



Excellence in

NEBRASKA

Good Life. Great Opportunity.

Leadership

Teammate Recognition Month | 2022

Welcome!

Since 1985, the State of Nebraska has sponsored a statewide recognition program which has been coordinated by the Administrative Services State Personnel Division on behalf of the Governor's Office. The goal of this program is to show appreciation to state teammates for their loyalty and professional excellence. The program focuses both on exceptional performance and career tenure. Exceptional performers are recognized with an Excellence in Leadership award, while career teammates are honored with an Excellence in State Service award.

The Excellence in Leadership program recognizes teammates whose job performance has exceeded the highest standards and contributed to the overall effectiveness of the agency. These teammates are then honored at the Excellence in Leadership award ceremony. To date, 3,261 state teammates have received this honor. Today, 97 new recipients shall be added to this list of honorees.

We are pleased to honor these very fine Nebraska State Teammates.



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2022

*Excellence in
Leadership*

Administrative Services

Leslie Lynn Durr

Leslie began her career in the military. In 2018, Leslie joined the Nebraska Department of Administrative Services as the State Contracts Manager, where she oversees state contracts and supervises the vendor performance program. In recent years, she has dedicated significant amounts of time assisting the State of Nebraska with emergency response to the historic flooding fo 2019 and COVID-19. With her outstanding work ethic and positive attitude, Leslie is a model teammate that exemplifies leadership, teamwork, and public service.



Administrative Services

Amy Stephen

Amy has been with the State of Nebraska for four years. During her time of service, she has been a key contributor to the successful implementation of several initiatives including the State Building Division's Facility Management System. Amy has a degree in Accounting and worked with data management systems for years with the University. She has a great deal of experience in the development of systems to manage and analyze data using everything from legacy to web-based management systems. Amy resides in Murdock, NE and enjoys spending time with her grandchildren. Amy was brought on-board for the Nebraska Op Ex Project in a consulting role. She very quickly immersed herself in helping to determine baseline requirements with customers, as well as enhancements in the dashboard. Her decisive leadership and expertise helped in focusing team effort to propel the project forward on schedule. Amy's contributions to the project were paramount to the successful implementation of the Nebraska Op Ex Dashboard, exceeding the original expectations of project stakeholders.



Administrative Services

Janelle Wickersham

Janelle has been part of State Building Division (SBD) for the past 3.5 years, but in the last year she has gone above and beyond of the State of Nebraska and DAS. Janelle was the lead space planner for the Fallbrook State Office Building, which consisted of working with NDA, NDNR, DED and the Commodity Boards in regards to their space needs, office and staff layout, and furniture choices. Janelle worked countless hours to meet with agencies, hearing both positive and negative feedback, and worked to make all agencies and staff happy and comfortable in their new spaces. Through this process, Janelle showed great communication skills, working with staff at all levels of leadership, as well as valuing state teammate opinions with respect.





Department of Agriculture

Ashley Dempsey

Ashley is an example of a leader who delivers on commitments, sets clear expectations, and is accountable. She cares about her teammates and makes sure she is providing a listening ear and support, both personally as well as professionally. Ashley has shown exceptional adaptability and resilience by taking on leadership of the Finance Team, earning the respect of her team, and becoming well-versed in the complexities of how the Department of Agriculture is funded. Ashley has learned how to effectively delegate and works hard to enlist the expertise of her team and others to align available resources, creating efficiencies and effectiveness toward deadlines and projects. Ashley led the agency through a conversion to Kronos as the new payroll system this past year. Ashley has high integrity and is straightforward about doing the right thing for the right reasons for her internal and external customers. She can take a large amount of information and distill it to easily understood communications when processes need to be changed.

photo not available

Department of Agriculture

Michael D. Johnson

Mike joined the Nebraska Department of Agriculture Weights and Measures team as an Inspector 11 years ago. He was promoted to Field Supervisor in 2016 and then to Program Manager in 2019. Throughout Mike's career with NDA, he has passionately supported the Weights and Measures mission to protect the integrity of commercial measurements. His focus is consistently on the stakeholders/customers we serve throughout Nebraska. Mike leads by example, ensures his team has the guidance and resources needed to work efficiently, and makes continuous improvement part of his team's culture. He leads a team of 16 teammates who work each day throughout the State completing inspections on nearly 40,000 units each year, working to ensure equity for consumers and businesses. Mike's dedication to customer service, teamwork, and continuous improvement leads to the success of this team.

Attorney General

Jennifer A. Huxoll

Jennifer Huxoll has served as the Chief of the Nebraska Civil Litigation Bureau since the Spring of 2021. Upon her arrival as a Bureau Chief, Jen quickly became an indispensable member of the Attorney General's managerial team. Jen is a conscientious, dedicated, and highly talented attorney. She has managed her team of civil litigators with extraordinary skill. Her cheerful disposition and positive attitude make her a joy to work with. When the attorneys in her bureau need assistance, Jen never ceases to put her agenda on hold to help and guide her team members. She epitomizes what it means to be a servant-leader. The Attorney General's Office is thankful for her outstanding service to the office and to the State of Nebraska.



Attorney General

Pamela D. Watkins

Pamela Watkins has been with the Department of Justice since 2015. She is well known for serving as an example to others for her dedication to her work and to the State of Nebraska. Pam is conscientious in her work product and communications with her coworkers. She always will take the time needed to complete a project until she's 100% happy with the results. She manages a large docket of cases for the attorneys in her section and keeps things running smoothly. Pam represents the State well in her communications with others outside the agency. She is warm and genuine and makes the Department an enjoyable place to work.



Auditor of Public Accounts

Mark Avery

Mark Avery's involvement with political subdivisions across Nebraska is outstanding. His years of service, helpful education, and speaking engagements to those entities is invaluable. Mark is a former high school state wrestling champion and a 1993 Kansas State University graduate. He became a Certified Public Accountant (CPA) in 1994 and started with the Nebraska Auditor of Public Accounts in 1999. He is currently an Assistant Deputy Auditor. Mark's leadership roles within the office make him stand out. Mark always takes the time to listen and understand differing viewpoints from staff. Mark does a great job of working with staff when they have questions and providing answers that help to explain the process. He has also taken on a lot of additional responsibility including coordinating the schedules for the office. Mark works with the Society of CPA's and the League of Nebraska Municipalities to educate political entities regarding budgets and audits by speaking regularly at conferences and meetings.



Auditor of Public Accounts

Emily Parker

Emily Parker is a 2012 graduate of the University of Nebraska and started with the Nebraska Auditor of Public Accounts in 2013. She is currently a Senior Auditor-In-Charge. Emily was a former United States Marine, and while deployed in Iraq in 2007, she received a Meritorious Mast Award for her readiness rating as a sole management representative. Emily has done a great job navigating and working on several counties with single audits. Her experience on the single audit and various other agencies/entities makes her a great team member, supervisor, and trainer. She is extremely good with keeping her staff on task and being aware of how the audit is progressing.



Department of Banking and Finance

Ann Divis



Ann Divis is a Paralegal and the Department's Complaints Specialist, handling all complaints made against consumer finance companies, which includes mortgage companies, mortgage loan originators, and money transmitters. The Department receives many complaints from consumers who have lost money and have no idea of where to turn. They are often upset or angry and have not been able to even talk to the company or person at issue. Ann is always willing to take such calls and reply to emails in order to assist. Ann's patience, resourcefulness, and superb communication skills are of great value in such situations. Such individuals often subsequently extend appreciation to the Department because no one else would talk to them. Ann has been described as one of the "key ears" of the Department. Ann exemplifies four of the State's core values of customer service focused excellence, serving by example, teamwork/collaboration, and effective communication. She truly cares about the citizens of this state and the Department's mission.

Department of Banking and Finance

Michelle Lindner



Michelle Lindner routinely demonstrates transparency and teamwork as an Examiner Specialist. One example is her work in spearheading the project to update and revise NDBF rules on audits and directors' examinations. She assembled an internal team, contacted external stakeholders, collected comments from, and met with auditing firms who work with financial institutions. She reviewed the team's revisions with Department managers and produced excellent results. The revisions, which also were used in part to revise the credit union audit rule, could be adopted in 2022. In her role as NDBF Accounting Specialist, Michelle has served as a mentor for other examiners and a resource for many agency staff. She is a highly proficient examiner who has lead examinations for banks with supervisory concerns. Her in-depth work, which includes preparing additional materials for formal action, is thorough, insightful, and comprehensive. Michelle's leadership, experience, and skills make her an extremely valued member of the NDBF team.

Department of Correctional Services

Michael Dorton



Michael Dorton has been a Unit Case Manager at the Community Corrections Center – Lincoln (CCC-L) for the past five years. But it is his service on the Special Operations Response Team (SORT) for the Nebraska Department of Correctional Services (NDCS) for which he deserves special recognition. As a prior coordinator and still active member of SORT, Dorton has also volunteered for the agency's other special teams during his days off. His leadership and willingness to put in extra effort make him a valued asset to each of those groups, the facility where he works, and NDCS at large.

Department of Correctional Services

Zachary Haller

Field training officers are responsible for the instruction of new team members at the Nebraska Department of Correctional Services. Often, they also serve as mentors to existing staff. During his short two-and-a-half years at the Work Ethic Camp (WEC), Corporal Zachary Haller has distinguished himself as someone who is positive, reliable, and an excellent communicator. When fellow team members are dealing with a difficult situation, they know they can go to him for advice. In addition to treating his trainees with respect, Cpl. Haller is known for showing the same courtesy to the incarcerated population.



