



Teammates,

With record low unemployment in Nebraska, we understand that our talented team in state government and their skills are in high-demand in this tight labor market. We greatly appreciate the incredible work of all of our teammates, especially during the last year and a half that we've been responding to the challenges of the pandemic. Which is why the State of Nebraska has been working on a number of ways to recognize our teammates' dedication to service while working to retain and recruit to our team at the State.

In October, we [announced that the State](#) had reached an [agreement with the Nebraska Association of Public Employees \(NAPE\)](#) regarding compensation for teammates working in healthcare and related classifications at the State's 24/7 facilities. Then, in November, we also announced a new and [historic compensation agreement](#) between the State and the Fraternal Order of Police (FOP) which is the labor union representing corrections officers and security

specialists with the Departments of Correctional Services and Health and Human Services. The agreement with the FOP was [finalized last week](#) as both sides signed the updated paperwork necessary to make it a reality.

The NAPE agreement represents the largest mid-biennium contract agreement in Nebraska state government history. In total, over 450 classifications totaling over 7,500 teammates will earn an additional \$47 million in new compensation. This includes increases for teammates at 24/7 facilities starting this past November, and then 2% pay line adjustments for all other NAPE covered teammates in July of 2022, in addition to pay for performance increases.

The FOP agreement includes base wage increases of \$5 per hour for NDCS and DHHS teammates as well as \$4 per hour for Military/Security teammates. It also includes 2x overtime pay for the duration of the contract. In total, 11 classifications totaling over 1,300 teammates will earn an estimated additional \$21 million in new compensation.

You can find more details of these agreements in the [Governor's news releases](#) and on the [Employee Relations](#) pages of the DAS website. I'd like to thank the great work of our State bargaining team and for the constructive partnership with both NAPE and the FOP to get these deals done for our teammates.

On top of these compensation agreements, the State announced a couple other ways we are recognizing our teammates' service. In November, Governor Ricketts announced that the State is providing a one-time Premium Holiday on teammates' medical benefits, which means that no teammate healthcare insurance deduction will occur for any payrolls in the month of December, 2021. Additionally, we've also been able to ensure there won't be any increase to our healthcare premium costs for next year.

We truly value the incredible team we have here at the State of Nebraska and these previously mentioned efforts ensure that we are recognizing our teammates' dedication to serving the people of our great State.

I want to thank Kevin Workman, Sean Davis, and the entire Employee Relations team for the work they have done on our recent union negotiations. I also want

to thank our Payroll teams, who have gone above and beyond to operationalize these changes and make sure everyone is paid correctly.

Regards,

Jason Jackson

Director, Department of Administrative Services