

LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT is made and entered into between the Nebraska Association of Public Employees, Local #61 of the American Federation of State, County, and Municipal Employees (NAPE) and the State of Nebraska (State) to clarify provisions to the 2017-2019 and the 2019-2021 Labor Contracts (Labor Contract) between the parties to amend the hiring and maximum rates of certain classifications listed in Section 11.12 and Appendix "A" of the Contract and to adjust the current salaries of some of the incumbents covered by those classifications. The amended Section 11.12 is attached. A copy of the Nurse Matrix is also attached.

As a result of the State Personnel Classification and Compensation's nurse consolidation project:

The pay line for the Licensed Practical Nurse shall be amended to a minimum hourly rate of \$18.00 per hour and a maximum rate of \$33.210 per hour.

The classification Behavioral Health Registered Nurse will be eliminated and the incumbents in those positions will be placed in the classification of Registered Nurse. The pay line for Registered Nurse shall be amended to a minimum hourly rate of \$25.012 an hour and a maximum rate of \$45.684 per hour.

The classification Training Coordinator/RN shall be eliminated and the incumbents in those positions shall be placed in the classification of Clinical Nurse Trainer which shall have a minimum hourly rate of \$26.577 an hour and a maximum rate of \$39.866 an hour.

The pay line for the Administrative Nurse shall be amended to a minimum hourly rate of \$26.577 and a maximum hourly rate of \$39.866.

Employees in nursing classifications listed above shall remain on the same numbered step on the nurse matrix they are assigned to. The steps shall be adjusted where pay lines have changed.

The parties further agree that the pay line for the Physical Therapist II be amended so that the minimum hourly rate is now \$25.427 an hour and the maximum is \$40.287 an hour. No adjustments shall be made to the salaries of incumbents.

The pay line for the classification Insurance Fraud Investigator shall be amended to have a minimum hourly rate of \$22.907 an hour and a maximum rate of \$34.595 an hour. The incumbents at the current minimum rate shall be moved to the new minimum rate. No adjustment shall be made to the salary of the employee currently paid in the range.

The consolidation of the nurse classifications, the change to nurse pay lines, and the adjustment of the wages of current employees, if any, in nurse classifications shall occur on June 24, 2019. The change in pay lines for the Physical Therapist II and the Insurance Fraud Investigator shall be effective upon the beginning of the first pay period following the signing of this letter of agreement.



Justin Hubly, Executive Director
NAPE

06/14/19

Date



William J. Wood, Chief Negotiator
Administrative Services, Employee Relations
State of Nebraska

6/18/19

Date

11.12 **Nurse Compensation.** Pay will be increased for nursing personnel on the employee's service anniversary date, in the classifications identified below by 2.5% for each year of nursing experience in the public sector or private sector up to a maximum of 10 years. Each employee's experience will be identified and the percentage increase will be calculated. The starting point for determining placement into the salary range is noted

below next to the classification listed. New hires will be placed on the respective salary schedule according to the percentage calculated based on their experience starting with the hiring rate identified below. The maximums for each classification shall be those listed in the Pay Plans in Appendix A.

<u>Classifications Affected:</u>	<u>Salary 7-1-19</u>	<u>Salary 7-1-20</u>
LPN –	\$18.000	\$18.000
Registered Nurse –	\$25.012	\$25.012
Clinical Nurse Trainer –	\$26.577	\$26.577
Administrative Nurse –	\$26.577	\$26.577
Community Health Nurse/Senior –	\$22.842	\$22.842
Nursing Services Surveyor Consultant –	\$23.203	\$23.203
DHHS Nurse Consultant –	\$26.316	\$26.316
DHHS Program Specialist/RN –	\$26.362	\$26.362
DHHS Medicaid Nurse Consultant –	\$26.362	\$26.362
Health Program Manager (RN's only) - Professional & Occupational Licensing	\$24.446	\$24.446
Investigator, RN's only -	\$24.669	\$24.669
DHHS Payments Reviewer (LPN's only)	\$14.900	\$14.900

The initial hiring rates for these classifications will be the hourly amount noted above by each respective job title. The salary schedule for the LPN and Registered Nurse classifications reflects an 85.4% range from the minimum to the maximum. The above rates shall be considered in-grade hiring rates for all of the classifications listed except the LPN and the Registered Nurse, which have been placed on new pay ranges.

Salary Matrix - Effective 6/24/2019

Classification	Class Code	Base Rate 06/24/19	1	2	3	4	5	6	7	8	9	10+
DHHS Program Specialist/RN	H73320	\$26,362	\$27,021	\$27,680	\$28,339	\$28,998	\$29,657	\$30,316	\$30,975	\$31,634	\$32,293	\$32,953
DHHS Medicaid Nurse Consultant	H73580	\$26,362	\$27,021	\$27,680	\$28,339	\$28,998	\$29,657	\$30,316	\$30,975	\$31,634	\$32,293	\$32,953
Health Program Manager /RN	H74230	\$24,446	\$25,057	\$25,668	\$26,279	\$26,891	\$27,502	\$28,113	\$28,724	\$29,335	\$29,946	\$30,558
DHHS Nurse Consultant	H74650	\$26,316	\$26,974	\$27,632	\$28,290	\$28,948	\$29,606	\$30,263	\$30,921	\$31,579	\$32,237	\$32,895
Registered Nurse	H75014	\$25,012	\$25,637	\$26,263	\$26,888	\$27,513	\$28,139	\$28,764	\$29,389	\$30,014	\$30,640	\$31,265
Administrative Nurse	H75015	\$26,577	\$27,241	\$27,906	\$28,570	\$29,235	\$29,899	\$30,564	\$31,228	\$31,892	\$32,557	\$33,221
Community Health Nurse Senior	H75513	\$22,842	\$23,413	\$23,984	\$24,555	\$25,126	\$25,697	\$26,268	\$26,839	\$27,410	\$27,981	\$28,553
LPN	H75013	\$18,000	\$18,450	\$18,900	\$19,350	\$19,800	\$20,250	\$20,700	\$21,150	\$21,600	\$22,050	\$22,500
DHHS Payments Reviewer (LPNs only)	S19810	\$14,900	\$15,273	\$15,645	\$16,018	\$16,390	\$16,763	\$17,135	\$17,508	\$17,880	\$18,253	\$18,625
Nursing Services Surveyor Consultant	X62580	\$23,203	\$23,783	\$24,363	\$24,943	\$25,523	\$26,103	\$26,683	\$27,264	\$27,844	\$28,424	\$29,004
Professional & Occupational Licensing Investigator RN	X62462	\$24,669	\$25,286	\$25,902	\$26,519	\$27,136	\$27,753	\$28,369	\$28,986	\$29,603	\$30,220	\$30,836