Department of Correctional Services

Colt Heiden

The role of Chief Intelligence Analyst keeps Colt Heiden very busy at the Nebraska State Penitentiary (NSP). During his day-to-day interactions, he is known for on-the-spot training and reinforcing security processes with staff. Qualities often used to describe Heiden are dependable, firm, and consistent. During his six years with the Nebraska Department of Correctional Services (NDCS), he has developed into a recognized leader with a strong work ethic who can be counted on by peers and supervisors to carry out the mission and values of the department.



Department of Correctional Services

Kelsey Hetrick

Accomplishing even the smallest of tasks has great significance for Kelsey Hetrick. A Unit Case Worker at the Nebraska Correctional Youth Facility (NCYF), she has a reputation for going above and beyond in every project she is given. During a two-month period, she took the lead in cleaning, organizing, and updating the facility's canteen. Hetrick's positivity and can-do attitude has made a huge impression during her two years with the Nebraska Department of Correctional Services (NDCS). As a fellow team member noted about Kelsey, "[she] always takes the initiative to do what is best for the team and facility without expectations in return, which shows how deeply she cares about the hard work we all do every day."



Department of Correctional Services

Todd Langan



With more than three decades of experience under his belt, Todd Langan has earned the respect and confidence of peers and leaders alike at the Community Corrections Center – Omaha (CCC-O). A performer of the highest caliber, Langan is someone who can be counted on to do the right thing at the right time, 100% of the time. Even supervisory staff have been known to seek him out for advice and guidance. If a problem arises, Langan is known for his calming presence, and is someone who can be counted on to follow through, no matter what the situation may be.

Department of Correctional Services

Michael Latka



Mike Latka is known for being a go-to guy, who loves his job and works hard to achieve the mission of the Nebraska Department of Correctional Services (NDCS) - keep people safe. In addition to his own caseload, Latka regularly takes on other duties. With more than 30 years in the agency, Latka is frequently sought for advice and has mentored subordinates, many of whom have promoted. With incarcerated individuals, he is known for being fair and consistent. Latka was the first Moral Reconciliation Therapy facilitator at the Omaha Correctional Center (OCC), a role he continues to embrace today.

Department of Correctional Services

Lydell E. Pinneo



Lydell Pinneo wasted no time in identifying the goals he wanted to accomplish once he was promoted to Unit Case Manager at the Nebraska Correctional Center for Women (NCCW). Among his objectives of providing team members with the necessary training and materials they needed to be successful, Pinneo's approach to servant-leadership has not gone unnoticed. He has been nominated three separate times for recognition as a Facility Supervisor. With 11 years of experience at NCCW, Pinneo frequently and freely acknowledges the efforts of other team members and is a constant source of encouragement as they pursue their goals.

Department of Correctional Services

Cpl. Dan Shaffer

A positive attitude and a caring disposition – those are just two of the winning characteristics displayed by Corporal Daniel Shaffer. During the past three years at the Tecumseh State Correctional Institution (TSCI), he has filled critical roles as a Field Training Officer and a member of the Staff Empowerment & Resilience/Victim Education & Support (SERVES) team. Members of that team undergo special training to provide support and resources, not only to other staff, but also victims of incarcerated individuals. Cpl. Shaffer always stands ready to assist new and veteran staff, and proudly represents the agency in that capacity.



Department of Correctional Services

Ken Sturdy

Ken Sturdy exemplifies what it means to be a dedicated state employee. With 45 years of service he has brought stability, leadership, and consistency to operations at the Nebraska Department of Correctional Services (NDCS). As the Training and Development Manager for the Staff Training Academy, Sturdy has helped onboard thousands of team members to the department. With vision and flexibility, he guided the department through two years of COVID and staffing challenges, all the while ensuring that new and experienced team members were meeting necessary training hours to meet accreditation and audit standards. His commitment to the agency, coupled with his steady demeanor, serve as an inspiration to new and seasoned staff alike.



Department of Correctional Services

Shane Thurman

Sergeant Shane Thurman is known for taking a very hands-on approach to his duties as a Field Training Officer at the Reception and Treatment Center (RTC). He is responsible for the training of new facility hires. That includes making sure schedules, instructions, and the partnering of new teammates with veteran staff are always ready to go. In recent months, Sgt. Thurman has maintained a robust training schedule. When he's not managing a class, he's brushing up on his own training. In addition to providing tactical instruction, Sgt. Thurman is also a Gallup Strengths coach. His positive attitude and interaction with staff make him a great asset to RTC.





Commission on Law Enforcement and Criminal Justice

Michael P. Kerby

Mike Kerby is a graduate of Western Iowa Technical Community College, the Northwestern University School of Police Staff and Command, and the International Association of Chiefs of Police Leadership in Police Organizations program. Mike began his career with the Nebraska State Patrol, serving 35 years before retiring in 2013 as a Captain. Mike spent most of his career providing training in police service dogs, defensive tactics, confrontation management, and emergency service team tactics. Mike maintains an international reputation in these subjects and serves as an instructor for several law enforcement agencies and foreign countries. In 2015, Mike joined the Nebraska Law Enforcement Training Center as an Instructor/Special State Deputy Sheriff, where he provides courses in tactics, building searches, active shooter response, and use of force. With his decades of service, Mike is a highly impactful coach, mentor, and role model for recruits and his fellow instructors. Mike deeply and truly epitomizes teamwork, collaboration, serving by example, and teammate development and engagement. Like any good mentor, he is sympathetic and humble, giving his thoughts and suggestions without thought of reward or credit. Mike simply wants his teammates to succeed, and he is there for them during every step of the journey.

Commission on Law Enforcement and Criminal Justice

Randi Webb

Randi Webb graduated from the University of Nebraska at Kearney in 2003 and is currently pursuing a Master of Science in Organizational Management with a specialization in Criminal Justice Administration and Management. Randi joined the Grand Island Police Department in 2003 and served for the next 13 years in various roles before joining the Nebraska Law Enforcement Training Center as an Instructor/Special State Deputy Sheriff in 2016. Randi is a nationally recognized expert in defensive tactics and holds several certifications. At NLETC, she teaches at all levels, from beginner to instructor programs. Randi lives her commitment to NLETC, her teammates, and the students they train. She exemplifies teamwork, proactive management, leadership by example, and team development. Randi is always looking to put NLETC at the forefront of 21st century law enforcement training. To this end, Randi has accompanied the deputy director on best practices exchange to a neighboring state's training center; improved approaches in handling student disciplinary and absence issues; mentored other instructors; and worked with the deputy director to make sure NLETC has a presence at critical national conferences and other meetings. Randi is a talented law enforcement officer, skilled instructor, successful coach/mentor, and a credit to the NLETC.



Department of Economic Development

Trevon L. Brooks

Trevon was an early leader in Business Recruitment. Since then, he was selected to set up the Department's presence in Omaha, and specifically North Omaha, as the leader of the newly created Economic Recovery Division enacted by LB 1024. He has shown remarkable leadership ability and adaptability as he has found office space and recruited talented team members. Trevon is a veteran of the U.S. military and comes to the Department with experience in Venture Capital.



Department of Economic Development

Lori Shaal

Lori and her husband, Mike, have 2 boys, Adrienne who lives in Phoenix, and Zach who lives in Lincoln. She is active in her church at St. Pats, loves spending time with her family, especially her great nieces and nephews and loves Husker sports, Green Bay Packers, and the Cubs. She is the event planner for everyone - work, family, and friends. Lori is the Department's Liaison with the Nebraska Diplomats, a support organization. She goes above and beyond to plan events for the Department such as Governor's Summits, International Trade Missions, and Business Recruitment events in major U.S. cities.



Department of Education

Trudy Clark

Trudy works for the Nebraska Department of Education as the Statewide Assessment Assistant Director. Statewide Assessment is charged with measuring student performance in Nebraska public schools. One element of Trudy's job is working with educators to provide coaching and resources regarding assessment. She is currently involved in a project to train all Nebraska educators in assessment literacy. Dr. Clark is the first to volunteer when opportunities arise. She leads the Nebraska Accreditation External Team and recruits her accreditation team based on the individuals' strengths. Dr. Clark leads by example. She works extremely hard in all aspects of her work, demonstrating responsibility and always putting educators and students first.



Department of Education

Kristine Luebbe

Kristine continually utilizes her knowledge as an early childhood educator and parent to develop resources and professional development opportunities that increase awareness of the importance of family engagement. This is a topic Kristine is passionate about because of its potential to improve outcomes for Nebraska's children and families. Over the past year, Kristine has initiated the revision of the Ready for Success booklet — which is a school readiness guide for Nebraska families. She also directed the development of an on-demand course designed to promote early childhood educator's skills in building home-school partnerships to support family engagement PK-3. Kristine is an excellent example of what a collaborative leader looks like. She leads with a positive attitude and with respect for individual differences and experiences. The Programs & Partnerships section has gained three new staff members over the past year. By implementing the inclusive and intentional teamwork strategies that Kristine models daily, the new staff members have been seamlessly integrated into the team's current projects and goals. This has resulted in new teammates having a sense of immediate purpose, meaningful contribution, and camaraderie within the team.



Department of Environment and Energy

Steven McNulty



Steve McNulty's dedication to his job, his team, and the SRF Program personify the definition of Excellence in Leadership. In addition to his normal job duties, Steve has had many additional projects placed upon him in the last 10 months. One of the major ones include developing a 5-year plan utilizing all available resources to ensure, to the best of NDEE's capabilities, that monies from the Infrastructure Investment and Jobs Act (IIJA) are brought into our State and disbursed to our Nebraska communities in the most cost-effective manner. Another is making ARPA eligibility determinations on multiple potential projects for other state agencies and entities. Steve has succeeded in completing those tasks by aligning resources and focusing on success in the most transparent and ethical manner. He has been an outstanding leader in the SRF program. Steve is extremely knowledgeable, effective in his communication, and a valuable resource to our teammates, other State and Federal entities, and Nebraska communities. Steve is truly dedicated to the success of the SRF program. He strives daily to make decisions in the best interest of Nebraska communities, priorities of State leadership, and the health/longevity of the SRF program.

