

**FY 2026 Budget Performance Review  
405 Department of Labor**

Version Original

Date submitted

9/30/2024

Lead Administrator: Labor Commissioner Leslie Osborn

Lead Financial Officer: Julia Southwick

**Agency Mission**

The Oklahoma Department of Labor's mission is to ensure a safe, fair and healthy Oklahoma by: providing responsive, ethical, and effective service for employers and employees; by administering fair and consistent rules and regulations; and encouraging safety and training

**Division and Program Descriptions**

*Note: Please define any acronyms used in program descriptions.*

**1000001 Administrative Services**

*The ODOL Administration provides direct support to all divisions and efforts within the agency. This includes human resources, financial services, administrative rules and hearings, federal grant support, receptionist, mail related services, communications and executive services.*

**3000001 Asbestos Abatement Program**

*This program is responsible for ensuring asbestos abatement is accomplished in a safe manner in both public and private sectors. The division licenses all asbestos workers and contractors.*

**3000002 Occupational Safety and Health (OSHA)**

*The OSHA Consultation Division provides free consultation service to Oklahoma's private sector businesses. This voluntary, non-punitive, and confidential program is designed to assist small and medium high-hazard employers in preventing injuries and illnesses and to avoid costly OSHA fines.*

**3000003 Public Employees Occupational Safety and Health (PEOSH)**

*PEOSH is an educational and enforcement unit which inspect public agencies such as state, city, county, public schools, and other political subdivisions of the State of Oklahoma. Consultation and assistance are provided to entities for the safety of public employees.*

**3000004 Child Labor Unit**

*The Child Labor Unit is responsible for educational outreach when it comes to child labor laws, and ensuring children are not working in hazardous environments. This unit educates the public, businesses, and students about the need for workplace safety and restricted employment for minors.*

**3000005 Statistical Research**

*This program performs statistical research on occupational safety and health injuries, illnesses and deaths in both private and public entities. This data is used to strategically target areas where the most illnesses, injuries or death occur.*

**4000006 Employment Standards Division**

*This division is charged with protecting Oklahoma's workforce by receiving complaints of allegedly wrongfully withheld wages, conducting investigations and making determinations as to whether wages are owed and due.*

**4000020 Legal Division**

*The Legal services division provides legal support and advice to the Commissioner, Administrative staff, directors and staff of each Department of Labor division. This division also provides such advice informally and through written opinion, as well as through the filing of legal pleadings in internal administrative hearings, hearings and or/investigations by other state agencies, OMES Civil Service Division, and state and federal court proceedings. The Legal services division contracts with Administrative Law Judges (ALJ or Hearing Officer) to hear and decide issues under Article II of the Administrative Procedures Act and defends the agency investigative findings and determinations at administrative dockets. Also assists in the creation and proper structure of statutory and regulatory changes for matters falling within the Commissioner of Labor constitutional and statutory authority.*

**5000001 Alarm Locksmith Program**

*The Oklahoma Department of Labor regulates locksmiths, closed circuit televisions, access controls, burglar alarms, fire alarms, and sprinkler, and nurse calls to protect the safety and welfare of the public.*

**5000002 Elevator Program**

*The Department of Labor, in order to protect public health and safety, has jurisdiction to ensure that elevators, escalators, moving sidewalks, and similar devices are installed, maintained, and regularly inspected in compliance with recognized safety standards and codes to protect the public.*

**5000003 Amusement Ride Program**

*Inspectors from the Oklahoma Department of Labor inspect all amusement rides at permanent amusement parks annually and all mobile amusement rides every time they are moved. Additionally, inspectors with the Oklahoma Department of Labor perform surveillance of amusement rides during the year to ensure the rides are being operated in accordance with state law.*

**5000004 Boilers, Pressure Vessels and Hot Water Heaters Program**

*The Oklahoma Department of Labor has jurisdiction over high-pressure boilers, low pressure steam and hot water boilers, other pressure vessels, and licensing requirements for firms engaged in the repair, service, and installation of boilers and pressure vessels. All boilers are to be inspected by either the state or an authorized insurance company at least once a year for public safety.*

**5000005 Welder Program**

*The Department of Labor certifies weld test facilities and licenses welding inspectors and welders to ensure the safety of the public.*

**5000006 Alternative Fuels Program**

This program provides education, training, and awareness within the State of Oklahoma to ensure public safety in the expansion of the use of alternative fuels in the transportation sector. The Department of Labor has the responsibility of ensuring the certification process is uniform and practical in nature and sufficiently strict to test the qualification and fitness of any applicant seeking certification to install, modify, repair, or renovate equipment used in the conversion of any fossil fuel engine fueled by an alternative fuel.

