

NEBRASKA

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DEPT. OF ADMINISTRATIVE SERVICES



Pete Ricketts, Governor

MEMORANDUM

July 1, 2022

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 NAPE Letter of Agreement

As a result of the [Letter of Agreement](#) reached with NAPE/AFSCME on June 24, 2022, changes have been made to overtime and holiday premium pay rates that impact Rules covered teammates. These changes build upon the [Letter of Agreement](#) between NAPE/AFSCME and the State of Nebraska in October of 2021, as well as the State Personnel Director's [Memorandum](#) signed October 25, 2021. 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, 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. These changes shall supplement the State Personnel Director's [Memorandum](#) signed October 25, 2021, superseding the Temporary Overtime Provisions of that October Memorandum only. All other provisions of the October 25, 2021 Memorandum remain in effect.

Temporary Overtime Provisions

The following changes are only applicable to classifications and incumbent teammates at qualified 24-hour facilities. The qualifying 24-hour facilities are: Beatrice State Developmental Center (BSDC) – Beatrice, Central Nebraska Veterans' Home – Kearney, Community Corrections Center (CCC-L) – Lincoln, Community Corrections Center (CCC-O) – Omaha, Cornhusker State Industries (CSI) – Lincoln, Diagnostic & Evaluation Center (DEC) – Lincoln, Eastern Nebraska Veterans' Home – Bellevue, Grand Island Veterans' Home – Grand Island, Lincoln Correctional Center (LCC) – Lincoln, Lincoln Regional Center – Lincoln, NDCS Pharmacy – Lincoln, Nebraska Correctional Center for Women (NCCW) – York, Nebraska Correctional Youth Facility (NCYF) – Omaha, Nebraska State Penitentiary (NSP) – Lincoln, Norfolk Regional Center – Norfolk, Norfolk Veterans' Home – Norfolk, Omaha Correctional Center (OCC) – Omaha, Tecumseh State Correctional Institution (TSCI) – Tecumseh, Western Nebraska Veterans' Home – Scottsbluff, Whitehall Campus – Lincoln, Work Ethic Camp (WEC) – McCook, Youth Facility – Lincoln, Youth Rehabilitation and Treatment Center – Hastings, and the Youth Rehabilitation and Treatment Center

– Kearney.

(Chapter 9.003.03) Effective July 1, 2022 and running through June 30, 2023 all Rules teammates assigned to work at one of the 24-hour facilities listed above 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 hours worked at one of the qualifying 24-hour facilities.

(Chapter 10.003.02) Also, effective July 1, 2022 and running through June 30, 2023 all Rules teammates assigned to work at one of the 24-hour facilities listed above, 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, and only for hours worked at one of the qualifying 24-hour facilities.

Kevin Workman, Director

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