

1 STATE OF OKLAHOMA

2 1st Session of the 60th Legislature (2025)

3 SENATE BILL 169

By: Hall

4  
5  
6 AS INTRODUCED

7 An Act relating to state government; amending 74 O.S.  
8 2021, Section 840-2.18, as last amended by Section 1,  
9 Chapter 18, 1st Extraordinary Session, O.S.L. 2023  
10 (74 O.S. Supp. 2024, Section 840-2.18), which relates  
11 to longevity pay; increasing longevity amounts for  
12 certain state employees; updating statutory language;  
13 updating statutory references; and providing an  
14 effective date.

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

16 SECTION 1. AMENDATORY 74 O.S. 2021, Section 840-2.18, as  
17 last amended by Section 1, Chapter 18, 1st Extraordinary Session,  
18 O.S.L. 2023 (74 O.S. Supp. 2024, Section 840-2.18), is amended to  
19 read as follows:

20 Section 840-2.18. A. A longevity pay plan is hereby adopted.  
21 This plan applies to all state employees, excluding members of  
22 boards and commissions, institutions under the administrative  
23 authority of the Oklahoma State Regents for Higher Education,  
24 employees of public school districts, and elected officials. The  
25 plan shall also apply to those employees of the Oklahoma School for  
26 the Blind and the Oklahoma School for the Deaf who qualify for

1 longevity pay in accordance with subsection G of Section 1419 of  
2 Title 10 of the Oklahoma Statutes.

3 B. The Oklahoma Conservation Commission is hereby authorized to  
4 establish a longevity pay program for employees of the conservation  
5 districts employed under Section 3-3-103 of Title 27A of the  
6 Oklahoma Statutes. Such longevity pay program shall be consistent  
7 with the longevity pay program for state employees authorized under  
8 this title and payments shall be made in a manner consistent with  
9 procedures for reimbursement to conservation districts.

10 C. To be eligible for longevity pay, employees must have been  
11 continuously employed in the service of the state for a minimum of  
12 two (2) years in full-time status or in part-time status working  
13 more than one thousand (1,000) hours a year.

14 For purposes of this section, a break in service of thirty (30)  
15 calendar days or less shall not be considered an interruption of  
16 continuous service; a break in service of more than thirty (30)  
17 calendar days shall mark an end to continuous service. The  
18 legislative session employees who have worked for two (2) years or  
19 more in part-time status and are eligible for state retirement  
20 benefits, but do not receive other longevity payments, shall be  
21 eligible and shall be considered to have been continuously employed  
22 for purposes of calculating longevity payments, notwithstanding the  
23 provisions of subsection E of this section.

1 D. 1. Longevity pay for the first twenty (20) years of service  
2 shall be determined pursuant to the following schedule:

3 Years of Service	Annual Longevity Payment
4 At least 2 years but	
5 less than 4 years	<del>\$250.00</del> <u>\$375.00</u>
6 At least 4 years but	
7 less than 6 years	<del>\$426.00</del> <u>\$639.00</u>
8 At least 6 years but	
9 less than 8 years	<del>\$626.00</del> <u>\$939.99</u>
10 At least 8 years but	
11 less than 10 years	<del>\$850.00</del> <u>\$1,275.00</u>
12 At least 10 years but	
13 less than 12 years	<del>\$1,062.00</del> <u>\$1,593.00</u>
14 At least 12 years but	
15 less than 14 years	<del>\$1,250.00</del> <u>\$1,875.00</u>
16 At least 14 years but	
17 less than 16 years	<del>\$1,500.00</del> <u>\$2,250.00</u>
18 At least 16 years but	
19 less than 18 years	<del>\$1,688.00</del> <u>\$2,532.00</u>
20 At least 18 years but	
21 less than 20 years	<del>\$1,900.00</del> <u>\$2,850.00</u>
22 At least 20 years	<del>\$2,000.00</del> <u>\$3,000.00</u>

23 2. For each additional two (2) years of service after the first  
24 twenty (20) years an additional ~~Two Hundred Dollars (\$200.00)~~ Three

1 Hundred Dollars (\$300.00) shall be added to the amount stated above  
2 for twenty (20) years of service.

3 The total amount of the annual longevity payment made to an  
4 employee by any and all state agencies in any year shall not exceed  
5 the amount shown on the table corresponding to that employee's years  
6 of service with the state, ~~except as otherwise provided by Section~~  
7 ~~840-2.28 of this title.~~ Further, no employee shall receive  
8 duplicating longevity payments for the same periods of service with  
9 any and all agencies, ~~except as otherwise provided by Section 840-~~  
10 ~~2.28 of this title.~~

11 E. To determine years of service, cumulative periods of full-  
12 time employment or part-time employment working more than one  
13 hundred fifty (150) hours per month with the state excluding service  
14 as specified in subsection A of this section are applicable. Part-  
15 time employment, working one hundred fifty (150) hours per month or  
16 less for the state, excluding service as specified in subsection A  
17 of this section, shall be counted only if:

18 1. The period of employment was continuous for at least five  
19 (5) months; and

20 2. a. The person worked more than two-fifths (2/5) time.

21 Other employment shall not be counted as service for purposes of  
22 longevity payments. Further, no period of employment with the  
23 state, whether with one or more than one agency, shall be counted as  
24 more than full-time service.

