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Section-11 Human Resources	OP-110110	Page: 1	Effective Date: 03/30/2022
Enrollment Procedures for New Employees	ACA Standards: 5-ACI-1C-22, 4-ACRS-7C-01, 4-ACRS-7E-07, 4-APPFS-3A-05, 4-APPFS-3E-02		
Scott Crow, Director Oklahoma Department of Corrections	Signature on File		

Enrollment Procedures for New Employees

I. Enrollment Forms

A. Distribution

The Human Resources Management Specialist (HRMS) will ensure the following forms are completed by or provided to the employee during the enrollment process. Copies will be placed in the appropriate file(s) and given to the employee as indicated.

DOCUMENT	CENTRAL HR UNIT	PERSONNEL FILE	FIELD SEPARATE FILE	EMPLOYEE
HCM-14 Form	X	X		X
W-4 Form (Federal and State)	X	X		
Loyalty Oath (Attachment I , attached)		X		
Data Summary Sheet (Attachment A , attached)	X	X		

OPERS Enrollment Application (515-01-05 01) OR Participant Enrollment form, as applicable	X	X		X
Longevity Service Certification Form (OPM-52)	X	X		
EBD - New Hire Form	X	X		X
Employee Photo/ID		X		X
Employment Eligibility Form (D.H.S./U.S.C.I.S. Form I-9) and E-Verify Case Details	X		X	
Automatic Deposit Transmittal (available from HRMS)	X	X		X
Enrollment Checklist Form (Attachment B , attached)		X		
Acknowledgement Eligible Dependents on Insurance form (Attachment S , attached)	X		X	X
ComData PIN Number Memo (Attachment W , attached)				X
Agency Systems Access Request Form (Attachment X , attached)				X
Employee Onboarding Survey (Attachment Y , attached)				X

B. Data Summary Sheet

1. The "Data Summary Sheet" ([Attachment A](#), attached) will be completed during enrollment, and employees will be advised to report any changes immediately. The employee will review the information during each annual insurance option period and provide changes as needed.
2. The Central Human Resources unit will initially enter the employee's emergency contact information into the PeopleSoft database. All annual updates or other changes pertinent to emergency contact information will be entered into the PeopleSoft database by the field HRMS.

C. Loyalty Oath

All employees will sign a loyalty oath as prescribed by 51 O.S. § 36.2A., which will be filed in the employees' master personnel file (51 O.S. § 36.3.).

D. Employee Organization Materials

In the event the employing facility/unit receives informational materials provided by an employee organization, a copy of the information will be provided to new employees during enrollment (74 O.S. § 845-A.2.). An employee organization is defined as any organization that has payroll deduction privileges (62 O.S. § 34.70.).

E. Enrollment Checklist Form

At the completion of enrollment, the HRMS will ensure that employees receive all information, forms, and handbooks in compliance with this procedure; each item is checked (√) on the "Enrollment Checklist Form" ([Attachment B](#), attached) and the form is dated and signed. (4-ACRS-7E-07, 4-APPFS-3A-05, 4-APPFS-3E-02)

F. Employment Eligibility Verification

All newly hired employees must provide proof of identity and employment eligibility by completing the Department of Homeland Security/U.S. Citizenship and Immigration Services/Employment Eligibility Verification (Form I-9).

1. The employee must complete section I of the form within one day of the employee's actual start date and supply the HRMS with copies of acceptable documents listed on the I-9 form within three days of the employee's actual start date.
2. The HRMS will confirm employment eligibility by entering employee information into the online E-Verify system within three days of the employee's actual start date.
3. When confirmation is received, the verification number will be recorded on the I-9 and the "Case Details" page will be printed and attached to the I-9 form and maintained separately from the employee personnel file.
4. If a tentative non-confirmation is received, the employee must be given the opportunity to contest the findings with the Social Security Administration or Department of Homeland Security in accordance with E-Verify procedures.

G. Agency Systems Access Request Form

The HRMS will complete the first segment of the “Agency Systems Access Request Form” ([Attachment X](#), attached) and forward the form to the employee’s supervisor. The supervisor will complete the form, indicating all components for which the employee will need access. Once completed, the supervisor will return the form to IT who will then forward the request to the access granting authority.

