers; or

(2) change the duties of the position to the extent necessary to reflect the classification of the employee and initiate another audit of the position; or

(3) reclassify a permanent employee to the job family to which the position occupied by the employee was reallocated.

(b) If the employee is ineligible or is not selected to continue in the reallocated position, and if the Appointing Authority does not or cannot promote,

demote or transfer the employee, detail the employee to special duty or change the duties of the position to match the classification of the employee, the applicable provisions in Merit Rules for reductions-in-force shall apply.

**SUBCHAPTER 7. SALARY AND PAYROLL**

**PART 1. SALARY AND RATES OF PAY**

**530:10-7-1. Purpose and general provisions [EFF. 7/1/02]**

(a) The purpose of the rules in this Part is to *establish pay regulations, regulations for performance pay increases, rates for pay differentials, on-call pay, and other types of pay incentives and salary adjustments* [74:840-1.6A].

(b) Pay raises are prohibited unless specifically authorized by legislation or the Merit Rules. A cost-of-living raise or any other type of raise that would be given to state employees on an across-the-board basis is prohibited unless specifically authorized by the Legislature.

(c) The rules in this subchapter provide for market adjustments, increases upon lateral transfer, skill-based adjustments, equity-based adjustments, career progression increases, salary adjustments upon completion of the initial probationary period or trial period, and performance-based adjustments. Appointing Authorities may use these pay mechanisms only if funds are available in the agency's budget for the current and subsequent fiscal year without the need for additional funding to increase the personal services budget of the agency. Upon certification from the Director of State Finance that an Appointing Authority has exceeded the agency's budget for the current or subsequent fiscal year due to the use of the pay movement mechanisms listed in this subsection, the Administrator may withdraw authorization for the agency to use the following pay movement mechanisms during the next appropriations cycle: market adjustments, increases upon lateral transfer, equity-based adjustments, performance-based adjustments, and career progression increases. [74:840-2.17]

(d) The rules in this subchapter do not apply to employees and positions in the unclassified service unless stated otherwise.

**530:10-7-1.1. Salary administration plan [EFF. 7/1/02]**

An Appointing Authority shall adopt a salary administration plan for the agency's classified positions and submit the plan for the approval of the Administrator. The salary administration plan shall establish a hiring rate or range for each job family level within the agency's classification plan. In the salary administration plan, the Appointing Authority may establish conditions under which the Appointing Authority may establish a hiring rate above the midpoint of the pay band, skill-based pay programs, and other pay movement mechanisms authorized by 74:840-2.17 except performance-based adjustments. Proposed amendments to the salary administration plan may be submitted to the Administrator for approval at any time.

**530:10-7-1.2. Funding and reporting requirements [EFF. 7/1/02]**

(a) Use of pay movement mechanisms involving market adjustments, lateral transfers, skill-based pay adjustments, equity-based adjustments, career progression increases, probationary increases, increases upon the completion of trial periods, and performance-based adjustments are limited to those possible using funds available in the agency's budget for the current and subsequent fiscal year without the need for additional funding. [74:840-2.17]

(b) All Appointing Authorities shall, no later than January 1 of each year, report to the Office of Personnel Management a projection of the pay movement mechanisms listed in subsection (a) to be used and anticipated costs for the remainder of the fiscal year. [74:840-2.17]

**530:10-7-1.3. Calculation of rates of pay [EFF. 7/1/00]**

(a) The basis for expressing base rates of pay shall be the

annualized salary. Annualized salary shall be computed by multiplying the monthly rate of pay by **12** months or by multiplying the hourly rate of pay by **2,080** hours.

(b) Before calculating any changes in monthly or hourly rates of pay, the base rate of pay shall be converted to an annualized salary.

(c) In making multiple calculations to arrive at a final figure, five decimal places shall be retained throughout all intermediate calculations; only the final figure shall be rounded.

(d) In mathematical calculations of rates of pay, calculations to convert remainders to cents shall be carried five decimal places and rounded to two decimal places (cents). Any number greater than or equal to **0.005** shall be rounded to the next higher cent.

(1) Example 1:  $\$22,718.00 \div 12 = 1,893.16666$  or  $\$1,893.17$

(2) Example 2:  $\$25,432.00 \div 12 = 2119.33333$  or  $\$2,119.33$

(e) The formula for converting an annualized salary to a monthly rate of pay shall be:

$$\text{Monthly Rate of Pay} = \text{Annualized Salary} \div 12.$$

Example: Monthly Rate of Pay =  $\$22,718.00 \div 12 = 1,893.16666$  or  $\$1,893.17$

(f) The formula for converting an annualized salary to an hourly rate of pay shall be:

$$\text{Hourly Rate of Pay} = \text{Annualized Salary} \div 2080.$$

Example: Hourly Rate of Pay =  $\$23,241.00 \div 2080 = 11.17355$  or  $\$11.17$

**530:10-7-2. Salary schedule**

(a) The rate of pay of employees shall be maintained within the pay band for the job family level and kept within the established minimum and maximum rates of pay, except as provided by law or Merit Rule.

(b) The table in Appendix A of this Chapter lists the minimum, midpoint, and maximum annual rates of pay for each established pay band, which shall be used by Appointing Authorities in establishing hiring rates and making other decisions concerning rates of pay and individual pay adjustments.

*NOTE: Appendix A is reprinted below as a convenience for our readers: [AMENDED EFF. 7/1/01]*

PAY BAND	MINIMUM	MIDPOINT	MAXIMUM
A	\$14,106	\$15,208	\$19,010
B	\$14,106	\$15,938	\$19,922
C	\$14,106	\$16,861	\$21,076
D	\$14,106	\$18,178	\$22,723
E	\$14,997	\$19,996	\$24,996
F	\$16,497	\$21,995	\$27,494
G	\$18,147	\$24,196	\$30,244
H	\$19,961	\$26,615	\$33,268
I	\$22,105	\$29,474	\$36,843
J	\$24,302	\$32,403	\$40,504
K	\$26,564	\$35,419	\$44,273
L	\$29,221	\$38,960	\$48,701
M	\$32,434	\$43,246	\$54,058
N	\$36,003	\$48,004	\$60,004
O	\$40,323	\$53,763	\$67,204
P	\$45,564	\$60,752	\$75,941
Q	\$51,488	\$68,651	\$85,813
R	\$58,181	\$77,575	\$96,969

**530:10-7-3. Entrance salary [EFF. 7/1/02]**

(a) Appointing Authorities may establish the hiring rate for a classified job at any point between the minimum and midpoint of the pay band for the job family level without prior approval of the Administrator. Upon approval of the salary administration plan by the Administrator, the Appointing Authority may establish hiring rates above the midpoint in accordance with the plan. Hiring rates shall not be established below the minimum or above the maximum rate of pay established for a pay band.

(b) Appointing Authorities shall establish hiring rates for jobs included in a pay band based on the work performed, the duties and responsibilities assigned, and other relevant factors. This may include consideration of recruitment and retention issues,

internal pay equity, market rates, previous hiring rates, and the training and qualifications of the employee being appointed.

**530:10-7-4. Rate of pay upon reinstatement to the classified service [EFF. 7/1/00]**

(a) When an Appointing Authority reinstates a person to the classified service in accordance with 530:10-9-102, the Appointing Authority may set the person's salary at any point within the pay band for the job to which the person is reinstated which is consistent with the hiring range established for the job, salaries paid to other individuals performing similar work, or other relevant factors, except as provided in Subsection (b).

(b) When an Appointing Authority reinstates a person to the classified service in accordance with 530:10-9-102 to a position in

the same job family level as the employee's previous position after less than a **30**-day break in service, the Appointing Authority shall set the employee's salary at any rate within the pay band that does not exceed the employee's previous salary.

**530:10-7-5. Salary upon return from military service [EFF. 7/1/02]**

Any employee who returns from military service shall be paid at a rate as provided in Sections 25.4, 25.5 and 25.7 of Title 51 of the **Oklahoma Statutes** and the Uniformed Services Employment and Reemployment Rights Act (38 U.S.C., 4301 et seq.).

**530:10-7-6. Sign-on pay incentive [EFF. 7/1/02]**

(a) Appointing Authorities may implement a pay incentive for the following individuals who are appointed to positions in job families for which there are critical recruitment and retention problems as identified by the Appointing Authority:

- (1) individuals not currently employed in state government;
- (2) Carl Albert Executive Fellows and other professional trainees and students employed pursuant to paragraphs 10 and 11(a) and (b) of Section 840-5.5(A) of Title 74 of the Oklahoma Statutes; and
- (3) individuals employed pursuant to the Cooperative Engineering Trainee Program.

(b) Appointing Authorities who choose to implement the pay incentive shall file a plan with the Administrator of the Office of Personnel Management and the Director of the Office of State Finance which contains information related to the implementation of the pay incentive within the agency. The plan shall provide documentation of the critical recruitment and retention problems and shall include a project description, specific prerequisites that each employee shall meet in order to receive the pay incentive, and information concerning the funding of the incentive from the agency's existing budget. The plan shall be signed by the Appointing Authority, and this signature requirement may not be delegated. No payment shall be made under this Section until the plan has been reviewed and accepted by the Administrator.

(c) The pay incentive shall not exceed \$5,000.00 and is payable to eligible individuals as a lump sum payment or in two equal payments during the first six months of state employment. Former state employees may be eligible for the pay incentive following a break-in-service of at least 180 days.

(d) To receive the pay incentive, an eligible individual shall be required to sign an agreement form acknowledging that the individual is obligated to repay the entire incentive, including tax withholdings on the incentive, if the individual leaves state employment or accepts employment with another state agency within **1** year after he or she receives the pay incentive. Appointing Authorities may use the agreement form developed by the Administrator or any other agreement form which is consistent with the provisions of this Section.

(e) An individual may receive only one sign-on pay incentive during his or her state employment.

**530:10-7-7. Pay differential [EFF. 7/1/00]**

(a) The Administrator may authorize a pay differential for a position within a job family because of special duty requirements related to the position. This may include shift pay, on-call pay, data processing mission critical pay, skill-based pay adjustments, and other types of differentials based on special work requirements, as approved by the Administrator. These payments shall be over and above the employee's base pay and shall be paid only as long as the employee occupies the particular position under the circumstances which have necessitated the differential. The request for the differential shall be submitted in writing by the requesting agency and shall adequately identify the need.

(b) An Appointing Authority shall determine whether pay differentials will be paid while employees are in paid leave status or provided only for hours actually worked. Appointing Authorities shall apply such practices uniformly. Pay differentials shall not be provided for hours that an employee is not in pay status.

**530:10-7-8. Rate of pay upon recall to job family level from which removed by reduction-in-force [EFF. 7/1/00]**

The base rate of pay of an employee who has been recalled to the job family level from which removed by a reduction-in-force in accordance with OAC 530:10-13, Part 5, shall be fixed at the rate of pay received immediately before the reduction-in-force. The employee's rate of pay shall be adjusted according to any across-the-board increases for agency employees in that job family level made in the interim. If the pay band for the job family level has been changed in the interim, the employee's rate of pay shall be adjusted in accordance with 530:10-7-13.

**530:10-7-9. Rate of pay for positions that become classified [EFF. 7/1/00]**

Whenever a position in an agency is brought under the classified service, the rate of pay of the continuing incumbent shall be placed in the pay band for the job family and level to which the position is allocated, without adjustment, if such rate is equal to or greater than the minimum rate of pay established for that job. If it is not, the rate of pay shall be increased to the minimum rate established by the agency for that job. Unless otherwise provided by statute, pay adjustments and required classification actions for incumbent employees shall be retroactive to the effective date of the placement of the employee in the classified service. No employee's rate of pay shall be reduced as a direct result of becoming classified.

**530:10-7-10. Rate of pay higher than maximum [EFF. 7/1/00]**

Where the rate of pay of an employee is higher than the maximum rate of pay for the pay band to which the job is assigned, the rate will remain the same as long as the employee retains the present classification, but no further increases will be approved unless provided by statute.

**530:10-7-11. Continuous Service Incentive Plan [EFF. 7/1/01]**

(a) Appointing Authorities may implement a pay incentive plan intended to promote continuous service within the first two years of state employment. The plan shall be limited to job families for

which there are critical recruitment and retention problems as identified by the Appointing Authority.

(b) The pay incentive shall consist of scheduled periodic payments over the employee's first two years of continuous service in the targeted job families, not to exceed a total of \$2,500 in any 12-month period. Payments may not be made prospectively or prorated. No payment shall be made under the plan until the employee has completed at least six months of continuous service in the targeted job family.

(c) At the discretion of the Appointing Authority, the following persons filling positions in the targeted job families may be included in the plan:

- (1) Persons not currently employed in state government;
- (2) Current state employees during their first two years of continuous state employment in the targeted job family; and
- (3) Former state employees following a break in service of at least 30 days.

(d) Appointing Authorities who choose to implement the pay incentive shall submit a written plan to the Administrator of the Office of Personnel Management and the Director of the Office of State Finance prior to implementation. The plan shall identify the job families to which the pay incentive will be applicable and shall document the critical recruitment and retention problems and the agency's rationale for the plan. The plan may provide for different pay incentives for different job families at the discretion of the Appointing Authority. The plan shall also identify the criteria for eligibility and shall include information concerning the funding of the pay incentive from the agency's existing budget. The plan shall be signed by the Appointing Authority, and this signature requirement may not be delegated. No payment shall be made under this Section until the plan has been reviewed and accepted by the Administrator.

**530:10-7-12. Payment of overtime [EFF. 7/1/98]**

(a) An Appointing Authority shall neither require nor allow employees to work in excess of **40** hours a week without establishing and implementing a comprehensive policy for compensation. Such policy shall be in compliance with the Fair Labor Standards Act (29 U.S.C. 201 et seq.). The policy shall be made available by the Appointing Authority to interested persons upon request and the Appointing Authority shall so notify employees. Copies of such policy shall be forwarded to the Office of Personnel Management. This section is not a comprehensive listing of the provisions of the Fair Labor Standards Act (29 U.S.C. 201 et seq.) and regulations promulgated thereunder, and is not intended to conflict with either the Act or the regulations.

(b) FLSA Non-Exempt (as defined by the Fair Labor Standards Act) employees shall be paid 1-1/2 times their regular hourly rate for each overtime hour worked.

(c) Compensatory time in lieu of overtime payment at the rate of time and one-half may be given to FLSA Non-Exempt employees (as defined by the Fair Labor Standards Act) subject to the following conditions:

- (1) Prior to the performance of overtime work, the Appointing Authority and the employee shall agree in writing

that the employee may be required to take compensatory time in lieu of overtime pay. A written agreement is not required with respect to employees hired prior to April 15, 1986, if the employer had a regular practice in effect on April 15, 1986, of granting compensatory time off in lieu of overtime pay (29 U.S.C. 553.23).

(2) An employee shall be permitted to use accrued compensatory time within **180** days following the pay period in which it was accrued. The balance of any unused compensatory time earned but not taken during this time period shall be paid to the employee. An Appointing Authority may request an extension of this time period for taking compensatory time off up to an additional **180** days providing the Appointing Authority submits proper documentation to the Office of Personnel Management justifying the extension. Agencies shall not be allowed to extend the initial 180-day time period for employees working in an institutional setting as defined by 74:840-2.15(D) [74:840-2.15(C)]. All extensions are subject to the approval of the Office of Personnel Management.

(3) The maximum compensatory time which may be accrued by a FLSA Non-Exempt employee shall be **480** hours for those employees engaged in a public safety or firefighting activity and **240** hours for all other FLSA Non-Exempt employees.

(4) An employee who has accrued the maximum number of compensatory hours shall be paid overtime compensation for any additional overtime hours worked at the rate of 1-1/2 times their regular hourly rate of pay for each overtime hour worked.

(5) Payment for accrued compensatory time upon termination of employment with the agency shall be calculated at the average regular rate of pay for the final **3** years of employment, or the final regular rate received by the employee, whichever is the higher.

(6) Overtime and compensatory time is accrued by work period, as defined by the FLSA.

(7) Compensatory time shall not be transferred from one agency to another agency.

(8) An Appointing Authority shall approve an employee's request to take compensatory time off on a particular day, unless the employee's taking compensatory time off on that day disrupts agency operations or endangers public health, safety, or property.

(9) Accrued compensatory time shall be exhausted before the granting of any annual leave for a non-exempt employee except when the employee may lose accrued leave under 530:10-15-10 and 530:10-15-11(b)(5).

(10) Adjustments in scheduled work time may be made on an hour-for-hour basis within the work period.

(d) Appointing Authorities may provide compensatory time off to FLSA Exempt (as defined by the Fair Labor Standards Act) employees with the following stipulations:

- (1) The compensatory time off shall be taken within time periods and policy outlined in 530:10-7-12(c)(2). Unused compensatory time shall be taken off the books if not taken

by the end of the time periods and policy outlined in 530:10-7-12(c)(2).

(2) Compensatory time shall only be given on an hour-for-hour basis, 1 hour off for each hour worked overtime.

(3) Payments shall not be made for compensatory time accrued by an employee on FLSA Exempt status for any

reason, except as provided for in (e) of this Section.

(e) After submitting written notice to the Office of Personnel Management, an Appointing Authority may provide overtime payments to persons in FLSA Exempt classes based on a prevailing market condition.

**530:10-7-13. Adjustments in rates of pay when pay bands are changed [EFF. 7/1/00]**

When a pay band is changed for a job family level, all employees in that classification, including persons whose rate of pay exceeds the maximum of the old pay band, shall receive an adjustment to the new pay band. No person's salary may be reduced as a result of such a change. All employees of an agency in that job shall be given uniform treatment using one of the following methods: providing adjustment to the minimum of the new pay band; providing a percent increase given to each employee, which shall not exceed the percent of difference between the minimum of the old pay band and the minimum of the new pay band; or any other uniform method of adjustment approved by the Administrator. At the discretion of the Appointing Authority, no change in employee salary need occur provided that all affected salaries fall within the new pay band. OAC 530:10-7-10 does not apply to adjustments made in accordance with this Section.

**530:10-7-14. Rate of pay upon reclassification, promotion, career progression, demotion, and transfer [EFF. 3/28/02]**

**(a) Rate of pay when incumbent is reclassified**

**directly.** When an employee is reclassified directly under 530:10-5-90, the rate of pay shall be fixed in accordance with 530:10-7-13.

**(b) Rate of pay upon promotion or career progression.**

(1) An Appointing Authority shall adopt objective written criteria for the amount of salary advancements on promotion or career progression. These criteria shall be a part of the agency salary administration plan established under 530:10-7-1.1 and shall be consistent with state and federal statutes prohibiting discrimination.

(2) The Appointing Authority shall set an employee's salary on promotion or career progression at no less than 5% and no more than 20% of the employee's salary before career progression, except as follows:

(A) If the increase would make the employee's salary after promotion or career progression greater than the maximum rate of pay for the new pay band, the employee's salary shall be set at the maximum rate of pay for the new pay band.

(B) If the increase is insufficient to raise the employee's salary to the minimum of the new pay band, the employee's salary shall be raised to the minimum of the new pay band.