Department of Environment and Energy

Patricia G. West



Pati improved collaboration with customers. Her approach with facilities and their representatives has improved working relationships. Pati uses a classroom approach using a white board, precipitating a mutual understanding of regulatory requirements and facility challenges. She uses this approach with her team to develop critical thinking skills. Her forward-thinking with her team resulted in a more resilient team/agency, by shifting from "silos" of experience to broadening experience across the team. The team was less than half-staff the majority of the year, resulting in a growing backlog. Pati assigned applications to herself and engineers in other programs. This helped them grow professionally and helped the agency to reduce the backlog. Her teamwork approach was instrumental in issuing the longest-standing Air OP application. She aligns resources with the OP program through collaboration. She understands a solid Air CP, easing the transition to a good Air OP. This was further evidenced in the work on data centers, a developing industry in Nebraska. Under her leadership, her team developed and continues to refine how we address data centers so as to protect public health and the environment.

Equal Opportunity Commission

Martin Bland



Martin holds a bachelor's degree from the University of Nebraska-Lincoln in political science. He has an extensive background in customer service, including his time with the NEOC. Martin started with the NEOC as a Staff Assistant and promoted into an Investigator position less than a year after his initial hire, later advancing to Investigator II. During his time with the NEOC, Martin has always worked cooperatively with the public and other staff. As a result of various staffing issues, Martin has assumed duties in both his former and current position, all without complaint. He willingly trains new employees, assists with Spanish language needs, and steps in without needing to be asked.

Equal Opportunity Commission

Stevie Horton

Stevie holds a bachelor's degree in Ethnic Studies/Psychology from the University of Nebraska-Lincoln. Her background in customer service and administrative experience was a great match for her initial position as Staff Assistant. Within a year of service, Stevie was promoted into an Investigator position, proven to be skilled investigator, advancing to Investigator II, and consistently exceeded her goals. Staffing issues have greatly impacted the Staff Assistant position, and Stevie willingly helps out with training, covering absences, and volunteering to complete tasks she knows need to be completed, without even being asked.



Foster Care Review Office

Linda M. Cox

Linda M. Cox is a Research Analyst II with the Foster Care Review Office (FCRO). Linda has enjoyed a 30-year career with the FCRO; during which she has been responsible for designing and updating methodologies for collecting and reporting meaningful data on the frequently changing child welfare and juvenile justice systems, analysis of collected data, creation of internal reports, and preparation of mandated annual and quarterly legislative reports. Linda's position includes verifying the accuracy, completeness, and consistency of the data; correcting or describing identified discrepancies; researching and interpreting historical data and trends to provide validated information for use in planning, publications, and advocacy for children's and families' best interests; representing the FCRO with system partners and external researchers; and working closely with the FCRO Research Director.



Department of Health & Human Services

Kristin Aungst

Kristin Aungst is a Social Services Worker in Medicaid and Long-Term Care. She has been with the Department of Health and Human Services since 2013. She has some of the best customer service skills as a Social Services Worker for the agency. Kristin talks with her clients in a very friendly, helpful manner to potentially alleviate any concern on their part for divulging the information that we must have to make appropriate determinations. Kristin takes each case that crosses her desk very seriously, working it thoroughly to provide correct benefits. She works a wide variety of cases to add to her skill level and works diligently for each client to ensure that all levels of program eligibility have been considered. She develops relationships that allow the clients to feel that they have someone on their side. Kristin has many contacts across the State and works closely with these individuals when a situation presents itself, so that she can ensure that her clients are being served adequately. Kristin consistently is one that the team reaches out to with questions and offers up information when she learns something, for the entire team to benefit from. She works well with each member on the team, adds a touch of humor into most days, and supports each team member, office mate, and administration as needed.





Department of Health & Human Services

Corey Banks

Corey Banks has been employed with NRC since September of 2012 and is currently a Compliance Specialist with the Norfolk Regional Center. Corey is constantly assessing means to not only improve the quality of his work, but he is also always assessing means to improve the outcomes at NRC, including the safety of everyone. Corey volunteered to be a Handle with Care (HWC) Instructor in 2018, which is the curriculum we utilize to train NRC teammates proper techniques to deescalate crisis situations. Not only has Corey continued to be a certified HWC Instructor, but Corey also took over leadership of the HWC implementation throughout NRC. Corey has consistently assessed means to improve the rollout of HWC, by developing drill schedules, revamping the power-point presentations, leading individual and group situational reviews, and coordinating weekly advanced training sessions with his fellow HWC instructors. As a result, we have seen a dramatic increase in safety of the NRC teammates of 85% from 2017 to 2021.

Department of Health & Human Services

Sarah Bohnenkamp



Sarah Bohnenkamp has been with the Division of Public Health since January of 2019. She has progressed through several roles and is currently a Unit Administrator, directly supervising nine positions, and oversees eighteen more with a variety of roles. Sarah has fully embraced and embodied many of the DHHS values and core competencies through her leadership of the Vital Records and Vital Statistics Unit. She has demonstrated an ability to innovate, collaborate with her team, serve and lead by example, and align resources. She and her team identified that the online birth certificate request process was inadequate and created multiple duplications of effort of the customer and our staff. She worked with a cross-functional team to update the request and expand it to other types of requests as well. Her project was able to help DHHS avoid over \$500,000 in costs over 5 years. She is also consistently working within her department to help cover work and provides many other ways of leading and serving by example. She thinks strategically about the resources of the unit and ways to improve the overall customer and staff experience.

Department of Health & Human Services

Susan Coleman



Sue has served Nebraska for many years in the Human Services field including (but not limited to) the Lincoln Regional Center, working with individuals on the Aged and Disabled and Traumatic Brain Injury Waiver. Sue currently works with individuals on the Developmental Disabilities Waiver. She is the example for teamwork within her team. Sue is a great example to new and veteran staff on how to be mentors to other teammates. Sue is always putting her teammates and her own caseload as a priority. Sue also brings a wealth of knowledge from her past work and life experiences. Sue has helped be a mentor to not only her own team, but others as well. Sue is very knowledgeable with resources and has taught our team about housing, aged, and disabled programs, and other available community resources, and shared her resources with our external partners including families, providers, and individuals. Sue always has her individuals' best interests at heart and will continuously pursue avenues to ensure their wellbeing.

Department of Health & Human Services

Frank L. Fornataro

Frank Fornataro is a member of the DHHS IS&T team. He has been serving employees of the Nebraska state government for more than 17 years. While he is not directly responsible for leadership of individuals, he is a leader none the less. Frank is committed, dedicated, and persistent in striving to meet the IT software needs of each of the 24/7 facilities. He is a tremendous partner who is always seeking the best method at the most reasonable cost for the facilities. He is forward thinking, communicates well with the team, and is striving to make DHHS more efficient with each keystroke! Frank developed super user groups among the facilities and has been leading, training, supporting, nurturing, and aligning the resources to increase workflows. He is a great example of what works with teamwork.



Department of Health & Human Services

Kendra Jones

Since 2010, Kendra Jones has held several positions within DHHS to include CFS Specialist, Child and Family Outcome Monitor, Program Accuracy Specialist, QA Program Coordinator, and ESA Contract Administrator; in May 2022 she was promoted to Administrator overseeing the Nebraska Abuse Hotline. Kendra has a bachelor's degree in psychology and a Master of Social Work degree, which she obtained through the DHHS Title IV-E program. She is currently a Certified Social Worker in Nebraska and is a Provisionally Certified Master Social Worker and a Provisionally Licensed Mental Health Practitioner in Nebraska. During the ESA transition, Kendra was the Project Manager, and was instrumental in managing the day-to-day needs of the transition as demonstrated by coordinating case staffing schedule, coordinating the staff transition schedule, ensuring each child was appropriately accounted for, and coordinating with other operational functions within DHHS (finance, HR, legal, procurement, facilities, IS&T, communications, and CEO's office). Kendra kept the team on track and moving in the right direction according to timelines, all while ensuring children and families were safe and well.



Department of Health & Human Services

Kimberly Kohl

Kim Kohl started her career with DHHS assisting at the front desk in Columbus and with EA and MLTC applications. She transitioned to a Protection & Safety Case Aide position in December of 2017. Kim and her husband, Tony, reside in Columbus. Kim's a great help to everyone around her and a joy to work with. She is currently the Office Technician in the Columbus DHHS office and has been with the department for more than 10 years. For approximately the last year, Kim has taken the lead for providing training to seven new office technicians on the team located in the northern service area. Kim focuses on being available to these new teammates via in-person training as well as virtually. Her professional demeanor, skills, and attitude in serving customers serves as an example to other teammates. She is patient with new staff as she guides them through learning NFOCUS, processes, and the unique team challenges. Her vast knowledge is a great resource to many, and she's very willing to share it. Her willingness to travel to be available to assist has contributed greatly to the team's efforts to achieve more consistent and accurate processes, and to build a more united team. Her example and coaching for new and seasoned staff is a treasure.





