

Dear Colleagues,

I am pleased to announce the publication of the [2024 State of Nebraska Personnel Almanac](#). The State Personnel Division releases The Personnel Almanac every year as a comprehensive report providing statistical information on human capital metrics. The Division compiles the data presented using annual human resources and budgetary data which they aggregate and format into the reports and graphs enclosed. The purpose of the report is to aid policy makers, agency leaders, and human resources professionals in formulating data-informed business strategies and operational decisions.

The State Personnel Division produces this report as part of its strategy to deliver effective, efficient, customer-focused support and consultative services in all aspects of human resources operations including:

- Talent Acquisition and Retention
- Teammate Rewards, Recognition, and Engagement
- Performance Management
- Learning and Development
- Employee Relations and Collective Bargaining

Over the past year, the State Personnel Division built on its history of quality human resources support with an emphasis on the customer. This year's Personnel Almanac demonstrates several noteworthy items including:

- In addition to wages, teammates receive substantial benefits. For a public servant making an average salary of \$62,188, they receive an additional 37% of value from benefits for a total compensation of \$99,024.
- There was a 56% increase in tuition assistance for teammates (p. 118), which shows the significant investment we are making in our people.
- Total turnover decreased by 14% from last year for classified agencies (p. 142).

These are just a few examples of the fantastic work of the State Personnel team to support our public servants and agencies throughout State government. These accomplishments reflect our continued commitment to delivering on Governor Pillen's expectations of effective, efficient, and customer-focused State government for all Nebraskans.

Regards,

Jason Jackson

Director, Nebraska Department of Administrative Services