(C) The Appointing Authority may set the employee's salary at any rate within the hiring range established for the position in an approved salary administration plan.

(D) The Appointing Authority shall not lower the salary of an employee on promotion or career

progression. If the employee's salary before promotion or career progression exceeds the maximum of the new pay band, the employee's salary shall remain the same.

(c) **Rate of pay when demoted.** The rate of pay of an employee who is demoted shall be set by the Appointing Authority at any rate of pay within the pay band for the job to which demoted, which does not exceed that employee's last rate of pay. An Appointing Authority may delay setting the rate of pay upon demotion for up to 1 year when the demotion is due to an agency reorganization. For the purposes of this subsection, "agency reorganization" means the reclassification of employees in lieu of reduction-in-force.

(d) **Rate of pay upon lateral transfer.** An Appointing Authority may provide up to a 5% increase in salary, not to exceed the maximum rate of pay for the pay band, for an employee upon lateral transfer to a position in the same job family and level or another job family and level with the same pay band assignment, based on the needs of the agency. [74:840-2.17]

**530:10-7-16. On-call pay [EFF. 3/28/02]**

A classified employee working in an institutional setting as defined by Section 840-2.15(D) of Title 74 of the Oklahoma Statutes shall receive a minimum of two (2) hours work if the employee is required to report to work while on-call. [74:840-2.29]

**530:10-7-17. Rate of pay upon detail to special duty [EFF. 7/1/00]**

The pay of an employee who is detailed to special duty in accordance with 530:10-5-11 shall not be reduced, but must be increased to at least the minimum rate but not more than the maximum rate the employee could receive upon promotion to that job family and level, provided:

- (1) any such temporary increase shall not affect eligibility for increase in the regular job family and level which the Appointing Authority could grant if the employee had not been detailed.
- (2) at the conclusion of the detail, pay shall revert to the authorized rate of pay in the employee's regular job family and level.

**530:10-7-18. Discretionary performance pay increases [REVOKED]**

**530:10-7-19. [RESERVED]**

**530:10-7-20. Market adjustments [EFF. 7/1/00]**

(a) A cost-of-living raise or any other type of raise that would be given to state employees on an across-the-board basis is prohibited unless specifically authorized by the Legislature. The Office of Personnel Management conducts annual compensation surveys of relevant markets to determine rates of pay for various jobs within the designated market areas. The Administrator shall make any recommendations concerning salary adjustments for state employees on an across-the-board basis in the Annual Compensation Report for consideration by the Legislature.

(b) At the discretion of the Administrator, market adjustments may be made for individual job families or job family levels upon

the request of an Appointing Authority. An Appointing Authority making such a request shall provide the Administrator with information supporting the request, such as relevant market data, information on recruitment or retention problems, or other appropriate data. The Appointing Authority shall also certify that an adjustment can be made within the agency's budget for the current and subsequent fiscal year without the need for additional funding. All employees of an agency in jobs affected by a market adjustment shall be given uniform treatment.

**530:10-7-21. [RESERVED]**

**530:10-7-22. Salary adjustments upon completion of initial probation or trial period [EFF. 3/28/02]**

An Appointing Authority may provide salary adjustments not to exceed 5% to probationary classified employees achieving permanent status following the initial probationary period. An Appointing Authority may also provide this salary adjustment to employees reinstated to the classified service after a break in service upon completion of a probationary period, and to permanent classified employees successfully completing trial periods after promotion to a different job family or career progression to a different job family level. [74:840-2.17]

**530:10-7-23. [RESERVED]**

**530:10-7-24. Skill-based pay adjustments [EFF. 7/1/02]**

(a) An Appointing Authority may develop skill-based pay programs upon the approval of the Administrator. Such programs shall be related to the acquisition or possession of additional skills and abilities which can be applied to the work to be performed and which will increase the value of the employee to the agency. The skills or abilities must be verifiable through certification, licensure, diploma, or some other method and must be beyond the qualifications required in the job family descriptor for all employees in that job family level. Requests to establish skill-based pay programs shall include a complete description of the training or education required, how it will benefit the agency, the proposed salary adjustment, and any other information that will assist in evaluating the request.

(b) Skill-based pay adjustments may be provided as a differential over and above an employee's base pay or as a one-time lump-sum payment. Lump sum skill-based pay adjustments shall be limited to 10% of an employee's annual salary, and differentials shall be limited to 10% of an employee's monthly salary for employees paid on a monthly basis, and 10% of an employee's biweekly salary for employees paid on a biweekly basis. Employees whose base pay is at or exceeds the maximum of the pay band shall not be eligible for a differential, but may receive a lump-sum payment. Skill-based pay adjustments shall be paid only as long as the employee occupies a position to which the skill is applicable in accordance with the agency's salary administration plan. An employee may receive multiple skill-based pay differentials so long as the combined total of all skill-based pay differentials does not exceed 15%.

**530:10-7-25. [RESERVED]**

**530:10-7-26. Equity-based pay adjustments [EFFECTIVE 7/1/00]**

An Appointing Authority may provide equity-based pay adjustments when individual employees are significantly underpaid relative to other employees in the same job family and level within the same agency. An Appointing Authority may make adjustments which do not cause an employee's salary to exceed the midpoint of the pay band at his or her discretion. Adjustments which cause an employee's salary to exceed the midpoint of the pay band require approval of the Administrator.

**530:10-7-27. Performance-based adjustments [EFF. 7/1/02]**

(a) Performance-based adjustments enable Appointing Authorities to award a salary increase or lump sum payment to employees who have achieved an overall rating of "meets standards" or better on their most recent performance evaluation. This performance evaluation shall be conducted with the standard performance management system provided by 530:10-17-31.

(b) Appointing Authorities may adopt a performance-based adjustment program for permanent classified full-time and part-time employees pursuant to this Section. The program may allow performance-based adjustments for part-time employees on a prorated basis.

(c) In order to adopt a performance-based adjustment program, an Appointing Authority must submit a written performance-based adjustment plan to the Administrator for approval. The plan must:

(1) Indicate the manner in which the Appointing Authority intends to award performance-based adjustments, including a determination that performance-based adjustments will be awarded for overall ratings of "meets standards" and "exceeds standards," or "exceeds standards" only. Performance-based adjustments shall not exceed 5% of an employee's annual salary for "meets standards" or 10% of an employee's annual salary for "exceeds standards." The plan shall include:

(A) The amount or percentage that the Appointing Authority will award to qualifying employees; or

(B) The total dollar figure the Appointing Authority intends to set aside for performance-based adjustments to be divided among qualifying employees;

(2) Identify and define the 12-month evaluation cycle to be used within the agency, such as a calendar year or fiscal year. The plan may not be amended within the evaluation cycle but may be discontinued according to paragraph (5) of this subsection;

(3) Indicate whether the Appointing Authority will award performance-based adjustments as an increase to the employee's salary, a lump sum payment, or a combination thereof;

(4) Include certification by the Appointing Authority that the agency can fund the performance-based adjustment program for the current and subsequent fiscal year without the need for additional funding, and that the plan provides for uniform treatment of all permanent classified employees of the agency who achieve a "meets standards" or "exceeds

standards" except as provided in subsection (e). The Appointing Authority shall not delegate authority to sign the certification; and

(5) Include a statement that the Appointing Authority may discontinue performance-based adjustments at any time should it be necessary to prevent a budget shortfall. The Appointing Authority shall notify employees of the discontinuation of the plan and the reason therefore.

(d) The performance-based adjustment plan must be approved by the Administrator before the Appointing Authority may grant performance-based adjustments to any permanent classified employee.

(e) An Appointing Authority shall not grant performance-based salary increases which cause an employee's base salary to exceed the maximum of the pay band to which the employee is assigned. [530:10-7-10] Such employees may be given performance-based salary increases up to the maximum of the pay band to which assigned and may also receive the remainder of the increase as a lump sum payment.

(f) An Appointing Authority may grant only one performance-based adjustment to any employee for any 12-month evaluation cycle. An Appointing Authority shall not award a performance-based adjustment to any employee based upon a performance evaluation which is more than one year old.

**SUBCHAPTER 9. RECRUITMENT AND SELECTION****PART 1. GENERAL PROVISIONS****530:10-9-3. Selection procedures [EFFECTIVE 7/1/00]**

(a) Selection procedures may consist of written tests; ratings of training and experience; performance tests; physical, educational, and work experience requirements; interviews; oral examinations; application forms and any other type of examination.

(b) When a job requires a written test, the Administrator shall administer tests to applicants or employees with disabilities that impair sensory, manual, or speaking skills in formats that do not require the use of the impaired skill, if the applicant or employee notifies the Administrator before the test is administered.

(c) Before appointment, applicants may be required to pass a physical examination specified by the Appointing Authority when requirements of the job demand specific physical condition or capabilities. Such physical examinations shall be uniform in nature and applied to all persons in that job within the agency. The responsibility for administering the physical examinations lies with the Appointing Authority.

**530:10-9-4. Announcements [EFFECTIVE 7/1/00]**

The Administrator shall make public announcements of all entrance examinations at least 14 calendar days in advance of the issuance of certificates. An announcement may state the duties and salaries of positions in the jobs for which examinations are to be held; the qualifications required for admission to examinations; the time, place and manner of application; the proposed relative weights to be given the parts of the examination; and such other

information as the Administrator may consider pertinent and useful.

**530:10-9-5. Applications [EFF. 7/1/02]**

An application for employment shall be made on a form prescribed by the Administrator and shall be considered part of the examination. The application form solicits information from the applicant regarding residence, veterans preference, education, training, experience and other eligibility information. The form may also ask for demographic information, such as race, sex, and ethnicity, for statistical analysis and state and federal record keeping and reporting requirements. Demographic information may also be used for special employment programs specifically authorized by law. Information provided by applicants shall be subject to verification. All applications shall be signed by the applicant certifying the truth of all statements he or she made in the application. Applications must be filed with the Office of Personnel Management on or before the closing date specified in the announcements or postmarked before midnight on that date.

**530:10-9-6. Establishment of minimum qualifications [EFF. 7/1/00]**

The minimum qualifications established for each job family level shall constitute the entrance requirements for admission to examinations for classified positions. If an academic requirement will be met within 1 semester or term, an applicant may be admitted to an examination and certified for employment with the condition that the applicant shall meet all requirements for the job at the time he or she reports for duty with an agency.

**530:10-9-9. Disqualifications [EFFECTIVE 7/1/01]**

(a) Except as provided in 530:10-9-131, an Appointing Authority or the Administrator may permanently or temporarily refuse to certify, disqualify or remove a person's name from a register if:

- (1) the person lacks any of the education, experience, or certification requirements for the job.
- (2) the person lacks any other requirement established by Oklahoma statute or federal law for the job.
- (3) the person fails any part of an Appointing Authority's background investigation.
- (4) the person made a false statement of material fact in an application for employment or otherwise misrepresented himself or herself during the application process.
- (5) the person has used or attempted to use political pressure or bribery to secure an advantage in the examination or appointment process.
- (6) even with reasonable accommodation, the person is unable to perform the duties of the job or position(s) or is unable to do so without risk to himself or herself, the agency, or others, beyond that risk normally associated with such duties.
- (7) the person has obtained information regarding examinations to which an applicant is not entitled, or the person has taken part in the development, administration, or correction of the examinations.

(8) the person has failed to submit an application correctly or within the prescribed time limits.

(9) the person has failed to maintain a record of current address at the Office of Personnel Management as evidenced by the return of a letter by the U.S. Post Office, if properly addressed to the last address of record.

(10) the person has, within 2 years prior to the date of certification, been discharged for delinquency, misconduct, absenteeism, inability to perform the same type job for which applying or other disciplinary reason or has resigned in lieu of such dismissal from any public or private employer. The Appointing Authority may extend the 2-year restriction for good cause.

(11) the agency has exercised a selective qualification as established in 530:10-9-74.

(12) an individual is ineligible for employment due to citizenship or residence requirements as prescribed in 530:10-9-75.

(b) Action initiated by an Appointing Authority under (a)(1), (a)(7), and (a)(9) of this Section shall be subject to the approval of the Administrator. Any person who is disqualified shall be notified in writing of this action and the reason for it. At the appropriate time, the Administrator shall notify an individual of the right to appeal. The party initiating the action, whether the Administrator or an Appointing Authority, shall be independently responsible for justifying the action, for both the nature and accuracy of the supporting information, and for the retention of that information pending appeal of the action.

**530:10-9-10. Required certification of qualifications before promotions, demotions, transfers, and reinstatements [EFF. 7/1/00]**

(a) The Administrator shall certify that a candidate meets the necessary job qualifications of a job family level in the classified service for the purpose of allowing the candidate to be appointed. Subsections (b), (c), and (d) of this Section describe exceptions to these requirements. The Appointing Authority shall use a form made available by, or accepted by, the Administrator to request certification of qualifications. The form solicits information about the candidate's qualifications.

(b) An employee who is demoted shall meet the minimum qualifications of the lower job to which he or she is demoted unless the demotion is to a job:

- (1) within the same job family, or
- (2) in which the employee previously has had permanent status, or
- (3) in the same job family as and below one in which he or she previously has had permanent status.

(c) Career progression promotions shall be exempt from subsection (a). The exception shall apply only after an employee has been in a lower level of the job family for an amount of time equal to the difference in the lengths of the experience requirements of the two levels. This exception shall not apply in any case to entry into a job family or where the next higher level is a supervisory position.

(d) The Administrator may delegate certification of qualifications to an Appointing Authority according to a written agreement made under Section 840-1.15 of the Act and the rules in Part 3 of Subchapter 1 regarding delegation of human resources functions.

### PART 3. WRITTEN AND PERFORMANCE TESTS

#### 530:10-9-32. Proficiency certificates [EFF. 7/1/02]

(a) The Administrator shall accept certificates of proficiency issued within the last **12** months by accredited private or public schools, colleges, or the Oklahoma Employment Security Commission in lieu of typing and key entry tests [74:840-4.12]. The proficiency certificate solicits information about the applicant, the typing and/or key entry test upon which the applicant has demonstrated proficiency, and the name and address of the certifying official and agency or school.

(b) The proficiency certificate shall be based on the results of a performance test which is comparable to the Office of Personnel Management performance test for the same job.

#### 530:10-9-33. Licensure [EFF. 7/1/00]

If required to be ranked, applicants who have been previously tested and are currently licensed by the State of Oklahoma, shall be rated (ranked) according to training and experience when applying for jobs that require such testing and licensure [74:840-4.12].

#### 530:10-9-34. Degree requirements [REVOKED EFF. 7/1/01]

#### 530:10-9-35. Testing for promotions, demotions, transfers and reinstatements [EFF. 7/1/01]

Examinations for promotion, demotion, transfer, and reinstatement shall not be required unless specified in the agency's promotional plan.

### PART 5. REGISTERS

#### 530:10-9-52. Removal of names from registers [EFF. 7/1/02]

(a) In addition to the reasons set forth in 530:10-9-9, when a written request which states the reason for such action is received from an Appointing Authority or based upon an action of the Office of Personnel Management, the Office of Personnel Management may temporarily or permanently remove an eligible from a register for any of the following reasons:

- (1) Removal requested by eligible applicant.
- (2) Appointment through certification to fill a permanent position in the same job.
- (3) Failure to respond within **7** calendar days exclusive of the date of mailing of a written inquiry by the Appointing Authority relative to availability for appointment. Such inquiry shall include the date and time by which the eligible must contact the Appointing Authority.
- (4) Failure to respond within **72** hours to an e-mail message

from the Appointing Authority relative to availability for appointment. Such inquiry shall include the date and time by which the eligible must contact the Appointing Authority and must be sent to the e-mail address provided by the eligible.

- (5) Failure to appear for a scheduled interview.
- (6) Declination of appointment.
- (7) Failure to report for duty within the time specified by the Appointing Authority. (See 530:10-9-94.)
- (8) Abolition of register by the Office of Personnel Management.

(b) Any person so affected shall be notified of this action and the reason for it. At the appropriate time, the Administrator shall notify an individual of the right to appeal.

### PART 7. CERTIFICATION

#### 530:10-9-70. Request for certification [EFF. 7/1/00]

When a new employee is needed to fill a vacancy in a classified position, the Appointing Authority may submit a request for certification to the Office of Personnel Management. The Appointing Authority may submit such a request only after the position has been allocated. The request shall include information necessary in order to issue a certificate, such as job family level and code, type of job, location of work, and certification method requested by the Appointing Authority. With the approval of the Administrator, the Appointing Authority may request certification as provided in 530:10-9-71.

#### 530:10-9-71. Certification methods [EFF. 7/1/00]

(a) **Availability.** The Administrator shall issue certificates which include the names of eligibles whose statements of availability and qualifications match the conditions of employment specified by the Appointing Authority on the request for certification.

(b) **Work location.**

- (1) If the work location is in the central state offices of an agency, the Administrator shall certify available eligibles on the basis of register rank only.
- (2) The Administrator may certify all eligibles on a register, regardless of availability, if the conditions of employment are the same for all positions in that job family within the agency.
- (3) When filling vacancies outside the agency's central state office, an Appointing Authority may request that the Administrator issue a local certificate. A "local certificate" is a subset of eligible applicants on a register who are residents of the locality, i.e., *the county where the local office is located or said county and adjacent counties or a group of contiguous counties comprising a service area of an agency* [74:840-4.13], and whose conditions of availability for a job correspond to those of the vacant position. On a local certificate, eligible applicants from the locality are ranked by examination score, including any awards of veterans preference, and are certified ahead of other available applicants who live outside the locality.

(c) **Number of names.** After receiving a request, the Administrator shall issue a certificate to the Appointing

Authority. The certificate shall include the names of the top **10** available eligibles on the register for a job, plus anyone who is tied with the lowest ranked eligible within the hiring rule [74:840-4.13]. At the request of the Appointing Authority, the Administrator may also issue additional names to be considered in accordance with 530:10-9-92.

**530:10-9-74. Selective qualifications [EFF. 7/1/02]**

Selective qualifications are job-specific requirements authorized by the Administrator for positions within a particular job family which are consistent with the duties and responsibilities of the particular position being filled. These qualifications may include special experience, education, or measurable competency in a non-English language. When requesting a certificate for a job family, an Appointing Authority may, upon written request to and approval by the Administrator, use any OPM-approved selective qualifications for that job for filling a particular position within that job family. Selective qualifications approved by the Administrator for any job or position shall not reduce or add to the quantity of experience or education in the minimum qualifications established for that job family level.

**530:10-9-76. Life of certificate [EFF. 7/1/02]**

If an appointment is not made within **30** calendar days of the date a certificate is issued, such certification shall be voided. The Administrator may consider an Appointing Authority's written request to extend the life of a certificate for an additional **60** calendar days. All certificates issued shall be returned to the Office of Personnel Management within **30** calendar days after the void date.

**PART 9. CLASSIFIED APPOINTMENTS**

**530:10-9-91. Filling vacancies [EFF. 7/1/00]**

All vacancies in classified positions shall be filled as provided by the Oklahoma Personnel Act and the Merit Rules. All appointments shall be made at a hiring rate established for the job as provided in the agency's salary administration plan. No appointment shall be made to any classified position nor shall the position be otherwise encumbered until the position has been allocated in accordance with the Act and the Merit Rules.

