



Pete Ricketts, Governor

MEMORANDUM

December 3, 2021

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 Teammates and the New FOP 88 Letter of Agreement

As a result of the collective bargaining agreement reached recently with FOP 88, multiple changes have been made to pay lines, overtime, leave, and other provisions for FOP 88 Labor Contract covered teammates. 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 changes for teammates in specified classifications covered by the Classified System Personnel Rules and Regulations:

Pay Line Adjustments and Wage Increases

Effective December 6, 2021, the classifications listed in Section A below shall have their pay lines adjusted as indicated in Section A. Teammates currently occupying those classifications shall have their base hourly rate increased by the same percentage that the Minimum Hourly Rate for their classification was increased on December 6, 2021, as indicated in Section A, except for those teammates who, in the 60 calendar days preceding December 6, 2021, were hired at advanced rates or who received in-grade adjustments. These exceptions shall be reviewed on a case-by-case basis by State Personnel.

Per the State Personnel Director's Memorandum with the subject line "Rules Teammates and the New NAPE Letter of Agreement" and dated October 25, 2021 ("October 2021 Memo"), the following classifications—Corrections Investigator (K66450), Military Security Officer (R64912), Security Communications Shift Supervisor (V61852), and Corrections Programs Coordinator (V66910)—were identified to receive a pay line adjustment of 2% effective July 1, 2022, with incumbent teammates at that time receiving a 2% increase to their base hourly rate of pay. This Memorandum shall supersede, replace, and apply in lieu of those increases and adjustments provided for in the October 2021 Memo.

Classification Specific Pay Differential

Effective December 6, 2021, Rules teammates working in one of the classifications in Section A shall receive a \$3/Hour Pay Differential. However, this Pay Differential shall not be applied to any teammate who is already receiving the Pay Differential provided per October 2021 Memo. The Pay Differential provided under this section shall be in addition to any other hourly differentials, with the exception of the Pay Differential referenced above from the October 2021 Memo, and shall apply to all hours.

Temporary Overtime Provisions

The temporary overtime provisions in this section do not build upon the temporary overtime provisions provided for in the October 2021 Memo. Rather, for applicable classifications and teammates identified in Section A below, these temporary overtime provisions shall supersede, replace, and apply in lieu of those provided for in the October 2021 Memo.

(Chapter 9.003.03) Effective December 6, 2021 and running through June 30, 2023 all Rules teammates in classifications listed below shall be eligible for overtime compensation at the rate of two-times (2X) their regular hourly rate of pay, as opposed to one and one-half times (1.5X). This is applicable only to teammates who are deemed by their agency to be overtime eligible under the FLSA, and only for teammates in classifications listed in Section A below.

(Chapter 10.003.02) Also, effective December 6, 2021 and running through June 30, 2023 all Rules teammates in classifications listed below in Section A, and who work on their designated holiday, shall be paid at a rate of two-times (2X) their regular hourly rate for all hours covering their normal work day. For all hours worked in excess of a teammate's normally scheduled work day, the teammate shall be paid at two and one-half (2.5X) their regular hourly rate. This is applicable only to teammates who are deemed by their agency to be overtime eligible under the FLSA.

(Chapter 9.003.02A) Lastly, effective December 6, 2021 Agency Heads have the discretion to provide up to one and one-half times (1.5X) their regular hourly rate to teammates exempt from overtime under the FLSA for extra hours worked, as opposed to straight time compensation. This is not an indication that the teammate is or should be overtime eligible under the FLSA. The State Personnel Director's approval must still be obtained per Chapter 9.003.02A of the Classified System Personnel Rules and Regulations.

Section A

Job Code	Job Title	12/6/21 Minimum	12/6/21 MPR	12/6/21 Midpoint	12/6/21 Maximum
G66116	Corrections Major	\$ 34.371	\$ 36.090	\$ 42.964	\$ 51.557
G66590	Corrections Security Administrator	\$ 38.800	\$ 40.740	\$ 48.500	\$ 58.200
G66911	Corrections Asst. Warden I	\$ 34.371	\$ 36.090	\$ 42.964	\$ 51.557
G66912	Corrections Asst. Warden II	\$ 36.090	\$ 37.895	\$ 45.113	\$ 54.135
G66913	Corrections Deputy Warden	\$ 38.800	\$ 40.740	\$ 48.500	\$ 58.200
G66921	Corrections Asst. Superintendent – Adult	\$ 32.734	\$ 34.371	\$ 40.918	\$ 49.101
K66113	Corrections Sergeant	\$ 29.000	\$ 30.450	\$ 35.074	\$ 41.148
K66115	Corrections Captain	\$ 32.734	\$ 34.371	\$ 40.918	\$ 49.101
K66450	Corrections Investigator	\$ 32.734	\$ 34.371	\$ 40.918	\$ 49.101
R61851	Security Communications Specialist	\$ 19.920			\$ 28.510
R64831	Security Guard	\$ 16.180			\$ 23.400
R64912	Military Security Officer	\$ 20.804			\$ 27.746
R66112	Corrections Corporal	\$ 25.000			\$ 31.000
R66441	Corrections Unit Caseworker	\$ 25.000			\$ 31.000
R72011	Behavior Technician	\$ 24.000			\$ 30.000
R76142	Mental Health Security Specialist II	\$ 22.000			\$ 28.000
R76251	Developmental Disabilities Safety & Habilitation Specialist	\$ 22.000			\$ 28.000
R76752	Youth Security Specialist II	\$ 22.000			\$ 28.000
R76753	Youth Security Supervisor	\$ 24.200			\$ 36.300
V61852	Security Comm. Shift Supervisor	\$ 21.912	\$ 23.008	\$ 27.390	\$ 32.868
V66113	Corrections Sergeant	\$ 29.000	\$ 30.450	\$ 35.074	\$ 41.148
V66114	Corrections Lieutenant	\$ 31.175	\$ 32.734	\$ 38.969	\$ 46.763
V66115	Corrections Captain	\$ 32.734	\$ 34.371	\$ 40.918	\$ 49.101
V66442	Corrections Unit Case Manager	\$ 26.250	\$ 27.563	\$ 32.813	\$ 39.375
V66443	Corrections Unit Manager	\$ 29.000	\$ 30.450	\$ 35.074	\$ 41.148
V66444	Corrections Unit Administrator	\$ 31.175	\$ 32.734	\$ 38.969	\$ 46.763
V66910	Corrections Programs Coordinator	\$ 38.800	\$ 40.740	\$ 48.500	\$ 58.200
V72483	Youth Counselor Supervisor	\$ 26.620	\$ 27.951	\$ 33.275	\$ 39.930
V76154	MH Security Unit Supervisor	\$ 24.200	\$ 25.410	\$ 30.250	\$ 36.300
V76215	Dev. Tech. Shift Supervisor	\$ 24.200	\$ 25.410	\$ 30.250	\$ 36.300
V76231	ICF/DD Home Manager	\$ 26.620	\$ 27.951	\$ 33.275	\$ 39.930
V76753	Youth Security Supervisor	\$ 24.200	\$ 25.410	\$ 30.250	\$ 36.300