

OPM 02-47

DATE: December 5, 2002

TO: All Appointing Authorities

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

RE: **OPM FY 2003 Annual Compensation Report**

The Office of Personnel Management has completed the FY 2003 Annual Compensation Report. This report, mandated by O.S. Title 74:840-2.12(5), summarizes the results of the Annual Salary Survey of market compensation practices and compares these results to those of classified service jobs in Oklahoma state government. The report includes my recommendations concerning state employee compensation for the next year. Additionally, tables are included which show the breakdown by job family levels of the following:

- Selected job family levels with a turnover rate in excess of 10.0%.
- Selected job family levels with salaries and benefits that are 10.0% or more below market.

The report contains an Executive Summary, which provides a synopsis of the overall results of the Annual Compensation Report. The report may be accessed on the Office of Personnel Management website, <http://www.opm.state.ok.us/>. Questions or comments about the report or the survey may be directed to the OPM Compensation Division at (405) 522-0422.