**530:10-9-92. Appointments from certificates [EFFECTIVE 7/1/00]**

After receipt of a certificate, the Appointing Authority may consider and select anyone whose name is within the hiring rule, i.e. the top **10** available eligibles, or anyone whose name is tied with the lowest ranked eligible within the hiring rule [74:840-4.13]. In selecting persons from among those certified, the Appointing Authority shall have the right, and is encouraged to examine applications, reports of investigations and interview eligibles.

(1) The Appointing Authority shall not deny employment to, and pass over, an available Absolute Preference Veteran except as provided in the Act and this Section and in 530:10-9-131.

(2) The Appointing Authority may give preference in all cases to persons who have resided in Oklahoma for at least **1** year prior to the date of examination [74:840-4.13].

(3) The Appointing Authority need not consider any eligible who is currently in probationary status in the classified service, or permanent status with that agency in a job with the same or a higher pay band assignment.

(4) The Appointing Authority may take action to remove eligibles from consideration only as permitted and provided in the statutes or Merit Rules.

(5) If the Administrator has certified the names of eligibles in addition to those within the hiring rule, and if **1** or more eligibles initially within the hiring rule are removed from consideration in accordance with the Merit Rules, then the next lower eligible(s) may be added to fill in the hiring rule and anyone tied with the lowest such eligible may be considered and selected.

(6) The Appointing Authority is responsible for making the final selection.

**530:10-9-95. Appointments to noncompetitive classes [EFF. 7/1/00]**

(a) An Appointing Authority of an agency having unskilled, semi-skilled, or similar jobs designated by the Administrator as noncompetitive, may appoint qualified veterans or non-veterans to such jobs in accordance with 530:10-9-71 and 530:10-9-92.

(b) On certificates issued for noncompetitive jobs, an Appointing Authority may appoint persons not certified by the Office of Personnel Management if the scores of such persons would place them within the hiring rule among those certified. An Appointing Authority shall not deny employment to, and pass over, an Absolute Preference Veteran except as provided in the Act, 530:10-9-92, and 530:10-9-131.

(c) Applicants for such positions may apply directly to agencies having such positions. Records of applicants shall be maintained by the Appointing Authority in accordance with U.S. Equal Employment Opportunity Commission's guidelines. The Appointing Authority shall notify the Office of Personnel Management of a noncompetitive appointment and enclose a completed application within **30** calendar days after the appointment.

**530:10-9-100. Persons With Severe Disabilities Employment Program [EFF. 7/1/00]**

(a) Appointing Authorities may employ persons with severe disabilities who are legal residents of Oklahoma through the Persons With Severe Disabilities Employment Program ("Program") [74:840-4.12]. Program participants shall meet all minimum qualifications of education and experience, but shall be exempt from entrance examinations and hiring procedures administered by the Office of Personnel Management [74:840-4.12]. Program participants shall be certified as having disabilities in accordance with the standards and procedures in subsection (b) of this Section [74:840-4.12]. Persons with severe disabilities are not required to participate in this Program, and they may elect to be considered for employment through regular selection procedures [74:840-4.12].

(b) The Department of Rehabilitation Services shall certify an applicant as having disabilities according to the definition for **"individual with severe disability"** in OAC 612:10-1-2, which the Administrator has established as the standard for disability certification, and shall provide written verification to the applicant. An applicant shall present written verification to the Office of Personnel Management at the time he or she applies for employment.

(c) The Administrator shall give each Program applicant submitting verification according to (b), a letter of notification of all job family levels for which the applicant has applied and possesses the minimum qualifications of education and experience.

(d) Effective April 1, 1996, letters of notification as described in (c) shall be valid for an initial **6-month** period. Applicants may renew the letters every **6 months** by notifying the Office of Personnel Management in writing.

(e) An applicant for the Program may apply directly to employing agencies. In order to be eligible for appointment to fill a vacant position, an applicant shall be a legal resident of Oklahoma. The applicant shall submit to the Appointing Authority of the employing agency a current letter from the Administrator as described in subsections (c) and (d) indicating the applicant possesses the qualifications of education and experience for the vacancy.

(f) Persons with severe disabilities hired pursuant to this Program shall be subject to the Merit Rules [74:840-4.12].

## PART 11. DIRECT HIRE AUTHORITY

### 530:10-9-111. Definitions [EFF. 7/1/00]

In addition to terms defined in 530:10-1-2, the following words and terms, when used in this Part, shall have the following meaning, unless the context clearly indicates otherwise:

**"Adequate applicant pool"** means **10** or more available qualified eligibles on open competition registers maintained by the Office of Personnel Management for the location of a vacancy under the conditions of employment required for the position. However, the presence of one Absolute Preference Veteran on open competitive registers maintained by the Office of Personnel Management for the location of a vacancy under the conditions of employment required for the position shall also constitute an adequate applicant pool, regardless of the presence or absence of other available qualified eligibles.

**"Conditions for employment"** means requirements for the position established by the agency and approved by the Office of Personnel Management such as willingness to travel, perform shift work, or work in a particular geographic location, or possession of any selective qualifications or special requirements for the position.

**"Direct hire authority"** means the authorization for an Appointing Authority to certify the qualifications of and appoint an eligible applicant to a position requiring professional practice licensure or to a position which has been identified by the Administrator as hard-to-fill.

**"Hard-to-fill positions"** means a vacant position or positions in a job family for which a state agency has been unable to identify an adequate applicant pool within the past **2 months** of open competitive recruitment.

**"Professional practice licensure positions"** means those positions within a job family for which the Administrator has determined the minimum qualifications for the job require professional licensure with the State of Oklahoma to legally practice in the profession. Such a job shall involve work requiring knowledge of an advanced type in a field of science or learning, customarily obtained by a prolonged course of specialized instruction or study such as a bachelor's degree from an accredited college or university. The Administrator shall maintain a list of jobs requiring professional practice licensure and shall make the list available to all state agencies with positions allocated to these job families.

### 530:10-9-115. Duration of direct hire authority [EFFECTIVE 7/1/00]

(a) **Professional practice licensure positions.** An Appointing Authority who has been authorized direct hire authority for professional practice licensure positions may retain the authority indefinitely, provided:

- (1) the job family or job families to which the positions have been allocated remain authorized for the agency's use by the Office of Personnel Management;
- (2) the professional practice licensure requirement for the positions is not removed; and
- (3) the authority is not terminated by the Administrator as provided in 530:10-9-121.

(b) **Hard-to-fill positions.** An Appointing Authority who has been authorized direct hire authority for hard-to-fill positions may retain the authority for **12 months** from the date of approval by the Administrator unless the authority is terminated by the Administrator as provided in 530:10-9-121. The Appointing Authority may reapply to continue direct hire authority for additional **12 month** periods in the same manner as in the initial request.

### 530:10-9-117. Concurrent certification by the Office of Personnel Management [EFF. 7/1/00]

The Office of Personnel Management may continue to establish registers and issue certificates for any job affected by the rules in this Part. An Appointing Authority who has been granted direct hire authority also may request certificates of eligibles from the Office of Personnel Management. Eligibles certified from an Office of Personnel Management certificate shall be considered by the Appointing Authority as required by the Act and Merit Rules governing certification.

## SUBCHAPTER 11. EMPLOYEE ACTIONS

### PART 1. GENERAL PROVISIONS

#### 530:10-11-7. No previous Merit System status [EFF. 7/1/00]

When a position occupied by an unclassified employee is made subject to the Merit System by Executive Order or legislation, the Administrator shall allocate the position as it

exists on the effective date of becoming subject to the Merit System. Unless there is conflicting legislative direction, the unclassified employee who occupies the position on that date shall be given status in the job family level to which the position is allocated by the Administrator. The effective date of the allocation shall be the same as the effective date of the Executive Order or legislation. *The employee shall not be required to take any examination or qualify for the job family level, and the salary of the employee shall not be reduced as a result of such initial allocation. The status of the employee shall be determined as follows:*

- (1) *An employee who has been continuously employed by the agency for a minimum of twelve (12) months immediately preceding the date on which the employee is made subject to the provisions of the Merit System shall be given permanent status in the classified service.*
- (2) *An employee who has been continuously employed by the agency for less than twelve (12) months on the date the employee is made subject to the provisions of the Merit System shall be given probationary status in the classified service. Such employee may obtain permanent status in the classified service twelve (12) months after the employee's entry-on-duty date with the agency pursuant to the provisions of the Merit System. [74:840-4.2]*

### **PART 3. PROBATIONARY EMPLOYEES**

#### **530:10-11-30. Probationary employees; general provisions [EFF. 7/1/00]**

(a) All original appointments to classified positions shall be made from certificates, except as provided elsewhere in the Merit Rules or by statute, for a probationary period of **1** year, unless the length of the probationary period is reduced according to the provisions of this Section [74:840-4.13]. At the end of the probationary period, the employee shall automatically become permanent [74:840-4.13]. At any time after the probationary

employee has served **6** months, the Appointing Authority may waive the remainder of the probationary period by notifying the employee and the Office of Personnel Management in writing as to the waiver and the reasons for it [74:840-4.13]. The Appointing Authority may not extend the probationary period, but may adjust the probationary period due to leave without pay as provided in 530:10-11-36. The final working day of the probationary period shall be made known to the employee at the time of entry on duty and at the time of any adjustment or waiver of the probationary period. Some positions may have statutory probationary periods that differ from the conditions of this Section.

- (b) Except as provided in 530:10-9-102, the provisions of this Part apply to probationary periods made in accordance with those Merit Rules.
- (c) An employee on an original probationary appointment with the agency or any adjustment of the original probationary appointment, or on a probationary period with the agency after reinstatement, or an adjustment of such a probationary period may be released or dismissed in accordance with 530:10-11-32.
- (d) The Appointing Authority may establish a written policy describing any agency standard for waiving the probationary period after **6** months and the reasons for the standard.

#### **530:10-11-35. Annual and sick leave of probationary employees [EFF. 7/1/02]**

Annual and sick leave, as provided in 530:10-15-10, 530:10-15-11 and 530:10-15-12, shall be granted to probationary employees. A probationary employee who resigns and is reappointed by the same agency through an open competitive process within **10** calendar days shall be credited the annual and sick leave accumulated during the previous probationary period.

#### **530:10-11-38. Promotion or demotion of probationary employees [EFF. 7/1/00]**

A probationary employee shall not be eligible for promotion or demotion to another job.

#### **530:10-11-39. Transfer of probationary employees [EFF. 7/1/00]**

A probationary employee shall not be transferred to a position in another job family level or agency except as provided in 530:10-11-74. No probationary employee appointed from a local certificate, issued in accordance with 530:10-9-71(b), shall be transferred from that locality until the probationary period has been completed.

### **PART 5. PROMOTIONS**

#### **530:10-11-51. Promotional posting [EFF. 7/1/02]**

(a) *The appointing authority shall post announcements of a vacancy or vacancies in accordance with a promotional plan filed by the agency with the Office of Personnel Management. [A copy of this plan shall be posted throughout the agency.] In order to give qualified employees an opportunity to apply for and be considered for possible promotions, the vacancy notices shall be posted conspicuously in transparent, secured enclosures situated in prominent locations throughout the agency, at least five (5)*

working days prior to the closing date for the receipt of applications by the appointing authority. Promotional posting shall be required for initial entry into a job family at any level. Promotional posting shall also be required for entry into any supervisory position or level. Each agency's promotional posting plan shall describe where promotional notices will be posted and require that all vacancy or promotional notices be posted conspicuously in transparent, secured enclosures. Notices must be posted throughout the agency. However, an agency's plan may limit the posting of notices for a vacancy in a work unit, local office or administrative area to within that location, if the vacancy is to be filled by an employee from the same location. [74:840-4.15] The Appointing Authority shall post all promotional opportunities to vacant positions and to all supervisory levels. Promotional posting is not required for career progression or for reallocation of occupied, non-supervisory positions.

(b) *The posting shall include:*

- (1) *A copy of the job family descriptor;*
- (2) *Identification of the job family level of the vacancy or vacancies;*
- (3) *The pay band and range;*
- (4) *The anticipated number of vacancies;*
- (5) *The specific location of work;*
- (6) *The time limits and procedure for filing an application with the appointing authority; and*
- (7) *Any additional factors which the appointing authority will consider in filling the vacancy.* [74:840-4.15]

**530:10-11-53. Promotional posting for continuous multiple vacancies [EFF. 7/1/00]**

*The appointing authority may elect to post general promotional opportunities . . . in cases where there are usually continuous multiple vacant positions within a given job family; provided the appointing authority maintains a promotional applicant list for each job family which is posted on the basis of general promotional opportunities. In such cases, the posting must include the length of time and conditions under which the promotional application of the candidate will remain available for active consideration by the appointing authority [74:840-4.15] as well as the information required by 530:10-11-51.*

**530:10-11-55. Trial period and probationary period for promoted employees [EFF. 7/1/00]**

(a) **Trial period after intra-agency promotions.**

- (1) When a classified employee is promoted intra-agency, the employee shall serve a 6 month trial period in the job to which the employee has been promoted unless the Appointing Authority waives the trial period according to the provisions of this Section. The Appointing Authority may waive the trial period at any time by giving the employee written notice of the cancellation. Waiver of the trial period makes the promotion final.
- (2) If an employee does not prove to be satisfactory in the new job during the trial period, the employee shall be reinstated to the former position or another in the same job

family level, at the salary the employee would have received if the promotion had not taken place. However, the reasons for denying the employee permanent status in the promotional position shall be submitted in writing to the individual before the end of the trial period and a copy filed with the Office of Personnel Management. *[T]he employee shall not have the right to appeal [74:840-4.12].*

(3) The promotion shall automatically become permanent at the end of the final working day of the trial period.

(4) The Appointing Authority may establish a written policy describing any agency standard for waiving the trial period and the reasons for the standard.

(b) **Trial period after interagency promotion.**

(1) An employee who is promoted interagency may, at the discretion of the receiving Appointing Authority, be required to serve a 6 month trial period in the new job only if the receiving agency has the job family from which the employee was promoted in its classification plan.

(2) The trial period may be canceled at any time, making the promotion final. Before the effective date of the promotion, the employee shall be informed in writing by the Appointing Authority whether the employee will be required to serve a trial period before such promotion becomes final. The Office of Personnel Management shall be sent written notice when a trial period is required for a promoted employee. The promotion shall be permanent if the Appointing Authority fails to notify the employee in writing before the effective date of the promotion that a trial period is required under this paragraph. If an employee does not prove to be satisfactory in the new job during the trial period, the employee shall be reinstated to a position in the former job family in the same pay band for which the employee is qualified with the receiving agency, at the salary the employee would have received if the promotion had not taken place. However, the reasons for denying the employee permanent status in the promotional position shall be submitted in writing to the individual before the end of the trial period and a copy filed with the Office of Personnel Management. The promotion shall automatically become permanent at the end of the final working day of the trial period.

(c) **Statutory probationary period after intra-agency promotion.**

An employee who is promoted to a job for which a probationary period is either permitted or required by Oklahoma Statutes shall be notified by the Appointing Authority of the probationary period before the effective date of the promotion. An employee shall not be required to serve a trial period after the promotion if a statutory probationary period is required.

**PART 7. TRANSFERS AND VOLUNTARY DEMOTIONS**

**530:10-11-71. Intra-agency transfer [EFF. 7/1/00]**

(a) The intra-agency transfer of a permanent employee from one position to another position in the same job family or another job in the same pay band, for which the employee has currently qualified, may be made at any time by the Appointing Authority.

Such transfer may be made simultaneously with a promotion or demotion in accordance with the provisions of the Merit Rules.

(b) *A state agency shall have sole and final authority to designate the place or places where its employees shall perform their duties. The Oklahoma Merit Protection Commission shall not have jurisdiction to entertain an appeal of an employee from action of the employing agency transferring the employee from one county or locality to another, changing the assigned duties of the employee, or relieving the employee from performance of duty at a particular place and reassigning to the employee duties to be performed at another place, unless:*

- (1) *the action results in a change in job classification or reduction of base salary; or*
- (2) *an investigation by the Commission indicates that a violation of the provisions of Section 840-2.5 or 840-2.9 of . . . [the Oklahoma Personnel Act] may have occurred; or*
- (3) *it is established that the action was clearly taken for disciplinary reasons and to deny the employee the right of appeal. [74:840-4.19]*

**530:10-11-72. Interagency transfer [EFF. 7/1/00]**

(a) An interagency transfer is *an action in which an employee leaves employment with one agency and enters employment with another agency while continuously employed with the state [74:840-1.3].* A permanent classified employee retains his or her permanent status in the classified service on interagency transfer.

(b) The interagency transfer of a permanent employee from one position to another in the same job or another job family in the same pay band, for which the employee has currently qualified, may be made at any time with the concurrence of the Appointing Authorities concerned, provided that such transfer has been requested in writing by the employee. Such a transfer may be made simultaneously with a promotion or demotion in accordance with the provisions of the Merit Rules.

**530:10-11-74. Interagency transfer of personnel resulting from transfer of facility or function [EFF. 7/1/00]**

When a facility or function is transferred from one state agency to another, classified employees may be transferred without change or modification in status. Such transfer of personnel is subject to the following conditions and provisions:

- (1) Positions created in the receiving agency as a result of the transfer of a facility or function which are filled by employees being transferred in accordance with this Section need not be posted as vacant.
- (2) If the job family level of transferring employees is not in the receiving agency's classification plan, the appropriate job families must be added to the plan on a temporary basis, not to exceed **6** months after the effective date of the transfer. Any such employee may be detailed to special duty, if necessary, to ensure that work assigned on a regular and consistent basis conforms to the employee's classification.
- (3) The receiving agency shall give a transferring employee credit for all unused sick and annual leave the employee has accrued.

(4) The receiving agency shall not reduce the base salary of any employee at the time of the interagency transfer. If an employee must be reclassified to a higher job after transfer, a salary advancement is not required unless the rate of pay before promotion is below the new range. Subsequent salary changes must be in accordance with the Merit Rules.

(5) Except as specifically provided in this Section, all other Merit Rules governing the actions of employees and agencies remain in full force and effect, during and after the interagency transfer.

**530:10-11-76. Voluntary demotion [EFF. 7/1/00]**

(a) An Appointing Authority may demote an employee, provided the employee voluntarily makes such a request in writing and meets the current minimum qualifications for the job family level to which demotion is requested as certified by the Administrator. Provided, however, that possession of the current minimum qualifications shall not be required where the demotion is to a job:

- (1) within the same job family, or
- (2) in which the employee has previously had permanent status, or
- (3) in the same job family as, and below, a job in which the employee has previously had permanent status.

