

Teammates,

Each year, our [Employee Relations team](#) within our State Personnel Division produce the [State of Nebraska Personnel Almanac](#). The Almanac is a comprehensive report providing statistical information on state teammate metrics and is produced to be a resource for state government leaders and teammates to create informed business strategies and make operational decisions.

This is a major component of State Personnel’s strategy to deliver effective, efficient, and customer-focused support and services for human resources operations. Some of the new and more noteworthy aspects of this year’s Almanac include:

- The expenditures for Teammate Recognition and Awards rose dramatically from previous years which emphasizes the actions the State has taken on those and the importance of recognizing our teammates for their hard work and dedication to public service.
- Despite the difficulties that the COVID-19 pandemic presented, the average number of sick days utilized by agencies decreased and vacation metrics stayed relatively static. This appears to be due to the actions of the State to supplement those from the federal government in relation to COVID-19 related leave. These steps helped ensure that teammates did not have to dig as much into their personal leave in 2020.

The Almanac also recognizes the significant contributions of the State Personnel team in response to the pandemic, including:

- Implementing and communicating pandemic related policies and guidelines such as those for COVID-19 related leave and teammates utilizing a flexible work style.
- Training and Development converting many in-person training programs and classes, including the Leadership Certificate Program and Emergenetics, to online while facilitating a record usage of LinkedIn Learning, with just under 18,000 courses accessed.
- Talent Acquisition increasing the SOS Temporary Program usage by 16%, largely related to COVID-19 hiring efforts, while reducing the program's administrative fee by .25%.

Thank you to our Employee Relations team on the great work on this year's Almanac, especially with the various difficulties the pandemic presented. Teammates can find the full 2021 State of [Nebraska Personnel Almanac here](#).

Regards,

Jason Jackson

Director, Department of Administrative Services