II. Employee Orientation to State, Agency, and Facility Employment

A. Distribution

The following items will be distributed to employees in a folder or loose-leaf notebook and will serve as the official handbook for employment related matters:

1. “A Message from the Director to New Correctional Employees” ([Attachment C](#), attached). The agency director’s message is to be placed on top of all other distributed materials.
2. “Table of Contents and Guide to State and ODOC Employment” ([Attachment D](#), attached). The table of contents will be placed directly under the agency director’s message.
3. “Mission, Vision, Values” ([Attachment E](#), attached)
4. “Oklahoma Department of Corrections Credo” ([Attachment F](#), attached).
5. “Administrator’s Policy Statement for Equal Employment Opportunity” ([Attachment G](#), attached)
6. “Director’s Statement Against Sexual Harassment” ([Attachment H](#), attached)
7. Employees Benefits Department (EBD) Benefits Enrollment Guide
8. “Essential OPERS—Hazardous Duty Employees” ([Attachment L](#), attached) or “Essential OPERS—State & Local Government Employees” ([Attachment M](#), attached), or “Oklahoma Pathfinder Enrollment Guide” ([Attachment U](#), attached) as applicable to the employee’s job and date of hire/participation; and “OPERS Step-Up Brochure” ([Attachment P](#), attached). Complete OPERS Member Handbooks are available at <http://www.opers.ok.gov/publications>.
9. SoonerSave Features and Highlights ([Attachment Q](#), attached)
10. General Notice of COBRA Continuation Coverage Rights ([Attachment N](#), attached)

11. ODOC Time/Leave Codes ([OP-110120](#), [Attachment J](#))

12. Agency Procedures

Employees are responsible for reading and following agency procedures. Employees will sign for receipt of the following procedures and any relevant addendums/revisions:

a. [OP-110205](#) entitled “Employee Grievance Resolution Procedures” (74 O.S. § 840-6.2.) and [Merit Rule 455:10-19-20(b)];

b. [OP-110215](#) entitled “Rules Concerning the Individual Conduct of Employees” (5-ACI-1C-22, 4-ACRS-7C-01);

c. [OP-110415](#) entitled “Progressive Disciplinary Procedures” [Merit Rule 455: 10-11-5(b)];

d. [OP-110601](#) entitled “Controlled Substances and Alcohol Use and Testing Procedures for Drivers of Commercial Motor Vehicles” (49 CFR § 382.601.) will be provided to employees subject to this procedure;

e. [OP-110602](#) entitled “For-cause Drug and Alcohol Testing Program” and [OP-110603](#) entitled “Pre-Employment Drug Testing Program” (40 O.S. § 555);

f. [OP-030601](#) entitled “Oklahoma Prison Rape Elimination Act” (PREA) (including [Attachment A](#) entitled “Sexual Misconduct and Harassment”) and

g. [OP-050108](#) entitled “Use of Force Standards and Reportable Incidents”

h. [OP-040106](#) entitled “Purchase, Use, and Control of Firearms and Security Equipment”

i. [OP-120401](#) entitled “Fleet Management;” and

j. [OP-021002](#) entitled “Use of Social Media.”

13. Hostage Handbook

14. “Suicide Warning Signs” card ([Attachment O](#), attached)

15. “PeopleSoft Employee Self-Service Quick Start Guide” ([Attachment R](#), attached)

16. “Employee Assistance Program” flyer ([Attachment V](#), attached)

17. "ComData PIN Number Memo" ([Attachment W](#), attached)
18. "Veteran's Job Training Program Information Letter" ([Attachment J](#), attached)
19. "Employee Onboarding Survey" ([Attachment Y](#), attached)

B. Discussion

The HRMS will ensure the following information is provided to the employee during the enrollment/orientation process:

1. Any special rules or regulations in effect at the employing facility/unit;
2. The process for accurate, timely, and appropriate completion of the time/leave sheet;
3. Instructions for accessing pay advices and leave statements through PeopleSoft Employee Self-Service;
4. Agency and facility/unit procedural requirements for appropriately requesting and using leave programs and attendance;
5. Paycheck issuance, agency policy regarding placement on supplemental payroll, and the requirement for direct deposit;
6. The agency's prohibitions against unlawful discrimination/sexual harassment;
7. The mandatory basic core and available supplemental insurance benefits, the effective date of insurance, the benefit allowance, and the requirements or circumstances for mid-year changes. The HRMS will advise employees that they are responsible for reviewing any confirmation of benefits statements received and notifying the HRMS of any errors;
8. The basic provisions of the applicable retirement program;
9. The basic provisions of the SoonerSave program;
10. Instructions for reporting a work-related injury/illness; and
11. The agency's PRIDE/casual day program.

III. Merit Rules for Employment

- A. The HRMS will advise employees that the Merit Rules for Employment are the administrative rules promulgated by the Office of Management and

Enterprise Services (OMES), Division of Human Capital Management (HCM) and the Merit Protection Commission (MPC). The rules govern classified employment with the State of Oklahoma and outline many of the rights and responsibilities of applicants, employees, supervisors, administrators, and others subject to the Oklahoma Merit System of Personnel Administration. Additionally, the Merit Rules have some applicability to the unclassified service.

