

1 STATE OF OKLAHOMA

2 2nd Session of the 59th Legislature (2024)

3 SENATE BILL 1292

By: Thompson (Roger)

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5  
6 AS INTRODUCED

7 An Act relating to state employee compensation;  
8 providing for salary increase for certain employees;  
9 specifying amount of salary increase; defining term;  
10 providing salary increase to be provided to certain  
11 employee categories; providing for employees on leave  
12 without pay on certain date; providing for certain  
13 reinstated or reemployed employees; providing for  
14 exclusion of certain employee categories; providing  
15 for noncodification; providing an effective date; and  
16 declaring an emergency.

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

18 SECTION 1. NEW LAW A new section of law not to be  
19 codified in the Oklahoma Statutes reads as follows:

20 A. Effective July 1, 2024, all full-time and part-time officers  
21 and employees, including temporary and other limited-term employees,  
22 of the state who were employed by the state on the last working day  
23 of June of 2024 shall be awarded an annualized salary increase equal  
24 to nine percent (9%) of the officer's or employee's annualized  
25 salary as of June 30, 2024.

1 B. As used in this section, "temporary and other limited-term  
2 employees" are those persons who:

- 3 1. Are not full-time or permanent employees;
- 4 2. Are not otherwise excluded by this section; and
- 5 3. Are compensated by an agency, board, commission, or other  
6 department or other employing entity for a limited duration and  
7 without any subjective expectation by either the employer or the  
8 employee that the employment will become permanent.

9 C. Except for those personnel specifically excluded from  
10 eligibility for any increase or advancement in salary pursuant to  
11 this section, the salary increase provided by this section shall be  
12 applicable to:

- 13 1. Employees of county health departments;
- 14 2. Employees of a conservation district; and
- 15 3. Employees of the George Nigh Rehabilitation Institute.

16 D. Employees eligible for the increase provided for in this  
17 section who are on leave without pay on July 1, 2024, shall receive  
18 an annualized increase, effective upon their return to work, but  
19 shall not receive any increase for a period of time prior to their  
20 return to work.

21 E. Employees who leave the state service before July 1, 2024,  
22 and who are reinstated or reemployed in the state service during  
23 July of 2024 without a break in service, who are otherwise eligible  
24 for the pay increase provided for in this section, shall be granted

1 such raise effective immediately upon such reinstatement or  
2 reemployment. As used in this subsection, "break in service" is  
3 defined as a period of time in excess of thirty (30) calendar days  
4 between two periods of state employment.

5 F. The following officers and employees shall be ineligible for  
6 a pay increase pursuant to this section and nothing, except as  
7 otherwise provided by Section 840-2.17 of Title 74 of the Oklahoma  
8 Statutes, shall be construed to authorize any increase or  
9 advancement of the salaries of:

10 1. Any elected official;

11 2. Any cabinet secretary whose salary is governed by Section  
12 10.5 of Title 74 of the Oklahoma Statutes;

13 3. Any agency director;

14 4. Any justice or judge whose salary is governed by the  
15 provisions of Title 85A of the Oklahoma Statutes or whose  
16 compensation is set by the Board on Judicial Compensation pursuant  
17 to Section 3.4 of Title 20 of the Oklahoma Statutes;

18 5. Any district attorney whose salary is governed by Section  
19 215.30 of Title 19 of the Oklahoma Statutes;

20 6. Officers and employees of institutions under the  
21 administrative authority of the Oklahoma State Regents for Higher  
22 Education, except for officers and employees of the George Nigh  
23 Rehabilitation Institute;

1 7. Persons employed pursuant to Section 2241 of Title 74 of the  
2 Oklahoma Statutes;

3 8. Persons employed pursuant to Section 1.6a of Title 53 of the  
4 Oklahoma Statutes;

5 9. Persons who are employed or under contract pursuant to  
6 subsection B of Section 1419 of Title 10 of the Oklahoma Statutes;  
7 and

8 10. The Adjutant General and Assistant Adjutants General  
9 pursuant to Section 27 of Title 44 of the Oklahoma Statutes.

10 G. No salary increase pursuant to this section shall be made  
11 that exceeds a salary limitation provided in an agency's annual  
12 appropriation bill or salary limits set by statute. Classified  
13 employees eligible for the salary increase provided for in this  
14 section shall receive such increase even though it causes the  
15 employee's salary to exceed the maximum for the employee's pay band.

16 H. With respect to any employee who is not a full-time  
17 employee, the salary increase amounts otherwise authorized by  
18 subsection A of this section shall be prorated using a methodology  
19 applicable to the employee's compensation, weeks worked, months  
20 worked, hours worked, or similar method.

21 SECTION 2. This act shall become effective July 1, 2024.

22 SECTION 3. It being immediately necessary for the preservation  
23 of the public peace, health or safety, an emergency is hereby  
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1 declared to exist, by reason whereof this act shall take effect and  
2 be in full force from and after its passage and approval.

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