AMENDMENTS TO LB109

Introduced by Bolz, 29.

1. Strike the original sections and insert the following new sections:

Section 1. Section 81-1307, Reissue Revised Statutes of Nebraska, is amended to read:

81-1307 (1) The Director of Personnel shall be responsible for the administration of the personnel division. Subject to the review powers of the State Personnel Board, the director shall be responsible for development of recommendations on personnel policy and for development of specific administrative systems and shall have the authority to adopt, promulgate, and enforce rules and regulations pertaining thereto. The director shall be responsible for specific administrative systems including, but not limited to, the following:

(a) (i) Employment Services:

(i) (a) General employment policies and procedures;

(ii) (b) Position classification plans;

(iii) (c) Job descriptions;

(iv) (d) Job specifications;

(v) (e) Salary or pay plans;

(vi) (f) Staffing patterns; and

(vii) (g) Recruiting of qualified applicants for employment and the maintenance of qualified applicants for employment for all positions in state government;

(b) (2) Personnel Records:

(i) (a) A system of records and statistical reports containing general data on all employees, including current salary levels and such other information as may be required by the operating needs of state departments and agencies and the budget division; and
Standards for the development and maintenance of personnel records to be maintained within operating departments of the state government;

Personnel Management:

Minimum standards for evaluation of employee efficiency and a system of regular evaluation of employee performance;

Administrative guidelines governing such matters as hours of work, promotions, transfers, demotions, probation, terminations, reductions in force, salary actions, and other such matters as may not be otherwise provided for by law;

Administrative policies and general procedural instructions for use by all state agencies relating to such matters as employee benefits, vacation, sick leave, holidays, insurance, sickness and accident benefits, and other employee benefits as the Legislature may from time to time prescribe; and

A system of formally defined relationships between the personnel division and departments and agencies to be covered by the State Personnel System;

Salary and Wage Survey: Measuring, through the use of surveys, the state's comparative level of employee compensation with the labor market;

Staffing Patterns:

Staffing patterns for each department and agency of state government that conform with those authorized by the budget division;

Revisions to staffing patterns of all departments and agencies that have been approved by the budget division;

Merit increases provided for any employee of the state that are the result of positive action by the appropriate supervisor; and

The state's pay plan, as enacted by the Legislature, together with such amendments as may occur, is explained in appropriate handbooks for employees of the state;
(f) (i) The director shall administer the Temporary Employee Pool containing applicants from which state agencies can draw when in need of a short-term labor supply; and

(ii) State agencies must receive approval from the director before hiring any temporary employee; and

(g) Employee Recognition Program: The director shall administer an employee recognition program for state employees. The program shall serve as the authorized program for honoring state employees for dedicated and quality service to the government of the State of Nebraska.

(2) For fiscal year 2021-22 and each fiscal year thereafter, the position classification plan and the salary or pay plan shall include the following positions within the Department of Correctional Services:

(a) Corrections corporal I, corrections corporal II, corrections corporal III, corrections corporal IV, and corrections corporal V. Each position listed in this subdivision shall be assigned to a different pay grade within the salary or pay plan. For purposes of this subdivision:

(i) Corrections corporal I means a corrections corporal with less than three years of satisfactory service;

(ii) Corrections corporal II means a corrections corporal with at least three years but less than five years of satisfactory service;

(iii) Corrections corporal III means a corrections corporal with at least five years but less than seven years of satisfactory service;

(iv) Corrections corporal IV means a corrections corporal with at least seven years but less than ten years of satisfactory service; and

(v) Corrections corporal V means a corrections corporal with at least ten years of satisfactory service;

(b) Corrections sergeant I, corrections sergeant II, corrections sergeant III, corrections sergeant IV, and corrections sergeant V. Each position listed in this subdivision shall be assigned to a different pay grade within the salary or pay plan. For purposes of this subdivision:
(i) Corrections sergeant I means a corrections sergeant with less than three years of satisfactory service; 
(ii) Corrections sergeant II means a corrections sergeant with at least three years but less than five years of satisfactory service; 
(iii) Corrections sergeant III means a corrections sergeant with at least five years but less than seven years of satisfactory service; 
(iv) Corrections sergeant IV means a corrections sergeant with at least seven years but less than ten years of satisfactory service; and 
(v) Corrections sergeant V means a corrections sergeant with at least ten years of satisfactory service; and 
(c) Corrections unit caseworker I, corrections unit caseworker II, corrections unit caseworker III, corrections unit caseworker IV, and corrections unit caseworker V. Each position listed in this subdivision shall be assigned to a different pay grade within the salary or pay plan. For purposes of this subdivision:
(i) Corrections unit caseworker I means a corrections unit caseworker with less than three years of satisfactory service; 
(ii) Corrections unit caseworker II means a corrections unit caseworker with at least three years but less than five years of satisfactory service; 
(iii) Corrections unit caseworker III means a corrections unit caseworker with at least five years but less than seven years of satisfactory service; 
(iv) Corrections unit caseworker IV means a corrections unit caseworker with at least seven years but less than ten years of satisfactory service; and 
(v) Corrections unit caseworker V means a corrections unit caseworker with at least ten years of satisfactory service.

Sec. 2. Section 84-1601, Reissue Revised Statutes of Nebraska, is amended to read:
84-1601 (1) There is hereby established a program of group life and
health insurance for all permanent employees of this state who work one-half or more of the regularly scheduled hours during each pay period, excluding employees of the University of Nebraska, the state colleges, and the community colleges. Such program shall be known as the Nebraska State Insurance Program and shall replace any current program of such insurance in effect in any agency and funded in whole or in part by state contributions.

(2) Temporary employees of the state who have a work assignment of at least six months' duration and who work at least twenty hours per week may purchase health insurance through the Nebraska State Insurance Program. The state shall pay the same proportion of the insurance premium for temporary employees as is established through the collective bargaining process for permanent employees. For purposes of this subsection, temporary employees means individuals (a) employed in the Temporary Employee Pool as described in subdivision (1)(f) (6) of section 81-1307 and (b) hired directly by state agencies. In no event shall a temporary employee mean an individual hired through a private employment agency.

(3) For purposes of sections 84-1601 to 84-1615, health insurance may be construed to include coverage for disability and dental health care services.

(4) Any commissioned employee of the Nebraska State Patrol who on or after July 17, 1986, has reached fifty-one years of age or becomes medically disabled and who will not receive benefits from the federal social security program shall be afforded the opportunity to remain enrolled in the state employees group health insurance program until age sixty-five. Employees electing this option shall be responsible for the entire premium cost, including the state's share, the employee's share, and an administrative fee consistent with that allowed by federal guidelines for continuation of health insurance.
1 Statutes of Nebraska, are repealed.