**TENTATIVE AGREEMENT BETWEEN THE STATE OF NEBRASKA AND**

**THE FRATERNAL ORDER OF POLICE, LODGE #88 (FOP 88)**

***On December 30, 2022 the parties reached a tentative agreement on the following items, subject to ratification by FOP 88 and approval of the Governor of the State of Nebraska of the final 2023-2025 Labor Contract between the State of Nebraska and FOP 88.***

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| Agreed Upon Proposals: | General Wage Adjustments |

**TENTATIVE AGREEMENT LANGUAGE**

*Articles 11.2 and 11.3, including subsections, shall be struck in their entirety and replaced with the following language:*

11.2 Effective July 1, 2023, the pay rates of each pay line are established in Appendix A, which represents a pay line increase of three percent (3%). All classifications shall have their pay line adjusted upward by three percent (3%). The following classifications shall have a pay line consisting of seven (7) steps as outlined in Appendix A: Corrections Corporal, Corrections Unit Caseworker, Corrections Sergeant, Behavior Technician, Mental Health Security Specialist II, Youth Security Specialist II, and Developmental Disabilities Safety & Habilitation Specialist. All other classifications shall have a pay line consisting of a minimum hourly rate of pay and a maximum hourly rate of pay as outlined in Appendix A.

11.2.1 On July 1, 2023, all employees in the following classifications - Corrections Corporal, Corrections Unit Caseworker, Corrections Sergeant, Behavior Technician, Mental Health Security Specialist II, Youth Security Specialist II, and Developmental Disabilities Safety & Habilitation Specialist, shall be placed on the pay lines established in Appendix A as follows: All employees whose hourly rate of pay as of June 30, 2023 is on a respective step of their classification’s pay line shall remain on that same numbered step. All employees whose hourly rate of pay as of June 30, 2023 is between steps on their classification’s pay line shall first, on July 1, 2023, be placed on the step immediately above their hourly rate of pay as of June 30, 2023, and then shall remain on that same numbered step on the pay line on July 1, 2023. All employees whose hourly rate of pay on June 30, 2023 is above the Maximum Hourly Rate, Step 7, of their classification’s pay line shall receive a percentage increase to their annual full-time equivalent salary base equal to the percentage amount that their respective classification’s pay line has been increased, in this case three percent (3%).

On July 1, 2023, all employees in the following classifications – Security Communications Specialist, Security Guard, Military Security Officer Trainee, and Military Security Officer, shall receive a percentage increase to their annual full-time equivalent salary base equal to the percentage amount that their respective classification’s pay line has been increased, in this case three percent (3%).

11.2.2 On July 1, 2023 employees in the following classifications—Corrections Corporal, Corrections Unit Caseworker, Corrections Sergeant, Behavior Technician, Mental Health Security Specialist II, Youth Security Specialist II, and Developmental Disabilities Safety & Habilitation Specialist—shall advance one step on their classification’s respective pay line, excepting those at or above Step 7 of their classification’s pay line.

Employees must be considered by their respective agency to have had at least satisfactory performance for the past calendar year (2022) in order for the step movement increase on July 1, 2023 to be implemented. Disciplinary probation does not disqualify an employee from receiving a merit increase unless identified by the Director. No employee subject to disciplinary action greater than disciplinary probation shall be eligible for a merit increase, subject to the Director’s discretion.

11.2.3 On July 1, 2023, employees in the following classifications - Security Communications Specialist, Security Guard, Military Security Officer Trainee, and Military Security Officer, shall receive a two percent (2%) salary increase to their annual full-time equivalent salary base. This salary increase of two percent (2%) shall be available to those employees whose performance has been scored at least satisfactory by their agency for the past calendar year (2022).

11.3 Effective July 1, 2024, the pay rates of each pay line are established in Appendix A, which represents a pay line increase of three percent (3%). All classifications shall have their pay line adjusted upward by three percent (3%). The following classifications shall have a pay line consisting of seven (7) steps as outlined in Appendix A: Corrections Corporal, Corrections Unit Caseworker, Corrections Sergeant, Behavior Technician, Mental Health Security Specialist II, Youth Security Specialist II, and Developmental Disabilities Safety & Habilitation Specialist. All other classifications shall have a pay line consisting of a minimum hourly rate of pay and a maximum hourly rate of pay as outlined in Appendix A.

11.3.1 On July 1, 2024, all employees in the following classifications - Corrections Corporal, Corrections Unit Caseworker, Corrections Sergeant, Behavior Technician, Mental Health Security Specialist II, Youth Security Specialist II, and Developmental Disabilities Safety & Habilitation Specialist, shall be placed on the pay lines established in Appendix A as follows: All employees whose hourly rate of pay as of June 30, 2024 is on a respective step of their classification’s pay line shall remain on that same numbered step. All employees whose hourly rate of pay as of June 30, 2024 is between steps on their classification’s pay line shall first, on July 1, 2024, be placed on the step immediately above their hourly rate of pay as of June 30, 2024, and then shall remain on that same numbered step on the pay line on July 1, 2024. All employees whose hourly rate of pay on June 30, 2024 is above the Maximum Hourly Rate, Step 7, of their classification’s pay line shall receive a percentage increase to their annual full-time equivalent salary base equal to the percentage amount that their respective classification’s pay line has been increased, in this case three percent (3%).

On July 1, 2024, all employees in the following classifications – Security Communications Specialist, Security Guard, Military Security Officer Trainee, and Military Security Officer, shall receive a percentage increase to their annual full-time equivalent salary base equal to the percentage amount that their respective classification’s pay line has been increased, in this case three percent (3%).