- B. The HRMS will advise employees that these rules can be viewed and printed from the applicable websites maintained by OMES/HCM and MPC and that employees without internet access can request assistance from the HRMS. Links for the applicable websites are also available from the HRMS.

IV. Veteran's Job Training Program

Each new employee will be given the "Veteran's Job Training Program Information Letter" ([Attachment J](#), attached) at the time of enrollment. Eligibility and the application process for the veteran's on-the-job training program for correctional officers, probation and parole officers, correctional case managers, correctional training officers, and fugitive apprehension agents are explained in the information letter.

V. Loyalty Oath

The facility/unit head or designee will administer the loyalty oath ([Attachment I](#), attached) during enrollment or upon completion of correctional security officer pre-service training.

VI. References

Policy Statement P-110100 entitled "Uniform Personnel Standards"

Policy Statement P-110300 entitled "Drug Free Workplace Program"

OP-021002 entitled "Use of Social Media"

OP-030601 entitled "Oklahoma Prison Rape Elimination Act"

OP-040106 entitled "Purchase, Use, and Control of Firearms and Security Equipment"

OP-050108 entitled "Use of Force Standards and Reportable Incidents"

OP-110205 entitled "Employee Grievance Resolution Procedures"

OP-110215 entitled "Rules Concerning the Individual Conduct of Employees"

OP-110415 entitled "Progressive Disciplinary Procedures"

OP-110601 entitled "Controlled Substances and Alcohol Use and Testing Procedures for Drivers of Commercial Motor Vehicles"

OP-110602 entitled "For-cause Drug and Alcohol Testing"

OP-110603 entitled "Pre-Employment Drug Testing Program"

OP-120401 entitled "Fleet Management"

40 O.S. § 555

51 O.S. § 36.1

51 O.S. § 36.2A.

51 O.S. § 36.3.

62 O.S. § 34.70.

74 O.S. § 840-6.2.

74 O.S. § 845- (A.)(2.)

49 CFR § 382.601

Merit Rule OAC 455:10-11-5(b)

Merit Rule OAC 455:10-19-20(b)

VII. Action

The facility head/affected division/unit/region head is responsible for compliance with this procedure.

The chief administrator of Human Resources is responsible for the annual review and revisions.

Any exceptions to this procedure will require prior written approval from the agency director.

This procedure is effective as indicated.

Replaced: OP-110110 entitled "Enrollment Procedures for New Employees" dated October 29, 2020

Deleted: Revision-01 OP-110110 dated June 23, 2021

Distribution: Policy and Operations Manual

Agency Website

<u>Referenced Forms</u>	<u>Title</u>	<u>Location</u>
Form I-9	“Employment Eligibility Verification” Department of Homeland Security U.S. Citizenship and Immigration Services”	USCIS Website

<u>Attachments</u>	<u>Title</u>	<u>Location</u>
Attachment A	“Data Summary Sheet”	Attached
Attachment B	“Enrollment Checklist Form”	Attached
Attachment C	“A Message from the Director to New Correctional Employees”	Attached
Attachment D	“Table of Contents and Guide to State and ODOC Employment”	Attached
Attachment E	“Mission, Vision, Values”	Attached
Attachment F	“Oklahoma Department of Corrections Credo”	Attached
Attachment G	“Administrator’s Policy Statement for Equal Employment Opportunity”	Attached
Attachment H	“Oklahoma Department of Corrections Director’s Statement Against Sexual Harassment”	Attached
Attachment I	“Loyalty Oath”	Attached
Attachment J	“Veterans Job Training Program Information Letter”	Attached
Attachment L	“Essential OPERS-Hazardous Duty Employees”	Attached
Attachment M	“Essential OPERS-State and Local Government Employees”	Attached
Attachment N	“General Notice of COBRA Continuation Coverage Rights”	Attached
Attachment O	“Suicide Warning Cards”	Attached
Attachment P	“OPERS Step-Up Brochure”	Attached
Attachment Q	“SoonerSave Features and Highlights”	Attached
Attachment R	“PeopleSoft Employee Self-Service Quick Start”	Attached

Attachment S	“Acknowledgement Eligible Dependents on Insurance”	Attached
Attachment U	“Oklahoma Pathfinder Enrollment Guide”	Attached
Attachment V	“Employee Assistance Program Flyer”	Attached
Attachment W	“Comdata PIN Number Memo”	Attached
Attachment X	“IT Services and Systems Authorization Access Request Form”	Attached
Attachment Y	“Oklahoma Department of Corrections Employee Onboarding Survey”	Attached
Attachment A	“Sexual Misconduct and Harassment”	OP-030601
Attachment J	“ODOC Time/Leave Codes”	OP-110120