Department of Health & Human Services **Kyle McConnell**

Kyle McConnell is continually learning and growing as a Process Improvement Coordinator, actively seeking out new technologies, solutions, and efficiencies to share with his project teams, as well as his teammates, within the Office of Business Transformation. Kyle strives to reduce reworks and streamline processes to help teammates be more efficient and effective. He has been an instrumental asset to the Office of Business Transformation, and the Department of Health and Human Services as a whole. Kyle prides himself on providing excellent customer service and being a supportive and reliable teammate. In 2021, Kyle took on and juggled multiple projects within the Children and Family Services Division. He facilitated over 5 different project teams across the state, coordinating with over 30 different teammates. On top of working his projects, Kyle stepped in and helped other Process Improvement Coordinators within OBT on varying deliverables. When Kyle sees a teammate in need, he is always the first one to offer help. Kyle's ability to effectively communicate and work with multiple partners ensures teammates are equipped to live out the mission of helping people live better lives.



Department of Health & Human Services **Jenna Odell**

Jenna Odell is a Children and Family Services Specialist and has been with the Department, working with families in the child welfare system, for nearly five years. Jenna's philosophy in her work centers around teamwork, serving by example, and valuing people. She is a great leader for her peers and a "go-to team lead" when needed. Jenna takes great pride in ensuring that children are safe. She works hard to maintain children in their own homes. When needed, she will reach out to relatives or kin, and does her best to keep children within their community if separation from parents is necessary. She maintains positive, respectful, and professional relationships with parents and stakeholders. Above all, Jenna is an advocate for those families with whom she works with. Jenna goes above and beyond when it comes to teamwork and development of staff in the North Platte office, especially with the initial assessment team. She has incredible organizational skills that she shares with others. Many newly hired workers credit their success at DHHS to the tips and mentoring provided by Jenna. Jenna embodies the mission of DHHS by helping people live better lives. She is an emerging leader on our team!



Department of Health & Human Services **Marc Ostrander**

Marc has been with the Department of Health and Human Services for over 40 years. He is a Clinical Program Manager for the Lincoln Regional Center and has been in this position for 15 years. Daily, Marc provides an exceptional level of leadership, oversight, coordination, and direction for the men's forensic services. Marc is an extremely knowledgeable individual regarding state statutes, regulatory standards, psychiatric treatment methodologies, and a range of other information necessary to provide the expertise to lead a very complex treatment team. Marc is a masterful and straightforward communicator. He can provide very focused direction for his team while motivating everyone to perform at their optimal level. Marc is very knowledgeable about how to provide the most effective, people-centered, and optimally satisfying experience for the patients and their families. He is always guided by his strong ethical orientation and values. He is one of the most respected and trusted members of the LRC management team.

Department of Health & Human Services

Ryan David Patrick

Ryan is an Attorney for the Legal Department who was promoted into a newly formed Lead Attorney role for all of the social service programs. This group provides services to the Medicaid, Economic Assistance, Behavioral Health, Regional Centers, and Developmental Disability programs. This has required Ryan to assume responsibility for an incredibly diverse array of legal needs. He has stepped up into this role admirably and has made a great effort to learn and develop competency in all of these areas as well as developing, leading, training, and cross training a team of attorneys. Ryan has volunteered to help with administrative hearings for the Public Health legal team due to vacancies on that team, and has taken on coordination of the implementation of the case management system for the entire legal division. He has never hesitated to lean in and help the other legal teams or programs and never shies away from an opportunity to learn. Ryan has also been participating with monthly meetings with the judiciary to resolve judicial concerns and DHHS' operational capacity with regard to LRC. His "can do" attitude is infectious, and his team demonstrates the same.



Department of Health & Human Services

Brittnay Rieflin

Brittnay is a Training Manager in Human Resources. During the 11 years Brittnay has been with the DHHS, she has maintained a clear vision to develop herself and those she serves. She has been key to the success of many DHHS initiatives. One initiative she enjoys the most is developing people. Brittnay quickly formed a team to take on the challenge of developing and implementing new supervisory development programs, including: SupTalk, HR Info & Ask, and launching in July, DHHS's 1st year long development program, RISE. Brittnay works tirelessly with her team to guide and coach them to be service oriented in their roles. Brittnay took on the challenge to create a new customer service series and a training program on "1st Amendment Audits." A retention focus had her develop a curriculum for leaders called "Stay Interviews," focused on getting to know your team as a leader and asking the right questions to get to know what makes your team members want to come to work and stay with the organization. Brittnay's work with her team, department, and inter-agency customers is inclusive and collaborative. Her work is to better the lives of all Nebraskans. She continually promotes collaboration between all stakeholders to ensure alignment and success of each product. Brittnay also takes great pride in creating innovative, high-quality training.



Department of Health & Human Services

Jerica Taylor Rood

Jerica has been with the Office of Procurement and Grants since November of 2018, serving as the Assistant to the Director. The "glue that holds everyone together" is cliché, but it is sure true with her. It's hard to keep track of all of her responsibilities—she seems to do everything and help everyone. From the internal Office of Procurement and Grants staff to programs relying on our assistance with agreements, Jerica is a do-everything, know-everything type of person. She designs the newsletters, takes meeting minutes, and arranges the agency-wide quarterly meetings and trainings offered to DHHS employees. She makes the department's lives easier by reminding them of appointments, ordering office supplies and furniture, and assisting in onboarding new employees. She also lifts their spirits with her smile, laughter, and entertaining stories. She has also been a caring friend to those who experienced personal loss or medical issues and was a bright light to many struggling to navigate through dark, uncertain times during the first year of the pandemic. She is somehow able to remember everyone's birthday and arranges for a card to be signed by teammates. She organizes potlucks, lunch outings, and get-together events outside of the office to help build morale and allow teammates the opportunity to get to know one another more.





Department of Health & Human Services

Debbie Scholl

Debbie started with DHHS as a Case Aide in 2000. She was promoted to Social Service Worker in 2013 and was again promoted to Lead Worker in 2017. Debbie demonstrates professionalism and integrity in all that she does. She is well respected by her peers and her superiors for her teamwork approach. She will assist anyone who seeks her help. She is known for her years of experience and expertise in the Long-Term Care field. Workers and supervisors statewide look to Debbie for assistance on Long Term Care applications and cases. Debbie is not only a Lead Worker, but also processes many cases along with her Lead Worker duties. She goes above and beyond to help clients receive benefits timely and accurately. She consistently makes call outs to clients, agencies, and facilities to move the case along in processing. She mentors new staff to help them work independently and ensures they understand the “why” behind what they are doing. She explains to them that there are people behind the numbers and those people are who we are here to help. The trainees learn to be customer focused from day one.

Department of Health & Human Services

David Solomon

David started with the Department of Health and Human Services at the Lincoln Customer Services Center-MLTC in 2013. His goal was to help and enrich people’s lives. As a Social Services Worker, David always provided amazing customer service to all Nebraskans. When David became a Lead, people cheered because they knew he would share his wealth of knowledge to all in the center. As a Unit Manager, David provides an unbelievable and rare gift of support to everyone in our center, especially the supervisors he manages. His team is particularly grateful for his support during the COVID pandemic. He continues to push his teammates forward to help Nebraskans live better lives.



Department of Health & Human Services

Heather Strouf

Heather Strouf is a Licensed Practical Nurse at the Beatrice State Developmental Center and has been with DHHS for eight years. She knows all homes well and has been an excellent mentor to new nurses. She is willing to pick up extra hours when the help is needed, or adjust her hours to provide the best of care. Many times, she does extra things around campus just because they need done. She is someone who you can trust to do her best for the individuals here. Heather can work any shift in any area and knows duties very well. She is helpful to anyone who asks, and has been an excellent source of information for new staff. She is very responsible and a good person to follow as a mentor. She can work any area on campus and is knowledgeable about policies, along with knowing each individual’s plans of care. She shares all needed information to help staff be successful. She will remind you about duties without making you feel insufficient. She also guides employees to follow policies and procedures. She is always positive, never complains, and goes above and beyond when it comes to assisting the individuals, direct care staff, and her co-workers.



Department of Health & Human Services

Jeff Thelen

Jeff is a Mental Health Security Specialist II and has been a cornerstone at LRC for several years. Without Jeff, his area would not be where it needs to be. His leadership on the floor, specifically when it comes to new hires, is above all else. His supervisors try to match Jeff up with orientees as they know he will do his best in teaching them to be outstanding teammates. He is a prime example of what every specialist should strive to be. He treats the patients with the utmost respect while enforcing the rules and policies. He is highly respected by his peers and patients alike. He has shout-outs given to him from fellow peers and Registered Nurses, including for his attention to detail. Jeff goes above and beyond in helping other staff and making sure everything is being done – and done the right way. He does well in staying calm in crisis-type situations, and also does well in deescalating hostile or agitated clients.



Department of Health & Human Services

Rita Uldrich

Rita Uldrich is the Business Manager of the three YRTC's, overseeing all aspects of the business department at the facilities. She is very supportive of the three staff who report to her, and has created an environment of teamwork, respect for each other, and empowerment. She encourages her staff to help each other and the facilities they support. She is very knowledgeable in her job duties of maintaining the budgets of the three facilities and aligning the resources of each facility to stay within the approved budget each year. Rita leads by example, staying late or working on weekends if she is short staffed to meet deadlines or to get projects completed on time. Rita is always available for emergencies. She makes purchases happen, going above and beyond to make sure the needs of the youth are met. Rita is on the financial team looking at the myAvatar system, to streamline the business office practices to a more concise electronic applications for the youth at the three YRTCs.



