

# NEBRASKA

Good Life. Great Service.

DEPT. OF ADMINISTRATIVE SERVICES



Pete Ricketts, Governor

March 16, 2023

Brandon Metzler  
Clerk of the Legislature  
Room 2028, State Capitol  
Lincoln, Nebraska 68509

Dear Mr. Metzler:

As per State Statute § 81-1384, attached please find the prescribed report regarding the status of negotiations.

This was the nineteenth "round" of bargaining under the State Employees Collective Bargaining Act. Detailed information on the status of negotiations on each of the four contracts is contained in the report.

I have hope that future collective bargaining will result in voluntary agreements with the representatives of all bargaining units with which we negotiate.

Sincerely,

A handwritten signature in black ink, appearing to read "Sean Davis".

Sean Davis  
Chief Negotiator

Attachment

cc: Jason Jackson, DAS Director

SD: bb

Sean Davis, Chief Negotiator/Administrator

Department of Administrative Services | EMPLOYEE RELATIONS

1526 K Street, Ste. 120  
Lincoln, Nebraska 68508

OFFICE 402-471-8292  
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[das.nebraska.org](http://das.nebraska.org)

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Pete Ricketts, Governor

## **EMPLOYEE RELATIONS** **REPORT**

**March 16, 2023**

**As required in Neb. Rev. Stat. 81-1384**

*Note: This report focuses on labor relations issues concerning employees of agencies covered by the State of Nebraska Classified Personnel System. It does not address issues concerning the University of Nebraska, the State Colleges, the Nebraska Department of Education, or other "Constitutional" agencies.*

Sean Davis, Chief Negotiator/Administrator

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## **EMPLOYEE RELATIONS REPORT**

### **BARGAINING SUMMARY**

The State Employees Collective Bargaining Act - Neb. Rev. Stat. §§ 81-1369 to 81-1388 (hereafter referred to as the Act) organized State teammates covered by the State Personnel System into occupationally structured bargaining units for purposes of bargaining collectively over their wages, hours, and other terms and conditions of employment. This year was the nineteenth time the State negotiated labor contracts under the terms of the Act. Bargaining on these 2023-2025 Labor Contracts began no later than the second Wednesday in September.

Voluntary agreement was reached on December 28, 2022, concerning the Labor Contract for 2021-2023, with the Nebraska Association of Public Employees, Local 61 of the American Federation of State County and Municipal Employees (NAPE/AFSCME), which represents approximately 8,000 teammates. This Labor Contract covers eight bargaining units and the membership voted to ratify the voluntary agreement.

Voluntary agreement was reached on January 3, 2023, concerning the labor contract for 2021-2023, with the State Code Agencies Teachers Association (SCATA), which represents approximately 60 teachers in the Teachers' Bargaining Unit in the Department of Correctional Services and the Department of Health and Human Services. The contract agreement has been ratified by the membership.

Voluntary agreement was reached on December 30, 2022, concerning the labor contract for 2021-2023, with the Fraternal Order of Police, Lodge #88 (F.O.P. #88), which represents approximately 1,800 teammates in the Protective Services Bargaining Unit. The contract agreement has been ratified by the membership.

Voluntary agreement was reached on December 6, 2022, concerning the labor contract for 2021-2023, with the State Law Enforcement Bargaining Council (SLEBC), which represents approximately 450 teammates in the Law Enforcement Bargaining Unit in the Nebraska State Patrol, State Fire Marshal's Office, and the Game and Parks Commission. The contract agreement has been ratified by the membership.

The State agreed to continue providing all full-time covered teammates under the NAPE/AFSCME, FOP, and SCATA Labor Contracts a 79% employer contribution toward the total health insurance premium. The State will continue to provide an employer paid \$20,000 life insurance policy on NAPE/AFSCME and SCATA covered teammates, and an employer paid \$36,000 life insurance policy on FOP covered teammates. The health insurance provisions in the NAPE/AFSCME, FOP, and SCATA labor contracts provide the following for the regular PPO Plan: coinsurance remains at 80%; co-payments for regular doctor office visits remained to not exceed \$45, and co-payments for specialty doctor office visits remained to not exceed \$55. A co-payment for Urgent Care Center visits remained, not to exceed \$75. No changes were made to the annual deductibles and annual medical out-of-pocket, nor were any changes made to the co-payments for Tier 1, 2, and 3 drugs. An annual pharmacy out-of-pocket amount remained along with a mail order drug provision.

Under the SLEBC Labor Contract, the State will continue to offer teammates: an 83% contribution toward the SLEBC sponsored health insurance plan or the State PPO plan, whichever is less, an employer contribution toward dental insurance, an employer paid long term disability insurance program, and an employer paid \$40,000 life insurance policy.

The remainder of this report consists of a summary of the significant wage provisions negotiated with each of the four unions. The administration has maintained performance-based criteria for portions of the wage increases for NAPE and FOP teammates. This is important as we continue to emphasize performance management, reward top performers, and ensure that the state continues to deliver excellent customer service to Nebraska citizens and taxpayers.

