



OKLAHOMA
Office of Management
& Enterprise Services

AAA Memo: HCM 2024-04

Date: July 1, 2024

To: All appointing authorities.

From: Emily Roberson, Chief Human Resources Officer.

Re: State minimum wage increase.

Title 74, Section 840-2.16 requires the minimum wage for state employees, with certain exceptions (temporary and seasonal employees), be set at an annual salary equal to the amount established in the Federal Poverty Guidelines for a three-person household. This salary requirement is issued each year in the Federal Register by the United States Department of Health and Human Services. **The new amount is \$25,820 with an hourly rate of \$12.41.**

In accordance with the aforementioned minimum wage statute, we are required on July 1, 2024, to adjust the pay rates of all affected employees whose current rates fall below the new annual Federal Poverty Guidelines of \$25,820. We will raise the minimum rates of pay bands A-H of the State Employee Pay Structure, since those minimums are currently below the new Federal Poverty Guidelines.

Salaries of affected employees should be increased by the agency effective July 1, 2024.

For questions or additional information, please email your OMES HCM Classification and Compensation liaison at HCMClassComp@omes.ok.gov.