Teammates,

Year after year, the State of Nebraska adapts to meet the needs of our workforce and to recruit top talent to join our team within state government. In an effort to aid policy makers, agency leaders, and human resources professionals in their decision making, the Employee Relations team of the State Personnel Division within DAS publishes the State of Nebraska Personnel Almanac, which by tracking metrics and data throughout our workforce, enables leaders and policy makers to make operational decisions and shape informed business strategies.

The almanac is a perfect example of a tool to help deliver effective, efficient, and customer-focused support and services for human resources operations within the State of Nebraska. Here are some of the highlights from this year's almanac:

- The turnover rate among state teammates decreased for professional staff from 14.9% to 9.7%
- Healthcare premiums for state teammates were kept flat for the first time since 2015
- Minority participation in the state workforce has increased over 71% since 2012

The State Personnel team handles and operates support and consultative services in all aspects of human resources operations including:

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

These highlights are the tip of the iceberg for all of the great work our State Personnel team has done to ensure we have the best team at the State, working

to serve the people of Nebraska. All of these accomplishments and the work the State Personnel team does reflects our mission to deliver an effective, efficient, and customer-focused experience for our customers and for the State of Nebraska.

Thank you to our Employee Relations team for the great work on compiling [this year's Personnel Almanac](#)! This year's almanac, as well as past almanacs, can be [found here](#).

Regards,

Jason Jackson
Director, Department of Administrative Services