Lucinda Meltabarger
Administrator
Human Capital Management Division

Preston L. Doerflinger
Director and Secretary of Finance,
Administration and Information Technology

State of Oklahoma
Office of Management and Enterprise Services

HCM 13-11

DATE: September 12, 2013

TO: All Appointing Authorities

FROM: Lucinda Meltabarger, Administrator

SUBJECT: **Agency Director Salary Review**

Pursuant to 74 O.S., Section 3601.2, please be advised that the Office of Management and Enterprise Services Human Capital Management (HCM) Division recently concluded a comprehensive state agency director salary review.

HCM contracted with an independent vendor to examine salaries of all agency directors and compare those salaries to similar positions in the public and private sectors within Oklahoma and elsewhere. Through this review, the appropriate salary range was determined for each state agency; these results are attached in spreadsheet format for your information and review.

Please be aware that this data represents a resource; it is not a directive, nor does it recommend or require any action. 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.

If there are questions or if additional information is desired, please feel free to contact:

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Jake Smith (405) 521-6327 or jacob.smith@omes.ok.gov

Attachment

AGENCY DIRECTOR SALARY REVIEW
August 30, 2013

Agency	Minimum	Midpoint	Maximum
Grand River Dam Authority	$212,800	$266,000	$319,200
Board of Medicolegal Investigations	$204,941	$256,176	$307,411
Office of Management and Enterprise Services	$152,745	$190,931	$229,117
Department of Health	$136,000	$170,000	$204,000
Department of Human Services	$136,000	$170,000	$204,000
Pharmacy Board	$128,800	$161,000	$193,200
Department of Transportation	$124,902	$156,128	$187,354
Department of Corrections	$124,902	$156,128	$187,354
Department of Public Safety	$124,902	$156,128	$187,354
Health Care Authority	$115,546	$144,432	$173,318
Department of Mental Health and Substance Abuse Services	$115,546	$144,432	$173,318
Department of Veterans Affairs	$115,546	$144,432	$173,318
Oklahoma Tax Commission	$115,546	$144,432	$173,318
Accountancy Board	$113,520	$141,900	$170,280
Office of Juvenile Affairs	$107,517	$134,396	$161,275
Department of Environmental Quality	$101,206	$126,508	$151,810
Employment Security Commission	$101,206	$126,508	$151,810
Tourism and Recreation Department	$101,206	$126,508	$151,810
Department of Rehabilitation Services	$101,206	$126,508	$151,810
Career and Technology Education	$101,206	$126,508	$151,810
Secretary of State	$101,206	$126,508	$151,810
Department of Agriculture, Food and Forestry	$101,206	$126,508	$151,810
Securities Commission	$95,810	$119,762	$143,714
Banking Department	$95,810	$119,762	$143,714
Turnpike Authority	$95,810	$119,762	$143,714
Commissioners of the Land Office	$95,810	$119,762	$143,714
Wildlife Conservation Department	$95,810	$119,762	$143,714
Indigent Defense System	$95,810	$119,762	$143,714
Teachers' Retirement System	$95,810	$119,762	$143,714
Oklahoma Public Employees Retirement System	$95,810	$119,762	$143,714
CompSource Oklahoma	$95,810	$119,762	$143,714
Department of Commerce	$95,810	$119,762	$143,714
Corporation Commission	$95,810	$119,762	$143,714
Tobacco Settlement Endowment Trust	$95,810	$119,762	$143,714
Water Resources Board	$95,810	$119,762	$143,714
State Bureau of Investigation	$95,810	$119,762	$143,714
Educational Television Authority	$95,810	$119,762	$143,714
Dentistry Board	$87,212	$109,015	$130,818
Lottery Commission	$87,212	$109,015	$130,818
Ethics Commission	$87,212	$109,015	$130,818
District Attorneys Council	$87,212	$109,015	$130,818
Police Pension and Retirement System	$87,212	$109,015	$130,818
Firefighters Pension and Retirement System	$87,212	$109,015	$130,818
Industrial Finance Authority	$87,212	$109,015	$130,818
Election Board	$87,212	$109,015	$130,818

