

# NEBRASKA

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DEPT. OF ADMINISTRATIVE SERVICES



Pete Ricketts, Governor

## **MEMORANDUM**

**February 6, 2023**

**TO:** All Code and Non-Code Agency Heads and Personnel Contacts

**FROM:** Kevin Workman, State Personnel Director  
Department of Administrative Services  
*Kevin Workman*

**SUBJECT:** Rules Covered Nursing Teammates and New Hire Compensation

As a result of the collective bargaining agreement reached recently with NAPE/AFSCME, there have been changes made to pay lines and other provisions related to the nurse matrix for NAPE/AFSCME Labor Contract covered teammates. The 2021-2023 NAPE/AFSCME Labor Contract, as amended by the Letter of Agreement, signed on October 25, 2021 replaces and ceases the usage of the nurse matrix. Neb. Rev. Stat. § 81-1317 grants the State Personnel Director authority to establish programs and otherwise adjust terms and conditions of employment for teammates not covered by collective bargaining agreements, in order to make such terms and conditions of employment more consistent with those of such covered teammates or otherwise address changes arising out of collective bargaining.

Through this statute, I am exercising my authority to implement the following change for teammates covered by the Classified System Personnel Rules and Regulations:

### Setting Salaries for New Hires in Nursing Positions Listed Below

For the purposes of this Memorandum, a "new hire" shall be defined as an individual being hired by the State of Nebraska who is not currently a state teammate. Effective November 8, 2021, the nurse matrix or any variation thereof shall cease to be used for the purposes of determining initial placement on the pay line, wage increases, or any other wage matters for Rules covered positions and new hires. Effective November 8, 2021, in situations involving new hires, when agencies are hiring Nurses in classifications identified below ("Applicable Positions"), the initial placement on a pay line may mirror Article 11.12 of the 2021-2023 NAPE/AFSCME Labor Contract as follows:

When hiring in Applicable Positions, agencies may use past nursing experience as justification for hiring further into the pay range. Each year of nursing experience, whether as a Licensed Practical Nurse or a Registered Nurse, in the private or public sector would equal a three percent (3%) increase over the Minimum Permanent Rate, with a cap at 10 years of consideration (30%). Agencies shall complete such action in Workday, with justifying notes and any relevant documentation included. This does not and is not meant to prevent agencies from

submitting an advanced hiring rate request.

### Applicable Positions

G75015	Administrative Nurse
V75015	Administrative Nurse
V75016	Associate Director of Nursing
V75321	Clinical Nurse Trainer
V75322	Clinical Nurse Trainer Supervisor
G75017	Director of Nursing
R75013	Licensed Practical Nurse
V75013	Licensed Practical Nurse
R75014	Registered Nurse
V75014	Registered Nurse
G73280	DHHS Quality Assurance Coordinator
R73320	DHHS Program Specialist-RN
V74650	DHHS Nurse Consultant
V78780	DHHS Program Manager RN

Kevin Workman, Director

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