

Teammates,

Our State Bargaining Team, housed within DAS' State Personnel Division, has been working hard the past several months negotiating new labor contracts with the four labor unions that represent our state teammates. The State Bargaining Team put in long hours and a lot of hard work in their collaboration with the Governor's Office and the various labor unions to reach agreements on contracts that help support our teammates and the great work they do each and every day. Last week, Governor Pillen signed all of the new labor agreements which will take effect this upcoming fiscal year.

Below are some highlights on the various agreements:

- [Nebraska Association of Public Employees \(NAPE\) Contract:](#) NAPE represents over 8,000 state teammates in various positions throughout state government. This agreement includes a market adjustment of 5% in 2023, with performance-based step opportunities, as well as enhanced market adjustments of between 10-20% for targeted classifications in critical, hard-to-fill positions.
- [Fraternal Order of Police \(FOP\) Contract:](#) FOP represents teammates within protective services classification, including corrections officers with Correctional Services and safety and security specialists with Health and Human Services. This agreement includes 3% market adjustment compensation increases for FOP teammates in each of the next two years, as well as performance-based compensation increases for Security Communications Specialists, Security Guards, and Military Security Officers.
- [State Law Enforcement Bargaining Council \(SLEBC\) Contract:](#) SLEBC represents our State Troopers with the Nebraska State Patrol. This

agreement includes the largest pay increase for troopers in 20 years and a new hiring rate of \$30 an hour, a \$5.43 increase from the current rate.

- State Code Agencies Teachers Association (SCATA) Contract: SCATA represents teammates in educational positions in agencies throughout state government. This agreement includes a 4% increase to salary bases in 2023 and 2024.

Governor Pillen and his administration made it a priority from day one to come to mutually beneficial agreements with the labor unions to help support our teammates and the work they do for the people of Nebraska. These new contracts will not only provide increased wages for our teammates, but also help recruit and retain top talent to state government, while providing other benefits and incentives, making Nebraska state government an even better place to work.

Thank you again to our State Bargaining Team for their hard work on these exciting labor contract agreements!

Regards,

**Jason Jackson**