**5000007 Licensing Division**

Licensing is responsible for processing all licenses and certificates issued by all programs within the Department of Labor. The Licensing program receives and processes all fees received by the agency and is responsible for tracking and recording such fees, issuing receipts, and depositing all incoming monies.

**FY'25 Budgeted Department Funding By Source**

Dept. #	Department Name	Appropriations	Federal	Revolving	Local <sup>1</sup>	Other <sup>2</sup>	Total
1000001	Administration	\$734,089	\$180,265	\$103,755			\$1,018,109
2000001	Communications	\$234,729	\$58,143	\$5,682			\$298,554
3000001	Asbestos Abatement	\$244,668	\$73,808	\$119,550			\$438,026
3000002	OSHA (Occupational Safety & Health)	\$202,825	\$1,213,145	\$32,000			\$1,447,970
3000003	PEOSH (Public Employees Occupational Safety & Health)	\$558,494		\$30,000			\$588,494
3000004	Child Labor	\$108,569					\$108,569
3000005	Statistics & Research	\$131,926	\$113,746				\$245,672
4000006	Employment Standards	\$556,770		\$119,197			\$675,967
4000020	Legal Services	\$217,556	\$31,732	\$7,966			\$257,254
5000001	Alarm & Locksmith			\$436,246			\$436,246
5000002	Elevators	\$62,360		\$961,174			\$1,023,534
5000003	Amusement Rides	\$39,785		\$762,247			\$802,032
5000004	Boilers, PV's & HWH's	\$52,584		\$1,397,946			\$1,450,530
5000005	Welders Act	\$8,897					\$8,897
5000006	Alternative Fuels			\$445,667			\$445,667
5000007	Licensing	\$260,010		\$323,048			\$583,058
88	ISD	\$164,951	\$19,218	\$2,357,848			\$2,542,017
<b>Total</b>		<b>\$3,578,213</b>	<b>\$1,690,057</b>	<b>\$7,102,326</b>	<b>\$0</b>	<b>\$0</b>	<b>\$12,370,596</b>

1. Please describe source of Local funding not included in other categories:
2. Please describe source(s) and % of total of "Other" funding if applicable for each department:

**Balances of Appropriated Funds from Prior Fiscal Years**

3-digit Class Fund #	Class Fund Name	GA Bill # and Section #	Fiscal Year of Original Appropriation	Original Appropriation Amount (\$)	Total Expended Amount as of 8/31/2024 (\$)	Balance as of 8/31/2024 (\$)
19401	GRF	HB1004 Sec.108	FY 2024	\$2,220,371	\$1,885,151	\$335,220
54401	Special OSHA Fund for FY2024	HB1004 Sec.109	FY 2024	\$1,167,716	\$839,203	\$328,513
54202	Special OSHA Fund for FY2022	HB1004 Sec.110	FY 2024	\$190,126	\$159,437	\$30,689

**Total remaining prior year appropriation balance: \$694,421**

Report appropriations that have existing balances from all prior fiscal years at the 3-digit class fund number (i.e. 193, 194). Do not report carryover class funds separately. Include appropriations located in disbursing funds. Report PREP, but not ARPA/SRF, appropriations.

