

AMENDMENTS TO LB109

Introduced by Bolz, 29.

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

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

5 81-1307 (1) The Director of Personnel shall be responsible for the
6 administration of the personnel division. Subject to the review powers of
7 the State Personnel Board, the director shall be responsible for
8 development of recommendations on personnel policy and for development of
9 specific administrative systems and shall have the authority to adopt,
10 promulgate, and enforce rules and regulations pertaining thereto. The
11 director shall be responsible for specific administrative systems
12 including, but not limited to, the following:

13 (a) ~~(1)~~ Employment Services:

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

15 (ii) ~~(b)~~ Position classification plans;

16 (iii) ~~(c)~~ Job descriptions;

17 (iv) ~~(d)~~ Job specifications;

18 (v) ~~(e)~~ Salary or pay plans;

19 (vi) ~~(f)~~ Staffing patterns; and

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

23 (b) ~~(2)~~ Personnel Records:

24 (i) ~~(a)~~ A system of records and statistical reports containing
25 general data on all employees, including current salary levels and such
26 other information as may be required by the operating needs of state
27 departments and agencies and the budget division; and

1 (ii) ~~(b)~~ Standards for the development and maintenance of personnel
2 records to be maintained within operating departments of the state
3 government;

4 (c) ~~(3)~~ Personnel Management:

5 (i) ~~(a)~~ Minimum standards for evaluation of employee efficiency and
6 a system of regular evaluation of employee performance;

7 (ii) ~~(b)~~ Administrative guidelines governing such matters as hours
8 of work, promotions, transfers, demotions, probation, terminations,
9 reductions in force, salary actions, and other such matters as may not be
10 otherwise provided for by law;

11 (iii) ~~(c)~~ Administrative policies and general procedural
12 instructions for use by all state agencies relating to such matters as
13 employee benefits, vacation, sick leave, holidays, insurance, sickness
14 and accident benefits, and other employee benefits as the Legislature may
15 from time to time prescribe; and

16 (iv) ~~(d)~~ A system of formally defined relationships between the
17 personnel division and departments and agencies to be covered by the
18 State Personnel System;

19 (d) ~~(4)~~ Salary and Wage Survey: Measuring, through the use of
20 surveys, the state's comparative level of employee compensation with the
21 labor market;

22 (e) ~~(5)~~ Staffing Patterns:

23 (i) ~~(a)~~ Staffing patterns for each department and agency of state
24 government that conform with those authorized by the budget division;

25 (ii) ~~(b)~~ Revisions to staffing patterns of all departments and
26 agencies that have been approved by the budget division;

27 (iii) ~~(c)~~ Merit increases provided for any employee of the state
28 that are the result of positive action by the appropriate supervisor; and

29 (iv) ~~(d)~~ The state's pay plan, as enacted by the Legislature,
30 together with such amendments as may occur, is explained in appropriate
31 handbooks for employees of the state;

1 (f) ~~(6)~~ Temporary Employees:

2 (i) ~~(a)~~ The director shall administer the Temporary Employee Pool
3 containing applicants from which state agencies can draw when in need of
4 a short-term labor supply; and

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

7 (g) ~~(7)~~ Employee Recognition Program: The director shall administer
8 an employee recognition program for state employees. The program shall
9 serve as the authorized program for honoring state employees for
10 dedicated and quality service to the government of the State of Nebraska.

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

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

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

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

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

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

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

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

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

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

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

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

9 (v) Corrections sergeant V means a corrections sergeant with at
10 least ten years of satisfactory service; and

11 (c) Corrections unit caseworker I, corrections unit caseworker II,
12 corrections unit caseworker III, corrections unit caseworker IV, and
13 corrections unit caseworker V. Each position listed in this subdivision
14 shall be assigned to a different pay grade within the salary or pay plan.
15 For purposes of this subdivision:

16 (i) Corrections unit caseworker I means a corrections unit
17 caseworker with less than three years of satisfactory service;

18 (ii) Corrections unit caseworker II means a corrections unit
19 caseworker with at least three years but less than five years of
20 satisfactory service;

21 (iii) Corrections unit caseworker III means a corrections unit
22 caseworker with at least five years but less than seven years of
23 satisfactory service;

24 (iv) Corrections unit caseworker IV means a corrections unit
25 caseworker with at least seven years but less than ten years of
26 satisfactory service; and

27 (v) Corrections unit caseworker V means a corrections unit
28 caseworker with at least ten years of satisfactory service.

29 Sec. 2. Section 84-1601, Reissue Revised Statutes of Nebraska, is
30 amended to read:

31 84-1601 (1) There is hereby established a program of group life and

1 health insurance for all permanent employees of this state who work one-
2 half or more of the regularly scheduled hours during each pay period,
3 excluding employees of the University of Nebraska, the state colleges,
4 and the community colleges. Such program shall be known as the Nebraska
5 State Insurance Program and shall replace any current program of such
6 insurance in effect in any agency and funded in whole or in part by state
7 contributions.

8 (2) Temporary employees of the state who have a work assignment of
9 at least six months' duration and who work at least twenty hours per week
10 may purchase health insurance through the Nebraska State Insurance
11 Program. The state shall pay the same proportion of the insurance premium
12 for temporary employees as is established through the collective
13 bargaining process for permanent employees. For purposes of this
14 subsection, temporary employees means individuals (a) employed in the
15 Temporary Employee Pool as described in subdivision (1)(f) ~~(6)~~ of section
16 81-1307 and (b) hired directly by state agencies. In no event shall a
17 temporary employee mean an individual hired through a private employment
18 agency.

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

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

31 Sec. 3. Original sections 81-1307 and 84-1601, Reissue Revised

1 Statutes of Nebraska, are repealed.