

1 STATE OF OKLAHOMA

2 1st Session of the 60th Legislature (2025)

3 SENATE BILL 724

By: Frix

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5  
6 AS INTRODUCED

7 An Act relating to labor; creating the Expanding  
8 Public Sector Career Opportunities Act; providing  
9 short title; defining terms; prohibiting public  
10 employers from rejecting certain applicants;  
11 requiring public employers to establish certain  
12 requirements; exempting educational requirements;  
13 establishing experience maximums for certain degrees;  
14 exempting provisions of this act for certain  
15 appointments and employees; allowing for certain  
16 notice and appeals during hiring process; authorizing  
17 the Office of Management and Enterprise Services to  
18 manage appeal process; providing for promulgation of  
19 rules; providing for codification; and providing an  
20 effective date.

21 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

22 SECTION 1. NEW LAW A new section of law to be codified  
23 in the Oklahoma Statutes as Section 910 of Title 40, unless there is  
24 created a duplication in numbering, reads as follows:

25 This act shall be known and may be cited as the "Expanding  
26 Public Sector Career Opportunities Act".

27 SECTION 2. NEW LAW A new section of law to be codified  
28 in the Oklahoma Statutes as Section 910.1 of Title 40, unless there  
29 is created a duplication in numbering, reads as follows:

1 A. As used in this act:

2 1. "Applicant" means any individual seeking gainful employment  
3 from a public employer;

4 2. "Baseline requirement" means the minimum skills, prior  
5 training, or prior experience necessary to perform the primary  
6 duties of a position;

7 3. "Postsecondary degree" means an associate's, bachelor's, or  
8 postgraduate degree from an accredited institution;

9 4. "Direct experience" means any verifiable, previous work  
10 experience during which:

11 a. the applicant's primary duties were consistent with  
12 the primary duties of the position currently sought,  
13 or

14 b. the skills necessary to perform the applicant's  
15 primary duties are transferable to the position  
16 currently sought;

17 5. "Hiring consideration" means:

18 a. a decision to move an applicant to a subsequent round  
19 in the hiring process,

20 b. a decision to include the applicant on a list of  
21 applicants for consideration by another member of the  
22 employer's team,

23 c. a decision to offer an applicant an interview,  
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- d. a decision to promote, retain, increase compensation, or provide some other benefit to a current employee of a public employer,
- e. an interview held in good faith between the employer and the applicant, or
- f. a final offer of employment; and

6. "Public employer" means any public municipal, county, or state agency, or division.

B. 1. For all hiring considerations, public employers may not reject an applicant solely on the basis of the applicant lacking a postsecondary degree.

2. Public employers shall determine baseline requirements for applicants for each job posting. Public employers may include:

- a. prior direct experience as a baseline requirement, or
- b. particular certificates and courses as a baseline requirement; provided, that a postsecondary degree shall not be included as a baseline requirement.

3. For hiring considerations, public employers shall follow the baseline requirements.

C. Public employers are only permitted to require a minimum educational attainment for a position if the public employer demonstrates that such educational attainment is necessary for the position based on specified skills required for the position that can only be obtained through a certain degree.

1 D. 1. As a prerequisite to being exempt under this section,  
2 public employers shall dedicate a portion of the job posting to  
3 substantiating the necessity of a specific postsecondary degree, on  
4 the basis that:

- 5 a. the postsecondary degree is the only possible measure  
6 to determine if an applicant possesses specific  
7 skills, or
- 8 b. the position requires advanced accreditation or  
9 licensure that is only available to holders of a  
10 specific postsecondary degree.

11 2. Public employers shall include in their job postings any  
12 tests, training, apprenticeship, or other forms of assessment that  
13 may validate the competencies of a candidate for a position.

14 3. Public employers substituting experience for a postsecondary  
15 degree may not exceed:

- 16 a. two (2) years of direct experience for an associate's  
17 degree,
- 18 b. four (4) years of direct experience for a bachelor's  
19 degree,
- 20 c. six (6) years of direct experience for a master's  
21 degree,
- 22 d. seven (7) years of direct experience for a  
23 professional degree, or  
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1 e. nine (9) years of direct experience for a doctoral  
2 degree.

3 E. Nothing in this act shall apply to appointments pursuant to  
4 Section 10 of Title 51 of the Oklahoma Statutes.

5 F. A solicitation of a public employer for any good or service  
6 may not set forth any minimum experience or educational requirement  
7 for proposed contractor personnel in order for a bidder to be  
8 eligible for award of a contract unless the contracting officer  
9 includes in the solicitation a written justification that explains  
10 why the needs of the executive agency cannot be met without any such  
11 requirement and clarifies how the requirement ensures the needs are  
12 met.

13 G. 1. Public employers shall provide written notice to each  
14 applicant eliminated from hiring consideration that identifies the  
15 reason the applicant did not meet the baseline requirements for the  
16 job posting.

17 2. Applicants eliminated from hiring consideration who  
18 reasonably believe the decision was based on the applicant's lack of  
19 a postsecondary degree may appeal this decision to the Office of  
20 Management and Enterprise Services.

21 3. Any person may report open positions with public employers  
22 in this state that require a postsecondary degree and fail to  
23 include an explanation required in this act.

1 4. If the appeal or report is substantial, the Office of  
2 Management and Enterprise Services may require the public employer  
3 to reopen the hiring process, require the public employer to modify  
4 the job posting, and take other actions as necessary to comply with  
5 this act.

6 H. The Office of Management and Enterprise Services shall  
7 promulgate the rules necessary for the implementation of this act.

8 SECTION 3. This act shall become effective November 1, 2025.

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