(b) The Appointing Authority may require an employee to serve a trial period in the job to which the employee requests to be demoted. This trial period may not exceed **6** months and may be for shorter periods as determined by the Appointing Authority. The Appointing Authority shall notify the employee in writing before the effective date of the demotion that a trial period be served before such demotion shall become final. The Appointing Authority shall send the Office of Personnel Management written notice when a trial period is required for a demoted employee. The Appointing Authority may cancel such trial period at any time. If the employee does not prove to be satisfactory in the new job during the trial period, the employee shall be reinstated to the former position or another in the same job family. The Appointing Authority shall give the employee written notice of the reasons for the failure to allow the employee to acquire permanent status in the job to which demoted and shall file a copy with the Office of Personnel Management.

**PART 11. OTHER TRANSACTIONS**

**530:10-11-110. Detail to special duty [EFF. 7/1/02]**

(a) When the services of a permanent classified employee are temporarily needed in a job family or level other than the one to which the incumbent is regularly assigned the employee may be detailed to special duty, at the discretion of the Appointing Authority, to perform the duties of the job to which temporarily assigned.

(b) An employee may be detailed to special duty for **6** months or less without meeting the minimum qualifications for the job family level to which the employee is detailed. An employee may be detailed to special duty for a total of **12** months if:

- (1) the employee meets the minimum qualifications of the job to which the employee is detailed; and
- (2) the position to which the employee is assigned while on detail is a filled position; that is, the position is temporarily vacant because the incumbent is absent.
- (c) A detail to special duty in no way shall affect the status, title or job family held before the detail.
- (d) An employee shall not be placed on detail to special duty more than **12** months in any **36** month period.
- (e) Pay upon detail to special duty is covered in 530:10-7-17.
- (f) Detail to special duty is not required when an employee is temporarily assigned duties of another job for a period of less than **60** days in any **12**-month period. However, any temporarily assigned duties shall count toward the time limitations described in subsection (b).

**530:10-11-120. Suspension with pay [EFFECTIVE 7/1/99]**

- (a) An Appointing Authority may suspend a permanent employee from duty with pay for internal investigatory purposes or to give a permanent employee the required notice and opportunity to respond before involuntary demotion, suspension without pay, or discharge. The Appointing Authority may require the employee to remain available during specified working hours to meet with investigators or other agency officials as required. A notice of suspension with pay, stating the beginning and ending dates and times and specifying any reporting requirements shall be issued to the employee in writing. An employee shall not be placed on suspension with pay more than a total of **20** working days within any **12** month period, except as provided in Subsection (b).
- (b) If an Appointing Authority certifies that an internal investigation cannot be completed within **20** days, the Appointing Authority may continue the suspension in accordance with this subsection. The suspension with pay may not exceed the time necessary to complete the investigation and if the investigation warrants, to give the employee the required notice and opportunity to respond before termination. For the purposes of this section, "Appointing Authority" means only the chief administrative officer of an agency and does not include employees to whom the Appointing Authority has delegated authority.
- (c) If the employee is cleared, the Appointing Authority shall fully clear the employee's records in the custody of the agency and shall make every reasonable effort to fully clear any such records which are not in the custody of the agency. If the charges against the employee are confirmed, in whole or in part, a suspension with pay in accordance with this Section shall not preclude an Appointing Authority from taking disciplinary action in accordance with Oklahoma law and the Merit Rules.

**SUBCHAPTER 13. REDUCTION-IN-FORCE**

**PART 1. GENERAL PROVISIONS FOR  
REDUCTION-IN-FORCE**

**530:10-13-1. Purpose [EFF. 7/1/98]**

The purpose of the rules in this Subchapter is to implement the provisions of Sections 840-2.27A through 840-2.27C of the Oklahoma Personnel Act which pertain to reductions-in-force. The rules in this Subchapter establish general provisions for reductions-in-force and policies and procedures for recall and priority consideration for reemployment. The rules in Parts 1, 5, and 7 of this Subchapter governing reductions-in-force apply to agencies in all branches of state government, except institutions within The Oklahoma State System of Higher Education. The rules in Part 3 of this Subchapter apply to executive branch agencies only. This Subchapter is not a comprehensive listing of state and federal statutory provisions related to reductions-in-force and regulations promulgated thereunder, and is not intended to conflict with either state or federal law and regulations.

**530:10-13-2. Definitions [EFF. 3/28/02]**

In addition to terms defined in 530:10-1-2 and 455:10-1-2, the following words and terms, when used in this Subchapter, shall have the following meaning, unless the context clearly indicates otherwise.

**"Affected job family levels"** means those containing affected positions.

**"Affected employees"** means classified and unclassified employees in affected positions.

**"Affected positions"** means positions being abolished or positions which are subject to displacement action.

**"Agency"** means any office, department, board, commission, or institution of all branches of state government, except institutions within The Oklahoma State System of Higher Education.

**"Displacement limit"** means any area within an agency in which displacement may not occur. These areas may include, but are not limited to, job families, units, and geographic areas within an agency.

**"Displacement opportunity"** means the circumstances under which an occupied or funded vacant position is subject to displacement by an affected employee.

**"Displacement privilege"** means the privilege an affected employee has to utilize a displacement opportunity.

**"Educational institution"** means an institution within The Oklahoma State System of Higher Education, a facility under the management or control of the Oklahoma State Department of Vocational and Technical Education, or a licensed private educational institution in the State of Oklahoma.

**"Eligible classified employee"** means a permanent classified employee or a classified employee on probationary status after reinstatement from permanent classified status without a break in service in an affected position who is eligible for displacement opportunities or severance benefits.

**"Eligible regular unclassified employee"** means a regular unclassified service employee with one year or more continuous service in an affected position who is eligible for severance benefits.

**"Limited-term unclassified employee"** means an unclassified affected employee whose employment status is temporary or time-limited and whose employment status does not

make the employee eligible for participation in a state retirement system.

**"Personnel transaction"** means the record of the separation as a result of a reduction-in-force of a classified affected employee from an agency, or the record of the transfer or demotion of a classified affected employee. [74:840-2.27B]

**"Reduction-in-force"** means abolition of positions in an agency or part of an agency and the corresponding nondisciplinary removal of affected employees from such positions through separation from employment or through displacement to other positions.

**"Severance benefits"** means employee benefits provided by the State Government Reduction-in-Force and Severance Benefits Act to affected employees separated through a reduction-in-force.

**"Years of service"** means current and prior service which is creditable for the Longevity Pay Plan. An affected employee shall not be required to have been continuously employed for two (2) years to be given credit for either current or prior service pursuant to the State Government Reduction-in-Force and Severance Benefits Act.

**530:10-13-3. Reduction-in-force plans and time requirements [EFF. 7/1/98]**

(a) Whenever a reduction-in-force occurs, the Appointing Authority shall provide a plan for such reduction-in-force to the Administrator of the Office of Personnel Management and the Director of the Office of State Finance at least **60** days before the scheduled beginning of reduction-in-force separations or as otherwise provided by law. [74:840-2.27C(A)] The reduction-in-force plan of an agency in the executive branch of state government, except for the fiscal components of the plan, is subject to the approval of the Administrator of the Office of Personnel Management. [74:840-2.27C(A)] The Administrator shall reject any plan that is not in substantial compliance with Section 840-2.27C of Title 74 of the **Oklahoma Statutes** and the rules in this Subchapter. [74:840-2.27C(A)]

(b) The Appointing Authority of executive branch agencies shall either:

(1) adopt the rules in Parts 3, 5, and 7 of this Subchapter as the reduction-in-force plan for the agency and shall post notice of that intent with a copy of the rules (Sections 530:10-13-30 through 530:10-13-73), or

(2) provide a plan that is in substantial compliance with the Act and the rules in this Subchapter.

(c) Section 840-2.27C(A) of Title 74 of the **Oklahoma Statutes** requires the Director of the Office of State Finance to review the fiscal components of reduction-in-force plans of executive branch agencies and reject any plan that does not contain specified information.

(d) *If the reduction-in-force is conducted pursuant to a reorganization, the fiscal components of the reduction-in-force plan shall contain reasons for the reorganization, which may include, but not be limited to, increased efficiency, improved service delivery, or enhanced quality of service.* [74:840-2.27C(A)]

(e) The Appointing Authority shall post a copy of the plan in each office of executive branch agencies affected by the proposed reduction-in-force plan **5** days prior to the submission of the proposed plan to the Administrator and the Director of State Finance. [74:840-2.27C(B)]

(f) Within **2** business days after approval of a reduction-in-force plan by the Administrator for executive branch agencies or appointing authorities in the legislative and judicial departments, Appointing Authorities shall post the following documents in each office affected by the reduction-in-force plan [74:840-2.27C(B)]:

- (1) an approved reduction-in-force plan,
- (2) a description of and reasons for any displacement limits established by the Appointing Authority in accordance with Section 840-2.27C(C) of Title 74 of the **Oklahoma Statutes**,
- (3) a description of and reasons for any protections from displacement action established by the Appointing Authority in accordance with Section 840-2.27C(C) of Title 74 of the **Oklahoma Statutes**,
- (4) a description of severance benefits that will be offered to affected employees pursuant to Section 840-2.27D of Title 74 of the **Oklahoma Statutes**, and
- (5) the implementation schedule. [74:840-2.27C(B)]

**530:10-13-5. Displacement limits [EFF. 7/1/98]**

(a) Section 840-2.27C of Title 74 of the **Oklahoma Statutes** establishes standards and procedures for the limitation of displacement and eligibility criteria for the exercise of displacement opportunities.

(b) An eligible classified employee who exercises a displacement privilege shall be required to sign an agreement, in a form prescribed by the Administrator, acknowledging that the employee had an opportunity to receive severance benefits and affirmatively elected to exercise a displacement privilege and to forego such benefits. The form provides information to the affected employee concerning his or her rights and responsibilities under Section 840-2.27C of Title 74 of the **Oklahoma Statutes**. [74:840-2.27C(C)]

**530:10-13-6. Equal employment opportunity (EEO) [EFF. 7/1/00]**

In planning and conducting a reduction-in-force, the Appointing Authority shall consider the effect of decisions, such as establishment of displacement limits and selection of job family levels containing positions to be abolished, on the composition of the work force of the agency. If displacement limits are established in accordance with 530:10-13-5 and Section 840-2.27C of the Oklahoma Personnel Act, adverse impact will be assessed as recognized in state and federal laws, rules and guidelines. The Appointing Authority shall take appropriate action consistent with state and federal laws, rules and guidelines governing adverse impact.

**530:10-13-8. Required freeze on personnel actions [EFF. 7/1/00]**

(a) At least **14** calendar days before the reduction-in-force

implementation schedule is posted in accordance with Section 840-2.27C of Title 74 of the **Oklahoma Statutes** and 530:10-13-35, all personnel actions within affected job families shall be frozen, except:

- (1) separations unrelated to the reduction-in-force,
- (2) leave,
- (3) disciplinary actions,
- (4) other transactions specifically required by law,
- (5) transactions specifically due to the reduction-in-force, and
- (6) transactions the Appointing Authority certifies will not limit displacement opportunities for affected employees.

(b) This freeze shall remain in effect until the reduction-in-force implementation schedule is posted.

**530:10-13-9. Continuation of insurance upon separation by reduction-in-force [EFF. 7/1/98]**

The Appointing Authority shall notify employees who are separated because of a reduction-in-force and who are ineligible for or who decline severance benefits pursuant to Section 840-2.27D of Title 74 of the **Oklahoma Statutes** of their rights to continue their insurance coverage under the Public Health Service Act, 42 U.S.C. § 300bb-1, et seq.

**530:10-13-11. Options in lieu of reduction-in-force [EFF. 7/1/00]**

Agencies may provide voluntary out benefits to eligible classified employees and eligible regular unclassified employees in accordance with the provisions of Section 840-2.28 of Title 74 of the **Oklahoma Statutes**.

**530:10-13-12. Severance benefits [EFF. 7/1/98]**

(a) Agencies shall provide mandatory severance benefits and may provide optional severance benefits in accordance with the provisions of Section 840-2.27D of Title 74 of the **Oklahoma Statutes** to eligible classified employees, eligible classified employees on probationary status after reinstatement from permanent classified status without a break in service, eligible regular unclassified employees, and eligible employees of the University Hospitals Authority who have been continuously employed in the state service since on or before January 1, 1995. Employees who are eligible for Priority Reemployment Consideration in accordance with Section 840-2.27C of Title 74 of the **Oklahoma Statutes** and Part 7 of this Subchapter who are employed by any agency

- (1) before the scheduled date of reduction-in-force separations, are not eligible for severance benefits;
- (2) less than 1 year after receiving severance benefits are required to repay such benefits in accordance with Section 840-2.27E of Title 74 of the **Oklahoma Statutes**.

(b) An eligible employee who accepts severance benefits shall be required to sign an agreement, in a form prescribed by the Administrator, acknowledging that the employee accepts the severance benefits provided by the Appointing Authority pursuant to the provisions of Section 840-2.27D of Title 74 of the **Oklahoma Statutes**. The form provides information to the affected employee concerning his or her rights and responsibilities

under Section 840-2.27E of Title 74 of the **Oklahoma Statutes**. [74:840-2.27E]

**530:10-13-13. Reduction-in-Force Educational Voucher Fund [EFF. 7/1/98]**

*There is hereby created in the State Treasury a revolving fund for the Office of Personnel Management to be designated the "Reduction-in-Force Education Voucher Action Fund."* The fund is to be used to provide education vouchers to eligible classified and unclassified employees exercising rights to severance benefits in accordance with Sections 840-2.27D and 840-2.28 of Title 74 of the **Oklahoma Statutes**. The vouchers are to be used to make payment to eligible educational institutions. [74:840-2.27F]

**PART 3. REDUCTION-IN-FORCE PLAN REQUIREMENTS**

**530:10-13-30. Basic reduction-in-force plan [REVOKED]**

**530:10-13-31. Abolishing positions and retaining positions [EFF. 7/1/00]**

The Appointing Authority shall *determine the specific position or positions to be abolished within specified units, divisions, facilities, agency-wide or any parts thereof* [74:840-2.27C]. The Appointing Authority shall determine which vacant positions will be retained. *If an agency has both classified and unclassified positions in affected job family levels, the appointing authority shall not reduce a higher percentage of occupied classified positions than occupied unclassified positions* [74:840-2.27C].

**530:10-13-32. Order of employee removal [EFF. 7/1/00]**

(a) Agency-wide, or within displacement limits, if established, retention of affected employees shall be based on job family level and type of appointment [74:840-2.27C]. Subject to eligible classified employees accepting displacement offers, unclassified employees in a job family level on limited term appointments shall be separated first, followed by employees on project indefinite appointments, followed by employees on probationary appointments with the agency, prior to the separation or voluntary demotion of any permanent classified employee from the same job family level [74:840-2.27C].

(b) Retention of permanent classified employees in affected job family levels and within displacement limits, if any are established, shall be based on years of service [74:840-2.27C].

(c) The Appointing Authority shall calculate retention points for all eligible classified employees, including those on an approved leave of absence, and shall rank affected classified and affected unclassified employees separately. Eligible classified employees with more retention points shall be ranked higher; with the order of removal from a job family level in inverse order of that ranking. If tie scores occur, the ranking of employees who have the same total retention points shall be determined by giving preference for retention according to years of service in the agency. If a tie continues to exist, retention status shall be determined by a method established by the Appointing Authority and described in the reduction-in-force implementation schedule.

(d) For purposes of a reduction-in-force, any permanent classified employee on a detail to special duty shall be ranked on the basis of base job family level, not on the basis of the job to which detailed.

**530:10-13-33. Calculation of retention points for years of service [EFF. 7/1/98]**

(a) Affected employees shall be given credit for all current and prior service which is creditable for the Longevity Pay Plan, Section 840-2.18 of Title 74 of the **Oklahoma Statutes**. An employee shall not be required to have been continuously employed for 2 years to be given credit for either current or prior service.

(b) An employee shall be granted 1 point for each full month of full-time service. Points shall not be granted for any work in excess of full-time. Points will be prorated for each month during which the employee worked less than full-time or less than the full month. In no case shall more than 1 point per month be

granted. Appointing Authorities shall make sure that pro rata computations are consistent in application and calculation within the agency.

(c) A break-in-service or leave-without-pay period of more than 30 calendar days shall not be included in the calculation of retention points unless the employee was on military leave or on leave-without-pay in accordance with Section 840-2.21 of Title 74 of the **Oklahoma Statutes**.

(d) The end date for the calculation of years of service shall be uniform within an agency and shall approximate the date the reduction-in-force implementation schedule is posted.

**530:10-13-34. Displacement opportunities [EFF. 7/1/00]**

(a) **Limitations on displacement opportunities.** Displacement opportunities shall be offered to eligible classified employees and may be offered to eligible regular unclassified employees. Displacement opportunities shall not be offered if the result would be to cause the displacement of a permanent classified employee with higher retention points. A classified employee may not be displaced by an unclassified employee. Likewise, an unclassified employee may not be displaced by a classified employee. Employees who have no displacement opportunities or who choose not to exercise a displacement opportunity, employees who do not respond to an offer in accordance with 530:10-13-37, and employees who refuse an offer shall be separated in accordance with 530:10-13-38.

(b) **Offers of displacement opportunities.** Starting with the employee having the highest retention points, displacement opportunities shall be offered to eligible classified employees and to displaced employees. Such offers shall be confined within any displacement limits established by the Appointing Authority. Options available will normally be offered in the order listed below, but an Appointing Authority may provide an alternative order in a reduction-in-force plan that has been approved by the Administrator. If an opportunity at one level, e.g. (1)(A), does not exist, an opportunity at the next lower level, e.g. (1)(B), shall be offered, if available.

(1) Transfer within the same job family and level into a retained position which is currently:

(A) vacant and available for displacement in accordance with 530:10-13-31,

(B) held by a non-permanent employee (in order of appointment type), or

(C) held by the employee with the lowest retention points, subject to the restriction regarding regular unclassified employees in (a) of this Section.

(2) Voluntary demotion to a retained position in the next available lower level of the same job family which is currently:

(A) vacant and available for displacement in accordance with 530:10-13-31,

(B) held by a non-permanent employee (in order of appointment type), or

(C) held by the employee with the lowest retention points, subject to the restriction regarding regular unclassified employees in (a) of this Section.

(3) Voluntary demotion to a retained lower level position in another job family previously held in the reverse order in which they were held by the employee on a permanent basis while either in the employment of the agency or, if transferred to the agency by statute or executive order, the former agency, which is currently:

- (A) vacant and available for displacement in accordance with 530:10-13-31,
- (B) held by a non-permanent employee (in order of appointment type), or
- (C) held by the employee with the lowest retention points, subject to the restriction regarding regular unclassified employees in (a) of this Section.

