

LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT (“Agreement”) is made and entered into between the Fraternal Order of Police, Lodge 88 (FOP 88) and the State of Nebraska (State) to amend the 2021-2023 Labor Contract (Labor Contract) between the parties. The Agreement language outlined and agreed to herein shall amend the current Labor Contract sections as specified. This Agreement is effective December 6, 2021 and is contingent upon the Nebraska State Legislature approving the budget to finance this agreement. In the absence of Legislative approval, the Agreement shall be void and the 2021-2023 Labor Contract, as it existed immediately prior to December 6, 2021 shall control. The State and FOP 88 agree to support legislative efforts to obtain approval and budgetary support.

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

6.10 Notwithstanding the above, one employee from each bargaining unit covered by this contract may be granted a one-time leave of absence, as requested in writing by a certified Union official, and when such leave of absence does not cause undue hardship on the agency, to conduct official Union business. Request for the leave herein shall be made annually. Such leave for purposes of this provision ~~shall not exceed one year and~~ shall not be unreasonably denied. After a period of four years of such leave of absence by a particular employee, the Department may approve or deny any further leave of absence at its own discretion. Such leave shall not affect the service date, and the time spent on such leave shall count for the purposes of state and classification seniority, upon return to work from the leave of absence. The employee shall be returned to the duty assignment the employee was in immediately prior to the leave of absence unless the assignment has been discontinued.

9.6 **Moving Allowance:** With the prior approval of the Agency Head and/or his/her Designee concerning reimbursable costs, employees involuntarily transferred to a new job location fifty miles or more from the employee’s old residence than the old residence was from the old job location shall be reimbursed for receipted moving expenses, as provided in the IRS guidelines. For the purposes of this section, promotions and the exercise of any bumping option shall be considered as a voluntary transfer. Notwithstanding the above, at the discretion of the Agency Head and/or his/her Designee, employees may be reimbursed for moving expenses.

The Employer may implement moving allowances for new hires. Such allowances are intended for new hires only and shall apply only to teammates who are hired from out of the State of Nebraska or who live two-hundred or more miles from the facility in which they are to be assigned. Such allowances may exceed the actual cost of moving.

11.2.4 It is the intent of the parties that advancement from one step to the next step in a pay line shall occur on July 1 of each calendar year for employees in the following classifications—Corrections Corporal, Corrections Unit Caseworker, Corrections

Sergeant, Behavior Technician, Mental Health Security Specialist II, Youth Security Specialist II, and Developmental Disabilities Safety & Habilitation Specialist, subject to the above provisions, and shall ~~stop~~ end upon attainment of the highest step in the classification's pay plan.

Disciplinary probation does not disqualify an employee from receiving a merit increase unless identified by the Director. No employee subject to disciplinary action greater than disciplinary probation shall be eligible for a merit increase, subject to the Director's discretion.

Article 11.3, 11.3.1, 11.3.2, and 11.3.3 of the current 2021-2023 FOP 88 – State of Nebraska Labor Contract shall be stricken and replaced with Article 11.3, 11.3.1, 11.3.2, and 11.3.3 as follows:

11.3 December 6, 2021 Institution of New Pay Lines

On December 6, 2021, pay lines in Appendix A shall become effective. The following classifications shall have a pay line consisting of seven (7) steps as outlined in Appendix A: Corrections Corporal, Corrections Sergeant, Corrections Unit Caseworker, Behavior Technician, Mental Health Security Specialist II, Developmental Disabilities Safety & Habilitation Specialist, and Youth Security Specialist II.

The classifications of Security Communications Specialist, Security Guard, Military Security Officer Trainee, and Military Security Officer shall have a pay line consisting of a minimum hourly rate of pay and a maximum hourly rate of pay as outlined in Appendix A.

On December 6, 2021, employees covered by this Labor Contract, whose pay line consists of seven (7) steps as specified above and outlined in Appendix A shall be placed on the pay lines established in Appendix A as follows:

All employees whose hourly rate of pay as of December 5, 2021 is on a respective step of their classification's pay line shall remain on that same numbered step. For example, a Behavior Technician (P72011) on Step 2 (\$20.00) as of December 5, 2021, shall be placed on Step 2 (\$25.00) of the Behavior Technician (P72011) pay line on December 6, 2021.

