

Summary of Changes for the State of Nebraska and SLEBC 2025-2027 Labor Contract

The following are changes in the 2025-2027 Labor Contract between the State of Nebraska and SLEBC which will become effective July 1, 2025. Please contact DAS Employee Relations with any questions regarding the application and/or interpretation of these or any provisions. A brief overview is below with the adjusted language following. For reference, underlined language is new language and stricken language is language that is being removed.

Wages

- On July 1, 2025, the pay lines for State Patrol Trooper, State Patrol Sergeant, State Patrol Investigation Officer, State Patrol Investigation Sergeant, State Patrol Trooper Performing Pilot Duties, State Patrol Sergeant Performing Pilot Duties, and Fire Marshal Deputy shall be adjusted as follows:
 - Pay line will be increased by three percent (3%).
 - Pay line will be adjusted to 13 steps.
 - Placement on the pay line will be as follows:
 - Teammates will be placed on the next highest step in relation to their current hourly rate.

- On July 1, 2025, the pay lines for Game and Parks Conservation Officer, Sergeant, and Investigation Officer shall be adjusted as follows:
 - Step 1 will be increased by three percent (3%), Step 15 will be increased by ten percent (10%).
 - Pay line will remain 15 steps.
 - Placement on the pay line will be as follows:
 - Teammates will remain on the same step number they occupied as of June 30, 2025.
 - Teammates between numbered steps on the pay line as of June 30, 2025 advance to the next highest step and remain on that same step.
 - Teammates on or above Step 15 shall receive a 10% increase to their annual full-time equivalent salary base.

- On July 1, 2025, after the pay line adjustments and placement, teammates shall advance one step on their pay line, unless they are at or above the maximum step.

- On July 1, 2026, the pay lines for all SLEBC classifications shall be increased by four percent (4%). Placement shall occur as follows:
 - Teammates will remain on the same step number they occupied as of June 30, 2025.
 - Teammates between numbered steps on the pay line as of June 30, 2026 advance to the next highest step and remain on that same step.
 - Teammates on or above the maximum step of their pay line shall receive a 4% increase to their annual full-time equivalent salary base.

- On July 1, 2026, after the pay line adjustments and placement, teammates shall advance one step on their pay line, unless they are at or above the maximum step.

Substantive Changes

General	Dates updated throughout contract.
Article 9.11.2	For State Patrol, there will be two postings per year prior to the positions being filled by new trainees.
Article 10.1.7	The bidding list for State Patrol Sergeants must be posted 14 days prior to the bid.
Article 10.1.11	Troopers assigned to the Carrier Enforcement Division and not assigned to the CVE program or as an investigator will be assigned one weekend per month.
Article 10.4.3	Raised specialty pay to \$1.00 and three additional categories: Nebraska Hazardous Incident Team, Post-crash CMV inspection, and Wildland Incident Response Assistance Team.
Article 11.6	Increased Military Leave to 440 hours.
Article 20.1.3	Raised clothing allowance to nonuniformed officers to \$100 per month and added Game and Parks Investigation Officers.
Article 21.3.1	Lateral entry provision for hiring applicants with law enforcement experience at a step higher than Step 1. They may be paid up to their most recently hourly rate of pay. Does not apply to seniority. Agency may offer lateral training camps and establish the curriculum for the camps.
Article 21.3.4	Delete unnecessary language for demotions involving Game and Parks classifications.
Article 21.7	Shift differential raised to \$1.00 for State Patrol employees whose shifts begin at or after 3:00 p.m.
Article 21.8	Removed restriction of bilingual pay to only State Patrol.
Article 22.2	Life insurance policy raised to \$50,000.
Article 29.7.4.2	Deadline to submit a written response when under investigation lowered to 10 calendar days.
Article 32.2	State Patrol Employees hired prior to January 4, 1979 who elect to join the Deferred Retirement Option Plan shall be paid forty-five percent of his/her sick leave.
Article 35.2.3	Breath testing will be the only method of testing for Alcohol Analysis.

