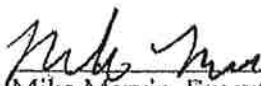


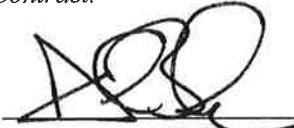
**TENTATIVE AGREEMENTS
JANUARY 9, 2017**

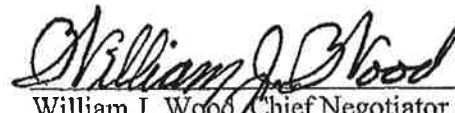
APPENDIX Q - NEBRASKA MILITARY DEPARTMENT

- Q.4 In compliance with Nebraska Revised Statute Section 81-117, all firefighters will receive time and one-half after they have worked 100 hours in a work period of 14 consecutive days.
- Q.7 The Nebraska Military Fire Department supports the concept of physical fitness and encourages all employees to maintain healthy lifestyles. Wellness programs are available through the State of Nebraska Wellness Options Program. The Nebraska Military Fire Department's NFPA 1500 Committee, consisting of both labor and management, may review and propose improvements to the current Nebraska Military Fire Department's wellness/fitness program. Any proposal or modification will be mutually acceptable to both parties. The Nebraska Military Department's full-time Fire Chief will have final approval of any NFPA 1500 Committee's proposals or modifications and will provide written guidance for any implementation.

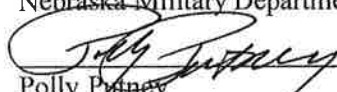
The State and NAPE/AFSCME, Local 61 have reached tentative agreement on the above sections of the 2017-2019 State and NAPE/AFSCME Labor Contract.


Mike Marvin, Executive Director
NAPE/AFSCME
1-9-17
Date


General Daryl Bohac
Nebraska Military Department
10 JAN 2017
Date


William J. Wood, Chief Negotiator
State of Nebraska
1-9-17
Date


Chief Jeffrey Horne
Nebraska Military Department
10 Jan 2017
Date


Polly Putney
Nebraska Military Department
1-10-17
Date