All employees whose hourly rate of pay as of December 5, 2021 is between steps on their classification's pay line shall first be placed on the step immediately above their hourly rate of pay on the pay line in place on December 5, 2021, and then shall remain on that same numbered step on the pay line effective December 6, 2021. For example, a Corrections Sergeant (P66113) whose hourly rate as of December 5, 2021 is \$26.50, between Step 3 (\$26.00) and Step 4 (\$27.00) shall first be placed at Step 4 (\$27.00), and then shall remain on that same numbered step, thus placing them at Step 4 (\$32.00) of the Corrections Sergeant (P66113) pay line on December 6, 2021.

All employees whose hourly rate of pay as of December 5, 2021 is at or above the Maximum Hourly Rate, Step 7, of their classification's pay line shall receive a five dollar (\$5.00) increase to their annual full-time equivalent salary base in order to match the amount that their respective classification's pay line has been increased. For example, a Corrections Corporal (P66112) whose hourly rate as of December 5, 2021 is \$29.20, which is above Step 7 (\$26.00) in Appendix A – Pay Lines of the Labor Contract and not Appendix A of this Agreement, shall receive an increase of five dollars (\$5.00) to their hourly rate. The new hourly rate would be \$34.20, above the new Step 7 (\$31.00) of the Corrections Corporal (P66112) pay line, on December 6, 2021.

On December 6, 2021, employees covered by this Labor Contract, whose pay line does not consist of seven (7) steps, but rather consists of a minimum hourly rate of pay and a maximum hourly rate of pay as outlined in Appendix A, those being Security Communications Specialist, Security Guard, Military Security Officer Trainee, and Military Security Officer, shall be placed on the pay lines established in Appendix A as follows:

All employees shall receive a four dollar (\$4.00) increase to their annual full-time equivalent salary base in order to match the amount that their respective classification's pay line has been increased. For example, a Security Guard (P64831) whose hourly rate as of December 5, 2021 is \$16.00 shall receive an increase of four dollars (\$4.00) to their hourly rate. The new hourly rate would be \$20.00 on December 6, 2021.

11.3.1 Pay Differential

Effective December 6, 2021, employees in the following classifications covered by this Labor Contract shall receive additional pay in addition to their hourly base pay rate ("Pay Differential") in the amount of three dollars per hour (\$3.00/hour) in each step of the pay line: Corrections Corporal, Corrections Sergeant, Corrections Unit Caseworker, Behavior Technician, Mental Health Security Specialist II, Developmental Disabilities Safety & Habilitation Specialist, and Youth Security Specialist II.

This Pay Differential shall be in addition to any other hourly differentials outlined in this Labor Contract, and shall be included in the hourly pay rate that is used for the calculation of overtime. The Pay Differential outlined in this section shall continue as a Pay Differential during the course of this 2021-2023 Labor Contract.

In the event that the total number of vacant positions at the Nebraska Department of Correctional Services for the following classifications—Corrections Corporal, Corrections Sergeant, and Corrections Unit Caseworker—decreases by at least fifty-five (55) positions, from 551 on November 8, 2021 to at least 496 on June 30, 2022 (reflecting a 10% decrease or more on June 30, 2022), one dollar and fifty cents (\$1.50) of the Pay Differential will convert to a one dollar and fifty cent (\$1.50) increase to the base wage in each step of the pay line contained in Appendix A for those classifications as well as to the base wage of any employee whose base hourly rate of pay is above Step 7 of their classification's pay line, effective July 4, 2022.

In the event that the total number of vacant positions at the Nebraska Department of Correctional Services for the following classifications—Corrections Corporal, Corrections Sergeant, and Corrections Unit Caseworker—has not decreased by at least fifty-five (55) positions, from 551 on November 8, 2021 to at least 496 on June 30, 2022 (reflecting a 10% decrease or more on June 30, 2022), but has decreased by at least fifty-five (55) positions, from 551 on November 8, 2021 to at least 496 on January 1, 2023 (reflecting a 10% decrease or more on January 1, 2023), one dollar and fifty cents (\$1.50) of the Pay Differential will convert to a one dollar and fifty cent (\$1.50) increase to the base wage in each step of the pay line contained in Appendix A for those classifications as well as to the base wage of any employee whose base hourly rate of pay is above Step 7 of their classification’s pay line, effective January 2, 2023.