**530:10-13-35. Reduction-in-force implementation schedule [EFF. 7/1/00]**

Appointing Authorities of executive branch agencies shall post the reduction-in-force implementation schedule in all offices of the agency within 2 business days after approval of the reduction-in-force plan by the Administrator. Appointing Authorities of executive branch agencies shall submit the reduction-in-force implementation schedule, including the lists described in (4) of this Section, to the Office of Personnel Management and the Oklahoma Merit Protection Commission within 2 business days after approval of the reduction-in-force plan by the Administrator. The reduction-in-force implementation schedule is not subject to the approval of the Administrator or the Commission. The reduction-in-force implementation schedule shall include:

- (1) a statement of the conditions necessitating the reduction-in-force;
- (2) the estimated time schedule for the reduction-in-force;
- (3) a description of the displacement process, and limits;
- (4) the location in the office where the following lists are available for review, if such lists are not posted:
  - (A) all occupied and vacant positions in affected job families within any displacement limits, indicating those to be abolished and those available for displacement, showing in each case: geographical and administrative location, job family, level, and pay band for the position; the name, job family, level, pay band, appointment type, and rate of pay of the incumbent; and, for permanent employees, retention points and lower job families and levels in which the employee previously held permanent status while in the continuous classified service of the agency (and if transferred to the agency by statute or executive order, the former agency), listed in the reverse order in which they were held;
  - (B) all other employees in affected job families, showing the same information;
  - (C) all retained vacant positions anywhere in the agency;
  - (D) all affected job families, and unclassified jobs grouped by series;

- (5) the schedule and procedure to be followed if an eligible employee chooses to accept any offer for transfer or voluntary demotion in lieu of separation;
- (6) the agency policy on issues related to partial payment of moving expenses for transferred employees in accordance with Section 500.51 of Title 74 of the **Oklahoma Statutes**;
- (7) such other information as the Appointing Authority deems appropriate; and
- (8) the method established by the Appointing Authority to break ties in retention points.

**530:10-13-36. Written notice to employees [EFFECTIVE 7/1/00]**

Appointing Authorities of executive branch agencies shall provide individual written notice to an affected employee within 14 calendar days after approval of the reduction-in-force plan by the Administrator. The notice shall:

- (1) provide a description of the employee's retention status, including retention points calculation;
- (2) offer an opportunity to notify a specified agency official in writing of any possible errors in the retention points calculation, and to request in writing a meeting with supervisors or agency officials;
- (3) include the effective date of separation and, if applicable, instructions for electing transfer or voluntary demotion in lieu of separation in response to a specific offer; and
- (4) provide notice of appeal rights for classified employees in accordance with 530:10-13-10.

**530:10-13-37. Exercise of displacement privileges [EFF. 7/1/98]**

To exercise a displacement privilege in lieu of separation, eligible employees shall follow the schedule and procedure included in the reduction-in-force implementation schedule. Such procedure shall provide employees no less than 24 hours to respond following their receipt of a specific offer. An Appointing Authority may require employees to submit specific requests for transfer or voluntary demotion in writing, either by mail or in individual or group meetings.

**530:10-13-38. Employee separations [EFF. 7/1/98]**

An affected employee who does not agree pursuant to Section 840-2.27E of Title 74 of the **Oklahoma Statutes** to accept severance benefits and who does not have a displacement opportunity shall be separated by the reduction-in-force and shall not receive any severance benefits that would otherwise have been provided. [74:840-2.27C(D)]

**PART 5. RECALL RIGHTS**

**530:10-13-50. Eligibility for recall [EFF. 7/1/00]**

(a) Eligible classified employees who are removed from a job family level as a result of a reduction-in-force in an agency shall be eligible for recall by that agency to the job family level from which removed for 18 months after the effective date of separation or demotion [74:840-2.27C]. Regular unclassified employees who are removed from a position as a result of a reduction-in-force in an agency shall normally be eligible for recall

by that agency to the position from which removed for **18** months after the effective date of separation or demotion; however, an Appointing Authority may alternatively exclude unclassified employees from recall provisions in a reduction-in-force plan approved by the Administrator.

(b) If there are persons eligible for recall to a job family level, an Appointing Authority may not appoint or reclassify persons to the job family level from the employment register, by internal action, such as promotion or reinstatement, or from Priority Reemployment Consideration Rosters [840-2.27C]. However, an Appointing Authority may reclassify an employee by involuntary demotion for cause to a job family level for which there is a recall list. The salary of a recalled permanent classified employee shall be set in accordance with 530:10-7-8.

(c) Affected employees who accept severance benefits:

(1) are eligible for recall in accordance with the provisions of Section 840-2.27C of Title 74 of the **Oklahoma Statutes**,

(2) who are employed by any agency less than **1** year after receiving severance benefits are required to repay such benefits in accordance with Section 840-2.27E of Title 74 of the **Oklahoma Statutes**.

(d) Employees who accept voluntary out benefits in accordance with Section 840-2.28 of Title 74 of the **Oklahoma Statutes** shall not be eligible for recall.

**530:10-13-51. Order of recall [EFF. 7/1/98]**

Individuals who are eligible for recall shall be ranked in order of their retention points at the time the reduction-in-force implementation schedule is posted, from high to low. [74:840-2.27C(E)] Offers of recall as described in 530:10-13-50 for classified positions shall be made first to the eligible individual, who was formerly a permanent classified employee, having the highest retention points, regardless of whether the individual was separated or voluntarily demoted. If an Appointing Authority grants recall rights to unclassified employees in accordance with Section 840-2.27C(E) of Title 74 of the **Oklahoma Statutes** and 530:10-13-50, an eligible individual, who was removed as an unclassified employee, shall have recall rights only to unclassified positions. Likewise, an eligible individual, who was removed as a classified employee, shall have recall rights only to classified positions.

**530:10-13-52. Forfeiture and expiration of recall rights [EFF. 7/1/00]**

The right of an individual to be recalled to the job family level from which removed is subject to the following provisions and conditions:

(1) **Limitations on recall rights.** Recall rights pertain only to the job family level from which an employee is removed in the agency that conducted the reduction-in-force [74:840-2.27C]. An individual has no right to be recalled to a specific position or to be recalled by any other agency.

(2) **Forfeiture of recall rights.** The right of an individual to be recalled is forfeited if the person:

(A) submits a written notice to the agency that waives the right to be recalled.

(B) declines an offer of recall [74:840-2.27C].

(C) fails to respond to a written inquiry from the Appointing Authority relative to an offer of recall within **7** calendar days after the date of its mailing or **4** calendar days after the date of its delivery by personal service. The inquiry must include the date and time by which the person must contact the Appointing Authority.

(D) fails to report for duty within the time specified by the Appointing Authority; provided the person is given at least **14** calendar days.

(E) accepts an offer of recall.

(3) **Expiration of recall rights.** The right of an individual to be recalled expires if the agency:

(A) makes no appointments to the job family level within the **18** months after the effective date of the removal of the person from the job family level [74:840-2.27C];

(B) in making offers of recall to a job family level, does not reach the name of the individual on the recall list within **18** months after the effective date of the removal of the person from the job family level [74:840-2.27C].

**530:10-13-53. Recall after multiple reductions-in-force [EFF. 7/1/00]**

If any agency conducts a reduction-in-force which requires the removal of permanent employees from a job family level for

which there is already an unexpired recall list from a previous reduction-in-force, the names of the persons removed from the job family level will be merged with names already on the list based on retention points.

## **PART 7. PRIORITY CONSIDERATION FOR REEMPLOYMENT**

### **530:10-13-70. Eligibility for priority reemployment consideration [EFF. 3/28/02]**

(a) Permanent employees, regular unclassified full-time employees with one (1) year or more continuous service, and employees on probationary status after reinstatement from permanent classified status without a break in service, who have been separated as a result of an officially conducted reduction-in-force or the abolition of all or part of a state agency, are eligible for priority reemployment consideration [74:840-2.27C] for jobs in the classified service. In addition, affected employees shall be eligible for Priority Reemployment Consideration beginning with the date the implementation schedule is posted, for a period not to exceed **12** months before the scheduled date of separation, if the agency:

- (1) has posted a reduction-in-force plan and implementation schedule and the employees are in positions covered by the plan and within the displacement limits established by the Appointing Authority; or
- (2) is scheduled to be closed or abolished by law or court order. [74:840-2.27C]

(b) To be placed on the Priority Reemployment Consideration Roster for a job family level, a person shall apply to the Office of Personnel Management and meet all requirements for the job, including passing any required examination [74:840-2.27C]. The job family level need not be announced for recruitment. The names of the persons on Rosters shall be ranked in order of their individual final earned ratings on the examination [74:840-2.27C].

(c) Employees who accept severance benefits:

- (1) are eligible for Priority Reemployment Consideration in accordance with the provisions of Section 840-2.27C of Title 74 of the **Oklahoma Statutes**,
- (2) who are employed by any agency less than **1** year after receiving severance benefits are required to repay such benefits in accordance with Section 840-2.27E of Title 74 of the **Oklahoma Statutes**.

(d) Employees who accept voluntary out benefits in accordance with Section 840-2.28 of Title 74 of the Oklahoma Statutes shall not be eligible for Priority Reemployment Consideration.

### **530:10-13-71. Agency priority reemployment consideration requirements [EFF. 7/1/00]**

(a) Before any vacant position in the classified service is filled by the initial appointment of any person from an employment register, an Appointing Authority shall request a list of the names of persons appearing on the Priority Reemployment Consideration Roster for the appropriate job family level [74:840-2.27C]. The Appointing Authority shall give such persons priority consideration for reemployment and may appoint any person whose name appears on such list regardless

of rank [74:840-2.27C]. Additionally, an Appointing Authority shall consider its Affirmative Action Plan in accordance with Section 840-2.1 of the Oklahoma Personnel Act and 530:10-3-31. (b) An Appointing Authority may make an initial appointment from a certificate of eligibles as provided in 530:10-9-92, only after certifying in writing to the Administrator that any and all persons whose names appear on the Priority Reemployment Consideration Roster for the job family level were first given priority consideration for reemployment. This requirement does not mandate the appointment of a person from a Priority Reemployment Consideration Roster and does not apply to internal appointments and actions, such as, promotions and reinstatements.

### **530:10-13-72. Conditions of employment and entrance salary [EFF. 7/1/00]**

Persons who are appointed from a Priority Reemployment Consideration Roster shall be employed in accordance with 530:10-9-102, if they are eligible for reinstatement as provided in that Section. The entrance salary of such persons shall be fixed in accordance with 530:10-7-4. Persons appointed from a Priority Reemployment Consideration Roster, who were in the unclassified or exempt service at the time of separation and ineligible for reinstatement as provided in 530:10-9-102, shall be employed in accordance with 530:10-11, Part 3. The entrance salary of such persons shall be at the hiring rate established by the agency for the job to which appointed.

### **530:10-13-73. Expiration and forfeiture of eligibility [EFF. 7/1/00]**

(a) The eligibility of an individual to remain on any Priority Reemployment Consideration Roster and to be given priority consideration for reemployment shall expire **18** months after separation as a result of a reduction-in-force or abolition of an agency [74:840-2.27C]. A person's eligibility shall also be forfeited upon:

- (1) declination of an offer of reemployment to a job having the same or higher rate of pay than the job from which removed [74:840-2.27C], that is located in a county in which the person has indicated a willingness to work;
- (2) acceptance of an offer of reemployment to a job having the same or higher rate of pay than the job from which removed;
- (3) failure to report for duty within the time specified by the Appointing Authority; provided the person is given at least **14** calendar days;
- (4) recall to the job family level from which removed; or
- (5) failure to meet any of the requirements for the job.

(b) It is the responsibility of the person to maintain a current address with the Office of Personnel Management.

## **SUBCHAPTER 15. TIME AND LEAVE**

### **PART 1. GENERAL PROVISIONS**

#### **530:10-15-3. Attendance [EFF. 7/1/99]**

The Appointing Authority in each agency shall establish the working days, hours of attendance and place of work for

employees within the agency, and may make other policies in regard to attendance as necessary. The Appointing Authority must make such policies known to employees.

- (1) Attendance of employees may be considered by the Appointing Authority in decisions regarding promotions, pay increases, and discipline [74:840-2.20].
- (2) Abuse of leave benefits or failure to maintain regular attendance may be grounds for dismissal. [74:840-2.20].
- (3) Attendance policies shall be in compliance with the Family and Medical Leave Act of 1993 (29 U.S.C. 2654 et seq.) and the use of approved FMLA leave shall not be considered a negative factor in employment actions.

### PART 3. ANNUAL AND SICK LEAVE POLICIES

#### 530:10-15-10. General annual and sick leave policies [EFF. 7/1/00]

(a) Permanent and probationary classified employees and regular unclassified employees are eligible for annual leave and sick leave with full pay according to law and the rules in this Chapter. *Temporary employees and other limited term employees are ineligible to accrue, use or be paid for sick leave and annual leave* [74:840-2.20(4)].

(b) The tables in Appendix B of this Chapter list leave accrual rates and accumulation limits. OAC 530:10-15-11 and 530:10-15-12 also govern annual and sick leave.

(c) Annual and sick leave accrual rates and accumulation limits are based on *cumulative periods of employment calculated in the manner that cumulative service is determined for longevity purposes* [74:840-2.20(1)]. For purposes of this Subchapter and the longevity pay program, cumulative service shall be calculated as prescribed in this subsection.

(1) State employment with any classified or unclassified agency in any branch of state government including service under the administrative authority of the Regents for Higher Education and the Department of Vocational and Technical Education shall be qualifying for purposes of calculating cumulative service. Cumulative service includes periods of part-time qualifying employment in excess of **2/5** time that were continuous for at least **5** months and any period of full-time employment described in (A) through (G) of this paragraph:

- (A) Employment as a permanent classified employee;
- (B) Employment as a probationary classified employee;
- (C) Employment as a regular unclassified employee;
- (D) Temporary or other time-limited unclassified employment;
- (E) Paid leave;
- (F) Leave without pay of **30** continuous calendar days or less; and
- (G) Leave without pay in excess of **30** calendar days taken under Section 840-2.21 of Title 74 of the **Oklahoma Statutes**. Any other leave without pay in excess of **30** calendar days shall not be counted as cumulative service.

(2) Periods of service that are described in (1) of this subsection, shall be combined for purposes of determining cumulative service and the total shall be expressed in whole years. Partial years, less than **12** months, are dropped.

(d) Annual leave and sick leave shall accrue only when an employee is actually working, on authorized leave with pay, or during the time the employee is using paid leave to supplement workers compensation benefits under Section 2e of Title 85. Leave shall not accrue after the last day the employee works.

#### 530:10-15-10. General annual and sick leave policies [EFF. 7/1/02]

(a) Permanent and probationary classified employees and regular unclassified employees are eligible for annual leave and sick leave with full pay according to law and the rules in this Chapter. *Temporary employees and other limited term employees are ineligible to accrue, use or be paid for sick leave and annual leave* [74:840-2.20(4)].

(b) The tables in Appendix B of this Chapter list leave accrual rates and accumulation limits. OAC 530:10-15-11 and 530:10-15-12 also govern annual and sick leave.

(c) Annual and sick leave accrual rates and accumulation limits are based on *cumulative periods of employment calculated in the manner that cumulative service is determined for longevity purposes* [74:840-2.20(1)]. For purposes of this Subchapter and the longevity pay program, cumulative service shall be calculated as prescribed in this subsection.

(1) State employment with any classified or unclassified agency in any branch of state government including service under the administrative authority of the Regents for Higher Education and the Department of Vocational and Technical Education shall be qualifying for purposes of calculating cumulative service. Cumulative service includes periods of part-time qualifying employment in excess of **2/5** time that were continuous for at least **5** months and any period of full-time employment described in (A) through (G) of this paragraph:

- (A) Employment as a permanent classified employee;
- (B) Employment as a probationary classified employee;
- (C) Employment as a regular unclassified employee;
- (D) Temporary or other time-limited unclassified employment;
- (E) Paid leave;
- (F) Leave without pay of **30** continuous calendar days or less; and
- (G) Leave without pay in excess of **30** calendar days taken under Section 840-2.21 of Title 74 of the **Oklahoma Statutes**. Any other leave without pay in excess of **30** calendar days shall not be counted as cumulative service.

(2) Periods of service that are described in (1) of this subsection, shall be combined for purposes of determining cumulative service and the total shall be expressed in whole years. Partial years, less than **12** months, are dropped.

(d) Annual leave and sick leave shall accrue only when an employee is actually working, on authorized leave with pay, or

during the time the employee is using paid leave to supplement workers compensation benefits under Section 2e of Title 85. Leave shall not accrue after the last day the employee works.

(e) An employee using paid leave to supplement workers compensation benefits under Section 2e of Title 85 of the **Oklahoma Statutes** shall be in leave without pay status.

(f) An Appointing Authority may terminate an employee who is absent from work after the employee has exhausted all of his or her sick and annual leave accumulations unless the absence is covered by 530:10-15-45 or 530:10-15-49. Termination of a permanent classified employee under this subsection is subject to the pretermination hearing requirements of Section 840-6.4 of Title 74 of the **Oklahoma Statutes**. This subsection does not prevent an Appointing Authority from granting leave without pay according to 530:10-15-47.

**530:10-15-11. Annual leave [EFF. 7/1/02]**

(a) Annual leave is intended to be used for vacations, personal business, and other time off work not covered by other paid leave or holiday provisions. An employee may charge family and medical leave, taken in accordance with 530:10-15-45, against annual leave accumulations.

(b) Eligible employees shall accrue annual leave on a calendar month basis [74:840-2.20] in accordance with 530:10-15-10 and the provisions in this subsection.

(1) Annual leave shall be applied for by the employee and shall be used only when approved by the Appointing Authority.

(2) Part-time employees shall accrue annual leave in an amount proportionate to that which would be accrued under full-time employment [74:840-2.20].

(3) Annual leave earned during a pay period shall be prorated in accordance with the days an employee is on the payroll [74:840-2.20].

(4) An Appointing Authority may require an employee to take annual leave whenever in the administrative judgment of the Appointing Authority such action would be in the best interests of the agency; except that the employee shall not be required to reduce accrued annual leave below **5** days. An Appointing Authority shall not apply this rule in lieu of 530:10-11-120. Leaves of absence for internal investigatory purposes shall be administered according to 530:10-11-120.

(5) Unused accrued annual leave shall be accumulated for no more than the maximum leave accumulation limits specified in 530:10-15-10, except as provided in this paragraph. At the discretion of the Appointing Authority, employees may accumulate more than the maximum annual leave accumulation limits shown in the schedule, provided that such excess is used during the same year in which it accrues. Employees shall not be paid for excess leave above the accumulation limit; such excess accumulations shall be used for leave purposes in the agency where it was accrued or, if an employee was transferred to an agency by statute or executive order, in the agency to which the employee was transferred regardless of where the leave was accrued, only while the employee is continuously employed.

(6) Annual leave shall not be taken in advance.

(7) An employee who transfers to another agency may have accrued annual leave transferred at the option of the Appointing Authority to which transferred, or such Appointing Authority may require that all or a portion of the annual leave be paid by the agency from which the employee is transferred before the transfer. The amount of annual leave paid by the agency from which the employee is transferred and the amount of annual leave transferred with the employee shall not exceed the accumulation limits established in Section 840-2.20 of Title 74 of the **Oklahoma Statutes**.

(8) Any employee who is separated from the state service shall be paid or shall have payment made to the employee's estate for any annual leave accumulated up to and including the accumulation limit except as otherwise provided in the Merit Rules. Employees who resign from a classified position to accept an unclassified position within the same agency, and employees who resign an unclassified position to accept a classified position within the same agency, are ineligible for payment of accrued annual leave.

