

# NEBRASKA

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DEPT. OF ADMINISTRATIVE SERVICES



Jim Pillen, Governor

March 7, 2025

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

Dear Mr. Metzler:

Enclosed is the Chief Negotiator's report required under Neb. Rev. Stat. §81-1384 of the State Employee Collective Bargaining Act. This represents the result of labor negotiations between the State of Nebraska and each of the four labor unions: the Nebraska Association of Public Employees, Local #61 of American Federation of State, County, and Municipal Employees (NAPE/AFSCME), the Fraternal Order of Police, Nebraska Protective Services, Lodge 88 (FOP 88), the State Law Enforcement Bargaining Council (SLEBC), and the State Code Agencies Teachers Association (SCATA).

Sincerely,

A handwritten signature in blue ink that reads "Dan Birdsall".

Dan Birdsall  
Chief Negotiator

Cc: Lee Will, DAS Director  
Dave Lopez, Chief of Staff

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

**March 7, 2023**

**As required by 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.*



# **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 employees 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. Bargaining on these 2025-2027 Labor Contracts began no later than the second Wednesday in September.

Voluntary agreement was reached on January 8, 2025, concerning the Labor Contract for 2025-2027, 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 public servants. This Labor Contract covers eight bargaining units and the membership voted to ratify the voluntary agreement.

Voluntary agreement was reached on December 18, 2024, concerning the labor contract for 2025-2027, 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 October 31, 2024, concerning the labor contract for 2025-2027, with the Fraternal Order of Police, Lodge #88 (F.O.P. #88), which represents approximately 1,800 public servants in the Protective Services Bargaining Unit. The contract agreement has been ratified by the membership.

Voluntary agreement was reached on November 20, 2024, concerning the labor contract for 2025-2027, with the State Law Enforcement Bargaining Council (SLEBC), which represents approximately 450 public servants in the Law Enforcement Bargaining Unit in the Nebraska State Patrol, State Fire Marshal, 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, and an employer paid long term disability insurance program. The employer-paid life insurance policy was raised from \$40,000 to \$50,000 under the new contract.

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.

Full versions of the Labor Contracts may be obtained on the Department of Administrative Services - Employee Relations website.



**ECONOMIC AGREEMENTS**  
**2025-2027 LABOR CONTRACTS**

**I. NAPE/AFSCME**

**a. WAGES**

- i.** Each classification will receive a market adjustment of 2.25% on July 1, 2025 except specific classifications outlined in Article 11.2.1, which will receive special market adjustments between 5% and 17%. Public servants will remain on their current step of the pay line. If they are between steps, they will be placed on the next highest step.
- ii.** Public servants who were evaluated as at least satisfactory in the previous year (2024) will advance one step on their pay line (approximately 1%) on July 1, 2025.
- iii.** Each classification will receive a market adjustment of 2.25% on July 1, 2026. Public servants will remain on their current step of the pay line. If they are between steps, they will be placed on the next highest step.
- iv.** Public servants who were evaluated as at least satisfactory in the previous year (2025) will advance one step on their pay line (approximately 1%) on July 1, 2026.

**b. OTHER BENEFITS**

- i.** The “E” bargaining unit will accrue vacation and sick leave at the same rate as all other bargaining units covered by the NAPE contract.
- ii.** Multilingual pay – Public servants who are designated as multilingual by their agency will receive \$1.75/hour differential to their hourly rate.
- iii.** Maternity leave – mothers who have given birth will be entitled to 6 weeks of paid maternity leave.
- iv.** Department of Transportation –
  - 1.** Public servants performing Commercial Driver’s License training or testing duties receive a \$2.00/hour stipend for those hours.
  - 2.** Public servants performing duties that require a Commercial Driver’s License will receive a \$3.00/hour
  - 3.** Public servants working between 6:00 PM and 6:00 AM receive \$2.00/hour.
- v.** State Patrol Communication Specialists shall receive a shift differential between \$1.25-\$2.00/hour, the amount of which depends on which shift is being filled.

## **II. FOP 88**

### **a. WAGES**


- i.** Each classification will receive a market adjustment of 3% on July 1, 2025.
- ii.** Public servants who were evaluated as at least satisfactory in the previous year (2024) will advance one step on their pay line on July 1, 2025. If the public servant is on a pay line without steps, they shall have their salary increased by 2%.
- iii.** Each classification will receive a market adjustment of 3% on July 1, 2026.
- iv.** Public servants who were evaluated as at least satisfactory in the previous year (2025) will advance one step on their pay line on July 1, 2026. If the public servant is on a pay line without steps, they shall have their salary increased by 2%.

### **b. OTHER BENEFITS**

- i.** Bereavement leave shall be granted for requests of 5 days or less.
- ii.** DHHS employees may receive up to \$150/year reimbursement for purchase of uniform items.

## **III. SLEBC**

### **a. WAGES**

- i.** On July 1, 2025, the pay lines for State Patrol Trooper, State Patrol Sergeant, State Patrol Investigation Officer, State Patrol Investigation Sergeant, State Patrol Trooper Performing Pilot Duties, State Patrol Sergeant Performing Pilot Duties, and Fire Marshal Deputy shall be adjusted as follows:
    1. Pay line will be increased by three percent (3%).
    2. Pay line will be adjusted to 13 steps.
    3. Public servants will be placed on the next highest step in relation to their current hourly rate.
  - ii.** On July 1, 2025, the pay lines for Game and Parks Conservation Officer, Sergeant, and Investigation Officer shall be adjusted as follows:
    1. Step 1 will be increased by three percent (3%), Step 15 will be increased by ten percent (10%).
    2. Pay line will remain 15 steps.
    3. Public servants will remain on the same step number they occupied as of June 30, 2025.
    4. Public servants on or above Step 15 shall receive a 10% increase to their annual full-time equivalent salary base.
  - iii.** On July 1, 2025, after the pay line adjustments and placement, public servants shall advance one step on their pay line, unless they are at or above the maximum step.
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- iv. On July 1, 2026, the pay lines for all SLEBC classifications shall be increased by four percent (4%). Placement shall occur as follows:
  - 1. Public servants will remain on the same step number they occupied as of June 30, 2025.
  - 2. Public servants on or above the maximum step of their pay line shall receive a 4% increase to their annual full-time equivalent salary base.
- v. On July 1, 2026, after the pay line adjustments and placement, public servants shall advance one step on their pay line, unless they are at or above the maximum step.

**b. OTHER BENEFITS**

- i. Specialty pay for public servants performing certain duties is increased to \$1.00/hour.
- ii. Military leave increased to 440 hours per year.
- iii. Clothing allowance for nonuniform officers raised to \$100 per month.
- iv. New hires with law enforcement experience may start above step 1 of the pay plan.
- v. Life insurance policy raised to \$50,000.
- vi. Public servants at State Patrol whose shifts begin at or after 3:00 PM shall receive a shift differential of \$1.00/hour.

**IV. SCATA**

**a. WAGES**

- i. On July 1, 2025, the base salary will be increased by three percent (3%).
  - 1. A MA+45/Doctorate column will be added to the salary schedule.
- ii. On July 1, 2026, the base salary will be increased by three percent (3%).

**b. OTHER BENEFITS**

- i. Public servants may use up to 2 days of sick leave for inclement weather.
  - ii. Public servants who teach during the summer will receive one additional day of Personal Leave.
  - iii. Public servants who are injured or sick as a result of their employment may use Injury Leave.
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