In the event that the total number of vacant positions at the Nebraska Department of Correctional Services for the following classifications—Corrections Corporal, Corrections Sergeant, and Corrections Unit Caseworker—decreases by at least one-hundred and ten (110) positions, from 551 on November 8, 2021 to at least 441 on January 1, 2023 (reflecting a 20% decrease or more on January 1, 2023), three dollars (\$3.00) of the Pay Differential will convert to a three dollar (\$3.00) increase to the base wage in each step of the pay line contained in Appendix A for those classifications as well as to the base wage of any employee whose base hourly rate of pay is above Step 7 of their classification’s pay line, effective January 2, 2023.

In the event that the total number of vacant positions at the Nebraska Department of Health and Human Services for the following classifications—Behavior Technician, Mental Health Security Specialist II, Developmental Disabilities Safety & Habilitation Specialist, and Youth Security Specialist II—decreases by at least twenty-three (23) positions, from 229 on November 8, 2021 to at least 206 on June 30, 2022 (reflecting a 10% decrease or more on June 30, 2022), one dollar and fifty cents (\$1.50) of the Pay Differential will convert to a one dollar and fifty cent (\$1.50) increase to the base wage in each step of the pay line contained in Appendix A for those classifications as well as to the base wage of any employee whose base hourly rate of pay is above Step 7 of their classification’s pay line, effective July 4, 2022.

In the event that the total number of vacant positions at the Nebraska Department of Health and Human Services for the following classifications—Behavior Technician, Mental Health Security Specialist II, Developmental Disabilities Safety & Habilitation Specialist, and Youth Security Specialist II— has not decreased by at least twenty-three (23) positions, from 229 on November 8, 2021 to at least 206 on June 30, 2022 (reflecting a 10% decrease or more on June 30, 2022), but has decreased by at least twenty-three (23) positions, from 229 on November 8, 2021 to at least 206 on January 1, 2023 (reflecting a 10% decrease or more on January 1, 2023), one dollar and fifty cents (\$1.50) of the Pay Differential will convert to a one dollar and fifty cent (\$1.50) increase to the base wage in each step of the pay line contained in Appendix A for those

classifications as well as to the base wage of any employee whose base hourly rate of pay is above Step 7 of their classification’s pay line, effective January 2, 2023.

In the event that the total number of vacant positions at the Nebraska Department of Health and Human Services for the following classifications—Behavior Technician, Mental Health Security Specialist II, Developmental Disabilities Safety & Habilitation Specialist, and Youth Security Specialist II—decreases by at least forty-six (46) positions, from 229 on November 8, 2021 to at least 183 on January 1, 2023 (reflecting a 20% decrease or more on January 1, 2023), three dollars (\$3.00) of the Pay Differential will convert to a three dollar (\$3.00) increase to the base wage in each step of the pay line contained in Appendix A for those classifications as well as to the base wage of any employee whose base hourly rate of pay is above Step 7 of their classification’s pay line, effective January 2, 2023.

The total pay for classifications outlined in this section (Article 11.3.1) for the duration of the contract period of December 6, 2021 to June 30, 2023 will be the base hourly rate of pay plus the Pay Differential for a total hourly rate of pay as identified below:

APPENDIX A – PAY LINES								
<i>Base Hourly Rate of Pay</i>								
Job Code	Job Title	1	2	3	4	5	6	7
P66112	Corrections Corporal	\$25.00	\$26.00	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00
P66113	Corrections Sergeant	\$29.00	\$30.00	\$31.00	\$32.00	\$33.00	\$34.00	\$35.00
P66441	Corrections Unit Caseworker	\$25.00	\$26.00	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00
P72011	Behavior Technician	\$24.00	\$25.00	\$26.00	\$27.00	\$28.00	\$29.00	\$30.00
P76142	Mental Health Security Specialist II	\$22.00	\$23.00	\$24.00	\$25.00	\$26.00	\$27.00	\$28.00
P76251	Developmental Disabilities Safety & Habilitation Specialist	\$22.00	\$23.00	\$24.00	\$25.00	\$26.00	\$27.00	\$28.00