(9) Annual leave shall be charged against an employee's annual leave balance based on the amount of time an employee is absent from work during the employee's assigned work schedule. Holidays falling within a period of annual leave shall not be charged to annual leave.

(10) Any probationary or permanent employee who leaves the employ of an agency shall receive payment for the accrued number of hours of annual leave in accordance with the hourly rate. Payment may only be withheld pending settlement of a legal debt to the agency. If a person is reemployed within a period of **30** calendar days from the date of separation, any portion of the accumulated annual leave which has not yet been paid may be reinstated.

**530:10-15-12. Sick leave [EFF. 7/1/02]**

Eligible employees shall accrue sick leave on a calendar month basis [74:840-2.20(1)] according to 530:10-15-10 and this Section.

(1) Sick leave means a period when the employee cannot work because of sickness, injury, pregnancy, or medical, surgical, dental or optical examination, or treatment, or where the employee's presence at work would jeopardize the health of the employee or others. An employee may charge family and medical leave, taken in accordance with 530:10-15-45, against sick leave accumulations.

(2) An employee shall not use sick leave for annual leave.

(3) An employee shall not use sick leave before it is accrued.

(4) Immediately on return to work, an employee who has been absent on sick leave shall give the Appointing Authority a signed statement that the absence was due to reasons listed in (1) of this Section. If an absence exceeds **3** working days, the employee shall give the Appointing Authority a physician's statement unless the Appointing Authority waives it. For shorter absences, the Appointing Authority may require the employee to supply proof the

absence was consistent with (1) of this Section. Sick leave shall not be granted until approved by the Appointing Authority. An Appointing Authority shall approve sick leave unless there are facts to show that an employee abused sick leave privileges or the employee failed to supply requested evidence of illness.

- (5) Sick leave shall be charged against an employee's sick leave balance based on the amount of time an employee is absent from work during the employee's assigned work schedule. Holidays, or the scheduled days off for holidays, occurring within a period of sick leave shall not be charged to sick leave.
- (6) Sick leave earned during a pay period shall be prorated according to the days an employee is on the payroll [74:840-2.20(1)].
- (7) Part-time employees shall accrue sick leave in an amount proportionate to that which would have accrued under full-time employment [74:840-2.20(1)].
- (8) When an employee transfers from one agency to another, the Appointing Authority of the receiving agency shall give the employee credit for all unused sick leave accumulations.
- (9) Employees shall not be compensated for accumulated sick leave when they separate from state service.
- (10) If an absence because of illness or injury extends beyond the sick leave an employee has accumulated, the Appointing Authority may charge additional absence to the employee's annual leave accumulations.
- (11) Unless it is against the law, an Appointing Authority shall approve sick leave when an employee is absent due to illness or injury and receiving Oklahoma State Workers Compensation benefits.
- (12) If an employee leaves the state service on or after October 1, 1992, and is reemployed within a period of 2 years from the date of separation, the Appointing Authority may reinstate all or a part of the unused sick leave accumulated during the previous period of continuous employment with the state [74:840-2.20(6)].
- (13) There is no limit on sick leave accumulations.

#### **PART 5. MISCELLANEOUS TYPES OF LEAVE**

##### **530:10-15-40. Enforced leave [EFF. 7/1/98]**

The Appointing Authority may grant a probationary or permanent employee time off from regular duties, with compensation for absence necessary when some member of his or her immediate family or household requires the employee's care because of illness or injury, or in the case of death in the immediate family or household or in the case of personal disaster. Enforced leave shall also be granted in accordance with 530:10-15-72. Enforced leave shall be charged against the employee's sick leave and may not be granted in excess of accumulated sick leave. The number of days granted will be governed by the circumstance of the case, but in no event shall they exceed **10** working days in any calendar year.

##### **530:10-15-43. Holidays [EFF. 7/1/02]**

- (a) Holidays shall be granted in accordance with state law and the Governor's proclamations as they are observed by the individual agencies in accordance with their work load and policies.
- (b) To be eligible to receive holiday pay, an employee shall be in pay status either the workday before or the workday after the holiday. An employee shall not be eligible to be paid for holidays which occur either before the employee's entry on duty date or after the last day the employee works. The receiving Appointing Authority shall pay an employee who transfers from another agency for any holidays occurring after the last day worked in the sending agency. An employee who is recalled, reemployed, or reinstated shall not be paid for any holiday occurring after the last day worked while previously employed and before entry on duty.
- (c) Appointing Authorities shall pay full-time employees for holidays based on an **8**-hour workday. Full-time employees who are eligible for holiday pay under (b) of this Section and who are scheduled to work either more or less than **8** hours on a holiday shall receive the equivalent of **8** hours of holiday pay or compensatory time off.
- (d) Appointing Authorities shall prorate holiday pay for part-time employees based on one of the following methods:
  - (1) Holiday pay as a percentage of normally scheduled hours worked divided by full-time hours; or
  - (2) Holiday pay equal to regular pay for hours normally worked if a holiday occurs on a normally scheduled work day.
- (e) If a full-time or part-time employee's scheduled hours worked plus holiday hours total less than the employee's normally scheduled hours during the workweek, the Appointing Authority shall account for the difference exercising one or more of the following options:
  - (1) Work additional hours during the same workweek;
  - (2) Charge to accumulated annual leave; or
  - (3) Record as leave without pay under 530:10-15-47.
- (f) If an employee's scheduled hours worked plus holiday hours are more than **40** hours in a workweek, the Fair Labor Standards Act requires that only hours actually worked be counted as hours worked in accordance with the Fair Labor Standards Act and 530:10-7-12.
- (g) For employees who are scheduled to work on a holiday and for employees whose regular day off falls on a holiday, the Appointing Authority shall either:
  - (1) reschedule the employee's holiday to be taken within **180** days; or
  - (2) pay the employee for the holiday based on an **8**-hour workday times the employee's base rate of pay at the time of payment.

(h) An Appointing Authority may request an extension of the **180** days for taking holiday time off up to an additional **180** days providing the Appointing Authority submits proper documentation to the Office of Personnel Management justifying the extension. All extensions are subject to the approval of the Office of Personnel Management.

**530:10-15-44. Military leave of absence and restoration to position [EFF. 7/1/99]**

Military leave of absence and right to restoration to former position shall be granted in accordance with Section 209 of Title 44, Sections 25.4, 25.5 and 25.7 of Title 51, and Section 48 of Title 72 of the **Oklahoma Statutes**; the Uniformed Services Employment and Reemployment Rights Act (38 U.S.C., 4301 et seq.); and such rights and privileges as these laws provide.

**530:10-15-45. Family and medical leave [EFF. 7/1/02]**

(a) The federal Family and Medical Leave Act of 1993 entitles eligible employees to family and medical leave. This section is not a comprehensive listing of the provisions of the federal Family and Medical Leave Act of 1993 (29 U.S.C. 2654 et seq.) and regulations promulgated thereunder, and is not intended to conflict with either the Act or the regulations. To be eligible, an employee shall have been employed by the state at least **12** months and have worked at least **1,250** hours during the preceding **12**-month period.

(b) An eligible employee is entitled to family and medical leave for up to a total of **12** weeks during any **12**-month period, for the following reasons:

- (1) the birth of the employee's son or daughter, and to care for the newborn child;
- (2) the placement with the employee of a son or daughter for adoption or foster care;
- (3) to care for the employee's spouse, son, daughter, or parent with a serious health condition. As used in this subsection, "son" or "daughter" means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing *in loco parentis*, who is either under age 18, or age 18 or older and incapable of self-care because of a mental or physical disability; and
- (4) a serious health condition that makes the employee unable to perform the functions of the employee's job.

(c) An Appointing Authority may require that an employee's request for family and medical leave to care for the employee's seriously-ill spouse, son, daughter, or parent, or due to the employee's own serious health condition that makes the employee unable to perform one or more of the essential functions of the employee's position, be supported by a certification issued by the health care provider of the employee or the employee's ill family member.

(d) The entitlement to family and medical leave resulting from (b)(1) and (b)(2) of this Section expires at the end of the **12**-month period beginning on the date of the birth or placement.

(e) When family and medical leave is taken to care for a sick family member as defined in (b)(3) of this Section or for an employee's own serious health condition, leave may be taken intermittently or on a reduced leave schedule when it is medically

necessary. An Appointing Authority may adopt a policy allowing family and medical leave to be taken intermittently to care for a newborn child or newly placed adopted or foster child.

(f) Whenever it is possible, an employee shall schedule family and medical leave to accommodate the operations of the employee's agency. An employee shall give the Appointing Authority notice and a leave request at least **30** days before leave is to begin if the need for family and medical leave is expected. When the need for family and medical leave is unexpected, an employee shall give the Appointing Authority notice and a leave request as soon as possible. The notice and request shall:

- (1) be in writing;
- (2) refer to this Section;
- (3) describe the reason for the family and medical leave;
- (4) specify the type of leave the employee is requesting to account for the time off; and
- (5) include any information or documentation required for the type of leave requested.

(g) The Appointing Authority has the responsibility to review requests for sick leave and leave without pay for designation as family and medical leave. The Appointing Authority's designation decision shall be based only on information provided by the employee or the employee's spokesperson. In accordance with the federal Family and Medical Leave Act, the Appointing Authority shall not designate leave as family and medical leave retroactively, unless the Appointing Authority does not have sufficient information concerning the employee's reason for taking the leave until after the leave period has begun.

(h) Family and medical leave is not a separate type of leave, and it is not accrued or accumulated. An Appointing Authority shall give employees the following options to account for time lost because of leave under the federal Family and Medical Leave Act of 1993.

- (1) Charge to accumulated annual leave [74:840-2.22];
- (2) Charge to accumulated sick leave [74:840-2.22];
- (3) Charge to leave donated by other state employees under Section 840-2.23 of Title 74 of the **Oklahoma Statutes**, which is also known as "shared leave"; and
- (4) Record as leave without pay in accordance with

530:10-15-47.

(i) The agency shall continue paying the employee's insurance coverage while the employee is on family and medical leave.

(j) Upon return from family and medical leave, an employee shall have the right to be restored to the same or equivalent position and benefits, except for extension of his or her anniversary date for longevity pay, leave accrual, and calculation of retention points, he or she would have had if the employee had been continuously employed in pay status during the leave period.

(k) An employee shall not be required to take more leave than necessary to resolve the circumstance that precipitated the need for leave.

**530:10-15-47. Leave of absence without pay [EFF. 7/1/00]**

(a) **Conditions and provisions.** An Appointing Authority may approve a request from a permanent or probationary employee

for leave without pay. The request shall be in writing and shall include the reasons for the leave and the estimated length of the leave requested by the employee. The approval of the leave shall also be in writing, and it shall specify the date the employee is to return to work. Leave without pay is subject to the following conditions:

- (1) Leave without pay shall not be approved for more than **12** months. However, an employee on leave without pay may submit a written request for an extension before the end of the approved leave period. The Appointing Authority may grant extensions if the total length of the original leave without pay plus any extensions does not exceed **2** years. Any extension granted shall be to a specified expiration date.
- (2) An employee may return to work before the specified date of return if the Appointing Authority approves a written request from the employee to return earlier.
- (3) Failure of a classified employee to report for work on the specified date of return shall be cause for disciplinary action.
- (4) Leave without pay for probationary employees shall be in accordance with 530:10-11-36.
- (5) The Appointing Authority may cancel leave without pay at any time and require the employee to return to work before the specified date of return. The employee shall be notified of the reasons for cancellation by certified mail or personal service and given **7** calendar days to return to work. Failure of a classified employee to report for work as directed shall be cause for disciplinary action.
- (6) Section 530:10-13-9 provides for a special type of leave without pay so that an employee can continue insurance coverage after a reduction-in-force. A leave without pay period in accordance with 530:10-13-9 is not subject to other Merit Rules about leave of absence without pay.
- (7) If an employee is absent from work without proper authorization, the employee shall not receive pay for such absence. An Appointing Authority has the authority and responsibility to take appropriate action if fraudulent leave usage or leave abuse is detected.
- (8) Leave without pay in accordance with this Section shall not for any purpose be considered a break in service.

(b) **Rights upon return from leave of absence without pay.** A properly executed leave of absence without pay shall accord the employee the right to be returned by the Appointing Authority to a position in the same job family and level as the original position and in the same geographical area unless waived by the employee. The layoff provisions of the Oklahoma Personnel Act and the Merit Rules shall apply if there are no positions in that job family level and geographical area or if the job family has been abolished.

**530:10-15-48. Involuntary leave without pay (furlough)**

[EFF. 7/1/00]

(a) **Policy.** An Appointing Authority may place classified and unclassified employees on involuntary leave without pay (furlough) for up to a total of **184** hours in any **12** month period in accordance with this Section. An Appointing Authority may

only furlough employees when it is necessary to reduce expenditures or when it is required because of a temporary decline or cessation of work activities.

(b) **Required announcement of reasons for furlough.** Before beginning a furlough, an Appointing Authority shall announce in writing the reasons that require it. The Appointing Authority shall post this announcement throughout the agency and send it to the Governor, the Office of Personnel Management, and the Office of State Finance. This announcement is not part of the furlough plan required in (c) of this Section, and it is not subject to the approval of the Administrator.

(c) **Required plan for implementation of furlough.**

- (1) Before beginning a furlough, an Appointing Authority shall develop an equitable and systematic plan for the furlough and shall submit the plan to the Office of Personnel Management for review and approval. The Administrator of the Office of Personnel Management shall disapprove any plan that is not in substantial compliance with the Merit Rules.
- (2) After approval of the plan by the Administrator, the Appointing Authority shall post the approved plan throughout the agency a minimum of **2** working days before furloughing any employee.
- (3) The plan shall apply uniformly to employees regardless of classified or unclassified status [74:840-2.27C]. As far as possible, the Appointing Authority shall furlough all full-time employees, including those on paid leave, the same number of hours and shall prorate the number of hours for part-time employees. The Appointing Authority shall address the application of the furlough to employees who are on other types of leave without pay.

(d) **Non-uniform treatment of employees.** The Appointing Authority may find non-uniform treatment of employees necessary during a furlough. The Appointing Authority must certify the reasons for non-uniform treatment as described in paragraph (1) of this subsection. Paragraph (2) of this subsection describes how the Appointing Authority may limit the effect of a furlough on specified employees. Any certifications issued by an Appointing Authority shall be included in the furlough plan.

- (1) **Certification of reasons for non-uniform treatment.**
  - (A) If the Appointing Authority certifies that uniform treatment of all employees would cause undue hardship on lower paid employees and uniform treatment is not required to meet the reduced revenue levels which made the furlough necessary, the Appointing Authority may limit the applicability of a furlough on lower paid employees.
  - (B) If the Appointing Authority certifies that uniform treatment of all employees would endanger public health, safety, or property, or continued operations of critical agency functions, the Appointing Authority may limit the applicability of the furlough on specified employees, positions, jobs, or organizational units as needed to avoid the danger.
  - (C) If the Appointing Authority certifies that a furlough is due to a decline or loss of funding to the

agency that supports specific positions, jobs, or organizational units, the Appointing Authority may limit a furlough to specific employees supported by the funding that is lost or reduced.

(2) **Types of non-uniform treatment.** In certifying the reasons for non-uniform treatment of employees, the Appointing Authority may use any of the following types of limits. The Appointing Authority may:

- (A) exclude specified employees from the furlough,
- (B) place specified employees on a lesser number of hours without pay than other employees,
- (C) make the furlough of specified employees subject to early cancellation or periodic call-back.

(e) **Required notice to employee.** The Appointing Authority shall give employees who are to be furloughed individual written notice of the furlough before its starting date. This written notice shall explain the reasons for the furlough and how the furlough will affect the employee. The notice shall also include the dates and times leave is to begin and end. A copy of this Section shall be enclosed with the written notice to the employee. If an Appointing Authority makes leave for employees subject to early cancellation or periodic call-back, the employee's notice of furlough shall describe the reasons for, and conditions of, the cancellation or call-back.

(f) **Continuation of benefits while on furlough.** While on furlough, employees who would otherwise accrue leave shall continue to accrue annual and sick leave as though the furlough had not occurred. The Appointing Authority shall schedule the furlough so the furlough does not interrupt the agency's payment of the employees' insurance premiums.

(g) **Failure to return as directed cause for discipline.** Failure on the part of an employee to return from such leave to his or her previous work status as directed in writing shall be cause for discipline.

(h) **Appeal rights.** *Furlough, as provided for [...] by rules adopted by the Administrator of the Office of Personnel Management, shall not be appealable under the provisions of the Oklahoma Personnel Act [74:840-2.27C].*

**530:10-15-49. Leave and first preference due to work related illness or injury [EFF. 7/1/00]**

(a) **Purpose.** The purpose of this Section is to interpret Section 840-2.21 of Title 74 of the **Oklahoma Statutes** (Section 840-2.21). Section 840-2.21 establishes the rights and benefits of state employees who are absent from work because of an illness or injury arising out of and sustained in the course of employment with the State. These employees have a right to return to work if certain conditions are met. **In applying Section 840-2.21 and this Section, employing agencies shall return an employee to work as soon as possible, either to the original position or to an alternate position if an employee, with reasonable accommodation, is unable to return to the original position.**

(b) **Employee eligibility.** This Section applies to all eligible probationary and permanent classified and regular unclassified employees. It does not apply to unclassified employees on temporary and other limited term appointments. An employee

shall file a claim for workers compensation benefits to be eligible [74:840-2.21].

(c) **Termination of rights.** All rights and benefits under Section 840-2.21 and this Section shall end **1** year after the start of leave without pay under this Section and shall end immediately if the claim for workers compensation is denied or canceled within the **1** year period [74:840-2.21].

(d) **Employing agency practice, policy, and procedure.** An agency's policy, procedure and practice affecting employees who file claims for workers compensation benefits shall agree with Section 840-2.21.

(e) **Required notice to employees.** Appointing Authorities shall give employees who report a job related illness or injury copies of this Section, Section 840-2.21, and the agency's policies and procedures for complying with this Section and the law. The procedures shall include instructions about requesting leave without pay under Section 840-2.21.

(f) **Placement of employee on leave without pay.** Appointing Authorities shall refer to this Section when they place an employee on leave without pay under Section 840-2.21. The Appointing Authority shall not require employees to exhaust paid sick and annual leave accumulations before placing them on leave without pay [74:840-2.21]. The Appointing Authority shall continue paying the employee's basic plan insurance coverage and dependent insurance benefit allowance while the employee is on leave without pay, and the leave shall not be a break in service [74:840-2.21].

(g) **Medical reports.** At least every **3** months, an employee on leave without pay under this Section shall give the Appointing Authority a medical statement as to his or her ability to perform the essential duties of the original position [74:840-2.21]. The medical statement shall be made by a physician as defined in Section 14 of Title 85 of the **Oklahoma Statutes**.

(h) **Inability to perform essential duties of original position.** If an employee on leave without pay under this Section cannot perform the essential duties of the original position, the employing agency shall give the employee first preference for other classified and unclassified positions according to Section 840-2.21.