**What changes did the agency make between FY'24 and FY'25?**

- 1.) Are there any services no longer provided because of budget cuts?  
All agency services continue.
- 2.) What services are provided at a higher cost to the user?  
None
- 3.) What services are still provided but with a slower response rate?  
None. ODOL continues to prioritize complaints, accidents & initial inspections to ensure they are met in a timely manner.
- 4.) Did the agency provide any pay raises that were not legislatively/statutorily required?  
No

**Appropriation Increase Review**

Appropriation Increase Purpose	Appropriation Increases (Additional to Agency Base Appropriation)			Expenditures	
	FY 2023	FY 2024	Total Amount Received FY 2023-2024	Total Expenditure of Increase as of 6/30/2024	If funds have not been spent, please explain why.
N/A, flat budget			\$0		
<b>Total:</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	

List appropriation increases that the agency has received in the prior two years. List amounts received in each year. Include PREP, but not ARPA/SRF, appropriations.

FY'26 Requested Funding By Department and Source							
Dept. #	Department Name	Appropriations	Federal	Revolving	Other <sup>1</sup>	Total	% Change
1000001	Administration	\$734,089	\$180,265	\$109,980	\$0	\$1,024,334	0.61%
2000001	Communications	\$234,729	\$58,143	\$6,023	\$0	\$298,895	0.11%
3000001	Asbestos Abatement	\$244,668	\$73,808	\$126,723	\$0	\$445,199	1.64%
3000002	OSHA (Occupational Safety & Health)	\$202,825	\$1,213,145	\$33,920	\$0	\$1,449,890	0.13%
3000003	PEOSH (Public Employees Occupational Safety & Health)	\$558,494	\$0	\$31,800	\$0	\$590,294	0.31%
3000004	Child Labor	\$108,569	\$0	\$0	\$0	\$108,569	0.00%
3000005	Statistics & Research	\$131,926	\$113,746	\$0	\$0	\$245,672	0.00%
4000006	Employment Standards	\$556,770	\$0	\$126,349	\$0	\$683,119	1.06%
4000020	Legal Services	\$217,556	\$31,732	\$8,444	\$0	\$257,732	0.19%
5000001	Alarm & Locksmith	\$0	\$0	\$462,421	\$0	\$462,421	6.00%
5000002	Elevators	\$62,360	\$0	\$1,009,233	\$0	\$1,071,593	4.70%
5000003	Amusement Rides	\$39,785	\$0	\$800,359	\$0	\$840,144	4.75%
5000004	Boilers, PV's & HWH's	\$52,584	\$0	\$1,467,843	\$0	\$1,520,427	4.82%
5000005	Welders Act	\$8,897	\$0	\$0	\$0	\$8,897	0.00%
5000006	Alternative Fuels	\$0	\$0	\$467,950	\$0	\$467,950	5.00%
5000007	Licensing	\$260,010	\$0	\$339,200	\$0	\$599,210	2.77%
88	ISD	\$164,951	\$19,218	\$1,091,914	\$0	\$1,276,083	-49.80%
<b>Total</b>		<b>\$3,578,213</b>	<b>\$1,690,057</b>	<b>\$6,082,160</b>	<b>\$0</b>	<b>\$11,350,430</b>	<b>-8.25%</b>

1. Please describe source(s) and % of total of "Other" funding for each department:

FY'26 Top Five Operational Appropriated Funding Increase Requests				
Request by Priority	Request Description	Is this a Supplemental Request? (Yes/No)	Timeframe (One-Time or Recurring)	Appropriation Request Increase Amount (\$)
Request 1: N/A				
<b>Top Five Request Subtotal:</b>				<b>\$0</b>
<b>Total Increase above FY-25 Budget (including all requests)</b>				
Difference between Top Five requests and total requests:				\$0

What are the agency's top 2-3 capital or technology (one-time) requests, if applicable?		
Description of requested increase in order of priority	Needed State Funding for Project (\$)	Submitted to LRCPC or OCAMP? (Yes/No)
Priority 1 N/A		

List any requests for new construction from the Legacy Capital Fund		
Description of requested increase in order of priority	Needed State Funding for Project (\$)	Submitted to LRCPC? (Yes/No)
Priority 1 N/A		

Does the agency have any costs associated with the Pathfinder retirement system and federal employees?
The ODOL's costs associated with the Pathfinder retirement system in FY'24 amount to \$251,213. The current cost for the agency that would have been reimbursed by the federal government before the implementation of Pathfinder is \$51,135. That cost will continue to rise as OPERS retirees are replaced with new hires into the Pathfinder system.

