

**OPM 00-55**

**DATE:** October 12, 2000

**TO:** All Appointing Authorities

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

**RE: Implementation of Senate Bill 959 (Employee Pay Raise)**

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Senate Bill 959 gave many state employees a pay raise effective October 1, 2000. Some questions have arisen regarding the interaction of the pay raise with other personnel actions occurring on the same date.

In the past, pay raise legislation has provided direction that personnel actions were to be posted first, followed by the pay raise. This year's pay raise legislation gave no such direction. Based on legal advice provided by the Office of the Attorney General, the Office of Personnel Management (OPM) has adopted the interpretation that the October 1, 2000, pay raise is to be posted first, followed by any other personnel transaction (such as promotion or career progression) with an effective date of October 1, 2000.

For the sake of uniformity, I encourage all state agencies to follow the interpretation of OPM and post the October 1<sup>st</sup> pay raise prior to posting other personnel transactions with an October 1<sup>st</sup> effective date.

A second question has arisen regarding whether employees retain a percentage of the pay raise upon career progression. Merit Rule 530:10-1-2 defines "career progression" as "a type of intra-agency promotion...". Thus, career progression is considered a promotion for the purposes of SB 959, and the employee does retain a percentage of the pay raise upon career progression.

If you have questions, please contact the OPM Compensation Division at (405) 521-2177.