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Bureau of Narcotics and Dangerous Drugs Control	$87,212	$109,015	$130,818
Center for Advancement of Science and Technology	$87,212	$109,015	$130,818
J. D. McCarty Center	$87,212	$109,015	$130,818
Historical Society	$87,212	$109,015	$130,818
Department of Emergency Management	$87,212	$109,015	$130,818
Alcoholic Beverage Laws Enforcement Commission	$87,212	$109,015	$130,818
School of Science and Mathematics	$87,212	$109,015	$130,818
Council on Law Enforcement Education and Training	$87,212	$109,015	$130,818
Conservation Commission	$87,212	$109,015	$130,818
Pardon and Parole Board	$87,212	$109,015	$130,818
Professional Engineers and Land Surveyors Licensure Board	$86,059	$107,574	$129,089
Board of Nursing	$83,522	$104,403	$125,284
Board of Medical Licensure and Supervision	$75,988	$94,985	$113,982
Consumer Credit Department	$75,988	$94,985	$113,982
Real Estate Commission	$75,988	$94,985	$113,982
Law Enforcement Retirement System	$75,988	$94,985	$113,982
Horse Racing Commission	$75,988	$94,985	$113,982
Libraries Department	$75,988	$94,985	$113,982
State Fire Marshal	$75,988	$94,985	$113,982
Children and Youth Commission	$75,988	$94,985	$113,982
Teacher Preparation Commission	$75,988	$94,985	$113,982
Merit Protection Commission	$75,988	$94,985	$113,982
Arts Council	$75,988	$94,985	$113,982
Mines Department	$75,988	$94,985	$113,982
Aeronautics Commission	$75,988	$94,985	$113,982
Osteopathic Examiners Board	$65,938	$82,422	$98,906
Wheat Commission	$65,938	$82,422	$98,906
Used Motor Vehicle and Parts Commission	$65,938	$82,422	$98,906
Board of Licensed Architects, Landscape Architects, . . .	$65,938	$82,422	$98,906
Physician Manpower Training Commission	$65,938	$82,422	$98,906
Boll Weevil Eradication Organization	$65,938	$82,422	$98,906
Liquefied Petroleum Gas Board	$65,938	$82,422	$98,906
Office of Disability Concerns	$65,938	$82,422	$98,906
Construction Industries Board	$65,938	$82,422	$98,906
State Accrediting Agency	$58,308	$72,885	$87,462
Office of Educational Quality and Accountability	$58,308	$72,885	$87,462
Will Rogers Memorial Commission	$58,308	$72,885	$87,462
Motor Vehicle Commission	$58,308	$72,885	$87,462
Funeral Board	$58,308	$72,885	$87,462
Board of Examiners in Optometry	$58,308	$72,885	$87,462
Board of Examiners for Long-Term Care Administrators	$58,308	$72,885	$87,462
Licensed Social Workers Board	$58,308	$72,885	$87,462
Cosmetology Board	$58,308	$72,885	$87,462
Veterinary Medical Examiners Board	$58,308	$72,885	$87,462
Private Vocational Schools Board	$58,308	$72,885	$87,462
Chiropractic Examiners Board	$58,308	$72,885	$87,462
Psychologists Examiners Board	$58,308	$72,885	$87,462

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J. M. Davis Memorial Commission	$58,308	$72,885	$87,462
Uniform Building Code Commission	$58,308	$72,885	$87,462
Board of Tests for Alcohol and Drug Influence	$50,826	$63,532	$76,238
Peanut Commission	$50,826	$63,532	$76,238
Speech-Language Pathology and Audiology Board	$50,826	$63,532	$76,238
Oklahoma Scenic Rivers Commission	$50,826	$63,532	$76,238
Abstractors Board	$50,826	$63,532	$76,238