How would the agency be affected by receiving the same appropriation for FY '26 as was received in FY '25? (Flat/ 0% change)
All agency services would continue with emphasis focused on prioritization of complaints, accidents and initial inspections.

How would the agency handle a 2% appropriation reduction in FY '26?
Resources would be allocated based on a tier-level approach to meet the agency mission to protect and promote the safety and health of Oklahomans. The focus of resources would be on complaint and accident investigations, and then on initial inspections. The next level would be the periodic and annual inspections.

Is the agency seeking any fee increases for FY '26?		
Description of requested increase in order of priority	Fee Increase Request (\$)	Statutory change required? (Yes/No)
Increase 1 N/A		

Federal Funds							
CFDA	Federal Program Name	Agency Dept. #	FY 25 budget (\$)	FY 24 actuals (\$)	FY 23 actuals (\$)	FY 22 actuals (\$)	FY 24 budgeted FTE (#)
17.005	Census of Fatal Occupational Injuries Survey (CFOI)	3000005	47,300	36,782	45,818	34,863	3.24
17.005	Survey of Occupational Injuries and Illnesses (SOII)	3000005	108,000	100,000	98,933	100,000	
17.504	OSHA Consultation Program	3000002	1,436,757	1,414,421	1,342,082	1,394,040	18.86
66.701	EPA Toxic Substance Compliance Monitoring	3000001	98,000	84,578	58,710	157,691	4.09

Federal Government Impact	
<b>1.) How much federal money received by the agency is tied to a mandate by the Federal Government?</b>	
There are no federal funds tied to a specific mandate, however the agency will receive federal grants in FY2026.	
<b>2.) Are any of those funds inadequate to pay for the federal mandate?</b>	
N/A	
<b>3.) What would the consequences be of ending all of the federal funded programs for your agency?</b>	
This would result in a loss of services, including assisting Oklahoma private companies in reducing federal OSHA fines, Asbestos removal from public schools and private buildings, and the collection of workplace illnesses and fatal injury data.	
<b>4.) How will your agency be affected by federal budget cuts in the coming fiscal year?</b>	
ODOL would reduce services consistent with the reduction of funding.	
<b>5.) Has the agency requested any additional federal earmarks or increases?</b>	
No	

FY 2025 Budgeted FTE							
Division #	Division Name	Supervisors	Non-Supervisors	\$0 - \$35 K	\$35 K - \$70 K	\$70 K - \$100K	\$100K+
1000001	Administration	3.80	3.80		3.75	1.05	2.80
2000001	Public Outreach	1.00	1.23		1.20	1.03	
3000001	Asbestos Abatement	0.60	3.16		3.00	0.76	
3000002	Occupational Safety & Health (OSHA)	1.00	10.55		4.55	7.00	
3000003	Public Employees Occupational Safety & Health(PEOSH)	0.80	4.26		4.20	0.86	
3000004	Child Labor	-	1.03		1.00	0.03	
3000005	Statistical Research	0.20	2.31		2.25	0.26	
4000006	Employment Standards (Wage & Hour)	1.00	4.96		4.90	1.06	
4000020	Legal	0.20	1.46		0.40	0.06	1.20
5000001	Alarm & Locksmith	0.23	3.41		3.19	0.45	
5000002	Elevators	0.22	8.47		7.17	1.52	
5000003	Amusement Rides	0.23	5.97		4.65	1.55	
5000004	Boilers, Pressure Vessels & Hot Water Heaters	0.25	13.52		10.95	2.82	
5000006	Alternative Fuels Act	0.30	3.30		2.66	0.94	
5000007	Licensing	0.17	6.32		6.10	0.39	
<b>Total</b>		<b>10</b>	<b>73.75</b>	<b>0</b>	<b>59.97</b>	<b>19.78</b>	<b>4</b>

