



Summary of Notable Changes

The categories of classified and unclassified employees no longer exist, having been replaced by the category of state employees. This new category includes every employee in state service, with few exceptions. No more than 5% of an agency's employees may be designated as executive management, and those employees will be exempt from the new rules and will not have complaint rights over any disciplinary actions.

The hiring Rule of Ten and Veterans Preference no longer exist, and applicant scoring and ranking is no longer required.

Veterans using the Office of Veterans Placement for employment counseling will be identified to the hiring agency as requiring an interview on jobs for which they apply and meet qualifications.

A more streamlined State Internship Program has replaced the Carl Albert Public Internship Program.

Work is ongoing to create a master job catalog for all state employee positions.

The progressive discipline standards have been revised; pre-termination hearings and advance notice to the employee of disciplinary actions before finalization are no longer required.

State employees have the right to file a complaint for:

- Written reprimands.
- Punitive transfers.
- Suspension without pay.
- Involuntary demotion.
- Termination.

All employees can file a confidential whistleblower claim to report issues such as:

- Agency mismanagement.
- Employee mismanagement.
- Misuse of state funds.
- Misuse of state property.