

Merit Protection Commission

Lead Administrator: Carol Shelley

Mission Statement: 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 and their employees. The Commission and the Office of Human Capital Management (a division of (OMES) act independently forming a checks and balances method of managing the merit system. The Commission was established in 1982 as a bi-partisan effort of the legislature. The agency receives and acts on complaints, counsels persons and groups on their rights and duties and obtains voluntary compliance with provisions of the Oklahoma Personnel Act when possible. We also investigate alleged violations of the OPA and Merit Rules, Whistleblower and discrimination claims. The Commission has five classified positions and two unclassified positions but are unable to fill all FTE, due to budget constraints. We are currently functioning with only 4 FTE's.

FY'15 Projected Division/Program Funding By Source

	Appropriations	Federal	Revolving	Local	Other*	Total
General Operations	\$441					
ISD Data Processing	\$22					
Total	\$463	\$0	\$0	\$0	\$0	\$463

*Source of "Other" and % of "Other" total for each.

FY'14 Carryover by Funding Source

	Appropriations	Federal	Revolving	Local	Other*	Total
FY'14 Carryover	\$199	\$0	\$0	\$0	\$0	\$199

*Source of "Other" and % of "Other" total for each.

What Changes did the Agency Make between FY'14 and FY'15

- 1.) Are there any services no longer provided because of budget cuts?
No, our services are provided at a slower response time. Our interagency administrative task are backlogged.
- 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?
Hearings and investigations are provided at a slower response time.
- 4.) Did the agency provide any pay raises that were not legislatively/statutorily required?
In FY14 Market Adjustment were given and approved effective July 1, 2013.

FY'16 Requested Division/Program Funding By Source

	Appropriations	Federal	Revolving	Other	Total	% Change
General Operations	\$441					
ISD Data Processing	\$22					
Request	\$161					
Total	\$624	\$0	\$0	\$0	\$0	

*Source of "Other" and % of "Other" total for each.

FY'16 Top Five Appropriation Funding Requests

	\$ Amount
Request: Two Additional FTE's salary plus insurance	\$161

Total Increase above FY-15 Request

161

How would the agency handle a 3% appropriation reduction in FY'16?

We are committed to our services to the State of Oklahoma.
We will utilize volunteers as well as temporary employees.

How would the agency handle a 5% appropriation reduction in FY'16?

We are committed to our services to the State of Oklahoma.
We will utilize volunteers as well as temporary employees.

Is the agency seeking any fee increases for FY'16?

	\$ Amount
Increase 1 No	\$0

Increase 2	\$0
Increase 3	\$0

What are the agency's top 2-3 capital or technology (one-time) requests, if applicable?

Federal Government Impact

1.) How much federal money received by the agency is tied to a mandate by the Federal Government?
None

2.) Are any of those funds inadequate to pay for the federal mandate?
None

3.) What would the consequences be of ending all of the federal funded programs for your agency?
None

4.) How will your agency be affected by federal budget cuts in the coming fiscal year?
We do not receive any federal money.

5.) Has the agency requested any additional federal earmarks or increases?
No

Division and Program Descriptions

Administration
Management, human resources, customer services, accounting, and information technology.

Hearings
Appeals of adverse actions and alleged violations of the Personnel Act and Merit Rules.

Investigations
Investigations of adverse actions and alleged violations of the Personnel Act and Merit Rules.

Alternative Dispute Resolution
Mediation and negotiation of appeals and disputes in state employment.

Grievance Management
Provide prompt and equitable resolution of disputes at the agency level.

FY'16 Budgeted FTE						
	Supervisors	Classified	Unclassified	\$0 - \$35 K	\$35 K - \$70 K	\$70 K - \$\$\$
General Operations						
Total	1	2	2	0	3	1

FTE History						
	2015 Budgeted	2014	2010	2009	2004	
General Operations	4	4	6	7	7	
Total	4	4	6	7	7	

Performance Measure Review						
		FY'13	FY'12	FY'11	FY'10	FY'09
Measure I	# Appeals Received	212	254	260		
	# Discharge	57	73	59		
	Demotion	5	6	7		
	Suspension	33	49	36		
	Alleged Violation	117	126	158		
	Average Days Resolved	130	134	54		
	# Appeals Settled	36	60	80		
Measure II	# of Investigations	117	126	221		
	ADR cases	86	127	155		
	ADR cases resolved	36	44	49		