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Organizational Evolution – Frequently Asked Questions

Why did OMES Information Services organize jobs into families and working titles?
The organizational structure outlined on Sept. 25, 2014, set the stage for more effective and efficient use of our resources in response to the specific needs of the agencies we serve. Once OMES IS completes the realignment process using this framework, we can analyze compensation levels and make meaningful comparisons to market statistics. Realigning job families will support compensation equity, career ladders, training programs, mentor programs and more.

Chief Information Officer Bo Reese previously sent an email discussing the restructuring of OMES IS into 11 service teams. View the email at http://content.govdelivery.com/accounts/OKOMES/bulletins/d18fd9.

How did OMES IS do this?
We began adding information technology staff from different agencies in 2012 and quickly discovered that each added agency performed IT tasks differently. OMES IS became a division of roughly 1,000 people and more than 400 working titles without a way to statistically compare such items as pay rates or qualifications.

We have partnered with OMES Human Capital Management to identify 13 statutorily defined job families. We then assigned existing unclassified positions to job families and one of the 11 service teams; and narrowed down the more than 400 working titles to less than 100.

Will jobs change?
Current job duties, reporting structures and locations will remain the same until employees are notified otherwise. Unique situations may arise. OMES IS will only make decisions already reviewed by appropriate stakeholders.

How will the status of classified employees be affected?
Classified employees will retain their status as part of the organization's evolution unless they are offered and accept an unclassified position. As IT positions are vacated and refilled, they will be posted with job titles that are consistent with OMES unclassified service as outlined in the Oklahoma Personnel Act. Employees should contact HCM with any questions regarding classified and unclassified positions.

Does the governor's executive order on the state hiring freeze affect the organizational evolution?
The governor's executive order regarding personnel restriction guidelines does not change the process that OMES IS was already following to request exceptions to the state hiring freeze. We will continue to follow standard procedures to request exceptions to the hiring freeze for new positions, position refills, salary increases, promotions, etc. The state's leadership understands the importance of this organizational evolution, and we do not anticipate any problems. You will find the All Appointing Authorities Memorandum at http://www.ok.gov/opm/documents/HCM15-02.pdf.

Are there going to be massive layoffs or pay cuts?
Layoffs and pay cuts are not part of the organizational evolution plans. However, the future is unpredictable, and we cannot guarantee there will not be future layoffs for State of Oklahoma agencies.

Is there a plan for moving existing employees into new open positions?
New positions will be posted. Employees must apply for open positions. Open OMES positions can be found at http://www.ok.gov/OSF/Careers/.

Is there a plan for notifying employees of the job family realignment?
Each employee will receive notification of their job title as it fits into the 13 established job families. Employees will attend a meeting with their identified service team. This does not mean anything will change in employees' day-to-day job roles at this time. As we go through the agency-by-agency and service-by-service unification processes, there will be another opportunity to review previous assignments and transition employees into new opportunities or new technologies as systems are consolidated.

Due to realignment, will everyone move to the Lincoln data center?
No. We will continue to rely on embedded staff to work hand-in-hand with the agency they serve.

If I move to another service area, what will happen to my workload at the agency I'm currently serving?
This depends on whether you are applying for a job or if you are being realigned due to the organizational evolution. If you are offered a position for which you have applied, there will be a transition period during which we must be careful to not put agency missions at risk. Your workload may temporarily increase to ensure the transition goes smoothly.

Employees who are realigned should not expect any initial changes when fit into common job families and working titles. Changes will start as we execute the agency-by-agency or service-by-service unification projects. Current job duties, reporting structures and physical locations will remain the same until employees are notified otherwise.

Will transition planning be part of the reorganization to help staff get from position A to position B?
Yes. The only way to do this level of transition planning is on an individual basis. It is important that we are meeting the needs of the agencies.

Is there a plan and timeline to establish clear areas of responsibility and oversight?
There is a high-level plan, and we are working through the details. It is not going to be all of the service teams at the same time, as some teams are moving faster than others, but there will be plans available in our upcoming communications.

What are we doing to recover the loss of institutional knowledge that occurs when valuable staff leaves?
We will get structures in place to make sure much of that knowledge is handed down, as well as to improve recruitment and retention. In turn, employees who fall in love with public service also need to be rewarded. This is one of the greatest reasons for realigning staff into job families and working titles.

When will we get a raise? Will we get merit raises or cost of living raises? What about longevity pay?
Once employees are categorized in comparable job families, then we can begin analyzing compensation levels against market data. Current employees are strongly encouraged to apply for any open position that interests them.

Cost of living increases are authorized by the Legislature. Longevity pay decisions are made at the State Capitol, and we have not heard anything about the program changing.

Is there a plan to make applications-staff job duties into a service rate?
We are having these conversations with the applications team. We must get to a service-rate model for all of our agencies. Each of the 11 service teams will have a recovery model. For applications staff, some positions will be recovered through hourly charges for projects. Some positions will be covered through maintenance costs for specific applications.

How is in-agency staff going to get training and stay current with their jobs?
The rate model frees us to fund more professional development, career paths and training for staff. Once we move to a service-rate model this will gradually improve.