1           b. For purposes of the computation required by this  
2           section, any service performed by a person during  
3           which the person received compensation for duties  
4           performed for the state shall be counted if payment  
5           for such service was made using state fiscal  
6           resources. The provisions of this ~~paragraph~~  
7           subparagraph shall not apply to elected or appointed  
8           justices or judges, including special judges, who  
9           perform services in the trial or appellate courts.  
10          The provisions of this section shall apply to persons  
11          who perform services as an administrative law judge  
12          within the executive department and employees of the  
13          judicial branch.

14          F. Years of service under the administrative authority of the  
15          Oklahoma State Regents for Higher Education or the administrative  
16          authority of the Oklahoma Department of Career and Technology  
17          Education of any employee who is now employed in a job  
18          classification which is eligible for longevity pay shall be included  
19          in years of service for purposes of determining longevity pay.

20          G. Years of service shall be certified through the current  
21          employing agency by the appointing authority on a form approved by  
22          the Office of Management and Enterprise Services. The form shall be  
23          completed and posted as directed by the Director of the Office of  
24          Management and Enterprise Services by the current employing agency

1 when the employee initially enters on duty with the agency and  
2 thereafter whenever the employee's anniversary date is changed.

3 H. Eligible employees, in full-time status or in part-time  
4 status working more than one hundred fifty (150) hours per month,  
5 shall receive one (1) lump-sum annual payment, in the amount  
6 provided on the preceding schedule, during the month following the  
7 anniversary date of the employee's most recent enter-on-duty day  
8 with the state. Upon implementation of the statewide information  
9 systems project, the lump-sum annual payment may be paid concurrent  
10 with the final payroll of the month of the employee's anniversary  
11 date. Eligible part-time employees who work one hundred fifty (150)  
12 hours per month or less shall receive one (1) lump-sum annual  
13 payment, based on the formula in subsection L of this section,  
14 during the month following the anniversary date of the employee's  
15 most recent enter-on-duty day with the state. To receive longevity  
16 pay an employee must be in pay status on or after his or her  
17 anniversary date.

18 Eligible employees who would not otherwise receive annual  
19 longevity payments because their employment includes regular periods  
20 of leave without pay in excess of thirty (30) calendar days shall  
21 receive one (1) lump-sum annual payment, based on the formula in  
22 subsection L of this section, during:

23 1. The month of August if the employee is in pay status on July  
24 1; or

1           2. During the month following the employee's first return to  
2 duty that fiscal year if the employee is not in pay status on July  
3 1.

4           ~~Except as otherwise provided by Section 840-2.28 of this title,~~  
5 ~~employees~~ Employees terminated as a result of a reduction-in-force  
6 or retiring from state employment shall receive upon ~~said~~ such  
7 termination or retirement the proportionate share of any longevity  
8 payment which may have accrued as of the date of termination or  
9 retirement. Provided further, that, ~~that~~ the proportionate share of any  
10 longevity payment which may have accrued as of the date of death of  
11 an employee shall be made to the surviving spouse of the employee or  
12 if there is no surviving spouse to the estate of the employee.

13           I. Periods of leave without pay taken in accordance with  
14 Section 840-2.21 of this title shall be counted as service. Other  
15 periods of nonpaid leave status in excess of thirty (30) calendar  
16 days shall not mark a break in service; however, they shall:

17           1. Not be used in calculating total months of service for  
18 longevity pay purposes; and

19           2. Extend the anniversary date for longevity pay by the total  
20 period of time on nonpaid leave status except as provided in  
21 subsection H of this section for employees whose conditions of  
22 employment include regular periods of leave without pay.

1 J. Employees currently receiving longevity pay who work for the  
2 Oklahoma Department of Career and Technology Education shall not be  
3 eligible for the longevity pay plan provided for in this section.

4 K. A break in service with the state in excess of thirty (30)  
5 days but which does not exceed two (2) years which was caused by a  
6 reduction-in-force shall be treated as if it were a period of  
7 nonpaid leave status as provided for in subsection I of this section  
8 for the purpose of calculating total months of service for longevity  
9 pay. This subsection shall only apply to state employees laid off  
10 after June 30, 1982.

11 L. Eligible part-time employees working less than one hundred  
12 fifty (150) hours per month and other eligible employees with  
13 regular annual periods of leave without pay of more than thirty (30)  
14 calendar days will receive a prorated share of the "Annual Longevity  
15 Payment" authorized in subsection D of this section. The prorated  
16 amount of payment will be based on actual hours worked in the  
17 immediately preceding twelve (12) months.

18 M. An employee shall not be entitled to retroactive longevity  
19 payments as a result of amendments to this section unless  
20 specifically authorized by law.

21 N. The Director of the Office of Management and Enterprise  
22 Services is authorized to promulgate such ~~Longevity Pay Plan Rules~~  
23 longevity pay plan rules as he or she finds necessary to carry out  
24 the provisions of this section.



1 O. As of July 1, 1998, years of service with a city-county  
2 health department for employees who left a city-county health  
3 department for employment with the Department of Environmental  
4 Quality or the Oklahoma Department of Agriculture, Food, and  
5 Forestry, between July 1, 1993, and July 1, 1998, and who are now  
6 employed in a job classification that is eligible for longevity pay  
7 pursuant to this section, shall be included in years of service for  
8 purposes of determining longevity pay subsequent to July 1, 1998.

9 P. As of July 1, 2003, years of service with a local  
10 conservation district shall be included in years of service for  
11 purposes of determining longevity pay for local conservation  
12 district employees transferred to the Oklahoma Conservation  
13 Commission pursuant to the provisions of this section.

14 SECTION 2. This act shall become effective July 1, 2026.

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