Department of Health & Human Services

Tyla P. Watson

Tyla is an Administrative Programs Officer in the Developmental Disabilities Department, reporting to the Director. She is a teammate who regularly goes out of her way for all people she interacts with, both internal and external. She is polite, kind, and friendly in her interactions with others. She not only recognizes people walking by, to greet them and say hello, but she makes a point to have conversation with them, checking in on how they are doing, or following up on something they previously brought to her as a concern. Tyla supports the Administrative Assistants to the Director of our division, and provides coverage support to the CEO's office. In doing so, she is pulled in many directions, and regardless of the work tasks she needs to complete, she always takes time to listen and assist when needed. Tyla will partner with anyone she needs to in order to make sure DD accomplishes what needs to be done, especially when it involves the Governor's office, Ombudsman's Office, CEO's Office, or a constituent who has a concern. Tyla really does hold the division together and keeps the Developmental Disabilities Department on top of the very important work they are tasked with.





Department of Health & Human Services

Jeri L. Weberg-Bryce

Jeri Weberg-Bryce serves as a DHHS Program Manager II, overseeing the Immunizations Program in the Lifespan Health Services Unit within the Division of Public Health. At its core, Jeri's work is designed to protect Nebraskans from known and emerging diseases by making vaccines available to eligible adults and children. This work encompasses several programs targeting emerging disease vaccination recommendations, with a focus on raising awareness for the need and benefit of timely vaccination, increasing confidence in the safety of vaccination, offering resources to providers who administer vaccines, and ensuring access to vaccines by managing the ordering and distribution networks that get vaccines to enrolled providers in NE. While she has always demonstrated core values of transparency, accountability, and integrity in her work with her team and our partners throughout the state, the COVID-19 pandemic truly allowed those traits to shine. During an unprecedented situation with a new vaccine and complex guidelines, Jeri has routinely been described by partners throughout the state as being an effective communicator, consistent and innovative in planning efforts, and customer oriented - all with the goal of ensuring that the vaccine is accessible, and recommendations are understood.



History Nebraska

Jordan Miller

Jordan earned her bachelor's degree in Great Plains Studies from the University of Nebraska-Lincoln. Prior to joining History Nebraska, she was a Curator at the Seward County Historical Society. Jordan was hired in 2018 in a temporary museum support position. Several months later, she was hired as the Collections Registrar, where she coordinates incoming and outgoing loans and accessions and maintains records and care of artifacts going on/off exhibit. Jordan played an important role in developing the agency's Collecting Plan, including the concept of Active Collecting with a focus on several underserved communities. In 2021, she volunteered to participate in the DEAI (diversity, equity, accessibility, inclusion) committee, co-leading staff development communication and opportunities, and outreach events. Her enthusiasm for her work, collaborative working style, and passion for what she does is an infectious and invaluable asset to the organization.



History Nebraska

Lily Sughroue

Lily earned her Bachelor's degree in Human Relations from Doane College. Prior to joining History Nebraska, she was a program coordinator at Leadership Lincoln and a Director at Easter Seals Nebraska. Lily was hired in 2021 as the Museum Manager at the Nebraska History Museum. In this role, Lily coordinates all museum activity and conducts outreach with Lincoln-based organizations and communities. Shortly after she was hired, she volunteered to participate in the DEAI (diversity, equity, accessibility, inclusion) committee, co-leading staff development communication and opportunities, and outreach events. Lily is an expert facilitator and has a human-first approach to every interaction with museum visitors and colleagues. She is a servant leader that values people and getting out in the community to "do the work." History Nebraska is grateful to have Lily representing our agency.

Department of Labor

Bobbi Jo Howard

Bobbi Jo is an innovative professional leader. She is responsible for the Greater Nebraska Title I program operations, budgeting, operation, and performance. In addition, she is the Administrator for all of the Department of Labor offices from Omaha to Scottsbluff, partnering in the operation and supervision of management in those offices. Bobbi Jo does all of this with poise and professionalism in a manner that makes all of us want to meet expectations, not only for the people that we serve but also for her. It is a true pleasure to work with and for Bobbi Jo Howard in serving the citizens of the State of Nebraska. Bobbi Jo has served in this role within the Nebraska Department of Labor since August 2020.



Department of Labor

Christa Krolkowski

Eight years ago, Christa began her career with the Nebraska Department of Labor as an Accountant I in UI Tax on the transfer desk. She was soon promoted to an Accountant II that registered new employers to the unemployment system. Subsequently, she was promoted to Accountant III, overseeing all accounting transactions that dealt with employer reports and payments. In 2021, she became the UI Tax Manager, where she is responsible for all the staff positions that she previously occupied plus a couple more. Each position Christa held was a natural progression for increased responsibilities. One common denominator was her ability to communicate at a high level with the employer community to bring resolution to all situations. That meant asking appropriate questions during the examination stage, applying controlling statute, making the decision, explaining the decision made, and process adjustments into the system. A basic philosophy to treat everyone with dignity and respect is one of Christa's foundations for success. Applying this philosophy to the customer service arena provides new meaning to customer service. Christa doesn't stop serving until resolution is achieved.



Nebraska Library Commission

Matt Hier

Matt Hier is the Library Commission's Talking Book and Braille Service Audio Production Studio Manager. Matt consistently demonstrates excellence in his work. Matt is always hard at work, whether in the booth recording and editing, or in his office preparing for a recording session, or doing administrative work for his position. Matt is thoughtful and far-sighted when considering upcoming issues in the workflow, and communicates with each member of the department on what to watch for. This pro-active practice helps to keep the entire department running smoothly. Matt's responsibilities involve working with and coaching volunteer narrators for recording books and magazines. This work includes coaching volunteers, using effective communication, and letting the volunteer narrators know they are valued. Matt is a significant part of connecting Nebraskans with current magazines and books for timely information, lifelong learning, and leisure. All this work is to provide excellent customer service to the patron base by giving them access to materials they value, and otherwise would not be able to enjoy. Matt's contribution to this critical need is exceptional.





Nebraska Library Commission

Amanda Sweet

Amanda Sweet is the Library Commission's Technology Innovation Librarian. Amanda has developed exceptional expertise and skill in creating and introducing informational resources, supporting introduction of new technologies for library services. Notable is Amanda's creativity and work in designing a technology kit program to loan various devices for learning and use in libraries. Amanda is an effective and popular presenter at professional conferences. Amanda's monthly "Pretty Sweet Tech" presentations on the Library Commission's NCompass Live webinar series include a wide range of topics related to technology innovation. Amanda's communication style is professional, respectful, and responsive. She understands the needs of rural and urban libraries and their staff. When working with Amanda, one can expect high-quality service, accurate answers or solutions with a personable approach and a smile.

Nebraska Military Department

W. Patrick Conway



William Patrick Conway has been a great addition to the Nebraska Emergency Management Agency (NEMA) Public Assistance Section. Since starting in 2017, Patrick has been an amazing team member in the Public Assistance Section. During his 5 years at NEMA, Patrick has worked on a dozen Federal Disaster declarations including the State's largest disaster in history during 2019. Before March of 2019, the NEMA Public Assistance section had a staff of three "planning specialists." The enormity of this disaster resulted in a massive increase in workload, with over 400 public entities requesting financial assistance, and just under 2,100 new projects worth over \$500 million. Patrick has worked with over 20 different team members in the NEMA Public Assistance Section. Most of those team members were hired after Patrick, so he was invaluable in coaching and leading them through the Public Assistance Program. Patrick demonstrates excellent customer service to local public entities across the State and a high level of coaching and developing team members.

Nebraska Military Department

Aaron Doolittle



Aaron Doolittle is the foundational reason the extremely complex \$20M Main Hangar construction project has come to completion. His unique ability to cross coordinate between contractor staff, contracting officers, and nearly every base functional area ensured issues were met with positive and timely solutions. He diligently worked through unforeseen conditions such as asbestos and heavy metals contamination, making certain the contractor was consistently held accountable and our personnel remain safe. Additionally, Aaron has been instrumental in executing our entire Sustainment, Restoration, and Modernization (SRM) project portfolio, including creek water sampling stations, a medical clinic flooring renovation, and a wash rack water valve reconstruction to meet environmental mandates. Furthermore, he led design efforts on an alternate command post and crisis action team operations center, supporting our active-duty partners at Air Force Global Strike Command and U.S. Strategic Command. Finally, Aaron is a consummate professional at all times, exhibiting the highest ethical standards and rock-solid integrity. He is extremely detail oriented and focused on producing outstanding results on the construction site, in the office, or in any of the numerous agencies he interfaces with daily. He is an exemplary leader, well known across the installation for his forthright and positive attitude and knack for problem solving.

Department of Motor Vehicles

Melisa Brownson

Melisa has spent countless hours the last several years working on the DLS appointment system. She was part of the original committee that came up with the requirements document and has been one of two primary individuals who tested the application. She made a lot of very valuable suggestions on what changes were needed before the application was implemented. She assisted with training the field staff and was also onsite during implementation to assist and answer both the public and the field staff questions. Not only has she worked on this project but has done much the same thing when we implemented the new driver licensing system, automated written testing system, and File Bound connect. When Melisa is at work, you can count on her to be working. She is extremely organized and detail oriented. Staff enjoy working with her and they know she can be counted on to assist them. My hope in the future is that the DMV can continue to find employees the same caliber as Melisa, who care deeply about what they do and how they do it.



Department of Motor Vehicles

Kenneth Miller

Ken Miller is a DMV Compliance Officer based in North Platte. He started his DMV career in 2013 as a license examiner and was promoted to Compliance Officer in 2015. Ken authors the COL Program Monthly Update newsletter for the Driver License Services Division. This document is used by over 160 DMV and third party CDL examiners to understand critical updates, changes in procedures, and training on complex issues many examiners have in test administration. Recently Ken played a key role in Quality Assurance testing for the impending upgrade to the division electronic scoring tablets. His teamwork, attention to detail, and work-ethic is a model for others and positively impacts many teammates and external DMV customers.



