



AAA HCM: 21-10
Date: July 15, 2021

Effective July 14, 2021, the minimums, midpoints and maximums of the State of Oklahoma agency director pay bands will be adjusted upward by 10%.

Per [Title 74, Section 840-2.15A](#), [Section 840-2.15B](#) and [Section 3601.2](#), this action is taken to ensure that our pay structures are competitive with the market and to provide sufficient opportunity for salary growth within jobs. The revised pay bands may be accessed on the Office of Management and Enterprise Services website at <https://oklahoma.gov/omes/services/employee-benefits/salary-schedule.html>.

Agency director positions must stay under their respective pay grade maximums, but no action is required to bring agency directors up to their pay grade minimum.

Appointing authorities and agency governing boards should make any determinations on an agency-by-agency basis. Financial decisions should continue to be made in the best interests of the agency and its mission, and the performance of agency directors should continue to be regularly and rigorously evaluated.

Questions regarding the content of this memorandum may be directed to OMES HCM Administrator Jake Smith at 405-521-6327 or OMES Director of Classification and Compensation Jevon Doolin at 405-521-6315.