



J. Kevin Stitt
Office of the Governor
State of Oklahoma

FILED
December 18, 2024
Secretary of State
State of Oklahoma

EXECUTIVE DEPARTMENT
EXECUTIVE ORDER 2024-29

WHEREAS, in March 2020, the COVID-19 pandemic brought the world to a standstill, affecting every facet of everyday life in the State of Oklahoma; and

WHEREAS, my administration took swift action to protect the lives and health of all Oklahomans, by allowing state agencies to function to the best of their ability amidst the ongoing pandemic; and

WHEREAS, when the pandemic was at its height, it was appropriate for state agencies to allow state employees to work remotely in order to protect themselves and their families from COVID-19; and

WHEREAS, as the Public Health Emergency for COVID-19 ended on May 11, 2023, the conditions necessary for non-traditional work environments have been alleviated; and

WHEREAS, dedication of efficient government requires all agencies be accountable to taxpayers by ensuring state employees are operating at the best of their abilities while being compensated by taxpayer dollars.

NOW THEREFORE, I, J. Kevin Stitt, Governor of the State of Oklahoma, pursuant to the power and authority vested in me by Sections 1 and 2 of Article VI of the Oklahoma Constitution, and to the fullest extent permitted by law, hereby order as follows:

1. State agencies shall require all full-time employees to perform their work in the office, facility, or field location assigned by their agency, and not from a remote location by February 1, 2025.
2. Agency executives may grant limited exceptions to the schedule and location requirements for the following reasons:
 - a. Agency employees whose work hours are outside normal business hours (e.g., evenings, weekends, or holidays);
 - b. Agency employees for whom no reasonable in-office employment is possible, or
 - c. An agency is at full office capacity and new or additional office space would have to be acquired at additional cost.

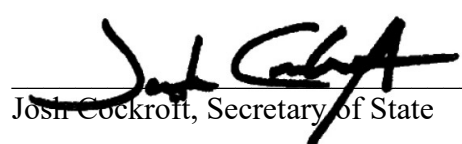
3. Any exception to subparagraph 2 of this Executive Order shall be certified by the respective agency executive.
4. An agency utilizing the exception in subparagraph c of paragraph 2 of this section shall provide to the Executive Director of the Office of Management and Enterprise Services (“OMES”) the number of employees and the job description for each employee, as well as the anticipated return to office date.
5. Beginning March 31, 2025, each agency executive shall provide a quarterly report to the Executive Director of OMES regarding the composition of their workforce employed remotely or on a hybrid basis. The report shall include a list of exceptions approved by the agency director under subparagraph 2 of this Executive Order, and a brief explanation as to why the exception is applicable.
6. Nothing in this Executive Order shall be construed to impair or otherwise affect the authority granted to an agency by the Oklahoma Constitution, the Oklahoma Statutes, or the Oklahoma Administrative Code. Further, this Executive Order does not create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the State, its Agencies or agents, or any other person.
7. If any provision of this Executive Order, or the application of any provision to any person or circumstance, is held to be invalid, the remainder of this Executive Order and the applicability of its other provisions to any other persons or circumstances shall not be affected thereby.
8. This Executive Order shall be distributed to the Executive Director of OMES, all cabinet secretaries, and all agency executives.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Oklahoma to be affixed at Oklahoma City, Oklahoma, this 18th day of December, 2024.

BY THE GOVERNOR OF THE STATE OF OKLAHOMA



ATTEST:


Josh Cockroft, Secretary of State