(1) Appointing Authorities shall establish a procedure for giving employees on leave without pay under this Section first preference to fill classified and unclassified positions that do not represent a promotion to the employee, if the employee is medically able to do the essential duties and has the minimum qualifications for positions the Appointing Authority seeks to fill.

(2) The Appointing Authority's procedure shall include either notifying an employee of all vacant classified and unclassified positions the Appointing Authority seeks to fill or allowing the Appointing Authority and the employee to agree on notice for specific positions or jobs. The procedure may require employees to submit medical reports stating their ability to perform the essential duties of specific positions or groups of positions. The Appointing Authority shall give a copy of the procedure to each employee on leave without pay under this Section.

(3) Appointing Authorities do not have to notify employees on leave without pay under this Section when the Appointing Authority fills a vacant position temporarily (by temporary unclassified appointment or detail to special duty).

(4) Before an Appointing Authority may give a classified or unclassified employee first preference for a classified position, the employee shall be certified by the Office of Personnel Management as meeting the minimum qualifications. Neither classified nor unclassified employees shall be required to compete through the open competitive process for a classified position. The Appointing Authority shall submit the necessary paperwork to the Office of Personnel Management for review.

(5) Before an Appointing Authority assigns an employee to an alternate position (a position that is not the original position), the Appointing Authority shall give the employee written notice of the requirement to return to the original position under (i) of this Section. While in an alternate position, an employee shall submit medical reports at least every 3 months and whenever the medical condition changes enough to affect his or her ability to return to the original position.

(i) **Return to original position.** An employee on leave without pay or working in an alternate position shall have the right to return to his or her original position according to this Section and Section 840-2.21. When a medical report indicates the employee is able to perform the essential duties of the original position, with or without reasonable accommodation, the Appointing Authority shall return the employee to the original position. The employee and the Appointing Authority may agree in writing to waive the requirement to return the employee to the original position from an alternate position.

(j) **Failure to return to work.**

(1) The Appointing Authority may discipline a permanent classified employee or a probationary classified employee or an unclassified employee if:

(A) a medical report states the employee is able to do the essential duties of the original position or an alternate position (for which the employee is qualified); and

(B) the employee does not return to work within 7 days after the Appointing Authority mails a notice to the employee's last known address or delivers a notice to the employee.

(2) If an employee does not return to the original position or an alternate position within 1 year after the start of leave without pay, the Appointing Authority may terminate the employee under Section 840-2.21. An Appointing Authority that uses Section 840-2.21 as authority to terminate an employee shall give the employee a copy of (k) of this Section. Termination of a permanent classified employee under this Section is subject to the pretermination hearing requirements of Section 840-6.4 of Title 74 of the **Oklahoma Statutes**.

(3) If Section 5 (A)(2) of Title 85 of the **Oklahoma Statutes** prevents the Appointing Authority from terminating the employee, the Appointing Authority shall place the employee on leave without pay according to that law. The rights and benefits of this Section and Section 840-2.21 shall no longer apply.

(k) **Reinstatement upon separation.** A classified employee shall be eligible for reinstatement to either classified or unclassified employment with any state agency for 12 months after the date of separation under (j)(2) of this Section. An unclassified employee shall be eligible for reinstatement to unclassified employment with any state agency for 12 months after the date of separation under (j)(2) of this Section. This does not reduce eligibility under other general reinstatement or reemployment laws or rules, such as 530:10-9-102. [74:840-2.21]

**530:10-15-55. Paid administrative leave for state employees as the result of the bombing at the Alfred P. Murrah Federal Building on April 19, 1995 [REVOKED EFF. 7/1/99]**

**530:10-15-56. Paid administrative leave to attend trial of defendants charged with bombing of the Alfred P. Murrah Federal building [EXPIRED 6/14/98]**

**530:10-15-57. Paid leave for state employees affected by national disasters [ADDED 7/1/01]**

Section 840-2.23A of Title 74 of the **Oklahoma Statutes** establishes eligibility, standards and procedures for paid leave for employees affected by a presidentially-declared national disaster.

## **SUBCHAPTER 17. PERFORMANCE EVALUATION AND CAREER ENHANCEMENT PROGRAMS**

### **PART 3. PERFORMANCE EVALUATION SYSTEM**

**530:10-17-31. Employee performance management system [EFF. 7/1/02]**

(a) *The Office of Personnel Management shall make available one standard performance management system to be used by all agencies for completing employee service ratings. Agencies shall implement this new system on or before January 1, 2000. Until January 1, 2000, agencies may continue to use employee service rating systems which were approved or provided by the Administrator prior to November 1, 1999. The purpose of this employee performance management system is to evaluate the performance of each classified, unclassified and exempt employee in the executive branch of state government except those in the exempt unclassified service as specified in paragraphs 1 and 2 of subsection A of Section 840-5.5 and those employees employed by the institutions under the administrative authority of The Oklahoma State System of Higher Education [74:840-4.17].*

(b) *The employee performance management system shall provide for the following:*

(1) *An objective evaluation of the employee, by the immediate supervisor, of the performance of the employee within the assigned duties of the job;*

(2) *The identification of the strengths and deficiencies of the employee;*

(3) *Corrective actions, if necessary, to correct deficiencies;*

- (4) *An interview with the employee by the immediate supervisor who shall provide the employee with a copy of the service ratings; and*
- (5) *The opportunity for the employee to submit written comments regarding the service rating [74:840-4.17].*
- (c) *Each employee shall be rated thirty (30) days prior to the end of the probationary period. Thereafter, each employee shall be rated no less than once each year [74:840-4.17].*
- (d) *The agency shall use the available service ratings of current or former state employees in decisions regarding promotions, appointments, demotions, performance pay increases, and discharges. Reductions-in-force shall not be considered discharges [74:840-4.17].*
- (e) *The agency shall retain a copy of the service rating for each employee of the agency. A copy of the service rating shall be retained in the employee's personnel file [74:840-4.17].*
- (f) The basic document to be used in conducting performance evaluations is the Performance Management Process form (OPM-111), a form prescribed by the Administrator. The form contains spaces for the supervisor to describe a list of accountabilities on which the employee will be evaluated. The form also lists behaviors on which state employees will be evaluated. The form provides spaces for the supervisor to enter an overall accountability rating, an overall performance rating, and a summary/development plan. The form requires signature by the employee, the supervisor, and the reviewer.

## **PART 7. CARL ALBERT PUBLIC INTERNSHIP PROGRAM**

### **530:10-17-74. Undergraduate internship program [EFF. 7/1/02]**

- (a) **Eligibility.** The undergraduate internship program consists of temporary positions for students enrolled in institutions of higher education within the state and working toward an undergraduate degree [74:840-3.4(1)]. To be considered for eligibility determination, applicants shall have completed at least **24** semester hours of coursework with at least a **2.5** cumulative grade point average on a **4.0** scale. Applicants shall follow the procedures in 530:10-17-77 for eligibility determination.
- (b) **Conditions of employment.** Participants in the Undergraduate Internship Program who receive internship appointments shall:
- (1) be employed in accordance with paragraph 8 of Section 840-5.5 of Title 74 of the Oklahoma Statutes, for not more than 2 semesters or 999 hours,
  - (2) continue making progress toward an undergraduate degree during each semester employed,
  - (3) maintain the grade point average set out in (a) of this Section, and
  - (4) complete the training requirements described in (d)(3) of this Section.
- (c) **Benefits.** Undergraduate interns shall not be eligible for paid leave, or health and retirement benefits.
- (d) **Responsibilities of appointing authorities.**

(1) The Appointing Authority or designee shall ensure that the intern provides written verification to the Office of Personnel Management that the intern is:

- (A) continuing to make progress toward an undergraduate degree during each semester employed, and
- (B) maintaining the grade point average set out in (a) of this Section.

(2) If this information is not transmitted to the Office of Personnel Management within **30** days after the end of the previous semester, the Administrator shall notify the Office of State Finance and the Appointing Authority of the termination of the internship agreement in accordance with Section 530:10-17-82(a).

(3) Each Appointing Authority shall provide a minimum of **4** clock hours of job-related training for undergraduate interns during the internship, in addition to the required training coordinated by the Administrator each fall and spring semester, and shall provide verification to the Office of Personnel Management of the completion of the training requirements.

### **530:10-17-75. Executive Fellows program [EFF. 7/1/02]**

(a) **Eligibility.** An *Executive Fellows Program* consists of six-month to two-year placements in professional or managerial level positions for students [74:840-3.4(2)]. No person is eligible to participate in the Executive Fellows program for more than **2** years. To be considered for eligibility determination, applicants shall have completed a baccalaureate degree and at least **6** semester hours of graduate level coursework with at least a **3.0** grade point average on a **4.0** scale [74:840-3.4(2)(a)] or a **7.0** on a **12.0** scale in all graduate level coursework. Applicants shall follow the procedures in 530:10-17-77 for eligibility determination.

(b) **Conditions of employment.** Participants in the Executive Fellows Program who receive internship appointments shall:

- (1) be appointed in accordance with paragraph 10 of Section 840-5.5 of Title 74 of the **Oklahoma Statutes** [74:840-3.5(4)],
- (2) be granted leave benefits commensurate with regular state employees [74:840-3.5(4)],
- (3) be enrolled in the state health insurance and retirement benefits programs, if expected to work one thousand (1,000) or more hours per year,
- (4) continue to make scholastic progress toward their graduate degrees during each fall and spring semester until completion of all graduate degree requirements,
- (5) maintain the grade point average set out in (a) of this Section, and
- (6) complete the training requirements described in (c)(3) of this Section.

(c) **Responsibilities of appointing authorities.**

(1) The Appointing Authority or designee shall ensure that the intern provides written verification to the Office of Personnel Management that the intern is:

(A) continuing to make scholastic progress toward a graduate degree, until completion of all graduate degree requirements, and

(B) maintaining the grade point average set out in (a) of this Section.

(2) If this information is not transmitted to the Office of Personnel Management within **30** days after the end of the previous semester, the Administrator shall notify the Office of State Finance and the Appointing Authority of the termination of the internship agreement in accordance with Section 530:10-17-82(a).

(3) Each Appointing Authority shall provide a minimum of **8** clock hours of job-related training for Executive Fellows during each **6**-month period, in addition to the required training coordinated by the Administrator each fall and spring semester, and shall provide verification to the Office of Personnel Management of the completion of the training requirements.

**530:10-17-77. Application form and procedure [EFF. 7/1/02]**

(a) **Application form and applicant survey form.**

(1) The Carl Albert Public Internship Program application is available from the Office of Personnel Management. The application form provides information about the application process and eligibility requirements. It solicits information about applicants and their qualifications for participation in the program.

(2) Applicants may apply at any time.

(3) An applicant may complete a voluntary survey form which solicits information related to demographics, including race or ethnic group, and disabilities. The information shall be used for statistical purposes only.

(b) **Communication with the Office of Personnel Management.** Interested persons may direct communications to the attention of the Carl Albert Public Internship Program in accordance with 530:1-1-12.

(c) **Application procedure.** Applicants for the internship program shall provide the following information to the Office of Personnel Management for review and determination of eligibility:

- (1) A completed and signed application form;
- (2) Transcript(s) of coursework from accredited higher education institutions;
- (3) A letter of nomination from a faculty member of the higher education institution where they are enrolled;
- (4) A letter of recommendation from the current Appointing Authority, if the applicant is a state employee [74:840-3.4(4)];
- (5) A resume;
- (6) Three letters of recommendation from persons other than relatives or the nominating faculty member;
- (7) Verification of current enrollment.

(d) **Notification.** The Administrator shall notify applicants if the documents they submit are sufficient for eligibility. A notice of eligibility does not mean the applicant will be employed as an intern.

(e) **Length of eligibility.** Applicant information on file at the Office of Personnel Management shall remain active if eligible applicants submit verification of current enrollment and an updated transcript each semester. If applicants fail to provide updated information within 90 days after the end of the previous semester, they will no longer be eligible for employment as an intern and their names will be removed from the list of eligible applicants made available to state agencies.

(f) **Appointment.**

(1) The Administrator shall provide a list of all eligible applicants for the Carl Albert Public Internship Program to state agencies periodically and at an agency's request. An agency may request an eligible applicant list and copies of individual eligible intern files at any time.

(2) An agency may appoint any eligible applicant after the Administrator has approved a completed Carl Albert Public Internship Agreement Form described in (3) of this subsection. A new form shall be completed if there are any substantive changes to the original agreement.

(3) The Administrator shall provide the internship agreement form to state agencies. The form solicits information about the employing agency, the Executive Fellow or Undergraduate Intern, and the internship faculty member. The form provides information regarding employment, benefits, training, work schedules, duties, compensation, and projected length of internship. Before an eligible applicant enters on duty, the agreement form shall be completed and signed by:

- (A) The eligible applicant;
- (B) The Appointing Authority or designee of the employing agency, who shall certify that the internship appointment does not contravene any provision of the Oklahoma Personnel Act or the Merit Rules;
- (C) The college or university faculty member who shall monitor the internship; and
- (D) A representative of the Administrator.

(4) All intern appointments are made at the discretion of the Appointing Authority. Executive Fellows will count against an agency's full-time-equivalent employee limit if an agency retains them after the internship time period is completed.

(g) **State employees.** State employees may apply to participate in the Carl Albert Public Internship Program. Permanent classified and regular unclassified employees who receive internship appointments may request leave without pay from their permanent or regular employment in accordance with 530:10-15-47, **Leave of absence without pay**. Probationary employees and regular unclassified employees with less than **12** months continuous service shall resign before entry-on-duty as an intern.

**530:10-17-80. General conditions of employment [EFF. 7/1/02]**

(a) **No expectation of continued employment.**

(1) Persons participating in the Carl Albert Public Internship Program shall be employed in the unclassified service of the state in accordance with Section 840-5.5 of

Title 74 of the **Oklahoma Statutes** and Sections 530:10-17-74 and 530:10-17-75.

(2) An intern has no right or expectation of continued employment in any classified or unclassified position with the state because of participation in the Carl Albert Public Internship Program.

**(b) Compensation plan for interns.**

(1) The employing agency shall establish compensation plans that include rates of pay for Carl Albert Public Internship Program positions which are consistent with positions having like duties and responsibilities within the agency.

(2) The Administrator may establish job descriptions for interns in accordance with Section 530:10-5-8.

(3) Carl Albert interns who are not exempt from the provisions of the Fair Labor Standards Act (29 U.S.C. 201 et seq.) are subject to its overtime provisions and 530:10-7-12.

(4) Salary adjustments may be made in accordance with Section 840-2.17 of Title 74 of the **Oklahoma Statutes**.

**(c) Report of work performance to educational institution.**

The Appointing Authority or designee of the employing agency shall provide the internship faculty member with information necessary to evaluate the intern's work experience for academic purposes at the faculty member's request.

**(d) Intercession by the Office of Personnel Management.**

The Office of Personnel Management may intercede in an internship if the Office determines, at the request of the intern, the agency, or the institution of higher education at which the intern is enrolled, that an internship is not functioning [74:840-3.5(7)] in accordance with the rules in this Part, and the individual internship agreement. The intercession process may include, but is not limited to the following actions: modification of certain agreement terms, reassignment, and separation or early release from the internship.

**(e) State employees; continuation of benefits.** State employees leaving classified or exempt positions in state government in order to take an internship shall continue to receive all fringe benefits they would have received in their previous classified or exempt positions [74:840-3.5(2)].

**(f) Training requirements.** Each intern shall complete the training requirements prescribed by the employing agency and the Administrator.

**530:10-17-82. Carl Albert Public Internship Program; termination of internship [EFF. 7/1/02]**

**(a) Termination of internship agreement and separation.** An agency may continue to employ a person as an intern only during the period of the internship agreement as provided by the rules in this Part. The agency, the intern, or the Administrator may terminate the internship agreement at any time without notice. The agency may separate the intern with or without cause.

**(b) Voluntary exit evaluation.** Carl Albert interns may complete a confidential voluntary exit survey at the end of the internship. Survey forms provided by the Administrator shall

solicit information such as program strengths and weaknesses, and recommendations for improvement.

**(c) State employees; right of return and recall to previous position.**

(1) State employees *leaving classified or exempt positions in state government in order to take an internship shall have the right to return to the previous position at any time during the internship or upon completion of the internship* [74:840-3.5(2)].

(2) The Appointing Authority may require a state employee participant to return to the original state agency position before the internship termination date stated on the agreement form. The employee shall be notified by certified mail and given 7 calendar days to return to work. The notification shall include reasons for requiring the employee to return to work. If the employee fails to return as directed, the Appointing Authority may discipline the employee.

**530:10-17-84. Executive Fellows program; conversion [EFF. 7/1/01]**

**(a) Eligibility.** An Executive Fellow *shall be eligible for appointment to a position in the classified or unclassified service of the state and shall be deemed as meeting all other statutory requirements* if the participant has:

(1) Been certified by the Appointing Authority as having successfully completed a 2-year internship within a 3-year period; and

(2) *Met all requirements of education and experience* [74:840-3.5].

**(b) Direct conversion.** If there is no break in service after successful completion of a 2-year internship, the conversion to a position in the classified service shall be exempt from the:

(1) application and certification procedures described in 530:10-9,

(2) probationary period described in Part 3 of 530:10-11, and

(3) posting requirements in Part 5 of 530:10-11, if the conversion is to a job which is consistent with the duties and responsibilities of the Executive Fellow internship.

**(c) Salary upon direct conversion.** If there is no break in service, the salary shall be determined in accordance with 530:10-7-3.

**(d) Conversion following a break in service.** If the Executive Fellow is separated after successful completion of a 2-year internship and before being converted to the classified service, the agency shall meet the internal posting requirements of Part 5 of 530:10-11 before the person is reinstated and converted to the classified service, and may require a probationary period in accordance with 530:10-9-102.

**(e) Roster.** The Administrator shall maintain a roster of Executive Fellows who have submitted a written request for eligibility for appointment to a position in the classified or unclassified service of the state upon successful completion of a 2-year Executive Fellows internship. Appointing authorities or their designees may request this roster from the Office of Personnel Management. Additionally, Executive Fellows may

make application for employment directly with state agencies. The following requirements must be met before an agency may hire an Executive Fellow from the roster:

- (1) The Administrator must certify that the person meets the current minimum qualifications for the job;
- (2) The Administrator may require the person to pass a qualifying examination before approving a reinstatement;
- (3) The date the person enters on duty in probationary status must be within 2 years after the completion of the Executive Fellows internship;
- (4) The person's salary must be set in accordance with 530:10-7-3;
- (5) The probationary period must be in accordance with 530:10-11-30; and
- (6) The agency must meet internal posting requirements.

#### **PART 9. MANDATORY SUPERVISORY TRAINING**

##### **530:10-17-91. Definitions [EFF. 7/1/00]**

The following words and terms, when used in this Part shall have the following meaning, unless the context clearly indicates otherwise:

**"Supervisory training"** means courses or training *related to the effective performance of an agency manager or supervisor* [74:840-3.1].