LANGUAGE ADJUSTMENTS

- 9.11.2 At the State Patrol, in order to give adequate notice of duty assignment to new trainees, seniority shall not be used to fill vacancies once a list of vacancies has been compiled for assignment from a training camp. However, it is agreed that there shall be two postings per year prior to the positions being filled by new trainees from camp. A vacancy created by a lateral transfer to a first posting is not subject to the aforementioned two postings.
- 10.1.6 Days off for all bargaining unit members, except Fire Marshal, shall be assigned as close as possible to the periods of August 1, ~~2023~~ 2025 through January 31, ~~2024~~ 2026; February 1, ~~2024~~ 2026 through July 31, ~~2024~~ 2026; August 1, ~~2024~~ 2026 through January 31, ~~2025~~ 2027; and February 1, ~~2025~~ 2027 through July 31, ~~2025~~ 2027.
- 10.1.7 **SHIFT BIDDING:** For the purposes of bidding shifts and days off for State Patrol Troopers assigned to the Traffic Services division, by June 1st of each calendar year, shift bidding lists will be posted by the Agency for bidding on the period starting August 1st and ending January 31st. The bidding list shall be posted 14 days prior to the bid. On 8 hour shifts the available days off will consist of either Sunday/Monday; Tuesday/Wednesday; or Friday/Saturday. When ten hour shifts are offered the available days off will consist of either Sunday/Monday/Tuesday or Thursday/Friday/Saturday. Starting with the most senior in the work area, an employee will have 3 hours to select their shift. The employee may make his or her bid by phone, e-mail, or by personal contact. Employees who fail to designate their shift will have their shift assigned by the Trooper Commander or his or her designee. The bidding list shall include a list of each combination of consecutive days off, and each available shift start time on each shift. The final list will be posted by July 15th and take effect August 1st.

For the purposes of bidding shifts and days off for State Patrol Troopers assigned to the Traffic Services division, by November 15th of each calendar year, shift bidding lists will be posted by the Agency for bidding on the period starting February 1st and ending July 31st. The bidding list shall be posted 14 days prior to the bid. On 8 hour shifts the available days off will consist of either Sunday/Monday; Tuesday/Wednesday; or Friday/Saturday. When 10 hour shifts are offered the available days off will consist of either Sunday/Monday/Tuesday or Thursday/Friday/Saturday. Starting with the most senior in the work area, an employee will have 3 hours to select their shift. The employee may make his or her bid by phone, e-mail, or by personal contact. Employees who fail to designate their shift will have their shift assigned by the Trooper Commander or his or her designee. The bidding list shall include a list of each combination of consecutive days off, and each available shift start time on each shift. The final list will be posted by January 15th and take effect February 1st.

The Sergeant's bidding list shall be posted 14 days prior to the Sergeant's bid. The bidding list for State Patrol Sergeants shall include a list of consecutive days off available and a choice between early or late shift assigned as designated by the shift commander. Bidding by Sergeants shall take place May 1st and November 1st and shall be completed prior to

shift bidding by State Patrol Troopers. For the purposes of the Field Services Division all Sergeants within the same Troop Area shall be understood to be within the same work area.

- 10.1.11 Each Trooper assigned to the Carrier Enforcement Division and not assigned to the CVE program or assigned as an investigator, shall be assigned one weekend per month, 30 days in advance, for each six month period. Adjustments to scheduling for this group may be made by mutual agreement between the Trooper and their supervisor.
- 10.4.3 Employees who are assigned to specialized assignments as listed below are eligible for additional compensation of one dollar (\$1.00) ~~sixty cents (\$0.60)~~ per hour for each specialty. This additional compensation of one dollar (\$1.00) ~~sixty cents (\$0.60)~~ per hour shall only be applied to hours actually performing duties in this specialty capacity, including hours spent obtaining or maintaining a certification. Once an employee is no longer assigned a specialty assignment or loses certification, the employee forfeits the specialty pay. Specialized assignments to be considered in this Section are as follows: Field Training Officers, Range Instructor, Drug Recognition Expert, EVOC Instructor, Polygraph Examiner, and Defensive Tactics Instructor, Nebraska Hazardous Incident Team, Post-crash CMV Inspection, Wildland Incident Response Assistance Team.
- 11.2.1.1 Vacation leave requests shall be completed across all Sergeant Areas / Districts / Divisions twice per year. Troop Area / Division Commanders shall refer employees under their command to Appendix G by June 1st of each calendar year for the period starting August 1st and ending January 31st and November 1st of each calendar year for the period of February 1st and ending July 31st. Employees shall complete their requests using Appendix G by June 15th and November 15th of each calendar year for each respective period. Troop Area / Division Commanders shall process vacation leave requests and notify those under their command of approvals/disapprovals by June ~~31st~~ 30th and November ~~31st~~ 30th of each calendar year for each respective period.
- 11.6 **Military Leave:** Military leave shall be granted in accordance with applicable federal and state laws, and is limited to ~~420~~ 440 hours a year for drill, summer camp, deployment, training or other military orders, with no accumulation of unused leave carried over to the following year. Such military leave may be taken in hourly increments. Employees who are members of the National Guard or Reserve, shall provide their Unit Training Assembly (drill) schedule to their supervisor as soon as it is available from the Military Unit. Where practicable, the Agency shall allow the employee to flex his/her work schedule to accommodate Unit Training Assembly (drill) schedules.
- 20.1.3 The State shall provide an allowance equal to ~~\$40.00~~ \$100.00 per month to be paid to nonuniformed officers for the purpose of maintaining civilian attire. Non-uniformed officers shall include Deputy Fire Marshals assigned to arson investigation, Game and Parks Investigation Officers, and State Patrol Investigation Officers and Investigation Sergeants.
- 21.1 Wages -July 1, ~~2023~~ 2025 through June 30, ~~2024~~ 2026.