P76752	Youth Security Specialist II	\$22.00	\$23.00	\$24.00	\$25.00	\$26.00	\$27.00	\$28.00
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Total Hourly Pay								
Job Code	Job Title	1	2	3	4	5	6	7
P66112	Corrections Corporal	\$28.00	\$29.00	\$30.00	\$31.00	\$32.00	\$33.00	\$34.00
P66113	Corrections Sergeant	\$32.00	\$33.00	\$34.00	\$35.00	\$36.00	\$37.00	\$38.00
P66441	Corrections Unit Caseworker	\$28.00	\$29.00	\$30.00	\$31.00	\$32.00	\$33.00	\$34.00
P72011	Behavior Technician	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00	\$32.00	\$33.00
P76142	Mental Health Security Specialist II	\$25.00	\$26.00	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00
P76251	Developmental Disabilities Safety & Habilitation Specialist	\$25.00	\$26.00	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00
P76752	Youth Security Specialist II	\$25.00	\$26.00	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00

NOTE: The use of the term total hourly pay is not intended to reduce or eliminate pay that employees may receive consistent with other sections of this agreement.

11.3.2 July 1, 2021 Step Pay Line Increases

For the purposes of July 1, 2022 increases, step movement shall be to the base hourly rate of pay as outlined in Appendix A. The total hourly rate after July 1, 2022 increases shall include the Pay Differential as reflected in Article 11.3.1. On July 1, 2022 employees

whose pay line consists of seven (7) steps as specified above and outlined in Appendix A—Corrections Corporal, Corrections Sergeant, Corrections Unit Caseworker, Behavior Technician, Mental Health Security Specialist II, Developmental Disabilities Safety & Habilitation Specialist, and Youth Security Specialist II—whose base hourly rate of pay, as of June 30, 2022 is on a respective step of their classification’s pay line, shall advance one step on their classification’s respective pay line on July 1, 2022. Employees within these specified classifications whose hourly base pay rate, is between steps, shall first be placed on the nearest step above their base hourly rate of pay and then shall advance one step on their classification’s respective pay line. For example, a Youth Security Specialist II (P76752) making \$24.70, between Step 3 and Step 4, would move to Step 4 (\$25.00) and then advance one step on the pay line subject to the below requirements, ending on Step 5 (\$26.00). Employees within these specified classifications whose base hourly rate of pay, is on or above Step 7, the maximum rate of pay, on June 30, 2022, shall receive a two percent (2%) salary increase to their annual full-time equivalent salary base.

Employees must be considered by their respective agency to have had at least satisfactory performance for the past calendar year (2021) in order for the increase on July 1, 2022 to be implemented. Disciplinary probation does not disqualify an employee from receiving a merit increase unless identified by the Director. No employee subject to disciplinary action greater than disciplinary probation shall be eligible for a merit increase, subject to the Director’s discretion.

11.3.3 July 1, 2021 Pay Increases

On July 1, 2022 employees in the following classifications— Security Communications Specialist, Security Guard, Military Security Officer Trainee, and Military Security Officer— shall receive a two percent (2%) salary increase to their annual full-time equivalent salary base. This salary increase of two percent (2%) shall be available to those employees whose performance has been scored at least satisfactory by their agency for the past calendar year (2021).

- 12.5 Employees in classifications in bargaining units covered by this Labor Contract shall be eligible for time and one-half overtime compensation except for those classifications identified as exempt. Those classifications identified as exempt shall not be eligible for time and one-half overtime.

Notwithstanding the above, the parties shall meet and negotiate concerning additions and/or deletions to overtime status. The meeting shall be at the call of either party.

Employees ~~determined to be ineligible for overtime, if~~ who are entitled to overtime under the Fair Labor Standards Act (FLSA), shall be compensated at time and one-half for overtime hours worked.

From December 6, 2021 until June 30, 2023, employees in classifications within bargaining units covered by this Labor Contract shall be eligible for overtime

compensation at two times their regular hourly rate. All other provisions of Article 12.5 are applicable.

12.8 Employees eligible for overtime shall receive compensation at one and one-half times their hourly rate in the form of either pay or compensatory time off, at the employee's discretion, for hours worked in excess of forty hours in any work week (or 8 and 80 for hospital employees and shift workers in the Veterans' Homes and at BSDC), except that the Employer maintains the ability to choose to pay cash at any time for overtime compensation obligations.

a. The employee must indicate his/her choice of overtime compensation on the timesheet or on a required overtime approval form for the pay period during which the overtime was worked; the first overtime designation made during a pay period applies to the entire pay period;

b. The employee may not carry more than 240 hours of compensatory time (160 hours x 1.5), except that members of the Protective Service Bargaining Unit at the Department of Correctional Services may be allowed to carry more than 480 hours of compensatory time (320 hours x 1.5) -- amounts over this limit must be taken in pay.

