

# Quarterly Pay Plan Update

July 1<sup>st</sup>, 2025 – September 30<sup>th</sup>, 2025



Following are the amendments to the 2025 State of Nebraska Classification and Pay Plan for the period indicated above.

Sean Davis, Director  
DAS – State Personnel Division

**The most current Pay Plan and Quarterly Pay Plan Changes are posted on the DAS website:**

<https://das.nebraska.gov/personnel/classcomp/payplan.html>

**NEW JOB PROFILES (CLASSES):**

| Job Code | Job Title                                   | Min    | MPR    | Mid    | Max    |
|----------|---|--------|--------|--------|--------|
| A07241   | Data Governance Analyst I                   | 35.000 |        |        | 51.594 |
| A07242   | Data Governance Analyst II                  | 42.000 |        |        | 61.913 |
| V07243   | Data Governance Analyst III                 | 49.000 | 51.450 | 60.515 | 72.030 |
| N33240   | Dir. of Communications & Public Information |        |        |        |        |
| A07131   | IT Analyst I                                | 29.348 |        |        | 43.263 |
| R07131   | IT Analyst I                                | 29.348 |        |        | 43.263 |
| A07132   | IT Analyst II                               | 35.267 |        |        | 51.988 |
| K07132   | IT Analyst II                               | 35.267 | 37.031 | 43.628 | 51.988 |
| R07132   | IT Analyst II                               | 35.267 |        |        | 51.988 |
| A07133   | IT Analyst III                              | 41.102 |        |        | 60.589 |
| V07133   | IT Analyst III                              | 41.102 | 43.158 | 50.846 | 60.589 |
| A07121   | IT Operations Analyst I                     | 25.218 |        |        | 37.174 |
| R07121   | IT Operations Analyst I                     | 25.218 |        |        | 37.174 |
| A07122   | IT Operations Analyst II                    | 30.304 |        |        | 44.672 |
| A07123   | IT Operations Analyst III                   | 35.316 |        |        | 52.060 |
| V07123   | IT Operations Analyst III                   | 35.316 | 37.082 | 43.688 | 52.060 |
| A07201   | IT Security Engineer I                      | 32.500 |        |        | 47.909 |
| R07201   | IT Security Engineer I                      | 32.500 |        |        | 47.909 |
| A07202   | IT Security Engineer II                     | 38.000 |        |        | 56.017 |
| A07203   | IT Security Engineer III                    | 45.000 |        |        | 66.336 |
| V07203   | IT Security Engineer III                    | 45.000 | 47.250 | 55.668 | 66.336 |

**NEW JOB PROFILES (CLASSES): (continued)**

| Job Code | Job Title                              | Min    | MPR    | Mid    | Max    |
|----------|--|--------|--------|--------|--------|
| G07190   | IT Systems Architect                   | 51.893 | 54.488 | 64.868 | 77.842 |
| A15401   | Project Coordinator                    | 30.000 |        |        | 44.224 |
| G15402   | Project Manager                        | 34.200 | 35.910 | 42.418 | 50.636 |
| R15402   | Project Manager                        | 34.200 |        |        | 50.636 |
| G15403   | Project Manager Senior                 | 39.159 | 41.117 | 48.569 | 57.978 |
| G15404   | Project Portfolio Manager              | 45.816 | 48.107 | 56.825 | 67.834 |
| C69320   | Unemployment Insurance Appeals Referee | 27.976 |        |        | 41.240 |

**NEW JOB CODES:**

| Job Code | Job Title                                   |
|----------|---|
| A07121   | IT Operations Analyst I                     |
| A07122   | IT Operations Analyst II                    |
| A07123   | IT Operations Analyst III                   |
| A07131   | IT Analyst I                                |
| A07132   | IT Analyst II                               |
| A07133   | IT Analyst III                              |
| A07201   | IT Security Engineer I                      |
| A07202   | IT Security Engineer II                     |
| A07203   | IT Security Engineer III                    |
| A07241   | Data Governance Analyst I                   |
| A07242   | Data Governance Analyst II                  |
| A15401   | Project Coordinator                         |
| G07190   | IT Systems Architect                        |
| G15402   | Project Manager                             |
| G15403   | Project Manager Senior                      |
| G15404   | Project Portfolio Manager                   |
| K07132   | IT Analyst II                               |
| N33240   | Dir. of Communications & Public Information |
| R07121   | IT Operations Analyst I                     |
| R07131   | IT Analyst I                                |
| R07132   | IT Analyst II                               |
| R07201   | IT Security Engineer I                      |
| R15402   | Project Manager                             |
| V07123   | IT Operations Analyst III                   |
| V07133   | IT Analyst III                              |
| V07203   | IT Security Engineer III                    |
| V07243   | Data Governance Analyst III                 |
| V79920   | Religious Coordinator                       |
| C69320   | Unemployment Insurance Appeals Referee      |