21.1.1 Effective July 1, ~~2023~~ 2025, the pay rates of each pay line for all classifications, ~~except Game and Parks Sergeant and Game and Parks Investigation Officer~~, are established in Appendix E. Employees shall first be placed on the pay lines as follows:

For Game and Parks Conservation Officer, Game and Parks Sergeant, and Game and Parks Investigation Officer, employees on a step of a respective pay line as of June 30, ~~2023~~ 2025, shall remain on the same numbered step of the respective pay line as outlined in Appendix E; Employees between steps on a respective pay line as of June 30, ~~2023~~ 2025, shall be placed on the next highest step above their current wage; Employees above Step 15 of a respective pay line as of June 30, ~~2023~~ 2025, shall receive the same percentage increase that ~~the Step 15 of the~~ respective pay line received (10%). ~~(22.1% for State Patrol Trooper, State Patrol Sergeant, State Patrol Investigation Officer, and State Patrol Investigation Sergeant; 5% for Game and Parks Conservation Officer and Fire Marshal Deputy)~~. Each pay line shall consist of fifteen (15) steps. On July 1, ~~2023~~ 2025, employees shall advance one step on their pay line, excepting those bargaining unit members who are on or above Step 15 of their pay line on June 30, ~~2023~~ 2025.

For State Patrol Trooper, State Patrol Trooper Performing Pilot Duties, State Patrol Sergeant, State Patrol Sergeant Performing Pilot Duties, State Patrol Investigation Officer, State Patrol Investigation Sergeant, and Fire Marshal Deputy, the pay lines shall consist of thirteen (13) steps, as established in Appendix E. On July 1, ~~2023~~ 2025 Employees will be placed on the next highest step above their current wage. Employees at or above the maximum step as of June 30, ~~2023~~ 2025, shall receive the same percentage increase that the respective pay line received (3%). On July 1, ~~2023~~ 2025, after employees are placed on a step as outlined above, employees shall advance one step on their pay line, excepting those who are on or above the maximum step of their pay line after step placement.

~~Employees on a step of a respective pay line as of June 30, 2023, shall remain on the same numbered step of the respective pay line as outlined in Appendix E; Employees between steps on a respective pay line as of June 30, 2023, shall be placed on the next highest step above their current wage; Employees above Step 15 of a respective pay line as of June 30, 2023, shall receive the same percentage increase that the respective pay line received (22.1% for State Patrol Trooper, State Patrol Sergeant, State Patrol Investigation Officer, and State Patrol Investigation Sergeant; 5% for Game and Parks Conservation Officer and Fire Marshal Deputy). Each pay line shall consist of fifteen (15) steps. On July 1, 2023, employees shall advance one step on their pay line, excepting those bargaining unit members who are on or above Step 15 of their pay line on June 30, 2023.~~

~~The pay lines for Game and Parks Sergeant and Game and Parks Investigation Officer are established in Appendix E. As new classifications on July 1, 2023 2025, no pay line adjustment will be made, and no incumbents shall have their pay or placement on the pay line adjusted by a percentage or in any other way. On July 1, 2023 2025, employees shall advance one step on their pay line, excepting those bargaining unit members who are or above Step 15 of their pay line.~~

21.1.2 On July 1, ~~2023~~ 2025, each bargaining unit member who receives a satisfactory rating on their most recent performance evaluation and attains the following years of service shall receive a one-time merit payment:

- 1-5.99 years of service= \$50.00
- 6-9.99 years of service= \$400.00
- 10-14.99 years of service= \$725.00
- 15-19.99 years of service= \$1050.00
- 20 years or more= \$1,375.00

Years of service shall be determined by the Service Anniversary Date of the bargaining member.