Department of Natural Resources

Bill Bittenbender

Bill Bittenbender was the key developer in the recent completion of a 3-year project with Floodplain. NeDNR transformed an outdated and inefficient workflow of tracking BFE's, LOMC, LOMR, etc., to an efficient system for floodplain staff. The updated system removed duplicate data entry and complex procedures. Bill coordinated well with the team to develop a user interface that fit their needs. He is always willing to go the extra mile to finish the job with minimal staff downtime. He is committed to improving applications for NeDNR staff and our customers. Bill maintains a strong work ethic, is hard working, dedicated, and a reliable teammate.



Department of Natural Resources

Adele D. Phillips



After the 2019 flood, the Floodplain Management Section was tasked with developing a State Flood Hazard Mitigation Plan. Adele was assigned to manage the planning activities, which included procuring a contractor to assist with the plan development. She had very little experience in this type of planning activity, and was able to successfully complete the plan while managing the contract, effectively communicating with stakeholders, adequately addressing their comments and concerns, and conducting the required outreach. The timeframe for completion of the plan was short for the amount of effort required and Adele was able to develop processes for keeping the project on schedule without sacrificing the quality of the plan. Her ability to innovate on the fly and work with teammates to achieve this goal is commendable and worthy of recognition. She led other teammates and set a high standard through her example. She was able to showcase her talents in working with internal teammates and with external customers by collecting feedback and showing she valued the opinions of others throughout the planning process. The State of Nebraska now has a Flood Hazard Mitigation Plan that can be used as an example nationally, and future plan updates will be streamlined due to Adele's hard work and successful management of this project.

Nebraska Commission for the Blind and Visually Impaired

Kelly M. Coleman



Kelly Coleman, from the Omaha office, has been with NCBVI for many years and has always done great work with blind Nebraskans. However, this year the Omaha office has been short staffed, so Kelly has had to wear many hats in addition to her normal duties. Not only is she continuing her skills training work, she has also filled in on our vocational rehabilitation cases and worked with our clients to obtain needed documentation for our federal reporting. She still maintained her high level of services even while being a part of the NCBVI led programs, such as Winnerfest and Project Independence. Her commitment, work ethic, dependability, blindness and alternative skills knowledge, and belief in the core values of our agency has been a wonderful asset and extremely helpful to have during this transition of new staff to the office. Whatever is needed for our success as an agency, Kelly has been more than willing to step in, help, and complete the work efficiently and effectively. With the more duties on her plate, Kelly maintains her approachable and friendly demeanor. NCBVI thanks Kelly for her many years of service to our agency and her willingness to go above and beyond for our clients.

Nebraska Commission for the Blind and Visually Impaired

Adrienne Moody



Adrienne Moody has worked for NCBVI in multiple roles at our agency and has moved into the role of Vocational Rehabilitation Counselor within the last few years at our Omaha office. Adrienne has always done any job that she has at our agency with high quality and high efficiency. However, with the Omaha office being short staffed, she has taken on additional duties seamlessly and effectively. She ensures clients are being seen even with a high caseload, and their needs are being met. Her positivity, philosophy for the blind, and willingness to learn about all facets of social services helps our clients succeed with their goals. Every time the bar has to be set higher when federal rules change or with staff turnover, Adrienne more than exceeds expectations. Her adaptability and commitment to the task always shines through. Even with all of the duties assigned to her, she was on the NCBVI committee for our Winnerfest program. NCBVI thanks Adrienne for being a hard-working, skilled, approachable, and a multi-talented member of our agency.

Nebraska Commission for the Deaf and Hard of Hearing

Cindy Woldt

Cindy Woldt has been with the Commission for nearly three decades as an Administrative Assistant. She has been a familiar face over the years, assisting customers, clients, and stakeholders who visit the agency. Her leadership in duties include directing and informing teammates of process updates, organizing schedules and data, changes within the agency, and more to ensure all teammates are set up for success. In short, people often say they “would be lost without Cindy’s help!” Cindy Woldt is at the heart of all of the agency functions, processes, and daily tasks. Cindy has demonstrated innovation and explored continuous ways to improve the agency in her decades of experience with the Commission. She has kept the agency up to date with technology advancements, as well as administrative updates for the entire team, including ensuring the team was able to adapt to a remote-based workplace during a global pandemic.



Office of the Chief Information Officer

Anne Byers

Anne Byers has been the Community IT Manager for the Nebraska Information Technology Commission since 1999. She has been the lead teammate working with the commission’s Community Council and eHealth Council advisory groups. She has worked with those groups on various information technology and broadband issues affecting those areas. When the Rural Broadband Task Force was created in 2018, Anne was tapped to be the lead teammate working with the task force. She has been the lead on conducting research, communicating with interest groups, and preparing draft reports and recommendations relating to rural broadband in Nebraska.



Nebraska Parole Board

Julie Micek

Julie has served as an outstanding leader for the Division of Parole Supervision. As Director of Supervision and Services, Julie has constantly and consistently valued and supported staff development and promotion. Julie has worked tirelessly on providing parole staff with more resources in terms of better wages, support like executive and leadership coaching and training programs, and constantly seeking ways to promote the wellbeing of staff through initiatives like HeartMath, Mental Health First Aid, and resilience coaching. The combination of her vision for a well-trained and healthy staff and the efforts she has put forth over the last six years to make that vision a reality make clear that she not only values people but that she also is the type of leader who truly does provide an example to all who lead within Nebraska.





Power Review Board

Rebecca Hallgren

Due to the very late release of U.S. Census data in October, months later than usual, Rebecca had to handle the normal workload associated with the payments for notices in newspapers for charter amendments for approximately 30 public power districts, requiring notices in over 60 newspapers in a two-month period instead of spread out over five or six months, as is usual for the agency. She had to coordinate payments to all 60 newspapers, then collect reimbursements from all 30 districts. Rebecca did an excellent job working closely with the agency's staff, as well as with the representatives of over 60 newspapers and 30 public power districts to ensure prompt payment for the notices and collection of reimbursements.

Public Service Commission

Cullen Robbins

Cullen is a highly successful leader because of his solid character, seasoned expertise, and authentic presence. He is the kind of leader who invests in his staff and develops and enables his team to achieve greatness. He displays the keen ability to make decisions and problem solve under challenging and complex conditions, continually maintaining a calm and collected demeanor focused on effective solutions. Cullen is a consummate professional who repeatedly achieves successful results. He intelligently utilizes innovation and process improvement to update and manage an emerging and ever-changing environment of telecommunications and the implementation of statutes and commission policies regarding those industries. He has proven this by successfully standing up new processes, to include an effective broadband grant program. Furthermore, he works tirelessly to provide efficient processes and products to ensure the highest quality of services for the citizens of Nebraska.



Public Service Commission

Maria Rowan

Since joining the Commission in 2021, Maria has been invaluable at all levels of the agency, particularly for executive management and commissioners. She exemplifies an open-door policy and staff at all levels are completely comfortable reaching out to her for any and all HR matters. In addition, Maria completed a thorough classification and compensation review of all administrative assistant positions in the agency. She worked directly with the staff and department directors to review and document duties, special skills or talents, and provided an excellent summary that was used for classification and compensation changes for that group. She strives for continuous improvements in agency HR policies and practices. We receive constant and consistent praise of Maria from department Directors, commissioners, employees, and co-workers as to her professionalism, character, personality, and expertise in all areas assigned to her.



Public Employees Retirement System

Maria Davis

Maria Davis started her career working for the Nebraska Public Employees Retirement Systems (NPERS) 41 years ago. Maria has been in her current position as a lead worker for the benefits team calculating retirement benefits for members of the School Retirement Plan, for over 18 years. Maria exhibits excellence in customer service every day. She works seemingly impossible situations, is empathetic, and can take any situation and find a way to understand the other side, while helping to shine light through difficult matters. Maria wants to make sure the members receive the retirement they are entitled to, while ensuring the staff has the knowledge to assist in the process, by training and developing team members. She does this not only for those directly under her supervision, but employees across the agency that look to Maria for her wealth of historical knowledge and expertise in processes. Maria keeps detailed notes on interactions she has had with members and employers, so the agency can better assist them through the process by knowing what she has already done with them. Maria's attention to detail, willingness to go above and beyond, along with her commitment and integrity, makes her service to NPERS unmatched.



Public Employees Retirement System

Brenda Dinges

Brenda has worked at the Nebraska Public Employees Retirement Systems (NPERS) for 33 years. She was recently promoted to the Retirement Plan Manager of NPERS' Member Services (Call Center) area, where she previously held the lead worker position for 14 years. Brenda is a true asset and is invaluable for the Call Center (Member Services) and the agency alike. Brenda is the bedrock for her team, not only being a "go-to" employee with her wealth of knowledge, but in making sure she implements improvements to better assist her team in their processes. Brenda improved the function and efficiency of the Member Services 'Work Task Assignments' by implementing a change to the work assignment process that resulted in a greater understanding of each assignment by her team and improved the organization of those assignments. When staff levels are low and workloads are high, she steps in to help other areas of the agency, while still ensuring her own work is complete. Brenda is the point person for NPERS' recordkeeper and other outside entities working with NPERS retirement plans. Her line of communication and excellent customer service are vital to the success of the agency.



