

1 ENGROSSED HOUSE
2 BILL NO. 3085

By: Cockroft of the House

3 and

4 Standridge of the Senate

5
6 An Act relating to counties and county officers;
7 authorizing counties to adopt a performance-based
8 adjustment program for county employees; providing
9 written performance-based adjustment plan content
10 requirements; limiting performance-based adjustment
11 to any county employee for every twelve-month cycle;
12 requiring certain evaluation be less than one year
13 old; providing for codification; and providing an
14 effective date.

15 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

16 SECTION 1. NEW LAW A new section of law to be codified
17 in the Oklahoma Statutes as Section 169 of Title 19, unless there is
18 created a duplication in numbering, reads as follows:

19 A. Counties may adopt a performance-based adjustment program
20 for county employees pursuant to this section.

21 B. In order to adopt a performance-based adjustment program, a
22 county shall adopt a written performance-based adjustment plan. The
23 plan must:

24 1. Indicate the manner in which the county intends to award
performance-based adjustments, including a determination that
performance-based adjustments will be awarded for overall ratings of

1 "meets standards" or "exceeds standards". Performance-based
2 adjustments shall not exceed five percent (5%) of a county
3 employee's annual salary for "meets standards" or ten percent (10%)
4 of a county employee's annual salary for "exceeds standards". The
5 plan shall include:

- 6 a. the amount or percentage that the county will award to
7 qualifying employees, or
- 8 b. total dollar figure the county intends to set aside
9 for performance-based adjustments to be divided among
10 qualifying county employees;

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

15 3. Indicate whether the county will award performance-based
16 adjustments as an increase to the county employee's salary, a lump-
17 sum payment, or a combination thereof;

18 4. Include a written confirmation that the county can fund the
19 performance-based adjustment program for the current and subsequent
20 fiscal year without the need for additional funding; and

21 5. Include a statement that the county may discontinue
22 performance-based adjustments at any time should it be necessary to
23 prevent a budget shortfall. The county shall notify employees of
24 the discontinuation of the plan and the reason therefor.

1 C. A county may grant only one performance-based adjustment to
2 any county employee for any twelve-month evaluation cycle. A county
3 shall not award a performance-based adjustment to any employee based
4 upon a performance evaluation which is more than one (1) year old.

5 SECTION 2. This act shall become effective November 1, 2018.

6 Passed the House of Representatives the 12th day of March, 2018.

7

8

Presiding Officer of the House
of Representatives

9

10

Passed the Senate the ___ day of _____, 2018.

11

12

13

Presiding Officer of the Senate

14

15

16

17

18

19

20

21

22

23

24