FTE History by Fiscal Year							
Division #	Division Name	FY 2025 Budgeted	FY 2025 YTD	FY 2024	FY 2023	FY 2022	FY 2016
1000001	Administration	7.60	7.60	7.63	7.67	6.58	11.00
2000001	Public Outreach	2.23	2.23	2.27	2.06	2.03	-
3000001	Asbestos Abatement	3.76	3.76	2.72	2.80	2.70	4.00
3000002	Occupational Safety & Health (OSHA)	11.55	11.55	11.55	11.55	11.58	11.00
3000003	Public Employees Occupational Safety & Health(PEOSH)	5.06	5.06	5.07	5.07	5.03	5.00
3000004	Child Labor	1.03	1.03	1.04	1.04	1.03	-
3000005	Statistical Research	2.51	2.51	2.52	2.52	2.48	1.00
4000006	Employment Standards (Wage & Hour)	5.96	4.96	4.96	3.86	4.83	6.00
4000020	Legal	1.66	1.66	1.66	1.46	1.43	2.00
5000001	Alarm & Locksmith	3.64	3.60	3.70	3.65	3.54	5.00
5000002	Elevators	8.69	8.44	7.46	7.42	7.56	23.00
5000003	Amusement Rides	6.20	5.95	5.83	5.97	5.86	
5000004	Boilers, Pressure Vessels & Hot Water Heaters	13.77	11.52	11.47	11.07	11.11	
5000006	Alternative Fuels Act	3.60	3.39	3.26	2.72	2.71	4.00
5000007	Licensing	6.49	5.49	5.61	5.89	5.28	8.00
<b>Total</b>		<b>83.75</b>	<b>78.75</b>	<b>76.75</b>	<b>74.8</b>	<b>73.75</b>	<b>80.00</b>

Performance Measure Review					
	FY 2024	FY 2023	FY 2022	FY 2021	FY 2020
<b>Program: Protect health and safety of Oklahoma employees and employers</b>					
1. OSHA Consultations: Provide free, confidential OSHA consultation services to Oklahoma employers, completed within one hundred twenty (120) days of initiation, to help remove employees from potential workplace hazards, while meeting 100 % of federal grant objectives and ODOL goals.	100%	100%	100%	100%	100%
2. PEOSH Program and Statistical Research: Provide PEOSH program outreach and assistance to the Oklahoma Public Sector workforce through our voluntary Consultation Program. PSEC data collection and analysis provides the backbone of the PEOSH enforcement program. PSEC provides data on trends in the public sector workforce. The SOII/ CFOI collection of data regarding workplace injuries, illnesses and fatalities provides greater understanding of workplace dynamics and trends. The IR is the rate of which employees experience some form of Occupational Safety and Health injury, illness or fatality per 100 employees. Target- 3.31 IR in FY2029	3.75	3.85	3.82	3.84	3.86
<b>Program: Protect and promote the welfare of the wage earner</b>					
1. Employee Standards Division Wage and Hour Unit: Assist Oklahoma employees in receiving payment of properly earned and due wages and/or employment benefits. 2. Child Labor Division: Ensure Oklahoma minors are employed in a safe and healthful manner and properly compensated for their labors. Employee Standards Division and Child Labor Division will conduct wage and benefit and child labor investigations, issuing a final determination as quickly as possible, within legal constraints, without sacrificing the quality or thoroughness of the investigations. Determine whether a child labor citation, warning, or counseling is warranted as quickly as possible, within legal constraints, without sacrificing quality or thoroughness. Metric to measure goal progress: Employee Standards Division: Percentage of wage claims processed within 50 days. Child Labor Division: Percentage of investigations or compliance checks completed within 30 days.	92.0%	91.5%	91.0%	90.5%	90.0%
<b>Program: Provide timely and complete inspections.</b>					
Safety Standards Division: Perform timely and complete inspections on all applicable elevators and conveyances, all applicable boilers and pressure vessels according to all statutes/rules within 90 days of due date. Perform all amusement ride inspections according to statute/rule by responding to all requests for inspections within 72 hours. Perform inspections on all alternative fuel(s) fill stations annually and all pressure vessels every three years as required by national statutes, codes, and standards. Metric to measure goal progress: % compliance with the requirement.	96%	96%	96%	96%	96%
Asbestos Division: inspect yearly twenty two (22) schools for compliance with the EPA and TSCA Compliance Monitoring. Perform inspections per Oklahoma Accreditation Plans (OAP), which pertains to, and directs the actions of: worker(s), supervisor(s), management planner(s), management planner and project designer certification(s), training providers and instructor(s). Metric to measure goal progress: respond to the asbestos abatement inspection requests within 24 hours; % compliance with the requirement.	96.5%	96.0%	96.0%	96.0%	96.0%
<b>Program: Effective and efficient occupational licensure administration</b>					
Provide effective and efficient occupational licensure administration, improve licensure application processing efficiency. Close ninety-five percent (95%) of all licensure applications within five (5) days of initial receipt, and process ninety-five percent (95%) of invoice payments in accordance with rules and regulations and within three (3) days of receipt. Metric to measure goal progress: percentage of licensure applications completed within five (5) days of initial receipt.	95%	95%	94%	93%	92%
<b>Program: Technology Modernization Project</b>					
1. Implement the online licensure platform, new database, and data management policies. The Dept. of Labor is waiting for the OMES IS approval of the SOW submitted by Tyler Technologies to create the Tyler Tech State Regulatory Platform solution, which will provide a broad range of capabilities for inputting, processing, tracking, managing, and reporting on all types of records for licensing, permitting, and inspection services for the Dept. of Labor. Metric to measure goal progress: % of data and program information stored and obtained by new online licensure platform / database; % of agency divisions / departments equipped with modern hardware	0%	0%	0%	0%	0%
2. Modernize the computers and printers of all agency divisions. Equip the conference rooms to be used for free Alarm & Locksmith, Elevator, and Boiler Summits provided by the Safety Standards Division and for hearings and mediations by Wage and Hour/ Employment Standards Division.	90%	65%	50%	50%	50%

