

Oklahoma Senate Committee on Appropriations

2015-16 Performance Report

MERIT PROTECTION COMMISSION

Agency Mission

The Merit Protection Commission is an independent Quasi-judicial agency established to protect the integrity of the state's merit system, utilized by state agencies, their employees, and citizen of Oklahoma. The rights and responsibilities of public officials, state employees, and applicants for the State of Oklahoma are protected through the Commission's investigative powers, dispute resolution systems, and administrative hearing process. The Commission was created in 1982 by the Oklahoma Personnel Act.

The Powers and duties of the Commission are set forth in Title 74:840-1.9 and are provided below:

- 1) Investigate allegations of abuse in the employment practices of the Administrator(s) of state agencies.
- 2) Investigate allegations of violations of the provisions of the Oklahoma Personnel Act within its jurisdiction.
- 3) Receive and act on complaints, counsel persons and groups on their rights and duties; and take action designed to obtain voluntary compliance with the provisions of the Oklahoma Personnel Act.
- 4) Establish and maintain a statewide Alternative Dispute Resolution program to provide dispute resolution services for state agencies and employees. Actions agreed upon through the Alternative Dispute Resolution program provided by the Commission shall be consistent with applicable laws.
- 5) Establish rules, pursuant to the Administrative Procedures Act, as may be necessary to perform the duties and functions of the Commission. That includes rules to monitor the state's agency grievance process, to ensure full compliance with the law.
- 6) In addition to its original functions, this agency provides training on the grievance process, the appeals process, and the steps of Progressive Discipline in state employment. Agency functions include a component designed to assist agencies in voluntarily complying with the Oklahoma Personnel Act.

Executive Director

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Governance:

The Director is appointed by the Commission. There are nine members of the Commission. The Speaker of the House appoints two members. The President Pro Tempore appoints two members. Five members of the Commission are appointed by the Governor. No more than four appointments of the Governor are from the same political party. Members of the Commission serve staggered terms.

Modernization:

The Merit Protection Commission continues to improve its Online Filing System designed to enhance the agency operation by increasing availability, reliability, transparency, and efficiency of our services and programs.

Core Mission:

To provide an efficient and effective employment dispute resolution system for all those who utilize our services.

Goals for the Upcoming Year:

The MPC will continue to ensure legal practices are followed in state government and promote effective human resource management. Update Title 455: Merit Protection Commission Chapter 10, Merit System of Personnel Administration Rules. The rules need updates to reflect our online filing system including the removal of certain language that references OPM 530 rules that have been changed to HCM, 260 rules etc., and any other changes that are necessary.

Savings and Efficiencies Achieved:

The MPC saves the state money through our ADR Program and by resolving conflicts at the lowest and least expensive, level possible.