

LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT is made and entered into between the Nebraska Association of Public Employees Local #61 of the American Federation of State, County, and Municipal Employees (“NAPE/AFSCME”) and the State of Nebraska (“State”) to amend the 2025-2027 Labor Contract (“Labor Contract”) between the parties. This Letter of Agreement is effective August 10, 2026. Except as set forth in this Letter of Agreement, the Labor Contract is unaffected and shall continue in full force and effect in accordance with its terms. If there is conflict between this Letter of Agreement and the Labor Contract, the terms of this Letter of Agreement will prevail.

The following pay lines are hereby added to Appendix A of the Labor Contract:

C72211 OEA Social Services Worker I					
1	20.859	11	23.041	21	25.451
2	21.067	12	23.271	22	25.706
3	21.278	13	23.504	23	25.963
4	21.491	14	23.739	24	26.223
5	21.706	15	23.976	25	26.485
6	21.923	16	24.216	26	26.750
7	22.142	17	24.458	27	27.017
8	22.363	18	24.703	28	27.287
9	22.587	19	24.950	29	27.560
10	22.813	20	25.200	30	27.836
				31	28.114
				32	28.395
				33	28.679
				34	28.966
				35	29.256
				36	29.548
				37	29.844
				38	30.142
				39	30.444
				40	30.748

C72211 OEA Social Services Worker I					
1	21.328	11	23.559	21	26.024
2	21.541	12	23.795	22	26.284
3	21.757	13	24.033	23	26.547
4	21.974	14	24.273	24	26.813
5	22.194	15	24.516	25	27.081
6	22.416	16	24.761	26	27.352
7	22.640	17	25.009	27	27.625
8	22.866	18	25.259	28	27.901
9	23.095	19	25.511	29	28.180
10	23.326	20	25.766	30	28.462
				31	28.747
				32	29.034
				33	29.325
				34	29.618
				35	29.914
				36	30.213
				37	30.515
				38	30.821
				39	31.129
				40	31.440

C72212 OEA Social Services Worker II					
1	22.528	11	24.885	21	27.488
2	22.753	12	25.134	22	27.763
3	22.981	13	25.385	23	28.041
4	23.211	14	25.639	24	28.321
5	23.443	15	25.895	25	28.605
6	23.677	16	26.154	26	28.891
7	23.914	17	26.416	27	29.180
8	24.153	18	26.680	28	29.471
9	24.395	19	26.947	29	29.766
10	24.639	20	27.216	30	30.064
				31	30.364
				32	30.668
				33	30.975
				34	31.284
				35	31.597
				36	31.913
				37	32.232
				38	32.555
				39	32.880
				40	33.209

C72212 OEA Social Services Worker II					
1	23.035	11	25.445	21	28.107
2	23.265	12	25.699	22	28.388
3	23.498	13	25.956	23	28.672
4	23.733	14	26.216	24	28.959
5	23.970	15	26.478	25	29.248
6	24.210	16	26.743	26	29.541
7	24.452	17	27.010	27	29.836
8	24.697	18	27.280	28	30.135
9	24.944	19	27.553	29	30.436
10	25.193	20	27.829	30	30.740
				31	31.048
				32	31.358
				33	31.672
				34	31.988
				35	32.308
				36	32.631
				37	32.958
				38	33.287
				39	33.620
				40	33.956

C72213		OEA Social Services Worker III			
1	24.330	11	26.875	21	29.687
2	24.573	12	27.144	22	29.984
3	24.819	13	27.416	23	30.284
4	25.067	14	27.690	24	30.587
5	25.318	15	27.967	25	30.893
6	25.571	16	28.246	26	31.202
7	25.827	17	28.529	27	31.514
8	26.085	18	28.814	28	31.829
9	26.346	19	29.102	29	32.147
10	26.609	20	29.393	30	32.468
				31	32.793
				32	33.121
				33	33.452
				34	33.787
				35	34.125
				36	34.466
				37	34.811
				38	35.159
				39	35.510
				40	35.865

