



J. Kevin Stitt  
Office of the Governor  
State of Oklahoma

**FILED**  
April 9, 2025  
Secretary of State  
State of Oklahoma

**EXECUTIVE DEPARTMENT  
EXECUTIVE ORDER 2025-09**

WHEREAS, I issued Executive Order 2024-29 requiring all full-time state employees to honor their responsibilities to Oklahoma taxpayers by returning to the office; and

WHEREAS, returning to full-time, in-office work restores accountability with Oklahoma taxpayers; and

WHEREAS, all state agencies owe a duty to the taxpayers to operate as fiscally responsible as possible while maintaining core services; and

WHEREAS, any agency converting existing full-time equivalent ("FTE") positions into outside contractor positions or otherwise reducing FTE counts through outside contractors in a manner that results in a greater cost to the state than if the positions remained regular FTE's, is impeding the return-to-work requirement of Executive Order 2024-29 and is frustrating the objectives of my administration; and

WHEREAS, Oklahomans have a right to know that all state agencies are complying with the directives of the Executive Branch.

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. All state agencies<sup>1</sup> shall, no later than Tuesday, April 15<sup>th</sup>, 2025, submit a report to the Director of the Office of Management and Enterprise Services providing the following information:
  - a. The number of FTE positions and vacancies in the state agency as of December 17, 2024;
  - b. The number of FTE positions and vacancies in the state agency as of the date of this Executive Order;
  - c. A complete itemized list of all instances where agency FTE count has been reduced or where the agency has left a position vacant due to the use of independent contractors or other outside contracts within the preceding twelve (12) months;

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<sup>1</sup> In this Executive Order, "state agency" means, as it does in 61 O.S. § 327(A), "any department, board, commission, institution, or agency or entity of state government."

- d. The total compensation, inclusive of benefits, for each FTE position eliminated due to or replaced by independent contractors or other outside contracts;
  - e. The total cost of each contract, inclusive of benefits if applicable, that enabled the reduction in total state agency FTE positions or allowed the positions to remain vacant;
  - f. A financial analysis of whether the change in total costs to the agency resulting from the use of independent contractors or other outside contracts has resulted in net savings, or net cost, to the taxpayers of the State of Oklahoma. This analysis shall be limited to quantifiable financial expenditures and shall not be inclusive of any subjective metrics or evaluations of the agency; and
  - g. Any other information that will assist in the evaluation of whether the agency has experienced net savings or costs as a result of its reduction of FTE positions and/or use of independent contractors.
2. 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.
3. 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.
4. This Executive Order shall be distributed to the Speaker of the House of Representatives, and the President pro Tempore of the Senate, the Director of OMES, all cabinet secretaries, and all agency heads.

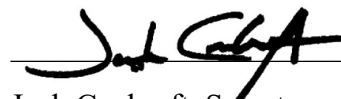
IN WITNESS WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Oklahoma to be affixed at Oklahoma City, Oklahoma, this 9th day of April 2025.

**BY THE GOVERNOR OF THE STATE OF OKLAHOMA**



ATTEST:





Josh Cockroft, Secretary of State