From December 6, 2021 until June 30, 2023, employees eligible for overtime shall receive compensation at two times their hourly rate in the form of pay or compensatory time off, at the employee's discretion, for hours worked in excess of forty hours in any work week (or 8 and 80 for hospital employees and shift workers in the Veterans' Homes and at BSDC), except that the Employer maintains the ability to choose to pay cash at any time for overtime compensation obligations. All other provisions of Article 12.8 are applicable.

(Department of Health and Human Services employees covered by this Contract see Appendix C for Overtime provisions.)

(Department of Correctional Services employees covered by this Contract see Appendix M for Overtime provisions.)

14.4 **Work on a Holiday:** In addition to normal holiday pay, hours worked by an overtime eligible employee on the employee's designated holiday shall be compensated at 1.5 times their normal hourly rate of pay. All hours worked on the employee's designated holiday in excess of an employee's normally scheduled work day shall be compensated at two times the employee's normal hourly rate. (see Section 12.9)

From December 6, 2021 until June 30, 2023, in addition to normal holiday pay, hours worked by an overtime eligible employee on the employee's designated holiday shall be compensated at two times their normal hourly rate of pay. All hours worked on the employee's designated holiday in excess of an employee's normally scheduled work day shall be compensated at two and one-half (2.5) times the employee's normal hourly rate. (see Section 12.9)

(Department of Health and Human Services employees covered by this Contract see Appendix C for Holiday provisions.)

- 14.11 The following conditions are valid reasons that sick leave may be used:
- a. When an employee is unable to perform his/her duties because of sickness, disability, injury, or when an employee's presence at work jeopardizes the health of others by exposing them to a contagious disease. Pregnancy, post-natal recovery, and miscarriage, shall be treated as a temporary medical condition.
 - b. When the illness, disability, injury, or major surgery of an immediate family member requires the employee's presence, (including but not limited to the following examples: administer medical care, transport immediate family to medical appointments). The immediate family shall be considered as: spouse, children, parents, others bearing the same relationship to the employee's spouse, and any other individual for whom the employee is the legal guardian. At the Agency head's discretion, the definition of immediate family may be broadened.
 - c. When an employee prescheduled medical, surgical, dental or optical examinations or treatment, or when the employee must seek emergency medical treatment.
 - d. In conjunction with an approved leave under the FMLA, subject to the requirements in Article 14.16 and applicable sub-sections.
- 14.19 **Military Leave:** Military leave shall be granted in accordance with applicable federal and state laws, and is limited to ~~120~~ 440 hours a year, with no accumulation of unused leave carried over to the following calendar 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.
- 20.4 Employees participating in this program shall, prior to class starting date, submit a "request for tuition assistance" form to the Agency Head and/or his/her Designee for approval. Approved tuition assistance requests shall be approved in an amount up to ten-thousand dollars (\$10,000) per year for tuition and books. ~~Financial assistance shall be for tuition only.~~ Eligibility for tuition reimbursement requires a course grade of "C" or better, or pass for pass/fail courses.
- 20.5 ~~The Employer may reimburse the employee for 50% to 100% of tuition for approved job, career related, or degree required courses.~~ For employees with the same job title, and performing the same work, the determination shall be the same for the same or similar courses during the term of this Contract.
- M.6.1 A standard work week shall be 40 hours plus roll call time. In no event, except per Section M.1.4, shall any employee work more than 16 consecutive hours plus roll call without a minimum of a 7 hour break. All hours in excess of this standard work week

shall be considered overtime and compensated at one and one-half times the regular hourly rate for all members of the bargaining unit. All hours worked in excess of 16 consecutive hours plus roll call in a 24 hour period beginning at the start of that employee's shift, shall be compensated at two times the regular hourly rate for all members of the bargaining unit. The Agency will continue to provide roll call time at the facilities where it now exists during the fiscal years for which this Contract is in effect.