21.2 Wages - July 1, ~~2024~~ 2026 through June 30, ~~2024~~ 2027.

21.2.1 Effective July 1, ~~2024~~ 2026, the pay rates of each pay line shall be increased by ~~5%~~ 4% and are established in Appendix E. Employees shall be placed on the pay lines as follows: Employees on a step of a respective pay line as of June 30, ~~2024~~ 2026, shall remain on the same numbered step of the respective pay line as outlined in Appendix E; Employees between steps on a respective pay line as of June 30, ~~2024~~ 2026, shall be placed on the next highest step above their current wage; Employees above the maximum step ~~Step 15~~ of a respective pay line as of June 30, ~~2024~~ 2026, shall receive the same percentage increase that the respective pay line received (~~5%~~ 4% ~~for all classifications~~). ~~Each pay line shall consist of fifteen (15) steps.~~ On July 1, ~~2024~~ 2026, employees shall advance one step on their pay line, except those bargaining unit members who are on or above the maximum step ~~Step 15~~ of their pay line on June 30, ~~2024~~ 2026.

21.2.3 On July 1, ~~2024~~ 2026, each bargaining unit member who receives a satisfactory rating on their most recent performance evaluation and attains the following years of service shall receive a one-time merit payment:

- 1-5.99 years of service= \$50.00
- 6-9.99 years of service= \$400.00
- 10-14.99 years of service= \$725.00
- 15-19.99 years of service= \$1050.00
- 20 years or more= \$1,375.00

Years of service shall be determined by the Service Anniversary Date of the bargaining member.

21.3.1 A new hire in this bargaining unit shall be placed on the appropriate pay schedule on Step 1.

LATERAL ENTRY. On recommendation of the Agency Head, applicants with more than one (1) year of continuous, full time law enforcement experience may be approved to begin employment at a pay grade higher than Step 1 on the pay plan for the applicable classification. The lateral hire may be placed on a Step on the pay plan that provides them with their most recent hourly rate of pay, but no higher than this amount. If their most recent rate of pay is in between steps, the Agency shall place them on the next highest step.

In all other respects, applicants eligible for hire under this section will be treated as a new hire without prior experience. These applicants will not receive any additional credit in computing seniority, vacation time, or longevity pay. The Agency shall have discretion to offer a lateral training camp of current law enforcement officers and establish the training curriculum.

- 21.3.4 After serving in a position for a minimum of 24 months, an Officer who is demoted either voluntarily or involuntarily, from service from a higher pay line to a lower pay line, shall remain at their then current hourly rate of pay prior to the demotion until the pay line of the new classification has caught up to their hourly rate of pay.

Alternatively, after serving in a position for less than 24 months, an Officer who is demoted either voluntarily or involuntarily, from a higher pay line to a lower pay line, shall move to the step on the new pay line which represents at least a five (5) percent salary reduction from their then current hourly rate of pay prior to the demotion. The 24-month minimum service requirement may be waived at the discretion of the Superintendent or his/her designee.

~~Notwithstanding the previous paragraphs of Article 21.3.4, a Game and Parks bargaining unit member who is demoted either voluntarily or involuntarily, from a higher pay line to a lower pay line, shall move to the step on the new pay line which represents at least a five (5) percent salary reduction from their then current hourly rate of pay prior to the demotion regardless of their length of service.~~

- 21.7 Any employee of the Nebraska State Patrol who is permanently assigned to full 8 or 10 hour shifts beginning at or after 3:00 p.m. shall be compensated shift differential pay of ~~\$.85~~ \$1.00 per hour in addition to their regular hourly rate for all hours worked. When the employee is no longer permanently assigned to that shift, they shall no longer receive shift differential.
- 21.8 **Bilingual Pay.** Any full-time bargaining unit member ~~in the State Patrol~~ whose qualifications for bilingual ability have been determined by the Director, shall receive compensation at the rate of two and one-half (2.5%) higher than their base hourly rate of pay while assigned to perform bilingual services in any language where need has been demonstrated and such additional language is recommended by the Director.

- 22.1 Health Insurance.

Effective July 1, ~~2023~~ 2025, through June 30, ~~2025~~ 2027, the State will contribute 83% of the cost of the SLEBC sponsored plan or the State PPO plan, whichever is less, for the option chosen by the SLEBC employee.