## **ECONOMIC AGREEMENTS 2021-2023 LABOR CONTRACTS**

### **I. NAPE/AFSCME:**

#### **WAGES**

1. A voluntary agreement was reached with the eight bargaining units represented by NAPE/AFSCME for the period of July 1, 2023 through June 30, 2025. NAPE shall maintain the 40-step pay plan structure. Each pay plan utilizes the current classification Minimum Hourly Rate as Step 1, with each step up to Step 40 (Maximum Hourly Rate) being a one percent (1%) increase over the previous step.
2. Each classification pay plan will receive a market adjustment of 5% on July 1, 2023 except specific classifications outlined in Article 11.2.1 which will receive special market adjustments of between 10% and 20%. Those specific classifications fall into 9 main categories: Child and Family Services Specialists, Facility Maintenance/Trades, Motor Vehicle Examiners, Unemployment Insurance, Social Services Workers, Engineers, Highway Construction/Maintenance, Automotive Mechanics, and Accountants. Teammates will be placed on the pay plans as follows: Teammates who are directly on a step will remain on the same step number they occupied as of June 30, 2023. Teammates between numbered steps on the pay line as of June 30, 2023 advance to the next highest step and remain on that same step number. Teammates on or above Step 40 (Max) shall receive a percentage increase to their hourly rate equal to the percentage that their classification was increased.
3. Teammates who were evaluated as at least satisfactory for their previous calendar year's performance (2022) would then advance two steps on the pay line (approximately 2%) on July 1, 2023.
4. Each classification pay plan will receive a market adjustment of 2% on July 1, 2024. Teammates will be placed on the pay plans according to the same methodology utilized for July 1, 2023.
5. Teammates who were evaluated as at least satisfactory for their previous calendar year's performance (2023) would then advance three steps on the pay line (approximately 3%) on July 1, 2024.

**II. SLEBC**  
**WAGES**

1. A voluntary agreement was reached with the State Law Enforcement Bargaining Council (SLEBC) for the period of July 1, 2023 through June 30, 2025. SLEBC shall maintain the 15-step pay plan structure.
2. All classification pay lines will receive a market adjustment of 5% on July 1, 2023 except specific classifications for the State Patrol which will receive a market adjustment of 22.1%. Those specific classifications are State Patrol Trooper, State Patrol Sergeant, State Patrol Investigation Officer, and State Patrol Investigation Sergeant. Teammates will be placed on the pay plans as follows: Teammates who are directly on a step will remain on the same step number they occupied as of June 30, 2023. Teammates between numbered steps on the pay line as of June 30, 2023 advance to the next highest step and remain on that same step number. Teammates on or above Step 15 (Max) shall receive a percentage increase to their hourly rate equal to the percentage that their classification was increased. Teammates shall then advance one step on their respective pay line. On July 1, 2023 there will be a one-time merit payment for those who score "satisfactory" on their most recent performance review:

1-5.99 years of service= \$50.00  
6-9.99 years of service = \$400.00  
10-14.99 years of service= \$725.00  
15-19.99 years of service= \$1050.00  
20 years or more= \$1,375.00

3. All classification pay lines will receive a market adjustment of 5% on July 1, 2024. Teammates will be placed on the pay plans according to the same methodology utilized for July 1, 2023. Teammates shall then advance one step on their respective pay line. On July 1, 2024 there will be a one-time merit payment for those who score "satisfactory" on their most recent performance review:

1-5.99 years of service= \$50.00  
6-9.99 years of service = \$400.00  
10-14.99 years of service= \$725.00  
15-19.99 years of service= \$1050.00  
21 years or more= \$1,375.00

## **OTHER BENEFITS**

1. For classifications at the State Patrol there was created a sixty cent (\$0.60) per hour “specialty pay” for those teammates who are performing in a specified specialized assignment. Those specialized assignments are as follows: Field Training Officers, Range Instructor, Drug Recognition Expert, EVOC Instructor, Polygraph Examiner, and Defensive Tactics Instructor.

## **III. SCATA**

### **WAGES**

1. A voluntary agreement was reached with the State Code Agencies Teachers Association (SCATA) for the period of July 1, 2023 through June 30, 2025.
2. On July 1, 2023 and July 1, 2024 the base salary for teachers will be increased by 4%. For July 1, 2023 the salary schedule base will be \$40,194. For July 1, 2024 the salary schedule base will be \$41,802. Teachers will be placed on the salary schedule in accordance with their years of experience and education level.

## **IV. F.O.P.**

### **WAGES**

1. A voluntary agreement was reached with the Protective Services Bargaining Unit represented by FOP 88 for the period of July 1, 2023 through June 30, 2025. FOP teammates in classifications under the Department of Correctional Services and the Department of Health and Human Services shall maintain the 7-step pay plan structure, while all other FOP teammates shall maintain the Minimum and Maximum pay line structure.
2. All classification pay lines will receive a market adjustment of 3% on July 1, 2023. Teammates under the 7-step pay plan structure will be placed on the pay plans as follows: Teammates who are directly on a step will remain on the same step number they occupied as of June 30, 2023. Teammates between numbered steps on the pay line as of June 30, 2023 advance to the next highest step and remain on that same step number. Teammates on or above Step 7 (Max) shall receive a percentage increase to their hourly

rate equal to the percentage that their classification was increased. Teammates who are not under the 7-step pay plan structure shall receive a 3% increase to their hourly rate of pay.

3. Teammates who were evaluated as at least satisfactory for their previous calendar year's performance (2022) would then, on July 1, 2023, advance one step on their pay line if they are on a step pay plan, or receive a 2% increase to their hourly rate of pay if they are not on a step pay plan. Teammates on a step pay plan must also not have been subject to disciplinary action greater than disciplinary probation for the past calendar year in order to receive the performance based increase.
4. All classification pay lines will receive a market adjustment of 3% on July 1, 2024. Teammates will be placed on their pay plans according to the same methodology utilized for July 1, 2023.
5. Teammates who were evaluated as at least satisfactory for their previous calendar year's performance (2023) would then, on July 1, 2024, advance one step on their pay line if they are on a step pay plan, or receive a 2% increase to their hourly rate of pay if they are not on a step pay plan. Teammates on a step pay plan must also not have been subject to disciplinary action greater than disciplinary probation for the past calendar year in order to receive the performance-based increase.