



NEBRASKA ASSOCIATION OF PUBLIC EMPLOYEES

November 9, 2023

Dan Birdsall - Employee Relations Administrator/Chief Negotiator
State of Nebraska - Department of Administrative Services
1526 K Street, Suite 100
Lincoln, NE 68508

Dear Dan,

As you are aware, the Department of Motor Vehicles continues to struggle to attract and retain Motor Vehicle Examiners. Currently, the Driver Licensing Offices in Dawson, Franklin, Furnas, Gosper, Kearney, Phelps and Webster Counties are closed indefinitely due to staffing shortages. The Driver Licensing Offices in Custer, Greeley, Howard, Merrick, Nance, Polk, Valley, and Wheeler Counties have scheduled closures through the end of the year due to staffing shortages. Locations throughout the state have long waits due to staffing shortages. The office closures directly impact the quality of services the DMV can provide to the public. Over 90,000 Nebraskans live in counties affected by these closures.

We believe that low wages are the primary reason why the DMV cannot attract and retain Motor Vehicle Examiners. During contract negotiations last year, we proposed a \$20.00/hour starting salary for Motor Vehicle Examiners. While we settled on \$18.49/hour, it is clear that we are not competitive enough in the job market to fill these positions at that salary.

We do not believe this situation will improve without immediate action. We are asking to enter into mid-term contract negotiations at your earliest convenience to negotiate immediate wage increases for Motor Vehicle Examiners. We have already seen significant improvements in hiring in positions like Social Services Workers where we agreed on a \$20.00/hour starting wage.

We have always appreciated the collaborative relationship we have with you in solving problems. In the end, we are all here to serve our fellow Nebraskans. The DMV provides some of the most forward facing and vital state services to the public. Let's guarantee top notch services and a functional DMV location for all Nebraskans by offering competitive compensation that will attract and retain these vital public servants.

Sincerely,

A handwritten signature in black ink, appearing to read 'J. Hubly'.

Justin Hubly
Executive Director