

## Attachment – Pay Increases

Oklahoma Department of Wildlife Conservation (ODWC) budgets for 348 full-time unclassified positions. ODWC is a constitutional agency that is governed by an 8 member Commission that is appointed by the Governor. The agency does not receive any appropriations and all pay increases for ODWC employees are approved by the Wildlife Commission as set forth by the constitution. Therefore, when legislative pay increases are awarded they do not apply to ODWC employees.

In September 2012, the Wildlife Commission approved the Department contracted the Hay Group Compensation Consultants to evaluate all positions within the Department and to create a classification/compensation structure that was market based for Department employees. The last time that a complete classification evaluation of all positions was done was in 1995. The new market based compensation plan was implemented in July 1, 2013.

In FY17, the Commission awarded employees that were below 90% of the mid-point of the pay range a 4% market adjustment and employees 90% of the midpoint received a 2% market adjustment not to exceed the midpoint. All other employees did not receive a pay adjustment. This action was taken in accordance with the Constitution and Title 29. This action was submitted and approved through the Cabinet Secretary for approval as required by the Governor's Executive Order.