The following shall apply from December 6, 2021 until June 30, 2023: A standard work week shall be 40 hours plus roll call time. In no event, except per Section M.1.4, shall any employee work more than 16 consecutive hours plus roll call without a minimum of a 7 hour break. All hours in excess of this standard work week shall be considered overtime and compensated at two times the regular hourly rate for all members of the bargaining unit. All hours worked in excess of 16 consecutive hours plus roll call in a 24 hour period beginning at the start of that employee's shift, shall be compensated at two and one-half times the regular hourly rate for all members of the bargaining unit. The Agency will continue to provide roll call time at the facilities where it now exists during the fiscal years for which this Contract is in effect.

APPENDIX A – PAY LINES

Pay Line									
<i>Base Hourly Rate of Pay</i>									
Job Code	Job Title	1	2	3	4	5	6	7	
P66112	Corrections Corporal	\$25.00	\$26.00	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00	
P66113	Corrections Sergeant	\$29.00	\$30.00	\$31.00	\$32.00	\$33.00	\$34.00	\$35.00	
P66441	Corrections Unit Caseworker	\$25.00	\$26.00	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00	
P72011	Behavior Technician	\$24.00	\$25.00	\$26.00	\$27.00	\$28.00	\$29.00	\$30.00	
P76142	Mental Health Security Specialist II	\$22.00	\$23.00	\$24.00	\$25.00	\$26.00	\$27.00	\$28.00	
P76251	Developmental Disabilities Safety & Habilitation Specialist	\$22.00	\$23.00	\$24.00	\$25.00	\$26.00	\$27.00	\$28.00	
P76752	Youth Security Specialist II	\$22.00	\$23.00	\$24.00	\$25.00	\$26.00	\$27.00	\$28.00	
Job Code	Job Title	7/1/21 Minimum Hourly Rate		7/1/21 Maximum Hourly Rate		12/6/21 Minimum Hourly Rate		12/6/21 Maximum Hourly Rate	
P61851	Security Communications Specialist	\$15.920		\$24.510		\$19.920		\$28.510	
P64831	Security Guard	\$12.180		\$19.400		\$16.180		\$23.400	
P64911	Military Security Officer Trainee	\$15.354		\$22.237		\$19.354		\$26.237	
P64912	Military Security Officer	\$16.804		\$23.746		\$20.804		\$27.746	

Total Hourly Pay								
<i>Per Article 11.3.1</i>								
Job Code	Job Title	1	2	3	4	5	6	7
P66112	Corrections Corporal	\$28.00	\$29.00	\$30.00	\$31.00	\$32.00	\$33.00	\$34.00
P66113	Corrections Sergeant	\$32.00	\$33.00	\$34.00	\$35.00	\$36.00	\$37.00	\$38.00
P66441	Corrections Unit Caseworker	\$28.00	\$29.00	\$30.00	\$31.00	\$32.00	\$33.00	\$34.00
P72011	Behavior Technician	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00	\$32.00	\$33.00
P76142	Mental Health Security Specialist II	\$25.00	\$26.00	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00
P76251	Developmental Disabilities Safety & Habilitation Specialist	\$25.00	\$26.00	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00
P76752	Youth Security Specialist II	\$25.00	\$26.00	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00

Dated this 29th day of November, 2021.



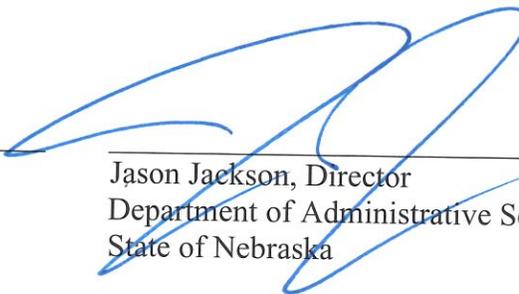
Michael Chipman, President
Fraternal Order of Police, Lodge 88



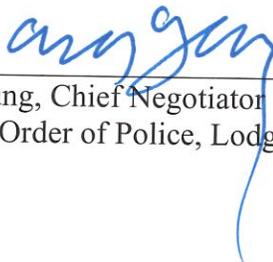
Pete Ricketts, Governor
State of Nebraska



Jerry Brittain
Fraternal Order of Police, Lodge 88



Jason Jackson, Director
Department of Administrative Services
State of Nebraska



Gary Young, Chief Negotiator
Fraternal Order of Police, Lodge 88



Kevin Workman, State Personnel Director
DAS – State Personnel
State of Nebraska



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