**"Twelve hours of training"** means the equivalent of 2 training days that include at least 6 hours of instruction a day. Twelve hours of training are also equivalent to 1.2 continuing education units (CEUs).

**"Twenty-four hours of training"** means the equivalent of 4 training days that include at least 6 hours of instruction a day. Twenty-four hours of training are also equivalent to 2.4 continuing education units (CEUs).

##### **530:10-17-93. Supervisory training requirements [EFF. 7/1/00]**

(a) Beginning November 1, 1999, all supervisors shall complete 12 hours of supervisory training according to this Part each calendar year [74:840-3.1].

(b) Persons appointed to supervisory positions after November 1, 1999, shall complete 24 hours of supervisory training according to this Part within 12 months before or after assuming a supervisory position [74:840-3.1]. Supervisors shall complete training courses in the State of Oklahoma Performance Management Process and progressive discipline within the first 12 months of being appointed to a supervisory position.

(c) The appointing authority of each agency shall make sure each supervisory employee is notified and scheduled to attend required supervisory training and shall make time available for each supervisory employee to complete the training [74:840-3.1].

(d) Training courses conducted by employing agencies, public and private schools, and colleges and universities may count toward supervisory training requirements if the coursework meets the definition for supervisory training in 530:10-17-91.

##### **530:10-17-97. Reporting of training compliance [EFF. 7/1/00]**

Each spring, the Administrator will notify agencies of the method for reporting their level of compliance with these

requirements for the previous calendar year. The Administrator shall provide a summary of the reports to the Governor, the Speaker of the House of Representatives, and the President Pro Tempore of the Senate.

#### **PART 13. PERSONNEL PROFESSIONALS TRAINING AND CERTIFICATION**

##### **530:10-17-131. Definitions [EFF. 7/1/00]**

The following words and terms, when used in this Part shall have the following meaning, unless the context clearly indicates otherwise:

**"Annual training requirements"** means a curricula approved by the Administrator for certified personnel professionals to maintain certification.

**"Certification"** means the successful completion of the course curricula or service as an instructor for the course curricula, and the successful completion of the examination established by the Administrator for testing competency in professional personnel practices.

**"Certified Personnel Professionals"** means employees who have achieved and maintained certification.

**"Personnel professional"** means an employee in the classified or unclassified service, who on a regular and consistent basis as an integral part of his or her normal work assignment and job family descriptor, performs professional duties developing or implementing personnel administration policies, practices and procedures. "Personnel professional" includes persons performing such duties in the job families of Human Resources Programs Manager, Human Resources Management Specialist, Personnel Programs Analyst, Personnel Programs Coordinator, Human Resources Programs Director, or in other job families designated by the Administrator as professional personnel positions; and those persons in classified or unclassified positions occupying comparable positions or performing comparable duties as determined by the Administrator. The Administrator may waive the training requirements for personnel professionals whose primary assigned duties are in the areas of benefits, payroll, training, affirmative action/equal employment opportunity, retirement, safety, workers compensation, or employee assistance programs, according to 530:10-17-136.

##### **530:10-17-136. Application for waiver of training requirements [EFF. 7/1/00]**

(a) The Administrator may waive the personnel professional training requirements for employees:

- (1) Whose primary assigned duties are in the areas of benefits, payroll, training, affirmative action/equal employment opportunity, retirement, safety, workers compensation, or employee assistance programs; and,
- (2) Whose primary assigned duties do not include classification, compensation, recruitment, or selection.

(b) Employees who are eligible for a waiver according to Subsection (a) of this Section, may apply by submitting a written request signed by the Appointing Authority, along with a position description, job family descriptor, or a description of the

employee's primary assigned duties, to the Office of Personnel Management.

(c) The Administrator shall be responsible for granting or denying waivers under this Section. The decision of the Administrator to grant or deny such a waiver shall be final.

#### PART 15. STATE MENTOR PROGRAM

##### 530:10-17-150. Purpose [EFF. 7/1/98]

(a) The rules in this Part establish policies and procedures to implement the State Mentor Program in accordance with Section 840-3.8 of Title 74 of the **Oklahoma Statutes**. The Program is administered by the Administrator of the Office of Personnel Management.

(b) It is the purpose of the State Mentor Program to develop the executive potential of employees in all branches of state government, with a special emphasis on women, racial minorities, and persons with disabilities.

##### 530:10-17-151. [RESERVED]

##### 530:10-17-152. Mentor Selection Advisory Committee [EFF. 7/1/98]

(a) **Organization.** Section 840-3.8 of Title 74 of the **Oklahoma Statutes** creates a 7-member Mentor Selection Advisory Committee and provides for the appointment of five permanent members, who serve at the pleasure of their Appointing Authority, and the selection of two Appointing Authority members by the permanent members every two years. The Committee shall elect a chairperson from among its members. A member may be elected for succeeding terms of office.

(b) **Purpose.** The purpose of the Mentor Selection Advisory Committee is to select candidates for participation in the State Mentor Program and recommend those candidates to the Administrator for his approval in accordance with the provisions of Section 840-3.8 of Title 74 of the **Oklahoma Statutes**.

(c) **Meetings.** The Advisory Committee shall meet at the call of the chair as necessary to fulfill its purpose under Section 840-3.8 of Title 74 of the **Oklahoma Statutes**. A majority of the members shall constitute a quorum.

##### 530:10-17-153. Definitions [AMENDED EFF. 7/1/99]

In addition to words and terms defined in OAC 530:10-1-2 and 455:10-1-2, the following words and terms, when used in this Part, shall have the following meaning, unless the context clearly indicates otherwise.

**"Agency"** means any office, department, board, commission, or institution in all branches of state government.

**"Agency Mentor"** means a policy-level manager in an agency participating in the State Mentor Program who serves as a mentor during the period the Mentor Executive is completing his or her management rotation in that agency.

**"Mentor Executive"** means a state employee selected for participation in the State Mentor Program.

**"Sending agency"** means the employing agency of each state employee selected as a Mentor Executive.

**"Receiving agency"** means each agency where a Mentor Executive is completing a phase of his or her management rotation.

##### 530:10-17-154. [RESERVED]

##### 530:10-17-155. Program description [EFF. 7/1/00]

(a) **Eligibility.** A state employee in any branch of state government may be nominated by another state employee for participation in the State Mentor Program.

##### (b) Nomination procedure.

(1) The State Mentor Program nomination form is available from the Office of Personnel Management. The nomination form solicits information about the nominee and the state employee making the nomination, and shall be signed by the state employee making the nomination.

(2) Any state employee may nominate another state employee for participation in the Program during the nomination period announced by the Administrator by forwarding a completed nomination form to the State Mentor Program at the Office of Personnel Management.

##### (c) Application form.

(1) The Office of Personnel Management shall provide a State Mentor Program application form to each state employee nominated for participation in the Program. The application form provides general and specific information about the State Mentor Program, including the application process, application requirements, and Program eligibility requirements. It solicits information about applicants and their qualifications for participation in the Program.

(2) Any state employee nominated for participation in the Program may complete and return an application during the application period announced by the Administrator by forwarding a completed application to the State Mentor Program at the Office of Personnel Management.

(d) **Communication with the Office of Personnel Management.** Interested persons may direct communications to the attention of the State Mentor Program at the Office of Personnel Management in accordance with 530:1-1-12.

(e) **Application procedure.** To apply for participation in the State Mentor Program, an applicant shall complete the application form described in subsection (c) of this section and submit it to the State Mentor Program at the Office of Personnel Management by the prescribed deadline.

(f) **Selection process.** The process for selecting Mentor Executives will normally consist of the application, minimum qualifications, ratings of training and experience, interviews, a writing exercise, and other assessment methods, as prescribed by the Mentor Selection Advisory Committee, in which applicants must participate in order to advance to the final selection pool.

(g) **Minimum qualifications.** To be eligible for selection as a Mentor Executive, an applicant shall possess the minimum qualifications established for the Mentor Executive job family.

(h) **Appointing Authority endorsement letter.** The Committee shall contact the agency Appointing Authority of each applicant who demonstrates the minimum qualifications for Mentor Executive to request endorsement of the employee's

participation in the State Mentor Program. An applicant who does not receive the endorsement of the agency Appointing Authority will not be considered further.

(i) **Background investigation.** Each applicant shall complete a post-offer, pre-hire, work-related criminal background investigation.

**530:10-17-156. Agency rotations [EFF. 7/1/00]**

(a) **State Personnel Interchange Program.** Rotation assignments shall be accomplished through the State Personnel Interchange Program, Section 840-3.9, et seq. of Title 74 of the Oklahoma Statutes.

(b) **Length of rotations.** Each Mentor Executive shall complete a two-year management rotation assignment which consists of six months in any or all of the following entities:

- (1) the sending agency;
- (2) one or both houses of the Legislature;
- (3) the Office of State Finance;
- (4) the Governor's Office;
- (5) the Office of Personnel Management; and
- (6) any other agency accepting the Mentor Executive.

(c) **Work assigned during rotations.** Each agency participating in the State Mentor Program shall assign the Mentor Executive to a policy-level manager during the period he or she is completing a management rotation in that agency.

(d) **Compensation during rotations.**

(1) The Administrator shall establish minimum compensation for Mentor Executives. The sending agency and each agency in which the Mentor Executive is completing his or her management rotation may share the compensation of the Mentor Executive or either agency may pay the total amount.

(2) If a state employee's salary is below the minimum salary for the Mentor Executive job family, the employee's salary shall be increased to that minimum. A state employee's salary shall not be reduced because of his or participation in the State Mentor Program.

(e) **FTE limitations.** Employees participating in the State Mentor Program shall be exempt from any full-time-equivalent limitations established by law.

(f) **Completion of rotation assignment.** At the end of a two-year management rotation assignment or sooner, if a Mentor Executive is unable to complete the entire two-year management rotation assignment, a Mentor Executive shall be entitled to return to the previous job family or its successor job family, if one exists in the sending agency. Otherwise, the reduction-in-force provisions of Section 840-2.27C of Title 74 of the Oklahoma Statutes shall apply.

**PART 17. STATE WORK INCENTIVE PROGRAM**

**530:10-17-170. Purpose [EFF. 7/1/01]**

(a) The rules in this Part establish policies and procedures to implement the State Work Incentive Program in accordance with Section 840-5.16 of Title 74 of the Oklahoma Statutes.

(b) The State Work Incentive Program is aimed at employing participants in the Temporary Assistance to Needy Families

Program in Oklahoma and vocational rehabilitation clients of the Department of Rehabilitation Services in entry-level positions within state service. [74:840-5.16]

(c) The rules in this Part, except for Section 530:10-17-177, apply to both merit system and non-merit system agencies employing participants in the State Work Incentive Program. Section 530:10-17-177 shall apply to merit system agencies only.

**530:10-17-171. [RESERVED]**

**530:10-17-172. [RESERVED]**

**530:10-17-173. Eligibility and length of appointment [EFF. 7/1/01]**

To be eligible for hire under the State Work Incentive Program, a person must be certified as a participant in the Temporary Assistance to Needy Families Program by a State Work Incentive Referral Form issued by the State of Oklahoma Department of Human Services, or be certified as an eligible individual by a State Work Incentive Program Certificate issued by the Department of Rehabilitation Services. Agencies may employ eligible persons in the State Work Incentive Program for up to 2 years in full-time or part-time unclassified status.

**530:10-17-174. [RESERVED]**

**530:10-17-175. Conditions of employment [EFFECTIVE 7/1/99]**

(a) **No right of continued employment.** Employees hired under the State Work Incentive Program shall be employed in the unclassified service of the state. Employees hired under the State Work Incentive Program shall have no right or expectation of continued employment in any classified or unclassified position because of participation in the State Work Incentive Program.

(b) **Eligibility for leave and benefits.** Employees hired under the State Work Incentive Program are eligible for leave and other benefits of state employment available to regular unclassified employees. Employees hired under the State Work Incentive Program must meet any other eligibility requirements established for such benefits. [74:840-5.16]

(c) **Leave without pay.** Employees hired under the State Work Incentive Program may be granted leave of absence without pay from the agency in accordance with 530:10-15-47. Leave without pay in excess of a total of 5 working days shall extend the employee's 2 years of eligibility under the State Work Incentive Program by the number of working days the employee is on leave without pay.

(d) **Eligibility for promotion.** Employees hired under the State Work Incentive Program may be reassigned or promoted while they are participating in the program. [74:840-5.16]

(e) **Performance evaluation.** Appointing Authorities shall evaluate the performance of employees hired through the State Work Incentive Program according to the provisions of Section 840-4.17 of Title 74 of the Oklahoma Statutes.

**530:10-17-176. [RESERVED]**

**530:10-17-177. Conversion [EFF. 7/1/00]**

(a) Persons employed by merit system agencies under the State Work Incentive Program shall be eligible for conversion to permanent classified status at the discretion of the Appointing Authority if the employee has:

- (1) completed 2 years of continuous participation in the State Work Incentive Program, not including periods of leave without pay in accordance with 530:10-17-175;
- (2) performed satisfactorily as evidenced by performance evaluations conducted according to Section 840-4.17 of Title 74 of the Oklahoma Statutes;
- (3) met the minimum requirements for the position; and
- (4) passed any entrance examination required for the applicable job family level by the Office of Personnel Management.

(b) Conversion shall be to a job consistent with the duties assigned to the employee under the State Work Incentive Program.

(c) The conversion of employees hired under the State Work Incentive Program who meet the requirements of subsection (a) to permanent classified status shall be exempt from:

- (1) the application, certification, and appointment requirements of Subchapter 9 of these rules;
- (2) the probationary period requirements of Part 3 of Subchapter 11 of these rules; and
- (3) the promotional posting requirements of Part 5 of Subchapter 11 of these rules.

## SUBCHAPTER 21. EMPLOYEE ASSISTANCE PROGRAMS

### PART 1. GENERAL PROVISIONS

**530:10-21-1. Purpose and scope [EFF. 7/1/01]**

(a) The purpose of the EAP is to *provide assistance to state agencies in their management of employees whose personal problems may have a negative impact on job performance and to provide for assessment, referral, consultation, and problem resolution assistance to state employees and their family members seeking corrective help with medical or mental health problems, including alcohol or drug abuse and emotional, marital, familial, financial or other personal problems* [74:840-2.10(A)].

(b) *The Legislature and the judicial branch of state government may utilize the services of the State Employee Assistance Program at their discretion* [74:840-2.10(G)].

(c) *To ensure equitable treatment of employees*, the rules in this Subchapter shall apply to all agency employee assistance programs in existence or which may be established in the future [74:840-2.10(C)].

**530:10-21-2. Definitions [EFF. 7/1/01]**

In addition to terms defined in 530:10-1-2, the following words and terms, when used in this Part, shall have the following meaning, unless the context clearly indicates otherwise:

**"Care-giving resources"** means qualified professionals in the public- and private-sectors which offer corrective help with

medical, mental health, emotional marital, familial, financial, or other personal problems.

**"EAP"** means the State Employee Assistance Program within the Office of Personnel Management, and employee assistance programs established by individual state agencies.

**"EAP professional"** means an individual who provides assessment, referral, consultation, and problem resolution assistance through the EAP to employees and family members seeking corrective help with medical or mental health problems, including alcohol or drug abuse and emotional, marital, familial, financial or other personal problems.

**"EAP services"** means assessment and referral assistance with medical and mental health problems, including alcohol or drug abuse and emotional, marital, familial, financial or other personal problems.

**"EAP staff"** means an individual who provides administrative support to an EAP professional.

**"Employee"** means any employee of the executive, legislative, and judicial branches of state government.

**"Family members"** means members of an employee's immediate family, including spouse, children, parents, grandparents, siblings, and others whose involvement is necessary to resolve the personal problem(s) adversely affecting the employee's job performance.

**"Participant"** means an employee or family member who is referred to or who consults with the EAP.

**"Referral"** means an Appointing Authority, supervisor, or other authorized personnel informing an employee of the services and policies of the EAP.

**"Threat of violence"** means a written, verbal, electronic, or behavioral message that, either explicitly or implicitly, communicates the intent to inflict, or cause to be inflicted, physical harm to persons or property.

**"Violence"** means physical harm or attempted physical harm to persons or property.

**530:10-21-5. EAP records [EFF. 7/1/01]**

(a) Records and information that relate to participation by an employee or family member in the EAP *shall be confidential* except as provided in Subsection (b) of this Section [74:840-2.10(D)]. Such records shall not be subject to subpoena [74:840-2.10(D)], and no subpoena or subpoena duces tecum (subpoena for the production of documents) purporting to compel disclosure of such information or record shall be valid.

(b) EAP staff and EAP professionals may have access to EAP records within their agency as necessary to perform the duties and responsibilities of their job. EAP staff and EAP professionals may disclose confidential information relating to a participant under the following circumstances:

- (1) The participant consents in writing to the release of information;
- (2) The participant's employing agency requests verification of an employee's appointment with an EAP professional for the purpose of granting authorized absence according to 530:10-21-7. The disclosure shall be limited to the date and

time of the employee's appointment with the EAP professional;

(3) The EAP professional determines that the participant poses a threat to deliberately harm the participant or others [74:840-2.10(D)];

(4) There is *reason to believe that a child under the age of eighteen (18) years has had physical injury or injuries inflicted upon the child by other than accidental means where the injury appears to have been caused as a result of physical abuse, sexual abuse, or neglect* [21:846(A)];

(5) There is *reason to believe that an elderly person or incapacitated adult is suffering from abuse, neglect, or financial exploitation* [43A:10-104(A)];

(6) A court of competent jurisdiction orders the inspection,

release, or disclosure of confidential information.

(c) Records and information relating to participation by an employee in the EAP *shall be maintained separate and apart from regular personnel records and shall not become part of the employee's personnel file* [74:840-2.10(D)].

(d) Participants in the EAP shall have a right of access to their own EAP records [74:840-2.10(D)].

(e) The provisions of this Section shall remain effective regardless of whether the participant has ceased participation in the EAP or has terminated employment with the state.

## **SUBCHAPTER 23. EMPLOYEE RECOGNITION**

### **PART 1. GENERAL PROVISIONS**

#### **530:10-23-1. Purpose [EFF. 3/28/02]**

The purpose of the rules in this Subchapter is to establish an on-the-job employee performance recognition program that encourages outstanding job performance and productivity, promotes excellence in job performance, and provides recognition for work units with exceptional performance.

#### **530:10-23-2. RESERVED**

#### **530:10-23-3. Employee performance recognition programs [EFF. 3/28/02]**

(a) At the discretion of the Appointing Authority, agencies may establish employee performance recognition programs to recognize individual employees or work units with exceptional job performance records or for other significant contributions to the agency. Awards must be funded from monies available in the agency's operating funds.

(b) Recognition awards may consist of distinctive wearing apparel, service pins, plaques, writing pens, or other awards. The value of recognition awards may not exceed \$150.00 per award.

(c) In addition to the recognition awards as provided in Subsection (b), agencies may provide cash awards to recognize outstanding performance in the workplace by the employees of the agency. The total of all cash awards provided pursuant to this Subsection shall not exceed \$5,000 in any fiscal year.