Revolving Funds (200 Series Funds)			
	FY'22-24 Avg. Revenues	FY'22-24 Avg. Expenditures	June '24 Balance
<b>ODOL Revolving Fund (200)</b>			
Fee for amusement ride, asbestos, elevators and boilers licensing and inspections	\$2,671,251	\$2,606,059	\$9,985,566
<b>ODOL Revolving Fund (220) (transferred to GRF )</b>			
Program Fines, Forfeits and Penalties	\$6,633	N/A, the balance is transferred to GRF	\$10,100
<b>Alternative Fuels Technician Certificate Revolving Fund (251)</b>			
Certificate fees for alternative fuels technician and installers	\$22,632	\$17,168	\$148,322
<b>Alternative Fuels Inspection Fees &amp; Fines Revolving Fund (252)</b>			
Fees for inspection of alternative fuel fill stations and related enforcement actions	\$60,703	\$23,362	\$390,490
<b>CNG Conversion Safety &amp; Regulation Fund (255)</b>			
Percentage of tax rebate for vehicle conversion to CNG	\$358,788	\$298,355	\$1,079,810
<b>Alarm &amp; Locksmith Industry Revolving Fund (280)</b>			
Fee from Alarm, Locksmith, & Fire sprinkler licenses	\$548,684	\$558,445	\$1,145,186

FY 2025 Current Employee Telework Summary						
List each agency physical location (not division), then report the number of employees associated with that location in the teleworking categories indicated. Use "No specified location" to account for remote employees not associated with a site. Use actual current employees (headcount), not budgeted or actual FTE.			Full-time and Part-time Employees (#)			
Agency Location / Address	City	County	Onsite (5 days onsite, rarely remote)	Hybrid (2-4 days onsite weekly)	Remote (1 day or less weekly onsite)	Total Employees
409 NE 28th St, 3rd Floor, Oklahoma City, OK 73105	Oklahoma City	Oklahoma	8	30.75	40	78.75
Note: 39 Safety Consultants and Inspectors, whose duties are normally mobile and statewide in nature, work in the office once a week - once a month, as necessary.						
<b>Total Agency Employees</b>						<b>78.75</b>