

Colleagues,

After a several month hiatus we are resuming our From the Director's Desk communications. My hope is that this provides a meaningful way we can all stay up to date on what is happening around the agency on other teams. This week I want to highlight the State Personnel team.

Every year, the State Personnel Division releases The Personnel Almanac as a comprehensive report providing statistical information on human capital metrics. The data presented is compiled using annual human resource and budgetary data which is then aggregated and formatted into the reports and graphs enclosed. The purpose of the report is to aid policy makers, agency leaders, and human resources professionals in the formulation of 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 a focus on public safety hiring, supporting our veterans, and innovation in our wellness and benefits plans.

Specific achievements included:

- Increased our corrections officer ranks by over 300 officers while reducing the turnover rate among prison staff to its lowest in nearly a decade.
- Improved our military leave benefit, and continued support for our veterans hiring preference, military spouse hiring preference, and our military second service recognition program.
- Added value in our wellness plans with innovative new offerings including a \$500 HSA credit and a \$250 fitness reimbursement opportunity.
- Continued leadership in minority workforce participation, with a 14% increase over last year. Minority participation in our State workforce is the highest on record.

These are just a few examples of the wonderful 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, Department of Administrative Services