

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/AFSCME) and the State of Nebraska (State) to amend the 2021-2023 Labor Contract (Labor Contract) between the parties. The Labor Contract language outlined and agreed to below shall amend the current Labor Contract sections as specified. This agreement is effective January 31, 2022.

The parties agree to incorporate new contract language and replace current contract language with the following:

11.3.1 On January 31, 2022, the minimum rate, Step 1, and the maximum rate, Step 40, of pay for the following classes shall be adjusted to the amounts shown below and reflected in Appendix A.

	<u>Min. Rate</u>	<u>Max. Rate</u>
<u>Airport Fire Fighter Trainee (M65131)</u>	<u>\$17.898</u>	<u>\$26.384</u>
<u>Airport Fire Fighter (M65132)</u>	<u>\$20.050</u>	<u>\$29.556</u>
<u>Airport Fire Fighter Crew Chief (M65133)</u>	<u>\$21.329</u>	<u>\$31.442</u>
<u>Law Enforcement Instructor (A11611)</u>	<u>\$27.000</u>	<u>\$39.801</u>

On January 31, 2022, employees in the above specified classifications shall be placed on the pay lines established in Appendix A as follows:

All employees whose hourly rate of pay is on a respective step of their classification's pay line as of January 30, 2022 shall remain on that same numbered step on January 31, 2022.

All employees whose hourly rate of pay is between steps on their classification's pay line as of January 30, 2022 shall first, on January 31, 2022, be placed on the step immediately above their hourly rate of pay as of January 30, 2022, and then shall remain on that same numbered step on the pay line on January 31, 2022.

All employees whose hourly rate of pay is above the Maximum Hourly Rate, Step 40, of their classification's pay line as of January 30, 2022 shall receive an increase to their annual full-time equivalent salary base equal to the dollar amount that their respective classification's pay line has been increased on January 31, 2022. For the Airport Fire Fighter Trainee (M65131), Airport Fire Fighter (M65132), and Airport Fire Fighter Crew Chief (M65133) this is three dollars (\$3.00). For the Law Enforcement Instructor (A11611) this is three dollars and fifteen cents (\$3.15).

The pay line adjustments on January 31, 2022 for the classifications listed here in Article 11.3.1 shall supersede and replace any pay line adjustments provided for in Article 11.3 of the Letter of Agreement between NAPE/AFSCME and the State signed October 25, 2021.

Dated this 28th day of January, 2022.


Justin Hubly, Executive Director
NAPE/AFSCME


Sean Davis, Chief Negotiator/Administrator
DAS – Employee Relations
State of Nebraska

Appendix A

M65131 Airport Fire Fighter Trainee							
1	17.898	11	19.771	21	21.839	31	24.124
2	18.077	12	19.968	22	22.057	32	24.365
3	18.258	13	20.168	23	22.278	33	24.609
4	18.440	14	20.370	24	22.501	34	24.855
5	18.625	15	20.573	25	22.726	35	25.103
6	18.811	16	20.779	26	22.953	36	25.354
7	18.999	17	20.987	27	23.182	37	25.608
8	19.189	18	21.197	28	23.414	38	25.864
9	19.381	19	21.409	29	23.648	39	26.123
10	19.575	20	21.623	30	23.885	40	26.384

M65132 Airport Fire Fighter							
1	20.050	11	22.148	21	24.465	31	27.024
2	20.251	12	22.369	22	24.709	32	27.295
3	20.453	13	22.593	23	24.957	33	27.568
4	20.658	14	22.819	24	25.206	34	27.843
5	20.864	15	23.047	25	25.458	35	28.122
6	21.073	16	23.277	26	25.713	36	28.403
7	21.283	17	23.510	27	25.970	37	28.687
8	21.496	18	23.745	28	26.230	38	28.974
9	21.711	19	23.983	29	26.492	39	29.264
10	21.928	20	24.223	30	26.757	40	29.556

M65133 Airport Fire Fighter Crew Chief							
1	21.329	11	23.560	21	26.025	31	28.748
2	21.542	12	23.796	22	26.286	32	29.036
3	21.758	13	24.034	23	26.549	33	29.326
4	21.975	14	24.274	24	26.814	34	29.619
5	22.195	15	24.517	25	27.082	35	29.916
6	22.417	16	24.762	26	27.353	36	30.215
7	22.641	17	25.010	27	27.627	37	30.517
8	22.868	18	25.260	28	27.903	38	30.822
9	23.096	19	25.513	29	28.182	39	31.130
10	23.327	20	25.768	30	28.464	40	31.442

A11611 Law Enforcement Instructor							
1	27.000	11	29.825	21	32.945	31	36.392
2	27.270	12	30.123	22	33.275	32	36.756
3	27.543	13	30.424	23	33.607	33	37.123
4	27.818	14	30.729	24	33.943	34	37.495
5	28.096	15	31.036	25	34.283	35	37.870
6	28.377	16	31.346	26	34.626	36	38.248
7	28.661	17	31.660	27	34.972	37	38.631
8	28.948	18	31.976	28	35.322	38	39.017
9	29.237	19	32.296	29	35.675	39	39.407
10	29.530	20	32.619	30	36.032	40	39.801