**NEW JOB CLASS SPECIFICATIONS:**

| Job Code | Job Title                   |
|----------|-----------------------------|
| A07241   | Data Governance Analyst I   |
| A07242   | Data Governance Analyst II  |
| V07243   | Data Governance Analyst III |

**NEW JOB CLASS SPECIFICATIONS: (continued)**

| Job Code | Job Title                              |
|----------|--|
| A07131   | IT Analyst I                           |
| A/K07132 | IT Analyst II                          |
| A/V07133 | IT Analyst III                         |
| A07121   | IT Operations Analyst I                |
| A07122   | IT Operations Analyst II               |
| A/V07123 | IT Operations Analyst III              |
| A07201   | IT Security Engineer I                 |
| A07202   | IT Security Engineer II                |
| A/V07203 | IT Security Engineer III               |
| G07190   | IT Systems Architect                   |
| A15401   | Project Coordinator                    |
| G15403   | Project Manager Senior                 |
| G15404   | Project Portfolio Manager              |
| C69320   | Unemployment Insurance Appeals Referee |

**JOB CODE CHANGES:**

| Job Code | Job Title                         |
|----------|-----------------------------------|
| G15400   | Project Manager changed to G15402 |
| R15400   | Project Manager changed to R15402 |

**JOB PROFILE CHANGES:**

| Job Code | Job Title   |
|----------|---|
| G09430   | Labor Administrative Services Director changed to Labor Division Director |
| P76142   | Mental Health Security Specialist II changed to Mental Health Specialist  |
| R76142   | Mental Health Security Specialist II changed to Mental Health Specialist  |
| R99999   | SOS Student Intern (non-classified) changed to Intern (classified)        |
| N99999   | Student Intern changed to Intern  |

**PAY RANGE CHANGES:**

| Job Code | Job Title                                    | Min    | MPR    | Mid    | Max    |
|----------|--|--------|--------|--------|--------|
| R99999   | Intern                                       | 13.500 |        |        | 23.000 |
| G15402   | Project Manager                              | 34.200 | 35.910 | 42.418 | 50.636 |
| R15402   | Project Manager                              | 34.200 |        |        | 50.636 |
| V64513   | Game & Parks Conservation Officer Supervisor | 35.701 | 37.487 | 47.964 | 60.227 |

**REVISED JOB CLASS SPECIFICATIONS:**

| Job Code | Job Title                                   |
|----------|---|
| H75015   | Administrative Nurse                        |
| R75015   | Administrative Nurse                        |
| V75015   | Administrative Nurse                        |
| V62300   | Agriculture Food Service Evaluation Officer |
| V75016   | Assistant Director of Nursing               |
| V66444   | Corrections Unit Administrator              |
| V66442   | Corrections Unit Case Manager               |
| P66441   | Corrections Unit Caseworker                 |

**REVISED JOB CLASS SPECIFICATIONS: (continued)**

| <b>Job Code</b> | <b>Job Title</b>   |
|-----------------|--|
| V66443          | Corrections Unit Manager   |
| G75017          | Director of Nursing  |
| X62632          | Equal Opportunity Commission Investigator I                        |
| X62633          | Equal Opportunity Commission Investigator II                       |
| X62634          | Equal Opportunity Commission Investigator III/Lead Worker          |
| V62635          | Equal Opportunity Commission Investigator Supervisor/Unit Director |
| V53550          | Highway Quality Assurance Manager                                  |
| R99999          | Intern   |
| C70850          | Job Training Program Coordinator                                   |
| G09430          | Labor Division Director  |
| I75013          | Licensed Practical Nurse   |
| V75013          | Licensed Practical Nurse   |
| P76142          | Mental Health Specialist   |
| G15402          | Project Manager  |
| V74280          | Radiological Program Manager                                       |
| H75014          | Registered Nurse   |
| R75014          | Registered Nurse   |
| C72481          | Youth Counselor  |
| V72483          | Youth Counselor Supervisor   |