22.2 Life Insurance.

The employer will provide a ~~\$40,000~~ \$50,000 life insurance policy for each full-time bargaining unit member. The full cost will be borne solely by the Employer. Optional life insurance will be made available to bargaining unit members at the employee's cost.

22.3 Dental Insurance.

The Employer agrees to provide a group dental insurance program to bargaining unit members and their dependents. From July 1, ~~2021~~ 2025, through June 30, ~~2023~~ 2027, the Employer shall contribute \$16.00 per month toward single coverage; \$22.00 per month for two-four party coverage; and \$28.00 per month for family coverage. Employees may participate in this program by participating in the employer's open enrollment process.

29.7.4.2 Prior to such interview the employee or his/her representative shall be given access to their own applicable case reports, body camera video and dashcam video, and copies of any Complaint Control Form (NSP 801 and 801A) but excluding documents containing confidential or privileged information, at least forty-eight (48) hours prior to such interview.

Notwithstanding the above paragraphs, in cases where an investigation could result in a charge of a class I misdemeanor or felony, or there exists an allegation involving dishonesty, reports and materials concerning the internal investigation of the bargaining unit member shall not be disclosed. In such instances, the bargaining unit member shall be advised of the nature of the complaint underlying the investigation.

At the conclusion of the initial interview, the employee or his/her representative shall be given all existing reports contained in the case file, but excluding documents containing confidential or privileged information. The employee or his/her representative shall be allowed to provide a written response to be considered in the investigation and the disciplinary conference when the recommended discipline is of the level of suspension or higher. The employee or his/her representative shall be allowed to provide additional information as well as witness statements in the written response. Such written response must be submitted within ten (10) ~~eighteen (18)~~ calendar days of receipt of existing reports contained in the case file, or notification that no such reports shall be provided. The Internal Affairs investigator shall make an attempt to interview the witnesses identified by the employee. If necessary, the timeline for completing the Internal Affairs investigation in cases where initial allegations could result in a felony charge or alleged dishonesty, may be extended. The employee or his/her representative shall be given verbatim transcripts of the interview if they exist. If a transcript does not exist the employee or his/her representative, shall be given a copy of the audio recording.

32.2 **Deferred Retirement Option Plan (DROP):** State Patrol employees hired after January 4, 1979, who are eligible for and elect to enter the Deferred Retirement Option Plan (DROP), shall be paid for all unused compensatory time at the time of entry into the Deferred Retirement Option Plan. Payments will be made at the employee's hourly rate in effect at the time of entry into the Plan. This payment shall be made within the employee's next two regularly scheduled pay periods.

State Patrol employees hired on or prior to January 4, 1979, who are eligible for and elect to enter the Deferred Retirement Option Plan (DROP), shall be paid for all unused vacation leave, ~~one-quarter~~ forty-five percent of his/her sick leave, not to exceed 50 days, and compensatory time at the time of entry into the Deferred Retirement Option Plan. Payment received for unused vacation and sick leave accumulated during the final 3 years of service only, shall be included in the final average monthly salary calculation. Payment will be made at the employee's hourly rate in effect at the time of entry into the Plan. This payment shall be made within the employee's next two regularly scheduled pay periods.

34.1 This Agreement shall be effective on the first day of July, ~~2023~~ 2025, and shall remain in full force and effect until the 30th day of June, ~~2025~~ 2027. This Agreement shall remain in full force and effect during the entire period of negotiations for a modification of this Agreement and shall be extended until such time as a new or modified Agreement is approved by both parties or any other required authority in the manner set forth in the State Employees Collective Bargaining Act except that no salary increases shall be granted under this agreement subsequent to the 30th day of June, ~~2025~~ 2027.

34.2.1 On or before September 1, ~~2024~~ 2026, the Council and State shall initiate bargaining for a successor contract. By mutual agreement of the parties the date for the exchange of proposals may be modified.

35.2.3 METHODS OF TESTING:

1. Drug Analysis - Gas Chromatography/Mass Spectrometry urinalysis testing shall be the only method of testing.
2. Alcohol Analysis - Breath testing shall be the only method of testing. ~~Unless at the bargaining unit member's request the state will arrange and pay for blood testing.~~ A positive test shall be considered a level of .02 or above.
3. Controlled Substances Tested; THC, cocaine, opiates, phencyclidine (PCP), amphetamines/methamphetamine, benzodiazepine, barbiturates, LSD, and any derivatives from these controlled substances.
4. If an employee is required to provide a fluid sample, such sample shall only be provided at an established medical facility or laboratory, or in accordance with any applicable statutory requirements.