Department of Revenue

Mary Kay Kallas

Mary Kay has been with the Department for 27 years and is an excellent leader/supervisor. She has great knowledge/expertise with income tax system process and dedicates her time to teaching/sharing her knowledge with her team and other areas. Her easy-going demeanor makes her approachable and she is always willing to take the time to help, advise, and guide with difficult tax and taxpayer situations. She also works regularly with Collections to help reconcile and resolve old accounts. Her expertise is valued across and beyond the walls of PITAC. She goes above and beyond for her team and the Department!



Department of Revenue

Michelle A. Ochoa



Michelle has been with Revenue since July 2018 and has been an exemplary employee throughout her tenure. As an agent in a regional office, her job duties include so much more than collecting accounts. She was one of the first teammates to volunteer to help out with the Property Tax Credit Review project, which was quite an undertaking. This is in addition to her “normal” duties of being a Collection Agent. One of her 2021 personal goals that she achieved was in correlation to levy dollars that she personally collected. Michelle’s collection focus isn’t just limited to the day-to-day sort. She uses all tools available to her as an agent and drafts up all the subpoena drafts and ARC memos as needed in her collection duties.

Nebraska State Patrol

Brenda Coufal



Brenda Coufal, an Administrative Programs Officer I, is currently assigned to the Nebraska State Patrol Carrier Enforcement and Patrol Divisions at State Headquarters in Lincoln, NE. Brenda is a 10-year employee of the state, having worked at the Department of Education before coming to the Nebraska State Patrol. Brenda exemplifies the highest of customer service standards, often taking on additional work assignments - many of which are outside of her work team. Brenda is a communicator and takes it upon herself to make sure loose ends are tied up. Brenda manages projects she is entrusted with by setting goals and communicating accomplishments toward the goal. Brenda provides a high quality of work, which is certainly a valuable asset to any organization. More than that, Brenda truly cares for those around her, providing kind words, compliments, and willing hands to help others. The Nebraska State Patrol is a better place to work because of the contributions Brenda makes to the efficiency, energy, and efficacy of the office.

Nebraska State Patrol

Trooper Ryan Hayes



Trooper Hayes serves in Troop D, Traffic Services. He started at the Patrol in 1998, attending the Carrier Enforcement Camp, and then transitioned to Traffic Services by attending the 45th Patrol Camp in 2000. Trooper Ryan Hayes is a true peer leader, who seeks efficiency, and treats all people with dignity and respect. Trp. Hayes regularly goes above and beyond by helping motorists and shows great patience dealing with difficult people in crisis, such as mental illness, getting them the care they need and coordinating with family to ensure the well-being of all involved. He has been instrumental in training new Troopers and assisting with the hiring process, conducting thorough and complete backgrounds of potential recruits. Maintaining a positive, highly motivated, and focused attitude, he is diligent in his efforts to stop criminal activity such as smuggling of narcotics and related activities. Trp. Hayes responds timely and safely to calls and conducts accurate and complete crash investigations, and he leads by his actions without complaining. He is a role model to his peers and sets a high bar for others to reach, and very much deserving of the 2022 Excellence in Leadership award!

Nebraska State Patrol

Kenneth Lonowski

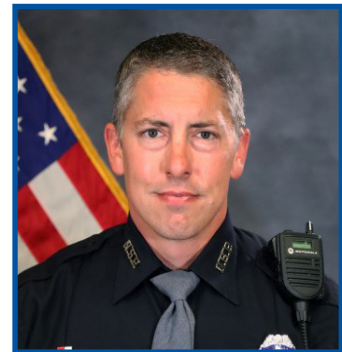
Sgt. Kenneth Lonowski started with Nebraska State Patrol, State Capitol Security on March 16, 2016 as a security guard. On July 6th, 2016, he was promoted to Sergeant with Nebraska State Patrol, State Capitol Security. Sgt. Lonowski was selected because of his teamwork, serving by example, valuing people, leadership by example, effective communication, and coaching and developing team members. Before starting with Nebraska State Patrol Lonowski served 28 years in the United States Army.



Nebraska State Patrol

Sergeant Matt Workman

Sgt. Matt Workman has been serving with the State Patrol Since 2007 and has been in the Police Service Dog Unit since 2015. Sgt. Workman has also served in the Carrier Enforcement Division and the Patrol Division. Sgt. Workman was nominated for this award for his dedication to continuously improving the NSP Police Service Dog Unit. Since being promoted to Sergeant within the Unit and taking on the duties of Head Trainer, Matt has vastly changed the landscape of dog training in the Nebraska State Patrol. He has a reputation for supporting, mentoring, and valuing his subordinates. Matt assists his employees in developing themselves through encouraging training in subjects of the employee's interest, and participating in ride-alongs and operations with other teams within the State Patrol. He serves by example on a regular basis and never views a task or operation as below him. Matt was nominated for this award by the entire Police Service Dog Unit for his dedication to improving the quality of the Police Service Dog Program in the State of Nebraska.



Department of Transportation

Bruce Barrett

Bruce leads with continuous improvement in implementing paperless review and design of pavement resurfacing and construction across Nebraska. This increased efficiency, reduced waste, facilitated work from home, will eliminate a wall of file cabinets. He started a project with the IT Division to create an electronic pavement inspection and GIS tool which eliminates re-entering field data, increases plan accuracy, and streamlines plan preparation. Bruce completed final implementation of the state-of-the-art Pavement ME Design software. He developed the first ever Concrete Repair Manual to assist construction teammates with repair identification. Bruce educated inspectors and improved concrete repair consistency statewide. He continually evaluates new construction materials and processes to maximize efficiency. He designed Nebraska's first precast pavement repair panels which provides rapid, durable pavement repairs. Bruce augmented limited staffing with a re-assigned teammate and additional consultant support. This helped reduce concrete inspection and pavement coring/test times to reduce bottlenecks. Bruce spent significant time on overnight construction projects providing technical guidance to field staff. He maintained regular office hours to support the design team and project development. Bruce holds monthly employee engagement meetings by section to discuss work, family, and hobbies. He regularly meets one-on-one with individuals off-site over coffee.



Department of Transportation

Jacob Brooks



Jacob has earned his 3rd party CDL Examiners Certification. This includes training through LINKS and attending a weeklong examiners class. In order to conduct CDL tests, Jacob developed his own Basic Skills Course and Road Test Route. He has conducted 66 CDL tests for NDOT teammates and 33 were successful in obtaining a CDL, thus providing an easier and quicker turn around for teammates to achieve their CDL. Jacob not only performed CDL tests for NDOT teammates in District 2, but has expanded to District 1, all while performing his responsibilities as Crew Chief for the Mormon Bridge Yard. Jacob is thorough in training teammates for the CDL. He explains what elements of the trucks need to be covered during the Pre-trip Inspection. He helps drivers performing the Basic Skills Test by passing along techniques to complete certain maneuvers. He explains obstacles to watch for during the CDL Road Test. Even now that the process for obtaining a CDL has changed, he still makes himself accessible to answer questions and provide help. Jacob has put his heart into becoming a great examiner and because of his time and dedication, he has provided a great opportunity for others to be successful.

Department of Transportation

Toby Fierstein



Toby continuously shows outstanding leadership skills in his position. His attention to the details of his work as an engineer is phenomenal. Toby takes it upon himself to provide exceptional support to the Roadway Design division and beyond in delivering projects. He is dependable, efficient, and unfailingly punctual. Despite an incredible amount of work, Toby consistently finds ways to help his team, his co-workers across the division, and the training departments of other divisions with the concept of design, following State of Nebraska standards and regulations. He expertly uses the modeling software to deliver our projects, creating the vision of the department. Toby's willingness to assist others and his commitment to coaching and developing Roadway Design employees is unequalled. He is always quick to respond to requests for additional information by other team members. Toby is thorough in ensuring that all loose ends of a project are taken care of. Toby is consistently up for the challenge of difficult projects and seeing them through to a successful completion.

Department of Transportation

Sarah Fisher



Sarah shows innovation in developing continuous improvements to processes and customer service in the Communication Division. She analyzes procedures and provides alternatives that are immediately effective. She has helped to develop spreadsheets that the team utilizes to maintain workloads and provide project updates. Sarah provides customers with exceptional attention using superb listening skills and communicating professionally, while showing patience. Sarah expresses empathy with the public and addresses concerns. She demonstrates that she does her job the right way. She is transparent and maintains strong ethical practices. She addresses issues while maintaining a proactive perspective. She serves by example while showing her skills as a leader. Sarah produces consistent high-quality work with teammates and all NDOT partners. She is observable at public and internal meetings with how she interacts with people. She values working with others to reach common goals and create a positive culture. Sarah takes the initiative to lead trainings for new staff, getting them up to speed on processes and procedures. She effectively coaches and develops her peers, taking a collaborative approach that Sarah has prepared documents to serve as guides for new employees regarding division processes. She continues to work on improving her skills.

Department of Transportation

Leslie Muehlich

As a Right of Way Negotiations Agent, Leslie strives to be prepared to acquire the right of way needed to construct, re-construct, operate, and maintain Nebraska's highway system. Because much of Leslie's work is face to face with our citizens, her portrayal of "state worker" is a credit to NDOT where she demonstrates her focus on excellence and customer service. Leslie has been tremendously helpful in sharing her knowledge with new hires, inspiring them to be their best. Leslie provides several job shadowing opportunities with her teammates to provide the detailed training required to learn the complexities and nuances of the Highway ROW Agent position. These opportunities often require overnight field visits and negotiations with landowners across the state. She exemplifies what a good right-of-way negotiator is to her teammates. Leslie is a team player, not only on her team, but everyone's team. She has a positive "we got this" attitude that inspires all. It doesn't matter what project she has - she rolls up her sleeves and gets the job done. Leslie has evolved in her career to become a great leader. She is genuinely dedicated to the success of NDOT and all those around her.