**REACTIVATED JOB CODES:**

| <b>Job Code</b> | <b>Job Title</b>  |
|-----------------|---|
| R07012          | Information Technology Applications Developer/Senior        |
| R07082          | Information Technology Business Systems Analyst/Coordinator |
| R19612          | Federal Aid Administrator II                                |
| R31113          | Attorney III  |
| V56813          | Highway Designer III  |

**DELETED JOB CLASS SPECIFICATIONS:**

| <b>Job Code</b> | <b>Job Title</b>                       |
|-----------------|--|
| G70760          | Director of Reemployment Services      |
| G69810          | Director of Unemployment Insurance     |
| C70410          | Employment Services Program Specialist |
| A07051          | IT Data/Database Analyst               |
| R07051          | IT Data/Database Analyst               |
| A07054          | IT Data/Database Analyst/Lead          |
| V07054          | IT Data/Database Analyst/Lead          |
| A07052          | IT Data/Database Analyst/Senior        |
| K07052          | IT Data/Database Analyst/Senior        |
| R07052          | IT Data/Database Analyst/Senior        |
| A07072          | IT Infrastructure Support Analyst      |
| R07072          | IT Infrastructure Support Analyst      |
| A07074          | IT Infrastructure Support Analyst/Lead |

**DELETED JOB CLASS SPECIFICATIONS: (continued)**

| <b>Job Code</b> | <b>Job Title</b>                         |
|-----------------|--|
| V07074          | IT Infrastructure Support Analyst/Lead   |
| A07073          | IT Infrastructure Support Analyst/Senior |
| G07073          | IT Infrastructure Support Analyst/Senior |
| V07073          | IT Infrastructure Support Analyst/Senior |
| A07071          | IT Infrastructure Support Technician     |
| R07071          | IT Infrastructure Support Technician     |
| A07031          | IT Operations Analyst                    |
| A07032          | IT Operations Analyst/Senior             |
| A07021          | IT Systems Programmer                    |
| A07024          | IT Systems Programmer/Lead               |
| V07024          | IT Systems Programmer/Lead               |
| A07022          | IT Systems Programmer/Senior             |
| G62690          | Safety Division Director                 |
| A07922          | State Network Analyst                    |
| R07922          | State Network Analyst                    |
| A07923          | State Network Analyst/Senior             |
| V07923          | State Network Analyst/Senior             |
| A07925          | State Network Coordinator                |
| A07921          | State Network Technician                 |
| R07921          | State Network Technician                 |
| C72842          | Youth Counselor II                       |

**JOB CODE DELETIONS:**

| <b>Job Code</b> | <b>Job Title</b>                         |
|-----------------|--|
| A07021          | IT Systems Programmer                    |
| A07022          | IT Systems Programmer/Senior             |
| A07024          | IT Systems Programmer/Lead               |
| A07031          | IT Operations Analyst                    |
| A07032          | IT Operations Analyst/Senior             |
| A07051          | IT Data/Database Analyst                 |
| A07052          | IT Data/Database Analyst/Senior          |
| A07054          | IT Data/Database Analyst/Lead            |
| A07071          | IT Infrastructure Support Technician     |
| A07072          | IT Infrastructure Support Analyst        |
| A07073          | IT Infrastructure Support Analyst/Senior |
| A07074          | IT Infrastructure Support Analyst/Lead   |
| A07921          | State Network Technician                 |
| A07922          | State Network Analyst                    |
| A07923          | State Network Analyst/Senior             |
| A07925          | State Network Coordinator                |
| A33900          | ETC/Net Producer                         |
| A49280          | Econ Dev Financial Packager              |
| C70410          | Employment Services Program Specialist   |
| E45230          | Natural Resources Program Specialist     |
| E45512          | Integrated Water Mngmt Analyst           |

