

Teammates,

The State of Nebraska wrapped up the fiscal year in June and rolled right into the new year on July 1st. While the teams involved and the roles they played haven’t changed much [since last year](#), the people involved have still put in a tremendous amount of work and effort to make sure that state operations have a smooth transition overnight. Governor Ricketts’ mission for the State is to create opportunity through more effective, more efficient, and customer-focused state government. I can’t think of a better example of our teammates succeeding in this mission than with another successful end of fiscal year transition.

To mark the culmination of the efforts of our teammates, I’d like to highlight the following teams:

State Accounting:

The [State Accounting](#) team led an organized fiscal year-end effort, particularly the **E1 Information Technology and Financial Systems and Reporting** teams. The Accounting team completed 48 task items in preparation for the year-end close, the first of which was executed in late May. The **Financial Systems and Reporting** team reached out to state agencies and assisted in cleaning up year-end procurement and capital asset issues. The last of the fiscal year 2022 transactions were processed by 3:00 PM on June 30th and teams kicked off a sequence of year-end close procedures. **Budget Division** prepared appropriation and allotment batches which were in the queue to post on July 1st to ensure agencies had spending authority for the new year. The last of the 48 tasks were completed at 3:00 AM, ending in a smooth transition for users logging in on the morning of July 1st.

Operations Analysis:

The Operations Analysis team played the same important roles as last year, proving the soundness of the operating checklist that has been implemented over the last few years. Working closely with State Accounting, Materiel, and State Personnel, Operations helped State Accounting close the books on the fiscal year. **The Financial Capital** team took the overall lead in planning the sequence of events that both State Accounting and Operations do overnight to close out the fiscal year and ensure everything is in place and ready to go when state teammates reported for work the next morning. **The Human Capital Management** team worked closely with State Personnel and the DAS HR team to ensure that pay rates, benefits from open enrollment, and a variety of other critical pieces were updated in preparation for conducting business in the new fiscal year. The **Supply Chain Management** team worked closely with Materiel to ensure that all purchase orders were either properly closed out or properly carried over to continue into the new fiscal year. Finally, the **Technical** team supported all of these efforts by making sure all of our systems were up to the tasks that were required for the fiscal year transition.

State Personnel:

The subdivisions within the [State Personnel team](#) worked collaboratively to make sure a wide range of critical end-of-fiscal-year objectives and projects were met by July 1st. **The HR Information System Support** team updated job profiles and helped process pay increases in Workday because of the Labor Agreements and Pay for Performance standards while assisting customer agencies with their end-of-year needs. **The Employee Relations** team coordinated and facilitated the July 1st pay increases due to the implementation of the new labor contracts and other annual increases. They also compiled a new pay plan reflective of the classification consolidations, contract negotiations, and other pay line adjustments. **The Compensation and Classification** team completed and implemented the new job specifications relating to classification series consolidations while assisting agencies through this process. They also compiled new pay plans and pay calculators in collaboration with the Employee Relations team and assisted the Talent Acquisition team in identifying job postings needing to be updated to new consolidated classifications before July 1st. **The Talent Acquisition** team uploaded any newly consolidated classification position information into the Applicant Tracking System (NEOGov) while assisting agencies, in collaboration with the Compensation and Classification team, on job postings impacted by the project. They also worked with agencies to inform and

process pay line increases for impacted temporary teammates. **The Training and Development** team renewed customers' LinkedIn Learning subscriptions, including expanding the number of agencies that are subscribers to 39 so that over 80% of the state workforce has unlimited access to LinkedIn Learning.

Human Resources:

The [DAS HR team](#) has been working hand in hand with our State Personnel team on the continued classification consolidation of positions negotiated through the Nebraska Association of Public Employees (NAPE) contract as well as implementing Pay for Performance increases. Both efforts needed to be implemented by July 1st.

While the process for finishing our fiscal year hasn't changed much since last year, it shows the continuous gold standard we set for ourselves and our DAS teammates in divisions throughout the Department who've worked collaboratively to set the State of Nebraska up for continued success in the new fiscal year. Thank you to all our teammates who put in the extra hours of hard work to ensure we had another successful end of the fiscal year. Your efforts do not go unnoticed!

Regards,

Jason Jackson

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