

LEGISLATURE OF NEBRASKA  
ONE HUNDRED FOURTH LEGISLATURE  
SECOND SESSION

**LEGISLATIVE BILL 896**

Introduced by Hansen, 26; Watermeier, 1.

Read first time January 11, 2016

Committee: Business and Labor

- 1 A BILL FOR AN ACT relating to state government; to require pay increases
- 2 for state employees to recognize length of service; and to provide a
- 3 duty for the Revisor of Statutes.
- 4 Be it enacted by the people of the State of Nebraska,

1           Section 1.   (1) The purpose of this section is to provide pay  
2 increases to state employees to recognize their commitment to the State  
3 of Nebraska. Such pay increases shall be based on the length of service  
4 of state employees and shall be in addition to any other pay increase  
5 provided for in state law or in any collective bargaining agreement.

6           (2) For purposes of this section:

7           (a) Date of hire means the date a state employee begins employment  
8 with the State of Nebraska; and

9           (b) State employee means any person or officer who is employed by  
10 the state including the head of any department or agency, except when  
11 such a head is a board or commission, and who works a full-time or part-  
12 time schedule on an ongoing basis.

13           (3) Each state employee shall be entitled to the following pay  
14 increases:

15           (a) A pay increase of \$.0625 per hour, or its equivalent for a  
16 salaried employee, on the fifth anniversary of his or her date of hire;

17           (b) A pay increase of \$.125 per hour, or its equivalent for a  
18 salaried employee, on the tenth anniversary of his or her date of hire;

19           (c) A pay increase of \$.1875 per hour, or its equivalent for a  
20 salaried employee, on the fifteenth anniversary of his or her date of  
21 hire;

22           (d) A pay increase of \$.25 per hour, or its equivalent for a  
23 salaried employee, on the twentieth anniversary of his or her date of  
24 hire;

25           (e) A pay increase of \$.3125 per hour, or its equivalent for a  
26 salaried employee, on the twenty-fifth anniversary of his or her date of  
27 hire;

28           (f) A pay increase of \$.375 per hour, or its equivalent for a  
29 salaried employee, on the thirtieth anniversary of his or her date of  
30 hire;

31           (g) A pay increase of \$.4375 per hour, or its equivalent for a

1 salariied employee, on the thirty-fifth anniversary of his or her date of  
2 hire; and

3 (h) A pay increase of \$.50 per hour, or its equivalent for a  
4 salariied employee, on the fortieth anniversary of his or her date of  
5 hire.

6 (4) If a state employee is employed with the state on the effective  
7 date of this act, his or her service with the state prior to such date  
8 shall count for purposes of this section, but he or she shall not receive  
9 a pay increase for any anniversary date described in subsection (3) of  
10 this section that has already passed.

11 (5) The Director of Personnel may adopt and promulgate such rules  
12 and regulations as are necessary to administer this section.

13 Sec. 2. The Revisor of Statutes shall assign section 1 of this act  
14 to Chapter 81, article 13.