**JOB CODE DELETIONS: (continued)**

| <b>Job Code</b> | <b>Job Title</b>                                 |
|-----------------|--|
| E56640          | Hwy Pavement Mngmt Coordinator                   |
| G07073          | IT Infrastructure Support Analyst/Senior         |
| G09122          | Administrative Assistant II                      |
| G09352          | Facility Operating Officer II                    |
| G09960          | State Materiel Logistical And Operations Manager |
| G15400          | Project Manager                                  |
| G25110          | Insurance Health Policy Analyst                  |
| G37410          | Arts Council Associate Director                  |
| G62690          | Safety Division Director                         |
| G69810          | Director of Unemployment Insurance               |
| G70760          | Director of Reemployment Services                |
| G75314          | Nursing Director/Associate                       |
| H74821          | Psychologist/Associate                           |
| K07052          | IT Data/Database Analyst/Senior                  |
| K57800          | Highway Civil Rights Specialist                  |
| K74821          | Psychologist/Associate                           |
| K78160          | DHHS System Consultant                           |
| M53810          | State Patrol Fingerprint Technician              |
| M56651          | Hwy Bridge Detailer I                            |
| M56652          | Hwy Bridge Detailer II                           |
| R01610          | Client Intake Clerk                              |
| R07051          | IT Data/Database Analyst                         |
| R07052          | IT Data/Database Analyst/Senior                  |
| R07071          | IT Infrastructure Support Technician             |
| R07072          | IT Infrastructure Support Analyst                |
| R07921          | State Network Technician                         |
| R07922          | State Network Analyst                            |
| R11900          | Principal  |
| R15400          | Project Manager                                  |
| R21640          | Examiner/Review                                  |
| R25110          | Insurance Hlth Policy Analyst                    |
| R45211          | Natural Resources Specialist I                   |
| R56162          | Hwy Cartographer                                 |
| R56651          | Hwy Bridge Detailer I                            |
| R56652          | Hwy Bridge Detailer II                           |
| R57172          | Natural Resources Planner Coordinator            |
| R57222          | Hwy Contracts Technician I                       |
| R61122          | Highway Traffic Operations Center Operator/Lead  |
| R66450          | Corrections Investigator                         |
| R66570          | Corrections Extradition And Warrant Officer      |
| R70850          | Job Training Program Coordinator                 |
| R72552          | Behavioral Health Practitioner II                |
| R72831          | DD Service Coordinator                           |

**JOB CODE DELETIONS: (continued)**

| <b>Job Code</b> | <b>Job Title</b>                                |
|-----------------|---|
| R74821          | Psychologist/Associate                          |
| R76141          | Mental Health Security Specialist I             |
| R76460          | Active Treatment Program Assistant              |
| R76751          | Youth Security Specialist I                     |
| R82122          | Custodial Leader                                |
| R84230          | Plumber   |
| S17801          | Retirement Specialist Trainee                   |
| S53820          | State Patrol Evidence Tech                      |
| V07024          | IT Systems Programmer/Lead                      |
| V07054          | IT Data/Database Analyst/Lead                   |
| V07073          | IT Infrastructure Support Analyst/Senior        |
| V07074          | IT Infrastructure Support Analyst/Lead          |
| V07923          | State Network Analyst/Senior                    |
| V09520          | DHHS Program Performance Measurement Consultant |
| V09720          | Oil and Gas Conservation Deputy Director        |
| V19330          | Budget Analyst                                  |
| V37430          | Arts Council Programs Director                  |
| V45440          | Hwy Environmental Program Manager               |
| V56654          | Hwy Bridge Designer II                          |
| V57183          | Transportation Planner III                      |
| V57542          | Hwy Utilities Coordinator II                    |
| V57780          | Hwy Construction Scheduling Coordinator         |
| V57812          | Hwy Operations Analyst II                       |
| V73620          | DPI Program Manager                             |
| V74814          | Psychologist III                                |
| V75513          | Community Health Nurse Senior                   |

**CATEGORIES NOT USED THIS QUARTER:**

CORRECTIONS

[DATE] PAY RANGE INCREASES

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**Class Specifications are available at the following website:**

<https://das.nebraska.gov/personnel/classcomp/jobspecs/jobspecs.html>

**Always go to this website for the most current class specification**