C72213		OEA Social Services Worker III			
1	24.877	11	27.480	21	30.355
2	25.126	12	27.754	22	30.658
3	25.377	13	28.032	23	30.965
4	25.631	14	28.312	24	31.274
5	25.887	15	28.595	25	31.587
6	26.146	16	28.881	26	31.903
7	26.407	17	29.170	27	32.222
8	26.672	18	29.462	28	32.544
9	26.938	19	29.757	29	32.870
10	27.208	20	30.054	30	33.198
				31	33.530
				32	33.866
				33	34.204
				34	34.546
				35	34.892
				36	35.241
				37	35.593
				38	35.949
				39	36.309
				40	36.672

C72214		OEA Social Services Worker IV			
1	26.276	11	29.025	21	32.062
2	26.539	12	29.315	22	32.382
3	26.804	13	29.608	23	32.706
4	27.072	14	29.905	24	33.033
5	27.343	15	30.204	25	33.364
6	27.616	16	30.506	26	33.697
7	27.893	17	30.811	27	34.034
8	28.171	18	31.119	28	34.374
9	28.453	19	31.430	29	34.718
10	28.738	20	31.744	30	35.065
				31	35.416
				32	35.770
				33	36.128
				34	36.489
				35	36.854
				36	37.223
				37	37.595
				38	37.971
				39	38.351
				40	38.734

C72214		OEA Social Services Worker IV			
1	26.867	11	29.678	21	32.783
2	27.136	12	29.975	22	33.111
3	27.407	13	30.274	23	33.442
4	27.681	14	30.577	24	33.776
5	27.958	15	30.883	25	34.114
6	28.237	16	31.192	26	34.455
7	28.520	17	31.504	27	34.800
8	28.805	18	31.819	28	35.148
9	29.093	19	32.137	29	35.499
10	29.384	20	32.458	30	35.854
				31	36.213
				32	36.575
				33	36.941
				34	37.310
				35	37.683
				36	38.060
				37	38.440
				38	38.825
				39	39.213
				40	39.605

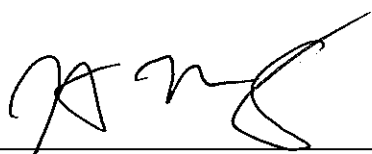
On August 10, 2026, state employees currently occupying positions in the job classification Social Services Worker (C72172) and Social Services Lead Worker (C72173) in the Office of Economic Assistance will be reclassified to OEA Social Services Worker I (C72211), OEA Social Services Worker II (C72212), OEA Social Services Worker III (C72213), or OEA Social Services Worker IV (C72214).

Management will reclassify all current Social Services Workers in the Office of Economic Assistance no later than August 31, 2026. Management agrees to classify employees appropriately based on the duties performed, the scope and level of responsibilities assigned, the nature and extent of supervision received and/or exercised, the knowledge, abilities, and skills required, and employee feedback. From August 10, 2026 to August 31, 2026 the reclassification process will not require a reclassification review pursuant to Article 19 of the labor contract, and employees shall not request a reclassification review in accordance with Article 19. The classification placement determinations between August 10, 2026 and August 31, 2026 are not grievable.

After August 31, 2026, employee initiated reclassification requests for the classifications OEA Social Services Worker I (C72211), OEA Social Services Worker II (C72212), OEA Social Services Worker III (C72213), and OEA Social Services Worker IV (C72214) will be requested pursuant to Article 19.

The salary of current employees who are placed into the classifications of OEA Social Services Worker I (C72211), OEA Social Services Worker II (C72212), OEA Social Services Worker III (C72213), and OEA Social Services Worker IV (C72214) will be determined in accordance with Articles 11.8 & 11.9 and will be effective August 24, 2026. If the resulting wage is below Step 1 of the new classification, the wage will be increased to Step 1. Under no circumstance will an employee be paid lower than the minimum pay for the classification.

Dated this 27th day, of July, 2026



Justin Hubly, Executive Director
NAPE/AFSCME



Dan Birdsall, Chief Negotiator/Administrator
DAS-Employee Relations
State of Nebraska