Department of Transportation

Alan Sanford

Alan has shown every quality that it takes to be an effective leader. He makes sure that his crew has everything they need and that they understand what they are assigned to do. During times when a teammate might be struggling with a task, Alan steps in to show them the correct procedure and explain why it is important to follow the correct process. There was a time when he had a teammate working on a pump for a brine tank. The fact that Alan believed the teammate could get it to work and pushed him not to give up was greatly appreciated. Alan is not just a "boss" like most people think - he is a leader. Alan is a hard worker, constantly stepping up to a challenge and not afraid to get his hands dirty alongside you. In his time as the supervisor in Bridgeport, Alan has brought the team together. Alan will go the extra mile to ensure that his team is able to achieve tasks in a safe and efficient way. He makes sure his employees are treated fairly and receive equal training and respect. Alan has put together an awesome team and workplace.



Department of Transportation

Alan Swanson

Alan consistently demonstrates excellent customer service skills with the resumed, in-person "Drive Smart" presentations that he has been co-presenting to local high school students for many years. Alan has shown outstanding innovation and forward thinking in all the road diets, roundabouts, and now, RCUT intersections that he either recommends or effectively presents to other divisions, districts, consultants, and multiple municipal entities. Alan does a great job of coaching and developing team members. He conducts staff development for permanent employees as well as many student interns of all ages and experience, many of whom have moved on to consulting positions. Alan's value of people is evidenced by the excellent working relationships he has developed throughout all of the districts and divisions as well as with many consultants and several communities. He is very active in his role in Traffic Engineering's Employee Recognition Committee, which includes leading the annual group activities. Alan also shows his visionary leadership and the ability to align multiple resources with all the safety projects he champions through the Safety Committee and with the Roadway Design Division.





Department of Transportation

Amy Wattier

Amy has been an invaluable resource to NDOT during the past couple of years. Amy has shown outstanding leadership by taking it upon herself to make sure that every aspect on various projects is running smoothly, while keeping her managers informed about the ongoing progress. She sets a great example for the team in her very strong work ethic, which she uses to inspire others to work just a little bit harder to get things done. Teamwork and collaboration with teammates are always priorities for Amy. She makes sure that she coaches and communicates with the newer teammates so that they understand how to do their jobs completely before sending them off to do something by themselves. Amy is always focused on the success of a project. She proactively manages by constantly looking ahead to see what needs to be done and has things ready to go when they are needed. She takes great pride in her work and will not settle for a subpar project.



Department of Transportation

Kenneth Wellman

Kenny has a great sense of propriety over his area as Maintenance Supervisor in David City, and works to ensure that the public's needs are met. He stresses safety, family, and has a tremendous work ethic which projects to his team. Kenny is always focused on customer service by making himself available anytime, including helping with accidents in the middle of the night to repairing a bump in the roadway. Kenny works with his crew members to try and make NDOT a safe and enjoyable place to work. The David City/Columbus area is a very competitive job market and Kenny has worked to make the needed outreach to attract workers for NDOT. He takes the time to work with the area schools to develop a positive image for NDOT. He goes to the high schools to inform and recruit seniors that are coming out of school to come work for NDOT in the summer. This year he was successful in bringing three temporary summer teammates to NDOT. Kenny works with these new teammates and trains them in all aspects of the job. Kenny always gives 110% and is a great supervisor. NDOT is lucky to have him.



Department of Transportation

Ashley Young

Ashley is excellent at her job, which includes assisting the Highway Maintenance Superintendent, the District Mechanic, the area supervisors, and their crews. She takes pride in her work and is incredibly personable. She goes above and beyond helping all the area employees with insurance open enrollment, computer access for trainings, cell phone usage, Kronos, and Lucity. Ashley has volunteered to travel to the Lexington and Broken Bow areas to train their new office specialists. While those positions were vacant, she helped to cover their duties in addition to her own responsibilities. She is always helpful and volunteers to learn new things. Ashley regularly assists the District Office Administrative staff when needed. She has volunteered for the Employee Recognition Program and has really stepped up to this new challenge. She has taken it upon herself to voluntarily travel the district to hand out awards and educate the area groups about the new program functions. Ashley truly believes in rewarding the employees for the many jobs well done. Ashley does truly outstanding work in her position as well as setting an example for others in the district.

State Treasurer

Mary B. Jones

Mary is an asset to the office. She makes sure claimants have answers to their questions and explains the process so they are comfortable in providing the information required. Mary is always looking for ways to streamline our process to better serve the public, and is proactive in making changes when needed. Mary volunteers to cover the office when we are short-staffed and is a very reliable employee. Mary shows her appreciation to not only her co-workers by acknowledging them when they step up, but the public as well by going the extra mile to make sure every claimant understands the process. She champions everyone she comes in contact with and makes sure they are getting superior customer service and is a true team player in our office.



State Treasurer

Janelle M. Amaya

Janelle is an amazing asset to the Treasurer's Office IT staff. She is always quick to respond to requests for help. Her communication is continuous and clear. She will ask any questions she needs to until she has a clear understanding of what is being requested of her. She can efficiently make changes necessary to contribute to products that fit our needs and work in a way that will be beneficial to us. She has made lots of jobs easier and more efficient through her coding skills. She can always be found working diligently on any task that is given to her, and her production is second to none.



Nebraska Department of Veterans' Affairs

Lynn de los Angeles

Lynn works as a team with all staff. She quickly follows up with any member concerns or behaviors. She identifies members' behaviors that might trigger the need for a psychiatric consult or possibly a medication adjustment. She knows the members and their history and can jump in to cover a unit director's care plan meeting if they are not available. Lynn can do this because she comes with experience and has a can-do approach. She recognizes this is a best practice and is willing to go the extra mile for quality care. She intervenes when needed and reports concerns timely. She involves all ancillary services to ensure a team approach to holistic care. Lynn has a caring heart for members, staff, and families. She considers the feelings and personalities of others where they are, and she adapts her approach as needed to meet their needs. She helps cover the House RN role in a pinch during the holidays or weekends because she values our teammates and members. She has seen staffing at its worst and wants to erase those difficult memories here and move forward with high spirits of growth and retention. She is a proud mom, grandma, wife, nurse, and an extraordinary leader. She exemplifies the title of this award: Excellence in Leadership. With her knowledge, skills, and talents, she could choose to work anywhere, and we are blessed that she chooses to work with us at CNVH.



Nebraska Department of Veterans' Affairs

Amanda Van Hill



Amanda Van Hill currently serves as the "Business Office Manager" (Administrative Programs Officer II) for the Eastern Nebraska Veterans Home (ENVH). Amanda's primary functions are coordinating, recording, tracking and projecting all income and expenses for day to day financial operations of ENVH. Amanda meets daily with resident members at ENVH to answer any questions that arise related to member finances. Amanda is actively involved in the potential new Member application process, pre-admissions, and admissions as well. Amanda works closely with NDVA Central Office regarding the budgeting process preparing and meeting multiple times a month to track expenses and income. Amanda is diligent in her efforts to maximize state and federal (taxpayer funded) allocations, in order to provide maximum benefit, at the greatest value, for dollars spent to provide for resident members at ENVH.

photo not
available

Nebraska Department of Veterans' Affairs

Junio Largaespada

June demonstrates excellent knowledge of agency policies and procedures and gives 110% in her role as Staff Care Technician. June is always willing to pick up extra shifts to ensure that our members receive the care they deserve. June does this because of her great work ethic and because she genuinely cares for each and every member that resides at our facility. She strives to give the best care possible and keep our members safe. She trains every new employee to do the same. June is a positive role model for her teammates. She can always find something to laugh about and make others smile! She recently assisted with a training video by sharing why she loves working at the Norfolk Veteran's Home. We are fortunate and grateful to have June on our team!

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available

Nebraska Department of Insurance

Kristy Hadden

Kristy has made notable and valuable improvements to the company administration division over the past several years, all of which have resulted in reduced costs and more efficient processes. She continually identifies areas of improvement and works diligently to implement changes, always thinking through the impact of the change, how the change needs to be communicated, and leading her team through the process with excellent leadership. During 2020, she led the implementation of a new surplus lines filing system, modernizing the process for both the filers and review team. During 2021, the division experienced two retirements and she assisted in restructuring the positions to allow for cross-training and more efficient completion of tasks. Kristy also identified the need for an electronic payment option and has been working diligently to implement this process in 2022. Kristy continually operates with the customer's best interest in mind.

STATE OF NEBRASKA



Proclamation

WHEREAS,

The dedicated teammates of the State of Nebraska work hard every day to preserve the efficient and effective form of state government to which our citizens have grown accustomed; and

WHEREAS,

These same teammates are devoted, providing vital services to the citizens of our great state by carrying out their duties and responsibilities in an exemplary manner; and

WHEREAS,

Nebraska's competent and productive teammates consistently display their commitment to excellence, and it is important to recognize these workers for their professionalism and integrity.

NOW, THEREFORE,

I, Pete Ricketts, Governor of the State of Nebraska, DO HEREBY PROCLAIM the month of October 2022 as


NEBRASKA STATE TEAMMATE RECOGNITION MONTH



in Nebraska, and I do hereby urge all citizens to take due note of this observance.

IN WITNESS WHEREOF, I have hereunto set my hand, and cause the Great Seal of the State of Nebraska to be affixed this Twenty-second day of September, in the year of our Lord Two Thousand Twenty-two.

Attest:


Secretary of State


Governor

NEBRASKA



DEPT. OF ADMINISTRATIVE SERVICES

A Publication of Administrative Services
State Personnel Division
October 2022