11.3.2 On July 1, 2024 employees in the following classifications—Corrections Corporal, Corrections Unit Caseworker, Corrections Sergeant, Behavior Technician, Mental Health Security Specialist II, Youth Security Specialist II, and Developmental Disabilities Safety & Habilitation Specialist—shall advance one step on their classification’s respective pay line, excepting those at or above Step 7 of their classification’s pay line.

Employees must be considered by their respective agency to have had at least satisfactory performance for the past calendar year (2023) in order for the step movement increase on July 1, 2024 to be implemented. Disciplinary probation does not disqualify an employee from receiving a merit increase unless identified by the Director. No employee subject to disciplinary action greater than disciplinary probation shall be eligible for a merit increase, subject to the Director’s discretion.

11.3.3 On July 1, 2024, employees in the following classifications - Security Communications Specialist, Security Guard, Military Security Officer Trainee, and Military Security Officer, shall receive a two percent (2%) salary increase to their annual full-time equivalent salary base. This salary increase of two percent (2%) shall be available to those employees whose performance has been scored at least satisfactory by their agency for the past calendar year (2023).

Appendix A

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| **July 1, 2023** | | | | | | | | |
| **Job Code** | **Job Title** | **Step 1** | **Step 2** | **Step 3** | **Step 4** | **Step 5** | **Step 6** | **Step 7** |
| P66112 | Corrections Corporal | $ 28.84 | $ 29.84 | $ 30.84 | $ 31.84 | $ 32.84 | $ 33.84 | $ 34.84 |
| P66113 | Corrections Sergeant | $ 32.96 | $ 33.96 | $ 34.96 | $ 35.96 | $ 36.96 | $ 37.96 | $ 38.96 |
| P66441 | Corrections Unit Caseworker | $ 28.84 | $ 29.84 | $ 30.84 | $ 31.84 | $ 32.84 | $ 33.84 | $ 34.84 |
| P72011 | Behavior Technician | $ 27.81 | $ 28.81 | $ 29.81 | $ 30.81 | $ 31.81 | $ 32.81 | $ 33.81 |
| P76142 | Mental Health Security Specialist II | $ 25.75 | $ 26.75 | $ 27.75 | $ 28.75 | $ 29.75 | $ 30.75 | $ 31.75 |
| P76251 | Developmental Disabilities Safety & Habilitation Specialist | $ 25.75 | $ 26.75 | $ 27.75 | $ 28.75 | $ 29.75 | $ 30.75 | $ 31.75 |
| P76752 | Youth Security Specialist II | $ 25.75 | $ 26.75 | $ 27.75 | $ 28.75 | $ 29.75 | $ 30.75 | $ 31.75 |
|  |  |  |  |  |  |  |  |  |
| **Job Code** | **Job Title** | **Minimum Hourly Rate** | | |  | **Maximum Hourly Rate** | | |
| P61851 | Security Communications Specialist | $ 20.518 | | |  | $ 29.365 | | |
| P64831 | Security Guard | $ 16.665 | | |  | $ 24.102 | | |
| P64911 | Military Security Officer Trainee | $ 19.935 | | |  | $ 27.024 | | |
| P64912 | Military Security Officer | $ 21.428 | | |  | $ 28.578 | | |

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| **July 1, 2024** | | | | | | | | |
| **Job Code** | **Job Title** | **Step 1** | **Step 2** | **Step 3** | **Step 4** | **Step 5** | **Step 6** | **Step 7** |
| P66112 | Corrections Corporal | $ 29.71 | $ 30.71 | $ 31.71 | $ 32.71 | $ 33.71 | $ 34.71 | $ 35.71 |
| P66113 | Corrections Sergeant | $ 33.95 | $ 34.95 | $ 35.95 | $ 36.95 | $ 37.95 | $ 38.95 | $ 39.95 |
| P66441 | Corrections Unit Caseworker | $ 29.71 | $ 30.71 | $ 31.71 | $ 32.71 | $ 33.71 | $ 34.71 | $ 35.71 |
| P72011 | Behavior Technician | $ 28.64 | $ 29.64 | $ 30.64 | $ 31.64 | $ 32.64 | $ 33.64 | $ 34.64 |
| P76142 | Mental Health Security Specialist II | $ 26.52 | $ 27.52 | $ 28.52 | $ 29.52 | $ 30.52 | $ 31.52 | $ 32.52 |
| P76251 | Developmental Disabilities Safety & Habilitation Specialist | $ 26.52 | $ 27.52 | $ 28.52 | $ 29.52 | $ 30.52 | $ 31.52 | $ 32.52 |
| P76752 | Youth Security Specialist II | $ 26.52 | $ 27.52 | $ 28.52 | $ 29.52 | $ 30.52 | $ 31.52 | $ 32.52 |
|  |  |  |  |  |  |  |  |  |
| **Job Code** | **Job Title** | **Minimum Hourly Rate** | | |  | **Maximum Hourly Rate** | | |
| P61851 | Security Communications Specialist | $ 21.133 | | |  | $ 30.250 | | |
| P64831 | Security Guard | $ 17.165 | | |  | $ 24.830 | | |
| P64911 | Military Security Officer Trainee | $ 20.533 | | |  | $ 27.830 | | |
| P64912 | Military Security Officer | $ 22.071 | | |  | $ 29.440 | | |

IN WITNESS WHEREOF, the parties have agreed this \_\_\_ day of January, 2023

FOR THE UNION

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Gary Young, Chief Negotiator

FOP 88

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Mike Chipman, President

FOP 88

FOR THE STATE

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Sean Davis, Chief Negotiator

State of Nebraska

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Kevin Workman, State Personnel Director

State of Nebraska